

**NATIONAL PROJECTS CONSTRUCTION CORPORATION LIMITED
(A GOVT. OF INDIA ENTERPRISE)
PLOT NO. 67-68, SECTOR-25, FARIDABAD, HARYANA**

Ref. No. IR/CO/2008

Dated : 20.03.2008

CIRCULAR

Subject: Revision of wages in respect of unionized work-charged workmen in NPCC w.e.f. 1.1.2007.

It is brought to the notice of all work-charged workmen held on the temporary establishment of the Corporation that it is proposed to revise their pay scales as shown against existing pre-revised scales of pay as under:-

Sl.No.	Pre-Revised Scale (in Rs.)	Proposed Revised Scale
1.	1035-20-1235-22-1345	4400-50-4900-60-5200
2.	1065-22-1285-26-1415	4450-60-5150-70-5500
3.	1095-26-1355-30-1475	4550-70-5250-80-5650
4.	1135-30-1435-34-1707	4700-80-5500-90-5950
5.	1205-34-1545-38-1811	4800-90-5700-100-6200
6.	1245-38-1625-41-1789-45-1969	5000-100-6000-110-6550
7.	1355-41-1765-45-1990	5100-110-6200-120-6800
8.	1410-50-1910-60-2330	5200-120-6400-130-7050

2. In addition to the proposed revised pay scales, they would also be eligible for payment of IDA/HRA/CCA and other benefits such as Special Compensatory allowances, CEA, Project Allowance and other benefits like leave, medical benefits, leave encashment, travel benefits and other statutory benefits as admissible under the rules of the Corporation.

3. The revised scales of pay will be given retrospective effect from 1.1.2007; subject to condition that the Government in the Ministry / DPE accord their approval for revival of the Corporation by waiving the condition as stipulated under the 7th round of wage negotiations for the sick CPSEs referred to Board of Reconstruction of Public Enterprises (BRPSE).

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4. All Zonal Managers / Unit Officers will give a wide circulation to the proposed revised scales of pay for consent by all concerned workmen in writing as per format enclosed so as to reach the Corporate Office, (P&A Division) by 21st April, 2008 so that no sooner the approval of the Government is received, the revised pay scales could be implemented in the Corporation without any further delay.

This issues with the approval of the Competent Authority

Sd/-

(S. Basak)

Addl. General Manager(P&A)

Encl. As above .

Distribution :

- 1. All Zonal Manager / Unit Officers, NPCC Ltd.,**
- 2. Notice Board at Corporate Office.**

(I) Date of Commencement:

The Revised Pay Scales will come into force w.e.f. 01.01.2007.

(I) Eligibility/Applicability:

Applicable to all workmen of the Corporation except following categories:-

- a) Casual and temporary Workmen.
- b) Persons employed on Contract.
- c) Persons re-employed after retirement.
- d) Persons engaged on part time basis.

(II) SCALE OF PAY (IDA)

The existing scale pay of employees/workmen shall be revised w.e.f. 01.01.2007, as indicated below: -

Sl.No.	Pre-Revised Scale (in Rs.)	Revised Scale (In Rs.)
1.	1035-20-1235-22-1345	4400-50-4900-60-5200
2.	1065-22-1285-26-1415	4450-60-5150-70-5500
3.	1095-26-1355-30-1475	4550-70-5250-80-5650
4.	1135-30-1435-34-1707	4700-80-5500-90-5950
5.	1205-34-1545-38-1811	4800-90-5700-100-6200
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8.	1410-50-1910-60-2330	5200-120-6400-130-7050

(III) HOUSE RENT ALLOWANCE

HRA would be paid at the following rates w.e.f. 01.01.2007:

<u>Classification of Cities/Towns</u>	<u>Rate of House Rent Allowance</u>
i) A-I	30% of Basic Pay
ii) 'A', B-I & B-2	15% of Basic Pay
iii) 'C'	7.5% of Basic Pay
iv) Un-classified	5% of Basic Pay

(IV) DEARNESS ALLOWANCE

Dearness Allowance would be admissible on IDA pattern (Base 1997) pay scales & as notified from time to time without any linkage with the revision of pay / IDA of the regular categories of employees.

