



नेशनल प्रोजेक्ट्स कंस्ट्रक्शन कारपोरेशन लिमिटेड

(भारत सरकार का उद्यम)

National Projects Construction Corporation Limited

(A Govt. of India Enterprise)

केन्द्रीय कार्यालय, प्लॉट नं 148, सेक्टर 44, गुरुग्राम - 122003 (हरियाणा)

Corporate Office, Plot No. 148, Sector-44, Gurugram - 122003 (Haryana)

सन्दर्भ सं. : 500137/IDA/3rd PRC/2018/572

दिनांक: 23.02.2018

OFFICE ORDER

Sub:- Pay Revision of Board Level & Below Board Level Executives w.e.f. 01.01.2017.

The Board of Directors of NPCC in its 311th meeting held on 18th September, 2017 has accorded approval for implementation of pay revision in respect of Board and below Board level Executives w.e.f. 01.01.2017 based on guidelines issued by Department of Public Enterprises (DPE) vide OMs No. W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03rd August, 2017, W-02/0028/2017-DPE(WC)-GL-XIV/17 dated 04th August, 2017 and any other OM as may be issued by DPE in this regard. In reference to NPCC's letter dated 03rd October, 2017 enclosing therewith BOD's resolution, Ministry of Water Resources, RD & GR has issued Presidential Directive vide letter No. U-16012/1/2017-PSU/34 dated 17th January, 2018 for implementation of revision of Pay and allowances for executives of NPCC following IDA pattern of Pay Scales. Accordingly, it has been decided to revise Pay and Allowances of executives following IDA pattern of pay scale with effect from 01.01.2017, unless otherwise stated hereunder, as per following details:

1) Revised Pay Scales :-

The following revised Pay scales corresponding to existing pre-revised pay scale shall be adopted for executives w.e.f. 01.01.2017.

| (A) Board Level Executives | | |
|-----------------------------------|---------------------------------|--------------------------------|
| Grade /Level | Existing Pay Scale (Rs.) | Revised Pay Scale (Rs.) |
| CMD | 75000 - 90000 | 180000 - 320000 |
| Director | 65000 - 75000 | 160000 - 290000 |

| (B) Below Board Level Executives | | |
|---|---------------------------------|--------------------------------|
| Grade / Level | Existing Pay Scale (Rs.) | Revised Pay Scale (Rs.) |
| E - 8 | 51300 - 73000 | 120000 - 280000 |
| E - 7 | 43200 - 66000 | 100000 - 260000 |
| E - 6 | 36600 - 62000 | 90000 - 240000 |
| E - 5 | 32900 - 58000 | 80000 - 220000 |
| E - 4 | 29100 - 54500 | 70000 - 200000 |
| E - 3 | 24900 - 50500 | 60000 - 180000 |
| E - 2 | 20600 - 46500 | 50000 - 160000 |
| E - 1 | 16400 - 40500 | 40000 - 140000 |
| E - 0 | 12600 - 32500 | 30000 - 120000 |

(Signature)
23/02/2018

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2) Fitment Benefit:-

A uniform fitment benefit @ 15% shall be provided on the sum of basic pay (BP), including admissible stagnation increments, as on 31.12.2016 and IDA @119.5% as applicable on 01.01.2017.

3) Methodology for Pay Fixation:-

a) Following fitment methodology shall be implemented to arrive at the revised basic pay as on 01.01.2017

| A | | B | | C | | D (Revised BP as on 01.1.2017)* |
|---|---|--|---|--------------|---|---|
| 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 01.01.2017 [under the IDA pattern computation methodology linked to All India Cumulative Price Index(AICPI) 2001=100 series] | + | 15% of (A+B) | = | Aggregate amount rounded off to the next Rs.10/-. |

*In case revised BP as on 01.01.2017 arrived so is less than the minimum of the revised pay scale, pay will be fixed at the minimum of the revised pay scale.

b) The Executives who joined NPCC on or after 01.01.2017 will be placed in the revised pay scale from the date of their joining. Such Executives will not be eligible for the Fitment Benefit under the pay revision. The illustrations on Pay fixation are enclosed at Annexure - I.

4) Increment:-

- a) A Uniform rate of 3% of basic pay will be applicable for both annual increment as well as promotion increment. The amount of each increment shall be rounded off to the next Rs 10/-.
- b) Annual increment @ 3% would continue to be granted as per the existing rules, in the revised scale of pay (Scale revised from 01.01.2017). In respect of executives, who were due for annual increment on 01.01.2017, the pay drawn in the revised scales is to be fixed with reference to the pay drawn by them in the pre-revised scales as on 01.01.2017 (without adding the annual increment) and the increment due on 01.01.2017 is to be granted in the revised scale of pay.
- c) In respect of executives who were appointed or promoted to higher grades on or after 01.01.2017, the first increment will be granted on completion of one year period (1st of the relevant month) after appointment/promotion subject to confirmation. The date of their next increment would be as per the existing rules.

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Lakshmi Prasad
23/02/2018

5) Stagnation Increment:-

In case of reaching the end point of pay scale, an executive would be allowed to draw stagnation increment, one after every two years upto a maximum of three such increments provided the executive gets a performance rating of 'GOOD' and above.

