



सूचना  
का अधिकार

पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड  
Power Grid Corporation of India Limited

सूचना का अधिकार अभिनियम 2005 के अंतर्गत केन्द्रीय लोक सूचना अधिकारी  
Central Public Information Officer under the RTI Act, 2005

केन्द्रीय कार्यालय, 'सौदामिनी', प्लॉट नं.2, सेक्टर-29, गुडगांव, हरियाणा-122007  
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122007



पावरग्रिड  
POWERGRID

PGCIL/R/E/21/00133

दिनांक: 12 April, 2021

Shri Dinesh Dukhiprasad Verma  
PLOT NO 63 CHANDRANAGAR, BEHIND NIT GARDEN NEAR TRIPATHI HOUSE  
Nagpur-440027

विषय: सूचना का अधिकार अधिनियम, 2005 के तहत जानकारी ।

महोदय / महोदया,

कृपया आर.टी.आई. अधिनियम, 2005 के तहत दिनांक 15 March, 2021 को प्रेषित अपने आर.टी.आई. अनुरोध का संदर्भ लें ।

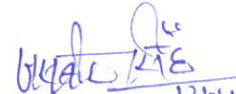
उपरोक्त पत्र मे वांछित जानकारी अनुलग्नक-1 मे संलग्न है ।

यदि आप केन्द्रीय लोक सूचना अधिकारी के उत्तर से संतुष्ट न हो तो, केन्द्रीय लोक सूचना अधिकारी के उत्तर की प्राप्ति के 30 दिनों के भीतर पहले अपील प्राधिकारी के सम्मुख अपील की जा सकती है। आरटीआई अधिनियम, 2005 के तहत केन्द्रीय कार्यालय, गुडगांव में अपील प्राधिकारी का विवरण निम्नानुसार है:

श्री बी.अनंत शर्मा,  
कार्यपालक निदेशक (सी. एम. जी.) एवं अपील प्राधिकारी  
केन्द्रीय कार्यालय, पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड,  
सौदामिनी, प्लॉट नंबर-2, सेक्टर-29, गुडगांव-122001, हरियाणा।  
ईमेल आईडी: appellate.cc@powergrid.co.in  
फोन नंबर: 0124-2571994

धन्यवाद,

भवदीय,

  
(जसबीर सिंह) 12/04/21

मुख्य महाप्रबंधक (के. आ.) एवं के.लो.सू.अधिकारी

Email ID: [cpio.cc@powergrid.co.in](mailto:cpio.cc@powergrid.co.in)

<b>Question</b>	If any employee held responsible for committing the charges framed under CDA Rules and the minor penalty of withholding of an increment of pay without cumulative effect for a period of one year imposed upon him then i) Whether employees increment drops from next month of receiving the punishment order? ii) Whether withholding increment drops for whole service or will it be released after completion of punishment period? iii) Can witness against the accused become disciplinary authority? iv) What is the simple meaning of minor penalty of withholding of an increment of pay without cumulative effect. Please provide any detailed documentary evidence pertaining to this (Other than CDA Rules).
<b>Reply:</b>	Relevant clause of POWERGRID Pay fixation rules which deals with withdrawal /stoppage of increments as a measure of penalty is enclosed for your kind information as Annexure "A".



