



नेशनल प्रोजेक्ट्स कन्स्ट्रक्शन कारपोरेशन लिमिटेड

(भारत सरकार का उद्यम)

NATIONAL PROJECTS CONSTRUCTION CORPORATION LIMITED

(A GOVT. OF INDIA ENTERPRISE)

PLOT NO. 148, SECTOR-44, GURUGRAM – 122003(HARYANA)

CORPORATE OFFICE

Ref: No. 500137/Pay Revision/2018/652

Date: 8.6.2018

OFFICE ORDER

Sub: Pay Revision of Non-Executives of NPCC w.e.f. 1.1.2017

The Board of Directors of NPCC in its 314th meeting held on 10th March 2018 approved the proposal to implement revision of IDA Pay Scale and allowances as per settlement signed on 28.02.2018 between management representatives of NPCC and various Federation/Unions/Association/Sangh for unionized Non-executives and unionized workmen as contained in the agenda note and recommended by Remuneration Committee. Board of Directors further resolved that the negotiated pay/wage settlement would be implemented after confirming with administrative Ministry, MoWR, RD&GR that the pay/wage settlement is in conformity with approved parameters as per DPE O.M. dated 24.11.2017. In reference to NPCC's letter dated 10.4.2018, enclosing therewith BOD resolution and the said settlements signed on 28.2.2018, Ministry of Water Resources, RD&GR has issued letter dated 8.6.2018, conveying therein that the proposal for pay revision of unionized Non-Executive/wage revision of unionized workmen of NPCC Ltd. have been considered in the Ministry and it has been decided with the approval of the Competent Authority to confirm the proposal of NPCC Ltd. for implementation of pay revision of unionized Non-Executives/wage revision of unionized workmen of NPCC Ltd. w.e.f. 1.1.2017. The above approval/confirmation of the Ministry is subject to condition that the pay/wage revision is in consonance with parameters stated vide OM No. W-O2/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017.

Accordingly, it has been decided to revise Pay and Allowances of Non-Executives of NPCC, following IDA pattern of pay scales w.e.f. 1.1.2017, unless otherwise stated in the said agreement signed on 28.2.2018. The terms of the Settlement for Non Executives, will be as per agreement signed on 28.2.2018, between Management of NPCC Limited and Representatives of All India NPCC Employees Union & NPCC Ltd. Sanyukta Karmchari Sangh (Copy enclosed).

The fixation of Pay of employees borne on IDA pattern Pay scales shall be made in the attached proforma, at Annexure-A, which is to be sent to HR Division, Corporate Office through Zonal Heads for taking further necessary action. The payment in the revised pay scale is to be released only after proper vetting by Finance Division, Zonal Office & Finance Division, Corporate Office.

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For employees posted in Registered Office & Corporate Office, HR Division will initiate the fixation process and submit to Finance Division for vetting, before payment.

The settlement is unanimous. For the members of above mentioned signatory unions and also for other Non Executives who volunteer to accept the same, as such, settlement benefits will be extended to the Non Executives who give a declaration for the acceptance of the said settlement and to abide by its terms and conditions. Accordingly, head of the Zones will extend the benefits of the settlement only to those who submit declaration in enclosed format, Annexure- B, in triplicate to the project manager/head of the Zonal Office who will maintain one copy in the personal file of the concerned non executive and forward one copy each to concerned Zonal Head and HR Department at Corporate office. Non Executives posted in Registered Office & Corporate Office have to submit one copy of said declaration to HR Division, Corporate office.

Any doubt/anomaly with regard to settlement/fixation of basic pay in revised pay scale etc. should be referred to Corporate Office for clarification. 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 for the same, to be submitted by the individual non-executive is attached at Annexure-C.

This is issued with the approval of Competent Authority.


