



पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड
Power Grid Corporation of India Limited
सूचना का अधिकार अधिनियम 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-122001
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122001
CIN : L40101DL1989GCI036121



दिनांक: 2 December, 2022

PGCIL/R/2022/M-49

Shri V K Gaur

House No. C-115, Gali No. 8, Kanti Nagar Extension, Delhi-110051

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

महोदय / महोदया,

कृपया आर.टी.आई. अधिनियम, 2005 के तहत दिनांक 7 November, 2022 को प्राप्त अपने आर.टी.आई. अनुरोध का संदर्भ लें।

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

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

श्री बी.अनंत शर्मा
कार्यपालक निदेशक (सी. एस.) 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,
E = पाठक/110
05/12/22
(ए. जगन्नाथ राव)
वरिष्ठ महाप्रबंधक (कें.आयोजना) एवं
केन्द्रीय लोक सूचना अधिकारी
Email ID: cpio.cc@powergrid.co.in

विषय: श्री वी.के. गौड़, कान्ती नगर एक्स्टेंशन, दिल्ली द्वारा आर.टी.आई. के तहत मांगी गई सूचना का जवाब:

क्रमांक	मांगी गई सूचना:	जवाब:																											
1.	पावरग्रिड, मानेसर में स्थित आवासीय परिसर की श्रेणी क्रमशः (A,B,C,D & B1,B2,B3) आवासीय परिसरों की कुल संख्या का विवरण प्रमाणित दस्तावेज उपलब्ध करावें।	<p>पावरग्रिड मानेसर परिसर में उपलब्ध पारिवारिक आवासों (Family Quarters) की श्रेणीवार संख्या का विवरण निम्नानुसार है -</p> <table border="1"> <thead> <tr> <th>क्रमांक</th> <th>आवास (कार्टर) का प्रकार (टावर-1)</th> <th>आवासों की संख्या</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>बी - टाइप पारिवारिक आवास</td> <td>16</td> </tr> <tr> <td>2.</td> <td>सी - टाइप पारिवारिक आवास</td> <td>16</td> </tr> <tr> <td>3.</td> <td>डी - टाइप पारिवारिक आवास</td> <td>8</td> </tr> <tr> <td>4.</td> <td>ई - टाइप पारिवारिक आवास</td> <td>2</td> </tr> <tr> <td></td> <td>कुल आवास</td> <td>42</td> </tr> </tbody> </table>	क्रमांक	आवास (कार्टर) का प्रकार (टावर-1)	आवासों की संख्या	1.	बी - टाइप पारिवारिक आवास	16	2.	सी - टाइप पारिवारिक आवास	16	3.	डी - टाइप पारिवारिक आवास	8	4.	ई - टाइप पारिवारिक आवास	2		कुल आवास	42									
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सिद्धांत/21/11/2017

5.	<p>पावरग्रिड, मानेसर में स्थित 400/220KV GIS/RTAMC/NTAMC/MANESAR PROJECT एवं HRD/PPFC में तैनाती पर कार्यरत कार्यपालक/अकार्यपालकों की संख्या जिन्हें विभाग द्वारा आवास अभी तक आवंटित नहीं किया गया है, तथा उन्हें एचआरए/कंपनी लीज हेतु X (27% की दर से) श्रेणी में किये गए भुगतान की वर्गीकृत श्रेणी का सक्षम प्राधिकारी से अनुमोदित/प्रमाणित दस्तावेज उपलब्ध करावें।</p>	<p>मानेसर परिसर में आवास आवंटन हेतु कोई भी आवेदन वर्तमान में लंबित नहीं है। इस संबंध में, वर्ष 2017 का वेतन संशोधन परिपत्र (अनुलग्नक-अ) में संलग्न है, जिसमें कार्यपालकों के लिए Para 8, पर्यवेक्षकों के लिए Para 7 और कामगारों के लिए Para 7 का संदर्भ लिया जाए।</p>
6.	<p>पावरग्रिड, मानेसर में स्थित 400/220KV GIS/RTAMC/NTAMC/MANESAR PROJECT एवं HRD/PPFC में तैनाती पर कार्यरत कार्यपालक/अकार्यपालकों की संख्या जिन्हें विभाग द्वारा विभागीय आवास अभी तक आवंटित नहीं किया गया है, तथा उन्हें 'एचआरए/कंपनी लीज' हेतु Y 9% की दर से) श्रेणी में किये गए भुगतान की वर्गीकृत श्रेणी का सक्षम प्राधिकारी से अनुमोदित/प्रमाणित दस्तावेज उपलब्ध करावें।</p>	<p>मानेसर परिसर में आवास आवंटन हेतु कोई भी आवेदन वर्तमान में लंबित नहीं है। इस संबंध में, वर्ष 2017 का वेतन संशोधन परिपत्र (अनुलग्नक-अ) में संलग्न है, जिसमें कार्यपालकों के लिए Para 8, पर्यवेक्षकों के लिए Para 7 और कामगारों के लिए Para 7 का संदर्भ लिया जाए।</p>

विकीर
2/11/2018

अनुलम्बक-अ

Note No. #1

Attachment:2017 Workmen Wage Revision Circular.pdf

पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड
(मानव संसाधन - औ.सं. एवं वे. विभाग)

सी.सी./मा.सं./औ.सं. एवं वे./2019

दिनांक: 13/03/2019

केन्द्रीय मानव संसाधन परिपत्र संख्या : 435 / 2019

विषय : Revision of Wage and Benefit Structure for Employees in the Workmen Category

In pursuance to the Memorandum of Agreement reached in the POWERGRID National Bi-partite Committee (PNBC) in its meeting held on 25th February, 2019 between the management and unions, the Management is pleased to announce the revised scales of pay and allowances etc. for the employees in the workmen category in the regular pay scales of POWERGRID as per details given hereunder:-

1.0 Pay Scale :

The revised scales of pay effective from 01.01.2017 corresponding to the existing scales of pay for workmen are as given below:

Grade	Existing Pay Scale (2007) (INR)	Revised Pay Scale (2017) (INR)
W0	8700 – 20000	20000 – 57500
W1	10500 – 23000	20500 – 68000
W2	11000 – 24500	21000 – 72000
W3	11500 – 26000	21500 – 74000
W4	12500 – 27500	22000 – 85000
W5	13500 – 29500	22500 – 100000
W6	14500 – 32000	23000 – 105000
W7	15500 – 34500	24000 – 108000
W8	16000 – 35500	25000 – 117500
W9	17000 – 37000	26000 – 118000
W10	18500 – 40000	27000 – 118500
W11	20000 – 42500	28000 - 119000
WSG	20500 – 44500	29000 - 119500

2.0 Fitment Benefit :

A uniform full fitment benefit @ 15% shall be provided on the sum of Basic Pay (including admissible Stagnation Increments) as on 31.12.2016 and IDA @ 119.5 % as applicable on 01.01.2017, to all the workmen who were on the rolls of POWERGRID as on 31.12.2016 and who continued to draw pay in the regular workmen pay scales as on 01.01.2017.

