



NATIONAL PROJECTS CONSTRUCTION CORPORATION LIMITED

(A Govt. of India Enterprise)

Corporate Office: Plot No. 67-68, Sector-25, Faridabad – 121 004 (Haryana)

Regd. Office: 30-31, Raja House, Nehru Place, New Delhi-110 019.

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NO. 500137/2nd IDA/129

Dated.03.06.2011.

OFFICE ORDER No.11/P-75

In continuation of Corporate Office Order No.11/P-73 ref.No.500137/2nd IDA/96 dtd.31.05.2011 regarding revision of 2nd IDA Pay Scales, the proposition for Fixation of Pay of the employees borne in IDA Pattern Pay Scales shall be made in the attached format as at **Annexure-I** by following guidelines and send it to Corporate Office through Zonal Heads for vetting. An example for fixation of Pay is also attached as at **Annexure-II.**

The initial pay of the employee who has opted the Revised Pay Scales on and from 1st January 2007, shall be fixed in accordance with guidelines issued vide C.O. Order No.11/P-73 dtd.31.05.2011 in addition to the following guidelines lines:-

1. the Pay in the Revised Pay Scale will be determined with 10% Fitment benefit on Basic Pay plus D.A @ 78.2% as on 01.01.2007 and rounding off the resultant figure to the next multiple of Rs.10;
2. if the minimum of revised pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay scale;

Provided further that:-

- Where, in the fixation of pay, the pay of the employee drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, get fixed in the revised pay scale at the same stage in the minimum revised pay scale, then for every two stages so bunched, benefit of one increment shall be in the revised pay scale.
3. Where the increment of an employee falls on 1st day of January,2007, he/she shall have the option to draw the increment in the existing scale or the revised scale.
 4. Where an employee is on leave on the 1st day of January,2007, he/she shall become entitled to pay in the Revised Scale of Pay from the date he/she joins duty.
 5. In case of an employee under Suspension, he/she shall continue to draw subsistence allowance based on existing Scale of Pay and his/her pay in the Revised Scale of Pay will be subject to final order on the pending disciplinary proceedings.

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6. In case, where an employee promoted to a higher post before the 1st day of January,2007 draws less pay in the revised scale than his/her junior who is promoted to the higher, post on or after the 1st day of January,2007, the pay of the senior employee should stepped upto an amount equal to the pay as fixed for his/her junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior employee subject to the fulfillment of the following conditions:-
- (a) Both the junior and the senior employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
 - (b) The pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
 - (c) The senior employees at the time of promotion have been drawing equal or more pay than the junior.
 - (d) The anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this need not be invoked to step up the pay of the senior employee.
 - (e) By virtue of anomaly re-fixation of pay of senior employee shall be done under Fundamental Rule 27 and the senior employee will be entitled to the next increment on completion of his/her required qualifying service with effect from the date of refixation of pay.
 - (f) Employee who joins or converted into IDA Scales of Pay on or after 1.1.2007 he/she pay will be fixed by allowing Merger of DA 78.2 % DA + 10 Fitment benefit as on date of joining or conversion in IDA Pay Scale.

This is subject to audit.

Encl: Annexure-I & II.

Sd/-
(K.K.GUPTA)
CHIEF MANAGER (HR)

Distribution:-

2. All Zonal Managers, NPCC Ltd., for information and immediate circulate the same to all Units under their administrative control./
3. All Divisional Heads, NPCC Ltd.,C.O. Faridabad.
4. Company Secretary/Sr.Manager (F)/Sr.Manager(NE) /Manager (EE) , NPCC Ltd., C.O. Faridabad.

SPS TO CMD / PS TO D(E) / D(F) CVO

ANNEXURE-I

**PERFORMA FOR PAY FIXATION OF PAY ON REVISION W.E.F. 01.01.2007
VIDE OFFICE ORDER NO.500137/2nd IDA/96 & ON PROMOTION.**

I. ACTION REQUIRED BY P&A DIVISION:-

Place of Posting -Unit/Zone : _____
Name : _____
Designation : _____
Employee No. : _____
Pre Revised Scale (w.e.f.1.1.1997) : Rs._____
Revised Scale (w.e.f.1.1.2007) : Rs._____
Promoted Scale : Rs._____
Date of Increment : _____
Date of joining after promotion : _____
Basic Pay as on 1.1.2007 in Pre-revised
Scale : Rs._____