(K.VENKATA RAMANA)
Manager (HR)

DISTRIBUTION:-

1. Under Secretary, Govt. of India (PSU), MOWR, RD & GR, Shram Shakti Bhawan, Rafi Marg, New Delhi, w.r.t. his letter dated 8.6.2018 for kind information please.
2. All H.O.D, NPCC Ltd., at Corporate Office, Gurugram/Registered Office, New Delhi with a request to circulate the same amongst the employees under their control for compliance please.
3. All Zonal Managers, NPCC Limited with a request to circulate the same amongst the employees under their control for compliance please.
4. DGM(I.T.)-with a request to upload the order on NPCC website please.
5. Notice Board.

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



नेशनल प्रोजेक्ट्स कंसल्टेशन 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)

MEMORANDUM OF SETTLEMENT IN RESPECT TO THE PAY REVISION REACHED BETWEEN THE MANAGEMENT OF NPCC LIMITED AND THE REPRESENTATIVES OF ALL INDIA NPCC EMPLOYEES UNION & NPCC LTD. SANYUKTA KARMCHARI SANGH SIGNED ON 28.02.2018 AT CORPORATE OFFICE, GURUGRAM

NAME OF THE PARTIES

Represented by Management (S/Shri)	Representatives of ALL INDIA NPCC EMPLOYEES UNION & NPCC SANYUKATA KARMCHARI SANGH
SHRI MANOHAR KUMAR, D(E)	ALL INDIA NPCC EMPLOYEES UNION
SHRI SAHAB NARAIN, D(F)	NPCC LTD. SANYUKATA KARMCHARI SANGH
SMT. JASMINE DHAR SINGH, DGM(HR)	
SMT. SUNITA SINGH, M(HR)	
SHRI K. VENKATA RAMANA, M(HR)	

PREAMBLE AND SHORT RECITAL:

The operation of the last IDA Pay Scales in respect of unionized Non-Executive employees expired on 31.12.2016. After a series of discussions and deliberations, the pay revision of unionized Non Executives of NPCC Limited held on various dates such as 14.12.2017 and further on 28.02.2018 at NPCC Limited, Plot no 148, Sector - 44, Gurugram (Haryana) - 122003 with the representatives of the aforesaid Union/Sangh, both the Management of NPCC Limited and authorized representatives of above mentioned union / Sangh agreed to a Unanimous settlement. Both parties agreed for revision of IDA pay scales and allowances in respect of unionized Non-executive employees of the Corporation on IDA pattern pay scales as per details given below:

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1. Applicability of Scale:-

All non-executive employees who were in IDA scales as on 31.12.2016 or have been appointed on 01.01.2017 or afterwards in IDA pay scales are covered under the present pay scales.

Following Categories of employees shall not be covered:-

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

2. Scale of Pay (IDA):-

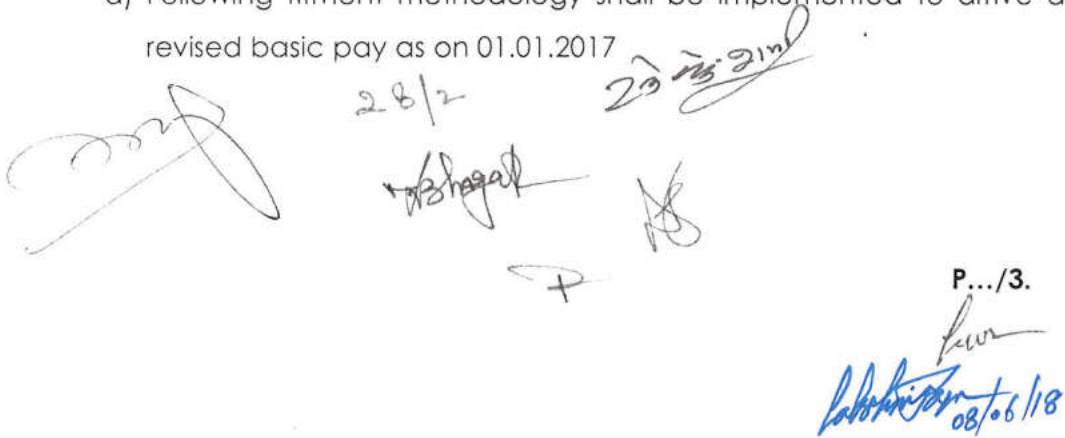
Sl. No.	NON-EXECUTIVE GRADE / LEVEL	EXISTING PAY SCALE (IDA) In Rs.	REVISED PAY SCALE In Rs.
1.	NE-1	7900-20300	19000-73000
2.	NE-2	8300-21300	20000-77000
3.	NE-3	8700-22400	21000-81000
4.	NE-4	8900-22900	22000-83000
5.	NE-5	9100-23400	22500-88000
6.	NE-6	9600-24700	24000-93000
7.	NE-7	10000-25700	25000-97000
8.	NE-8	10800-27800	26500-105000