Note No. #1

Attachment:2017 Workmen Wage Revision Circular.pdf

3.0 Pay Fixation Methodology :

Following fitment methodology shall be implemented to arrive at the revised Basic Pay as on 01.01.2017:-

A	B	C	D
Basic Pay + Stagnation increment(s) as on 31.12.2016 (Personal Pay / Special Pay not to be included)	+ Industrial Dearness Allowance (IDA) @119.5% as applicable on 1.1.2017 [under the IDA pattern computation methodology linked to All India Consumer Price Index (AICPI) 2001=100 series]	+ 15 % of (A+B)	= Revised BP as on 1.1.2017* (Aggregate amount rounded off to the next Rs. 10/-.)
* In case of revised basic pay as on 01.01.2017 arrived so, is less than the minimum of the revised pay scale, basic pay will be fixed at the minimum of the revised pay scale.			

4.0 Increments:

A uniform rate of 3% of Basic Pay will be applicable for both annual increment as well as promotion increment, rounded off to the next multiple of Rs. 10. In case of reaching the end point of pay scale, a workman will be allowed to draw stagnation increments, one after every two years up to a maximum of three such increments, provided the workman gets a performance rating of 'Good' or above.

5.0 Pay Fixation on Promotion :

Basic Pay shall be fixed in the promoted grade after allowing one notional increment at the rate of 3% of basic pay in the pre-promoted revised pay scale and rounding off the resultant to the next multiple of Rs. 10/-. If the sum so arrived at works out to be less than the minimum of the promoted grade, basic pay will be fixed at the minimum of the promoted grade.

6.0 Dearness Allowance:

100% DA neutralization will be adopted for all the workmen. DA as on 01.01.2017 will become zero with link point of All India Consumer Price Index (AICPI) 2001 = 100, which is 277.33 (Average of AICPI for the months of September, October & November, 2016) as on 01.01.2017. The periodicity of adjustment will be once in three months as per the existing practice. The quarterly DA payable from 01.01.2017 will be as under:-

Effective Date	Rate of Dearness Allowance (%)
01.01.2017	0.0
01.04.2017	-1.1
01.07.2017	-0.2
01.10.2017	2.2
01.01.2018	3.4
01.04.2018	3.5
01.07.2018	3.8
01.10.2018	7.3
01.01.2019	8.8

Note No. #1

Attachment:2017 Workmen Wage Revision Circular.pdf

7.0 House Rent Allowance (HRA) :

7.1 Payment of HRA on revised basic pay shall be at the following rates w.e.f. 10.05.2018:-

CLASSIFICATION OF CITIES	RATE OF HRA
X-Class (Population of 50 Lakh and above)	24% of Basic Pay
Y-Class (Population of 5 Lakh to 50 Lakh)	16% of Basic Pay
Z-Class (Population below 5 Lakh)	8% of Basic Pay

The classifications of cities for payment of HRA will be regulated as per notification issued vide DoE, MoF OM No. 2/5/2017-E.II (B) dated 07.07.2017, or any changes incorporated by Gol from time to time.

7.2 Rate of HRA will be revised to 27%, 18% & 9% for X, Y and Z class cities respectively when IDA crosses 25% and further revised to 30%, 20% and 10% when IDA crosses 50%.

8.0 House Rent Recovery (HRR):

For township accommodation, the HRR shall be 7.5% of Basic Pay (for X-class cities)/ 5% of Basic Pay (for Y-class cities) / 2.5% of Basic Pay (for Z-class cities) or Standard IIRR fixed by POWERGRID, whichever is lower w.e.f. 10.05.2018,

9.0 Superannuation Benefits:

Company shall continue to contribute up to 30% of Basic Pay plus DA towards Provident Fund, Gratuity, Post-Retirement Medical Benefits (PRMB) and Pension w.e.f. 01.01.2017.

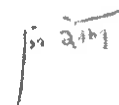
- 9.1 The ceiling limit of gratuity will be enhanced from Rs. 10 lakhs to Rs. 20 lakhs w.e.f. 01.01.2017. The funding of the entire amount of gratuity would be met from within 30% of (Basic Pay + DA) towards superannuation benefits. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%. The payments shall be subject to Income Tax rules.
- 9.2 The existing requirement of superannuation and of minimum of 15 years of service has been dispensed with for pension w.e.f. 01.01.2017.
- 9.3 Consequent to the revision of pay scale w.e.f. 01.01.2017, employer's as well as employees' contribution to the contributory provident fund will be calculated on the basis of the revised basic pay and DA. However, employer's contribution to pension shall continue to be on pre-revised basic pay and DA, pending finalization of the rate of pension.
- 9.4 The existing Post-Retirement Medical Benefits will continue to be linked to the requirement of superannuation and minimum of 15 years of continuous service.

10.0 In case of workmen under suspension, Subsistence Allowance shall be paid on the basis of revised basic pay and DA as applicable.

Note No. #1

Attachment:2017 Workmen Wage Revision Circular.pdf

- 11.0 Location Based Compensatory Allowance (LBCA):**
Location Based Compensatory Allowance (LBCA) shall be regulated as per the terms and conditions outlined in para 10 of Corporate HR Circular No. 404/2018 dated 29.05.2018 applicable to executives.
- 12.0 Perks and Allowances under cafeteria approach:**
- 12.1** Perks and allowances under cafeteria approach subject to ceiling of 35% of basic pay will be adopted allowing workmen to choose from a given set of cafeteria of perks and allowances. The elements of cafeteria will remain the same. The recurring cost incurred on running and maintenance of infrastructure facilities like hospitals, colleges, schools etc. would be outside the ceiling of 35% of basic pay. Perks and allowances under cafeteria approach shall be payable w.e.f. 01.01.2017. Any addition / deletion / amendment to set of allowances will be issued with the approval of CMD.
- 12.2** As regards company owned accommodation provided to workmen, the company would bear the Income Tax liability on the 'non-monetary perquisite', of which 50% shall be loaded within the ceiling of 35% of basic pay on perks and allowances. Company liability in such cases will be restricted as per provisions of the Income Tax Act.
- 13.0** In case of workmen placed under suspension, only subsistence allowance as applicable on the revised basic pay shall be payable. A suspended workman shall not be eligible to opt for perks and allowances under the cafeteria. Workmen on long study leave, EOL on any grounds shall not be eligible to opt for perks and allowances under the Cafeteria.
- 14.0 Service Weightage :**
Service Weightage will be given to workmen who were on the regular workmen pay scales of the company on 31.12.2016 and continue as workmen as on 01.01.2017, as one-time dispensation, as under:-
- 14.1** Amount equal to 2% of actual basic pay as on 01.01.2017 in the revised pay scale will be given as service weightage per month, with effect from 01.01.2017.
- 14.2** This amount will be kept as separate element of pay and will not count for any consequential benefits, whatsoever.
- 14.3** This element of pay shall be discontinued on their movement from workmen cadre to higher cadre.
- 14.4** The above dispensation will not be applicable for employees who are not on the rolls of the company as on date of issue of circular.