6) Dearness Allowances:-

100% DA neutralization will be adopted for all the executives, who are on IDA pattern of scales of pay w.e.f. 01.01.2017. Thus, 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 and 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 for employees in IDA pattern will be as under:

| Effective Date | Rate of DA(%) |
|----------------|---------------|
| 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 |

7) House Rent Allowance (HRA):-

a) Payment of HRA on revised basic pay shall be at the following rates w.e.f. the date of issue of Presidential Directive, i.e. 17.01.2018.

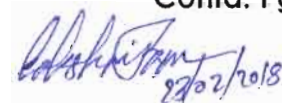
| Classification of Cites | Rate of HRA |
|---|------------------|
| X-Class (Population of 50 Lakh and above) | 24% of Basic Pay |
| Y-Class (Population of 5 Lakh to 50 Lakh) | 16% of Basic Pay |
| Z-Class (Population below 5 Lakh) | 8% of Basic Pay |

b) The rates of HRA will be revised to 27%,18% and 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) Leased Accommodation:-

a) The Board of Directors will decide on the grade-wise lease rental ceilings in a standardized manner for the different level of Executives effective from presidential directive. The amount of lease rental ceilings shall be decided on its merit keeping in view /linkage to the HRA amount, classification of cities for HRA purpose, Pay-scales of the executives, House Rent Recovery (HRR), rate, etc.

b) If an executive is staying in his/her own house then normally he or she should be entitled to the HRA amount but if the said house is taken as lease accommodation for self-occupation purpose, the lease rental ceilings (after adjusting the HRR amount) should not exceed the net applicable HRA amount.

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c)The HRR in respect of leased accommodation should be at the following rate, or the actual rent, whichever is lower:-

| Classification of cities | Rates of HRR |
|--------------------------|--------------|
| X-Class | 7.5 % of BP |
| Y-Class | 5 % of BP |
| Z-Class | 2.5 % BP |

d)For accommodation arranged by NPCC in its own township, the HRR shall be 7.5 % of BP (for X-Class cities) / 5 % of BP (for Y-Class Cities) / 2.5 % of BP (for Z-Class Cities), or standard rent fixed by NPCC, whichever is lower.

9) Perks and Allowances:-

Cafeteria approach shall be adopted for payment of perks and allowances which will be kept at 25% of BP for Board level executives and 20 % of BP for below Board level executives, w.e.f. 01.01.2017. At the beginning of the financial year, individual executives are required to submit option for perks and allowances, under "Cafeteria Approach" within the overall maximum limit of perquisites allowed, as per format attached at Annexure-II.

10) Other Perks/ Allowances Outside The Ceiling of Basic Pay Under Cafeteria Approach:-

The following allowances will be outside the purview of perks and allowances kept under "Cafeteria Approach" and will be effective from the date of issue of Presidential Directive , i.e. 17.01.2018 :

a) Work based Hardship Duty Allowances : The payment of work based hardship duty allowance upto 12% of Basic Pay shall be admissible for the period the executives has actually performed one of the following hardship duty:-

- i) For performing duty in Underground mines, and
- ii) For performing duty at Offshore exploration site

b) 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 Andaman and Nicobar (A&N) Islands and Lakshadweep:-

| | |
|---|------------------|
| 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:-

| Areas Covered | Percentage of Basic Pay |
|---|-------------------------|
| Part 'A' (Areas covered under Annexure-I of D/o Expenditure O.M. no. 3/1/2017-EII(B) dated 19.07.2017) | 8% of Basic Pay |
| Part 'B' (Areas covered under Annexure-II of D/o Expenditure O.M. No.3/1/2017-EII(B) dated 19.07.2017) | 6% of Basic Pay |
| Part 'C' (Areas covered under Annexure-III of D/o Expenditure O.M. No.3/1/2017-EII(B) dated 19.07.2017) | 4% of Basic Pay |
| Part 'D' (Areas covered under Annexure-IV of D/o Expenditure O.M.No.3/1/2017-EII(B) dated 19.07.2017) | 3% of Basic Pay |

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

c) Non Practicing Allowance (NPA):-

NPA upto 20% of Basic Pay shall be paid to medical officers. NPA will not be considered as pay for the purpose of calculating other benefits.

11) Performance Related Pay (PRP)/Superannuation Benefits:-

At present no PRP & Superannuation benefits like post superannuation medical benefits (PRMB) is being paid in NPCC. This issue will be taken up at a later stage.

12) Gratuity:-

The ceiling of Gratuity of the executives of the company stands revised from Rs.10 Lakhs to Rs. 20 Lakhs with effect from 01.01.2017. Funding for the entire amount of Gratuity would be met from within the ceiling of 30% of BP plus DA. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%.

13) Club Membership:-

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

14) Effective Date of Implementation & Payment of Allowances:-

For all Executives, the revised Basic Pay, D.A, Perks & Allowances under cafeteria approach shall be effective from 01.01.2017. Other perks and allowances such as HRA/NPA/Work based hardship Duty allowances, Location based compensatory allowances etc shall be effective from the date of issue of Presidential Directive i.e. 17.01.2018.