3. Fitment in the Revised Scale of Pay:-

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.

4. Methodology for Pay Fixation:-

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

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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.

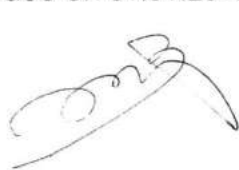
b) The Non-executives who joined NPCC on or after 01.01.2017 will be placed in the revised pay scale from the date of their joining. Such Non-executives will not be eligible for the Fitment Benefit under the pay revision.

The illustrations on Pay fixation are enclosed at Annexure – I.


5. 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 Non-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.



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c) In respect of Non-executives who were appointed or promoted to higher grade 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.

6. Stagnation Increment:-

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

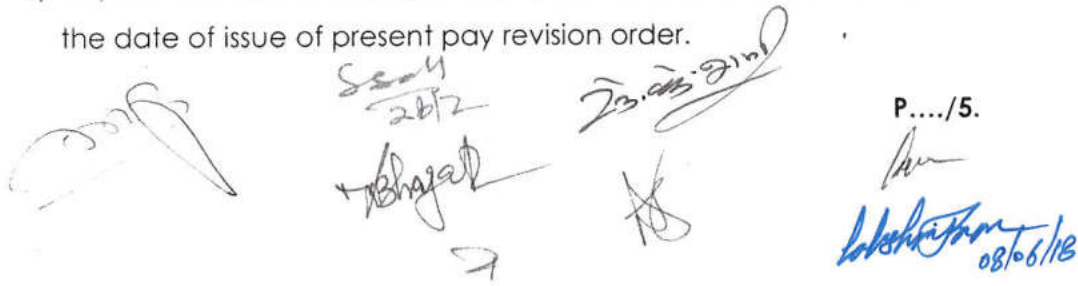
7. Dearness Allowances:-

100% DA neutralization will be adopted for all the Non-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

8. House Rent Allowance (HRA):-

a) Payment of HRA on revised basic pay shall be at the following rates from the date of issue of present pay revision order.

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Classification of Cities	Rate of HRA as % of BP
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 rate 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%.

9. Flat Allowances :-

All allowances presently being paid are hereby subsumed in newly proposed flat allowances @20% on current basic pay.

10. Other allowances outside the purview of flat allowance:- The following allowances will be outside the purview of flat allowances.

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 Non-executives has actually performed one of the following hardship duty :-

