

**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
(DEPARTMENT OF POWER)
DELHI SECRETARIAT, 8TH LEVEL, B-WING
NEW DELHI – 110002**

No.F.11(62)/2015/Power/743-751

Dated : 19-02-2020

ORDER

The final recommendations of the Wage Revision Committee (**Annexure-I**) alongwith the changes suggested by Department of Power, Govt. of NCT of Delhi (**Annexure-II**) for revision of pay, structure and allowances of the employees of DTL, DPCL, IPGCL, PPCL and pensioners/family pensioners drawing pension from DVB-ETBF, 2002 (Pension Trust) w.e.f. 01.01.2016 have been approved for implementation.

This issues with the prior approval of the competent authority.



(J.S. Rana)
Dy. Secretary (Power)

To

1. C.M.D., Delhi Transco Limited (DTL)
2. C.M.D., IPGCL/PPCL
3. C.M.D., Delhi Power Company Limited (DPCL)
4. Secretary, DVB-ETBF, 2002 (Pension Trust)

Copy to : -

1. Principal Secretary to Hon'ble Lt. Governor, GNCTD
2. OSD to Hon'ble Minister of Power, GNCTD
3. OSD to Chief Secretary, Delhi
4. PS to Secretary (Power), GNCTD
5. PS to Spl. Secretary (Power)



Government of NCT of Delhi

WAGE REVISION COMMITTEE REPORT

[Justice (Retd.) S.N Aggarwal, Chairman]

FOR

**INDRAPRASTHA POWER GENERATION
COMPANY LIMITED**

&

**PRAGATI POWER CORPORATION
LIMITED**

&

DELHI TRANSCO LIMITED

&

DELHI POWER COMPANY LIMITED

July – 2019



PREFACE

PREFACE

The Govt. of NCT of Delhi has constituted this eight member wage revision Committee under the Chairmanship of Hon'ble Mr. Justice (Retd.) S. N. Aggarwal to recommend the structure of pay and the prospective pay scales, allowances, benefits and other facilities for the employees of DTL, IPGCL, PPCL and DPCL suggesting the steps to remove the existing anomalies, if any, in their pay structure. The Committee has also been tasked to examine and recommend the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits to the present and former employees of the above Govt. power entities including employees of DVB origin. Keeping in mind the terms of reference, the Committee has made an endeavor to make its recommendations that may be in the best interest of the employees as well as the organizations concerned, so as to make them forward looking.

The Committee after inviting views on the terms of reference from all the stakeholders also gave personal hearing to them and had visited the generation plants and the transmission substations of the above entities to have firsthand knowledge about their working and the working condition of the employees engaged there. The Committee had about 100 sittings in which the terms of reference were discussed threadbare with particular emphasis on the existing pay structure of the employees vis-a-vis the pay structure during DVB/DESU regime to evolve and recommend the prospective pay structure, allowances and other benefits for the employees of the above entities. The present Committee has examined the anomalies in the existing pay structure in depth and has suggested steps to remove the same in the prospective pay structure to the extent possible by providing a new pay matrix that contains a uniform career progression plan for all the technical and non-technical

employees of the above entities. The technical and non-technical employees of these entities in the matter of their pay and other service benefits are recommended to be treated alike. In the new pay matrix, the gap between the lowest and the highest in the hierarchy of the organizations has been narrowed down from the prevalent 38 to 14 levels. While charting out the prospective pay structure in the new pay matrix to apply w.e.f. 01.01.2016, the existing pay structure has been rationalized by way of bunching, merging and upgrading various Grade Pays presently in vogue. While doing so the committee has ensured that there should be no adverse impact of such rationalization on any employee. Bearing in mind that the pay of the employees of DVB origin in pre and post unbundling era till the constitution of the present Committee always had an upper edge over the pay of the employees in the Government that needs to be protected in terms of the tripartite agreement, this Committee has recommended grant of 3% additional pay, in the name of Power Pay to all the employees of IPGCL, PPCL, DTL and DPCL, including all the pensioners of DVB origin, across the line after fixing their pay/pension in the new pay matrix w.e.f. 01.01.2016, as per the formula suggested in the report and this will obviate the need of constituting wage revision Committees in future.

Far reaching recommendations have been made in respect of the pensioners of DVB origin. Their pension shall be refixed as per the level in the new pay matrix, applicable to them in line with the instructions of the Government contained in its OM dated 12.05.2017. The pension of the pensioners is proposed to be enhanced by 10% on reaching the age of 70 years, another 5% on reaching the age of 75 years to make a total 20% at the age of 80 years presently given. Medical facility has been upgraded by proposing cashless facility to the pensioners adding more and more super specialty private hospitals in the panel. Recommendations have been made in the report to create a cell in the pension trust with nodal officers to coordinate and help the pensioners with an aim to

provide hassle free and timely treatment to them. Benefit of concessional electricity to the pensioners has been made at par with the working employees and shall be paid on monthly basis along with the pension. LTC equal to one month basic pay shall be allowed to the pensioners in a block of two years. The benefit of payment on account of electricity concession and LTC shall be admissible also to the dependent family members of the pensioners.

In view of advanced technology and shift from manual to automation, the Committee has recommended to the Government of NCT, Delhi to deploy an expert agency on priority basis to undertake an exercise of reviewing the HR requirement on functional basis, in all the four Government Power Entities (IPGCL, PPCL, DTL and DPCL) and also to amend its Recruitment and Promotion regulations as suggested in the report. The Committee hope and expect that the recommendations of this Committee, if accepted by the Competent Authority, shall not only address the grievances of the employees regarding anomaly in their existing pay structure but would make a milestone to bring efficiency, productivity and economy in the above organizations. The Committee deems its duty to put on record its appreciation for all those but without whose collective efforts and active assistance rendered by them in whatever form, whenever and wherever it was required to assimilate various data relevant to the issues dealt with in this report from time to time. The Committee is grateful to all such persons and particularly to Mr. Subrata Dey, Assistant Manager (HR) who on constant basis rendered assistance to the committee even at odd hours.

APPROVAL OF FINAL REPORT BY THE MEMBERS AND PROFILE

minutes

SECRET

WAGE REVISION COMMITTEE **(DTL/IPGCL/PPCL/DPCL)**

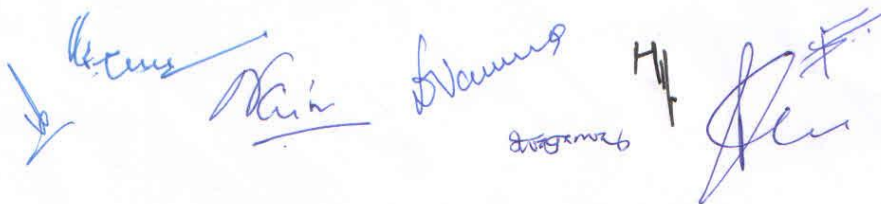
Govt. of NCT of Delhi
Himadri, Rajghat Power House Complex
New Delhi - 110 002
Tele-fax No. 011-23273565

Minutes of the twentieth meeting of the Wage Revision Committee held on Monday, July 15, 2019 at 02.30 P.M. in the Conference Room, Himadri, Rajghat Power House, New Delhi-110002.

Present:-

1. Hon'ble Justice Shri S.N. Aggarwal, - Chairman
Retired Judge of Delhi and Madhya Pradesh High Courts
2. Shri S.N. Misra, - Member
Special Secretary (Services), GNCTD
3. Shri D. Verma - Member
Special Secretary (Power) GNCTD
4. Shri Sudhir Arya - Member
Executive Director (Fin.), NTPC Ltd.
5. Shri S.M. Verma - Member
Director (Operations.), DTL
6. Shri R.B. Vashisht, - Member
Retired Controller of Accounts
7. Shri Ravindra Kumar Jain, - Member Secy.
Executive Director, IPGCL/PPCL/
GM (Legal-WRC)

Chairman, WRC took the chair and welcomed all the members, including Shri D. Varma, Special Secretary (Power), GNCTD, who was not present in earlier meetings, since he has joined recently in place of Shri Mukesh Prasad, the then Special Secretary (Power), GNCTD.



Grant of Leave of Absence, if any

Shri L.S. Negi, DGM (HR) PGCIL/Member (WRC) did not attend the meeting as already informed by him in the previous meeting of the Committee. Leave of absence was granted to him.

Confirmation of minutes


The Committee perused and confirmed the minutes of the previous meeting held on 12th July, 2019.


Deliberation on the draft report on the Terms of Reference before the present Wage Revision Committee


The only agenda discussed in the meeting held today i.e. on 15.7.2019 was to deliberate upon the draft report and to solicit the views of the Members on the said report. The discussions on the draft report continued from the previous meeting held on 12.7.2019. After exhaustive deliberations, the Members unanimously agreed to approve the draft report with minor editing, wherever required, without changing the substance of the report.


Vote of Thanks


The meeting ended with the Vote of Thanks to Chair.



(S.N. Misra)
Member



(S.M. Verma)
Member

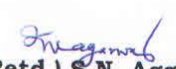
 (Sudhin Arya) (L.S. Negi)
Member Member(on leave)


(R.B. Vashisht)
Member


(D. Varma)
Member


(Ravindra Kumar Jain)
Member-Secretary


(PREM PRAKASH)
Former Director (opm) DTL
Sp. invitee


[Justice (Retd.) S.N. Aggarwal]
Chairman

WAGE REVISION COMMITTEE
(DTL/IPGCL/PPCL/DPCL)

Govt. of NCT of Delhi
Himadri, Rajghat Power House Complex
New Delhi-110002
Tele-fax No. 011-23273565

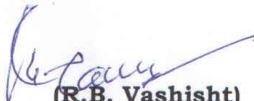
Dated: 29.07.2019

This has reference to the minutes of the 20th meeting of the Wage Revision Committee held on Monday, the 15th July 2019 at Himadri, Rajghat Power House, New Delhi-110002. As agreed by the Members, the report for submission to the competent authority has been finalized and signed by the members as signatories to the said report.



(S.N. Misra)
Member



(S.M. Verma)
Member

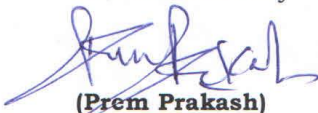

(Sudhir Arya)
Member

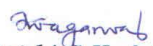

(R.B. Vashisht)
Member

(D. Varma)
Member


(Ravindra Kumar Jain)
Member-Secretary


(L.S. Negi)
Member


(Prem Prakash)
Former Director (Opn.) DTL
Special Invitee


[Justice (Retd.) S.N. Aggarwal]
Chairman



Hon'ble Mr. Justice (Retd.) S.N. Aggarwal
Chairman

Born in Delhi on 25.08.1950. Did B.Sc. and Master of Laws, both from Delhi University. Had the distinction of getting several gold medals and silver medals, both during the L.L.B. and L.L.M. studies. Enrolled as an Advocate with Bar Council of Delhi on 25.10.1980. Practised civil and criminal law, both original and appellate side in District Courts, Delhi High Court and Supreme Court. Became Advocate on record in Supreme Court in 1984 and had the distinction of attaining first position in Advocate-on-record examination. Joined Faculty of Law, Delhi University as part time Lecturer-in-Law in 1986 and continued teaching there till appointment as Additional District & Sessions Judge, Delhi on 30.11.1991. Handled several important matters of public importance and exercised different jurisdictions as Member of Delhi Higher Judicial Service. Went on deputation as Presiding Officer of Debt Recovery Tribunal, Delhi on 20.12.2000. Was appointed as Chairman of an All India Working Group for suggesting amendments to Recovery of Debts due to Banks and Financial Institution Act, 1993. Thereafter worked as Additional District & Sessions Judge, Delhi till appointed Registrar General of High Court of Delhi on 14.10.2005. Elevated to the Bench of High Court of Delhi as Additional Judge on 28.02.2006 and was confirmed on 25.04.2007. Was a member of COFEPOSA Board. Appointed as one member Tribunal "National Democratic Front of Boroland" by the Government of India in 2008 under the provisions of Prevention of Unlawful Activities Act. Held the position as Executive Vice President, Asia Pacific Jurist Association, New Delhi. Transferred from Delhi to Madhya Pradesh High Court w.e.f. 28.10.2010. Demitted office as Judge of M.P. High Court from its Gwalior Bench on 24.08.2012.

After retirement, designated Senior Advocate by the Supreme Court of India in 2013. Working as a consultant in law and as arbitrator for several PSUs like GAIL, Power Grid, Engineers India Limited, NTPC, Steel Authority of India, Delhi Metro Rail Corporation, Municipal Corporation of Delhi, NDMC, IFFCO, AAI, Delhi High Court International Arbitration Centre, Indian Council of Arbitration etc. Have rich experience of over 39 years in diverse areas, particularly in legal field.



**S. N. Misra, IAS
Member**

Mr. S.N. Misra born in the year 1959, is an IAS officer from AGMUT cadre 2002. He has done his B.A.(H) and M.A. He has also done his M.Phil. He is presently posted as Director of Training (UTCS) with additional charge of Special Secretary (Services) / Special Secretary (Vigilance) from July, 2018. Previously, he held the position of Special Secretary (H&FW) along with additional charge of Project Director of Delhi State AIDS Control Society as well as Commissioner of Food Safety. He joined the cadre of DANICS in the year 1986. He has wide experience of more than 33 years in administration in various departments of Government including Education Department, Office of Lieutenant Governor etc.



**D. Varma, DANICS
Member**

Mr. D. Varma born in the year 1967, is a DANICS officer. He has done his M.A. and also done M.Phil. He joined Government of NCT of Delhi in the year 1994. He is presently working as General Manager with DT&TDC Limited and also posted as Special Secretary (Power), Government of NCT of Delhi w.e.f. 04.07.2019. He is also holding the charge of Director (HR) of Indraprastha Power Generation Company Limited (IPGCL), Pragati Power Corporation Limited (PPCL) & Delhi Transco Limited (DTL) and also appointed as nominee Director of Delhi Power Company Limited (DPCL) w.e.f. 18.07.2019.

He has more than 25 years of experience in various areas of administration. In his illustrious career, he worked in the GAD, Excise Department, Office of Project Director (Rural Development), Directorate of Education, Sales Tax Department, Environment Department, UTCS, Education Department of Lakshadweep etc.



R. B. Vashisht
Member

Mr. R. B. Vashisht retired as Controller of Accounts, Principal Accounts Office, Government of NCT of Delhi. He has done his graduation in the Science stream from Delhi University. He has also qualified SAS examination in 1986. He has more than forty years of experience in Finance and Accounts. He joined Government of NCT of Delhi way back in 1974. He served in various positions in Directorate of Education before joining Delhi Administration Accounts Services in the year 1982. He served in various departments of Government of Delhi viz. GB Pant Hospital, Pay and Accounts Offices, Directorate of Technical Education, Finance Department of Delhi Secretariat and Principal Accounts Office. He was involved in rendering technical advice in financial matters, including departmental procurement and administrative matters.

Mr. Vashisht while posted as Deputy Controller of Accounts in Directorate of Education discharged the duties of additional charge of Joint Director of Finance. Similarly during his posting in Principal Accounts Office as Controller of Accounts, where he also discharged the duties of Head of Department and rendering accounts of Income and Expenditure of all departments of Government of NCT of Delhi. He was also responsible for preparation and presentation of Budget in Delhi Vidhan Sabha, while holding additional charge of Controller of Accounts, Finance Budget in Delhi Secretariat. Post retirement, he also worked as Financial Advisor in Delhi Urban Shelter Improvement Board, an autonomous organisation of Government of NCT of Delhi. He was also given additional charge of the post of Member Finance for a short duration.



Sudhir Arya
Member

Mr. Sudhir Arya born in the year 1959 has done his graduation in Science (Spl.) in the year 1978. Thereafter, he done his Cost Accountant (ICWA) course from Institute of Cost Accountants of India, Kolkata in the year 1982. He has also done the course of CFA from ICFAI, Hyderabad in the year 1999. He has also completed the PGDBM (Finance) from Management Development Institute (MDI), Gurugram in the year 2006.

He joined NTPC Limited in the year 1981, starting his career as Accountant. He has worked in number of positions in the hierarchy and elevated to the position of Executive Director (Finance) and Chief Financial Officer. NTPC Limited is a premier 'Navratna' Central Public Sector Organization, engaged in generation of power, mining etc. He has more than 37 years experience in the area of Finance, Accounting, Taxation and Audit.



Laxman Singh Negi
Member

Mr. Laxman Singh Negi is working as Senior General Manager (HR) in Power Grid Corporation of India Limited, a 'Navratna' Central Public Sector Enterprise engaged in Transmission of Power. Power Grid Corporation of India Limited is India's largest Electric Power Transmission Utility. He is presently heading Corporate Industrial Relations and Wages Group at Corporate Center, Gurugram.

He has more than 30 years of experience in Human Resource in Power Sector. He has worked in all facets of HR functions viz. Compensation, Administration, Establishment, Welfare, CSR and IR, both at Regional and Corporate Level. He was a key facilitator in Pay Revision of employees of Power Grid Corporation of India Limited including negotiations with Union Leaders.



S. M. Verma
Member

Mr. S. M. Verma, aged 57 years, is an Electrical engineer. He has been appointed as Director (Technical) of IPGCL & PPCL in May, 2019. He joined Delhi Electric Supply Undertaking (DESU) in 1986. He has an illustrious career of more than three decades in power generation business. He has wide experience in most of the aspects of power generation business. He has been associated with Project and Operation & Maintenance activities of Rajghat Power House from June, 1986 to February, 2000, thereafter with Operation & Maintenance activities of GTPS & PPS-I from March, 2000 to December, 2012. Further, he looked after Project and Operation & Maintenance activities of prestigious 1500 MW(N) PPS-III, Bawana project along with other various assignment including Commercial, Fuel (Gas) Management, Corporate, Operation Services etc. from January, 2013 to April, 2019. His rich experience has seen him serving as plant Operation & Maintenance engineer as well as the top leadership position of the organization. He has led several strategic initiatives for execution of projects as well as achieving operational excellence.

He was also associated with execution of renewable Solar PV projects in Delhi on behalf of EE&REM Department under Power Department, GNCTD. He has also joined the Board of Aravali Power Company Private Limited (APCPL), a Joint Venture Company with equity participation by NTPC, IPGCL and HPGCL. Presently, he is also holding the additional charge of Director (Operation) of DTL.



Prem Prakash
Special Invitee

Sh. Prem Prakash was born in April 1959 in Delhi. He had his formal education in Delhi. He has done B. Tech. in Electrical Engineering securing first class from Indian Institute of Technology (IIT), Delhi in 1983. Obtained Master in Electrical Engineering from Delhi College of Engineering in 1992 and also did Master degree in Business Administration from Faculty of Management Studies, Delhi University in 2012. A self made man who made his career brick by brick continuously studying for Master in Engineering and also for Business Administration while in employment initially with ONGC from 1983 till 1986 and thereafter from July 1986 onwards with erstwhile DESU/DVB holding various positions.

Upon unbundling of DVB in July 2002 continued to work as Executive Engineer (re-designated as Manager) with Delhi Transco Limited and ever since then continued working in various promotional posts in Delhi Transco Limited till 30th April 2019. Got elevated as Director (Operations) of Delhi Transco Limited in June 2015 and has immensely contributed in the power sector. Also appointed as Managing Director of DTL in September 2016 and worked in this position till January 2017. Also appointed as Government Nominee Director for BRPL, BYPL and TPDDL during the period from July 2015 to August 2016.

Also worked with Power Finance Corporation during 1992-94 and 1996-98 in the areas of distribution, transmission and generation power project appraisal, financing and monitoring. "Delhi islanding scheme" for the security of power supply in Delhi has been formulated and successfully implemented under his guidance in consultation with CEA, NRPC, PGCIL and NRLDC.

Remained associated in key position in the reform and restructuring of power sector organization in the Government of NCT of Delhi. Has wide exposure of Regulatory policies. Was made a member of the Wage Revision Committee. After demitting the office as Director (Operations) in April 2019 continued with the Wage Revision Committee as Special Invitee.



Ravindra Kumar Jain
Member Secretary

Mr. Ravindra Kumar Jain born in the year 1961, has done B.Com.(H) from Shri Ram College of Commerce, Delhi University in the year 1980. He has done the course of Company Secretary (CS) from the Institute of Company Secretaries of India, New Delhi in the year 1983, course of Chartered Accountant (CA) from the Institute of Chartered Accountants of India, New Delhi in the year 1984 and course of Cost Accountant (ICWA) from the Institute of Cost Accountants of India, Kolkata in the year 1988. He has also done LLB from Delhi University in the year 1988 and has also completed Masters in Business Administration (MBA) in Human Resource stream from Indira Gandhi National Open University in the year 2011.

He joined Indraprastha Power Generation Company Limited in the year 2003. He is presently holding the position of Executive Director & Company Secretary and also holding the additional charge of Director (Finance) in Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited, since June 2017. He has also headed the Commercial department, Legal department and IT department of IPGCL & PPCL in the past. He also worked as a Project Director for implementing the SAP project in IPGCL & PPCL. He also worked in number of organisations in the Private sector before joining IPGCL.

He has more than 35 years of wide experience in the areas of Financial Management, Banking, Accounting, Taxation, Audit, Secretarial Functions, Legal Affairs and Commercial Functions etc. He has also managed Public issues during his stint in Private sector.

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CHAPTER-1



INTRODUCTION

CHAPTER – I

INTRODUCTION

The Generation, Transmission and Distribution of power are a key to the development of economy of any country, particularly for industrial growth. The growth of any industry is largely dependent upon the efficient manpower, comprising of people with high integrity employed by it. The power sector is no exception to this. Delhi being capital of the country, power sector of Delhi needs special consideration and importance.

A major development was achieved in the field of power generation and distribution with the establishment of Delhi Central Electricity Power Authority (DCEPA) in 1939. In 1947, Delhi Central Electricity Power Authority took over a private limited company by the name Delhi Electricity Supply and Traction Company Limited. In 1948, Electricity (Supply) Act, 1948 came into force, which inter alia provided for the constitution of Electricity Board in the respective States to function as vertically integrated electricity utility in the entire State, in relation to the functions and activities of electricity generation, transmission, distribution, supply, planning, coordination and was also to act as a Regulatory Authority for carrying out other incidental and ancillary functions. Pursuant to the provisions contained in Electricity (Supply) Act, 1948, Delhi State Electricity Board (DSEB) came into existence in the year 1951. At that time, the entire manpower of erstwhile Delhi Central Electricity Power Authority and other agencies were absorbed by Delhi State Electricity Board under the then applicable terms & conditions of their service.

1.1 Constitution of Delhi Electric Supply Undertaking

After the promulgation of the Delhi Municipal Corporation Act, 1957, Delhi State Electricity Board was dissolved and the functions of the said Board were taken over by Delhi Electric Supply Undertaking in the year 1958. Consequent upon formation of Delhi Electric Supply Undertaking, all the employees of the erstwhile Delhi State Electricity Board were absorbed in the services of Delhi Electric Supply Undertaking.

1.2 Constitution of Delhi Vidyut Board

Later, the Government of National Capital Territory of Delhi vide its Notification No.F.11(10)/92-LSG/PF(II) dated 24th February 1997 issued under the Electricity (Supply) Act, 1948 constituted a separate Electricity Board, i.e., Delhi Vidyut Board (DVB) for the National Capital Territory of Delhi with effect from the date of the said notification. Delhi Vidyut Board so constituted by the Government of National Capital Territory of Delhi had the responsibility of generation, transmission and distribution of power for whole of Delhi, except in the areas falling in the jurisdiction of New Delhi Municipal Council (NDMC) and Military Engineering Services (MES) under the Delhi Cantonment Board. All the people who were in the employment of erstwhile Delhi Electric Supply Undertaking became the employees of Delhi Vidyut Board on the same terms & conditions, as applicable to them at the time of creation of Delhi Vidyut Board.

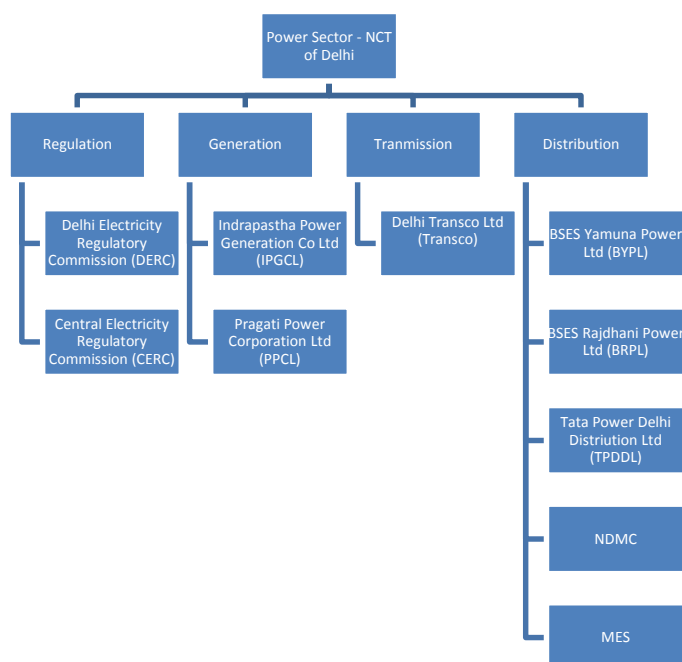
1.3 Corporatisation/Privatization of power sector in Delhi

Soon after the establishment of Delhi Vidyut Board by the Government of National Capital Territory of Delhi, it was observed by the concerned authorities in the Government of National Capital Territory of Delhi that the activities relating to generation, transmission and distribution of electricity undertaken by Delhi Vidyut Board and its predecessor entities were not financially viable on account of several factors including, but not limited to, high level

of transmission and distribution (T&D) losses, leading to deficit to the tune of Rs.2,606.23 crore as per DVB Balance Sheet as on 30.06.2002 and therefore, as per the provisions contained in Delhi Electricity Reforms Act, 2000 read with Delhi Electricity Reforms (Transfer Scheme) Rules, 2001, a policy decision was then taken to privatize the distribution of electricity. As a sequel to the said policy decision, Delhi Vidyut Board was unbundled w.e.f 1st July 2002, whereupon the distribution of electricity was privatized and was entrusted to DISCOMS, namely, Tata Power Delhi Distribution Limited (formerly North Delhi Power Limited), BSES Rajdhani Power Limited and BSES Yamuna Power Limited, through transfer of 51% shareholding.

However, Government of National Capital Territory of Delhi totally retained the generation and transmission with itself through the newly created entities i.e. Indraprastha Power Generation Company Limited, Pragati Power Corporation Limited and Delhi Transco Limited established under the Companies Act, 1956. Simultaneously, a Holding Company by the name of Delhi Power Company Limited was also created which had the complete shareholding of Indraprastha Power Generation Company Limited and Delhi Transco Limited and 49% shareholding of DISCOMS. As a result of creation of the Holding Company, the Government of National Capital Territory of Delhi retained 100% control over Indraprastha Power Generation Company Limited and Delhi Transco Limited.

1.4 Institutional structure of the power sector in NCT of Delhi after unbundling of erstwhile Delhi Vidyut Board



Being the capital of India and the hub of commercial activities in the Northern Region, coupled with the prosperity of population, the load requirement of Delhi has been growing at a much faster pace. Delhi being the focus of socio – economic and political life of India, is assuming increasing eminence among the great cities of the world. The vision -2021, aims to make Delhi a world class city which demands bigger infrastructure. There has been considerable improvement in the power supply position after restructuring of power sector of Delhi. The peak demand is increasing every year while the load shedding has now become negligible. The highest ever peak demand of 7409 MW took place on 2nd July, 2019. In the 24x7 vision document prepared by Ministry of Power, Govt. of India, Delhi peak demand has been projected as 8076 MW up to 2021-22 and 12304 MW by 2031-32.