Note No. #1

Attachment:2017 Workmen Wage Revision Circular.pdf

15.0 Duration :

Periodicity of the wage revision effective from 01.01.2017 will be for 10 years i.e. till 31.12.2026 only.

16.0 Arrears on Account of Pay Revision:

16.1 The payment of arrears due on account of pay revision shall be made after necessary adjustments / recoveries.

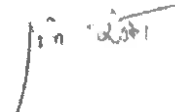
16.2 Arrears on account of leave encashment already availed on or after 01.01.2017 shall also be payable.

16.3 Arrears shall also be admissible to workmen who have demised / resigned / retired on or after 01.01.2017.

16.4 The arrears in respect of the workmen on secondment / deputation to other PSUs / Govt. organizations and all subsidiaries of POWERGRID / JVs may be calculated and the payment may be made.

16.5 Where a workman has left the services of POWERGRID and outstanding dues are payable by him, pay revision arrears shall be paid after adjustments of all dues.

16.6 In case a workman who is absenting without any information to the corporation for long/ absconding / terminated from services, pay arrears in such cases. shall normally not be released unless specifically decided in consultation with associate finance and with the approval of Head of Region / ED (HR) at Corporate Centre. Respective HR departments shall submit a list of such employees forthwith so that appropriate action regarding release of arrears is taken in time.



Note No. #1

Attachment:2017 Workmen Wage Revision Circular.pdf

17.0 GENERAL

- 17.1 This Pay Revision shall also be applicable to workmen who are deployed on deputation or secondment basis in all subsidiaries/ JVs of POWERGRID.
- 17.2 The excess payments, wrong payments and other errors in calculation of the arrears shall be subject to correction, adjustments and recoveries.
- 17.3 Payment of all other allowances not specifically mentioned herein, the same shall cease to exist.
- 17.4 Any changes in the intervening period if made applicable to employees in the executive category will also be extended to the employees in workmen category.
- 17.5 In case of any doubt / requirement of clarification, same should be referred to Corporate HR.
- 17.6 Income Tax shall be recovered at source at the rates applicable as per the Income Tax Act.
- 17.7 In case of any anomalies arising out of the pay revision, the same will be taken up separately.

This issues with the approval of Competent Authority.

/s/ एन शंकर
(एन शंकर)
कार्यपालक निदेशक (मा.सं.)

वितरण:

- | | | |
|---|---|--|
| <ul style="list-style-type: none"> i) समस्त क्षेत्रीय/ प्रोजेक्ट प्रमुख ii) समस्त क्षेत्रीय/प्रोजेक्ट प्रमुख- मा.सं./ वित्त iii) समस्त विभागाध्यक्ष- केन्द्रीय कार्यालय iv) कम्पनी सचिव- केन्द्रीय कार्यालय v) व.म.प्र. (ERP)/ म.प्र. (वित्त-स्थापना)/ म.प्र. (मा.सं-स्थापना)-केन्द्रीय कार्यालय vi) का.सचिव/नि.सचिव- अ.प्र.नि./ निदेशक (कार्मिक)/ (वित्त)/ (प्रचालन)/ (परियोजना) //(सीवीओ) vii) पावरग्रिड मा.सं वेबसाईट | } | उ.क्षे.-I/II/III, पू.क्षे.-I/II, उ.पू.क्षे, द.क्षे.-I/II, प.क्षे.-I/II / ओडीशा
/NERPSIP, गुवाहाटी/ RPT HVDC, बेंगलुरु/ W/NICP,गुरुग्राम |
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पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड
(मानव संसाधन - औ.सं. एवं वे. विभाग)

सी.सी./मा.सं./औ.सं. एवं वे./2019

दिनांक: 13/03/2019

केन्द्रीय मानव संसाधन परिपत्र संख्या : 434 / 2019

विषय : Revision of Pay and Benefit Structure for Employees in the Supervisory Category

It has been decided to revise the scales of pay and allowances etc. for employees in the supervisory category in the regular pay scales of POWERGRID and those on secondment basis / deputation to other organizations in the regular pay scales of POWERGRID as per details given hereunder:-

1.0 Pay Scale :

The revised scales of pay effective from 01.01.2017 corresponding to the existing scales of pay for Supervisors are as given below:

Grade	Existing Pay Scale (2007) (INR)	Revised Pay Scale (2017) (INR)
S1	16000 – 35500	25000 – 117500
S2	17000 – 37000	26000 – 118000
S3	18500 – 40000	27000 – 118500
S4	20000 – 42500	28000 – 119000
SSG	20500 – 44500	29000 – 119500

2.0 Fitment Benefit :

A uniform full fitment benefit @ 15% shall be provided on the sum of Basic Pay (including admissible Stagnation Increments) as on 31.12.2016 and IDA @ 119.5 % as applicable on 01.01.2017, to all the supervisors who were on the rolls of POWERGRID as on 31.12.2016 and who continued to draw pay in the regular Supervisors pay scales as on 01.01.2017.

3.0 Pay Fixation Methodology :

Following fitment methodology shall be implemented to arrive at the revised Basic Pay as on 01.01.2017:-

A		B		C		D
Basic Pay + Stagnation increment(s) as on 31.12.2016 (Personal Pay / Special Pay not to be included)	+	Industrial Dearness Allowance (IDA) @119.5% as applicable on 1.1.2017 [under the IDA pattern computation methodology linked to All India Consumer Price Index (AICPI) 2001=100 series]	+	15 % of (A+B)	=	Revised BP as on 1.1.2017* (Aggregate amount rounded off to the next Rs. 10/-.)
* In case of revised basic pay as on 01.01.2017 arrived so, is less than the minimum of the revised pay scale, basic pay will be fixed at the minimum of the revised pay scale.						

4.0 Increments:

A uniform rate of 3% of Basic Pay will be applicable for both annual increment as well as promotion increment, rounded off to the next multiple of Rs. 10. In case of reaching the end point of pay scale, a supervisor will be allowed to draw stagnation increments, one after every two years up to a maximum of three such increments, provided the supervisor gets a performance rating of 'Good' or above.

