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No. WRC/1(1)/2009

Dated:- 14th January, 2010

CIRCULAR NO. WR-09-2010-02

Sub:- Revision of Scales of pay and allowances in respect of Executives under IDA pattern w.e.f. 01.01.2007 clarifications - regarding.

Ref:- Hqrs. circular No. WR-09-2009-13 dated 18.09.2009. (file No. WRC/1/1/2007-Vol.III.).

Some of the Field offices have raised certain points of doubt seeking clarifications on fixation of pay in revised pay scales. These points have been examined and are clarified as under for information, guidance and necessary action of all the authorities concerned.

S.No	Point of Doubt	Clarifications
1.	Whether the pay of executive holding pre-revised pay scale of Rs.9700-280-15860 as on 31.12.2006 will be fixed as per annexure-II fitment table?	Yes, the pay of Managers holding selection grade on 31.12.2006, their pay will be fixed as per the fitment table Annexure-II as on 31.12.2006 and they will be allowed annual increment on 01.01.2007 and thereafter in the revised pay scale provided the pay does not exceed to maximum of Rs.40500 till further orders.
2.	Managers who were placed in selection grade pay scale as on or after 01.01.2007 in what manner their pay will be fixed?	The pay of such Managers as on 31.12.2006 shall be fixed as per the fitment table of Annexure-I and annual increment will be allowed as on 01.01.2007. However, instructions for fixation benefit for manager placed in the selection grade scale on or after 01.01.2007 will be issued separately.
3.	Pay fixation cases referred to 1 & 2 above, whether the arrears on account of revision of scale of pay and allowances shall be payable	Yes. Arrear on account of revision of scale of pay and allowances may be released to the concerned executives retired or retiring on or after 01.01.2007 as per instructions issued vide Circular dated 18.09.2009 ibid.

	to retired or retiring on or after 01.01.2007.	
4.	Whether executive under suspension on 01.01.2007 is eligible for revision of scale of pay and allowances.	No. the revision of scales of pay shall be allowed after the finalization of the vigilance case.
5.	Instructions for grant of increment for the following cases:- a) Family Planning b) Hindi Incentive Increment. c) Educational Allowance	Matter on grant of family planning increment is under examination and separate instructions will be issued with the approval of Competent Authority. Grant of Hindi incentive increment on or after 01.01.2007 will be allowed @ 3% of basic pay rounded to rupees ten. Since the matter is <i>subjudice</i> before the Court, therefore, the qualification increment may be continued on pre-revised rate.
6.	Grant of Annual increment. Whether the rounding off to next multiple of 10 has to be done in terms of rupees or even a paisa has to be rounded off 10.	The amount of annual increment should be rounded off to next multiple of 10 and paisa should be ignored. To illustrate, if the amount of increment comes to Rs.630.90 paisa then the amount will be rounded off to Rs.630 if the amount of increment works out to be Rs.631 then it will be round off to Rs.640.
7.	Fixation of pay on promotion on or after 01.01.2007.	On promotion from one pay scale to another, the pay will be fixed in the following manner in the revised pay structure:- To illustrate, a Manager drawing basic pay of Rs.25140 is promoted as Asstt.Genl.Manager on 15.07.2009. 1) Pay Scale of Manager - Rs 16400-40500 2) Basic pay drawn before Promotion. - Rs. 25140 3) Pay scale of promotional -Rs. 20600-46500

		<p>Post of AGM</p> <p>4) Date of promotion - 15.07.2009.</p> <p>5) Basic Pay before - Rs. 25140 Promotion.</p> <p>6) Notional increment @3% - Rs. 754.20 (25140x3/100)</p> <p>7) Increment rounded up to - Rs. 760.00 The next of ten rupees</p> <p>8) Pay fixed on promotion - Rs.25140 + On 15.07.2009 as AGM in Rs. 760 the pay scale of Rs.20600- 46500. -Rs.25900</p>
8.	Pay fixation of AG.I promoted as Manager on or after 01.01.2007	The proposal for revision of pay scales of Cat. III & IV employees have been sent to the Ministry for its approval. Suitable instructions will be issued after the approval of the proposal. Till such time, they will continue to draw pay & allowances in pre-revised scale of pay of promoted post.
9.	Fixation on deployment.	Pay fixation benefit permissible on promotion will be similarly granted/allowed on deployment of employee to higher post subject to terms & conditions prescribed for deployment.
10.	Payment of House Rent Allowance on the revised basic pay.	Separate instructions for payment of H.R.A. at the revised pay scale will be issued along with other allowances & perquisites. Till such time the employees shall be allowed the quantum of House Rent Allowance amount paid in pre-revised basic pay as on issuance of circular dated 18 th September, 2009.

(ATAM PARKASH)
ASSTT.GENL.MANAGER(WRC).

Distribution:-

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