



No: CWC CO-PD0CR/3/2020-PERS

Date: 26.11.2020

CIRCULAR

Sub: AMENDMENTS IN EXISTING PRP SCHEME

Attention is invited to this office circular dated 18.03.2019 wherein the revised guidelines for payment of Performance Related pay (PRP) to the Below Board Level Executives/Non-Unionized supervisor following IDA pattern of pay scales were circulated.

The scheme was reviewed and an agenda was placed for approval of the Board in its 355th meeting held on 17.11.2020 for bringing certain Modification in the Scheme. With the approval of BOD in the meeting held on 17.11.2020, following amendments are made in PRP scheme:

Sr. No.	Clause No.	Existing Clause	Modification/Addition of clause in Existing Scheme
1.	6(e)	“Officials awarded major penalties during the financial year will not be entitled for PRP for the penalty period.”	“PRP is not payable to those who cease to be in service of the Corporation due to dismissal/ termination/ compulsory retirement/ removal from rolls.”
2.	6(b)	“Executives/Employees who may retire on superannuation /Voluntary Retirement/ Dies while in service will be eligible for payment of PRP under the scheme. Pro-rate payment of PRP will be made to the Executives/Employees who have put in service for part of the year subject to minimum service of three months.	“In case of separation of an Executive from the service of the Corporation due to Superannuation/Voluntarily Retirement/Lien/Deputation /Technical Resignation/ Death, will be entitled for the payment of PRP on pro-rata basis for the period of service actually rendered in the Corporation. If the service rendered by an executive is less than three

			months then the previous year's APAR rating would be considered for the purpose of PRP."
3.	6(f)	"Official resigning from the service of the Corporation will not be entitled for payment of PRP for that year."	Deleted
4.	Addition as 6(g)	-	"In case of executives whose annual performance appraisal could not be completed due to delay on the part of executives to be reported upon i.e. rating is not available due to non-submission of goal setting and/or self-assessment by the appraisee, the APAR for that year will be treated as " POOR " for PRP. Hence, payment of PRP is not admissible for that year."

The other contents of the circular would remain unchanged. The above modification shall be applicable prospectively from the date of issue of this circular.

(Authority: Agenda item No. 355.23 of 355th meeting of Board of Directors held on 17.11.2020)

(Somnath Acharya)
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