1.5 The growth of power generation and transmission sector in Delhi

1)	1905	-	First Diesel Power Station established
2)	1911	-	Steam Generating Station set up
3)	1951	-	Delhi State Electricity Board formed
4)	1955	-	Purchase of Power from Nangal (BBMB)
5)	1958	-	DESU came into existence
6)	1963	-	Unit#1 of IP Station commissioned (36.6 MW)
7)	1966	-	15 MW set installed at RPH
8)	1967-68	-	3X62 MW units of IP Ext. Project commissioned
9)	1971	-	60 MW commissioned at IP Station
10)	1986	-	6X30MW GTs commissioned at GTPS
11)	1989-90	-	2X67.5 MW Units (Coal based) commissioned at RPH
12)	1995-96	-	3X34 MW STGs commissioned at GTPS
13)	1997	-	Delhi Vidyut Board (DVB) came into existence
14)	2002	-	Delhi Vidyut Board (DVB) unbundled into Six Companies
15)	15.05.2003	-	Pragati Power Project (330 MW) OF PPCL commissioned
16)	31.12.2009	-	IP Station Closed Down
17)	27.03.2014	-	1371.2 MW Pragati-III Power Station, Bawana was fully declared for Commercial Operation
18)	22.03.2016 onwards	-	Rajghat Power House under shut-down as per the directions of Delhi Pollution Control Committee (DPCC)

1.6 Status of Generation Activities at the time of unbundling and thereafter

After unbundling of Delhi Vidyut Board, the Generation activities of erstwhile DVB was transferred to Indraprastha Power Generation Company Limited. At the time of unbundling on 1st July 2002, there were following three thermal power generating stations:

i) Indraprastha Power Station(I.P. Station)

It was a Coal Based Power Plant. The Unit No.1 of 36.6MW was commissioned in the year 1963 and was decommissioned before the unbundling of the erstwhile DVB. Units No.II, III & IV of 62.5 MW each were commissioned in the year 1967-68 and Unit No. V of 60 MW was commissioned in the year 1971. The Capacity of the station at the time of unbundling was 247.50MW. This station was decommissioned in the year 2009, as it outlived its technical useful life, besides enforcement of more stringent pollution norms.

ii) Rajghat Power House

It was a Coal Based Power Plant, established in 1966 with a small capacity of 15 MW. The same was replaced with the higher capacity machines in the year 1989-90 with two units of 67.50MW each. The capacity of the station at the time of unbundling was 135 MW. The plant has completed 25 years of its designed life and was not in operation, since March, 2016 on the direction of Delhi Pollution Control Committee (DPCC). The cabinet of Government of Delhi has recently decided to officially close the station.

iii) Gas Turbine Power Station (GTPS)

It is a Gas Based Power Plant, supplying power directly to the VIP areas of Lutein zone of Delhi. Its six (6) Gas Turbines Units of 30MW each were commissioned in the year 1986 on open cycle mode to meet the peak power demand of Delhi. Subsequently, 3 steam turbines of 34MW were added in the year 1995-96. The plant has been now operating in combined cycle mode. Its STGs were de-rated subsequently to 30MW each. The present capacity of the station is 270MW. The station is having unique black start facility, whereby it can supply power to the grid in case of total collapse of the power system. The present Power Purchase Agreement of the station is till March 2021 and as informed, the IPGCL is taking necessary steps to extend the life of the station, in consultation with the beneficiaries of the station.

Pragati Power Corporation Limited

i) Pragati Power Station-I

It is a Gas Based combined cycle power Plant of total capacity of 330MW, consisting of 2 Gas Turbine units of 104MW each and one steam turbine of 122MW. Before unbundling of erstwhile DVB, the Govt. of NCT of Delhi decided to install a gas based combined cycle power station, next to existing Gas Turbine Power Station of IPGCL to meet the growing power demand of Delhi. In order to implement this project, a Special Purpose Vehicle in the name of Pragati Power Corporation Limited was incorporated in the year 2001 with the financing from the Power Finance Corporation Limited. The station was commissioned in the year 2002-03. The certain capital expenditure incurred by erstwhile DVB on under construction power plant was transferred to PPCL through the Transfer Scheme. The Station is one of the best performing gas based Power Stations in India.

ii) Pragati Power Station-II

GNCTD planned conceived a 750MW Gas Based Combined Cycle power plant at Bamnauli to meet the growing power demand of Delhi. However, the GNCTD has subsequently directed to keep the plant on hold, due to shortage of Gas nationwide. Hence, no major activity towards construction of the plant has been carried out.

iii) Pragati Power Station-III

It is a Gas Based Combined Cycle Power Plant of 1371MW, consisting of two modules and each module having two Gas Turbines of 216 MW and a Steam Turbine of 253.60MW. This plant was initiated to meet the power requirements during the Commonwealth Games held in 2010. The work on the plant was started in the year 2008 and the last unit of the plant was commissioned in December, 2014. This power plant is supplying power to the state Punjab and Haryana, besides to all Delhi DISCOMS including NDMC and MES.

Indraprastha Power Generation Company Limited is also working as a nodal agency of Energy Efficiency & Renewable Energy Management (EE&REM) Centre of Power Department, Govt. of NCT of Delhi to promote and install solar power system in the area of Delhi and it is also disbursing subsidy on behalf of the Government. It has helped to establish solar power system, especially in Government buildings including schools, colleges, Delhi Assembly etc. Indraprastha Power Generation Company Limited & Pragati Power Corporation Limited are playing an important role in providing the power at the load centre which is very critical for the Capital territory of Delhi.

1.7 Status of Transmission Capacity in Delhi

Delhi Transco Limited, notified as a State Transmission Utility of the National Capital has been entrusted with the task of establishing, operating and maintaining the 400kV and 220kV transmission network of Delhi. In line with Section 39 of the Electricity Act, the DTL being the STU is carrying out Intra-state network planning, in coordination with distribution licensees and intra-state generators, connected with the STU grid. The STU is also the single point contact for the purpose of Inter- State Transmission substation (ISTS) planning and is also responsible on behalf of all the intra-State entities, for evacuation of power from the generating stations of the State meeting requirements of DISCOMS and drawing power from ISTS, commensurate with the ISTS plan.

DTL has been playing role in establishment, upgrading, operation and maintaining the EHV (Extra High Voltage) network. DTL has also been assigned the responsibility of running the State Load Dispatch Centre (SLDC) which is an apex body to ensure integrated operations of power system in Delhi.

The availability of DTL transmission system has been 99.11% in 2018-19. The transmission losses have been consistently below one

percent. Highest system availability and lowest transmission losses bring it among the few best run State Transmission Utilities in India. The existing network of DTL consists of a 400 KV ring, around the periphery of Delhi, interlinked with the 220 KV network, spread all over the city. It has 4 Nos. 400kV substations with transformation capacity of 5410 MVA and 400kV transmission network of 249.19 circuit kilometers. There are 39 nos. 220kV substations with 12820 MVA transformation capacity and 220kV transmission network of 823.84 circuit kilometers (620.41 circuit kilometers overhead line and 203.43 circuit kilometers underground cable network). DTL is also operating and maintaining 66kV, 33kV and 11kV system at its existing 220kV and 400kV substations and providing supply to the network of Distribution companies.

To enhance its efficiency and productivity, Delhi Transco Ltd is using state of the art technologies in its operations. For constant access to real-time data of the entire network, the Company has implemented Supervisory Control and Data Acquisition (SCADA) system. All new 220kV and 400kV substations are being established with state of Art technology automation system. Old transmission lines are being upgraded with higher ampere capacity High Temperature Low Sag conductors.

Delhi being the capital city of India, has to maintain the 100% reliable power to the essential services of Delhi Metro (DMRC), Indian Railway, Government and Private hospitals, Water Treatment plants and to the VVIP load of Embassies, Defence installations, Presidential Estate, Parliament building. Delhi is importing about 80% power to meets its requirement and in the event of major grid disturbance in Northern Region Grid and to secure the power supply to these essential services, DTL has prepared and implemented "Islanding Scheme" in consultation with CEA, PGCIL and NRLDC(Northern Region Load Dispatch Center). The scheme is being monitored and

reviewed for any change on a regular basis and has been approved by NRPC.

1.8 Manpower at the time of unbundling

At the time of unbundling of erstwhile Delhi Vidyut Board in July 2002, there were 23,024 working employees employed with the erstwhile Delhi Vidyut Board and 10,394 pensioners in receipt of pension at that time. The employees on the pay roll of erstwhile Delhi Vidyut Board were allocated amongst DISCOMS and the entities created by the Government of National Capital Territory of Delhi at the time of unbundling. 18,097 employees of erstwhile Delhi Vidyut Board were allocated amongst three DISCOMS, namely, BSES Rajdhani Power Limited (6,953 employees); BSES Yamuna Power Limited (5,713 employees) and North Delhi Power Limited (now Tata Power Delhi Distribution Limited) (5,431 employees), whereas 4,927 employees were allocated to the entities created by the Government of National Capital Territory of Delhi for the purpose of generation and transmission, namely, Indraprastha Power Generation Company Limited (2,785 employees) and Delhi Transco Limited (2,142 employees).

To allay the apprehension of the employees who were in the employment of erstwhile Delhi Vidyut Board and to insulate and secure the conditions of their employment applicable to them at the time of unbundling, a tripartite agreement was entered into between the Government of National Capital Territory of Delhi, Delhi Vidyut Board and the Joint Action Committee of workers, supervisors, engineers and officers of Delhi Vidyut Board. This tripartite agreement was signed by the concerned representatives of the parties on 28th October 2000. By way of the said tripartite agreement, it was mutually agreed upon between the management and the employees union, through Joint Action Committee that there will be no retrenchment of the employees in the employment of the then Delhi Vidyut Board, on account of being declared surplus or on account of

restructuring of Delhi Vidyut Board and that their status/service conditions, including existing benefits extended to them at the time of unbundling will not change to their detriment.

Till the time, Delhi Vidyut Board was unbundled on 1st July 2002, there was an utter confusion on the issue as to whether the pay of the employees of Delhi Vidyut Board shall be governed as per recommendations of Central Pay Commission from time to time or as per the pay scales applicable to the employees of Punjab State Electricity Board. There were several unions in place, prior to unbundling of Delhi Vidyut Board and on the demands made by these unions from time to time, several committees including Wage Revision Committee were constituted by the Management to examine the pay scales and the benefits to be extended to the power sector employees in Delhi. A reference to the report of the Wage Revision Committee constituted by the Government of National Capital Territory of Delhi from time to time prior to unbundling is contained in the report of the previous Wage Revision Committee headed by Hon'ble Justice (Retd.) Lokeshwar Prasad. It seems that the Government of National Capital Territory of Delhi had been constituting Wage Revision Committees after almost every 10 years simultaneously with the establishment of the Central Pay Commissions to examine the pay structure and benefits applicable to the power sector employees in the generation and transmission companies of Delhi.

The Government of National Capital Territory of Delhi has created Delhi Vidyut Board Employees Terminal Benefit Fund 2002 (Pension Trust) for disbursement of pensionary benefits to more than 10000 pensioners of DVB at the time of unbundling and also to those DVB personnel who may retire post unbundling either from DISCOMS or Government owned Companies namely IPGCL, PPCL, DTL or DPCL.

1.9 Constitution of the present Wage Revision Committee

The Government of National Capital Territory of Delhi vide its Office Memorandum No. F.(62)/2015/Power/271 dated 25th January 2016 (copy enclosed as Annexure-I) constituted the present Wage Revision Committee comprising of the following:

1. Justice (Retd.) Shri S.N. Aggarwal : Chairman
2. Special Secretary (Services),
Govt. of NCT of Delhi : Member
3. Special Secretary (Power), GNCTD : Member
4. Director (HR) PGCIL or any other
suitable officer nominated by
CMD, PGCIL : Member
5. Director (Finance), NTPC or any
other suitable officer nominated
by CMD, NTPC : Member
6. Director (Operation), DTL : Member
7. One retired Controller of Accounts,
Government of NCT of Delhi : Member
8. GM (Legal), IPGCL/PPCL : Member-Secretary

The above Wage Revision Committee constituted by the Government of National Capital Territory of Delhi has been assigned the task of looking at the emoluments and the allowances of the employees of Delhi Transco Limited, Indraprastha Power Generation Company Limited, Pragati Power Corporation Limited and Delhi Power Company Limited with terms of reference given as under:

- a) To examine the principles, the date of effect thereof, which should govern the structure of pay, allowances and other facilities and benefits whether in cash or in kind, to the employees of DTL/IPGCL/PPCL/DPCL.
- b) Steps required to be taken to transform the DTL/IPGCL/PPCL/DPCL into a modern, professional and

citizen friendly organization, the employees of which are dedicated to the service of the citizens.

- c) To examine the existing anomalies in the pay structure, if any, and to suggest steps to remove the same in the prospective pay scales.
- d) To work out pay packages for the employees of DTL/IPGCL/PPCL/DPCL, which encourages promotion of efficiency, productivity and economy to the organization through rationalization of structures, systems and processes within the organization.
- e) Steps to be taken to leverage economic changes in the country, to ensure accountability of the organization to enhance transparency in the work processes, to encourage assimilation of new technology and to maintain discipline in the organization so as to make DTL/IPGCL/PPCL/DPCL forward looking organizations.
- f) To examine the principles which should govern the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits to the present and former employees of DTL/IPGCL/PPCL/DPCL.
- g) To examine desirability and the need to sanction any interim relief till the time the full recommendations of the Committee are received by the Govt. of NCT of Delhi and are accepted/rejected/modified by the Government.
- h) To calculate the financial implications of the recommendations for the next ten years for DTL/IPGCL/PPCL/DPCL in case the recommendations are accepted by the Govt. of NCT of Delhi.
- i) Government of NCT of Delhi may prescribe additional Terms of References as and when so required.

The functioning of the Wage Revision Committee constituted by the Government of National Capital Territory of Delhi, as mentioned

hereto above, came to a standstill pursuant to a judgment dated 4th August 2016 of Hon'ble High Court of Delhi in WPC No.5888/2015, whereby all the decisions taken by the Delhi Government without the approval of the Lt. Governor, Delhi were nullified. Thereafter, ex-post-facto approval to the constitution of the Committee was granted by the then Lt. Governor, Delhi vide letter No.F.11(62)/2015/Power/48 dated 6th January 2017 (copy annexed as Annexure-I). Consequent upon the ex-post-facto approval for the constitution of the Committee, the Wage Revision Committee issued fresh advertisement in the newspapers for inviting views, comments and suggestions on the terms of reference from the concerned stakeholders. Personal hearing was also given to the stakeholders. After detailed deliberations, a questionnaire was prepared and forwarded to the concerned Companies for their response. The response received from the companies was also taken into consideration. The details of the methodology followed by the Committee are as under:

1.10 Methodology

As per its Terms of Reference, the Committee was to devise its own procedure as it might consider necessary for any particular purpose. The Committee, after deliberation and discussions, followed the methodology as under:

1.10.1 Public Notice

A Public Notice of constitution of the present Wage Revision Committee was issued by the Committee on 15th June, 2016 which was published in the local newspapers of Delhi viz. Hindustan Times (English) and Nav Bharat Times (Hindi), and suggestions/representations were solicited from the concerned stakeholders on the Terms of Reference on or before 11th July, 2016. A copy of the said Public Notice was also sent to DTL, IPGCL, PPCL, DPCL and Pension Trust with a request to display the same adequately on their respective Notice Boards and websites, so as to give wide publicity. A copy of the Public Notice was also

uploaded at the website of GNCTD. In response to the Public Notice, 175 representations were received by the Committee and out of those, some were received after 11.7.2016 (the closing date). The Committee agreed to consider the representations received even after 11.7.2016 (last date for sending suggestions/representations).

On receipt of requests from various stakeholders including the employees, for extension of time for submission of representations/suggestions, the Committee decided to extend the date and time for submission of representations/suggestions upto 31.08.2016. The Committee issued its 2nd Public Notice dated 27.07.2016 for extending the time for submission of suggestions/representations on the Terms of Reference on or before 31st August, 2016. In meanwhile, the judgement of the Hon'ble Delhi High Court had come on 04.08.2016 in WPC 5888/2015, whereby all the decisions taken by the Government of NCT of Delhi including constitution of the present Wage Revision Committee were nullified, further proceeding of the Committee were put on hold awaiting approval to the constitution of the Committee by the Competent Authority namely, the Hon'ble Lt. Governor, Delhi.

The ex-post-facto approval to the constitution of the present Wage Revision Committee was given by the then Hon'ble Lt. Governor, Delhi, which was communicated to the Committee by the GNCTD vide its communication dated 06th January, 2017. Thereafter, in view of the lapse of long time, the Committee decided to give one more opportunity to all the stakeholders, including the retired and the serving employees, to submit their suggestions/representations upto 10.04.2017 and accordingly, the Committee issued its 3rd Public Notice dated 15.03.2017 for submission of suggestions/representations on the Terms of Reference on or before 10th April, 2017.

In response to the Public Notices which were given wide publicity, Committee received a total of 466 representations/suggestions. Many representations were also received, even after the last date of submission. The copies of the Public Notices issued by the Committee are annexed to the report as Annexure-II and a brief summary of the representations/Memoranda, received from various stakeholders is also annexed as Annexure-III.

1.10.2 Public Hearing

The Committee also decided to give public hearing to all those who had responded to its public notices as also to the employees Unions and accordingly oral hearing that went on for three months was given to (i) Association of pensioners (ii) Individual pensioners (iii) Association/Unions of IPGCL/PPCL & DTL (iv) Individual employees of DTL and (v) Individual employees of IPGCL/PPCL.

1.10.3 Visit to Power Plants/Sub-Stations

The Committee visited one power generating station each of IPGCL as well as PPCL and two transmission stations of DTL, besides the complex of the State Load Dispatch Centre (SLDC) at Minto Road, New Delhi. The Members of the Committee acquainted themselves with the firsthand knowledge of working conditions of the employees and the environment prevailing at their work place. During the course of their visits, they observed that the employees of the power sector in these organizations are discharging special type of duties round the clock, involving risk to their lives. In the course of visit, the Committee observed that the role and responsibility of the power sector employees is different from their counterpart in the Government. The same has been duly taken into account by the Committee while considering the terms of reference.

1.11 Grant of Interim Relief

One of the terms of reference of the Committee was to examine the desirability and need to sanction any Interim Relief, pending full recommendations of the Committee. In the course of working by the present Wage Revision Committee, it was felt that giving of final recommendations is likely to take time, the Committee by way of Interim Relief, vide its Interim Report dated 14th June 2017 recommended to the GNCTD to extend the benefit of 7th Central Pay Commission to all the employees of transmission and generation Companies including the pensioners w.e.f 01.01.2016. The salient features of the Interim Relief given by the Committee are reproduced herein below:-

"The Committee upon examining the pros and cons of matter relating to grant of interim relief from various angles is of the unanimous view that all the employees of the above mentioned transmission and generation companies must be granted the benefit of the recommendations of the 7th Central Pay Commission w.e.f. 01/01/2016 by way of interim relief for the time being by revising their pay fixed as per recommendations of the previous Wage revision Committee accepted by the then Hon'ble Lt. Governor, Delhi in 2009 and the exercise in this regard may be undertaken by multiplying their present pay in the applicable pay band alongwith the grade pay with a multiplier of 2.57, rounded off to the next multiple of ten. The dearness allowance in the revised pay structure to be so fixed shall be zero w.e.f. 01/01/2016 but subsequent dearness allowance shall be paid as per the rate notified by the Government from time to time under the 7th CPC. Further, all the allowances to the employees shall continue to be paid at the existing rates in the existing pay structure till the time final decision thereon is taken by the Central Govt. and adopted by the Delhi Govt. for its employees. The pension of all those who have retired on or

before 2016 should also be revised as per the formulae for fixation of pension of pre 2016 retirees prescribed by the Department of Pension & Pensioners Welfare, Govt. of India vide Office Memorandum dated 12th May 2017. The Committee in terms of its powers under clause (g) of the terms of reference, therefore, unanimously recommends to the Delhi Govt. to grant immediate interim relief in terms referred hereto above to the working employees of its generation and the transmission companies and also to all the pensioners drawing pension from the pension trust. The arrears of the interim relief should also be paid to the concerned employees/pensioners expeditiously preferably not later than four months."

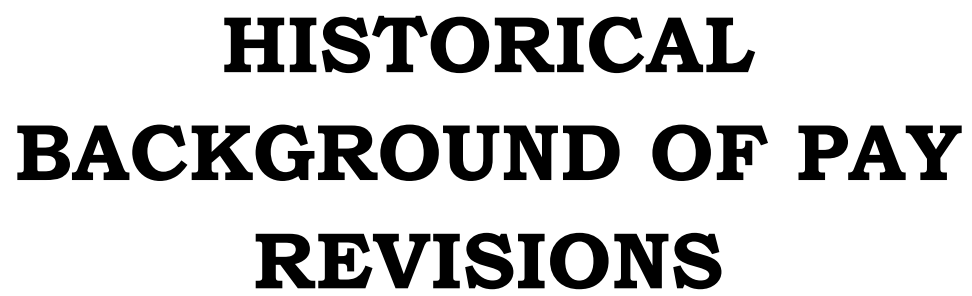
A copy of the interim report dated 14th June, 2017, submitted by the Committee to the Govt. of NCT of Delhi is annexed as Annexure-IV. The said Interim report was accepted by the competent authority, as conveyed by Department of Power, GNCTD vide its office order NoF.11(62)/2015/Power/Pt-I/2116 dated 26th July,2017(Copy annexed as Annexure-IV).

As per the representations received from the stakeholders and oral hearing given to them, it transpired that there are many anomalies in the pay structure of different categories of employees, which require rationalization by the Committee. The disparity pointed out pertain not only in respect of the employees of different categories in the same organization i.e. Delhi Transco Limited(DTL) and Indraprastha Power Generation Company Limited (IPGCL) but there exist inter-se disparity in the pay structure of the employees of the same rank working with IPGCL and DTL. Admittedly, the terms & conditions of service in respect of the erstwhile employees of DVB cannot be changed to their detriment, as agreed by the management in the Tripartite Agreement. The present Wage Revision Committee has made the recommendations of the previous Wage Revision Committee

headed by Hon'ble Justice (Retd.) Lokeshwar Prasad (approved by the Competent Authority) as its base to proceed further with the various issues to be answered as per the terms of reference contained in the above referred Office Memorandum by which this Committee came to be constituted.

The Committee has made an all-out effort to rationalize the pay structure of different categories of power sector employees in the generation and transmission companies and also for the pensioners getting pension from the Pension Trust. It is hoped and expected that the recommendations by this Committee shall address all the grievances of the working employees as also of the retirees to a great extent and it shall not have serious financial implications on the state exchequer.

CHAPTER-2



HISTORICAL BACKGROUND OF PAY REVISIONS

CHAPTER -2

HISTORICAL BACKGROUND OF PAY REVISIONS

Pursuant to the policy decision taken by the Government of National Capital Territory of Delhi, the distribution functions of erstwhile Delhi Vidyut Board were privatized, however, retaining transmission and generation of electricity by the Government of National Capital Territory of Delhi with itself. This arrangement was made effective from 01 July 2002. In terms of the Transfer Scheme, the work of distribution of electricity was entrusted to the private companies, namely, TATA Power Delhi Distribution Limited (previously known as North Delhi Power Company Limited), BSES Rajdhani Power Limited and BSES Yamuna Power Limited, whereas the work of transmission and generation was entrusted to Delhi Transco Limited and Indraprastha Power Generation Company Limited/Pragati Power Corporation Limited. Delhi Power Company Limited was established as a Holding Company for all the above mentioned Companies. A Joint Venture agreement was entered into between the holding company i.e. Delhi Power Company Limited and the private companies to whom distribution work was allocated, in terms whereof 49% shareholding in the distribution companies was retained by the Government of National Capital Territory of Delhi, leaving 51% with the private distribution companies. The Government of National Capital Territory of Delhi, however, kept 100% shareholding in Delhi Transco Limited, Indraprastha Power Generation Company and Pragati Power Corporation Limited.

Consequent upon unbundling of DVB, the employees of erstwhile Delhi Vidyut Board on its roll at that time were apportioned amongst the DISCOMS as also to Delhi Transco Limited, Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited.

2.1 Background of Wage Revision before unbundling of erstwhile Delhi Vidyut Board

The matter of revision of pay of the employees connected with the generation, transmission and distribution of power in the Union Territory of Delhi has a chequered history. Prior to 1971-72, the Management of DESU had entered into an agreement with its employees, whereby it undertook to revise their pay scales on the basis of revision of pay scales by Central Government for its employees from time to time and pursuant to the said agreement, the employees of DESU got their first pay revision based on the recommendations of the Second Central Pay Commission. In 1969, the Central Government constituted the Third Central Pay Commission to revise the pay scales of its employees. While, the Third Central Pay Commission was still in the process of looking into various aspects of the pay scales, the Engineers of DESU voiced their demand for detaching themselves from Third Central Pay Commission and asked for the pay scales equivalent to the pay scales of Punjab State Electricity Board, inter-alia, on the premise that their duties and responsibilities were at par with the Engineers of the neighboring State Electricity Boards and therefore, there was no reason why their pay scales should be less. After protracted agitation, the management of DESU appointed a Committee under the chairmanship of Shri T. Sivasankar, ICS (Retd.) to look into the demands of DESU Engineers. Later on, the case of supervisors was also included in the reference made to the Sivasankar Committee. The Sivasankar Committee gave its report in 1972, recommending new pay scales to Engineers w.e.f. 01.04.1971 and to the Supervisors w.e.f. 01.04.1972. Before the recommendations of that Committee could be implemented, DESU Workers Union also demanded pay scales proportionate to salary raised recommended by the Sivasankar Committee for the Engineers and the Supervisors. This demand of the Union was accepted by the Management on 11.08.1973 by giving a higher rise in pay to all the employees w.e.f. 01.04.1972. However, the Sivasankar Committee in its report has mentioned that it was not

necessary for the Management to wait for the Third Central Pay Commission as its recommendations for salary raise of the Engineers and Supervisors was made in the context of equality in remuneration taking into account the comparative pay of the Engineers of PSEB, making it clear that its intention was not to deprive the Engineers of the pay scales recommended by the Third Central Pay Commission in case they were more advantageous to them. In view of this clarification made in the report of Sivasankar Committee, the Third Central Pay Commission Report was also implemented and accordingly pay scales of DESU Engineers and Class-I and Class-II officers (Non-Technical) were also revised w.e.f. 01.01.1973. However, this report of Third Central Pay Commission was not implemented in case of other employees of DESU as it was not favourable to them. Option was also given to the officers to opt either the Third Central Pay Commission scales or the Sivsankar Committee scales, however, before a final decision on the same could be taken either way, the Engineers again started demanding another revision based on the pattern of Punjab State Electricity Board w.e.f. 01.01.1978. Later on, the employees unions also started their agitation for revision on the same pattern. The Government agreed to revise the pay scales of Engineers and all other employees' w.e.f. 01.01.1978, subject to a settlement signed on 19.04.1982 with the workers unions that they would not seek any further revision of pay scales for a period of five years. After the pay scales of the employees in the Central Government were revised on the basis of 4th Pay Commission Report w.e.f. 01.01.1986, the Joint Action Committee started demanding revision of pay scales w.e.f. 01.01.1983. However, the Management of DESU was of the view that revision of pay scales would become due in 1987 because the MOU signed by the employees union on 19.04.1982. To resolve the dispute regarding effective date of revision of pay, a Committee under the Chairmanship of Shri K.P. Rao, Member, Central Electricity Authority was constituted and on the basis of Rao Committee's recommendations, it was decided by the Management to revise the pay scales of officers and employees w.e.f.

01.01.1986. On completion of five years from the last revision, the Karamchari Union (the then recognized Union) started demanding wage revision w.e.f. 01.04.1992. A Wage Revision Committee under the Chairmanship of Mr. Omesh Saigal, the then Secretary (Finance), Delhi Administration was constituted to go into the various aspects of pay revision, removal of anomalies and time-bound pay scales but the said Committee in its report declined to recommend any relief to the employees.

