



केन्द्रीय भण्डारण निगम  
(भारत सरकार का उपक्रम)  
**CENTRAL WAREHOUSING CORPORATION**  
(A GOVT. OF INDIA UNDERTAKING)



जन जन के लिए भण्डारण - WAREHOUSING FOR EVERY ONE

No. CWC/IRO/Wage Revision/2019/

**EMAIL**  
Dated: 23.12.2019

All Regional Managers,  
Central Warehousing Corporation

**Sub: Wage revision in respect of Group-C & D employees under IDA pattern effective from 01.01.2017 - Implementation of Revised Pay Scales.**

Sir,

As you are aware, the Management signed a Memorandum of Understanding (MOU) with the representatives of Employees Unions on 02.09.2019 with regard to the revision of pay scales and fringe benefits in respect of Group-C&D employees. The MOU was subject to the approval of the Board of Directors / Govt. of India which has since been approved by the Board / Govt. of India and a Memorandum of Settlement (MOS) has been signed with the representatives of the Workmen (Group C & D employees) of CWC at all India level i.e. Federation of Central Warehousing Corporation Employees Unions on 19.12.2019. Consequently, it has been decided to implement the wage revision as contained in the MOU / MOS. The salient features of the revised wage structure and fringe benefits are given below:-

**1. Coverage**

The wage settlement covers all regular Group-C&D employees and shall not apply to those employed on contract/daily rated basis and as apprentices/ trainees.

**2. Duration of Settlement**

The wage revision is effective from 01.01.2017 to 31.12.2026 (10 years), however, the same scales shall continue beyond 31.12.2026 until further revision.

### 3. Pay Scales

The revised scales of pay effective from 01.01.2017 corresponding to the existing (pre revised) pay scales for various categories of staff are as given in the following table:-

Existing Grade	Designation	Existing Scales (Pre-revised) (Rs.)	Revised Scales (Rs.)	Revised Grade
S-I	Peon/Chowkidar/ Frash/ Attendant/ Dak Messenger/Safaiwala/Lab Attendant/ Gardener/Cook-cum-CDR/ Helper/Elect. Khalasi	8000-21860	22000-78000	S-I
S-II	Chowkidar Gr.I/ Daftary/ Sr. Safaiwala /DO	8200-22410		
S-III	Selection Grade Daftary/Selection Grade DO/Record Sorter etc.	8400-22950	23000-84000	S-II
S-IV	Electrical – Mech. Operator	8400-22950		
S-V	Roneo Operator/Elect. Pump Operator/ Wireman-Cum-Pump Operator/Sr. Record Sorter/Ferro Printer/Despatch Rider	8900-24320	24500-87000	S-III
S-VI	WA-II/Lift Attendant/ Elect. Mistry / Copy holder/ Hindi typist/Telex Operator/ Staff car driver/Mech. Supr.	8900-24320		
S-VII	Sr. Staff Car Driver	9800-26780	27000-90000	S-IV
S-VIII	WA-I/Jr. Stat. Asstt./ Comptist/Stenographer /Hindi Steno/D'Man Grade-II /Care Taker/ Receptionist etc.	9800-26780		
S-IX	Jr. Technical Assistant	10500-28690	29000-93000	S-V
S-X	Sectional Officer/Sr. AC Operator	11200-30600	32000-99000	S-VI
S-XI	Asstt./JS/TA/Hindi Translator/ Cashier/ Personal Assistant/Librarian	11200-30600		
S-XII	Draftsman Grade-I	11600-31900		

#### NOTE:

1. Bunching is admissible only in case where fitment is lower than 15%.
2. Stagnation Increment: In case of reaching the end point of pay scale the official would be allowed to draw stagnation increment, one after every two years up to a maximum of three such increments provided the official gets a performance of 'Good' or above.

### 4. Fitment in the revised scales of pay

The fitment of the employees on rolls as on 01.01.2017 in the revised scale of pay shall be as per fitment formula given in MoU.

- 4.1** To arrive at the revised Basic Pay (BP) as on 1.1.2017, fitment methodology shall be as under:

A	B	C	D (Revised BP 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 1.1.2017 (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.			

- 4.2** The employees who have joined or shall be joining the services on or after 01.01.2017 will be placed in the revised pay scales at the minimum of the scale from the date of their joining. Such employees will not be eligible for the fitment benefit under the pay revision.

**5. Annual Increment**

The annual increment would be @ 3% on the revised basic pay. There will be no change in the date of annual increment of the employees.

**6. Industrial Dearness Allowance (IDA)**

100% DA neutralization will be adopted for all the employees. 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	-1.10
01.07.2017	-0.20
01.10.2017	2.20
01.01.2018	3.40
01.04.2018	3.50
01.07.2018	3.80
01.10.2018	7.30
01.01.2019	8.80
01.04.2019	10.00
01.07.2019	12.40
01.10.2019	14.80

## **7. Other Allowances and Fringe Benefits**

### **7.1 House Rent Allowance (HRA)**

The House Rent Allowance (HRA) on the revised scales of pay will be payable from the date of signing of MoU i.e. 02.09.2019, at the rates notified by the Government of India from time to time. The present rates of HRA as notified by the Government of India are as under:-

<b>Classification of cities</b>	<b>Rate of HRA</b>
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.

The rates of HRA will be revised to 27%, 18% and 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%.

