



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/Wage revision/2018/653

Date: 8.6.2018

OFFICE ORDER

Sub: Wage Revision of Workmen 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 Workmen 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 workmen, will be as per agreement signed on 28.2.2018, between Management of NPCC Limited and Representatives of All India NPCC Employees Federation, All India NPCC Employees Association, All India NPCC Employees Union, NPCC Ltd. Sanyukta Karmchari Sangh and NPCC Ltd. Workers Union of India (CITU) (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 workmen who volunteer to accept the same, as such, settlement benefits will be extended to the workmen 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 workman and forward one copy each to concerned Zonal Head and HR Department at Corporate office. Workmen 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 workmen 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 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)

MEMORANDUM OF WAGE SETTLEMENT BETWEEN MANAGEMENT OF NPCC LIMITED AND THE REPRESENTATIVES OF NPCC FEDERATION/UNION/ASSOCIATIONS/SANGH SIGNED UNDER SECTION 18 (i) OF I.D. Act 1947 on 28.02.2018 AT CORPORATE OFFICE Gurugram.

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

PREAMBLE AND SHORT RECITAL

After a series of discussions and deliberations the wage revision of Unionised Workmen 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 Unions/Associations/Federation/Sangh, both the Management of NPCC Limited and authorized representatives of above mentioned Unions/Associations/Federation/Sangh agreed to a Unanimous settlement as under:-

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TERMS OF THE SETTLEMENT :-

REVISED PAY SCALES, DA, ALLOWANCES ETC. W.E.F. 01.01.2017

1. Wage scale and Dearness Allowance:-

a) Wages: The wages of workmen shall primarily consist of Basic wage and Dearness Allowance

b) Wage Scale: The revised wage scale of workmen is redefined against their existing wage scale, as mentioned below:

EXISTING WAGE SCALES (IN RS.)	REVISED WAGE SCALES (IN RS.)
<u>UNSKILLED CATEGORY</u> 7800-117-9800	<u>UNSKILLED CATEGORY</u> 18500-35000
<u>SEMI SKILLED CATEGORY</u> 8000-120-10000	<u>SEMI SKILLED CATEGORY</u> 19500-36000
<u>SKILLED CATEGORY</u> 8200-123-10200 8400-126-10500 8600-129-10800	<u>SKILLED CATEGORY</u> 20000-37000 20500-38000 21000-39000
<u>HIGHLY SKILLED</u> 8900-134-11100 9300-140-11600 9800-147-12200	<u>HIGHLY SKILLED</u> 22000-43000 23000-45000 24500-47000

2. 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.

3. 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.

- t. The Workmen who joined NPCC on or after 01.01.2017 will be placed in the revised pay scale from the date of their joining. Such Workmen 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 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/-.
- Annual increment @ 3% would be granted, in the revised scale of pay w.e.f. 01.01.2017. In respect of Workmen, 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 Workmen 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.

5. **Stagnation Increment:-**

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

The Zonal Manager shall be the authority to sanction the stagnation increment. For the Units directly reporting to Corporate Office, the stagnation increment shall be sanctioned by the respective HOD.

6. **Dearness Allowances:-**

100% DA neutralization will be adopted for all the workmen 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 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):-**

Payment of HRA on revised basic pay shall be at the following rate from the date of issue of present wage revision order.

Class	Cities with population	Rate of HRA as % of BP
X	50 Lakh and above	24
Y	5 lakh to 50 lakh	16
Z	Below 5 lakh	8

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The rate of HRA shall be revised to 27%,18% and 9% to X,Y and Z class cities respectively when IDA crosses 25% and further revised to 30%,20% and 10% when IDA crosses 50%.

8. **Flat Allowances :-**

All allowances presently being paid are hereby subsumed in newly proposed flat allowances @12% on current basic pay.

9. **Other Allowances outside the purview of Flat allowance:-** The following allowances will be outside the purview of flat allowances and will be effective from the date of issue of present wage revision order:

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 workman 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

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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-Ell(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-Ell(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-Ell(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-Ell(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.

10. **Travelling and Daily Allowance:-**

It will be effective from the date of issue of revision order.

