



CENTRAL WAREHOUSING CORPORATION
(A GOVT. OF INDIA UNDERTAKING)



4/1, Siri Institutional Area, August Kranti Marg,
Hauz Khas, New Delhi-110 016

No. CWC/I-CDA-Switch over-IDA/Rectt./2012-13 Dated 28th May, 2014

OFFICE ORDER

In supersession of office order of even No.(842A) dated 2.12.2011 regarding shifting of the executives of CDA pattern of pay scales to IDA pattern of pay scales in the Corporation, as per the advice of Ministry of Consumer Affairs, Food & Public Distribution and with the approval of Board of Directors in its 309th meeting held on 30.4.2014, it has now been decided to allow 226 executives who were on CDA pattern of pay scales as on 10.8.2009 to switch over to IDA pattern of pay scales on voluntary basis w.e.f. 1.1.2007 in the following manner:-

1. The executives on CDA pattern of pay scales as on 10.8.2009 (the date of advice of DPE clarifying that promotion is also a mode of appointment) on the rolls of the Corporation would be allowed to switch over to IDA pattern of scales on voluntary basis w.e.f. 1.1.2007. The executives willing to opt to IDA pattern of scales may exercise their option in the prescribed format (**Annex-I**) within 60 days from the date of issue of this office order i.e. upto 27.7.2014. Option forms received after this date will not be entertained. Option once exercised will be irrevocable.
2. The executives who do not opt or the option is not received till the date specified as above, would be deemed to continue on CDA pattern of pay scales and the benefit of CDA pattern scales would be applicable to them.

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3. The pay of the executives, who opt for IDA pay scales w.e.f. 1.1.2007, will be fixed in the pre-revised IDA pattern of pay scales as on 31.12.2006 without giving benefit of CDA pay scales revision effective from 1.1.2006. As such, the benefit of pay revision of IDA pay scales as given to other IDA pattern executives with all IDA perks will be extended to them w.e.f. 1.1.2007. The arrears of CDA pattern pay scales revision received by these executives for the period 1.1.2006 to 31.12.2006 would be adjusted/recovered out of the payment to be settled on due-drawn basis.
4. Consequent upon their switching over to IDA pay scales w.e.f. 1.1.2007, the EL account of such executives shall be bifurcated into encashable and non-encashable account w.e.f. 1.1.2007 as per instructions in force for other IDA pattern Executives and EL account shall be recast accordingly.
5. All the executives of the Corporation whether on IDA pattern of scales/CDA pattern of scales would be allowed to become member of the CWC Employees Defined Contributory Pension Scheme as applicable w.e.f. 1.1.2007. The individual/Corporation contribution towards pension would be computed on the revised pay as a outcome of this office order w.e.f. 1.1.2007.
6. The executives who do not opt for IDA pay scales in response to this office order and choose to remain on CDA pattern of scales, would not be allowed any benefit of PRP scheme being introduced in the Corporation from the financial year 2012-13 as it is extended in pursuance of DPE OM dated 26.11.2008 applicable for executives on IDA pattern of scales only.
7. Some of the executives have received payment of arrears of pay/perks on due-drawn basis in pursuance of the office order dated 2.12.2011. The amount received by them would have to be

recovered/adjusted while settling the payment on due-drawn basis in pursuance of the outcome of this Office Order. In the event of any official retired after getting such of the payment, the amount would be adjusted out of any payment which may become due now due to re-fixation or re-cast of EL (out of TLB) or in case nothing is due, such amount will have to be foregone as no recovery could be possible.

8. In respect of 59 executives, who had earlier opted to IDA pattern of pay scales in 2004 in pursuance of option given to them by the Corporation, and exercised by them, and thus had already shifted to IDA pay scales in 2004, the pay fixation undertaken in pursuance of Office Order dated 2.12.2011 stands withdrawn and their pay will be restored to their basic pay as on their respective dates in 2004. Accordingly, revised pay fixation order(s) will be issued separately.

9. In so far as the executives, who had retired/resigned from the services of the Corporation (from 10.8.2009 to till date), the benefit of pay arrears becoming due on re-fixation of pay w.e.f. 1.1.2007 on due-drawn basis may be extended to them but in case any recovery falling due from anyone of them, the same would be adjusted out of any payment which may become due later due to re-fixation or re-cast of EL (out of TLB) or in case nothing is due, such amount will have to be foregone as no recovery could be possible.

