



नेशनल प्रोजेक्ट्स कन्स्ट्रक्शन कारपोरेशन लिमिटेड
(भारत सरकार का उद्यम)

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

Ref: No. 500137/2nd IDA/Perks/2015/

Dated: 1st April, 2015

OFFICE ORDER

Sub: Revision of Perquisites and Allowances for Board level and below Board Level Executives & Non-Executives on IDA Pattern w.e.f. **01.01.2015**.

1. It has been decided in the **291st Board of Directors' meeting held on 23rd January, 2015** to implement the scheme of perks and allowances for Board Level and below Board Level **Executives and Non-Executives on IDA Pattern** w.e.f. **01.01.2015** adopting cafeteria approach subject to the condition that the sum total of these perquisites and allowances shall not exceed as summarized below category wise with conditions as given in DPE OM No. 2(70)/08-DPE(WC)-GL-VII/09 dated 2.4.2009.

2. **Basket of Allowances:** Accordingly, it has been decided with the approval of Competent Authority to offer a 'Basket of Allowances' which are grouped into two categories, viz, 'Fixed' and 'Variable allowances. Allowances under these two groups are:-

FIXED ALLOWANCES	VARIABLE ALLOWANCES (5%)
Medical allowance (OPD)	<ul style="list-style-type: none">• Remote Area Allowance• Arduous/ Hard duty allowance• Project Allowance• Project in charge allowance• Special Duty Allowance• Compensatory (Hill Area) Allowance• Zonal In charge• Other Allowances to be decided by Competent Authority
LTC	
Children Education Allowance	
Hostel Allowance	
Transport Allowance/ Conveyance Allowance	
Professional up- gradation Development, Newspaper/ Periodicals/ Professional Literature Allowance	
Welfare Expenses	

PTO

3. **Maximum Percentage of Allowance:**

S.No.		%age of Current Basic Pay under IDA Scale	
		Fixed	Variable upto
1.	Board Level	40%	0%
2.	Below Board Level Executives and Non-Unionized Supervisors		
	E-6, E-7, E-8 & Company Secretary (Company Secretary irrespective of Cadre and pay scale, GM, GGM & ED)	35%	0%
	All other Executives E-0 to E-5	30%	5%
	All Non-Executives	30%	5%

3.1 Variable allowances are payable on case to case basis on specific approval of the CMD or Director who has been delegated such power by CMD with finance concurrence. CMD/Director may add/ delete /modify the type of variable allowances.

4. **Allowances outside the basket of Allowances.** The following allowances and perks, which are being paid entirely for official purpose are outside the purview of ceiling of percentages of allowances mentioned in para 3 above.

- i) North East Allowance limited to 12.5% of basic pay.
- ii) Allowance for Underground Mines limited to 15% of Basic Pay.
- iii) Special Allowance upto 10%, 8%, 6% and 4% of basic pay for serving in the difficult and far flung areas as approved by concerned Ministries in consultation with the Department of Public Enterprises from time to time.
- iv) Non-Practicing Allowance limited to 25% of Basic Pay for Medical Officer.

5. The perquisites constitute taxable income of employees. Employees are advised to ascertain their income tax liability and take step as may be considered appropriate by them to avail income tax relief available under the relevant law through their income tax returns.

6. With the issue of this Order, all earlier orders relating to allowances, payable to IDA employees stand superseded.

7. The above revision of allowances and perks is effective from 01.01.2015

This is issued with the approval of the Competent Authority.

(JASMINE DHAR SINGH)
SENIOR MANAGER (HR)

DISTRIBUTION:-

1. Shri K.K. Sharma,GGM(CM&W)/ Shri A.K. Gupta, GGM(PM&C)/Nodal Officers, NPCC Limited, Corporate Office.
2. All Zonal Managers, NPCC Limited – with a request to circulate the same to all Project Managers under their control.
3. All Divisional Heads, NPCC Limited, C.O. – with a request to circulate the same to all Sectional Heads under their control.
4. GGM(IT), NPCC Limited, Corporate Office- with a request to upload the same on NPCC website please.
5. CS/SM(HR)-Policy/M(P&A),EE/NE/Disc./ M(HR), APAR/IR/TS(CPF)/ IA/Govt.Audit/PM(CS&W), NPCC Limited, Regd. Office/Corporate Office.
6. Notice Board.