Section Head(P&A)/CO/Zones/Projects

Divisional Head (P&A)
/CO/Zone/Projects

II. ACTION TO BE TAKEN BY FINANCE DIVISION:-

1. Basic Pay as on 01.01.2007 in pre-revised scale Rs._____
2. Add DA 78.2% Rs._____
3. Total:(Col.1&2) Rs._____
4. Add 10% fitment benefit on it (col.-3) Rs._____
5. Total (col.3 & 4) Rs._____
6. Pay fixed in Revised Scale w.e.f.01.01.2007
(rounding off the resultant figure to be next multiple of Rs.10.)
7. Basic Pay after increment @3% due on _____ Rs._____
_____ Rs._____
_____ Rs._____
_____ Rs._____
_____ Rs._____
Pay as on 26.05.2011 i.e. date of Pay Revision Order Rs._____

III. PAY FIXATION AFTER PROMOTION (IF ANY):-

- | | |
|---|-----------|
| i. Basic Pay as on 01.05.2010 | Rs._____ |
| ii. Add one Notional Increment @ 3% | Rs._____ |
| iii. Total of (Col. 1 & 2) | Rs._____ |
| iv. Pay fixed w.e.f. 01.05.2010 in the Revised Pay Scale
(rounding off the resultant figure to be next multiple of Rs.10.) | Rs. _____ |
| v. Basic Pay after increment due on @3 % _____ | Rs._____ |

However He/She will draw the revised basic in the promoted scale from the date of joining on promotion.

SECTION HEAD (FIN)/CO/Zone/Project

DIVISIONAL HEAD(FIN)
CO/Zone/Project

NO._____

Dated:_____

Forwarded to Corporate Office, NPCC Ltd., Faridabad –for vetting the Pay Fixation proposal in order to issue the final order of fixation of pay of the incumbent.

Zonal Manager

CHIEF MANAGER (HR)

EXAMPLE FOR FIXATION OF PAY

**PERFORMA FOR PAY FIXATION OF PAY ON REVISION W.E.F. 01.01.2007
VIDE OFFICE ORDER NO.500137/2nd IDA/96 & ON PROMOTION.**

I. ACTION REQUIRED BY P&A DIVISION:-

Place of Posting -Unit/Zone	:	_____
Name	:	___X___
Designation	:	Sr.Asstt.Gr.I
Employee No.	:	___X___
Pre Revised Scale (w.e.f.1.1.1197)	:	Rs.5600-150-8600
Revised Scale (w.e.f.1.1.2007)	:	Rs.10800-27800
Promoted Scale	:	Rs.12600-32500
Date of Increment	:	1 st July
Date of joining after promotion	:	27.05.2011
Basic Pay as on 1.1.2007 in Pre-revised Scale	:	Rs.7400

Section Head(P&A)/CO/Zones/Projects

Divisional Head (P&A)
/CO/Zone/Projects

II. ACTION TO BE TAKEN BY FINANCE DIVISION:-

1. Pay as on 01.01.2007 in pre-revised scale	Rs. 7400
2. Add DA 78.2% (Fitment)	Rs. 5787
3. Total:(Col.1 + 2)	Rs.13187
4. Add 10% fitment benefit on it (col.3)	Rs. 1319
5. Total (col.3 + 4)	Rs.14506
6. Pay fixed in Revised Scale w.e.f.01.01.2007	Rs. <u>14510</u>
(rounding off the resultant figure to be next multiple of Rs.10.)	
7. Basic Pay after increment @3% due on	
1.7.2007	Rs.14950
1.7.2008	Rs.15400
1.7.2009	Rs.15870
1.7.2010	Rs.16350

Pay as on 26.05.2011 i.e. date of Pay Revision Order Rs.16350

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8. PAY FIXATION AFTER PROMOTION (IF ANY):-

i. Pay as on 01.05.2010	Rs.15870
ii. Add one notional increment @ 3%	Rs. 476
iii. Total of (col. 1 & 2)	Rs.16346
iv. Pay fixed w.e.f. 01.05.2010 in the Revised Pay Scale (rounding off the resultant figure to be next multiple of Rs.10.)	Rs.16350
v. Basic Pay after increment due on @3 % 1.7.2010 (This is subject to exercise option as per FR-22(I)(a)(1))	Rs.16840

However He/She will draw the revised basic in the promoted scale from the date of joining on promotion.

*BC O.ORDER 11

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