10. The fixation of pay on IDA pattern may be done as per the pay fixation formula given below:-

- i) Basic Pay as on 31.12.2006 : _____
(In pre-revised CDA scale)
- ii) Dearness Pay, if applicable : _____

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- iii) CDA as on 31.12.2006 : _____
- iv) Grade pay as on 31.12.2006, if applicable _____
- v) Total Emoluments (i)+(ii)+(iii)+(iv) : _____

Case I: Where on 31.12.2006 fixed DA/IDA was applicable

- vi) Less : IDA as on 31.12.2006 _____
- vii) Resultant Basic Pay in the IDA scale _____

Case II: Where on 31.12.2006 percentage IDA was applicable

viii) Basic Pay in the IDA scale =
$$\frac{\text{Total Emoluments as arrived at (v) above}}{1 + \frac{(\text{IDA \%age on 31.12.2006})}{100}}$$

- a) In case, the basic pay, thus arrived at in the IDA pay scale exceeds the maximum of the replacement scale then excess amount would be treated as special pay and would be absorbed in subsequent increments/pay fixation.
- b) Similarly, where basic pay arrived at in the IDA pattern as per the formula given above is below the minimum of the replacement scale, the basic pay in such cases would be fixed at the minimum of the replacement scale.
- c) The Basic pay arrived at as per the above stated formula would be fixed at the appropriate stage in the available IDA scales of pay. If the exact stage is not available, then pay should be fixed at the next higher stage in the scale of pay adopted for the particular cadre/post.
- d) The employees whose basic pay would be fixed under IDA pattern of pay scales in accordance with the above instructions would not be allowed stepping up of pay at par with their juniors who are already on IDA pattern of pay scale.

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 28/11/07

11. The benefit of pay revision in IDA pattern of pay scales as given to other IDA Executives with all IDA perks and facilities would be given to these Executives w.e.f. 1.1.2007
12. After receipt of option form duly completed in all respects, action shall be initiated for pay fixation for settling the payment/recovery on due-drawn basis including allowances, as per instructions in vogue from time to time.

The receipt of this Office Order may be acknowledged.

Authority: Agenda Item No. 309.03 placed in the 309th meeting of the BOD held on 30.4.2014



(Pawan Kant)
General Manager(Pers.)

Encl. as above

Distribution:

1. All Head of Divisions, CWC, CO, New Delhi
2. AGM(Estt.)/SAM(Admn)/SIO(IR), CWC, CO, New Delhi
3. All RMs/SEs/EEs – with the request that a copy of this office order may be circulated to all warehouses/units under their jurisdiction and their options be sent to CO for further necessary action..
4. AGM(S&B), CWC, CO, New Delhi
5. PPS to MD/PA to Director (MCP)/PS to Director (Fin)/SAM to Director (Pers.), CWC, CO, New Delhi
6. Guard file
7. Circular file/Master file.

OPTION FORM

To

The General Manager(Personnel)
CWC, Corporate Office
New Delhi

Sub: Switching over to IDA pattern of pay scales for Group A & B officers of the Central Warehousing Corporation w.e.f. 1.1.2007

I, _____ S/o, W/o, D/o
Sh. _____ hereby state that I have gone through and understood the Central Warehousing Corporation's Office Order No. CWC/I-CDA-Switch over-IDA/Rectt./12-13 dated _____ issued on the above subject and I hereby opt for IDA pay scales w.e.f. 1.1.2007.

2. I also confirm that I am willing to switch over from Central DA Pattern to IDA Pattern of scale as explained in the aforesaid Office Order.

3. I undertake to abide by the terms/conditions mentioned in the aforesaid Office Order. I also understand the option being exercised by me is irrevocable.

4. In accordance with the option given above, I am submitting below my pay particulars for fixation of pay in the IDA scales of pay.

1.	Name of the Officer	:	
2.	Designation	:	
3.	Post held on 1.1.2007	:	
4.	Basic pay as on 31.12.2006 and scale of pay in CDA scale (Pre-revised)	:	i) Basic Pay (Rs.) ii) DP (Rs.) iii) Total iv) Scale of Pay (Rs.)
5.	Special Pay/Personal Pay as on 1.1.2007	:	(Rs.)

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6.	Posts held and offices where posted on or after 1.1.2007	:	
7.	Date of promotion to the higher post, if any after 1.1.2007	:	
8.	Post to which promoted on or after 1.1.2007	:	
9.	Pay fixed on promotion in CDA scale	:	
10.	Nature/details of penalty if any imposed on/after 1.1.2007 till date	:	

Signature _____

Name of the Officer _____

Designation _____

Place of Posting _____

Station _____

Dated _____

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 28/11/17