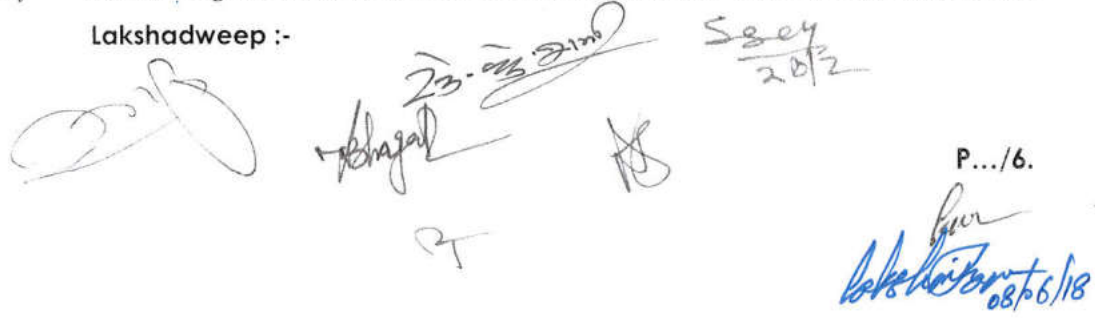
- i) For performing duty in Underground mines, and
- ii) For performing duty at Offshore exploration site

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 :-

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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

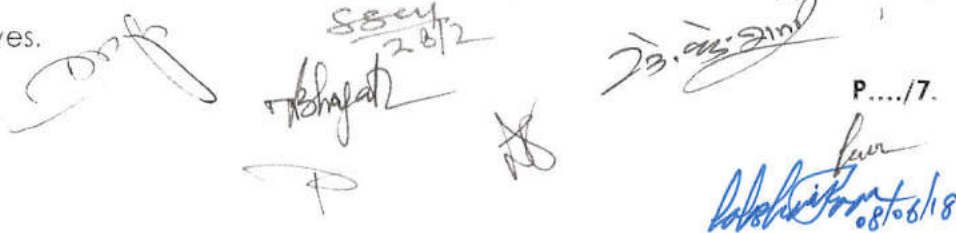
iii) Special Allowance :- For serving in the difficult and far flung areas :-

Area Covered	Percentage of Basic Pay
Part 'A' (Areas covered under Annexure-I of D/o Expenditure O.M. No. 3/1/2017-ElI(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-ElI(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-ElI(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-ElI(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.

11. Travelling and Daily Allowance :-

NPCC Travelling and Daily Allowances rules notified vide office order No. 500109/TA/2159 dated 14.09.2015 will be applicable to non-executives also. Any modification / amendment issued in the above office orders will be applicable to non-executives.

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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. **Festival Advance :-**

- a) Non-Executives will be paid Festival advance once in a calendar year.
- b) The amount of Festival advance at a time, shall in no case be more than Rs. 12000/- (Rupees Twelve Thousand only).
- c) The advance is admissible only to those on duty or on leave with pay.
- d) The advance would be paid only once during the calendar year.
- e) The advance would be recoverable in 10 equal monthly instalments.
- f) The advance would be recovered from the salary after a gap of one month which means festival advance paid in month of April would be recovered with effect from the salary for the month of May onwards.
- g) Payment of Festival advance shall be subject to availability of sufficient funds and after full recovery of previous advance paid.

14. **Leave :-**

Earned leave will be regulated as per office order No. 500160/Leave Policy/1843 dated 05.02.2015 and Maternity / Paternity will be sanctioned as per office order No. 500160/M&P leave policy/1868 dated 18.02.2015. Any modification / amendment issued in the above office orders will be applicable to non-executives. CL/RH/Medical Leave etc. will be as applicable to Executives.

15. **Period of Validity:-**

This Pay Revision will be in operation for a period of 10 years effective from 01.01.2017.

16. **General :-**

- a) It is recognized that discipline at all level is essential for the smooth functioning as well as for the survival of the Corporation, Union/Sangh agree not to initiate / precipitate any action which may affect the norms of discipline.



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b) Union/ Sangh agree to co-operate with the Management in maintaining a peaceful atmosphere which is essential for growth of the Corporation and resolve to redress disputes through mutual discussions only and by adopting constitutional means.

c) It is mutually agreed that Union/Sangh shall not resort to any agitation/demonstration/demand involving any additional financial or any other implication / commitment / burden on NPCC during currency of this settlement.