5.0 Pay Fixation on Promotion :

Basic Pay shall be fixed in the promoted grade after allowing one notional increment at the rate of 3% of basic pay in the pre-promoted revised pay scale and rounding off the resultant to the next multiple of Rs. 10/-. If the sum so arrived at works out to be less than the minimum of the promoted grade, basic pay will be fixed at the minimum of the promoted grade.

6.0 Dearness Allowance:

100% DA neutralization will be adopted for all the supervisors. DA as on 01.01.2017 will become zero with link point of All India Consumer Price Index (AICPI) 2001 = 100, which is 277.33 (Average of AICPI for the months of September, October & November, 2016) as on 01.01.2017. The periodicity of adjustment will be once in three months as per the existing practice. The quarterly DA payable from 01.01.2017 will be as under:-

Effective Date	Rate of Dearness Allowance (%)
01.01.2017	0.0
01.04.2017	-1.1
01.07.2017	-0.2
01.10.2017	2.2
01.01.2018	3.4
01.04.2018	3.5
01.07.2018	3.8
01.10.2018	7.3
01.01.2019	8.8

in air!

7.0 House Rent Allowance (HRA) :

7.1 Payment of HRA on revised basic pay shall be at the following rates w.e.f. 10.05.2018:-

CLASSIFICATION OF CITIES	RATE OF HRA
X-Class (Population of 50 Lakh and above)	24% of Basic Pay
Y-Class (Population of 5 Lakh to 50 Lakh)	16% of Basic Pay
Z-Class (Population below 5 Lakh)	8% of Basic Pay

The classifications of cities for payment of HRA will be regulated as per notification issued vide DoE, MoF OM No. 2/5/2017-E.II (B) dated 07.07.2017, or any changes incorporated by GoI from time to time.

7.2 Rate of HRA will be revised to 27%, 18% & 9% for X, Y and Z class cities respectively when IDA crosses 25% and further revised to 30%, 20% and 10% when IDA crosses 50%.

8.0 House Rent Recovery (HRR):

For township accommodation, the HRR shall be 7.5% of Basic Pay (for X-class cities)/ 5% of Basic Pay (for Y-class cities) / 2.5% of Basic Pay (for Z-class cities) or Standard HRR fixed by POWERGRID, whichever is lower w.e.f. 10.05.2018.

9.0 Superannuation Benefits:

Company shall continue to contribute up to 30% of Basic Pay plus DA towards Provident Fund, Gratuity, Post-Retirement Medical Benefits (PRMB) and Pension w.e.f. 01.01.2017.

- 9.1 The ceiling limit of gratuity will be enhanced from Rs. 10 lakhs to Rs. 20 lakhs w.e.f. 01.01.2017. The funding of the entire amount of gratuity would be met from within 30% of (Basic Pay + DA) towards superannuation benefits. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%. The payments shall be subject to Income Tax rules.
- 9.2 The existing requirement of superannuation and of minimum of 15 years of service has been dispensed with for pension w.e.f. 01.01.2017.
- 9.3 Consequent to the revision of pay scale w.e.f. 01.01.2017, employer's as well as employees' contribution to the contributory provident fund will be calculated on the basis of the revised basic pay and DA. However, employer's contribution to pension shall continue to be on pre-revised basic pay and DA, pending finalization of the rate of pension.
- 9.4 The existing Post-Retirement Medical Benefits will continue to be linked to the requirement of superannuation and minimum of 15 years of continuous service.

10.0 In case of supervisors under suspension, Subsistence Allowance shall be paid on the basis of revised basic pay and DA as applicable.

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11.0 Location Based Compensatory Allowance (LBCA):

Location Based Compensatory Allowance (LBCA) shall be regulated as per the terms and conditions outlined in para 10 of Corporate HR Circular No. 404/2018 dated 29.05.2018 applicable to executives.

12.0 Perks and Allowances under cafeteria approach:

12.1 Perks and allowances under cafeteria approach subject to ceiling of 35% of basic pay will be adopted allowing supervisors to choose from a given set of cafeteria of perks and allowances. The elements of cafeteria will remain the same. The recurring cost incurred on running and maintenance of infrastructure facilities like hospitals, colleges, schools etc. would be outside the ceiling of 35% of basic pay. Perks and allowances under cafeteria approach shall be payable w.e.f. 01.01.2017. Any addition / deletion / amendment to set of allowances will be issued with the approval of CMD.

12.2 As regards company owned accommodation provided to supervisors, the company would bear the Income Tax liability on the 'non-monetary perquisite', of which 50% shall be loaded within the ceiling of 35% of basic pay on perks and allowances. Company liability in such cases will be restricted as per provisions of the Income Tax Act.

13.0 In case of supervisors placed under suspension, only subsistence allowance as applicable on the revised basic pay shall be payable. A suspended supervisor shall not be eligible to opt for perks and allowances under the cafeteria. Supervisors on long study leave, EOL on any grounds shall not be eligible to opt for perks and allowances under the Cafeteria.

14.0 Service Weightage :

Service Weightage will be given to supervisors who were on the regular supervisory pay scales of the company on 31.12.2016 and continue as supervisors as on 01.01.2017, as one-time dispensation, as under:-

14.1 Amount equal to 2% of actual basic pay as on 01.01.2017 in the revised pay scale will be given as service weightage per month, with effect from 01.01.2017.

14.2 This amount will be kept as separate element of pay and will not count for any consequential benefits, whatsoever.

14.3 This element of pay shall be discontinued on their movement from supervisory cadre to higher cadre.

14.4 The above dispensation will not be applicable for employees who are not on the rolls of the company as on date of issue of circular.

P. S. 2/17-1

15.0 Review

- 15.1 Subsequent to implementation of revised pay structure as above, the profitability of the company shall be reviewed by Ministry of Power after every 3 years which may impact the PRP / Allowances depending upon the increase/ decrease in profitability in accordance with DPE guidelines dated 03.08.2017.
- 15.2 If the profitability of the corporation falls in such a way that the earlier pay revision now entails impact of more than 20% of Average PBT of last three years, then PRP/Allowance will be reduced to bring down the impact.

16.0 Periodicity :

The next pay revision shall take place in line with the periodicity as decided for Central Government employees but not later than 10 years.

