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मुख्यालय
नई दिल्ली
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No.WRC/1/2/2009

Dated : 15th June, 2010

Circular No. WR -09- 2010-10

Subject: Revision of Scales of Pay and Allowances for Cat.III & IV employees on IDA Pattern w.e.f.01.01.2007 clarifications - regarding

Reference : 1. Hqrs Circular No. WR-09-2010-06 dated 09.04.2010; and
2. Hqrs Circular No. WR-09-2010-07 dated 26.04.2010.

Some of the field offices and Staff Unions have sought clarifications on fixation of pay and allowances in revised payscales. These points have been examined and clarified as under for information, guidance and necessary action of all concerned authorities:-

S.No	Points	Clarifications
1.	Grant of Annual increment - rounding off clarification.	<p>The amount of annual increment should be rounded up to next multiple of 10 and Paisa should be ignored.</p> <p>Illustration 1: Let revised Basic Pay of an employee be Rs.10,710 on 31.12.2009. Annual increment on 01.01.2010 = Rs. 321.30 (@ 3 % of 10,710) ~ Rs. 330 (Rounded up to next multiple of 10)</p> <p>Next annual increment on 01.01.2011 will be granted on a Basic Pay of Rs. 11,040 (i.e. Rs.10,710 + Rs. 330).</p> <p>Illustration 2: Let revised Basic Pay of an employee is Rs.11,690 on 31.12.2009 Annual increment on 01.01.2010 = Rs. 350.70 (@ 3 % of 11,690) ~ Rs. 350 (Paisa are ignored)</p>
2.	Fixation of pay for employees who have been promoted on or after 01-01-2007	<p>On promotion from one pay scale to another, the pay will be fixed in the following manner in the revised pay structure:-</p> <p>Illustration 1: An Assistant Grade-III drawing basic pay of Rs. 12,030 in revised pay scale of Rs.9,300 -22,940 is promoted as Assistant Grade-II on 25.09.2007.</p> <p>1. Pay Scale of A.G.III - Rs. 9,300-22,940 2. Basic Pay drawn before Promotion - Rs. 12,030</p>

		<p>3. Notional increment @ 3% (12,030X3/100) - Rs. 360.90 ~ Rs. 360</p> <p>4. Pay fixed on promotion as A.G.-II on 25.09.2007 in the pay scale of Rs. 9,900- Rs.25,530. - Rs. 12,390</p> <p>Illustration 2: An Assistant Grade-I drawing basic pay of Rs. 15,640 in revised pay scale of Rs.11,100 -29,950 is promoted as Manager on 15.07.2009.</p> <p>1. Pay Scale of Assistant Grade-I - Rs. 11,100-29,950</p> <p>2. Basic Pay drawn before Promotion - Rs. 15,640</p> <p>3. Notional increment @ 3% (15,640X3/100) - Rs. 469.20</p> <p>4. Increment rounded up to the next of ten rupees - Rs. 470</p> <p>As sum of Rs. 15,640 and Rs. 470 is less than the minimum of the Pay Scale of Manager (Rs. 16,400-40,500), Pay of the employee in this case will be fixed at minimum of the scale, i.e. Rs.16,400.</p> <p>Regulation 82 of FCI (Staff) Regulation Act, 1971 is being amended.</p>
3.	<p>Fixation of pay for category III & IV employees who have been granted Selection Grade on or after 01-01-2007.</p>	<p>The methodology to be followed for fixation of pay is illustrated below with an example:- An employee (AG-III) drawing basic pay of Rs. 6,240 as on 31.12.2006, who is granted Selection grade on 01.04.2007.</p> <p>1. Pay fixed as on 31.12.2006 in revised scale: (Rs. 9300-22940) - Rs. 14,460</p> <p>2. Annual increment on 01.01.2007 (@ 3% of basic pay) - Rs. 440</p> <p>3. Basic Pay as on 01.01.2007 - Rs. 14,900</p> <p>4. Increment @ 3% of basic pay On grant of Selection Grade On 01.04.2007 - Rs. 450</p> <p>5. Pay fixed as AG-III on grant of Selection Grade on 01.04.2007 in the pay Scale of Rs. 9900-25530 - Rs. 15,350</p> <p>Any anomaly of pay arising out of fixation of pay on grant of Selection Grade on or after 01.01.2007 shall be dealt separately. Such cases shall be forwarded to the Headquarters along with the comments of the concerned Executive Director of the Zone.</p>

4.	Fixation of pay when an employee's Basic Pay after granting annual increment exceeds Maximum of Pay Scale.	<p>In such cases, Employees shall not be allowed to draw a basic pay greater than the maximum of his Pay Scale and his basic pay shall be restricted to the maximum of that Pay Scale.</p> <p>Example: An employee drawing basic pay of Rs. 21,160 in the Revised Pay Scale of Rs. 8900-22100 as on 31.12.2007.</p> <table border="0"> <tr> <td>1. Annual increment on 01.01.2008 (@ 3 % of Basic Pay)</td> <td>- Rs. 640</td> </tr> <tr> <td>2. Basic Pay as on 01.01.2008</td> <td>- Rs. 21,800</td> </tr> <tr> <td>3. Annual increment on 01.01.2009 (@ 3 % of Basic Pay)</td> <td>- Rs. 660</td> </tr> </table> <p>If this amount of increment is added in Rs. 21,800, Basic Pay of the employee as on 01.01.2009 will become Rs.22,460 which is higher than the maximum of his pay scale (Rs. 8900-22,100).</p> <p>In this situation, Basic Pay of the employee will be restricted to Rs.22,100 as on 01.01.2009. However, the employee will be eligible for stagnation increment, as per rule, to be due on 01.01.2011.</p>	1. Annual increment on 01.01.2008 (@ 3 % of Basic Pay)	- Rs. 640	2. Basic Pay as on 01.01.2008	- Rs. 21,800	3. Annual increment on 01.01.2009 (@ 3 % of Basic Pay)	- Rs. 660
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5.	Whether the CPF will be deducted from the arrears of those officials who were retired/expired/resigned from the services of the Corporation after 01.01.2007 and whose CPF dues have been finalized.	<p>The CPF of the employees who have retired, died or resigned from the service of the Corporation after 01.01.2007 will be deducted from their arrears accrued to them on account of revision of pay and allowances and remitted separately to them together with the matching contribution of Corporation under intimation to the CPF Trust of Corporation for record and necessary action.</p>						
6.	Whether an employee be permitted to deposit Wage Revision Arrear in his/her CPF account on a written request.	<p>Yes. The employees are permitted to deposit arrears in their CPF account.</p>						

(Mukesh Dwivedi)
Asstt.GeneralManager(WRC)

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