(V) CITY COMPENSATORY ALLOWANCE

City Compensatory Allowance to be implemented at the following rates w.e.f. **01.01.2007**: -

Basic pay per month	A-I population 50 lakhs	A population >20 lakhs & < 50 lakhs	B-I popula- tion >10 lakhs & <20 lacs	B-2 population >5 lakhs & <10 lakhs
Below Rs.4000	90	65	45	25
Rs.4001-5250	125	95	65	35
Rs.5251-6499 and above	200	150	100	65

(II) OTHER BENEFITS

- (I) The existing ceiling of 240 days on accumulation of Earned Leave is enhanced to 300 days.
- (II) Medical leave shall be allowed for accumulation for a maximum 180 days and thereafter the medical leave above 180 days will lapse.
- (III) Casual Leave – 12 Days in a calendar year.
- (IV) Privilege Leave – 30 days for every completed year of service.
- (V) 15 Days Privilege leave shall be credited in advance on 1st January & 1st July of each year to the leave account of workmen.
- (VI) Medical Leave – 10 days on full pay on production of medical certificate of AMA.

(III) COMPOSITE HILL COMPENSATORY ALLOWANCE, ISLAND SPECIAL ALLOWANCE, SPECIAL COMPENSATORY (REMOTE LOCALITY) ALLOWANCE
 The composite Hill Allowance, Island Special Allowance, Special be on IDA pattern pay scale on the terms and conditions as notified vide Corporate Office Order No : 500137/CDA Dated 10.2.2000.

(IV) GRANT OF CHILDREN EDUCATION ASSISTANCE
 The rates for grant of Children Education assistance w.e.f. 1.1.2007 will be as under:

<u>Nature of Educational Assistance</u>	<u>Revised rate of payment/limit of reimbursement fee</u>	
a) Children Education Allowance	Primary, Secondary, Higher and Sr. Sec. Classes(I to XII)	Rs. 100/- per month per child
b) Reimbursement of tuition fee	i) Class I to X	Rs. 40/- P.M.
	ii) Class XI to XII	Rs. 50/- P.M.
	iii) Class I to XII in respect of physically handicapped and mentally retarded children	Rs. 100/- P.M.
	iv) Science fee, if charged separately will be reimbursed in addition to tuition fee in respect of children studying in Class IX to XII and Offering Science Subjects.	Rs. 10/- P.M.
c) Hostel Subsidy	Primary, Secondary, Hr. & Sr. Secondary Classes (I to XII)	Rs.300/- P.M.

NOTE:-

1. The number of children for whom Children Education Allowance is drawn at a time should not exceed three in respect of children born up to 31.12.87 and two in respect of children born then after.
2. If children education allowance is drawn for any child, reimbursement of Tuition fee or payment of hostel subsidy will not be admissible for that child.
3. Other terms & conditions of entitlement will be as per Rules applicable to rest of the employees of equivalent categories.

(V) PROJECT ALLOWANCE

The Project Allowance shall be paid at the following rates: -

Wage Range (Basic Pay) Per month	Rate of Project Allowance
Below Rs.4500/- P.M.	Rs. 150/-
Rs.4501/- to Rs.5000/- P.M.	Rs. 225/-
Rs.5001/- & above	Rs. 300/-

(VI) GRATUITY

The payment of gratuity shall continue to be paid as per Gratuity Act, 1972 as amended from time to time.

(VII) PERIOD OF VALIDITY

This wage revision will be in operation for a period of 10 years effective from **01.01.2007**.

(VIII) STAGNATION INCREMENT

The maximum of three stagnation increments will be allowed in the maximum of pay scales.

(IX) DRAWL OF SALARY IN REVISED SCALES

Salary in the revised scales shall be drawn with effect from **01.01.2007** onwards.

(X) ANNUAL INCREMENT

Fixation of pay in the revised pay scale will not alter the normal date of increment of the employee.

(XI) MEDICAL

Outdoor treatment shall be limited to one month's basic pay as on April 1st of relevant financial year.

(XII) LEAVE ENCASHMENT

Leave encashment will be admissible as per rules.

(XIII) TAVEL

Workmen will be entitled to travel only in IInd Class / Sleeper Class of Passenger/Mail/Express Train and Ordinary Bus.

All existing facilities & benefits other than those specifically dealt with herein will continue to remain unchanged.

FORMAT

I Shri / Smt. _____ working as _____ at _____ in NPCC, hereby give my consent and willingness to accept the proposed revised pay scales together with allowances and benefits thereon as admissible under the rules of the Corporation and indicated in letter No. IR/CO/2008 dated 20.03.2008.

2. I also undertake to work for improvement of the enhanced productivity and abide to carry out order of redeployment / redesignation as may be necessitated in the interest of the Corporation's work.

Signature:

Name:

Designation:

Unit:

Dated :

Counter-signature of

Unit Officer / Zonal Manager /

Controlling Officer