On 22.04.1994, a Committee headed by Hon'ble Mr. Justice (Retd.) J. D. Jain was constituted with terms of reference as that of Saigal Committee. This Committee finally submitted its report on 24.04.1997. On receipt of Justice J.D. Jain Committee report, a Memorandum of settlement was signed between the Management of Delhi Vidyut Board and the representatives of the Joint Action Committee, wherein amongst other issues, it was agreed that the Justice J.D. Jain Committee report be implemented in toto w.e.f. 01.01.1996. The DVB, vide Office Order dated 30 April 1998, while adopting the revised pay scales as recommended by Justice J.D. Jain Committee w.e.f. 01.01.1996 had made certain exceptions in respect of Executive Engineers and the Superintending Engineers. As regards the cadre of Engineers of DVB, a two member Committee was constituted consisting of Member (Technical) and Addl. General Manager (A). That Committee gave its report to the Management on 7th November 2000, wherein it was stated that the pay scales of the Engineers of DVB were on lower side w.e.f. 01.01.1996 as compared to the Engineers of other State electricity Boards. On the basis of the said report of two-member committee, the DVB vide Resolution dated 31.10.2001, approved the revised scales of pay for the Engineers of DVB on the pattern of PSEB w.e.f. 01.01.1996. The DVB also created its own scale of pay for the post of Addl. Chief Engineer w.e.f. 01.01.1996.

In view of the above scenario relating to pay scales existing in DVB at the time of its unbundling, a tripartite agreement was executed between the Government of National Capital Territory of Delhi; Delhi Vidyut Board and the Joint Action Committee of workers, supervisors, engineers and officers of Delhi Vidyut Board on 28 October 2000. In terms of the said tripartite agreement, it was mutually agreed amongst all the parties to the agreement that the terms & conditions of service of the employees of erstwhile Delhi Vidyut Board in the matter of their promotion, transfer, leave and other allowances etc. will continue to remain the same and will not be changed or altered without their consent/negotiation through their Union/Association to their detriment.

2.2 Wage Revision after unbundling of erstwhile Delhi Vidyut Board

Admittedly, prior to unbundling of DVB, the employees of erstwhile Delhi Vidyut Board always had an upper edge in the matter of their pay and allowances over the pay and allowances admissible to the employees of Central and State Governments. The pay and allowances payable to the erstwhile employees of DVB used to be approved by the Competent Authority from time to time on the basis of the recommendations of Wage Revision Committees, constituted by the Government of NCT of Delhi from time to time.

2.2.1 Wage Revision Committee under the Chairmanship of Hon'ble Mr. Justice (Retd.) Lokeshwar Prasad

After unbundling of Delhi Vidyut Board in July 2002, the recommendations of the 6th Central Pay Commission were implemented in respect of all the Central and State Government employees, including the employees of the Government of National Capital Territory of Delhi w.e.f. 01.01.2006. However, for the employees of Delhi Transco Limited, Delhi Power Company Limited, Indraprastha Power Generation Company and Pragati Power

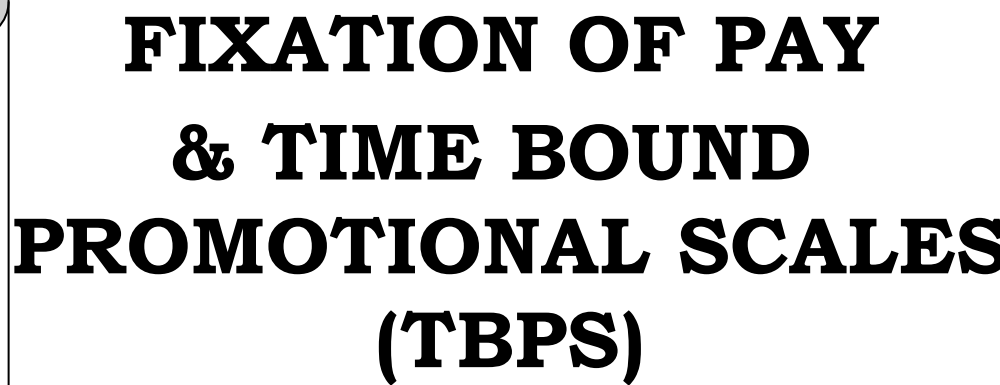
Corporation Limited, a Wage Revision Committee under the Chairmanship of Hon'ble Mr. Justice (Retd.) Lokeshwar Prasad was constituted by the Government of National Capital Territory of Delhi which gave its recommendations in December 2008. The recommendations given by the said Wage Revision Committee were approved by the Competent Authority with certain modifications and were made applicable to the employees working in Generation and Transmission Companies, namely, Delhi Transco Limited, Delhi Power Company Limited, Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited vide office memorandum No. F.11(11)/20098/Power/2665 dated 07 October 2009 and were also later adopted even by DISCOMS for the employees of erstwhile Delhi Vidyut Board working with them.

2.2.2 Present Wage Revision Committee under the Chairmanship of Hon'ble Mr. Justice (Retd.) S.N. Aggarwal

Since, the employees in the Power Sector of the Government of National Capital Territory of Delhi on the pay roll of the above mentioned companies always had an upper edge in the matter of their pay and allowances over the employees of Central and State Governments, the present Wage Revision Committee was constituted by the Government of National Capital Territory of Delhi vide Office Memorandum dated 25th January 2016, under the Chairmanship of Hon'ble Mr. Justice (Retd.) S.N. Aggarwal. The approval to the constitution of this Wage Revision Committee given ex-post-facto by the Competent Authority was conveyed by the Government of NCT of Delhi vide letter number F.11(62)/2015/ Power/48 dated 6th January 2017.

Meanwhile, the recommendations of the 7th Central Pay Commission were implemented for the Central and State Government employees including the employees of the Government of National Capital Territory of Delhi w.e.f 01.01.2016 vide OM dated 29th July, 2016. The present Wage Revision Committee has carefully gone through all the reports given by the earlier Wage Revision Committees and has also gone through the terms & conditions including pay and allowances of the employees working with Delhi Transco Limited, Delhi Power Company Limited, Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited, to appropriately answer the terms of reference contained in the Office Memorandum of the Government of National Capital Territory of Delhi by which this Committee was constituted.

CHAPTER-3



FIXATION OF PAY & TIME BOUND PROMOTIONAL SCALES (TBPS)

CHAPTER –3

FIXATION OF PAY & TIME BOUND PROMOTIONAL SCALES (TBPS)

In line with the pay matrix recommended by the 7th CPC, this WRC has also designed the new pay matrix for the employees of the IPGCL/PPCL/DTL/DPCL by assigning 'Levels' in the pay matrix in place of erstwhile Grade Pays. The pay matrix comprises two dimensions; it has a 'horizontal range' in which each Level, corresponds to a functional/financial status in the hierarchy and has been assigned the numbers 1, 2 and 3 and so on till 14. Levels 1 to 6 in the horizontal range are meant for non-executive cadres belonging to B, C and D Group of employees whereas Levels 7 onwards till Level 14 are meant for executive cadre starting from the post of Assistant Manager and up to the post of Director. The 'vertical range' for each Level denotes pay progression within that Level. These indicate the steps of annual financial progression of three per cent within each Level. The starting cell of the matrix is the entry pay which has been arrived at on the basis of same formula as provided by the 7th CPC. The entry pay in the respective Levels is calculated by taking into consideration the entry pay including Grade Pay of the relevant table applicable to a particular level of the new pay matrix as approved by the Competent Authority and conveyed by the GNCTD vide its letter dated 07.10.2009 except for Level-11 corresponding to the Grade Pay of Rs.8900. Since the pay of the Government entities cannot be less than what is being paid by the Government, the entry pay of Rs.1, 31,100 in the pay matrix as approved by the Government while implementing the 7th CPC has been considered as entry pay for Level-11 by this Committee. The pay matrix is intended to chart out the likely path of career ladder of an employee as well as progression on the basis of TBPS, even if he or she does not have any promotional prospects in his cadre.

3.1 Fixation of Pay in the Revised Pay structure:

3.1.1 The pay of the employees of DTL/IPGCL/PPCL/DPCL shall be governed by the Revised Pay structure on and from the 1st day of January, 2016, in the following manner:-

(A) In the case of all employees-

- (i) The pay of an employee in the applicable Level of the Pay Matrix shall be the pay calculated by multiplying the Basic Pay (Pay in the Pay Band plus Grade Pay) as on 31.12.2015 by a factor of 2.57 rounded off to the nearest rupee in multiples of hundred. The figure so arrived at will be located in that Level in the Pay Matrix and if such identical figure corresponds to any Cell in the applicable Level of the Pay Matrix- the same shall be the pay and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix subject to pay plus power pay does not exceed Rs.2,25,000 per month at any time i.e. the Apex Level pay of Govt. of India and Rs.2,37,500 per month in the case of Doctors.

Illustration:

1.	Pre-revised Pay in the Pay Band: PB-1		Pay Band	6000-20200
2.	Grade Pay: 2400		Grade Pay	2400
3.	Pre-revised Pay in Pay Band: 9620		Level	2
4.	Pre-revised Basic Pay: 12020 (9620 + 2400)		Cell	
5.	Pay after multiplication by a fitment factor of 2.57: $12020 \times 2.57 = 30891.4$ (rounded off to 30891)		1	26800
6.	Level corresponding to GP 2400: Level -2		2	27600
7.	Revised Pay in Pay Matrix (either equal to or next higher to 30891 in Level-2): 31100		3	28400
			4	29300
			5	30200
			6	31100
			7	32000
			8	33000
			9	34000
			10	35000
			11	36100

- (ii) if the entry pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at the entry pay or the first Cell of that applicable Level.
- (iii) The Committee, however, recommends that in case the multiplier factor of 2.57 mentioned above or the formula to be used for fixation of pay of the employees of the Government Power Entities in appropriate levels of the new pay matrix w.e.f. 01.01.2016 undergoes a change or is increased by the Central Government for its employees any time after implementation of the report of this Committee, the employees for whom this report is meant ipso-facto shall be entitled to revision of their pay by application of changed multiplier factor or formula as per instructions of the Central Government in this regard.

(B) In case of medical officers eligible for Non-Practicing Allowance, their pay in the revised pay matrix shall be fixed in the following manner:

- (i) The Basic Pay (Pay in the Pay Band plus Grade Pay) as on 31.12.2015 shall be multiplied by a factor of 2.57, and the figure so arrived at, shall be added by an amount equivalent to Dearness Allowance on the pre-revised Non-Practicing Allowance admissible as on 1st day of January, 2016. The figure so arrived at will be located in that Level in the Pay Matrix and if such identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.
- (ii) The pay so fixed under sub-clause-B (i) shall be added by the pre-revised Non-Practicing Allowance @ 25% admissible on the pre-revised basic pay till 30.06.2017. Thereafter, from 01.07.2017 the revised rate of Non-Practicing Allowance i.e. 20% of revised basic pay in the revised pay structure is admissible, subject to the condition that the sum of Basic Pay, Power Pay and NPA does not exceed Rs.2,37,500 (Rupees two lakh thirty seven thousand five hundred only) at any point of time. NPA shall not be considered for calculation of House Rent Allowance and Composite Transfer Grant w.e.f. 01.07.2017.

Illustration for fixation of pay of Doctors as on 01.01.2016:

1.	Pre-revised Pay in the Pay Band: PB-4	Pay Band	19000-39100			
2.	Grade Pay: 5400	Grade Pay	5400 (A)	6600	7600	8300
3.	Pay in pre-revised Pay Band: 21170	Levels	7	8	9	10
4.	Pre-revised Basic Pay: 26570	Cell				
		1	70900	80200	87900	93300
5.	25% NPA on Basic Pay: 6643	2	73000	82600	90500	96100
		3	75200	85100	93200	99000
6.	DA on NPA @ 125%: 8304	4	77500	87700	96000	102000
7.	Pay after multiplication by a fitment factor of 2.57: $26570 \times 2.57 = 68284.9$ (rounded off to 68285)	5	79800	90300	98900	105100
		6	82200	93000	101900	108300
		7	84700	95800	105000	111500
8.	DA on NPA: 8304 (125% of 6643)					
9.	Sum of serial number 7 and 8 = 76589					
10.	Level corresponding to GP 5400: Level-7					
11.	Revised Pay in Pay Matrix (either equal to or next higher to 76589 in Level-7): 77500					
12.	Pre-revised Non-Practicing Allowance: 6643					
13.	Revised Pay + pre-revised Non-Practicing Allowance i.e. $\text{Rs.}77500+6643 = \text{Rs.}84143$					
14.	Pay w.e.f. Date of Next Increment (01.07.2016)	Rs.79800 + Rs.6643 (existing NPA) = Rs.86443				
15.	Pay w.e.f. Date of Next Increment (01.07.2017)	Rs.82200 + 16440 (NPA 20% of Pay) = Rs.98640 NPA shall not be taken into consideration for calculation of House Rent Allowance and Composite Transfer Grant w.e.f. 01.07.2017.				

3.1.2 Where existing Grade Pay has been rationalized and upgraded to higher Grade Pay, the existing pay will be arrived at by adding the Pay drawn by the concerned employee in the existing Pay Band plus the rationalized Grade Pay, corresponding to the Level in the new pay matrix and the fixation of pay shall be done in the manner prescribed, in accordance with Clause-(A) of sub-rule (i).

Illustration:

1.	Pre-revised Pay in the Pay Band: PB-2		Pay Band	8500-26300
2.	Existing Grade Pay: 3100		Grade Pay	3600
3.	Existing Basic Pay: 14180 (11080 + 3100)		Level	4
4.	Rationalized & Upgraded Grade Pay: 3600		Cell	
5.	Pay for the purpose of fixation: 14680 (11080 + 3600)		1	42500
6.	Pay after multiplying serial number 5 with fitment factor of 2.57: 37227.6 (rounded off to 37228)		2	43800
6.	Level corresponding to GP 3600: Level-4		3	45100
7.	Revised Pay in Pay Matrix (either equal to or next higher to 37228 in Level-4): 42500		4	46500
			5	47900
			6	49300
			7	50800
			8	52300
			9	53900
			10	55500
			11	57200
			12	58900
			13	60700
			14	62500
			15	64400

3.1.3 The rate of Annual Increment is being retained at 3 percent.

Increment in Pay Matrix: The increments are specified in the vertical Cells of the applicable horizontal Levels of the Pay Matrix.

Illustration:

An employee in the Basic Pay of 29300 in Level-2 will move vertically down the same Level in the Cells and on grant of increment his basic pay will be 30200.	Pay Band	6000-20200
	Grade Pay	2400
	Level	2
	Cell	
	1	26800
	2	27600
	3	28400
	4	29300
	5	30200
	6	31100

Date of next increment in revised pay structure:

- a) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July.

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial up-gradation.

- b) The increment in respect of an employee appointed or promoted or granted financial up-gradation including up-gradation under Time Bound Promotional Scales (TBPS) between 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January of next year and the increment in respect of an employee appointed or promoted or granted financial up-gradation including up-gradation under TBPS during period

between 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

Illustration:

- i. In case of an employee appointed or promoted in the normal hierarchy or granted financial up-gradation under TBPS during the period between 2nd day of January, 2016 and 1st day of July, 2016 (both inclusive), who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on 1st day of January, 2017 and thereafter, it shall accrue on annual basis year after year on 1st day of January.
- ii. In case of an employee appointed or promoted in the normal hierarchy or granted financial up-gradation under TBPS during the period between 2nd day of July, 2016 and the 1st day of January, 2017 (both inclusive), the next increment shall accrue in his case on 1st July, 2017 and thereafter further increments shall accrue on annual basis year after year on 1st day of July.

Provided that in case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, 2016 and no promotion or financial up-gradation is granted in between 2nd January, 2016 and 1st July, 2016, the increment in the level in which the pay was so fixed shall accrue on 1st July, 2016.

Provided further that after drawl of increment on 1st day of July, 2016 the next increment shall accrue on 1st day of July, 2017.

c) Regarding drawing of pay in the revised pay structure, exercise of option and further clarification in this regard on availability of option for fixation of pay on promotion from the Date of Next Increment (DNI) in the lower post and method of fixation of pay from DNI, if opted for, in such cases, their pay fixation shall be regulated, as per Rule 5 & 6 of the CCS (RP) Rules, 2016 and Government of India OM No.13/02/2017-Estt.(Pay-I) dated 28th August, 2018.

3.1.4 In such cases, where in revision of pay, a senior and junior falls at the same Cell of the applicable Level in the new Pay Matrix, the fixation of their pay shall be regulated as per Govt. of India's OM No.1-6/2016-IC dated 3rd August, 2017 and subsequent OM NO.1-6/2016-IC/E-IIIA dated 07th February, 2019 regarding bunching of stages in the revised pay structure under CCS (RP) Rules, 2016.

3.1.5 If an employee is already stagnating at the maximum of the Pay Band and the Grade Pay in the pre-revised pay structure, his pay shall be regulated w.e.f. 01.01.2016 in the revised pay structure under CCS (RP) Rules, 2016 as per Govt. of India's OM No.1-6/2016-IC dated 07th September, 2016.

3.2 Time-Bound Promotional Scales Scheme

It is necessary to discuss the existing Time Bound Promotional Scales (TBPS) scheme followed by the Companies and the recommendations of the Committee on the same, so that the same can be suitably taken care while fixing the pays of the employees eligible for TBPS.

DTL/DPCL has been following the Time-Bound Promotional Scales policy of erstwhile DVB, in which three Time-Bound Promotional

Scales to Group-B, C and D employees are granted, as per channel of promotion. Time-Bound Promotional Scales are granted to Group-B, C and D employees on completion of 10, 18 and 26 years of service, from their respective induction Levels. However, in cases of isolated/diminishing cadre, where there is no channel of promotion, only two Time-Bound Promotional Scales are being granted.

IPGCL/PPCL also followed the same Time-Bound Promotional Scales scheme of erstwhile DVB, as referred above for Group-B, C & D employees till 2012. Through Unified Promotion Policy, 2012, IPGCL & PPCL has made modification in this policy and three Time-Bound Promotional Scales are granted to all Group-B, C and D employees whether the employees have promotion channels or are in isolated/diminishing cadre, on completion of 10, 18 and 26 years of service from the respective induction level, in accordance with the hierarchy of next functional promotional scale. In case, the promotional hierarchy is not available, the next higher functional scale is counted for TBPS.

Group-A employees in DTL are presently eligible for two Time-Bound Promotional Scales as per their channel of promotion on completion of 10 and 18 years of service and IPGCL & PPCL continued to have the same policy for Group-A employees on paper. Since, IPGCL and PPCL have introduced intermediary non-functional levels in the Grade Pay of Rs.6600, Rs.8300 and Rs.9500 in Unified Promotion Policy, 2012, which is to be granted on time based only, the Time-Bound Promotional Scales scheme was accordingly required to be modified for Category-A in IPGCL and PPCL, however the revised scheme is yet to be introduced.

It needs to be mentioned here that the policy for granting three Time-Bound Promotional Scales for Group-B, C and D employees at an interval of 10 years, 8 years and 8 years respectively and two Time-Bound Promotional Scales for Group-A employees at an interval of 10

years and 8 years under a scheme of Time-Bound Promotional Scales is as per DVB rules, which in terms of the Tripartite Agreement between the employees Union and the Management, cannot be altered to their disadvantage. The three Time-Bound Promotional Scales to which the employees of Government Power Sector Companies in Group-B, C and D, are entitled under the existing policy is more liberal than the Modified Assured Career Progression (MACP) scheme, approved by the Central and State Governments for its employees, in as much as their employees under the MACP are entitled to only three financial up-gradation and not the promotional scales after an interval of 10 years each, whereas the employees of IPGCL/PPCL/DTL get three Time-Bound Promotional Scales after an interval of 10 years, 8 years and 8 years respectively. Although, the stakeholders/employees have made a demand for granting them three Time-Bound Promotional Scales at an interval of 8 years, 5 years and 5 years respectively, but the Committee does not find the said demand to have any reasonableness or justification in it more, so when the existing Time-Bound Promotional Scales policy in IPGCL/PPCL/DTL is much more liberal than the Government MACP scheme as explained hereto above.

This Wage Revision Committee, therefore, recommends to maintain and grant the existing three Time-Bound Promotional Scales to all the employees in Group-B, C and D and also recommends to extend the same scheme of three Time-Bound Promotional Scales to the employees holding the isolated posts in DTL/DPCL also, in line with the present TBPS Policy of IPGCL and PPCL.

This Committee further recommends to grant three Time-Bound Promotional Scales to all Group-A employees, across the line to maintain uniformity in this regard in all the entities, namely IPGCL/PPCL/DTL/DPCL. In case employee join at a higher level e.g. at Manager/DGM/GM level, he will be entitled for three TBPS scales from his induction Level as per the recommended pay matrix. As we

have already recommended to introduce intermediary levels in the Grade Pay of Rs.6600, 8300 and 10000 in all technical as well as non-technical cadres in Group-A in IPGCL/PPCL/DTL/DPCL, the next higher functional scale/level therefore is to be counted for TBPS and the Grade Pay of Rs.6600, 8300 and 10000 shall be considered only as non-functional Level in technical and non-technical category in Group-A.

This WRC has recommended to merge the existing Grade Pay of Rs.2200 with the Grade Pay of Rs.2400 in Group-D; merge the existing Grade Pay of Rs.2900 with the Grade Pay of Rs.2800; existing Grade Pay of Rs.3000, Rs.3100, Rs.3200, Rs.3300, Rs.3500 merged with the Grade Pay of Rs.3600 in Group-C; existing Grade Pay Rs.3800 and Rs.4600 merged and upgraded to rationalized Grade Pay of Rs.4800; and existing Grade Pay Rs.4800 and Rs.5000 merged and upgraded to the new rationalized Grade Pay level of Rs.5400 (B). In the case of induction in the Grade Pay of Rs.2000, Rs.2400, Rs.2800, Rs.3600, Rs.4800 and Rs.5400 (A) or at any other Level in all technical as well as non-technical cadres in IPGCL/PPCL/DTL/DPCL, the next higher functional Levels therefore is to be counted for TBPS, except of in the case of Junior Engineer, where after their induction in Level-5 (GP Rs.4800), their TBPS will start from Level-7 onwards. In case of change of cadre, the induction post/Level will be considered for the purpose of grant of three TBPS from that Level.

As per policy of erstwhile DESU/DVB as contained in Para-6 of the Office Order No.F.5(11)/A&G/PRC/217 dated 23.07.1997 is reproduced as under:-

“6. Once an employee/officer enters into Class-I service, in his own right or in the time-bound promotional scales, he shall be dealt with at par with the direct recruits in that grade for the purpose of benefit of next promotional scales.”

The policy of erstwhile DESU/DVB is protected in terms of Tripartite Agreement of 2000 already referred in the preceding paragraphs of this report. Having regard thereto, this Committee recommends to extend the benefit to those employees/officers who enter into Class-I service either in their own right of promotion or by way of Time-Bound Promotional Scale will be treated at par with the direct recruits in that grade for the purpose of granting next promotional scale to them.

This Committee recommends that the employees who are granted Time Bound Promotional Scales shall not be eligible to the allowances attached to functional post, except in the case of employees in the isolated/diminishing cadres. Since the employees in isolated/diminishing cadres are not entitled for functional promotion, such employees on grant of TBPS will be given allowances of the post, assuming that they have been promoted to that Level post.

The grant of Time Bound Promotional Scales and regular promotions after 01.01.2016 shall be governed by the following broad principles:

- The Time Bound Promotional Scales shall be granted on completion of 10 years, 18 years and 26 years of regular service in a particular level of the new pay matrix. Any functional promotion from one level to next higher level shall be adjusted against the Time Bound Promotional Scales.
- In regard to grant of Time Bound Promotional Scales, the bench mark in the Annual Appraisal Report shall be one level below the 'Outstanding' grade and the number of years of Annual Appraisal Report to be considered, in line with the Government MACP guidelines.

i. TBPS/Promotion to those inducted in the Grade Pay of Rs.2000

In case of a Group-D employee inducted in the grade pay of Rs.2000, in the pay band of Rs.6000-20200 got promotion as per RRs/1st TBPS in the Grade Pay of Rs.2200 in his or her own right during the period between 1st January 2006 till the effective date of implementation of report of this Committee, the Level of Pay of such employees shall be suitably replaced as per recommended revised pay structure/Grade Pay of next functional Level w.e.f. 01.01.2016 i.e. in the Level-2, corresponding to Grade Pay of Rs.2400 in case of first promotion/first TBPS. Similarly, the employee in receipt of second promotion/TBPS shall be placed in the Level-3 corresponds to Grade Pay Rs.2800, further in the Level-4 corresponds to Grade of Rs.3600 in the case of third promotion/TBPS as the case may be.

	Pre-revised Induction Grade Pay	Promotion (functional)/ 1st TBPS Grade Pay	Promotion (functional)/ 2nd TBPS Grade Pay	Promotion (functional)/ 3rd TBPS Grade Pay
Level	1	2	3	4
	2000	2400	2800	3600
	PB:I 6000-20200	PB:I 6000-20200	PB:II 8500-26300	PB:III 10900-34800

ii. TBPS/Promotion to those inducted in the Grade Pay of Rs.2800

In case a Group-C employee inducted in the Grade Pay of Rs.2800 in the Pay Band of Rs.8500-26300 gets functional promotion as per RRs/1st TBPS in the Grade Pay of Rs.3000/3100/3200/3300 in his or her own right during the period between 1st January 2006 till the effective date of implementation of report of this Committee, in the case of such employees, their level of Pay shall be suitably

replaced as per the recommended revised pay structure/Grade Pay of next functional Level w.e.f. 01.01.2016 i.e. in the Level-4, corresponding to Grade Pay of Rs.3600 in case of first functional promotion/first TBPS and in the Level-5, corresponding to Grade Pay of Rs.4800 in case of second promotion/TBPS, further in the Level-6, corresponding to Grade of Rs.5400 (B) in the case of third promotion/TBPS as the case may be.

