



**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.

**Ph. 0129-2234760 & 011-26484842**

NO. 500137/2nd IDA/96

Dated.31.05.2011.

**OFFICE ORDER No.11/P-73**

***Sub:-Revision of IDA Pay Scales (2nd) & Allowances for Board level and below Board level Executives & Non-Unionized Supervisors in NPCC Ltd., w.e.f. 01.01.2007.***

The IDA Pay Revision (2nd) w.e.f. 01.01.2007 in accordance with Department of Public Enterprises (DPE) Ministry of Heavy Industries & Public Enterprises, Govt. of India Office Memorandum Nos. 2(70)/08-DPE(WC)-GLXVI/08 Dtd.26.11.2008, No.2(70)/08-DPE(WC)-GL-IV/09 Dtd.9.2.2009, No.2(70)/08-DPE(WC)-GL-VII/09 Dtd.02.04.2009, NO.2(76)/08-DPE(WC)-VIII/09 Dtd.02.04.2009 & NO.2(76)/08-DPE(WC) Dtd.09.04.2009 & after vetted by Board of Directors in their 266th Meeting held on 4th March,2011 proposal sent to MOWR for Presidential Directives for its implementation. The MOWR has conveyed the Presidential directives vide its Lr.No.4/10/2009-PSU/354 dtd.26.05.2011 for implementation of revision of Pay and Allowances in NPCC Ltd., Strictly as per the above DPE O.Ms guidelines and accordingly the Pay & Allowances of Board level and below Board level Executives & Non-Unionized Supervisors is hereby implemented w.e.f. 1st January,2007, subject to the following conditions:-

1. The Scales of Pay revised w.e.f.1.1.2007 with 10% Fitment benefit on Basic Pay plus D.A. @ 78.2% as on 1.1.2007, but the financial effect on revision will be from 26.05.2011 i.e. the date of issue of Presidential directives.

**REVISED PAY SCALES EFFECTIVE FROM 01.01.2007 AS UNDER:-**

**I. For Board level & below Board Level Executives Pay :-**

<i>Grade</i>	<i>Existing (Rs.)</i>	<i>Revised (Rs.) w.e.f.1.1.07</i>
<i>CMD</i>	<i>25750-650-30950</i>	<i>75000-90000</i>
<i>DIRECTOR</i>	<i>22500-600-27300</i>	<i>65000-75000</i>
<i>E-8</i>	<i>20500-500-26500</i>	<i>51300-73000</i>
<i>E-7</i>	<i>18500-450-23900</i>	<i>43200-66000</i>
<i>E-6</i>	<i>17500-400-22300</i>	<i>36600-62000</i>
<i>E-5</i>	<i>16000-400-20800</i>	<i>32900-58000</i>
<i>E-4</i>	<i>14500-350-18700</i>	<i>29100-54500</i>
<i>E-3</i>	<i>13000-350-18250</i>	<i>24900-50500</i>
<i>E-2</i>	<i>10750-300-16750</i>	<i>20600-46500</i>
<i>E-1</i>	<i>8600-250-14600</i>	<i>16400-40500</i>
<i>E-0</i>	<i>6550-200-11350</i>	<i>12600-32500</i>

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II. For Non-Unionized Supervisors:-

NE-8	5600-150-8600	10800-27800
NE-7	5200-140-8000	10000-25700
NE-6	5000-120-7400	9600-24700
NE-5	4700-110-5250-120-6450	9100-23400
NE-4	4600-100-5200-110-6300	8900-22900
NE-3	4500-90-5220-100-5920	8700-22400
NE-2	4300-80-4700-90-5600	8300-21300
NE-1	4100-60-4400-70-5100	7900-20300

2. **Other Allowances/Perquisites/benefits** etc. related to Pay except Performance Related Pay (PRP) shall be as per the DPE Office Memorandums mentioned above.
3. **The PRP** will be decided with the approval of the Board of Directors.
4. **FITMENT BENEFIT:-**
  - (i) Only Basic Pay, Stagnation Increment, Dearness Pay & Dearness Allowance as on 01.01.2007 are to be considered for the purpose of fitment. Special Pay, Personal Pay, extra ordinary increment(s) shall not be considered for purpose of Fitment/Pay Revision.
  - (ii) If, Employees drawing Pay at two or more consecutive stages in an existing scale get bunched, then, for every two stages so bunched, benefit of 1 (One) Increment will be allowed.
5. **Increment:** Annual increment will be at the rate of 3% (Three %age).
6. **Stagnation Increment:** The rate of stagnation increment will be 3% of the revised Basic Pay and employees will be allowed to draw maximum 3 (Three) Stagnation Increments, one after every two years, upon reaching the maximum of the revised pay scale provided the employees gets a performance rating of "Good" or above.
7. **Pay Fixation on Promotion:** One Notional Increment equal to the increment being drawn by the employees in the Pay Scale, before such promotion would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10 (Ten).
8. **Dearness Allowance:** 100% DA neutralization will be adopted for all the Executives & Non-Unionised Supervisors, on IDA pattern scales of Pay, w.e.f. 01.01.2007. The DA as on 1.1.2007 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100, which is 126.33 as on 01.01.2007. The periodicity of adjustment will be once in three months as per the existing practice. The quarterly DA payable from 01.01.2007 will be as per new DA Scheme as given below:-