- a) **Entitled Class of Journey:** Workmen in the wage scale of Rs. 22000-43000 and above will be entitled to travel by AC-III-Tier/ AC Chair Car Class of Mail /Express / Passenger Trains. This also includes journey in Rajdhani Express / Shatabadi Express or other similar superfast Air conditioned trains.
- b) All other workmen not falling in above category (i.e. 10 - a) shall be entitled to travel by IInd Class / Sleeper Class of Mail/ Express/ Passenger Trains.
- c) Reservation and Superfast charges, wherever collected by Railways shall be reimbursed.
- d) **TA on Transfer :**

On transfer from one station to other station, workmen will be allowed transfer grant and packing allowance.

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Transfer Grant & Packing Allowance (Renamed as Composite Transfer Grant)

The lump sum transfer grant and packing allowance payable on transfer has been renamed as 'Composite Transfer Grant'. The Composite Transfer Grant shall be equal to amount payable as applicable to Executives / Non-Executives or as amended from time to time (which is presently one month basic pay), in case of transfers involving a change of station located at a distance of more than 20 km from each other. In cases of transfer to stations, which are at a distance of 20 kms or less, from the old station and for transfer within same city, the Composite Transfer Grant will not be payable. Apart from this no other expenses on local journeys shall be admissible.

e) Carriage of personal effects on transfer :

The entitlement for carriage of personal effects shall be as follows w.e.f. the date of issue of this revision order :

i) Workmen in the wage scale of

Rs. 22000-43000 and above

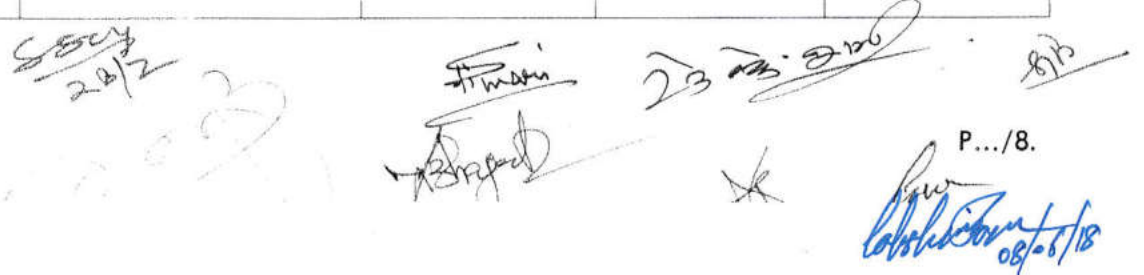
- 1500 Kgs by Goods Train

ii) All Workmen not covered under 10 e (i) above - 1000 Kgs by Goods Train

In the event of transportation of personal effect made by any other mode than the goods train, in that case reimbursement will be limited to the amount which would have been charged by Railways, had the personal effects been transported by Rail.

f) Composite Daily Allowance : shall be paid as under :**Hotel / Non-Hotel Daily**

Sl.	Revised Wage Scales (in Rs.)	X Class Cities (in Rs.)	Y Class Cities (in Rs.)	Z Class Cities (in Rs.)
1	18500 - 20000	300	200	150
	19500 - 36000			
	20000 - 37000			
2	20500 - 24500	650	550	450
	21000 - 39000			
	22000 - 43000			
	23000 - 45000			
	24500 - 47000			



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g) Travel at the time of retirement :

A Workman who retires after a minimum of 10 years of service will be entitled to claim reimbursement of expenses incurred by him on transportation of Personal effects from the last head quarter to native place in India to the same extent as is admissible on transfer stated above under transfer grant. The reimbursement must be claimed within six months from the date of retirement.

11. Period of Validity :-

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

12. Festival Advance :-

- a) Workmen 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.

13. 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 wage revision order. The arrears becoming due, to workmen, may be disbursed along with salary payable for the month of March, 2018.

14. Leave :-

Earned leave will be regulated as per office order No. 500160/Leave Policy/1843 dated 05.02.2015 and Maternity Leave/ Paternity Leave 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 Workmen. CL/RH/Medical Leave etc. will be as applicable to Executives.