	Pre-revised Induction Grade Pay	Promotion (functional)/ 1st TBPS Grade Pay	Promotion (functional)/ 2nd TBPS Grade Pay	Promotion (functional)/ 3rd TBPS Grade Pay
Level	3	4	5	6
	2800	3600	4800	5400 (B)
	PB:II 8500-26300	PB:III 10900-26300	PB:III 10900-26300	PB:III 10900-26300

iii. TBPS/functional Promotion to those inducted in the Grade Pay of Rs.5400(A)

This WRC has recommended to grant three Time-Bound Promotional Scales to all Group-A employees in IPGCL/PPCL/DTL/DPCL. We have recommended introduction of intermediary posts in the Grade Pay level of Rs.6600, Rs.8300 and Rs.10000 in all technical as well as non-technical cadres in Group-A in IPGCL/PPCL/DTL/DPCL, the next higher functional scale shall be taken into account for TBPS. The Grade Pay of Rs.6600, Rs.8300 and Rs.10000 shall be treated as non-functional level in technical and non-technical cadres of Group-A. The first functional promotion/first Time Bound Promotional Scale of Group-A employee working in the Grade Pay of Rs.5400 (A) in the Pay Band of Rs.19000-39100 in the Level-7 shall be in the next functional Level-9, corresponding to the Grade Pay of Rs.7600 in the Pay

Band of Rs.19000-39100 and the second functional promotion/TBPS shall be in the Level-11, corresponding to the Grade Pay of Rs.8900 in the Pay Band of Rs.37400-67000 while the third functional promotion/TBPS shall be in the Level-13, corresponding to the Pay Band of Rs.67000-79000. However, in case any Group-A employee inducted in the Grade Pay of Rs.5400 in the Pay Band of Rs.19000-39100 in non-technical category in DTL, during the period between 1st January 2006 till the effective date of implementation of report of this Committee has already got 1st TBPS, in the Grade Pay of Rs.6600, he shall be placed in Level-9, corresponding to Grade Pay of Rs.7600 after fixation of his pay as per preceding Para No.3.1.2, in the new pay matrix w.e.f. 01.01.2016. Similarly, if a non-technical employee of DTL was in receipt of 2nd TBS in GP of Rs7600 before 1.1.2016, then he shall be placed in Level-11, corresponding to Grade Pay of Rs.8900 in the Pay Band Rs.37400-67000 after fixation of his pay as per preceding Para No.3.1.2, in the new pay matrix w.e.f. 01.01.2016. In case an employee is eligible for third TBPS as per the recommendations of this Committee, he will be placed in Level-13 of the new pay matrix corresponding to the Pay Band of Rs.67000-79000 on third TBPS w.e.f. 01.01.2016. The promotion/TBPS for Group-A employees in the new pay matrix w.e.f. 01.01.2016 shall be as under:

	Pre-revised Induction Grade Pay	Promotion (functional)/ 1st TBPS Grade Pay	Promotion (functional)/ 2nd TBPS Grade Pay	Promotion (functional)/ 3rd TBPS Grade Pay
Level	7	9	11	13
	5400 PB:IV 19000-39100	7600 PB:IV 19000-39100	8900 PB:V 37400-67000	PB:67000-79000

3.3 Grant of Power Pay

Wage Revision Committee has received representations from the various stakeholders seeking multiplying Factor of 3.75 instead of 2.57 recommended by the Seventh Pay commission, in the matter of fixation of their pay w.e.f. 01.01.2016. Indeed their request is to enhance their pay by 66% over and above the pay of Central and State Government employees, as was done by the Sivasankar Committee more than four decades back in 1972. It is a matter of record that ever since the report of erstwhile employees of DESU/DVB was given by Sivasankar Committee in 1972, the pay of these employees always remained higher than other Government employees, including employees in the Government of NCT of Delhi. However, as and when WRCs were constituted in the past, they all based their report keeping in mind the pay for various categories of employees in the Government, recommended by the CPC applicable at the relevant time. This Committee has also kept the broad parameters of pay scales recommended by the 7th CPC, while rationalising the pay of the employees in IPGCL/PPCL/DTL/DPCL by removing anomalies pointed out by the concerned stakeholders as far as possible with an objective to achieve 100% satisfaction for all concerned employees. In the prevailing scenario, this Committee does not consider it appropriate or justifiable on any yardstick to apply the multiplying factor of 3.75 suggested by the representationist and recommend to adopt the same multiplying factor 2.57 as recommended by the 7th CPC, subject to the condition that the said multiplying factor should be applied only after notional fixation of pay of the employees of IPGCL/PPCL/DTL/DPCL in terms of recommendation of this Committee. However, since the pay of employees in the Power Sector of Government Companies (IPGCL/PPCL/DTL/DPCL) always had an upper edge over the pay of the Government employees and also keeping in mind the hazardous and arduous nature of duties of these employees in the Power Sector, this Committee recommends to grant 3% power pay, while fixing their pay w.e.f. 01.01.2016. With our said proposal to grant 3% power pay

to the employees of IPGCL/PPCL/DTL/DPCL, we further recommend that as and when CPC recommendations are made applicable to the Government employees after every 10 years in future, the employees of IPGCL/PPCL/DTL/DPCL should be given 3% power pay after fixing their pay in appropriate Levels corresponding to the Levels in the Government as per subsequent CPCs without there being any need hereinafter to constitute a fresh pay revision Committee as we have undertaken a strenuous exercise of rationalizing the pay of all employees belonging to different cadres starting from Peon up to the post of Director. This recommendation is going to have far reaching consequences both on the state exchequer as well as on the employees in as much as the Government shall save lot of money and time in constituting fresh WRCs in future and the employees shall get timely payment of their wages/pay to which they may be entitled consequent upon report of Central Pay Commissions from time to time. This 3% power pay rounded off to the next ten rupees should be allowed to all employees of IPGCL/PPCL/DTL/DPCL including all pensioners of erstwhile DESU/DVB across the line. The pay/pension so fixed shall be the basic pay/pension for the purpose of admissibility of various allowances as per entitlement of the employees/pensioners in their respective category. However, the basic pay to be fixed as recommended hereto above shall not exceed Rs.2,25,000 per month in any case, except in case of Doctors in whose case the revised basic pay plus NPA plus power pay shall not exceed Rs.2,37,500 per month.

Illustration on 3% power pay is given as under:-

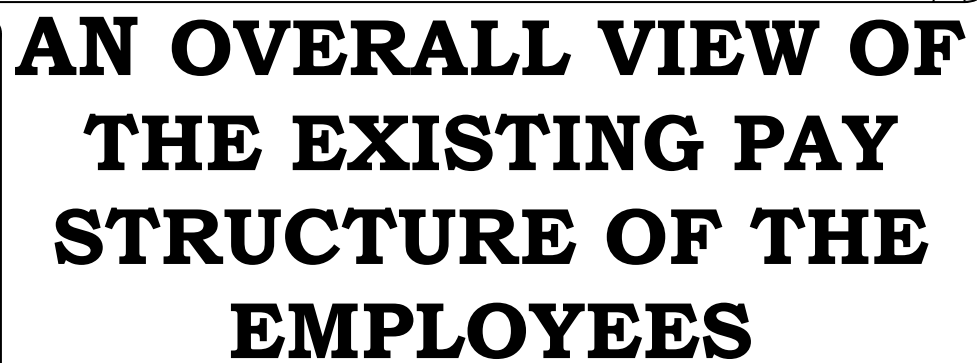
Pay Band	6000-20200		
Grade Pay	2400	Power Pay @ 3%	Pay after Power Pay
Level	2		
Cell			
1	26800	810	27610
2	27600	830	28430
3	28400	860	29260
4	29300	880	30180
5	30200	910	31110
6	31100	940	32040

3.4

PAY MATRIX

Pay Band	6000-20200		8500-26300	10900-34800			19000-39100				37400-67000		67000-79000	75500-80000
Grade Pay as on 31/12/2015	2000	2400	2800	3600	4800	5400 (B)	5400 (A)	6600	7600	8300	8900	10000		
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		(GP 2200 merged to GP 2400)	(GP 2900 merged with GP 2800)	(GP 3000, 3100, 3200, 3300 and 3500 upgraded to GP 3600)	(GP 3800 and 4600 upgraded to GP 4800)	(GP 4800 and 5000 upgraded to newly created GP 5400)								
Entry Pay Index	8500	10440	12100	16230	19450	21480	26570	30030	32920	34940	49100	56200	67000	75500
Cell	2.57	2.57	2.57	2.62	2.62	2.62	2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72
1	21800	26800	31100	42500	51000	56300	70900	80200	87900	93300	131100	152900	182200	205400
2	22500	27600	32000	43800	52500	58000	73000	82600	90500	96100	135000	157500	187700	211600
3	23200	28400	33000	45100	54100	59700	75200	85100	93200	99000	139100	162200	193300	217900
4	23900	29300	34000	46500	55700	61500	77500	87700	96000	102000	143300	167100	199100	224400
5	24600	30200	35000	47900	57400	63300	79800	90300	98900	105100	147600	172100	205100	
6	25300	31100	36100	49300	59100	65200	82200	93000	101900	108300	152000	177300	211300	
7	26100	32000	37200	50800	60900	67200	84700	95800	105000	111500	156600	182600	217600	
8	26900	33000	38300	52300	62700	69200	87200	98700	108200	114800	161300	188100	224100	
9	27700	34000	39400	53900	64600	71300	89800	101700	111400	118200	166100	193700		
10	28500	35000	40600	55500	66500	73400	92500	104800	114700	121700	171100	199500		
11	29400	36100	41800	57200	68500	75600	95300	107900	118100	125400	176200	205500		
12	30300	37200	43100	58900	70600	77900	98200	111100	121600	129200	181500	211700		
13	31200	38300	44400	60700	72700	80200	101100	114400	125200	133100	186900	218100		
14	32100	39400	45700	62500	74900	82600	104100	117800	129000	137100	192500			
15	33100	40600	47100	64400	77100	85100	107200	121300	132900	141200	198300			
16	34100	41800	48500	66300	79400	87700	110400	124900	136900	145400	204200			
17	35100	43100	50000	68300	81800	90300	113700	128600	141000	149800	210300			
18	36200	44400	51500	70300	84300	93000	117100	132500	145200	154300	216600			
19	37300	45700	53000	72400	86800	95800	120600	136500	149600	158900				
20	38400	47100	54600	74600	89400	98700	124200	140600	154100	163700				
21	39600	48500	56200	76800	92100	101700	127900	144800	158700	168600				
22	40800	50000	57900	79100	94900	104800	131700	149100	163500	173700				
23	42000	51500	59600	81500	97700	107900	135700	153600	168400	178900				
24	43300	53000	61400	83900	100600	111100	139800	158200	173500	184300				
25	44600	54600	63200	86400	103600	114400	144000	162900	178700	189800				
26	45900	56200	65100	89000	106700	117800	148300	167800	184100	195500				
27	47300	57900	67100	91700	109900	121300	152700	172800	189600	201400				
28	48700	59600	69100	94500	113200	124900	157300	178000	195300	207400				
29	50200	61400	71200	97300	116600	128600	162000	183300	201200	213600				
30	51700	63200	73300	100200	120100	132500	166900	188800	207200					
31	53300	65100	75500	103200	123700	136500	171900	194500	213400					
32	54900	67100	77800	106300	127400	140600	177100	200300						
33	56500	69100	80100	109500	131200	144800	182400	206300						
34	58200	71200	82500	112800	135100	149100	187900	212500						
35	59900	73300	85000	116200	139200	153600	193500							
36	61700	75500	87600	119700	143400	158200	199300							
37	63600	77800	90200	123300	147700	162900	205300							
38	65500	80100	92900	127000	152100	167800	211500							
39	67500	82500	95700	130800	156700	172800								
40	69500	85000	98600	134700	161400	178000								

CHAPTER-4



**AN OVERALL VIEW OF
THE EXISTING PAY
STRUCTURE OF THE
EMPLOYEES**

CHAPTER –4

AN OVERALL VIEW OF THE EXISTING PAY STRUCTURE, ALLOWANCES, OTHER FACILITIES AND BENEFITS ADMISSIBLE TO THE EMPLOYEES OF DTL/DPCL/IPGCL/PPCL

One of the terms of reference before this Committee is to examine the principles which should govern the structure of pay, allowances, other facilities and benefits, whether in cash or in kind, admissible to the employees of DTL/DPCL/IPGCL/PPCL (hereinafter to be referred as “Government Power Entities”). Accordingly, the Committee is to rationalize the existing pay structure of the employees of these entities and work out pay packages for them that may encourage promotion, efficiency, productivity and economy in the said organizations. The terms of reference of the Committee also provides for suggesting the date from which the revised pay structure, pay, allowances and other benefits shall be applicable to the employees of these organizations.

It shall be necessary to mention that there are two categories of employees working in the Government Power Entities; one comprises of the employees of DVB origin and the other recruited after unbundling, i.e., after 01 July 2002 onwards. The terms & conditions of the employees of DVB origin, as applicable to them prior to unbundling are protected under the Tripartite Agreement dated 28 October 2000 entered into between the management of erstwhile DVB and various employees unions. The Government of NCT of Delhi was also a party to the said Tripartite Agreement. Clauses 3(a) and 3(b) of the tripartite agreement clearly stipulate that the status and service conditions of the employees of erstwhile DVB cannot be changed to their detriment without mutual negotiations and settlements with the recognized unions/associations. Clause 3(b) and Clause 3(h) of the Tripartite Agreement are relevant and are extracted herein below:

“Clause 3(b):*The terms and conditions of service upon transfer to the corporate entities, such as promotions, transfers, leave and other allowances, etc. regulated by existing regulations/service rules e.g. FR/SR will be guaranteed to continue the same and any modifications shall be by mutual negotiations and settlements with recognized unions/associations without detriment to the existing benefits.”*

“Clause 3 (h):*The existing welfare benefits to the retired employees shall continue. All obligations in respect of payment of pension, retirement benefits including provident fund, superannuation pension, encashment of leave, gratuity, LTC, electricity concession, medical benefits, DA and benefits available to the present SC, ST, OBC and all other employees, who have retired and who are going to retire from the services of the Board before the date of restructuring of DVB shall be the responsibility of the Corporate entities and the Trust and guaranteed by the Government of NCT of Delhi.”*

The pay structure, allowances and benefits etc. admissible to the employees of the Government Power Entities have to be worked out by this Committee, keeping in mind the specific agreement between the concerned stakeholders regarding terms & conditions of the employees of the erstwhile DVB, as contained in the Tripartite Agreement referred hereto above.

Prior to 01 July 2002, all the functions, i.e., generation, transmission and distribution of electricity were with the erstwhile DVB. However w.e.f. 01 July 2002, the functions of generation and transmission were retained by the Government of NCT of Delhi with itself and the functions relating to distribution of electricity was transferred to DISCOMS, i.e., TATA Power Delhi Distribution Limited (formerly

known as North Delhi Power Limited); BSES Rajdhani Power Limited and BSES Yamuna Power Limited.

On the date of unbundling i.e. 01 July, 2002, there were 23024 employees of DVB origin which were allocated amongst the above mentioned DISCOMS and the Government Power Entities. Out of the total 23024 employees of DVB origin, 18097 were allocated to the three DISCOMS and the remaining 4927 employees of DVB origin were allocated amongst the Government Power Entities i.e. in DTL (2142) and in IPGCL (2785). There were 10394 pensioners of DVB origin.

It may be mentioned that after unbundling, the manpower in the Government Power Entities was recruited/hired both through direct recruitment as well as by way of outsourcing. As on 01.01.2016, IPGCL/PPCL was left only with 955 employees of DVB origin and DTL/DPCL was left with 1002 employees of DVB origin. On the said date i.e., 01.01.2016, IPGCL/PPCL had 230 employees of different categories, who were recruited after unbundling; in DTL/DPCL, there were 410 employees under different categories, recruited after 01 July 2002. Though the number of serving employees of DVB origin came down substantially, since 01 July 2002 but correspondingly the number of pensioners have increased. There were a total of 21511 pensioners as on 31 January 2019, against 10394 pensioners at the time of unbundling in July 2002. The figure of pensioners as on 31 January 2019 is indicative of the fact that sizeable number of employees of DVB origin allocated amongst different entities including DISCOMS have either retired or died, thereby reducing the number of serving employees of DVB origin and increasing the number of pensioners including family pensioners.

At the outset, this Committee would like to observe that in view of the fact that there are two categories of employees in the Government Power Entities, one of DVB origin and the other those inducted afresh

after unbundling, their pay structure, benefits and allowances cannot be different as there has to be similarity in the matter of their pay. Under the service jurisprudence, the terms & conditions of similarly situated employees cannot be different by any yardstick. We would also like to note that the pay structure, benefits and allowances that were admissible to the employees of DVB origin had always been higher than that admissible to the same category of employees in the Central Government, including the Government of NCT of Delhi. If the pay structure of the employees of DVB origin was higher than the pay structure of the employees of Central Government/Government of NCT of Delhi, the benefit of the same has to be extended to all the serving employees of Government Power Entities also, to avoid any discrimination between them. Indeed the previous Wage Revision Committee has also designed the same pay structure for the employees of DVB origin and those recruited after unbundling. This Committee has carefully examined the underlying principles governing the pay structure of these employees, as recommended by the previous Wage Revision Committee. It may be seen from the report of the previous Wage Revision Committee that it has compressed the pay structure of vast category of employees working with Government Power Entities into seven pay bands carrying different grade pays, mentioned in 38 tables applicable to a set of posts that existed in these entities.

This Committee shall delve upon various Pay Bands and different Grade Pays as provided in tables 1 to 38, annexed as Annexure-II to the office order dated 07 October 2009, whereby the approval of the recommendations of the previous Wage Revision Committee given by the competent authority was conveyed to all concerned.

However before doing that, we would like to note that there is large number of posts in almost all categories that were created decades ago at the time of Delhi Electric Supply Undertaking (DESU) and thereafter continued year after year, without any review of the

functional necessity of such posts. As of now, there are many posts in all the four Companies, viz. DTL/DPCL/IPGCL/PPCL which have become totally redundant and have also lost their relevance primarily because of changed working environment, including but not limited to advanced technology. Not only that many of the sanctioned posts have become redundant as pointed out hereto above, but it shall be equally significant to note that even the functioning of the Government Power Entities has undergone a sea change after unbundling.

Out of the total four Government Power Entities, two namely, Pragati Power Corporation Limited (PPCL) and Indraprastha Power Generation Company Limited (IPGCL) are dealing with the functions of generation of electricity. IPGCL is also working as a nodal agency for Energy Efficiency and Renewable Energy Management (EE&REM), a Centre under the Power Department of the Government of NCT of Delhi, to promote and install solar power system in the area of Delhi. At the time of unbundling, there were total four power plants, two coal based and two gas based, with total capacity was of 792.5 MW. The two coal based power plants having respective capacity of 135 MW and 247.5 MW have been closed down, since unbundling. PPCL further added gas based power plants to its capacity. Presently, the total generation capacity of IPGCL and PPCL is 1971 MW, with gas based power stations only. Presently, no coal based power station is in operation. It is pertinent to mention that gas based power station requires less manpower.

Delhi Transco Limited (DTL) is looking after the functions of transmission of electricity in the area of Delhi. Its existing network consists of 4 numbers of 400kV substations with transformation capacity of 5410 MVA and transmission network of 249.19 circuit kilometers; and 39 numbers of 220kV substations with 12820 MVA transformation capacity and transmission network of 823.84 circuit kilometers.

Although the transmission network and generation capacity have substantially increased after the date of unbundling, but such a huge expansion is not a barometer to assess the number of optimal manpower required to man the present transmission network with the DTL and power stations in IPGCL/PPCL.

Keeping in mind the above change in the generation and transmission capacities and further keeping in mind that certain posts existing for long have become redundant and meaningless, this Committee has made recommendations in the chapter of 'Manpower Management' in regard to the manpower restructuring as under:

“A study of human resource requirement in these companies at different levels should be undertaken on priority basis by engaging an external expert agency, if necessary, for the said purpose. Any such study shall be duly documented by database, keeping in mind the functional necessity for retaining a particular post in the cadre. The posts that may be found redundant or obsolete in view of the changed scenario of the entities should be immediately taken off from the sanctioned strength and the services of such surplus staff, if any, be either utilized elsewhere in other departments under the Govt. of NCT of Delhi, including the Government Power Entities or some scheme should be devised to offer them Special Voluntary Retirement on such terms as may be considered appropriate. Since number of employees have complained about long period of stagnation at a post, especially in non-technical categories, due to lack of vacancies, this Committee recommends that the expert external agency should also study and recommend appropriate hierarchical structure for each cadre.”

Till the time sanctioned strength of existing manpower in DTL/DPCL/IPGCL/PPCL is reviewed, this Committee intends to analyse the pay structure applicable to the existing posts on 'as is

where is' basis applicable to all sanctioned posts in these entities. The manpower in employment of Government Power Entities, whether of DVB origin or otherwise, for the purpose of their pay structure can be conveniently classified into four groups, namely Group-A, Group-B, Group-C and Group-D. A reference to the earlier reports of the previous Wage Revision Committees, as approved by the competent authority from time to time, would indicate existence of large number of pay scales and grade pays. This fact was also taken note of by the previous Wage Revision Committee, headed by Hon'ble Mr. Justice (Retd.) Lokeshwar Prasad. A large number of pay scales in existence, prior to the previous Wage Revision Committee were compressed into seven Pay Bands (wrongly mentioned as 'six' Pay Bands in the report) and were carrying more than 22 Grade Pays, applicable to different posts in the above entities. It shall be significant to note that the pay scales/pay bands, including grade pay in the Central Government as well as Government of NCT of Delhi are different from the pay scales and grade pay applicable to different posts in Government Power Entities. They are different in the sense that the pay scales/pay bands as well as grade pays, applicable to different posts in Government Power Entities are higher than the pay scales/pay bands and grade pay applicable to different posts in the Central Government and the Government of NCT of Delhi.

Before examining the existing pay structure, we consider it necessary to consider the nature of various posts/designations held by the serving employees of the Government Power Entities. There are two types of employees working in these entities, namely, 'technical' and 'non-technical'. The employees in both these categories, i.e., technical as well as non-technical are inducted at all levels, starting from the lowest rung of Peon/Generation Mate/Assistant Line Mate upto the top level. Before embarking upon an inquiry into that aspect of the matter, it may be noted that till 1986, when Sivasanker Committee report came, virtually there was no distinction in the pay structure of

technical and non-technical staff. Difference in the pay structure of technical and non-technical staff started cropping up in due course only thereafter, which has created serious anomalies in the pay structure of technical and non-technical staff. However, the distinction in the pay of the technical and non-technical category of employees in Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited was done away with by an initiative taken by the Board of Directors of these Companies in 2007, though the said distinction in the pay of technical and non-technical staff almost at all levels continued in Delhi Transco Limited, which is stated to be still continuing there till now. The concerned employees affected by the disparity in the pay of technical and non-technical staff in DTL have given their representations for resolving their grievances, arising out of disparity in their pay.

Since, Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited have already done away with the disparity in the pay of their technical and non-technical staff way back in 2007, we do not find any justification in continuing with the disparity in the pay structure of its technical and non-technical staff by Delhi Transco Limited. Even otherwise, in view of the entire change in the working environment of IPGCL, PPCL and DTL with new and more advanced technology coming in place from time to time, increasing requirements of regulatory compliances as well as corporate governance in the post unbundling era and also taking into account the ground realities into consideration, we are of the view that there is hardly any factor left justifying disparity in the pay structure of technical and non-technical cadres and, therefore, we recommend to do away with the existing disparity in the pay structure of technical and non-technical staff in all the four Government Power Entities including Delhi Transco Limited. This recommendation is aimed at to bring uniformity and consistency in the pay structure of the technical and non-technical staff of IPGCL, PPCL, DTL and DPCL.

The Board of Directors of Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited in their respective meetings held on 15th February, 2012 and subsequent meetings held on 07th November, 2012 have also approved Unified Promotion Rules as well as rationalization of scales/grade pay in Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited for Group-B, C and D employees. Similarly, Board of Directors of IPGCL and PPCL in its meeting dated 15th February, 2012 have also rationalized the hierarchy structure of executive cadres. However, the Unified Promotion Policy approved by Indraprastha Power Generation Company Limited/Pragati Power Corporation Limited for its employees was not made applicable to the employees of Delhi Transco Limited/Delhi Power Company Limited and this is stated to have also caused inter-se disparity between the employees of Delhi Transco Limited and Indraprastha Power Generation Company Limited/Pragati Power Corporation Limited.

One of the terms of reference of the present Wage Revision Committee is also to examine the existing anomalies in the pay structure and to suggest steps to remove the same in the prospective pay scales. Several anomalies in the pay scale/grade pay/pay have been brought to the notice of the present Wage Revision Committee by the concerned employees, belonging to all categories. These anomalies have been discussed at appropriate places in the relevant chapters. This Wage Revision Committee has also taken into account the report dated 02 May, 2012 of the Anomalies Committee, constituted by the Government of National Capital Territory of Delhi under the Chairmanship of the then Principal Secretary (Finance). Most of the grievances of the employees stated to have arisen out of the anomalies created by the implementation of the report of previous Wage Revision Committee, seems to have remained unresolved, as is so evident from a combined reading of the report of the Anomalies Committee dated 02 May, 2012, and the representations submitted by the affected employees with this Wage Revision Committee. The

employees in their respective representations have pointed out several anomalies and disparity in their pay scale/grade pay/pay and they have requested the Committee to resolve the said anomalies by rationalising their pay/grade pay.

The members of the Wage Revision Committee-2016 have deliberated amongst themselves in great detail as to how best we may structure the pay and allowances including other benefits and facilities for the employees of the above organizations with minimum financial implications. At the outset, the Committee noted that the structure of pay and allowances of the employees of DTL/IPGCL/PPCL/DPCL, is based by and large on the pay and allowances recommended by the respective Pay Commissions established after every ten years by the Central Government, except that the employees of the above organisations are generally given an additional rise in their pay scales/grade pay between Rs.500 and Rs.1500/- by the respective Wage Revision Committees constituted by the Government of National Capital Territory of Delhi from time to time. This Wage Revision Committee is of the view that the task undertaken by the WRCs is time consuming and also involves lot of expenditure that can be easily saved by providing the employees of DTL/IPGCL/PPCL/DPCL an appropriate additional pay in the name of 'Power Pay' over and above their pay determinable as per the formula recommended by the successive Central Pay Commissions for fixation of pay of the Central Government employees including the employees of the Government of NCT of Delhi in future. In that event the constitution of Wage Revision Committee in future may not be required.

This Wage Revision Committee proposes to devise and design the pay structure for the employees of these Government Power Entities through rationalization by removing the anomalies in their pay, as pointed out by the employees, in such a way that it synchronize to the extent possible with the pay scales and grade pay applicable to

different posts in the Central Government/Government of NCT of Delhi, without causing any financial loss to any of them, in their existing pay structure to obviate the need for constituting Wage Revision Committees in future. Two pronged methodology has been applied by the Committee while undertaking the said exercise, the first is to carve out different Levels meant for different posts in the new pay matrix by reference to the use of Pay Bands recommended by the previous Wage Revision Committee and the other shall be to adjust the Grade Pay in a particular Pay Band in the Levels in the new pay matrix, admissible to the employees of Government Power Entities to work out the entry pay at each Level.

This Committee shall now examine the existing pay structure admissible to the employees of Group-D, Group-C, Group-B and Group-A category, in order to rationalize their pay that may be admissible to them w.e.f 01 January 2016 being the date from which the Seventh Central Pay Commission recommendations are made applicable to the employees of the Central Government and the employees of the Government of NCT of Delhi.

The pay scales and the grade pay made applicable to the employees of Government Power Entities w.e.f 01 January 2006 pursuant to the recommendations of the previous Wage Revision Committee are broadly as under:

S. No	Recommended Pay Band (Rs.)	Grade Pay (Rs.)
1.	6000-20200	2000
2.	6000-20200	2200
3.	6000-20200	2400
4.	8500-26300	2800
5.	8500-26300	2900
6.	8500-26300	3000
7.	8500-26300	3100
8.	8500-26300	3200
9.	8500-26300	3300
10.	10900-34800	3500

11.	10900-34800	3600
12.	10900-34800	3800
13.	10900-34800	4600
14.	10900-34800	4800
15.	10900-34800	5000
16.	19000-39100	5400
17.	19000-39100	6600
18.	19000-39100	7600
19.	19000-39100	8300
20.	37400-67000	8900
21.	37400-67000	9500
22.	37400-67000	10000
23.	75500-80000	NIL
24.	80000 (Fixed)	NIL

It may be seen from the above tabulated statement that the serving employees of Government Power Entities (DTL, DPCL, IPGCL and PPCL) were granted the following pay scales/pay bands with different grade pays w.e.f 01.01.2006:

S. No.	Pay Band	Grade pay
1.	6000-20200	2000, 2200 and 2400
2.	8500-26300	2800, 2900, 3000, 3100, 3200 and 3300
3.	10900-34800	3500, 3600, 3800, 4600, 4800 and 5000
4.	19000-39100	5400, 6600, 7600 and 8300
5.	37400-67000	8900 and 10000
6.	75500-8000	No grade pay
7.	80000 (fixed)	No grade pay

Representations received from the employees of DTL/IPGCL/PPCL/DPCL including grievances pointing out disparity in the channel of their promotion in the respective cadres in comparison to their counterparts in other cadres, though initially recruited at the same level of post with the similar essential qualification, have been examined by WRC and WRC has also pondered over the grievances raised by them during the public hearing. The detailed analysis and recommendations of the Committee on the grievances have been dealt in the respective

chapters for rationalization of pay structure of Category-D, Category-B & C and Category-A.

CHAPTER-5



RATIONALIZATION OF PAY IN GROUP-D POSTS

CHAPTER-5

5. RATIONALIZATION OF PAY IN GROUP-D POSTS

5.1 Analysis of Pay Structure of Group-D

We shall now examine the pay structure and anomalies of the Group-D employees and will make an endeavor to address the same to the extent possible. We deem it relevant to mention here that the 6th Central Pay Commission had, in its report, recommended to merge Group-D posts into Group-C posts and on the same analogy the previous Wage Revision Committee had made recommendations to shift Group-D employees into Group-C category in phased manner but this recommendation of the previous Wage Revision Committee was not approved by the competent authority in view of functional necessity to retain Group-D posts in all the four Government Power Entities, dealing with generation and transmission of electricity. A reference in this regard is made to the OM dated 07 October 2009 issued by the Government of NCT of Delhi conveying the approval of the recommendations of the previous Wage Revision Committee to all concerned. As such, in view of the said OM, Group-D employees continued in all the four Government Power Entities.

The present WRC-2016 has received very few representations from Group-D employees working in IPGCL/PPCL/DTL. However, the Committee has made an endeavor to remove the anomalies in the pay structure of all categories of employees including employees belonging to the Group-D, so that the pay of all from top to the last person in the hierarchy is rationalized once for all.

