



No. CWC CO-PD0ESTT/901/2020-PERS

Dated: 25.03.2022

CIRCULAR

Subject: Clarification regarding Pay fixation on Promotion Consequent to Amendment in Regulation 10(i) of CWC (Staff) Regulation, 1986 Vide Notification Dated 18.12.2019

1. Probation period prescribed for different posts for Direct Recruitment and Promotion has been amended consequent to the amendment in Regulation 10(i) of CWC (Staff) Regulation, 1986 vide notification dated 18.12.2019. Certain clarifications/queries have been raised regarding pay fixation post above amendment.
2. Apropos, the matter of pay fixation post amended in probation period was deliberated in detail. Accordingly, with the approval of the competent authority and concurrence of Finance Division illustration of pay fixation in all possible scenarios is placed at **Annexure-I**.
3. The officials who have joined on promotion after amendment in Regulation 10(i) i.e. 18.12.2019 are hereby given an opportunity to opt for pay fixation under FR 22(I)(a)(1) in case deemed beneficial to them. Requests in this regard shall reach to concerned authority within one month from the date of issue of this communication. The Corporation will be constrained to entertain any requests for pay fixation under FR 22(I)(a)(1) afterwards.

(A M Rao)
Group General Manager (Pers.)

Circulation:

1. SAM(MIS) – with request to upload on CWC website and eOffice
 2. All HoDs, CWC, CO, New Delhi
 3. All RM/Manager (A/C),CWC,RO concerned
 4. PS to MD/Dir.(M&CP)/Dir.(Pers)/Dir(Fin), CWC, CO, New Delhi.
- } for wider circulation among all employees



Annexure-I

Case-I: The Employee Promoted in the Same Group Hence Not under probation as per amended Regulation, Date of Next Increment (DNI) and promotion is 01 January.

Pay fixation: One regular annual increment to be provided on 01 Jan and one increment to be provided on date of joining on promotion. Date of next increment shall remain the same i.e. 01 Jan.

Case-II: The Employee Promoted in the Same Group Hence Not under probation as per amended Regulation, Date of promotion 01 January and date of next increment 01 July.

Pay Fixation:

Date	Basic	Without opting for FR 22(I)(a)(1)	With FR 22(I)(a)(1)
01.07.2020	₹54,650/-		
01.01.2021 (promotion increment)		₹56,290/-	₹54,650/-
01.07.2021		₹56,290/- with DNI 01 January	₹57,980/- with DNI 01 July
01.01.2022		₹57,980/-	₹57,980/-
Date of Next Increment		01 Jan	01 Jul

Case-III: The Employee Promoted to the higher Group, hence will be under probation for 2 years as per amended Regulation, DNI and promotion is 01 January.

Pay Fixation: One regular annual increment to be provided on 01 Jan and one increment to be provided on date of joining on promotion. Date of next increment shall remain the same i.e. 01 Jan. No increment shall be payable during the period of probation, however accrued increments shall be given after satisfactory completion of probation period and no arrears to this effect shall be paid as illustrated hereunder.

Date	Basic	Without opting for FR 22(I)(a)(1)	With FR 22(I)(a)(1)
01.01.2020	₹54,650/-		
01.01.2021 (one regular annual increment and one promotion increment assuming date of joining as 01 Jan)		₹57,980/-	₹57,980/-



01.01.2022 (Under probation)		₹57,980/- (Increment accrued but not paid)	₹57,980/- (Increment accrued but not paid)
01.01.2023 (assuming satisfactory probation closure, two increments added)		₹61,520/-	₹61,520/-
Date of Next Increment		01 Jan	01 Jan

Case-IV: The Employee Promoted to the higher Group, hence will be under probation for 2 years as per amended Regulation, Date of promotion 01 January and DNI is 01 July.

Pay Fixation: No increment shall be payable during the period of probation, however accrued increments shall be given after satisfactory completion of probation period and no arrears to this effect shall be paid as illustrated hereunder.

Date	Basic	Without opting for FR 22(I)(a)(1)	With FR 22(I)(a)(1)
01.07.2020	₹54,650/-		
01.01.2021 (One increment against promotion assuming date of joining on promotion as 01 Jan)		₹56,290/-	₹54,650/- (No increment will be given on joining on promotion)
01.07.2021 (Under probation)		₹56,290/-	₹57,980/- (Two increments as per provisions of FR, one for promotion and one as regular annual increment)
01.01.2022 (Under probation)		₹56,290/- (Increment accrued but not paid)	₹57,980/-
01.07.2022 (Under probation)		₹56,290/-	₹57,980/- (Increment accrued but not paid)
01.01.2023 (assuming satisfactory probation closure, two increments added)		₹59,720/-	₹57,980/-
01.07.2023		₹59,720/-	₹61,520/-
Date of Next Increment		01 Jan	01 Jul