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15. Normal working Hrs. Spread over, Rest Day and Overtime:-

a) **Working Hrs.** : Normal working of day excluding break for lunch etc. shall be of 8 Hrs. or 48 Hrs. a week.

b) Works schedule will be arranged in such a manner that no spread over is more than 12 Hrs. a day inclusive of lunch break.

c) **Working on Rest Day** : A workmen will be allowed a day of rest with wages every week which shall ordinarily be a Sunday but in consideration to suit the local conditions, any other day of the week may be notified as weekly rest day by following procedure laid down in Minimum Wages Act, 1948 in this regard by the Zone.

d) However, no employee shall be allowed to work on the rest day unless and until he has or will have a substituted holiday for a whole day on one of the 5 days immediately before or after the rest day provided that no workmen will be engaged on rest day which may result in this workmen working for more than 10 days consecutively without a rest day for whole day.

16. Overtime & Compensatory Rest (CR):- Works shall be arranged in such a manner that there is least scope of engaging workmen in overtime hours. Ordinarily no workman shall be engaged on over-time for more than 50 Hrs. (including working on holidays) in a quarter which may be extended to 72 Hrs. in exceptional circumstances in the exigencies of works subject to the condition that total overtime hrs. in respect of an individual workmen shall not be more than 200 hrs. in a calendar year (January to December).

a) **Working on Rest Day** : If a workman is required to work on any of the weekly Rest Day he shall be allowed compensatory holidays of equal number to the holidays on which the workmen worked, within the month in which the Rest Days were due to him or within the two months immediately following that month. Under no circumstances Compensatory Rest shall be allowed to be accumulated for more than 8 days and if not availed, it will lapse automatically.

b) **Working on Holidays** : If due to the exigencies of work, any workman is asked to work on any of the Holidays including three National Festival Holidays, he shall be allowed at his option, either to avail of a Compensatory holidays or overtime at double the rate of his wages at the discretion of the Zonal Manager / Project Manager.

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c) **Overtime Payment** : A workman required to work on overtime (except working on Rest Days/Holidays) shall be paid wages at double of the ordinary rate of wages and no compensatory rest shall be allowed in lieu or addition to overtime wages.

17. **Holidays:-**

a) Every workman other than those on Nominal Muster Roll shall be allowed to avail 17 holidays with wages in a calendar year.

b) Out of the said 17 holidays, 3 will be National Holidays viz Republic Day (26th January) Independence Day (15th August) and Mahatma Gandhi Birthday (2nd October) and 1st May will also be a paid holiday among 17 holidays.

c) Remaining 13 holidays shall be notified by the Project Manager/ Zonal Manager in consideration to customs, traditions and festival of the area.

18. **Gratuity:-** The ceiling of Gratuity of the workmen 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%.

19. **Joining Time:-** Workmen will be allowed joining time as per existing rules in the Corporation. In cases of transfer on request, actual journey period shall only be allowed as joining time.

20. **Promotion:-**

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

21. **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, Federation/Association/ Sangh/Union agree not to initiate / precipitate any action which may affect the norms of discipline.

b) It is agreed that in order to accelerate the rate of production, there should be regular exchange of information between both the parties to identify the factors affecting production and accordingly wasteful practices will be removed/discontinued as may be decided by the Management.

c) There shall be meeting at Zonal level with Federation/Association/ Sangh/Union at least once in three months in which problems related to works and working conditions shall be discussed for implementation. No demands of any nature shall be discussed in the monthly meeting and meeting agenda should be confined to above subjects only.

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d) It is agreed by Unions that all other pending issues/demands/disputes, stand withdrawn, settled and resolved by virtue of this settlement and Unions will not resort to any agitational actions like strike, Dharna, Goslow, Agitation of any kind, Demonstrations etc. during the period of operation of this settlement.

e) Unions 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.

f) It is mutually agreed that Federation/Union/Association/Sangh shall not agitate any demand involving any additional financial or any other implication / commitment / burden on NPCC during currency of this settlement.

22. **Miscellaneous:-**

(a) The Workmen 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 workmen/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.

23. **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 wage structure or settlement will be mutually discussed only at Corporate Level & decision of the Competent Authority shall be final & binding.

24. **NPCC Certified Standing Orders shall remain in force.**

25. **Operation of the Settlement:-**

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

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26. This settlement will supersede all previous settlements/minutes signed between the Management of NPCC Limited and All India NPCC Employees Federation, All India NPCC Employees Association, All India NPCC Employees Union, NPCC Ltd. Sanyukata karmchari Sangh and NPCC Ltd. Workers Union of India (CITU).