There are several designations/posts in Group-D in all the four Government Power Entities. As per existing relevant Recruitment Rules, the induction of Group-D employee is in the Pay Band of Rs.6000-20200, carrying three Grade Pays of Rs.2000; Rs.2200 and

Rs.2400. The following chart shall give a bird's eye view of Group-D posts in the four Government Power Entities, i.e., Delhi Transco Limited; Delhi Power Company Limited; Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited:

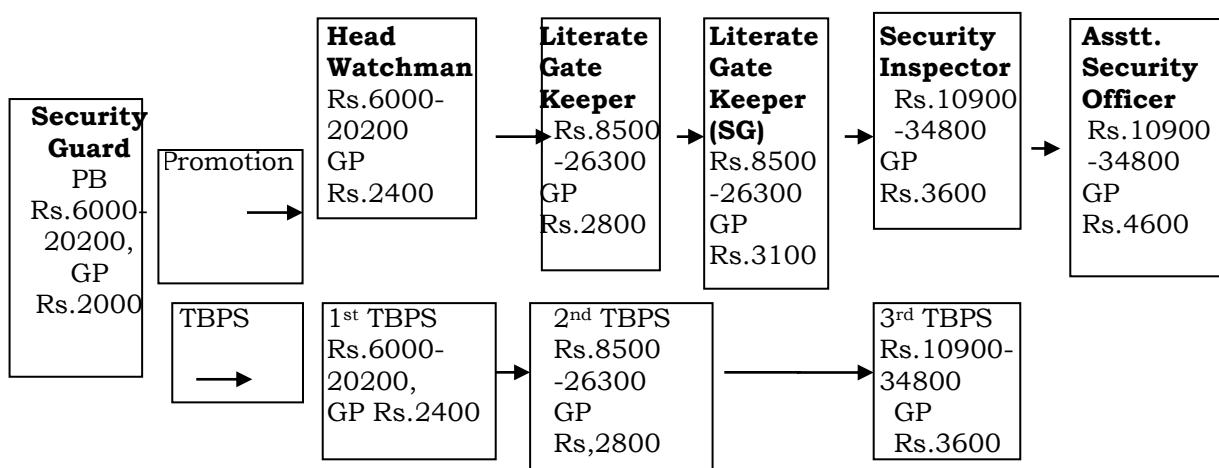
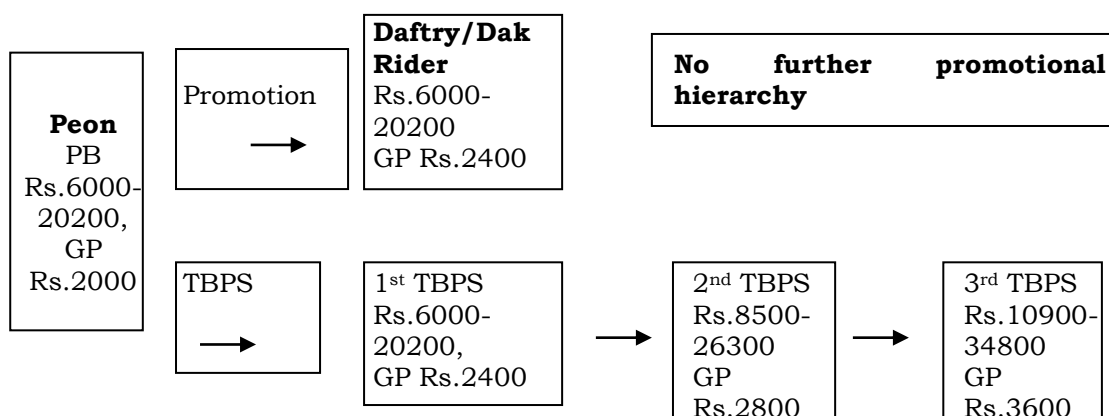
S.No.	Pay scale w.e.f. 1996 (Rs.)	Recommended Pay Band and Grade Pay by previous WRC w.e.f. 2006(Rs.)		Grade Pay and initial start in the Pay Band as approved by GNCTD w.e.f. 2006(Rs.)		Posts as on 31.12.2015 *	
		Pay Band	Grade Pay	Initial Pay	Grade Pay	DTL	IPGCL/ PPCL
1	3200-85-4985	6000-20200	2500	6500	2000	Security Guard/ Gunman, SafaiKaramchari/ Sweeper, Female Attendant, ALM	Peon, Security Guard, Generation Mate
2	3200-85-5155	6000-20200	2600	6400	2200	Jamadar Sweeper, Daftry, Asstt. Blacksmith, Head Watchman, Dresser, Jr. Mistry, Pump Operator, Fitter Mate, Jointer Mate	--
3	4000-100-6000/ 4000-100-6200	6000-20200	2900/ 3000	7940/ 8040	2400	Dak Rider, Sr. Gestener Operator, Asstt. Fitter (B&T)	Daftry, Head Watchman, Dak Rider, Fireman, Carpenter-cum-Fitter, Pump Attendant

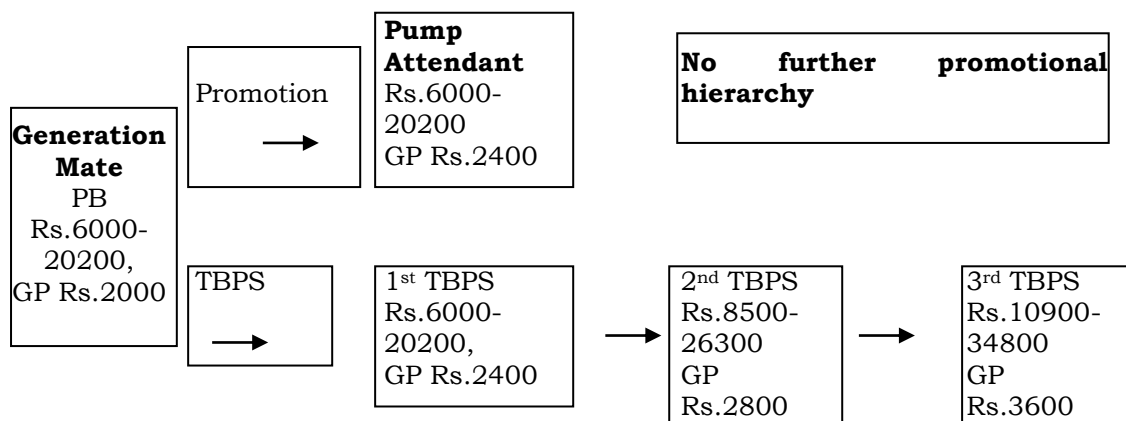
The above chart would show presence of various Group-D employees with different posts/designations inducted in the Grade Pays of Rs.2000, Rs.2200, and Rs.2400 in the Pay Band of Rs.6000-20200. However, the Board of Directors of IPGCL/PPCL, while introducing Unified Promotion Policy w.e.f. 07 November, 2012 has done away with the Grade Pay of Rs.2200 for its employees in Group-D category.

The Committee has been informed that the Grade Pay of Rs.2200 is still retained by DTL/DPCL for its Group-D employees, though the same stands abolished in IPGCL/PPCL. We have assimilated entity-wise details of Group-D employees inducted/promoted by each of the four Government Power Entities in the Grade Pay of Rs.2000, Rs.2200 and Rs.2400 in the Pay Band of Rs.6000-20200.

1. Group-D posts in IPGCL/PPCL in the Grade Pay of Rs.2000 (pay band Rs.6000-20200):

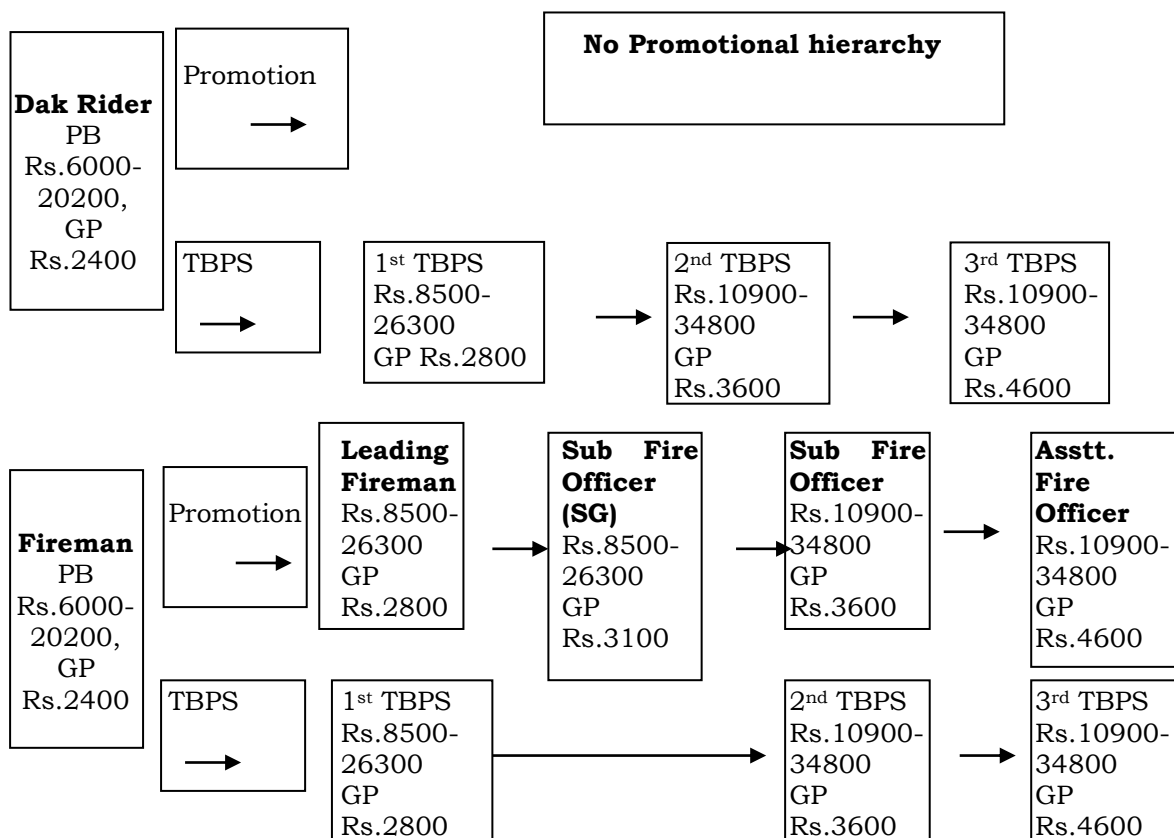
Non-Technical	Technical
Peon, Security Guard	Generation Mate

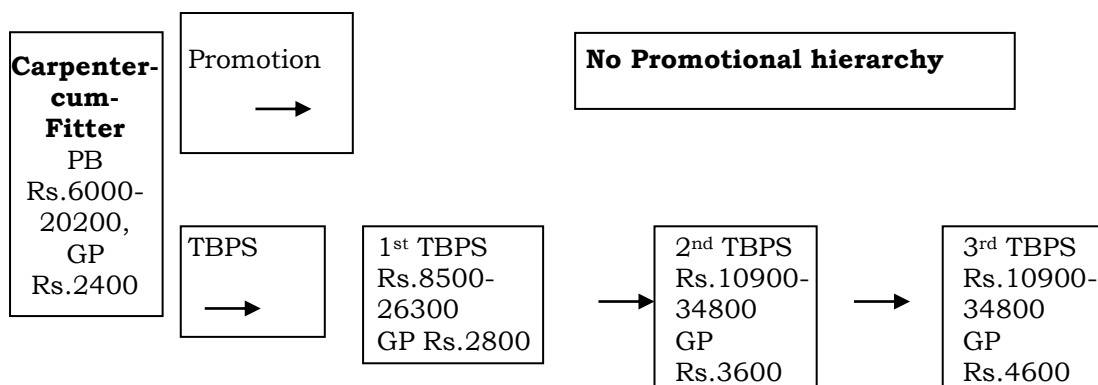




2. Group-D posts in IPGCL/PPCL in the Grade Pay of Rs.2400 (pay band Rs.6000-20200):

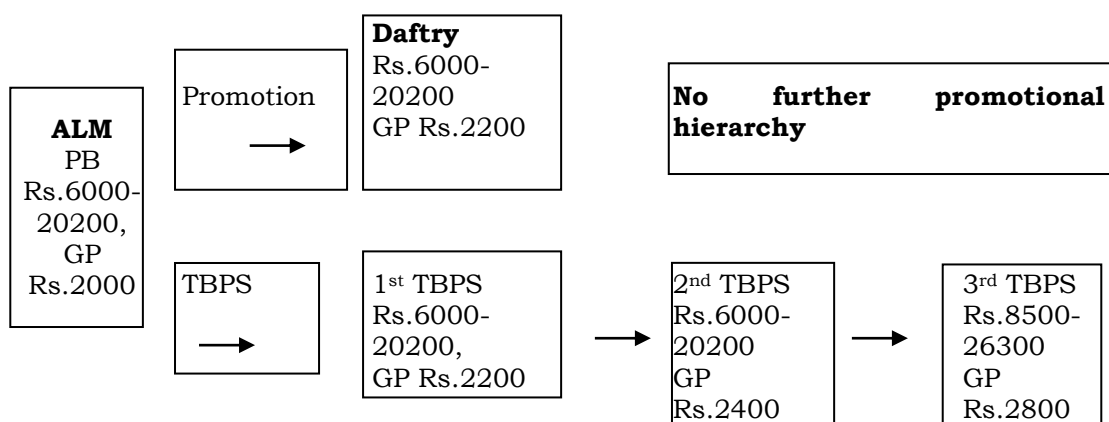
Non-Technical	Technical
Dak Rider	Fireman, Carpenter-cum-Fitter

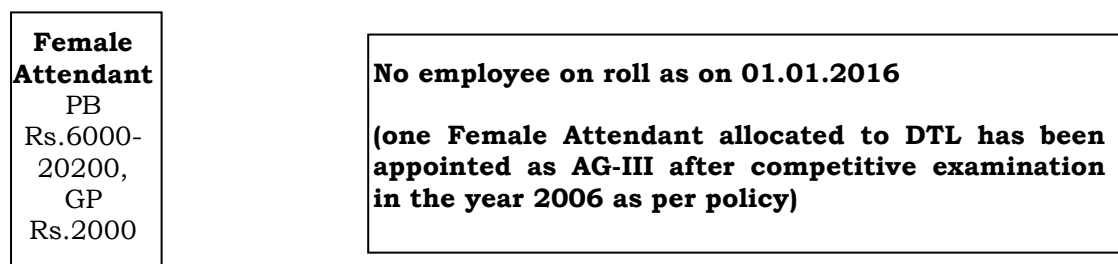
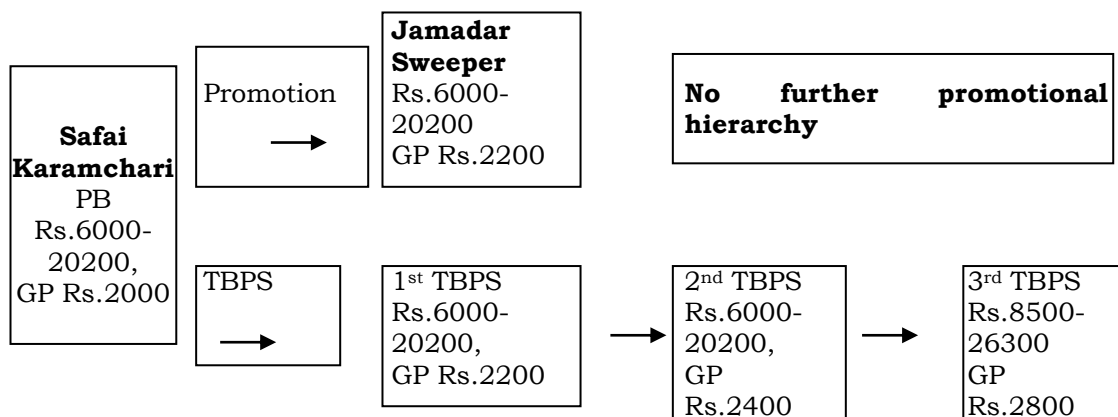
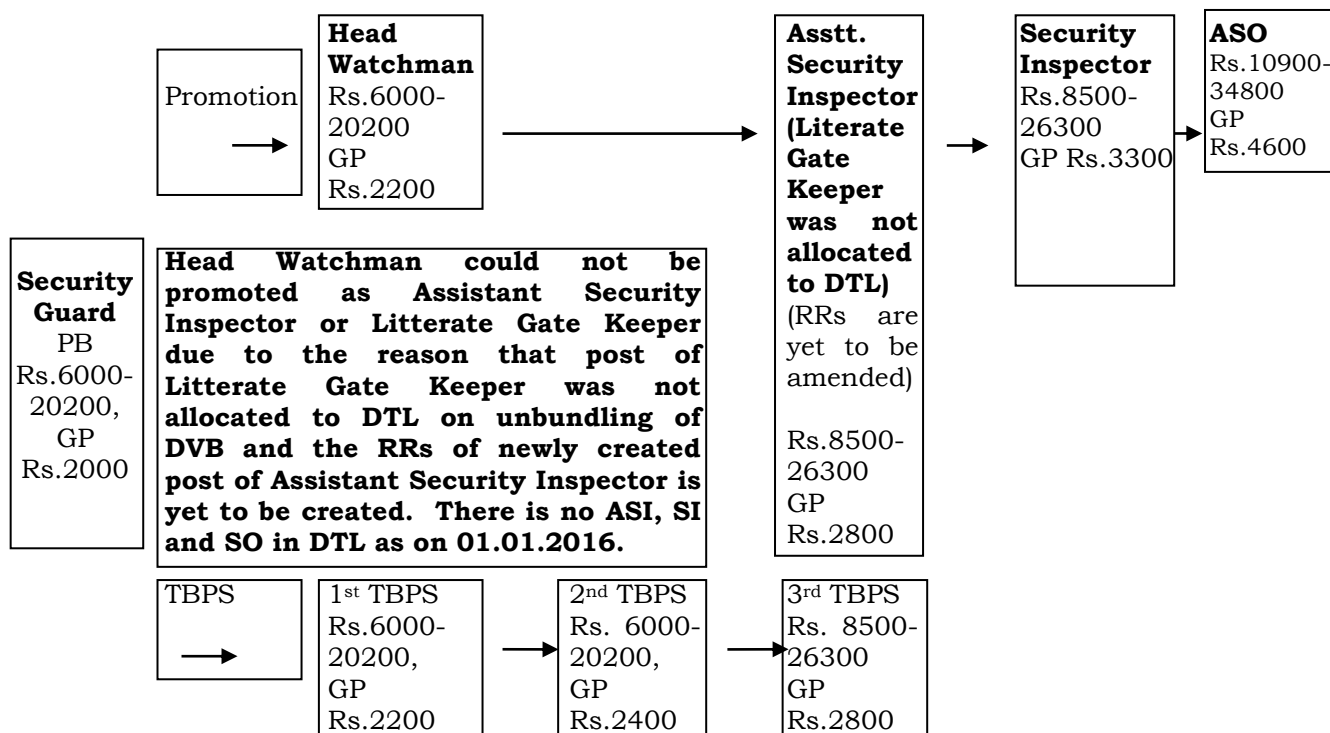




3. Group-D posts in DTL/DPCL in the Grade Pay of Rs.2000 (pay band Rs.6000-20200):

Non-Technical	Technical
Security Guard/Gunman, Safaikaramchari/Sweeper Female Attendant, ALM	ALM





4. Group-D posts in DTL/DPCL in the Grade Pay of Rs.2200 (pay band Rs.6000-20200):

Non-Technical
Dresser

Dresser PB Rs.6000- 20200, GP Rs.2200

No employee on roll w.e.f. 01.01.2016

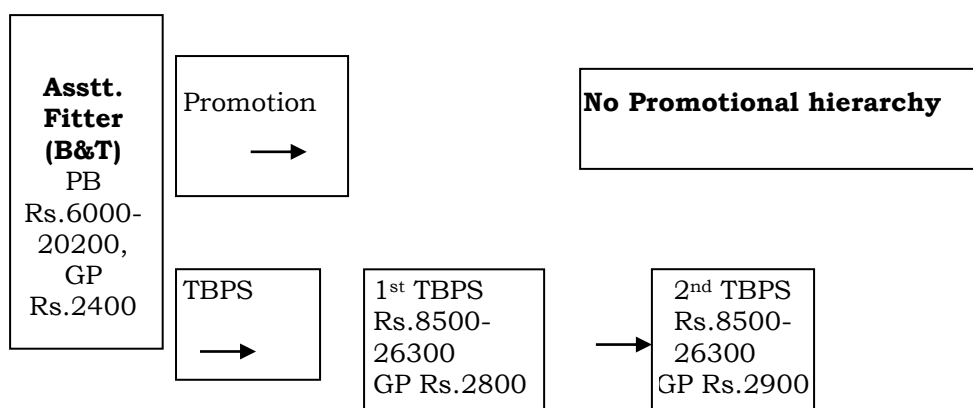
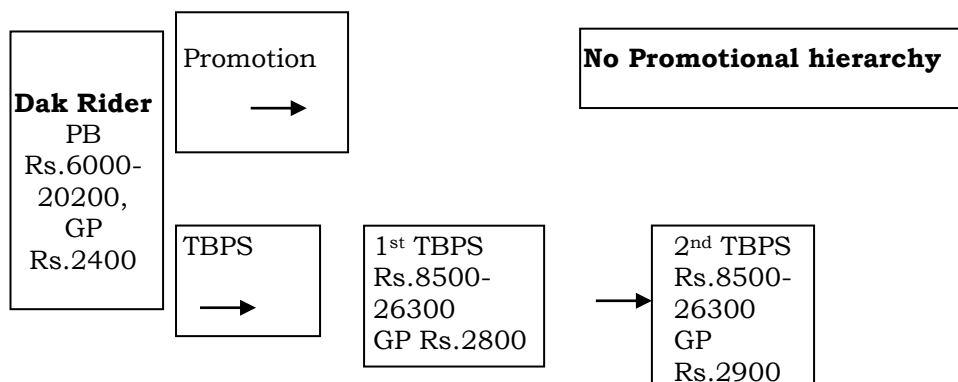
(one employee appointed as Dresser in DESU/DVB period who reportedly expired in the year 2002-2006)

Jr. Mistry Rs.6000- 20200 GP Rs.2200	Promotion →			No promotional hierarchy		
	TBPS →	1 st TBPS Rs.6000- 20200, GP Rs.2400	→	2 nd TBPS Rs.8500- 26300 GP Rs.2800		3 rd TBPS Rs.10900- 34800 GP Rs.4600

There is no employee in the post of Asstt. Black Smith, Pump Operator, Fitter Mate and Jointer Mate in DTL as on 01.01.2016 in the Grade Pay of Rs.2200

5. Group-D posts in DTL/DPCL in the Grade Pay of Rs.2400 (pay band Rs.6000-20200):

Non-Technical	Technical
Dak Rider	Assistant Fitter (B&T)



There is no employee in the post of Sr. Gestener Operator in DTL as on 01.01.2016 and thereafter, till date in the Grade Pay of Rs.2400

5.2 Rationalization

The data contained in the above tabulated statements have been carefully analyzed by this Committee. The common salient feature that emerges from the above tables is that there is virtually no promotion provided for in the relevant rules for Group-D employees after their induction. However, an incumbent appointed as Security Guard, which are also a Group-D post in the Grade Pay of Rs.2000 (Pay Band Rs.6000-20200) has a channel of promotion starting from

Security Guard rising upto the level of Assistant Security Officer (a Group-B post in the Pay Band Rs.10900-34800, carrying Grade Pay of Rs.4600) in IPGCL/PPCL, depending upon qualification as per R&P Regulations, whereas in DTL/DPCL, the promotion of Security Guard stops only at the level of Head Watchman in the Grade Pay of Rs.2200 (Pay Band Rs.6000-20200). The Head Watchman in DTL could not be promoted as Assistant Security Inspector in the hierarchy of promotion meant for Security Guard for the reason that the post of Literate Gate Keeper was not allocated to DTL at the time of unbundling and the RRs of the newly created post of Assistant Security Inspector is yet to be framed. As such there is no Assistant Security Inspector/Literate Gate Keeper, Security Inspector and Assistant Security Officer in DTL/DPCL as of now.

In the same manner, the relevant RRs provide for number of promotions in the cadre of Fireman though initially inducted as Group D employee in the Pay Band of Rs.6000-20200, carrying Grade Pay of Rs.2400 gets promotion in the hierarchy of promotion in his cadre up to the post of Asstt. Fire Officer (a Group B post in the Pay Band of 10900-34800, carrying Grade Pay of Rs.4600, depending upon his qualification as per R&P Regulations).

The only reason for providing a channel of promotion in the category of Security Guard and Fireman appears to be their educational qualification being Matriculation at the time of induction, besides his being an Ex-Serviceman of the rank of Naik or equivalent. There is a heart burning amongst the Group-D employees that they all are inducted in the Grade Pay of Rs.2000 but have different promotional career, in as much as an incumbent appointed to the post of Peon in the Grade Pay of Rs.2000 is promoted only as Daftry in the Grade Pay of Rs.2400 only, whereas a person inducted on the post of Security Guard/Fireman rises upto the rank of Assistant Security Officer/Asstt. Fire Officer in the Grade Pay of Rs.4600 (Pay Band Rs.10900-34800).

It may thus be seen that some of the Group D employees (Security Guard and Fireman) have channel of promotions in their cadres and may reach up to Group B, whereas the others virtually have no promotion meant for them, except to get the benefit of three TBPS. In view of the same, this Committee is confronted with two major issues arising out of the anomalies in the pay of Group-D employees, the first relates to the channel of promotion for them and the other issue pertains to rationalization of pay to bring uniformity and consistency in their pay structure in all the four Government power entities. Both these issues are interconnected and have a bearing on the career progression of Group-D employees working in all the four Government Power Entities.

This Committee proposes to first take up the issue arising out of anomalies in the pay of Group-D employees and to rationalize the same to the extent possible. We wish to clarify at the outset that an exercise for rationalization of pay has been undertaken only with an aim to fix the pay of employees in the appropriate levels of the new pay matrix w.e.f 01.01.2016 without meaning to extend any financial benefit of such rationalization to any of them for the period prior thereto, i.e., for the period before 01 January 2016.

It may be seen from the above Tabulated Statement that Group-D personnel in IPGCL, PPCL, DTL and DPCL are entitled to pay scale/ Pay Band of Rs.6000-20200 with Grade Pay of Rs.2000, 2200, 2400. IPGCL and PPCL have done away with the Grade Pay of Rs.2200 in respect of Group-D employees while implementing Unified Promotion Policy w.e.f. 07.11.2012, however, the Grade Pay of Rs.2200 in the pay scale/Pay Band of Rs.6000-20200 still hold good in DTL and DPCL both at induction and promotional level. With a view to maintain uniformity and consistency of pay in respect of all the four government power entities, we are of the view that it would be appropriate and necessary to do away with the Grade Pay of Rs.2200

at the functional level for Group-D posts in DTL and DPCL also, as has been done by IPGCL and PPCL for its Group-D employees. If the Grade Pay of Rs.2200 is not to be taken into account at the functional level then only two Grade Pays of Rs.2000 and Rs.2400 are left in the pay scale/Pay Band of Rs.6000-20200, meant for Group-D employees. The Committee has been informed that there is large number of designations/posts in Group-D in all the four government power entities both at the induction level and at the promotional level. The information contained in the above tables would further show that the functional Grade Pay of Rs.2400 in the Pay Band of Rs.6000-20200 is admissible to Group D employees both at the induction level and also at the promotional level. It is also clear from the above tables that there are now only two Grade Pays in the pay scale of Rs.6000-20200 in Grade Pay of Rs.2000 and Rs.2400 available for Group-D employees, the one of Rs.2000 applicable at induction level and the other of Rs.2400 available both at induction level and also at the stage of promotion or TBPS as the case may be.

