



केन्द्रीय भण्डारण निगम
(भारत सरकार का उपक्रम)
Central Warehousing Corporation
(A Govt. of India Undertaking)



No. CWC/I-Group A&B Pay Revision/Rectt/01.01.2017/2438 Dated: 24.01.2018

OFFICE ORDER

Sub: Pay revision of Board level and Below Board Level Executives who are on IDA pay scales w.e.f. 01.01.2017 – reg.

1. The Management of Central Warehousing Corporation is pleased to announce the revision of pay scales for Board Level and Below Board Level Executives who are on IDA pay scales w.e.f. 01.01.2017 in terms of Presidential Directives received from Administrative Ministry vide letter No. 9-73/2017-SG-I dated 19.01.2018 based on the guidelines issued by Department of Public Enterprises vide their OM No. W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03.08.2017, OM No. W-02/008/2017-DPE(WC)-GL-XIV/17 dated 04.08.2017 & OM dated 07.09.2017 and the approval of Board of Directors of CWC in its 334th meeting held on 17.11.2017.

i) Accordingly the Pay Scales in respect of Board Level and Below Board Level Executives who are on IDA pay scale in CWC stand revised as under:

PAY SCALES:

S. No.	Category/ Designation	Existing grade and scales (in Rs.)	Revised scales w.e.f. 01.01.2017 (in Rs.)
1	Supdt/Acctt/ Sr.PA & equiv.	16400-46500 (E-1)	40000-140000
2	AM/SIO/AE & Equivalent	16400-46500 (E-1)	40000-140000
3	SAM & equivalent	20600-46500(E-2)	50000-160000
4	Mgr /EE & equiv.	20600-46500(E-2)	50000-160000
5	AGM & Equiv.	24900-50500 (E-3)	60000-180000
6	DGM & Equiv.	32900-58000 (E-5)	80000-220000
7	Secy./CE & equiv.	36600-62000 (E-6)	90000-240000
8	GM	43200-66000 (E-7)	100000-260000
9	GGM	51300-73000 (E-8)	120000-280000
10	Director (Sch-A)	75000-100000	180000-340000
11	MD (Sch-A)	80000-120000	200000-370000

- ii) All Group A&B officials who are on IDA pay scales and on the rolls of the Corporation as on date and those separated on the account of superannuation, resignation, voluntary retirement, death etc on or after 01.01.2017 would be covered by this order.

2. **Fitment Benefit:** A uniform fitment benefit of 15% shall be provided to all Group A&B officials on basic pay (including admissible stagnation increments, if any) as on 31.12.2016 and IDA @ 119.5% as applicable on 01.01.2017.

i) **Methodology for pay fixation:**

A		B		C		D (Revised Basic Pay as on 01.01.2017)
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 of revised Basic Pay 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.

- ii) The officials who joined in the executive scales on or after 01.01.2017 by way of direct recruitment shall be placed in the revised pay scales from the date of their joining and such officials will not be eligible for fitment benefit under pay revision.
- iii) The Officials who joined on or after 01.01.2017 in the executive scales on promotion, their pay will be fixed provisionally in the above revised pay scales till revision of their pay scales in Group C posts and same will be re-fixed, later.

3. **Increment:** A uniform rate of 3% of Basic Pay will be applicable for both annual increment as well as promotional increment.
4. **Stagnation Increment:** In case of reaching the end point of pay scale, official would be allowed to draw stagnation increment, one after every two years upto a maximum of three such increments provided the executive gets a performance rating of "Good" or above.
5. **Bunching of pay:** In case of bunching of Pay, the Pay would be fixed as per DPE guidelines in Annexure – III A of the OM dated 03.08.2017.
6. **Dearness Allowances:** 100% DA neutralization will be adopted for all the officials. DA w.e.f. 01.01.2017 shall become zero with link point of All India Consumer Price Index (AICPI) 2001 equal to 100 which is 277.33 (average of AICPI for the month of September, October & November, 2016) as on 01.01.2017. The periodicity of adjustment shall be once in three months as per existing practice. The quarterly DA payable from 01.01.2017 shall be as under:

Effective Date	Rate of DA (in %)
01.01.2017	0
01.04.2017	-1.1
01.07.2017	-0.2
01.10.2017	2.2
01.01.2018	3.4

7. **Perks & Allowances:**

Cafeteria approach shall be adopted for payment of perks & allowances admissible under different categories upto maximum of 34% of Basic Pay. The leave travel concession facility would be outside the ceiling of 34% of the Basic Pay. Perks & allowances shall be payable from the date of issuance of the presidential directives i.e. 19.01.2018.