17. Arrear :-

The revised Basic Pay, D.A. and flat allowances after adjusting allowances already paid shall be effective from 01.01.2017. Other allowances such as HRA etc. shall be effective from the date of issue of present pay revision order. The arrears becoming due, to Non-Executives, may be disbursed along with salary payable for the month of March, 2018.

18. Promotion:-

Promotion policy in vogue in Corporation will continue to be operative.

19. Operation of the Settlement :-

This settlement will be inforce from 01.1.2017 to 31.12.2026 and thereafter shall continue to be operative till it is terminated by the process of law.

20. Miscellaneous:-

(a) The Non-executive who were on the roll of NPCC as on 01.01.2017 but 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 Non-executives/Nominee shall be made after receipt of written request.

(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.



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for
Rohini Prasad
08/05/18


21. **Interpretation/Clarification:-**

All issues pertaining to this order which may require Interpretation/ Clarification may be referred to corporate HR department. Anomalies or interpretations, if any, that may arise in the revised pay structure or settlement will be mutually discussed only at Corporate Level & decision of the Competent Authority shall be final & binding.

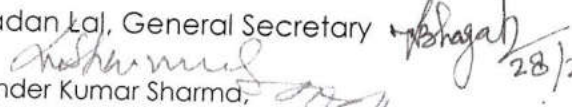

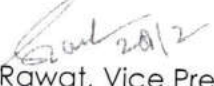
22. This settlement is subject to approval of the Competent Authority.

Signature of the Management Representative

Signature of Authorized Representative of Unions / Association

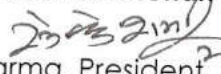
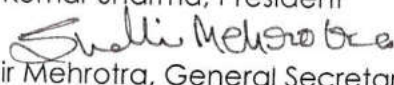
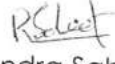

1. Sh. Manohar Kumar, 28/2/18
Director (Engg.)


For All India NPCC Employees Union


1. Sh. Madan Lal, General Secretary  28/2/18
2. Sh. Surinder Kumar Sharma, Working President 
3. Sh. S. S. Rawat, Vice President 


2. Sh. Sahab Narain,
Director (Finance)

For NPCC Ltd. Sanyukata Karmchari Sangh

1. Sh. Sunil Kumar Sharma, President  28/2/18
2. Sh. Sudhir Mehrotra, General Secretary 
3. Sh. Rajendra Sabat, Joint Secretary 

 28/2/18
3. Smt. Jasmine Dhar Singh,
Dy. General Manager (HR)

 28.2.18
4. Smt. Sunita Singh,
Manager (HR)

 28/2/18
5. Sh. K. Venkata Ramana
Manager (HR)

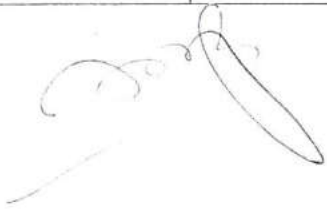
Witnesses:

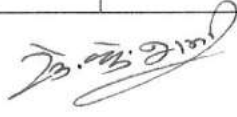
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ILLUSTRATIVE PAY FIXATION OF NON-EXECUTIVES ON REVISION

Sl. No.	Parameter	Rs. Per Month
Pre-revised scale of Pay Rs. 10000 – 25700		
	Basic Pay as on 31.12.2016	10000.00
Pay fixation in the revised scale of pay Rs. 25000- 97000		
1.	Basic Pay drawn as on 31.12.2016	10000.00
+ (Plus)		
2.	Industrial Dearness Allowance (IDA) @ 119.5% in 2007 salary structure as on 01 st January, 2017 (on Basic Pay of Rs. 10000/- as on 01.01.2017)	11950.00
+ (Plus)		
3.	Fitment Benefit [15% of (1) + (2) i.e. 15% of Rs. 10000 + 11950]	3292.50
	(Total (1 + 2 + 3))	25242.50
	Basic Pay on Revision (Rounded off to next multiple of Rs. 10)	25250.00
	Revised Basic pay as on 01.01.2017	25250.00