Furthermore, the promotional avenues for all the designations/posts in Group-D are not the same, promotion in Group-D depends upon the designation/post at which an employee is initially inducted. The RRs of all the four Government power entities prescribe different promotional channels for different designations/post in Group-D. Some of the designations/posts in Group-D are even isolated posts with absolutely no opportunity for any promotion during the entire service career. It shall be significant to mention here that as per the policy of erstwhile DVB, its Group-D employees were entitled to three Time Bound Promotional Scales after 10 years, 18 years and 26 years of total regular service counted from the date of induction in a particular pay scale/Grade Pay to avoid stagnation. This TBPS policy of erstwhile DVB is quite distinct from the Modified Assured Career Progression Scheme of Central Government which entitles its employees holding isolated posts only to three financial up-gradations after 10 years, 20 years and 30 years of regular service. The Time Bound Promotional Scales admissible to the employees of

DVB origin under the TBPS policy of erstwhile DESU/DVB are adequately protected under the Tripartite Agreement dated 28 October, 2000 referred to in the preceding paragraphs of this report. Since the employees of DVB origin working in all the four Government entities are entitled to three TBPS, even the other serving employees of these entities recruited after the date of unbundling shall also be entitled to the benefit of the same TBPS policy as against three financial up-gradations given to the employees of the Central Government and the employees of the Govt. of NCT of Delhi as law does not permit to have two different pay structure for same set of employees of the same organisation.

We have already pointed out here-to-above that there are only two Grade Pay of Rs.2000 and Rs.2400 available to Group-D employees in the pay scale of Rs.6000-20200 at functional level, although they are entitled to three Time Bound Promotional Scales in their career with adjustment of regular promotion, if any. The initial Grade Pay of Rs.2000 in the Pay Band of Rs.6000-20200 in Level-1 is admissible to Group-D employees at the induction level and he shall get Grade Pay of Rs.2400 in the same Pay Band of Rs.6000-20200 in the Level-2 at the time of first TBPS or first promotion in the promotional hierarchy available for him in his cadre. What about second and third TBPS or promotions after first TBPS? Obviously, Group-D employee after his first TBPS or promotion in the Grade Pay of Rs.2400 shall move to the next higher level from the previous level in the new pay matrix at the time of each TBPS/promotion. The next higher level meant for second and third TBPS/promotion for Group-D employees shall be the Level-3, corresponding to Pay Band of Rs.8500-26300 with Grade Pay of Rs.2800 and to Level-4, corresponding to Pay Band of Rs.10900-34800 with Grade Pay Rs.3600 respectively in the new pay matrix. In nutshell the career progression for Group-D employees in the new pay matrix applicable from 01.01.2016 shall be as follows:

Level-1: Referable to Pay Band of Rs.6000-20200
Grade Pay Rs.2000

- Level-2:** Referable to Pay Band of Rs.6000-20200
Grade Pay Rs.2400
- Level-3:** Referable to Pay Band Rs.8500-26300
Grade Pay Rs.2800
(Grade Pay of 2900 is bunched and merged with the Grade Pay Rs.2800)
- Level-4:** Referable to Pay Band of Rs.10900-34800
Grade Pay = Rs.3600
(Grade Pay of Rs.3000, Rs.3100, Rs.3200, Rs.3300 and Rs.3500 are bunched and merged into the Grade Pay Rs.3600)

A word about Level-4 of the new pay matrix meant for Group-D employees. Level-4 corresponds to Pay Band of Rs.10900-34800, carrying Grade Pay of Rs.3600. This Committee for reasons recorded elsewhere at appropriate place of this report has recommended for bunching and merging of Grade Pay of Rs.3000, Rs.3100, Rs.3200, Rs.3300 and Rs.3500 into the existing Grade Pay Rs.3600 for which Level-4 has been created in the new pay matrix to rationalize the anomalies in the pay structure of employees in IPGCL and PPCL on the one hand and DTL and DPCL on the other hand.

Prior to introduction of Unified Promotion Policy by IPGCL and PPCL w.e.f. 07 November 2012 in all the four Government power entities, the movement of Group-D employees inducted in the Grade Pay of Rs.2000 used to be in the Grade Pay of Rs.2200, Rs.2400 and Rs.2800 for the purpose of Time-Bound Promotional Scales (TBPS). After IPGCL and PPCL decided to do away with the Grade Pay of Rs.2200 for its employees w.e.f. 07 November 2012, the Group-D employee of IPGCL and PPCL became entitled to three TPBS in the Grade Pay of Rs.2400, Rs.2800 and Rs.3600 respectively, whereas in DTL and DPCL, the three TBPS meant for them was restricted only at Rs.2200, Rs.2400 and Rs.2800. This disparity is the result of doing away with the Grade Pay of Rs.2200 by IPGCL and PPCL. This

Committee for reasons recorded hereto above, has already recommended doing away with the Grade Pay of Rs.2200 for Group-D employees in all the four Government power entities for the sake of uniformity and consistency. The effect of the same shall be that all Group-D employees shall be entitled to three TBPS in the Grade Pay of Rs.2400, Rs.2800 and Rs.3600 and have to be adjusted in the suitable levels of the new pay matrix w.e.f 01.01.2016. Since the RRs do not provide for any promotion for most of the Group-D posts, these Group-D employees shall be entitled to three TBPS as per the policy of erstwhile DESU/DVB and the third TBPS to be granted to them should be in Level-4 of the new pay matrix. We may note that before Unified Promotion Policy was made applicable by IPGCL and PPCL for its employees w.e.f. 07.11.2012, Group D employees even were ending up getting third TBPS in the Grade Pay of Rs.2800 as against which their pay in the new pay matrix shall be fixed taking into account third TBPS in the Pay Band of Rs.10900-34800, carrying Grade Pay of Rs.3600 (Level 4 in the new pay matrix).

The Committee reiterates that employees who have already been granted promotions/TBPS in the pay structure prevailing as on 31.12.2015 shall be suitably placed in the corresponding Levels as recommended in the Pay Matrix as on 01.01.2016. Similarly, the Group-D employees in DTL who have been already promoted/availed the first TBPS Grade Pay of Rs.2200 prior to 01.01.2016 as per prevailing pay structure, their level of Pay shall be suitably replaced as per recommended revised pay structure/Grade Pay in Level-2, corresponding to Grade Pay of Rs.2400 w.e.f. 01.01.2016. Group-D employees in IPGCL/PPCL/DTL/DPCL will get their further promotion/TBPS in the next levels of Level-3 (Grade Pay Rs.2800) and in the Level-4 (Grade Pay Rs.3600) as the case may be.

This Committee for reasons recorded elsewhere at appropriate place of this report has recommended for upgrading Grade Pay of Rs.3800 and Rs.4600 to rationalized Grade Pay of Rs.4800 in the new pay

matrix to be made effective from 01.01.2016. This upgraded Grade Pay is shown in Level-5 of the new pay matrix. All those employees who in any of the four Government Power Entities were in the Pay Band of Rs.10900-34800, carrying Grade Pay of Rs.3800 and Rs.4600 respectively, prior to 01.01.2016 shall be entitled for fixation of their pay in the new pay matrix w.e.f 01.01.2016 in Level-5. Accordingly, Fireman and Security Guard inducted in Group-D shall be eligible for promotion upto the Level-5 as per respective R&P Regulations.

The recommendations made hereto above in respect of Group-D employees shall not only rationalise their pay structure by removing the existing anomalies but would also provide them adequate channel for career progression by way of three time-bound promotional scales after induction as the benefit of TBPS cannot be altered to their disadvantage in view of the Tripartite Agreement between the management and the unions. The Group D employees shall have opportunities of getting two TBPS in the levels i.e. levels 3 & 4 applicable to Group C employees.

We make it absolutely clear that the pay scales/Pay Band and the Grade Pay used and mentioned in the new pay matrix are the result of rationalization done only with an aim to remove the existing disparity and anomaly in the pay of the Group D employees with different nomenclature/designations in all the four government power entities. The rationalization has been done only and only for the purpose of fixation of pay of the employees on 01.01.2016 by creating levels in the new pay matrix. After fixation of pay of the employees in the appropriate levels of the new pay matrix as on 01.01.2016, any reference to the Pay Scales/Pay Band or Grade Pay thereafter shall become wholly irrelevant and inconsequential. For example, if an employee of Group-D post is in the Pay Band of 6000-20200 carrying Grade Pay of Rs.2000 immediately prior to fixation of his pay in the new pay matrix w.e.f. 01.01.2016, he shall on fixation of his pay in

the said matrix be known as Level-1 employee and he upon getting 1st TBPS/promotion shall become Level-2 employee and his levels shall keep rising on each subsequent TBPS/promotions.

5.3 Cadre-wise hierarchy of promotion/TBPS

Cadre-wise hierarchy of promotion/TBPS starting from induction in Group-B & C posts as per the proposed recommendations w.e.f. 01.01.2016 are given in tabulated form in the subsequent paragraphs of this report. However, the promotion in the respective cadre shall be in accordance with the applicable R&P Regulations

Recommended Hierarchy:

Group-D

IPGCL/PPCL

Cadre-1			Cadre-2		
GRADE PAY AS ON 31.12.2015	POSTS	LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016	GRADE PAY AS ON 31.12.2015	POSTS	LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016
4600	Asstt. Security Officer	LEVEL-5 4800 (Upgraded)	4600 (3 rd TBPS)	Asstt. Fire Officer	LEVEL-5 4800 (Upgraded) (3 rd TBPS/ Promotion)
3600 (3 rd TBPS)	Security Inspector	LEVEL-4 3600 (3 rd TBPS/ Promotion)	3600 (2 nd TBPS)	Sub Fire Officer	LEVEL-4 3600 (2 nd TBPS/ Promotion)
3100 (SG)	Literate Gate Keeper (SG)	LEVEL-3 2800 (2 nd TBPS/ Promotion)	3100 (SG)	Sub Fire Officer	LEVEL-3 2800 (1 st TBPS/ Promotion)
2800` (2 nd TBPS)	Literate Gate Keeper		2800 (1 st TBPS)	Leading Fireman	
2400 (1 st TBPS)	Head Watchman	LEVEL-2 2400 (1 st TBPS/ Promotion)	2400	Fireman	LEVEL-2 2400
2000	Security Guard	LEVEL-1 2000			

	Cadre-3	Cadre-4	
GRADE PAY AS ON 31.12.2015	POSTS	POSTS	LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016
3600 (3rd TBPS)	3rd TBPS	3rd TBPS	LEVEL-4 3600 (3rd TBPS)
2800 (2nd TBPS)	2nd TBPS	2nd TBPS	LEVEL-3 2800 (2nd TBPS)
2400 (1st TBPS)	Daftry	Pump Attendant	LEVEL-2 2400 (1st TBPS/Promotion)
2000	Peon	Generation Mate	LEVEL-1 2000

	Cadre-5	Cadre-6	
GRADE PAY AS ON 31.12.2015	POSTS	POSTS	LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016
4600 (3rd TBPS)	3rd TBPS	3rd TBPS	LEVEL-5 4800 (Upgraded) (3rd TBPS)
3600 (2nd TBPS)	2nd TBPS	2nd TBPS	LEVEL-4 3600 (2nd TBPS)
2800 (1st TBPS)	1 st TBPS	1 st TBPS	LEVEL-3 2800 (1 st TBPS)
2400	Dak Rider	Carpenter-Cum-Fitter	LEVEL-2 2400

DTL

	Cadre-1	
GRADE PAY AS ON 31.12.2015	POSTS	LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016
4600	Asstt. Security Officer	LEVEL-5 4800 (upgraded)
3300	Security Inspector	LEVEL-4 3600 (Rationalized) (3 rd TBPS/Promotion)
2800 (3 rd TBPS)	ASI/ Literate Gate Keeper	LEVEL-3 2800 (2 nd TBPS/Promotion)
2400 (2 nd TBPS)	2nd TBPS	LEVEL-2 2400 (Rationalized) (1 st TBPS/Promotion)
2200 (1 st TBPS)	Head Watchman	
2000	Security Guard/ Gunman	LEVEL-1 2000

	Cadre-2	Cadre-3	Cadre-4	
GRADE PAY AS ON 31.12.2015				LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016
--	--	--	--	LEVEL-4 3600 (Rationalized) (3 rd TBPS)
2800 (3 rd TBPS)	3rd TBPS	3rd TBPS	3rd TBPS	LEVEL-3 2800 (2 nd TBPS)
2400 (2 nd TBPS)	2nd TBPS	2nd TBPS	2nd TBPS	LEVEL-2 2400 (Rationalized) (1 st TBPS/Promotion)
2200 (1 st TBPS)	Jamadar Sweeper	Dafttry	1st TBPS	
2000	SafaiKaram chari	ALM	Female Attendant	LEVEL-1 2000

	Cadre-5	Cadre-6	Cadre-7	Cadre-8	Cadre-9	
GRADE PAY AS ON 31.12.2015						LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016
	--	--	--	--	--	LEVEL-5 4800 (Upgraded) (3 rd TBPS)
2800 (2 nd TBPS)	2 nd TBPS	2 nd TBPS	2 nd TBPS	2 nd TBP S	2 nd TBPS	LEVEL-4 3600 (Rationalized) (2 nd TBPS)
2400 (1 st TBPS)	1 st TBPS	1 st TBPS	1 st TBPS	1 st TBPS	1 st TBPS	LEVEL-3 2800 (1 st TBPS)
2200	Asstt. Black Smith	Fitter Mate	Jointer Mate	Dresser	Pump Operator	LEVEL-2 2400 (Rationalized)

	Cadre-10	
GRADE PAY AS ON 31.12.2015		LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016
4600	3 rd TBPS	LEVEL-5 4800 (Upgraded) (3 rd TBPS)
2800	2 nd TBPS	LEVEL-4 3600 (Rationalized) (2 nd TBPS)
2400	1 st TBPS	LEVEL-3 2800 (1 st TBPS)
2200	Jr. Mistry	LEVEL-2 2400 (Rationalized)

	Cadre-11	Cadre-12	Cadre-13	
GRADE PAY AS ON 31.12.2015	POSTS	POSTS		LEVEL IN THE NEW PAY MATRIX W.E.F. 01.01.2016
--	--	--	--	LEVEL-5 4800 (Upgraded) (3 rd TBPS)
2900 (2 nd TBPS)	2 nd TBPS	2 nd TBPS	2 nd TBPS	LEVEL-4 3600 (Rationalized) (2 nd TBPS)
2800 (1 st TBPS)	1 st TBPS	1 st TBPS	1 st TBPS	LEVEL-3 2800 (1 st TBPS)
2400	Dak Rider	Asstt. Fitter (B&T)	Sr. Gestener Operator	LEVEL-2 2400

CHAPTER-6



RATIONALIZATION OF PAY IN GROUP-B & C POSTS

CHAPTER - 6

RATIONALIZATION OF PAY IN GROUP-B&C POSTS

There are both technical and non-technical posts in Group-C as well as in Group-B. This Committee has already recommended maintaining parity in the structure of technical and non-technical categories of employees in all the four Government Power Entities. In line with the said recommendations, the present Wage Revision Committee intends to rationalize the pay structure of Group-B and C employees in such a manner that it provides uniformity and consistency in the progression career of all the employees across the line. As per the previous Wage Revision Committee report, the Pay Band for Group-C employees at induction level was Rs.8500-26300, carrying Grade Pay of Rs.2800, except for the post of Stenographers, Pharmacist etc. where their induction was in the higher Grade Pay. In general Grade Pay of Rs.2800 was the starting GP for Group-C employees appointed to any post, though bearing different designations. The recruitment of employees at this level in Group-C on technical posts used to be made from amongst those possessing essential educational qualification of Matriculation with ITI certificate in the concerned trade. As far as non-technical personnel in Group-C at entry level are concerned, they were required to possess essential educational qualification of Matriculation with knowledge of typing, for appointment in the Grade Pay level of Rs.2800. The following chart prepared from the previous Wage Revision Committee report would show the Pay Band and the Grade Pay granted to Group-B and C employees w.e.f 01.01.2006:

S.No	Pay scale w.e.f. 1996 (Rs.)	Recommended Pay Band and Grade Pay w.e.f. 2006 (Rs.)		Grade Pay and initial start in the Pay Band as approved by GNCTD w.e.f. 2006 (Rs.)	
		Pay Band	Grade Pay	Initial Pay	Grade Pay
	Category – C				
1.	4000-100-7100	8500-26300	3600	9300	2800
2.	4200-100-7100	8500-26300	3700	9560	2900
3.	4200-100-8000	8500-26300	3900	9660	3000
4.	4200-100-9100	8500-26300	4300	9960	3100
5.	4500-125-7500	8500-26300	4400	10230	3200
6.	4500-125-8000	8500-26300	4400	10230	3200
7.	4500-125-8625	8500-26300	4400	10230	3200
8.	4500-125-9125	8500-26300	4500	10230	3300
9.	5000-150-8600	10900-34800	4800	12200	3500
10.	5000-150-9200	10900-34800	4800	12200	3500
11.	5000-150-8750	10900-34800	4800	12200	3500
12.	5500-175-8650	10900-34800	4900	12530	3600
13.	5500-175-9000	10900-34800	5000	12630	3600
14.	5500-175-9175	10900-34800	5000	12430	3800
	Category – B				
15.	5500-175-9875	10900-34800	5200	14460	4600
16.	6500-200-10900	10900-34800	5500	14650	4800
17.	8000-275-13225	10900-34800	6200	16080	5000

It may be seen from the above table that the Pay Band of Rs.8500-26300, starting with the Grade Pay of Rs.2800 is applicable to Group-C employees. Different Grade Pays of Rs.2900, 3000, 3100, 3200 and 3300 in the Pay Band of Rs.8500-26300 and Grade Pay of Rs.3500, Rs.3600 and Rs.3800 in the Pay Band of Rs.10900-34800 are provided for various posts in Group-C and made applicable w.e.f. 01.01.2006. These different Grade Pay of Rs.2900, 3000, 3100, 3200 and 3300 in the Pay Band of Rs.8500-26300 have been provided both at the induction level as well as at promotional stage of Group-C employees.

This Committee in its report has articulated new pay matrix that would apply to all the employees in all the four Government Power Entities w.e.f. 01.01.2016 by providing only 14 Levels (Levels 1-14) and has attempted to bridge the gap in the pay structure of employees at the bottom and at the top level of these Companies.

It is matter of record that after implementation of the report of the previous Wage Revision Committee, the Board of Directors of Indraprastha Power Generation Company Limited (IPGCL) and Pragati Power Corporation Limited (PPCL) in its meeting held on 15 February, 2012 and subsequent meeting held on 07 November, 2012 approved the Unified Promotion Policy (UPP) as well as rationalization of scales/grade pay in IPGCL and PPCL for Group-B, C and D employees, as was done in the case of executive cadre. However, the said Unified Promotion Policy approved by IPGCL/PPCL was not made applicable to the employees of Delhi Transco Limited (DTL)/Delhi Power Company Limited (DPCL) and this is also stated to have caused disparity and discrimination to the employees of DTL.

The post-wise details of Pay Band and Grade Pay applicable to the Group-C employees of IPGCL/PPCL/DTL/DPCL as on 31.12.2015 are as under:-

S.No	Pay scale w.e.f. 1996 (Rs.)	Recommended Pay Band and Grade Pay w.e.f. 2006 (Rs.)		Grade Pay and initial start in the Pay Band as approved by GNCTD w.e.f. 2006 (Rs.)		Posts as on 31.12.2015	
		Pay Band	Grade Pay	Initial Pay	Grade Pay	DTL	IPGCL/PPCL (Post UPP w.e.f. 07.11.2012)
1.	4000-100-7100	8500-26300	3600	9300	2800	AG-III, ASI, Jr.	AG-III, AG-III

						Electronic Asstt., Jr. Tester (Protection), Asstt. Electric Fitter, Jr. Welder, Ferro Printer, Liftman/High speed Lift Man, S/Stn. Attendant Gr. II	(A/c), PA Gr.III, Pharmacist Gr.III, Literate Gate Keeper, Vehicle Driver Gr.III, Senior Dresser, Leading Fireman, Fitter (Elect.) Gr.III, Fitter (Mech.) Gr.III, Mechanic (AC) Gr.III, Draftsman Gr.III, Instrument Mech. Gr.III, Welder Gr.III, Rigger Gr.III, Crane Operator Gr.III, TAG-III, TAG-III (Lab-cum-Analyzer), Machinist/ Turner Gr.III
2.	4200-100-7100	8500-26300	3700	9560	2900	Instrument Repairer & Tester, Oil Filter Operator	--
3.	4200-100-8000	8500-26300	3900	9660	3000	Sub-Station Attendant Gr.-I	--
4.	4200-100-9100	8500-26300	4300	9960	3100	Sports Welfare Inspector, Jr. Personal Asstt. (E), Jr. Personal	As per Unified Promotion Policy, Grade Pay Rs.3100 is

						Asstt. (H), AG-II	<p>treated as Selection Grade w.e.f 07.11.2012 and granted on completion of 5 years of service in the GP Rs.2800.</p> <p>AG-II (SG), AG-II (A/c)(SG), PA Gr.II(SG), Pharmacist Gr.II(SG), Literate Gate Keeper(SG), Vehicle Driver Gr.II(SG), Senior Dresser(SG), Sub Fire Officer(SG), Fitter (Elect.) Gr.II(SG), Fitter (Mech.) Gr.II(SG), Mechanic (AC) Gr.III(SG), Draftsman Gr.II(SG), Instrument Mech. Gr.III(SG), Welder Gr.II(SG), Rigger Gr.II(SG), Crane</p>
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							Operator Gr.III(SG), TAG-II(SG), TAG-II (Lab- cum- Analyzer)(SG), Machinist/ Turner Gr.II(SG)
5.	4500-125-7500	8500-26300	4400	10230	3200	Asstt. Lady Teacher, Sewing&Emb. Teacher, Nursery Teacher (Schools along with teachers had been handed over to GNCTD w.e.f. Dec . 2014)	--
6.	4500-125-8000	8500-26300	4400	10230	3200	Junior Pharmacist	--
7.	4500-125-8625	8500-26300	4400	10230	3200	Vehicle Driver, Sr. Instrument Repairer & Tester	--
8.	4500-125-9125	8500-26300	4500	10230	3300	Security Inspector, Sanitary Inspector	--
9.	5000-150-8600	10900-34800	4800	12200	3500	--	--
10.	5000-150-9200	10900-34800	4800	12200	3500	Drawing Teacher (Schools along with teachers had been handed over to GNCTD w.e.f. Dec . 2014)	--

11.	5000-150-8750	10900-34800	4800	12200	3500	Draftsman Gr.II (Mech.), Draftsman Gr.II (Civil)	--
12.	5500-175-8650	10900-34800	4900	12530	3600	Sr. Electric Fitter, Sr. Electronic Asstt., Sr. Fitter (Civil), Tester (Prot.)	Sr. Assistant (HR), Sr. Accountant (A/c), PA Gr.II, Pharmacist Gr.II, Security Inspector, Vehicle Driver, Sr. Dresser, Sub-Fire Officer, Fitter (Elect.) Gr.I, Fitter (Mech.) Gr.I, Mechanic (AC) Gr.II, Draftsman Gr.II, Instrument Mech. Gr.II, Welder Gr.I, Rigger Gr.I, Crane Operator Gr.II, TAG-I, TAG-I (Lab- cum-Analyzer), Machinist/ Turner Gr.I
13.	5500-175-9000	10900-34800	5000	12630	3600	Head Mistress (Primary), Trained Graduate Teacher, PTI (Schools along with teachers had been handed over to	--

						GNCTD w.e.f. Dec . 2014)	
14.	5500-175- 9175	10900-34800	5000	12430	3800	Senior Pharmacist, Draftsman Gr.I (Civil), Instrument Mech. Gr.I	--

This WRC has noted that due to numerous Grade Pays in Category- 'C' i.e. Rs.2800, Rs.2900, Rs.3000, Rs.3100, Rs.3200, Rs.3300, Rs.3500, Rs.3600 and Rs.3800, the employees in different cadres having same level of qualification are promoted/upgraded with different Grade Pay.

The Recruitment & Promotion Regulations that exist in IPGCL, PPCL and DTL generally provides for career progression by way of promotion on an average interval of 4-5 years at each post, but in actual practice, the employees hardly get any promotion due to lack of vacancies available for such promotion and usually they get only financial up-gradation through Time Bound Promotional Scales (TBPS). It has also been observed that in some cases, there is not much difference between the pay in the existing level and the pay in the next promotional level, which causes discontentment among the employees and it also creates lack of motivation. It is pointed out that in many cadres of Group-'B' and 'C', the promotion is in the same Pay Band with marginal rise in the Grade Pay, while in some other cadres the promotion is in the next higher Pay Band, although the induction in all cadres was in the same Pay Band and Grade Pay.

Few cases of inconsistencies and disparity in hierarchy of promotion relevant to some of the cadres like Assistant Grade-III, Sub-Station

Attendant Gr.II, Assistant Electric Fitter, Junior Elec. Assistant, etc. are tabulated herein below to understand the same:-

Grade Pay (Rs.)	Some Cadres in Group-‘B’ & ‘C’				
5000	Tech. Officer (ITI) ↑	Sr. Shift Officer (ITI) ↑	--	--	Junior Manager (Non- Graduate) ↑
4800	Foreman ↑	Shift Officer ↑	Foreman Elec. ↑	SO ↑	SO ↑
4600	-- ↑	Shift Incharge ↑	-- ↑	AG-I ↑	ASO ↑
3600	Sr. Elec. Fitter ↑	-- ↑	Sr. Elec. Asstt. ↑	-- ↑	Senior Assistant ↑
3100	-- ↑	-- ↑	-- ↑	AG-II ↑	AG-II ↑
3000	-- ↑	S/Stn. Att. Gr.II ↑	-- ↑	-- ↑	-- ↑
2800 (Induction Post)	Asstt. Ele. Fitter	S/Stn. Attendant Gr.II	Jr. Elec. Asstt.	AG-III (DTL)	AG-III (IPGCL)

A reference to the above tabulated statement pertaining to only five cadres in Group-C category would reveal that the personnel in all these five cadres are inducted at the same Grade Pay of Rs.2800, but in the line of promotion in these cadres, there is huge disparity in the Grade Pay in their respective promotional channel. The number of total promotion in these cadres also vary depending on which post an incumbent joins, though at the entry level, their level of qualification is also same for all of them. It may be observed from above table that in the case of Assistant Electric Fitter and Jr. Electronic Assistant, the grade pay of Rs.4600 does not exist in the line of promotional scales and an incumbent in these cadres get promoted from Grade

Pay of Rs.2800 to Rs.3600, thereafter to Rs.4800, whereas in the other cadres of S/Station Attendant Gr.II, AG-III (DTL) and AG-III (IPGCL) the promotion is from Grade Pay of Rs.2800 to Rs.3000/3100 thereafter to Rs.4600 and then to Rs.4800. There are other dissimilarities also in the lines of promotion of employees in these cadres. This is a major concern raised by the concerned employees of the above Government Companies in their representations as well as in the course of public hearing. It is, therefore, necessary to streamline and rationalise the pay structure in the line of promotion of employees belonging to different cadres, so as to eliminate inter-se discrimination between these similarly situated personnel.

6.1 Rationalization

In order to rationalize the pay scales applicable to Group-C employee's w.e.f. 01.01.2016, this Committee recommends Level-3 corresponding to the Pay Band of Rs.8500-26300 with Grade Pay of Rs.2800 for them in the new pay matrix at the time of induction. This Committee has already noted that there are numerous Grade Pays meant for Group-C employees i.e. Grade Pay of Rs.2900, Rs.3000, Rs.3100, Rs.3200, Rs.3300 and Rs.3500 that presently exist in between the Grade Pay of Rs.2800 and Rs.3600, which are either first promotional level or induction level for in different cadres/posts. These Grade Pays meant for different posts in Group C cadre is provided with different approach due to which employees of different cadres are presently placed in different Grade Pays either after getting their first promotion or at the time of induction in Group-C cadre.