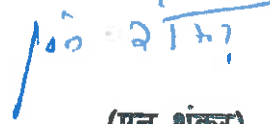
17.0 Arrears on Account of Pay Revision:

- 17.1 The payment of arrears due on account of pay revision shall be made after necessary adjustments / recoveries.
- 17.2 Arrears on account of leave encashment already availed on or after 01.01.2017 shall also be payable.
- 17.3 Arrears shall also be admissible to supervisors who have demised / resigned / retired on or after 01.01.2017.
- 17.4 The arrears in respect of the supervisors on secondment / deputation to other PSUs / Govt. organizations and all subsidiaries of POWERGRID / JVs may be calculated and the payment may be made.
- 17.5 Where a supervisor has left the services of POWERGRID and outstanding dues are payable by him, pay revision arrears shall be paid after adjustments of all dues.
- 17.6 In case a supervisor who is absenting without any information to the corporation for long/ absconding / terminated from services, pay arrears in such cases, shall normally not be released unless specifically decided in consultation with associate finance and with the approval of Head of Region / ED (HR) at Corporate Centre. Respective HR departments shall submit a list of such employees forthwith so that appropriate action regarding release of arrears is taken in time.

18.0 GENERAL

- 18.1 This Pay Revision shall also be applicable to supervisors who are deployed on deputation/ secondment basis in all subsidiaries/ JVs of POWERGRID.
- 18.2 The excess payments, wrong payments and other errors in calculation of the arrears shall be subject to correction, adjustments and recoveries.
- 18.3 Payment of all other allowances not specifically mentioned herein, the same shall cease to exist.
- 18.4 In case of any doubt / requirement of clarification, same should be referred to Corporate HR.
- 18.5 Income Tax shall be recovered at source at the rates applicable as per the Income Tax Act.
- 18.6 In case of any anomalies arising out of the pay revision, the same will be taken up separately.

This issues with the approval of Competent Authority.


(एन शंकर)
कार्यपालक निदेशक (मा.सं.)

वितरण:

- i) समस्त क्षेत्रीय/ प्रोजेक्ट प्रमुख
ii) समस्त क्षेत्रीय/प्रोजेक्ट प्रमुख- मा.सं./ वित्त] उ.क्षे.-I/II/III, पू.क्षे.-I/II, उ.पू.क्षे, द.क्षे.-I/II, प.क्षे.-I/II / बोझीशा
/NERPSIP, गुवाहाटी/ RPT HVDC, बेंगलुरु/ W/NICP, गुरुग्राम
iii) समस्त विभागाध्यक्ष- केन्द्रीय कार्यालय
iv) कम्पनी सचिव- केन्द्रीय कार्यालय
v) व.म.प्र. (ERP)/ म.प्र. (वित्त-स्थापना) /म.प्र. (मा.सं-स्थापना)- केन्द्रीय कार्यालय
vi) का.सचिव/नि.सचिव- अ.प्र.नि./ निदेशक (कार्मिक)/ (वित्त)/ (प्रचालन)/ (परियोजना) /(सीवीओ)
vii) पावरग्रिड मा.सं वेबसाईट

पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड
(मानव संसाधन - औ.सं. एवं वे. विभाग)

सी.सी./मा.सं./औ.सं. एवं वे./2018

दिनांक: 29.05.2018

केन्द्रीय मानव संसाधन परिपत्र संख्या : 404/2018

विषय : Pay Revision of Board Level and Below Board Level Executives w.e.f. 01.01.2017

In pursuance of Presidential Directive vide letter No. 25-11/11/2017-PG dated 10th May, 2018 issued by the Ministry of Power regarding revision of pay and allowances in respect of Board Level and Below Board Level Executives of POWERGRID w.e.f. 01.01.2017 and POWERGRID Board in its 354th meeting held on 29.05.2018 has accorded approval for revising Pay and Allowances as per details indicated below:-

1. PAY SCALES

The following revised pay scales corresponding to existing pre-revised pay scales shall be applicable for Board level and below Board level executives w.e.f. 01.01.2017:-

Existing (2007)		Revised (2017)	
Grade	Pay Scale (₹)	Grade	Pay Scale (₹)
E1	20600-46500	E2	50000-160000
E2	24900-50500	E3	60000-180000
E2A			
E3	29100-54500	E4	70000-200000
E4	32900-58000	E5	80000-220000
E5	36600-62000	E6	90000-240000
E6	43200-66000	E7	100000-260000
E6A			
E7	51300-73000	E8	120000-280000
E7A			
E8			
E9	62000-80000	E9	150000-300000
Director	75000-100000	Director	180000-340000
CMD	80000-125000	CMD	200000-370000

- 1.1 After merger and alignment of grades as per DPE guidelines, the existing Delegation of Powers (DoP), entitlements and other related matters including reporting structure shall remain unchanged, until further review and amendment of the same as deemed appropriate.

2. FITMENT BENEFIT

A uniform full fitment benefit @ 15% shall be provided on the sum of Basic Pay (including admissible Stagnation Increments) as on 31.12.2016 and IDA @ 119.5 % applicable as on 01.01.2017.

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3. METHODOLOGY OF PAY FIXATION

1. Following fitment methodology shall be implemented to arrive at the revised Basic Pay as on 01.01.2017:-

A		B		C		D
Basic Pay + Stagnation increment(s) as on 31.12.2016 (Personal Pay / Special Pay not to be included)	+	Industrial Dearness Allowance (IDA) @119.5% as applicable on 1.1.2017 [under the IDA pattern computation methodology linked to All India Cumulative Price Index (AICPI) 2001=100 series]	+	15 % of (A+B)	=	Revised BP as on 1.1.2017 (Aggregate amount rounded off to the next ₹.10/-)

2. In case of revised basic pay as on 01.01.2017 arrived so, is less than the minimum of the revised pay scale, basic pay will be fixed at the minimum of the revised pay scale.
3. Executives appointed in POWERGRID pay scales on or after 01.01.2017, who were allowed pay at the minimum in pre-revised scales of pay, their basic pay shall be fixed at the minimum of the corresponding revised scales of pay. However, executives who were allowed a higher start in the pre-revised scales of pay, their pay shall be re-fixed in the corresponding revised scales of pay by Corporate HR-Establishment group. In both the cases, such executives will not be eligible for fitment benefit under the pay revision.

4. PAY FIXATION ON PROMOTION :

1. In cases where Executives have been promoted on 01.01.2017, the pay of Executives shall be fixed as below:-
- Pay in the lower grade will be fixed first in the revised scale of pay.
 - If Increment is due on 01.01.2017, the same will be granted in the lower grade in the revised scale;
 - One (1) notional increment equal to the increment being drawn by the Executive in the lower grade will be added, and
 - The pay fixed in promoted grade and rounded off to next multiple of ₹ 10.
2. In case of promotion of supervisors to executive category, pending salary revision of supervisor, pay fixation of such employees who were on the rolls of corporation on 31.12.2016 as non-executive but subsequently promoted as executive on or after 01.01.2017 shall be provisionally fixed at the minimum of the revised scale of pay from the date of their promotion to executive cadre. They will draw salary (Basic and DA) in the revised 2017 scales or continue to draw their salary (Basic, DA & Stagnation Increment) in the pre-revised 2007 scales, whichever is higher. Their final pay fixation will be done in the revised scales upon finalization of non-executive wage revision due w.e.f. 01.01.2017.