### **7.2 Perks and Allowances**

- (i) For perks and allowances, cafeteria approach subject to a ceiling of 34% +1% for LTC of revised basic pay, as applicable to Group A & B officers from time to time, will be adopted allowing Group C and D employees to choose from a set of cafeteria of perks and allowances Annexed as Annexure-I to the MoU.
- (ii) The employees will have choice of Perks and allowances up to 34% of Basic Pay under the cafeteria in addition to 1% for LTC.
- (iii) LTC component shall be kept at 1% of basic pay and the present LTC scheme shall continue to be regulated as per the current provisions, as amended from time to time.
- (iv) The Fringe Benefit shall be payable w.e.f. 19.01.2018.

### **7.3 Reimbursement of Medical Expenses**

The existing facility of reimbursement of outdoor medical treatment shall continue and the amount is revised from Rs. 1600/- to Rs.6400/- per quarter. The reimbursement of medical expenses in case of OPD treatment for chronic diseases shall be allowed from the date of signing of the MoU. The terms & conditions of reimbursement shall be applicable as per instructions issued by the Corporation from time to time. The reimbursement of medical expenses for the indoor treatment will, however, continue as per the existing scheme of the Corporation.

#### 7.4 Composite Transfer Grant (CTG)

- (i) The Composite Transfer Grant shall be paid @ 80% of the last month's basic pay in case of transfer of Group C & D employees involving a change of station located at a distance of not less than 20 KM from each. However, for transfer to and fro the Island territories of Andman, Nicobar & Lakshadweep, CTG shall be paid at the rate of 100% of last month's basic pay.
- (ii) In case of transfer to station which is at a distance of less than 20 KM from the old station and of transfer within the same city, 1/3<sup>rd</sup> of Composite Transfer Grant will be admissible, provided a change of residence is actually involved.
- (iii) At present, only one Transfer Grant is permitted if the transfer of husband and wife takes place within 6 months of each other from the same place to the same place. With effect from the date of signing of the MoS in cases where the transfer takes place within six months, but after 60 days of the transfer of the spouse, fifty percent of the transfer grant on transfer shall be allowed to the spouse transferred later. No transfer grant shall be admissible to the spouse transferred later, in case both the transfers are ordered within 60 days. The existing provisions shall continue to be applicable in case of transfers after a period of 6 months or more. Other rules precluding Transfer Grant in case of transfer at own request or transfer other than in public interest, shall continue to apply unchanged in their case.
- (iv) The Composite Transfer Grant shall be paid @ 80% of the last month's basic pay in case of those employees who on retirement, settled down at places other than last station(s) of their duty located at a distance of or more than 20 KM. However, in case of settlement to and from the Island territories of Andman, Nicobar & Lakshadweep, CTG shall be paid at the rate of 100% of last month's basic pay.
- (v) As in the case of serving employees, Government servants who on retirement, settle at the last station of duty itself or within a distance of less than 20 KMs may be paid one third of the CTG subject to the condition that a change of residence is actually involved.



### **7.5 Encashment of All India Leave Travel Concession (LTC)**

The present Scheme of Encashment of All India LTC shall continue.

### **7.6 Festival Advance**

The amount of Festival Advance shall be revised from Rs. 10000/- per advance to Rs.15,000/- per advance from the date of issue of orders. The existing conditions for entitlement etc. shall remain unchanged.

### **8. Adjustment of Interim Relief/Adhoc Lump sum Payment**

The Interim relief paid to Group 'C' & 'D' employees who were on the rolls of the Corporation during August, 2018 w.e.f. 01.01.2017 i.e. the arrears of Interim Relief effective from 01.01.2017 paid in the form of Adhoc payment till July, 2018 and from August, 2018 onwards on monthly basis, as per letter No. CWC/IRO-Wage Revision/2017/794A dated 17.08.2018, shall be adjusted against the pay revision arrears payable under this MoU.

9. Increase in Basic Pay and DA as per this MOU shall be reckoned towards computing arrears of Provident Fund as per the existing rules and necessary recoveries / payments made, as the case may be. Arrears of leave encashment would be applicable w.e.f. 01.01.2017. Transfer Grant, Packing Allowance etc. already settled shall not be re-opened.

10. Existing benefits and facilities not altered by this MoU shall continue.

Such of the employees who have been promoted on or after 01.01.2017 shall have the right to exercise fresh option under FR-22 for fixation of pay on promotion.

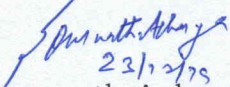
Anomalies, if any, will be considered and addressed by the Management suitably.



You are, therefore, requested to take necessary steps to complete the fixation of pay of the employees in the revised scales and ensure disbursement of the arrears at the earliest. Pay fixation may be done at RO level in respect of WA-II and Group-D employees, which may be got verified by the Accounts Section/Internal Audit Cell. Fixation of pay in respect of other Group-C employees shall be done by Corporate Office and communicated to you in due course. A copy of the MOU is also enclosed for detailed information.

Receipt of this letter may please be acknowledged.

Yours faithfully,

  
23/12/19  
(Somnath Acharya)  
General Manager (Personnel)

Encl.: As above.

**Copy to:-**

1. Sr. PA to MD/SAM to Director (Fin.)/ PS to Director (Pers.)
2. General Manager (Fin.), CWC, CO, New Delhi.
3. All Divisional Heads, CWC, CO, New Delhi.
4. DGM (IA) / Manager (SG), CWC, CO, New Delhi.
5. Secy. General, Federation of CWCEUs, New Delhi.