It shall be relevant to mention here that there are some posts like Oil Filter Operator, Instrument Repairer and Tester, Mechanic (AC) etc., who were given a little higher Grade Pay of Rs.2900 in the Pay Band of Rs.8500-26300 against Grade Pay of Rs.2800 in the same Pay Band of Rs.8500-26300 given to other posts in Group-C. The

Committee has been informed that most of the above mentioned posts have outlived their utility and that only few employees in the grade pay of 2900 are left on the roll call of IPGCL, PPCL, DTL and DPCL and they are also stated to be on the verge of retirement. These employees are stated to have already availed promotions/TBPS admissible to them under the relevant Recruitment and Promotion Regulations. Keeping in mind the redundancy of such posts as of today, this Committee is of the view that no prejudice shall be caused to such employees inducted in the slight higher Grade Pay of Rs.2900 based on their possessing qualification of Matriculation pass with ITI certificate in the concerned trade recruited in the regime of DESU/DVB in the event the above category of employees entitled to grade pay of 2900 as per existing R & P Regulations being placed in Level-3 (corresponding to Pay Band of Rs.8500-26300 with Grade Pay of Rs.2800) in the new pay matrix w.e.f. 01.01.2016 at the induction level. We recommend accordingly to consider fixing the pay of all such employees who are in the Grade Pay of Rs.2900 in the induction Level-3 (corresponding to Pay Band of Rs.8500-26300 with Grade Pay of Rs.2800) w.e.f. 01.01.2016, however the pay of such employees in this level shall be adequately safeguarded by taking into account their last drawn pay for fixing their pay in the Level-3 of the new pay matrix.

This Committee has also noted that as per the recommendations of the previous Wage Revision Committee, the induction level pay of Stenographers, Pharmacist, Welfare Officer, Vehicle Drivers etc., in all the four Government Power Entities was in the Pay Band of Rs.8500-26300 carrying different grade pays i.e. 3100 or 3200 w.e.f. 01.01.2006. However, IPGCL & PPCL while introducing Unified Promotion Policy for its employees in 2012 downgraded the grade pay of Stenographers, Pharmacist and Vehicle Drivers and placed them all in the grade Pay of Rs.2800 (Pay Band of Rs.8500-26300) though in DTL and DPCL Stenographers, Pharmacist and Vehicle Drivers continued getting their pay as per recommendations of the previous

wage revision committee i.e. the grade pay as applicable to them prior to Unified Promotion Policy brought in place by the IPGCL/PPCL in 2012.

It shall be pertinent to note that the Vehicle Drivers in the regime of DESU/DVB used to be appointed by promotion from amongst the Vehicle Cleaners. No formal education was required for a person to be considered for his appointment to the post of Vehicle Cleaner in the erstwhile DESU/DVB. The Vehicle Cleaners who in due course learnt driving and acquired HTV driving license were used to be considered for promotion and appointed as Vehicle Drivers in DESU/DVB provided they were 8th pass. It is further pertinent to note that all the employees other than Vehicle Drivers in Group-C are better qualified in terms of qualification and experience as compared to Vehicle Drivers. In these circumstances this Committee is of the view that no prejudice shall be caused to the Vehicle Drivers if they are placed in Level-3 corresponding to the Grade Pay of Rs.2800 in Pay Band of Rs.8500-26300 at the time of their induction and thereafter make them eligible for grant of three Time Bound Promotional Scales from the induction Level-3 up to Level-6. Accordingly, this Committee recommends appointing the Drivers henceforth in Level-3 of the new pay matrix corresponding to the pre-revised Pay Band of Rs.8500-26300 in the Grade Pay of Rs.2800 in all the four Government Power Entities. However, the pay of such employees in this level shall be adequately safeguarded by taking into account their last pay drawn for fixing their pay in Level-3 of the new pay matrix w.e.f. 01.01.2016.

In the case of Pharmacist, the minimum educational qualification required for appointment to the post is 10+2 plus two years diploma in Pharmacy and registration with State Pharmacy Council. Similarly, the Stenographer is also better qualified as compared to AG-III as he holds higher qualification of stenography. In view of the fact that the induction level grade pay of the Pharmacist and Stenographer always used to be higher than the pay of AG-III and equivalent in the pre

UPP regime in IPGCL/PPCL/DTL/DPCL, the Committee is of the view that downgrading the Grade Pay of the Pharmacist and Stenographers to Rs.2800 by IPGCL & PPCL through UPP brought in place in 2012 is not justified. As the unified promotion policy of IPGCL/PPCL was not implemented by the DTL/DPCL, the Pharmacists and Stenographers working there continued getting grade pay of 3200/3100 which they were already getting. In order to bring uniformity and consistency in the pay structure of the Stenographer and Pharmacist in all the four Government Power Entities and also having regard to the fact of their possessing higher qualification and experience than other employees in category C at the time of their induction, this Committee is of the view that the Pharmacists and Stenographers deserves a better pay than the pay of other employees in Group C, We, therefore, recommend to fix the pay of the Pharmacists and Stenographers in level 4 (Corresponding to Pay Band of 10900- 34800 and grade pay of 3600) w.e.f. 01.01.2016. The Pharmacists and Stenographers are even otherwise entitled for fixation of their pay in Level 4 of the new pay matrix having regard to the fact that prior to 01.01.2016 they, as per the report of previous wage revision committee, were in the grade pay of 3200 and 3100 which has been recommended by this committee to be upgraded to the grade pay of 3600 for reasons given in the report.

The Committee has taken note that Indraprastha Power Generation Company Limited and Pragati Power Corporation Limited have through Unified Promotion Policy, 2012 introduced non-functional selection Grade Pay of Rs.3100 in between the Grade Pay of Rs.2800 and the Grade Pay Rs.3600. In order to bring uniformity to bring uniformity in the pay structure of all Group C employees, this Committee recommends doing away with the non-functional selection grade of Rs.3100 in IPGCL and PPCL. In case any employee who has already been granted the non-functional selection grade of Rs.3100 in IPGCL and PPCL till 31.12.2015, his pay shall be fixed in Level-3 (corresponding to the Grade Pay of Rs.2800), however, his last pay

drawn as on 31.12.2015 in the non-functional selection grade of Rs.3100 shall be protected while fixing his pay on 01.01.2016 in Level-3 of the new pay matrix.

In view of the above, this committee recommends that the first promotional level after the Grade Pay of Rs.2800 (Level-3 in the pay matrix) shall be in the Grade Pay of Rs.3600 in the Pay Band of Rs.10900-34800 (Level-4 in the pay matrix) w.e.f. 01.01.2016.

In the Pay Band of Rs.10900-34800, the Grade Pay of Rs.3800 also exists for Category-C employees. Presently, there are three Grade Pays of Rs.4600, Rs.4800 and Rs.5000 in all the four Government Power Entities in Group-‘B’ for both technical as well as non-technical employees. To rationalize and streamline the promotional channel, Committee recommends to bunch and merge the Grade Pay of Rs.3800 and Rs.4600 in the rationalized upgraded Grade Pay of Rs.4800 in the Pay Band of Rs.10900-34800 in Level-5 in the new pay matrix. Accordingly, all such employees having pre-revised Grade Pay of Rs.3800 and Rs.4600 as on 31.12.2015 shall stand upgraded and are recommended to be fixed in Level-5 (corresponding to Grade Pay of Rs.4800 in the new pay matrix) w.e.f. 01.01.2016. All Group-C employees who till the date of implementation of report of this Committee were in the Grade Pay of Rs.3800 and Rs.4600 in the Pay Band of Rs.10900-34800 upon promotion/TBPS shall be treated as if they were in the Grade Pay of Rs.4800 in Level-5 as applicable to them in the new pay matrix from the effective date of implementation of this report without any monetary benefit for the back period. Consequently we would like to clarify that all Group-C employees who got 1st or 2nd TBPS/Promotion in the Grade Pay of Rs.2800 shall w.e.f. 01.01.2016 be entitled to next TBPS/Promotion as per TBPS policy/R & P Regulations in level 4 of the new pay matrix (corresponding to grade pay of 3600).

This Committee has noted from the records of IPGCL, PPCL, DTL and DPCL that there are certain posts in the pre-revised Grade Pay of Rs.4800 and Rs.5000 in the promotional hierarchy of Group-C employees but promotion in these Grade Pays is in the same Pay Band of Rs.10900-34800. As a measure of rationalization and to condense the pay scales for the employees in the new pay matrix w.e.f. 01.01.2016, the Committee recommends to merge the pre-revised Grade Pays of Rs.4800 and Rs.5000 into an upgraded Grade Pay of Rs.5400 (B) reflected in Level-6 of the new pay matrix only for those employees who are promoted from the pre-revised Grade Pay of Rs.4600 to the pre-revised Grade Pay of Rs.4800. The Committee further recommends that the posts in the pre-revised Grade Pays of Rs.4800 & Rs.5000 be also amalgamated into one post on the same lines, as was recommended by the 6th CPC in case of Jr. Accounts Officers and Assistant Accounts Officers in the Central Government vide office order No.2-9/2009-SPG dated 28 August, 2009, issued by the Govt. of India. Our recommendations for merging of pre-revised Grade Pay of Rs.4800 & Rs.5000 into an upgraded Grade Pay of Rs.5400 (B) for the purpose of rationalization and fixation of pay in the pay matrix w.e.f. 01.01.2016 shall provide more promotional opportunities to all those in the pre-revised Grade Pay of Rs.4600, as more posts for such promotion shall become available to them after consolidating the posts in the existing Grade Pay of Rs.4800 & Rs.5000. We accordingly recommend to merge the pre-revised Grade Pay of Rs.4800 and Rs.5000 in the upgraded Grade Pay of Rs.5400 (B) [Level-6 in the new pay matrix], subject to an exception that pay of those employees in all the four Govt. Power entities, who got TBPS/promotion in the pre-revised Grade Pay of Rs.4800 directly from the Grade Pay of Rs.3600 without first touching the pre-revised Grade Pay of Rs.4600 generally applicable after Grade Pay of Rs.3600, shall be fixed in Level-5 of the new pay matrix, corresponding to pre-revised Grade Pay of Rs.4600. This exception for Level-5 has been made keeping in mind that all the employees of IPGCL, PPCL, DTL and DPCL, prior to 01.01.2016 normally got

promotion/TBPS after Grade Pay of Rs.3600 in the Grade Pay of Rs.4600 and that the benefit of Grade Pay of Rs.4800 straight from the Grade Pay of Rs.3600 is presently available only to very few posts in Group-C. Such an exception shall have the effect of resolving the anomaly in the pay of employees inducted in Group-C with similar qualification in the same pay scale at the time of induction with similar promotional hierarchy under the R & P Regulations. We, however, make it clear that the pre-revised Grade Pay of Rs.4800 in respect of those who got the said Grade Pay, prior to 01.01.2016 from Grade Pay of Rs.4600 shall stand upgraded to Grade Pay of Rs.5400 (B) (Level-6 in the new pay matrix) w.e.f. 01.01.2016 and shall be dealt with in the manner indicated herein below.

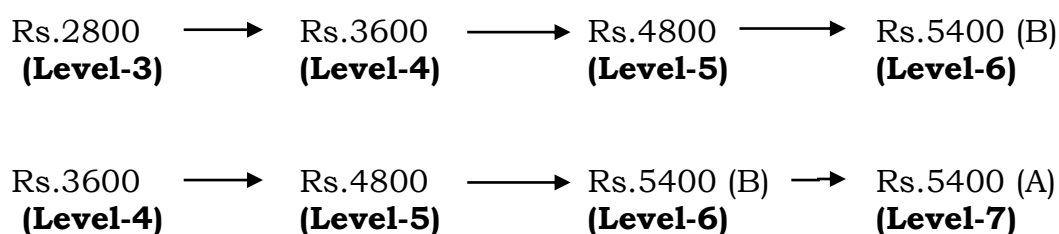
For those employees who got the promotion/TBPS of Grade Pay of Rs.4800 directly from the Grade Pay of Rs.3600 without first touching the pre-revised Grade Pay of Rs.4600 and thereafter got Grade Pay of Rs.5000 either under TBPS policy or by way of promotion as per R & P Regulations prior to 01.01.2016, the pay of all such employees in the Grade Pay of Rs.5000 is recommended to be fixed in Level-6 of the new pay matrix corresponding to the upgraded rationalized Grade Pay of Rs.5400 (B) w.e.f. 01.01.2016.

The Committee reiterates that the Category-‘C’ employees having induction in the Grade Pay of Rs.2800 who have already been promoted or have availed the third TBPS prior to 01.01.2016 as per existing pay structure their Pay w.e.f. 01.01.2016 shall be suitably fixed in Level-6 [corresponding to Grade Pay of Rs.5400 (B)] of the new pay matrix.

The Group-‘C’ employees who were inducted in the pre-revised Grade Pay of Rs.3600 or in the deemed upgraded grade pay of 3600 and in case they have already been promoted or got the TBPS in the grade pay of 4800 (without getting grade pay of 4600) prior to 01.01.2016, the pay of all such employees w.e.f. 01.01.2016 shall be suitably fixed

in Level-6 [corresponding to Grade Pay of Rs.5400 (B)] in the new pay matrix). Their pay on subsequent promotion/TBPS on or after 01.01.2016 shall be suitably fixed in Level-7 (corresponding to the Grade Pay of Rs.5400 (A)).

It may therefore be seen from the above recommendations that the movement of Group-C employees inducted in the Grade Pay of Rs.2800 (Level-3 of the new pay matrix) and employees inducted in the Grade Pay of Rs.3600 (Level-4 of the new pay matrix) shall be as under:



6.2 Grant of Non-Functional Selection Grade (NFSG)/ Non-Functional Up-gradation (NFU)

This Committee has noted the decision already taken by the Board of Directors of all the four Government Power Entities to grant Non-Functional Selection Grade (NFSG) in the Pay Band of Rs.19000-39100 carrying Grade Pay of Rs.5400 (A) (Level-7 in the new pay matrix) to all those technical and non-technical employees who hold the post in the pre-revised Grade Pay of Rs.4800 (Pay Band of Rs.10900-34800) for four years prior to 01.01.2016 subject, however, to the condition that all such employees shall continue to be treated in Group-B though given the level of Group A employee in the new pay matrix. This Committee is of the view that the pay of all such employees who have already got the benefit of NFSG in the Pay Band of Rs.19000-39100 (GP of Rs.5400 (A)) before 01.01.2016 shall be fixed in Level-7 of the new pay matrix. Since the pre-revised Grade Pay of Rs.4800 and Rs.5000 (PB 10900-34800) has now been

upgraded to Rs.5400 (B) (PB 10900-34800) in Level-6 of the new pay matrix, the Committee recommends that the pay of those technical and non-technical employees in the pre-revised grade pay of 4800/5000 and have got the benefit of NFSG before 01.01.2016 shall be fixed in Level 7 of the new pay matrix (corresponding to Rs.19000-39100 with Grade Pay of Rs.5400 (A) by way of Non-Functional Upgradation (NFU) though they shall continue to be considered as Group-B employees till their regular promotion in Group-A. We, however, clarify that any employee who has been granted NFSG/NFU in Level-7 but becomes subsequently eligible for Time Bound Promotion Scale shall not be entitled for TBPS in the next level of the new pay matrix as his entitlement to TBPS shall be deemed to have been subsumed in the NFSG in Level 7. However, his entitlement for any further promotion/TBPS in the next level as per R & P Regulations shall remain unaffected.

We, however, would like to clarify that Level-7 in the new pay matrix shall be used both for functional and non-functional purposes. Non-functional would mean when the up-gradation from Level-6 to Level-7 is not against any sanctioned post, but is based only on time of four years of regular service against a post spent in the previous Level-6. An incumbent granted NFSG/NFU/TBPS in Level-7 shall not be entitled to allowances specifically meant for level-7 post until he gets promotion at the functional level in Level-7.

6.3 Cadre of Junior Engineer

While we discuss Level-6 and Level-7 in the new pay matrix, we deem it relevant to specifically deal with the pay structure applicable to Junior Engineers in all the four Government Power Entities. As per the report of previous Wage Revision Committee made applicable to Group 'B' employees of IPGCL, PPCL, DTL & DPCL, Junior Engineers in Group 'B' were inducted in the Grade Pay of Rs.4600 in the Pay Band of Rs.10,900-34,800. The appointment of Junior Engineers in these organizations is both by direct recruitment as well as by

promotion against the sanctioned posts. The quota for promotion as Junior Engineer is earmarked in the relevant Recruitment and Promotion Regulations. The feeder cadre for promotion to the post of Junior Engineer is widespread and is shown to exist almost in all cadres, whether technical or non-technical posts. So much so, the channel of promotion for departmental promotion as Junior Engineer is thrown open even to Group-D employees. The feeder cadre for promotion under the departmental promotion quota meant for Junior Engineer thus comprises of both Group-C and Group-D employees. The only condition for eligibility for promotion as Junior Engineer from the feeder cadre is that the incumbent should possess at least ITI certificate in Electrical or Mechanical trade.

The appointment of Junior Engineers is also by way of direct recruitment and the eligibility under this category is that the incumbent must possess either Diploma or Degree in Engineering. Prior to 01.01.2016, the starting pay of Junior Engineer used to be in the Pay Band of Rs.10900-34800 with Grade Pay of Rs.4600. This pay structure is made applicable to all Junior Engineers, whether appointed by way of direct recruitment or through promotion. This Committee has recommended fixation of pay of Junior Engineers w.e.f 01.01.2016 in Level-5 of the new pay matrix (upgraded GP of Rs.4800 instead of Rs.4600).

An incumbent after his appointment as Junior Engineer through direct recruitment in the Pay Band of Rs.10900-34800 with pre-revised GP of Rs.4600 is entitled to further promotion under the relevant Recruitment and Promotion Regulations. The next promotion of direct recruit Junior Engineer is to the post of Assistant Manager in the Pay Band of Rs.19000-39100 (GP Rs.5400 A)[Level-7 in the new pay matrix, applicable w.e.f. 01.01.2016]. His further promotions are as per the relevant Recruitment and Promotion Regulations.

A person who comes as Junior Engineer through promotional quota also starts upon such promotion in the Pay Band of Rs.10900-34800 with pre-revised Grade Pay of Rs.4600, as is applicable to the direct recruit Junior Engineer.

We make it clear that an employee promoted as Junior Engineer under the promotional quota shall be entitled to subsequent promotion/TBPS as per erstwhile policy of DVB in this regard, except that in future the employees in the feeder cadre possessing only ITI certificate in the concerned trade shall not be eligible to be considered for promotion as Junior Engineer under the promotion quota. We have taken this recourse, keeping in mind not to cause any adverse consequence of our said recommendation in respect of those ITI certificate holders, already promoted as Junior Engineer by protecting them in all respects but at the same time not to keep out of sight the role and responsibilities expected of Junior Engineers in the present era of advanced technology and a major shift from manual to automation. If Diploma/Degree in engineering is the essential qualification for eligibility under the direct recruitment quota, then we do not find any reason not to prescribe the same qualification under the relevant Recruitment and Promotion Regulations, even under the promotion quota meant for future. The Committee has also observed that for departmental candidates, there is no uniformity in IPGCL/PPCL/DTL/DPCL in regard to the promotional quota as well as qualifying service period requirement to appear in the departmental competitive examination for the post of Junior Engineer. We accordingly recommend amending the relevant Recruitment & Promotion Regulations by the concerned Government Power Entities to bring their promotion rules prescribing Degree/Diploma in engineering as an essential qualification as well as uniform service experience in the feeder cadre, for being considered for promotion as Junior Engineer under the departmental promotion quota. This measure will facilitate uniform promotion in the cadre of JEs. The rationalization of pay structure of Junior

Engineer in terms of recommendations of present Wage Revision Committee shall be done as on 01.01.2016 by allocating appropriate Level in the new pay matrix, recommended by this Committee for the purpose of fixation of their salary.

6.3.1 Anomalies & disparities in the cadre of Junior Engineer in Group-B

The grievance regarding anomaly in the Pay Band and Grade Pay before this Committee has been made by ITI holders Junior Engineers of DTL/DPCL, promoted from the Group 'C' post. They have submitted that after their induction to the post of JE, they are entitled to be treated at par for the purpose of further promotion or grant of TBPS with Degree/Diploma holder Junior Engineers, recruited by way of direct recruitment from open market. It is pointed out by the ITI holders JEs that they are discriminated while granting them TBPS as they are given GP of Rs.5000 only, though Degree/Diploma holders who also have a GP of Rs.4600 initially, are given the next Pay Band of Rs.19000-39100 with GP of Rs.5400. The ITI holders JEs have requested for grant of the same GP of Rs.5400, in the Pay Band of Rs.19000-39100 to them and bring them at par with Degree/Diploma holders JEs.

The grievance raised by ITI holders JEs mentioned hereto above, has been carefully considered by this WRC, taking into account the RRs applicable in the hierarchy of promotion in the cadre of Degree/Diploma holders JEs as also applicable to ITI holders JEs. This Committee has already recommended in the preceding paragraphs that an employee promoted as Junior Engineer under the promotional quota shall be entitled to subsequent promotion/TBPS as per erstwhile policy of DVB in this regard.

As per R&P Regulations, the next functional promotion in the cadre of Junior Engineer in DTL with Degree/Diploma qualification is to the post of Assistant Manager (Technical) in the Grade Pay of Rs.5400 (A)

and thereafter, to the post of Manager (Technical) in the Grade Pay of Rs.7600 and so on. Whereas, in IPGCL/PPCL, the next functional promotion in the cadre of Junior Engineer is to the post of Technical Officer, Assistant Manager (Technical) and Manager (Technical) in the Grade Pay of Rs.4800, Rs.5400 (A) and Rs.7600 respectively. The Committee has been informed that the post of Technical Officer in the Grade Pay of Rs.4800 has been introduced in IPGCL/PPCL, through Unified Promotion Policy implemented in 2012 and before implementation of UPP, the post of Technical Officer in the Grade Pay of Rs.4800 was not there in the cadre of Junior Engineer in the Company. In order to maintain parity in IPGCL/PPCL/DTL/DPCL, this Committee recommends that IPGCL/PPCL shall follow the same pattern of promotion for Junior Engineers as is prevalent in DTL w.e.f. 01.01.2016 to avoid any ambiguity.

The Committee is of the view that the JE with ITI qualification shall be entitled to three Time Bound Promotional Scales as available to JE with Degree/Diploma qualification. Accordingly, the JE (ITI) after his induction in Level-5, corresponding to Grade Pay of Rs.4800 (pre-revised Grade Pay Rs.4600) in the Pay Band of Rs.10900-34800 will be eligible for three Time Bound Promotional Scales first in Level-7 corresponding to Grade Pay of Rs.5400 (A) in the Pay Band of Rs.19000-39100, thereafter from Level-7 to Level-9 and then from Level-9 to Level-11, whereas the JE with Degree/Diploma qualification shall be eligible for promotions as per the R&P Regulations or three Time Bound Promotional Scales from Level-7 onwards.

6.4 Specific Grievances of Group-B & C employees

6.4.1 Grievance of Stenographer

The induction of Stenographers in DTL/DPCL/IPGCL/PPCL is on the post of Steno-typist/Junior Personal Assistant, which is a group-C

post. No major induction has been done in these Companies on this post, since unbundling of DVB in 2002. The stenographers/Junior P.A appointed from time to time in the erstwhile DVB got promoted to higher posts in the hierarchy of promotion in the cadre of stenographers, both during DVB regime as also after its unbundling. The line of promotion in the cadre of Stenographers is from the post of Stenographer/Junior Personal Assistant to the post of Personal Assistant; from the post of Personal Assistant to the post of Senior Personal Assistant; from the post of Senior Personal Assistant to Private Secretary, from the post of PS to Senior PS (in IPGCL/PPCL) and to the post of Dy. Manager (Secretarial) in DTL/DPCL; from the post of Sr.PS to the post of Executive Secretary in IPGCL/PPCL. The promotion from one rank to the next rank depends upon the availability of vacancy in the promotional post. There is no structured cadre strength of any of the promotional post in the cadre of stenographers in DTL/DPCL/IPGCL/PPCL. The number of personnel manning different posts in the said cadre allocated to these Companies at the time of unbundling was treated as the sanctioned strength, against each of such posts, till the time strength of any particular post got increased, in due course of time by Board resolutions. According to the information provided, the sanctioned strength in the cadre of Stenographers as on 26.09.2007 on the rolls of IPGCL/PPCL, after unbundling in 2002 is as under:

IPGCL/PPCL

1. Junior Personal Assistant	13
2. Personal Assistant	19
3. Senior Personal Assistant	14
4. Private Secretary	13
5. Senior Private Secretary	4
6. Executive Secretary	1

The strength of personnel in the cadre of stenographers with DTL/DPCL as on the date of unbundling was as under:

DTL/DPCL

1. Junior Personal Assistant	18	
2. Personal Assistant	38	
3. Senior Personal Assistant	32	
4. Private Secretary	14	
5. Dy. Manager (Secretarial)	04	(created by Board Resolution passed subsequent to unbundling)

Post unbundling, the Central Government vide office order dated 24 June 2005 granted non-functional selection grade in the pay scale of Rs.8000-275-13500 to the Private Secretaries [Stenographer Gr. 'A' and 'B' (merged)], then working in the pay scale of Rs.6500-10500 of CSSS cadre on completion of four years of approved service in that grade, with a rider that the grant of non-functional selection grade of Rs.8000-275-13500 to the Private Secretaries shall continue to remain in group-B (Gazetted) and their eligibility for promotion to the post of Principal Private Secretary of CSSS cadre in the then pay scale of Rs.10000-15200 would be reckoned on the basis of total period of service spent in both the pay scales (Rs.6500-10500 and Rs.8000-13500) of Private Secretary counted together. The aforementioned office order of Government of India, Ministry of Personnel, Public Grievances and Pension, Department of Personnel and Training was adopted and implemented by the Government of NCT of Delhi for its employees in the cadre of Stenographers by providing that the non-functional selection grade of Rs.8000-275-13500 shall be granted to all Grade-I (DASS)/Senior Personal Assistants and to the ex-cadre post of DANICS on ad-hoc basis from Grade-I (DASS) cadre, on completion of four years of regular service as Grade-I (DASS)/Senior Personal Assistant w.e.f. 01.12.2006. The Government of NCT of Delhi also clarified that all such employees who are granted the non-functional selection grade in the pay scale of Rs.8000-275-13500 shall continue to remain in group-B (Gazetted) and their eligibility for promotion will be reckoned on the basis of total period of service spent in both the pay scales, i.e., Rs.6500-200-10500 and Rs.8000-275-13500 counted together.

It shall be imperative to note that the cadre strength of Stenographers in the Central Government, including in its CSSS cadre as well as in Delhi Government (downloaded and viewed by the Committee from internet) is quite large at all levels, including induction level posts in comparison to the cadre strength of Stenographers in DTL, DPCL, IPGCL and PPCL. There is no match at all in the number of posts at any of the level in the promotional hierarchy available in the Central Government and Delhi Government on the one hand and DTL/DPCL/IPGCL/PPCL on the other. The grant of non-functional selection grade of Rs.8000-13500 to the Private Secretaries/Senior Personal Assistants in the Central Government and Delhi Government on completion of four years of regular approved service in the pay scale of Rs.6500-10500 was primarily aimed at to remove stagnation in promotion in the cadre of Stenographers, working in the then pay scale of Rs.6500-10500. After unbundling, there is no significant change in the cadre strength of posts in the promotional channel of Stenographers in DTL/DPCL/IPGCL/PPCL, except that some of the employees in the said cadre have retired, whereby the cadre strength stood further reduced.

It may be seen from the above referred tabulated statement of employees in the cadre of Stenographers in DTL/DPCL/IPGCL/PPCL that there is a complete imbalance of posts in each rank making it apparent that, unlike Central Govt. or Govt. of NCT of Delhi, there are very remote chances of stagnation in the cadre of Stenographers in DTL/DPCL/IPGCL/PPCL, as an employee would get promotion to the next higher rank in this cadre, subject only to his or her meeting the eligibility criteria provided for promotion in the recruitment rules. This is clear from the figures of various posts in the line of promotion of stenographers in the above Companies, tasked with the generation and transmission of electricity in as much as in IPGCL/PPCL, there were only 13 posts of Junior PAs as against 19 promotional posts of

PA; 31 posts of Sr. PA; 18 posts of PS/Sr. PS and 1 post of Executive Secretary. In DTL/DPCL there were only 17+1 posts of Junior PAs as against 36+2 promotional posts of PA; 32 posts of Sr. PA; 14 posts of PS and 4 post of DM (Secretarial). Having regard to more number of posts at the senior level than at lower level of the said cadre, the stagnation is out of question. The issue therefore, before the Committee is how to rationalize the pay structure of employees in the cadre of stenographers of the above companies, taking into account the fact that the benefit of above referred policy of the Govt. to grant NFSG of Rs. 8000-13500 with grade pay of 5400 (Group-B Gazetted), stand already extended to these employees, which this committee does not intend to take away from them. It may not be out of place to mention here that the Committee has received representations from some of the Sr. PAs in the cadre of Stenographers who are asking for Grade Pay of 6600, instead of 5400 in the Pay Band of 19000-39100 at the time of their promotion/TBPS from the post of Sr. PA to PS as per RRs. Their demand in this regard is based on the pay band of 15600-39100 with grade pay of 6600 being allowed to PS in the NFSG of 8000-13500, carrying grade pay of 5400 (Group B Gazetted) at the time of their next promotion in the Central Govt. and Govt. of NCT of Delhi. Their representation has been considered by the committee in the backdrop of the above factual matrix.