5. INCREMENT

A uniform rate of 3% of Basic Pay will be applicable for both annual increment as well as promotion increment, rounded off to the next multiple of ₹ 10/-.

6. STAGNATION INCREMENT

In case of reaching the end point of pay scale, an executive will be allowed to draw stagnation increments, one after every two years up to a maximum of three such increments, provided the executive gets a performance rating of 'Good' or above.

11/12/17

7. DEARNESS ALLOWANCE

100% DA neutralization will be adopted for all the executives. DA as on 01.01.2017 will become zero with link point of All India Consumer Price Index (AICPI) 2001 = 100, which is 277.33 (Average of AICPI for the months of September, October & November, 2016) as on 01.01.2017. The periodicity of adjustment will be once in three months as per the existing practice. The quarterly DA payable from 01.01.2017 will be as under:-

Effective Date	Rate of Dearness Allowance (%)
01.01.2017	0.0
01.04.2017	-1.1
01.07.2017	-0.2
01.10.2017	2.2
01.01.2018	3.4
01.04.2018	3.5

8. HOUSE RENT ALLOWANCE (HRA)/LEASED ACCOMMODATION & HOUSE RENT RECOVERY (HRR)

8.1 House Rent Allowance (HRA)

8.1.1. Payment of HRA on revised basic pay shall be at the following rates:-

CLASSIFICATION OF CITIES	RATE OF HRA
X-Class (Population of 50 Lakh and above)	24% of Basic Pay
Y-Class (Population of 5 Lakh to 50 Lakh)	16% of Basic Pay
Z-Class (Population below 5 Lakh)	8% of Basic Pay

The classifications of cities for payment of HRA will be regulated as per notification issued vide DoE, MoF OM No. 2/5/2017-E.II (B) dated 07.07.2017.

8.1.2. Rate of HRA will be revised to 27%, 18% & 9% for X, Y and Z class cities respectively when IDA crosses 25% and further revised to 30%, 20% and 10% when IDA crosses 50%.

8.1.3. HRA on the revised basic pay will be payable w.e.f. 10.05.2018.

8.2 Leased Accommodation / House Rent Recovery

8.2.1 Grade wise entitlement of executives for lease facility in the revised pay structure shall be notified separately.

8.2.2 Pending notification of entitlement of executives for lease facility in the revised pay structure w.e.f. 10.05.2018, current lease entitlement of individual executives as well as House Rent Recovery shall continue.

8.2.3 The House Rent Recovery shall be as follows :

CLASSIFICATION OF CITIES	RATE OF HRA
X-Class (Population of 50 Lakh and above)	7.5 % of Basic Pay
Y-Class (Population of 5 Lakh to 50 Lakh)	5% of Basic Pay
Z-Class (Population below 5 Lakh)	2.5% of Basic Pay

- 8.2.4 If an executive is staying in his / her own house and if the said house is taken as lease accommodation for self-occupation purpose, the lease rental ceiling (after adjusting the HRR amount) should not exceed the net applicable HRA amount w.e.f. 10.05.2018.
- 8.2.5 For Accommodation provided by POWERGRID in its own township, the HRR shall be 7.5% of Basic Pay (for X-class cities)/5% of Basic Pay (for Y-class cities)/ 2.5% of Basic Pay (for Z-class cities) or Standard Rent fixed by POWERGRID, whichever is lower w.e.f. 10.05.2018. However, pending revision of Standard Rent, the existing Standard Rent will continue.

9 PERKS AND ALLOWANCES

- 9.1 The existing system of 'Cafeteria Approach' shall continue for payment of perks and allowances admissible to different categories of executives subject to a ceiling of 35% of Basic Pay w.e.f. 01.01.2017. The recurring cost incurred on running and maintenance of infrastructure facilities like schools, etc. would be outside the ceiling of 35% of Basic Pay.
- 9.2 The Perks and allowances under cafeteria approach subject to a ceiling of 35% of the basic pay will be paid on pro-rata basis (From pre-revised 49%) based upon the set of perks and allowances already chosen by the employee for the respective financial years.
- 9.3 As regards Company owned accommodation provided to the executives, the Company would bear the Income Tax liability on the 'non-monetary perquisite' of which 50% shall be loaded within the ceiling of 35% of Basic Pay on perks and allowances.
- 9.4 Executive Trainees (ETs) will be paid perks and allowances @ 12 % of revised basic pay during training period. The Perks and Allowances @ 12% of revised Basic Pay comprises of Transport Allowance, Washing Allowance and Canteen Allowance. However, on regularization, they shall be allowed to exercise option under 'Cafeteria Approach @ 35%' by the end of the month following the month in which they are regularized.
- 9.5 Under the Cafeteria Approach, executives would be allowed to choose from the existing basket of perks and allowances, at the beginning of the Financial Year subject to the maximum limit of 35% of the revised basic pay. In case no fresh option is exercised at the beginning of each financial year, the option exercised for the preceding financial year, will continue till the end of the current financial year as well. Accordingly, for FY 2018-19, the option already exercised by April, 2018 will be applicable pro-rata @ 35 % of Basic pay.

12/2/2018

10 PERKS AND ALLOWANCES OUTSIDE THE CEILING OF 35% OF BASIC PAY UNDER CAFETERIA APPROACH

10.1 LOCATION BASED COMPENSATORY ALLOWANCE

(i) For serving in North-East States and Ladakh Region

Assam, Meghalaya, Manipur, Nagaland, Tripura, Arunachal Pradesh, Mizoram and Sikkim	10 % of Basic Pay
Ladakh Region	10 % of Basic Pay

(ii) For serving in Island Territories of A&N Islands and Lakshwadeep

Areas around capital towns (Port Blair in A&N islands, Kavaratti and Agatti in Lakshadweep)	10 % of Basic Pay
Difficult Areas (North and Middle Andaman, South Andaman excluding Port Blair, entire Lakshadweep except Kavaratti .Agatti and Minicoy)	16 % of Basic Pay
More Difficult Areas (Little Andaman, Nicobar group of islands, Narcondam islands, East islands and Minicoy)	20 % of Basic Pay

(iii) Special Allowance : for serving in the difficult and far flung areas

Part A (Areas covered under Annexure —I of Department of expenditure O.M. No. 3/1/2017-E- II(B) dated 19.07.2017)	8 % of Basic pay
Part B (Areas covered under Annexure —II of Department of expenditure O.M. No. 3/1/2017-E- II(B) dated 19.07.2017)	6 % of Basic Pay
Part C (Areas covered under Annexure —III of Department of expenditure O.M. No. 3/1/2017-E- II(B) dated 19.07.2017)	4 % of Basic Pay
Part D (Areas covered under Annexure —IV of Department of expenditure O.M. No. 3112017-E- II(B) dated 19.07.2017)	3 % of Basic Pay

(iv) In the event of a place falling in more than one category i.e. Clause 10.1 (i)/(ii) and (iii) mentioned above, in that case only the higher rate of allowance will be admissible.