## Policy Manual



- 9.3.4 In case of stoppage/withholding of increment as a measure of penalty, for a specified period, no increment will accrue during such period, on the expiry of the specified period, the employee will draw the pay which would have been drawn by him had no such penalty been imposed unless the punishment order states that the penalty will have a cumulative effect. If the punishment order states that it will have a cumulative effect, then on the expiry of the period of penalty, the employee shall not be allowed the increment which he would have drawn but for the penalty. In other words, he will be allowed the increment at the rate next to the pay drawn by him, after the expiry of the period of penalty.
- 9.3.5 In case of reduction to a lower stage in a time scale as a measure of penalty, the next increment of an employee in the scale of pay will be drawn on his usual increment date in the time scale. In other words, the pay of the employee will be raised by one increment from the stage to which his pay had been reduced due to imposition of penalty on his usual increment date in the time scale.
- 9.3.6 In case of reduction to a lower post/scale of pay for an unspecified period as a measure of penalty, the increment of an employee in the lower post/scale of pay shall be drawn on the date on which his increment would have fallen due had no such penalty been imposed on him.
- 9.3.7 In case of reduction to a lower post/scale of pay for a specified period as a measure of penalty, the increment of an employee in the lower post/scale of pay shall be drawn on the date on which his increment would have fallen due had no such penalty been imposed on him. On restoration to the original post/scale of pay, the pay of the employee shall be fixed at the same stage to which he would have been entitled to but for imposition of the penalty unless otherwise stated by the disciplinary authority. In the latter event, the pay of the employee shall, on restoration, be fixed treating the period of reduction as not counting for increment subject to the condition that his pay will be fixed in such a manner that the pay drawn in the lower post/scale of pay is protected. If there is no appropriate stage in the scale of pay to which he is restored, the pay will be fixed at next higher stage. The first increment subsequent to such restoration in either case will be governed by the usual rules of preponement.
- 9.3.8 If an order of penalty of stoppage/withholding of increment or reduction to a lower stage in a time scale or reduction to a lower post/scale of pay is modified by the competent/appellate/reviewing authority on appeal or review, the period from the effective date of imposition of such penalty by the disciplinary authority to the date on which the order of penalty is modified, will count for the purpose of increment in the post/scale of pay which he was holding immediately before imposition of the penalty or in other post which he would have held but for the order of penalty, to the extent the modified order permits of such counting.
- 9.3.9 If an order of penalty of stoppage/withholding of increments or reduction to a lower stage in a time scale or reduction to a lower post/scale of pay is set aside by the competent/appellate/reviewing authority on appeal or review, service rendered by an employee at the stage the increment was stopped/withheld or in the lower stage in the



time scale or in the lower post/scale of pay from the effective date of imposition of such penalty to the date on which the order of penalty is set aside will count for increment in the post/scale of pay which he was holding immediately prior to imposition of the penalty, provided that he would have continued to hold that post/scale of pay but for the order of penalty.

- 9.4 Notwithstanding anything contained herein before, the first increment in case of lienholders/deputationists, in whose case the pay fixation on absorption is done on the basis of pay drawn in parent office pay scale immediately before the date of absorption in company's pay scale subsequent to the date of absorption, shall be drawn on completion of one full year from the date of increment in the parent office pay scale immediately prior to their effective date of absorption. Subsequent increments shall be drawn from the relevant standard dates falling in the next calendar year.
- 9.5 The second and subsequent increments in a scale of pay shall be drawn on completion of one year's service from drawal of last increment from either of the four standard dates as mentioned earlier.
- 9.6 Annual increments wherever applicable will be drawn as a matter of course by the concerned Finance and Accounts Department unless it is withheld by specific order in writing of the competent authority. In the case of probationers, the first increment shall be granted only on a specific order/communication from the concerned HR Department in accordance with rule 9.3.

## 10.0 REMOVAL OF ANOMALIES IN PAY FIXATION

- 10.1 If an employee promoted to post draws a lower rate of pay in that post in relation to another employee junior to him in the lower grade and promoted subsequently to the same higher post, the pay of employee in the higher post will be stepped up to a figure equal to the pay fixed for the junior employee and that higher post. This will be done with effect from the date of promotion of junior employee and shall be subject to the following conditions :
- i) The anomaly has arisen directly as a result of the application of normal pay fixation rules.
  - ii) The scales of pay of the corresponding lower and the higher posts of both the senior and junior employees are identical.
  - iii) Both the junior and the senior employees should belong to the same cadre and line of promotion and the posts in which they have been promoted are identical and in the same line of promotion.
  - iv) The employee whose pay is to be stepped up is senior both in the higher as well as the lower post/scale of pay, and
  - v) The benefit of stepping up can be allowed to the senior employee only if he was not drawing or would not have drawn less pay in the lower post than his junior. For this purpose, comparison of pay has to be made first in the lower post when