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**Rate of Dearness Allowance (IDA) effective from 1.1.2007:-**

Date of Dearness Allowance	Rate of Dearness Allowance (in percentage)
01.01.2007	0
01.04.2007	0.8
01.07.2007	1.3
01.10.2007	4.2
01.01.2008	5.8
01.04.2008	6.3
01.07.2008	9.2
01.10.2008	12.9
01.01.2009	16.6
01.04.2009	16.9
01.07.2009	18.5
01.10.2009	25.3
01.01.2010	30.9
01.04.2010	34.8
01.07.2010	35.1
01.10.2010	39.8
01.01.2011	43
01.04.2011	47.2

9. **House Rent Allowance:** The House Rent Allowance will be at the following Rates:-

City with Population	Rate of HRA (in percentage)
50 Lakhs and above	30% of Basic Pay
5 to 50 Lakhs	20% of Basic Pay
Less than 5 Lakh	10% of Basic Pay

However, in case the actual amount of House Rent Allowance as per said prescribed rates is less than the actual amount of HRA drawn earlier, the difference would be allowed to be drawn as "Personal Allowance" until the difference is eliminated in course of time subject to the condition that the difference will be subsumed within the overall limit prescribe as above.

10. **Leased Accommodation:** The Board of Directors may decide the level of Executives, who will be provided Company Leased Accommodation and the size, type and locality of such accommodation. For purpose of CTC 30% of Basic Pay may be considered as expenditure on Housing.

11. **City Compensatory Allowance:** Stands dispensed with.

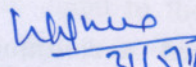
12. **NORTH EAST ALLOWANCE:-**

(i) Existing Special Duty Allowance is substituted with North East Allowance @ 12.5% of Basic Pay only.

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- (ii) **Lump Sum Special Compensatory Allowance** is substituted with Special Allowance @ 10% of Basic Pay for serving in the difficult and far flung areas as approved by administrative Ministries in consultation with the Department of Public Enterprises from time to time.
- (iii) **Non Practicing Allowance:** Non Practicing Allowance limited to 25% of Basic Pay for Medical Officers.
13. **Pay etc. of the employees on deputation / transfer:** The employees who are brought into holding companies from subsidiary companies or vice-versa on deputation/transfer, will continue to draw their basic pay as drawn in their parent company.
14. **Pay etc. of the employees on deputation to CPSEs:** The government employees, who are on deputation in NPCC, will continue to draw the salary as per their entitlement in the parent Department. Only those who come on permanent absorption basis, will get the NPCC Scales, perks and benefits.
15. **Payment of Arrears:** No arrears of Pay and allowances will be paid.
16. **Pay Fixation:** Pay fixation in revised scale in respect of all categories of employees covered by these orders shall be initiated by the Zones for all the employees under their control except for Zonal Managers and send pay fixation proposal to Corporate Office for vetting.
17. All existing facilities & benefits other than those specifically mentioned herein, will continue remain unchanged till further order.
18. This office order supersedes the relevant paras as and where appearing in the Manual of Orders /Standing Orders. All Administrative Orders issued from time to time on Pay Scales, Allowances etc. in respect of IDA Pattern Pay Scales stand modified/amended to the extent covered by this order.
19. Salary of the employees on Revised IDA Pay Scales shall be released after taking undertaking from individual concerned that if, any excess amount and /or anomalies arises out of the said pay fixation on revised pay scales that shall be settled from the salary of the individual concerned in 6 (Six) equated Monthly instalments (as per undertaking format attached as at **Annexure-I**).

This issues with the approval of the Competent Authority.

  
(K.K.GUPTA)

CHIEF MANAGER (HR)

DISTRIBUTION:-

2. The Director(PSU), MOWR, Shram Shakti Bhawan, New Delhi- for kind information, please. This is w.r.t. Lr.No.4/10/2009-PSU/354 dtd.26.05.2011.
3. All Divisional Heads, NPCC Ltd., Corporate Office, Faridabad.
4. All Zonal Managers, NPCC Ltd., with a request to circulate the same in the Units under their Administrative control.
5. Company Secretary/ Sr.Manager(NE)/ Sr.Manager (Fin.)/ Manager(EE)/ Trustee Secretary ,CPF, NPCC Ltd., Corporate Office, Faridabad / Regd. Office, New Delhi.

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

**ANNEXURE-I**



**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.

**Ph. 0129-2234760 & 011-26484842**

NO.500137/2<sup>nd</sup> IDA/

Dated: \_\_\_/\_\_\_/2011.

**UNDERTAKING**

I, do hereby give an undertaking that consequent on Revision of 2<sup>nd</sup> IDA Pay Scales & in compliance of C.O. Order No.11/P-73 ref. No.500137/2<sup>nd</sup> IDA/96 dtd.31.05.2011, in case if, any excess amount and/or anomalies arises out of the said pay fixation on revised pay scales that shall be settled from my salary in 6 (Six) equated Monthly instalments.

Signature: \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Employ No. \_\_\_\_\_

Place of Posting \_\_\_\_\_

**Forwarded by:-**

**Zonal Manager/Project Manager :**