



No. CWC CO-PD0RECT/20/2020-PERSONNEL-Part(1)

Dated: 01.02.2023

OFFICE ORDER

Sub: Implementation of Reorganisation of pay scales for the Executives of the Corporation up to E-6 level.

Ref: (i) Ministry of CA, F & PD letter No. 9-6/2015-Stg.I (327229)- dated 23.12.2022

Government of India, Ministry of Consumer Affairs, Food and Public Distribution, Department of Food and Public Distribution has conveyed the approval for re-organisation of pay scales of the executives of the Corporation up to E-6 level vide communication no. 9-6/2015-Stg.I (327229)- dated 23.12.2022.

2. The following re-organised pay scales corresponding to the existing pay scales are adopted with the approval of the Competent Authority with immediate effect:

Table: A

Approved pay re-organisation of executives in Central Warehousing Corporation			
A.	B.	C.	D.
S. N.	Designation	Existing Pay scales w.e.f. 01.01.2017	Scales after re-organisation of pay scales w.e.f. 01.02.2023
1.	Superintendent/ Equivalent	40000- 140000 (E-1)	40000- 140000 (E-1)
2.	SIO/ Equivalent and Assistant Engineer	40000- 140000 (E-1)	50000- 160000 (E-2)
3.	Sr. Assistant Manager/ Equivalent	50000- 160000 (E-2)	60000- 180000 (E-3)
4.	Manager/ Equivalent and Executive Engineer	50000- 160000 (E-2)	70000- 200000 (E-4)
5.	Assistant General Manager	60000- 180000 (E-3)	80000- 220000 (E-5)
6.	Deputy General Manager/ Superintending Engineer	80000- 220000 (E-5)	90000- 240000 (E-6)

3. The reorganised pay scales are effective from the date of issuance of this office order i.e., 01.02.2023.

4. **Cases of Direct Recruits and Management Trainees:** Directly recruited Senior Assistant Managers (On successful completion of Management Trainee period) shall be placed in E-3 scales w.e.f. the date of their absorption in regular post. Directly recruited Deputy General Managers/Superintending Engineers shall be placed in E-6 scale. The consolidated remuneration of Management Trainees, if any, shall not be changed.

5. **Fixing of Basic Pay:** The basic pay of the incumbents of the posts mentioned in Table: A, who have not crossed the minimum of the re-organised pay scales, shall be fixed at the minimum of the pay scale attached to the post. Basic pay of incumbents who are drawing pay more than the minimum of the pay level, shall remain same. In all such cases, only pay scale shall change. For example:

- i. Executive drawing less than the minimum of the revised scale:
Basic pay of AGM: Rs. 78000 in the existing pay scale of 60,000 – 1,80,000 (E-3)

Basic pay will be fixed to minimum of the revised pay scale i.e., 80,000 in pay scale of 80,000-2,20,000 (E-5)

- ii. Executives drawing more than the minimum of the revised scale:
Basic pay of AGM: Rs. 82000 in the existing pay scale of 60,000 – 1,80,000 (E-3)
Basic pay will remain 82000 in the revised pay scale i.e., 80,000-2,20,000 (E-5)

6. Date of Next Increment: The date of regular increment shall remain same as applicable prior to reorganisation of pay scales and shall be drawn as a matter of course after fixation of pay in reorganised pay scales. Pay fixation on promotion, increments on promotion and fixation in new scales shall be drawn as per provisions contained in Regulation 25, 29 and 30 of CWC (Staff) Regulations. Extending provisions of FR 22 in the Corporation shall continue as per practice. Anomaly, if any, shall be taken up on case-to-case basis. In case of officers who are already on probation on a promoted post, the pay shall be fixed by adding increments as a matter of course based on basic pay applicable from time to time.

7. Cases of penalty awarded for recovery of pay: The cases where any penalty is affected out of Disciplinary case, the basic pay arrived at after completion of penalty shall be regularised keeping in view the fixation pay arrived at, for implementation of penalty orders, as follows:

- i. Cases where the basic pay arrived at after giving effect to the penalty is more than the minimum of the revised pay scales, the existing orders shall continue regarding basic pay during the currency of penalty.
 - ii. Cases where basic pay arrived at any stage of the penalty imposed, is less than the minimum of the reorganised pay scales, the minimum of basic pay of reorganised scale shall be paid during the currency of such stage. Increments due, after completion of penalty period shall be calculated on the minimum basic arrived w.e.f. the date of implementation of reorganised pay scales.
8. Anomalies arising out of implementation of re-organised pay structure, if any, shall be examined on cases to case basis.
9. In case any discrepancy is found subsequently, the executive has to refund the excess amount paid.
10. This issues with the approval of the Competent Authority.

(Anil Manik Rao)
Group General Manager (Personnel)

Copy to:

1. PS to MD/ PS to Dir (M&CP)/ PA to Dir (Finance)/ PPS to Dir (Personnel), CWC, CO, New Delhi
2. Under Secretary (Storage), Ministry of CAF & PD, Deptt. Of Food & PD, Krishi Bhawan, New Delhi - for information
3. DGM (Estt), CWC, CO, New Delhi along with Annexure containing audited pay fixation of all the executives concerned and request to issue Part-II office orders to all concerned.
4. SAM (MIS), CWC, CO, New Delhi - with the request to upload on CWC website in internal circulars.