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

Signature of the Management Representative

1. Sh. Manohar Kumar, Director (Engg.)

2. Sh. Sahab Narain, Director (Finance)

3. Smt. Jasmine Dhar Singh, Dy. General Manager (HR)

Signature of Authorized Representative of Unions / Association/ Sangh

For All India NPCC Employees Federation

1. Sh. S. S. Tiwari, General Secretary

2. Sh. Dev Dutt Singh, Secretary

3. Sh. Amirul Hussain, Vice President

For All India NPCC Employees Association

1. Sh. S. S. Chauhan, General Secretary

2. Sh. P. N. Singh, Asstt. General Secretary

3. Sh. Md. Safique, Vice President

For All India NPCC Employees Union


1. Sh. Madan Lal, General Secretary


2. Sh. Surinder Kumar Sharma, Working President

3. Sh. S. S. Rawat, Vice President

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Signature of the Management
Representative


4. Smt. Sunita Singh,
Manager (HR)


5. Sh. K. Venkata Ramana
Manager (HR)

Witnesses :

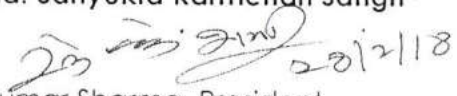
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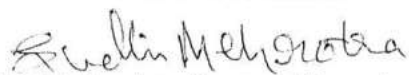
CC:

1. Chief Labour Commissioner (Central) New Delhi.
2. Labour Commissioner(Central), New Delhi.
3. Asstt. Labour Commissioner(Central), New Delhi.

Signature of Authorized
Representative of Unions /
Association/ Sangh


For NPCC Ltd. Sanyukta Karmchari Sangh

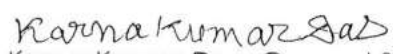

1. Sh. Sunil Kumar Sharma, President


2. Sh. Sudhir Mehrotra, General Secretary


3. Sh. Rajendra Sabat, Joint Secretary

For NPCC Ltd. Workers Union of India


1. Sh. Binoy Mukherjee, President


2. Sh. Karna Kumar Das, General Secretary


3. Sh. Gurupada Das, Treasurer


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ILLUSTRATIVE PAY FIXATION OF WORKMEN ON REVISION

Sl. No.	Parameter	Rs. Per Month
Pre-revised scale of Pay Rs. 8400-216-10500		
	Basic Pay as on 31.12.2016	8400.00
Pay fixation in the revised scale of pay Rs. 20500- 38000		
1.	Basic Pay drawn as on 31.12.2016	8400.00
+ (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)	10038.00
+ (Plus)		
3.	Fitment Benefit [15% of (1) + (2) i.e. 15% of Rs. 8400 + 10038]	2765.70
	(Total (1 + 2 + 3))	21203.70
	Basic Pay on Revision (Rounded off to next multiple of Rs. 10)	21210.00
	Revised Basic pay as on 01.01.2017	21210.00 ✓



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PROFORMA FOR FIXATION OF WAGE - WORKMEN

Annexure- A

1. ACTION REQUIRED BY HR DIVISION :-

Sl. No.	Particulars	To be Filled by Concerned Officials						
1	Place of Posting							
2	Name of the Zone/CO/Regd. Office							
3	Name of the Workman							
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 w.e.f. 01.01.2017							
<table border="0" style="width: 100%;"> <tr> <td style="width: 33%; text-align: center;">Prepared By</td> <td style="width: 33%; text-align: center;">Checked By</td> <td style="width: 33%; text-align: center;">HOD (HR) /ZM</td> </tr> <tr> <td style="text-align: center;">Designation (HR)</td> <td style="text-align: center;">Designation (HR)</td> <td style="text-align: center;">Designation</td> </tr> </table>			Prepared By	Checked By	HOD (HR) /ZM	Designation (HR)	Designation (HR)	Designation
Prepared By	Checked By	HOD (HR) /ZM						
Designation (HR)	Designation (HR)	Designation						

Ashish Kumar
28/06/18

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

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 Workmen posted in Zone and to be filled in SINGLE for Workmen posted in Regd. Office / C.O.)

 08/05/18



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/Wage revision/2018

दिनांक :_.06.18

UNDERTAKING

I do hereby give an undertaking that consequent on Wage Revision as per wage settlement, 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 wage 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

[Handwritten Signature]
08/06/18