(v) Location based compensatory allowance will be payable for employees serving in the North East States including Sikkim and Ladakh Region as mentioned in Para 10.1(i) above @ 10% of revised basic pay w.e.f. 10.05.2018.

(vi) For other locations falling in 10.1 (iii) Special Allowance which is being paid provisionally, will henceforth be regulated as per the percentage mentioned above and will be paid w.e.f. 10.05.2018.

(vii) Consequent to the payment of revised Location Based Compensatory Allowance, no other allowance (except those mentioned in this circular) shall be paid.

11 PERFORMANCE RELATED PAY

Payment of PRP shall be regulated as per DPE guidelines from FY 2017-18.

12 SUPERANNUATION BENEFITS

12.1 Company shall continue to contribute up to 30% of Basic Pay plus DA towards Provident Fund, Gratuity, Post-Superannuation Medical Benefits (PRMB) and Pension.

12.2 The ceiling limit of gratuity of the executives will be enhanced from ₹10 lakhs to ₹20 lakhs as per DPE guidelines. The funding of the entire amount of gratuity would be met from within the 30% of Basic + DA. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%

12.3 The existing Post-Retirement Medical Benefits will continue to be linked to the requirement of superannuation and minimum of 15 years of continuous service for other than Board Level Executives. Post-Retirement Medical Benefits shall be allowed to Board level executives (without any linkage to provision of 15 years of service) upon completion of their tenure or upon attaining the age of retirement, whichever is earlier.

12.4 The existing requirement of superannuation and of minimum of 15 years of service has been dispensed with for pension.

12.5 Consequent upon revision of pay scales w.e.f. 01.01.2017, employer's as well as employee's contribution to the Provident Fund shall be calculated on the basis of the revised basic pay and DA. However, employer's contribution to pension shall continue to be on pre-revised basic pay and DA, pending finalization of the rate of pension.

12.6 The benefits of PF and Gratuity will also be admissible to the executives and / or nominees / legal heirs of the executives who have resigned / retired / demised on or after 01.01.2017. Consequently, the employee contribution towards the PF and Pension based on revised basic pay and DA shall be adjusted from arrears payable.

13 CORPUS FOR MEDICAL BENEFITS FOR RETIREES

Corpus for post-retirement medical benefits and other emergency needs for the employees who have retired prior to 01.01.2007 will continue to be contributed / funded from the existing ceiling of 1.5% of PBT.

14 CLUB MEMBERSHIP

Board level executives would be provided with Corporate Club membership (up to maximum of two clubs), co-terminus with their tenure.

15 REVIEW

15.1 Subsequent to implementation of revised pay structure as above, the profitability of the company shall be reviewed by Ministry of Power after every 3 years which may impact the PRP/Allowances depending upon the increase/ decrease in profitability in accordance with DPE guidelines dated 03.08.2017.

15.2 If the profitability of the corporation falls in such a way that the earlier pay revision now entails impact of more than 20% of Average PBT of last three years, then PRP/Allowance will be reduced to bring down the impact.

16 PERIODICITY

The next pay revision shall take place in line with the periodicity as decided for Central Government employees but not later than 10 years.

13.11.2017


17 ARREARS ON ACCOUNT OF PAY REVISION

- 17.1 The payment of arrears due on account of pay revision shall be made after necessary adjustments / recoveries.
- 17.2 Arrears on account of leave encashment already availed on or after 01.01.2017 shall also be payable.
- 17.3 Arrears on account of PRP for the quarter January, 2017 to March, 2017 shall also be payable.
- 17.4 The arrears arising out of revision of pay scales and allowances etc., shall also be admissible to executives who have demised / resigned / retired on or after 01.01.2017, upto the date they were in service.
- 17.5 The arrears in respect of the executives on deputation to other PSUs / Govt. organizations may be calculated and the payment may be made.
- 17.6 Where an executive has left the services of POWERGRID and outstanding dues are payable by him, pay revision arrears shall be paid after adjustments of all dues.
- 17.7 In case an executive who is absenting without any information to the corporation for long/ absconding / terminated from services, pay arrears in such cases, shall normally not be released unless specifically decided in consultation with associate finance and with the approval of Head of Region / GM I/c (HR) at Corporate Centre. Respective HR departments shall submit a list of such employees forthwith so that appropriate action regarding release of arrears is taken in time.

18. GENERAL

- 18.1 This Pay Revision shall also be applicable to Executives who are deployed on secondment basis in all subsidiaries of POWERGRID.
- 18.2 The excess payments, wrong payments and other errors in calculation of the arrears shall be subject to correction, adjustments and recoveries.
- 18.3 In case of any doubt / requirement of clarification, same should be referred to Corporate HR.
- 18.4 Income Tax shall be recovered at source at the rates applicable as per the Income Tax Act.
- 18.5 In case of any anomalies arising out of the pay revision, the same will be taken up separately.

This issues with the approval of Competent Authority.


(एन शंकर)
महा प्रबन्धक प्रभारी (मा.सं.)

वितरण:

समस्त क्षेत्रीय प्रमुख / ओडीशा प्रोजेक्ट
समस्त क्षेत्रीय मा.सं. / वित्त प्रमुख / ओडीशा प्रोजेक्ट/NERPSIP Project, Guwahati/Raigarh - Pugalur HVDC Project, Bengaluru/Western/Northern Region Interconnector Project, Gurugram
समस्त विभागाध्यक्ष- केन्द्रीय कार्यालय
कम्पनी सचिव
का.सचिव/नि.सचिव-अध्यक्ष एवं प्रबन्ध निदेशक/ निदेशक (कार्मिक / वित्त/ परियोजना / प्रचालन/ सीवीओ)
पावरग्रिड मा.सं वेबसाईट

New Delhi, 7th July, 2017.OFFICE MEMORANDUM

Subject:- Implementation of recommendations of the Seventh Central Pay Commission relating to grant of House Rent Allowance (HRA) to Central Government employees.