08/06/18

Annexure- A

PROFORMA FOR FIXATION OF PAY - Non Executives

1. ACTION REQUIRED BY HR DIVISION :-

Sl. No.	Particulars	To be Filled by Concerned Officials of HR Division
1	Place of Posting	
2	Name of the Zone/CO/Regd. Office	
3	Name of the Employee	
4	Designation	
5	Employee No.	
6	Pre-Revised Scale as on 31.12.2016	
7	Pre-Revised Basic Pay as on 31.12.2016	
8	Due Date of Annual Increment	
9	Date of Promotion if any, on or after 01.01.2017	
10	Date of Joining to the Promoted Post	
11	Promoted Pay Scale in Pre- Revised	
12	Basic Pay on Promotion in Pre-Revised	
13	Due date of annual increment after Promotion (if Changed)	
14	Basic Pay after annual increment @ 3% (due period from 01.01.2017 to 31.12.2017) in Pre-Revised	
15	Basic Pay after annual increment @ 3% (due period from 01.01.2018 to 31.05.2018) in Pre-Revised	
16	Revised Pay Scale in w.e.f. 01.01.2017	
Prepared By	Checked By	HOD (HR) /ZM
Designation (HR)	Designation (HR)	Designation

Abhishek
08.06/18

2. ACTION TO BE TAKEN BY HR DIVISION AND THEN SENT TO FINANCE DIVISION FOR VETTING:-

Sl. No.	Particulars	To be Filled by Concerned Officials of HR Division
1	Basic Pay as on 31.12.2016 in Pre- Revised Scale	
2	Add :- IDA @ 119.5% as on 01.01.2017	
3	Total (1+2)	
4	Add :- Fitment Benefit @ 15% on Sl.No. 3 (who joined on or after 01.01.2017 will not be eligible for the Fitment Benefit)	
5	Grand Total (3+4)	
6	Pay fixed in Revised Scale w.e.f. 01.01.2017 (Rounded off the resultant figure in Sl. No.5 to next multiple of Rs. 10/-)	
7	Basic Pay after Promotion if any (Revised)	
8	Basic Pay after annual increment @ 3% due period from 01.01.2017 to 31.12.2017	
9	Basic Pay after annual increment @ 3% due period from 01.01.2018 to 31.05.2018	

Prepared By Sign with Designation (HR)

Checked By Sign with Designation (HR)

HOD (HR) /ZM Sign with Designation (HR)

Divisional Head (Fin) CO / Zone


08/06/18

Annexure -B

DECLARATION

The Zonal Manager / HOD-HR,
NPCC Limited,

Sir,

Reference Memorandum of settlement dated 28.02.2018 signed between Management of NPCC Limited and _____
I, hereby, declare that :-

1. I am a member of one of the signatory Union namely _____ and, therefore, affirm that I will abide by the terms of the said settlement dated 28.02.2018.

OR

2. I am not a member of any of the signatory Union _____.
However, I am willing to be covered by terms of the settlement and declare that I will abide by the terms of the said settlement dated 28.02.2018.

NOTE :- Tick (_/) whichever is applicable and strike (x) whichever is not applicable.

I also declare that this declaration is being made by me voluntarily without any pressure or coercion.

Signature _____

NAME _____

Designation _____

Zone/Unit/Division _____

Dated : 2018.

2. Zonal Head / Zonal Manager, NPCC Limited _____ Zone.
3. HOD-HR, NPCC Limited, Corporate Office, Gurugram.

(To be filled up in TRIPLE for Non-Executives posted in Zone and to be filled in SINGLE for Non-Executives posted in Regd. Office / C.O.)


08/06/18



नेशनल प्रोजेक्ट्स कंसट्रक्शन 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/Pay revision/2018

दिनांक : __.06.18

UNDERTAKING

I do hereby give an undertaking that consequent on Pay Revision of Non Executives, 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

Signature
08/06/18