8. **Other perks & allowance outside the ceiling of 34% of Basic Pay:-**

Location based Compensatory Allowances:

- i) For serving in North – East States & Ladakh Region

Areas Covered	Percentage of Basic Pay
Assam, Meghalaya, Manipur, Nagaland, Tripura, Arunachal Pradesh, Mizoram and Sikkim	10% of Basic Pay
Ladkh Region	10% of Basic Pay



- ii) For serving in Island territories of Andaman and Nicobar (A&N) Islands and Lakshadweep:

Areas Covered	Percentage of Basic Pay
Areas around Capital Towns (Port Blair in A&N Islands, Kavaratti and Agatti in Lakshadweep)	10% of Basic Pay
Difficult Areas (Northand 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 allowances : For serving in the difficult and far flung areas:

Areas Covered	Percentage of Basic Pay
Part 'A' (Areas covered under Annexure-I of D/o expenditure OM No. 3/1/2017*EII(B) dated 19.07.2017)	8% of Basic Pay
Part 'B' (Areas covered under Annexure-II of D/o Expenditure OM NO. 3/1/2017-EII(B) dated 19.07.2017)	6% of Basic Pay
Part 'C' (Areas covered under Annexure-III of D/o Expenditure OM No. 3/1/2017-EII (B) dated 19.07.2017)	4% of Basic Pay
Part 'D' (Areas covered under Annexure-IV of D/o Expenditure OM No. 3/1/2017-EII(B) dated 19.07.2017)	3% of Basic Pay

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.

9. House Rent Allowances:

- i) The house rent allowance to the Group A&B officials who are on IDA pay scales of the Corporation will be at the following rates: -

Classification of cities	Rate of HRA
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

- ii) The rates of HRA will be revised to 27%,18% & 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%.
- iii) The HRA on the above mentioned rates will be applicable from the date of issuance of Presidential Directives i.e. 19.01.2018.

10.Leased Accommodation:-The instructions related to revision of lease rent ceiling of the leased accommodation provided to its all executives would be issued separately.

11.Performance Related Pay – The instructions on Performance Related Pay payable to executives of the Corporation would be issued separately.

12.Superannuation Benefits:-

- i) The Corporation shall continue to contribute @ 30% of basic pay +DA towards superannuation benefits like Provident Fund, Pension, Post Retirement Medical Benefit (PRMB) and Gratuity.
- ii) The existing Post Retirement Medical Benefit will continue to be linked to requirement of superannuation and minimum of 15 years of continuous service for other than Board Level Executives. The Post Retirement Medical Benefit shall be allowed to Board Level Executives (without any linkage to provision of 15 years of service) upon completion of their tenure or upon attaining the age of retirement, whichever is earlier.
- iii) The Gratuity is payable to the employees of the Corporation in terms of Regulation 37(i) of CWC (Staff) Regulations, 1986 and accordingly the revised Gratuity will become payable after amendment in the Payment of Gratuity Act,1972.

13.Periodicity:- The next pay revision would take place in line with the periodicity as decided for Central Government employees but not later than 10 years.

14.Review of pay revision:- As per the para 3(iv) of DPE Office Memorandum dated 03.08.2017 subsequent to implementation of pay revision, the profitability of a CPSE would be reviewed after every 03 years and if the profitability of a CPSE falls in such a way that the earlier pay revision now

entails impact of more than 20% of average PBT of last 03 years, then PRP/Allowances will have to be reduced to bring down the impact.

Therefore, the pay package would be reviewed after every 03 years to ascertain the affordability and bring down the impact within 20% of average PBT of last 03 years, if required in line with the DPE guidelines.

15. Effective date of implementation:-

- i) Basic pay of all Group A&B Officials who are on the rolls of the Corporation as on 01.01.2017 or joined thereafter, their Basic Pay will be re-fixed as mentioned in para 2 (i), (ii) & (iii) of this order; as the case may be.
- ii) Arrears of difference in basic pay + DA shall be payable from 01.01.2017 or from the date of joining of officials in the executive scales as the case may be. Perks and all other allowances will be payable from the date of issuance of Presidential Directives i.e. 19.01.2018.


24-01-18

(Arvind Chaudhri)
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