Consequent upon the decision taken by the Government on the recommendations of the Seventh Central Pay Commission, the President is pleased to decide that, in modification of this Ministry's O.M. No.2(37)-E.II(B)/64 dated 27.11.1965 as amended from time to time, O.M. No.2(13)/2008-E.II(B) dated 29.08.2008 and O.M. No.2/5/2014-E.II(B) dated 21.07.2015, the admissibility of House Rent Allowance (HRA) shall be as under:-

Classification of Cities/Towns	Rate of House Rent Allowance per month as a percentage of Basic Pay only
X	24 %
Y	16 %
Z	8%

- The rates of HRA will not be less than Rs.5400/-, 3600/- & 1800/- at X, Y & Z class cities respectively.
- The rates of HRA will be revised to 27% 18% & 9% for X, Y & Z class cities respectively when Dearness Allowance (DA) crosses 25% and further revised to 30%, 20% & 10% when DA crosses 50%.
- The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay levels in the Pay Matrix and does not include Non-Practising Allowance (NPA), Military Service Pay (MSP), etc. or any other type of pay like special pay, etc.
- The list of cities classified as 'X', 'Y' and 'Z' vide DoE's O.M. No.2/5/2014-E.II(B) dated 21.07.2015, for the purpose of grant of House Rent Allowance is enclosed as Annexure to these orders.
- Special orders on continuance of HRA at Delhi ("X" class city) rates to Central Government employees posted at Faridabad, Ghaziabad, NOIDA and Gurgaon, at Jalandhar ("Y" class city) rates to Jalandhar Cantt., at "Y" class city rates to Shillong, Goa & Port Blair and HRA at par with Chandigarh ("Y" class city) to Panchkula, S.A.S. Nagar (Mohali) which have been allowed to continue vide Para '4' of this Ministry's O.M. No.2/5/2014-E.II(B) dated 21.07.2015 and O.M. No. 2/2/2016-E.II(B) dated 03.02.2017, shall continue till further orders.
- All other conditions governing grant of HRA under existing orders, shall continue to apply.
- These orders shall be effective from 1st July, 2017.
- The orders will apply to all civilian employees of the Central Government. The orders will also be applicable to the civilian employees paid from the Defence Services Estimates. In respect of Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and the Ministry of Railways, respectively.
- In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.

Hindi version is attached.



(Annie George Mathew)
 Joint Secretary to the Government of India

To

All Ministries and Departments of the Govt. of India etc. as per standard distribution list.

Copy to: CRAG and U.P.S.C. etc. as per standard endorsement list.

To O.M. No.2/5/2017-E.II(B) dated 07.07.2017.

**LIST OF CITIES/TOWNS CLASSIFIED FOR GRANT OF
HOUSE RENT ALLOWANCE TO CENTRAL GOVERNMENT EMPLOYEES**

Sl. No.	STATES/ UNION TERRITORIES	CITIES CLASSIFIED AS "X"	CITIES CLASSIFIED AS "Y"
1.	ANDAMAN & NICOBAR ISLANDS	---	---
2.	ANDHRA PRADESH/ TELANGANA	Hyderabad (UA)	Vijayawada (UA), Warangal (UA), Greater Visakhapatnam (M.Corpn.), Guntur (UA), Nellore (UA)
3.	ARUNACHAL PRADESH	---	---
4.	ASSAM	---	Guwahati (UA)
5.	BIHAR	---	Patna (UA)
6.	CHANDIGARH	---	Chandigarh (UA)
7.	CHHATTISGARH	---	Durg-Bhilai Nagar (UA), Raipur (UA)
8.	DADRA & NAGAR HAVELI	---	---
9.	DAMAN & DIU	---	---
10.	DELHI	Delhi (UA)	
11.	GOA	---	---
12.	GUJARAT	Ahmadabad (UA)	Rajkot (UA), Jamnagar (UA), Bhavnagar (UA), Vadodara (UA), Surat (UA)
13.	HARYANA	---	Faridabad*(M.Corpn.), Gurgaon*(UA)
14.	HIMACHAL PRADESH	---	---
15.	JAMMU & KASHMIR	---	Srinagar (UA), Jammu (UA)
16.	JHARKHAND	---	Jamshedpur (UA), Dhanbad (UA), Ranchi (UA), Bokaro Steel City (UA)
17.	KARNATAKA	Bengalore/Bengaluru (UA)	Belgaum (UA), Hubli-Dharwad (M.Corpn.), Mangalore (UA), Mysore (UA), Gulbarga (UA)
18.	KERALA	---	Kozhikode (UA), Kochi (UA), Thiruvananthapuram (UA), Thrissur (UA), Malappuram (UA), Kannur (UA), Kollam (UA)
19.	LAKSHADWEEP	---	---
20.	MADHYA PRADESH	---	Gwalior (UA), Indore (UA), Bhopal (UA), Jabalpur (UA), Ujjain (M. Corpn.)

SI. No.	STATES/ UNION TERRITORIES	CITIES CLASSIFIED AS "X"	CITIES CLASSIFIED AS "Y"
21.	MAHARASHTRA	Greater Mumbai (UA), Pune (UA)	Amravati (M.Corpn.), Nagpur (UA), Aurangabad (UA), Nashik (UA), Bhiwandi (UA), Solapur (M.Corpn.), Kolhapur (UA), Vasai-Virar City (M. Corpn.), Malegaon (UA), Nanded-Waghala (M. Corpn.), Sangli (UA)
22.	MANIPUR	---	---
23.	MEGHALAYA	---	---
24.	MIZORAM	---	---
25.	NAGALAND	---	---
26.	ODISHA	---	Cuttack (UA), Bhubaneswar (UA), Raurkela (UA)
27.	PUDUCHERRY (PONDICHERRY)	---	Puducherry/Pondicherry (UA)
28.	PUNJAB	---	Amritsar (UA), Jalandhar (UA), Ludhiana (M. Coprn.)
29.	RAJASTHAN	---	Bikaner (M.Corpn.), Jaipur (M.Corpn.), Jodhpur (UA), Kota (M.Corpn.), Ajmer (UA)
30.	SIKKIM	---	---
31.	TAMIL NADU	Chennai (UA)	Salem (UA), Tiruppur (UA), Coimbatore (UA), Tiruchirappalli (UA), Madurai (UA), Erode (UA)
32.	TRIPURA	---	---
33.	UTTAR PRADESH	---	Moradabad (M.Corpn.), Meerut (UA), Ghaziabad*(UA), Aligarh(UA), Agra (UA), Bareilly (UA), Lucknow (UA), Kanpur (UA), Allahabad (UA), Gorakhpur (UA), Varanasi (UA), Saharanpur (M.Corpn.), Noida* (CT), Firozabad (NPP), Jhansi (UA)
34.	UTTARAKHAND	---	Dehradun (UA)
35.	WEST BENGAL	Kolkata (UA)	Asansol (UA), Siliguri (UA), Durgapur (UA)

* Only for the purpose of extending HRA on the basis of dependency.

NOTE

The remaining cities/towns in various States/UTs which are not covered by classification as "X" or "Y", are classified as "Z" for the purpose of HRA.