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15) Miscellaneous:-

(a) The executives who were on the roll of NPCC as on 01.01.2017 but had separated from service after 01.01.2017 due to resignation, superannuation or death, as the case may be, shall be eligible for pay revision benefits upto the period of their separation. Payment of arrears to such Executives/Nominee shall be made after receipt of written request from such Executives/Nominees.

(b) All payment shall be subject to Income Tax as per Income Tax Act.

(c) Excess payments, wrong payments, arithmetical & system errors etc, in calculation of pay fixation / arrears shall be subject to corrections, adjustments and recoveries. Format of undertaking to be submitted by the individual executives is attached at Annexure-III.

16) Interpretation/Clarification:-

All issues pertaining to this order which may require Interpretation/Clarification may be referred to this office.

17) Affordability :-

Subsequent to the implementation of the Pay revision, the profitability of the Company would be reviewed after every 3 years, and if the profitability of the Company falls in such a way that the earlier Pay Revision after three years entails impact of more than 20% of the average PBT of last 3 years, then the Allowances will be reduced to bring down the impact.

18) Periodicity :-

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

19) Date of Payment of Arrears :-

The arrears becoming due, to officers under this order, may be disbursed along with salary payable for the month of March, 2018.

This is issued with approval of the Competent Authority.



**(K.VENKATA RAMANA)
MANAGER (HR)**

Distribution:-

1. All Zonal Managers, NPCC Ltd.
2. All H.O.D, NPCC Ltd., at Corporate Office, Gurugram/Registered Office, Nehru Place, New Delhi.
3. SM (HR), NE/APAR/Disciplinary /M (HR), Rect./Policy/EE/IR/TS (CPF) / IA / AM-GA, NPCC Ltd., Corporate Office, Gurugram.
4. SM (IT) NPCC Ltd., Gurugram – with a request to upload the same on NPCC Website.
5. Notice Board

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

ILLUSTRATIVE PAY FIXATION OF EXECUTIVES ON REVISION

| Sl. No | Parameter | Rs. Per Month |
|--|---|-----------------|
| Pre-revised scale of pay Rs. 20600-46500 | | |
| | Basic pay as on 31.12.2016 | 20600.00 |
| Pay fixation in the revised scale of pay Rs. 50000 – 160000 | | |
| 1. | Basic pay drawn as on 31.12.2016 | 20600.00 |
| + (Plus) | | |
| 2. | Industrial Dearness Allowance (IDA) @ 119.5% in 2017 salary structure as on 01 st January, 2017 (on Basic pay of Rs. 20600 as on 01.01.2017) | 24617.00 |
| + (Plus) | | |
| 3. | Fitment Benefit [15% of (1) + (2) i.e. 15% of Rs. 20600 + 24617] | 6782.55 |
| | Total (1+2+3) | 51999.55 |
| | Basic pay on Revision (Rounded off to next multiple of Rs. 10) | 52000.00 |
| | Revised Basic pay as on 01.01.2017 | 52000.00 |

23/02/2018



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सन्दर्भ सं. : 500137/IDA/3rd PRC/2018/

दिनांक : __.02.2018

**Option for Perquisites & Allowances under "Cafeteria Approach" for the period from
1st April, 2018 to 31st March, 2019**

Name :- _____ Employee No:- _____

Designation :- _____ Location :- _____

Pay Scale :- _____ Basic Pay (Rs.):- _____

| Sr. | Perks & Allowances | % of Revised Basic Pay* | Indicate the Option (Yes/No) |
|-------|--|-------------------------|------------------------------|
| 1 | Canteen Allowance/Food & Meals | 0%-5% | |
| 2 | Children Education Allowance, Books, Hostel, Subsidy | 0%-5% | |
| 3 | Reimbursement of Fuel/Vehicle repair & maintenance Allowance | 0%-10% | |
| 4 | Leave Travel Allowance | 5%-10% | |
| 5 | Newspaper/Professional Literature Allowance | 5% | |
| 6 | Hill Area Allowance | 0%-5% | |
| 7 | Other to be specified | | |
| Total | | | |

*Maximum % may vary in case of need. However total perquisites shall not be more than 25% of Basic pay for Board level executives and 20% of Basic pay for below Board level executives.

I hereby opt for the above perquisites & allowances for the period from 1st April, 2018 to 31st March, 2019 limited to 25% of revised Basic pay for Board level executives and 20% of revised Basic pay for below Board level executives, I hereby declare that I shall submit supporting documents in respect of above allowances whenever is required.

(Signature of the Employee)
Date:-

(Signature of HOD)
Date:-

(Handwritten Signature)
23/2/2018



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UNDERTAKING

I do hereby give an undertaking that consequent on Revision of 3rd PRC IDA pay scale & in compliance of C.O. Order No. _____ dated _____, in case if any excess amount and / or anomalies arise out of the said pay fixation on revised pay scales then that shall be settled from my salary in 6 (Six) equated Monthly installments.

Signature _____

Name _____

Designation _____

Employee No. _____

Place of Posting _____

Forwarded by .

Zonal Manager / Project Manager


23/02/2018