As a matter of fact, the pay band/pay scales for various posts as they exist in the Central Govt. and the Govt. of NCT of Delhi are materially different from the pay band/pay scales applicable to posts in IPGCL/PPCL/DTL/DPCL, where the employees of these Companies have an upper edge in the matter of their pay over the Government employees. The pay band/pay scale for the time being relevant for consideration is Rs.6500-10500 (as per 5th CPC) in the Government, corresponding to Rs.6500-10900 in IPGCL/PPCL/DTL/DPCL. In 2006, the pay scale of Rs.6500-10500 was replaced in the Government with pay band of 9300-34800 plus grade pay of Rs.4800 corresponding to 10900-34800 plus grade pay Rs.4800 in

IPGCL/PPCL/DTL/DPCL. As per the policy decision of the Government, the PS drawing pay in the pay scale of Rs.6500-10500 (revised Rs.9300-34800 plus grade pay Rs.4800 in 2006) were placed in the NFSG of Rs.9300-34800 plus grade pay 5400 (Group B) w.e.f. 01.01.2006 on completion of 4 years of service in the Grade Pay of Rs.4800 and later upon their promotion to the higher post of PPS were granted pay band of Rs.15600-39100 plus grade pay Rs.6600 (Group A). In Government, the entry was given to the employees in the cadre of stenographers in Group-A only, upon their promotion to the post of Principal Private Secretary and not at the time of NFSG granted to them, while they were working as PS.

As per orders of Govt. of India referred hereto above, PS working in the pay scale of 6500-10500 was given NFSG of Rs.8000-13500 (Rs.8000-13775 in DVB) on completing 4 years approved service, in the pay scale of Rs.6500-13500. Although the previous WRC headed by Justice Lokeshwar Prasad was aware of the above office order of the Govt. of India, but despite that the Senior PAs working in the pay scale of Rs.6500-10900 were given the pay band of 10900-34800 with the grade pay of Rs.4800 w.e.f. 01.01.2006. However, the DTL/DPCL vide its office order dated 16th June 2015, extended the benefit of NFSG to the Senior PAs and Section Officers with 4 years service in the pre-revised pay scale of Rs.6500-10900 by granting them grade pay of Rs.5400 in the pay band of Rs.19000-39100 w.e.f. 01.12.2006 with the condition that the such officials shall remain in Group-B. Later on DTL vide its office order dated 03.06.2016, the doubts that arose while fixing the pay of Senior PAs and Section Officers who had attained the qualifying service for the 3rd/next TBPS after becoming entitled to NFSG were clarified as under:

- “1. That the Board vide Resolution No.79.3.3 dated 15.05.2015 had resolved to grant NFSG to the cadre of Section Officer and Senior Personal Assistants working in the grade pay of Rs.4800 on completion of 04 years of*

service and to be allowed to draw pay in the pay band of Rs.19000-39100 with grade pay of Rs.5400.

- 2. However, the Board's resolution has clarified that the benefit to such employees shall remain in group-B post. Therefore, at the time of grant of non-functional up-gradation to such employees, their pay fixation was done by granting one increment @ 3% of their basic pay and enhancing the basic pay by Rs.600 thereafter to give effect to the difference in grade pay (Rs.5400-4800=600) by retaining grade pay as Rs.4800.*
- 3. It is being further clarified that whenever such employee (already drawing NFSG) qualifies for next TBPS/3rd TBPS, the grade pay should be enhanced by Rs.600 (Rs.4800+600=5400) and their basic pay should be reduced by like amount of Rs.600 thereby resolving the doubts."*

The Committee has been informed that the Senior PAs and Section Officers in DTL/DPCL from the dates, they became eligible for NFSG were fixed in the pay band of Rs.19000-39100 applying the above mentioned formula, retaining the grade pay of Rs.4800 (Group B) and fixed their pay in the 3rd/next TBPS in the pay band of 19000-39100 with grade pay of 5400 (Group A). In due course of time, the Board of IPGCL/PPCL also in its Board meeting held on 30 August 2017 resolved to grant NFSG in Pay Band-3 with grade pay 5400, in line with DOPT order dated 19.11.2009 to all its Technical and Non-Technical employees, holding category 'B' posts viz. Senior PAs, Section Officers and equivalent on their completion of 04 year service in the grade pay of Rs.4800 (Pre-revised Rs.6500-10900) w.e.f. 01.01.2006, however, clarifying that the said decision shall be considered for notional fixation of pay up-to 31.12.2015 and arrears to be paid w.e.f. 01.01.2016. Pay Band-3 in the Government is

Rs.15600-39100 and its corresponding pay band in IPGCL/PPCL/DTL/DPCL is Rs.19000-39100. A perusal to the 06th CPC pay matrix reveals that the grade pay of Rs.5400 in PB-3 starts in Group-A service, whereas as per the orders of the Govt., the PS working in the grade pay of Rs.4800 with 04 years' service at the time of grant of NFSG (Grade pay Rs.5400) were to continue in Group B for which applicable PB in Government was PB-2 (Rs.9300-34800) (Rs 10900-34800 in IPGCL/PPCL/DTL/DPCL). There appears to be utter confusion with the organizations viz. IPGCL/PPCL/DTL/DPCL regarding the pay band in which grade pay of Rs.5400 in line with the orders of DOPT referred hereto above was to be given to those Group-B employees who had completed 04 year service in the grade pay of Rs.4800 in pre-revised scale of Rs.6500-10500 (6500-10900 in DVB). Be that as it may, it is clear that all these organizations namely IPGCL/PPCL/DTL/DPCL have now taken a call to extend the benefit of NFSG to its employees, in line with the DOPT orders and this Committee does not intend to deprive any one of the benefit already decided to be given to them by their employer. As per decision taken by the Board of IPGCL in its meeting held on 30 August 2017, the NFSG has been decided to be given to all its Technical and Non-Technical employees across the line including Senior PAs. It needs to be noted that the Government of India and for that matter Government of NCT of Delhi had ruled in favour of grant of non-functional selection grade (NFSG) in the cadre of Section Officers and Senior Personal Assistants/PS only to remove stagnation in their promotional avenues, which is not the case in case of Senior Personal Assistants working in DTL/DPCL/IPGCL/PPCL as there are ample promotional opportunities open to them. The present Wage Revision Committee however, has made an endeavour to simplify and rationalize the pay structure of all technical and non-technical employees working in these Companies to bring parity across the line, including in the cadre of Stenographers without impacting their future prospects in any manner or adversely impacting the financial

benefits already availed by them or extended to them, by any earlier decision taken by the Board of Directors of these Companies.

This would remove all anomalies and disparity in the existing pay structure of the employees of the above companies. This Committee has noted the decision already taken by the Board of Directors of all the four Government Power Entities to grant Non-Functional Selection Grade (NFSG) in the pay band of Rs.19000-39100, carrying grade pay of Rs.5400 (A) (corresponding to level-7 in the new pay matrix) to all those technical and non-technical employees, who hold the post for four years, prior to 01.01.2016 in the pay band of Rs.10900-34800, carrying pre-revised grade pay of Rs.4800. This Committee is of the view that the pay of all such employees who have already got the benefit of NFSG in the pay band of Rs.19000-39100 (GP of Rs.5400 (A)) up to 01.01.2016 shall be fixed in Level-7 of the new pay matrix. Since, the pre-revised grade pay of Rs.4800 and Rs.5000 (PB 10900-34800) has now been upgraded to Rs.5400 (B) (PB 10900-34800), the Committee recommends to continue to grant the same benefit of NFSG even after 01.01.2016, the Non-Functional Up-gradation (NFU) in the pay band of Rs.19000-39100, carrying grade pay of Rs.5400 (A) (corresponding to level-7 in the new pay matrix) to all those technical and non-technical employees, who hold the post in Level-6, corresponding to Grade Pay of Rs.5400 (B) in the pay band of Rs.10900-34800 for four year, so that all such employees are not put in disadvantageous position. The eligibility period for Non-Functional Up-gradation shall be counted from the date as and when an employee completes the four year service by holding the post in the Grade Pay of Rs.4800 (pre-revised) now upgraded to Level-6 corresponds to Grade Pay of Rs.5400 (B). It is clarified that any employee who has been granted NFSG/NFU in the Level-7 and subsequently becomes eligible for Time Bound Promotion Scale, then it will be deemed that his eligibility for that TBPS has been subsumed in the NFSG. He will not be entitled for that particular TBPS but his eligibility for subsequent TBPS will stand. In case any Sr. P.A.

availing NFSG in the Level-7 corresponding to Grade Pay 5400 (A) in the Pay Band of Rs.19000-39100, on his promotion from Sr. P.A. to PS he shall will be entitled to one promotional increment in the same level in the new pay matrix i.e. Level-7 (corresponding to Grade Pay 5400 (A) in the Pay Band of Rs.19000-39100).

The Private Secretaries who are demanding grade pay of Rs.6600 in the pay band of Rs.19000-39100 will automatically be entitled to be put in appropriate level of the new pay matrix that corresponds to the grade pay of Rs.6600 i.e. Level-8 meant for Dy. Manager, in the new pay matrix referable to the pay band of Rs.19000-39100 on completing four year service in the Grade Pay of Rs.5400 (A) i.e. the level of Assistant Manager in Pay Band of Rs.19000-39100, without waiting for arising of vacancy at the said level. This again will be more advantageous to this cadre as the entitlement to grade pay of Rs.6600 demanded by them will no longer be dependent upon arising of vacancy in the higher post with grade pay of Rs.6600. As such the grievance put forward by Senior Personal Assistants in relation to their demand for grade pay of Rs.6600 stands adequately addressed. Accordingly, the Stenographer inducted in the grade pay of Rs.3600 Level-4 (pre-revised Rs.3100) shall be entitled to 1st promotion/TBPS at Level-5 (Grade Pay of Rs.4800) and subsequently to the new Level-6 (Grade Pay of Rs.5400 (B)) and further to the Level-7 (Grade Pay Rs.5400 (A)) and thereafter further promotion as per the applicable R&P Regulations. The same pattern of career progression of these cadres will apply in DTL/IPGCL/PPCL/DPCL.

This committee for the sake of clarification reiterates that in accordance with the recommendation of this Committee, Stenographer inducted in the Grade Pay of Rs.3600 Level-4 (pre-revised Rs.3100) shall be entitled to 1st promotion/TBPS at Level-5 (Grade Pay of Rs.4800) and subsequently to the new Level-6 (Grade Pay of Rs.5400 (B)) and further to the Level-7 (Grade Pay Rs.5400 (A)) and thereafter further promotion as per the applicable R&P

Regulations. The same pattern of career progression of these cadres will apply in DTL/IPGCL/PPCL/DPCL.

The measures recommended hereto above will have no significant financial implication upon the State Exchequer as the pay of all concerned technical and non-technical employees is going to be fixed, based upon their last drawn pay in their previous pay band.

6.4.2 Grievance of Pharmacist

The Committee has received representations from the Pharmacists for grant of Grade Pay of Rs.4200 in the Pay Band of Rs.10900-34800 after completion of two years from induction in the cadre and they have further requested to grant them third Time Bound Promotional Scale in the Grade Pay of Rs.5400 in the Pay Band of Rs.19000-39100. The Committee has examined their representations.

In the case of Pharmacist, the minimum educational qualification required for appointment to the post is 10+2 plus two years diploma in Pharmacy and registration with State Pharmacy Council. The Recruitment and Promotion Regulation in the Government Power Entities applicable to the Pharmacists prescribes two promotions for them. The induction is on the post of Junior Pharmacist and then promotion to the post of Senior Pharmacist and then Head Pharmacist. In the Government of India as well as in the Government of NCT of Delhi, the pay scale of Pharmacist always used to be higher than the pay scale admissible to the entry level Group-C post of LDC. Even in DESU/DVB, the pay scale of entry level Pharmacist used to be higher than the pay scale granted to LDCs and UDCs.

It is in this backdrop, it shall be significant to mention that the pay of the Pharmacist at the induction level in Government Power Entities was in the pay band of Rs.8500-26300 with grade pay of Rs.3200 and this was as per the report of the previous Wage Revision Committee. However, the IPGCL and PPCL through Board resolution introduced

Unified Promotion Policy for its employees including the Pharmacists w.e.f 07 November 2012, whereby the Grade Pay of the Junior Pharmacist at the induction level was reduced from 3200 to Rs.2800 and carved out promotional levels for the Pharmacist different from what is contemplated in the original Recruitment and Promotion Regulations of DESU/DVB applicable to them.

In order to bring uniformity and consistency in the pay structure of the Pharmacists in all the four Government Power Entities and also keeping in mind that their pay always used to be higher than the pay of AG-III and AG-II and further that the pay of the Pharmacists of Government Power Entities always had an upper edge over the pay of their counterparts in the Central Government and the Government of NCT of Delhi and also keeping in mind that the pay of the Junior Pharmacist at the induction level in the Government Power Entities also used to be in the Grade Pay of Rs.3200 (Pay Band of Rs.8500-26300), this Committee has already recommended that the pay of the Junior Pharmacist shall be fixed in Level-4 (corresponding to pre-revised Pay Band of Rs.10900-34800 with Grade Pay of Rs.3600) at the induction level in the new pay matrix w.e.f 01.01.2016. We wish to clarify that we have recommended fixing the pay of Junior Pharmacists (induction) in level-4 that corresponds to grade pay of Rs.3600 instead of Rs.3200 originally available to them as per the report of the previous Wage Revision Committee because the Grade Pay of Rs.3200, 3300 and 3500 have been bunched and merged with the grade pay of Rs.3600. The relevant Recruitment and Promotion Regulations applicable to the post of Pharmacists provide for two promotions, (i) Senior Pharmacist and (ii) Head Pharmacist. Like other employees of the Government Power Entities, the Pharmacists also are entitled to the benefit of three time-bound promotional scales as per policy of erstwhile DVB but those TBPS are subject to adjustment against promotions. This Wage Revision Committee recommends that the Pharmacist shall start in Level-4 and will gradually move from Level-4 up to Level-7 in the new pay matrix,

whether by way of promotion or by way of TBPS. Here we would also like to mention that in the Government of India and Government of NCT of Delhi, the induction of the Pharmacist is in the grade pay of Rs.2800 and they were entitled to non-functional grade pay of Rs.4200 after two years of service in the grade pay of Rs.2800. In the Central Government and the Government of NCT of Delhi, the Pharmacist end up in the Grade Pay of Rs.4800 after getting three MACPs, whereas the Pharmacist in the Government Power Entities in terms of our recommendations would end up in Level-7 that corresponds to pre-revised grade pay of Rs.5400 (A). Taking note of the fact that there is a marked distinction in the pay structure of the Pharmacist in the Central Government and Government of NCT of Delhi with that of pay in the Government Power Entities, we have consciously not given the benefit of next financial up-gradation to the Pharmacists of Government Power Entities from induction Grade Pay of Rs.3600 to the Grade Pay of Rs.4200 as is given to the Pharmacists in the Central Government and Government of NCT of Delhi after two year service in the Grade Pay of Rs.2800.

6.4.3 Grievance of Vehicle Drivers:

The Committee has received representations from the Vehicle Drivers regarding anomaly and disparity in their pay at the time of their first TBPS. The Committee has observed that Vehicle Drivers in the regime of DESU/DVB used to be appointed by promotion from amongst the Vehicle Cleaners. No formal education was required for a person to be considered for his appointment to the post of Vehicle Cleaner in the erstwhile DESU/DVB. Unskilled and even illiterate people used to be appointed as Vehicle Cleaners. The Vehicle Cleaners who in due course of time had learnt driving and acquired HTV driving license were considered and appointed as Vehicle Drivers in DESU/DVB, provided they were 8th pass. Prior to unbundling of DVB in July 2002, the pay scale of Drivers was Rs.4500-8625. There was no channel of promotion meant for them after their promotion from

Vehicle Cleaner to the post of Vehicle Driver. However, as per the TBPS policy of erstwhile DESU/DVB, the Drivers were entitled to two TBPS after 10 years and 18 years of service in the post of Driver. As per the recommendations of the previous Wage Revision Committee, the pay of Vehicle Drivers in all the four Government Power Entities at induction level was in the Pay Band of Rs.8500-26300 with Grade Pay of Rs.3200 w.e.f. 01.01.2006. Table-11 annexed with the communication of the Government of NCT of Delhi dated 07 October 2009 conveying the approval of the recommendations of the previous Wage Revision Committee deal with the pay of Vehicle Drivers. After 01.01.2006, the Vehicle Drivers were entitled to first TBPS in the Pay Band of Rs.8500-26300 carrying Grade Pay of Rs.3300.

The contention of the Vehicle Drivers is that they were entitled to get first TBPS in the pre-revised pay scale of Rs.5500-175-8650 (pay scale prior to unbundling) that corresponds to Pay Band of Rs.10900-34800 with Grade Pay of Rs.3600. In substance, the Vehicle Drivers are demanding first TBPS in the pay band of Rs.10900-34800 (GP Rs.3600). The Vehicle Drivers who have made a demand of pre-revised pay scale of Rs.5500-175-8650 at the time of first TBPS have not substantiated their contention in this regard by any cogent or reliable material in the form of pay scales either of Fifth Central Pay Commission or of Sixth Central Pay Commission comparable with their designation or qualification. There is no document available for the period prior to unbundling to show the pay scale applicable to the Vehicle Drivers at the time of second or third TBPS. However, after unbundling, IPGCL as well as DTL through resolution passed by their respective Board of Directors decided to give second TBPS to the Vehicle Drivers in the pay band of Rs.10900-34800 (GP Rs.4600) and third TBPS in the pay band of Rs.10900-34800 (GP Rs.4800). IPGCL while introducing Unified Promotion Policy for its employees in 2012, modified the above decision regarding the pay scale admissible to the Vehicle Drivers at the time of second and third TBPS to the extent

that their induction was provided for in the pay band of Rs.8500-26300 (GP Rs.2800); first TBPS in the pay band of Rs.10900-34800 (GP Rs.3600); second TBPS in the pay band of Rs.10900-34800 (GP Rs.4600) and third TBPS in the pay band of Rs.10900-34800 (GP Rs.4800) but DTL continued with its old decision in regard to first TBPS in Grade Pay of Rs.3300 to be given to the Vehicle Drivers. Being confronted with the above factual matrix regarding disparity in the pay of the Vehicle Drivers at the time of induction and TBPS, this Committee is of the view that it shall in the interest of the Vehicle Drivers, if we follow the pattern of pay for the vehicle drivers adopted by the IPGCL at the time of Unified Promotion Policy introduced in 2012, meaning thereby that the Vehicle Drivers in all the four Government Power Entities henceforth are recommended to be considered in induction Level-3 of the new pay matrix (corresponding to the pre-revised pay band of Rs.8500-26300 (GP Rs.2800) and thereafter first, second and third TBPS be given to them in Level-4, Level-5 and Level-6, respectively corresponding to the pre-revised Pay Band of Rs.10900-34800 with Grade Pay of Rs.3600, Rs.4800 and Rs.5400 (B). This pay structure recommended for the Vehicle Drivers would not only rationalize their pay but shall also make them in a better advantageous position than before. The demand made by the Vehicle Drivers before this Committee would stand duly addressed with the above referred recommendations.

6.4.4 Grievances of the employees holding isolated posts and posts in the diminishing cadre

There are various other posts in DTL/DPCL/IPGCL/PPCL which are isolated posts or posts in diminishing cadre having either no channel of promotion or, if they have, they hardly have one or two promotions for them. This Wage Revision Committee has received representations from the employees holding isolated post of Sr. Cost Accounts Officer, PRO, Liftman and Driver from DTL and the employees holding the post of Sr. Manager (IT), Dy. Manager (IT), etc. from IPGCL/PPCL. The employees belonging to these categories have made grievances

against no promotion or only one/two promotions for them and they have reiterated their said grievance at the time of personal hearing also. We are informed that erstwhile Delhi Vidyut Board had a policy in place, whereby the officials holding isolated posts were granted two time-bound promotional scales as against three time-bound promotional scales granted to other employees. However, the IPGCL/PPCL have removed disparity and anomaly in this regard for its employees by providing three time-bound promotional scales across the line for everybody in B, C & D categories, including those holding isolated posts while implementing their Unified Promotion Policy w.e.f. 7th November 2012. This Committee is, therefore, of the considered view that in case the Unified Promotion Policy made applicable by IPGCL/PPCL for their employees w.e.f 7th November 2012 is made applicable to all categories employees, including A category employees of DTL/DPCL/IPGCL/PPCL across the line uniformly with appropriate nomenclature, then it would adequately address the grievances of those holding isolated posts in as much as each of them will get minimum three chances of promotion in the form of time-bound promotional scales on completion of 10, 18 and 26 years of service from the date they join the service at the induction level. To boost the morale of those holding isolated posts, we recommend to suitably designate the isolated post/diminishing cadre at each level of three TBPS in their respective cadres. We hardly need to mention that all the Group A,B,C and D employees, holding isolated post or post in the diminishing cadre, shall also be entitled for all allowances admissible at the respective levels of TBPS.

6.4.5 Grievance of TAG cadre

Amongst Group-C employees, there is a category of employees in IPGCL/PPCL appointed in 1994 to the post of Technical Helper (upgraded as Technical Assistant Grade-III) as also to the post of Store Boy. The essential qualification for eligibility for appointment to both these posts was the same, i.e., 10th pass and ITI certificate. At the time of their appointment in 1994, the Technical Helpers (later on

upgraded as Technical Assistant Grade-III) as well as Store Boys were Group-D posts, in the then pay scale of Rs.3200-4985. This Committee has been informed that some of the incumbents appointed in IPGCL/PPCL to the post of Technical Helper (later on upgraded as Technical Assistant Grade-III) in 1994 were Diploma holders also and having regard to their higher qualification of Diploma, the Anomalies Committee, constituted by the Government of NCT of Delhi, vide its report of 1999, recommended to raise the pay scale of Technical Helper (upgraded as Technical Assistant Grade-III) possessing qualification of Diploma to Rs.4000-7100 w.e.f 01.01.1996, retaining the same pay scale of Rs.3200- 4985 for the post of Store Boy including ITI Technical Helper.

The incumbents appointed as Technical Helper and upgraded to Technical Assistant Grade-III in 1996, got first promotion as Technical Assistant Grade-II in the pre-revised pay scale of Rs.4200-8000 in 2004. However, the incumbents appointed to the post of Store Boy were promoted as Assistant Fitter in the then pay scale of Rs.4000-6000 in the year 2001.

Consequent upon implementation of 6th Central Pay Commission, the previous Wage Revision Committee recommended placing the officials promoted as Technical Assistant Grade-II in 2004, in the pay band of Rs.8500-26300 with grade pay of Rs.3000. This grade pay of Rs.3000 stood enhanced to Rs.3100 on the basis of Unified Promotion Policy of IPGCL/PPCL made effective from 7th November 2012.

The employees holding the post of Technical Assistant Grade-II, got second promotion to the post of Technical Assistant Grade-I in the year 2008 and at the time of their said second promotion, their pay was fixed in the pay band of Rs.10900-34800 with the grade pay of Rs.3600. At the time of promotion of employees from TAG-II to TAG-I in 2008, their pay was fixed at Rs.11950, besides allowances admissible under the rules.

The employees who had entered service of IPGCL/PPCL, in the cadre of Store Boy in 1994 and got first promotion as Assistant Fitter in 2001 and second promotion as Fitter (B&T) in 2005 were left untouched in the matter of their pay and they continued to get their pay in the old pay scale which came to be rectified by the office order dated 29th November 2016, pursuant to decision taken by the Board of Directors of IPGCL/PPCL, in its meeting held on 27th September, 2016, whereby it was recommended to merge the post of Store Boy and Assistant Fitter in the post of Fitter (B&T), in the pay band of Rs.8500-26300, with the grade pay of Rs.2800 w.e.f 01.01.2006 and to upgrade the post of Fitter (B&T) to the post of Senior Fitter (B&T), in the higher pay band of Rs.10900-34800 with grade pay of Rs.3600 w.e.f 01.01.2006, for the officials who had been promoted from the post of Store Boy to Fitter (B&T) and Fitter (B&T) to Sr. Fitter (B&T) on or after 01.01.2006.

Consequent upon the said Board decision, the pay of employees holding the rank of Senior Fitter in the pay band of Rs.10900-34800 with grade pay of Rs.3600 was fixed at Rs.12530, besides other allowances admissible under the rules w.e.f 01.01.2006. This created an anomaly and disparity in the pay of Group-C employees, who got promotion from two different cadres, namely, Store Boy and Technical Helper (upgraded as Technical Assistant Grade-III).

This Committee has received various representations from the affected employees who got promotion in the cadre of Technical Assistant Grade-III, pointing out that though, they are better qualified than the persons who joined in the cadre of Store Boy, but their pay was fixed at a lesser amount of Rs.11950 in 2008, on promotion to the post of Technical Assistant Grade-I, as against higher pay of Rs.12530 allowed to Senior Fitter, promoted from the cadre of Store Boy and that too w.e.f. 01.01.2006.

This Committee has carefully considered the grievance of the affected employees who got promoted from the cadre of Technical Helper (later on upgraded as Technical Assistant Grade-III). There are two main issues raised by this category of employees; the first relates to their possessing better qualification than those who had joined service in the cadre of Store Boy, they being Diploma holder, whereas the people appointed in the stream of Store Boy were only ITI certificate holder. The second issue raised by them relates to fixation of their pay at a lesser amount than those promoted from the cadre of Store Boy.

As far as the first issue relating to their possessing higher or better qualification raised by the employees in the cadre of TAG-III is concerned, the Committee has taken note of the fact that the essential qualification for entry into service for both the cadres, namely, the Store Boy and Technical Helper (upgraded as Technical Assistant Grade-III) was the same, i.e., 10th pass with ITI certificate. Employees in both the cadres namely of Store Boy and Technical Helper which were earlier in Group-D post, in due course of time were promoted to Group- C Posts. In case a person possesses a higher qualification than the minimum essential qualification prescribed for a post under the relevant RRs at the time of entry into service, then such an employee cannot make a grievance at a later stage that his pay should be higher than those who had joined service possessing minimum essential qualification only as provided under the rules.

Thus Group-C employees promoted in the cadre of TAG-I are not entitled to higher pay only because some of them are diploma holders and others are with ITI certificate. However, in so far as the second issue regarding initial pay of those promoted in 2008 as TAG-I fixed at Rs.11950 against Rs.12530 w.e.f. 01.01.2006 of those promoted as Fitter (B&T) in 2005, the present Committee recommends the initial fixation of pay of TAG-I also at Rs.12530 from the date of their

promotion in 2008 to work out their pay in the new pay matrix as per the formula given hereunder. To illustrate, take the case of an employee in the cadre of Technical helper (later on upgraded as TAG-III) who got promoted in the said cadre to the post of TAG-I in 2008. His initial pay at the time of promotion was fixed at Rs.11950 in 2008 which now, in terms of our recommendations, shall be fixed at Rs.12530 from 2008 or from the date of promotion notionally and consequently, his annual increments in the pay applicable to him shall be on Rs.12530 instead of Rs.11950 and the last pay immediately preceding the implementation of the present report so worked out notionally shall be taken into account as his basic pay as an input for fixing his pay in the appropriate horizontal cell of the level applicable to him in the new pay matrix w.e.f. 01.01.2016.

6.4.6 Grievance in regard to increase in qualifying service required for promotion from AG-III to Group-A posts due to creation of the post of Senior Assistant in the Grade Pay of Rs.3600

It has been pointed out that due to placement of AG-II (GP-Rs.3100) to the newly created post of Sr. Assistant (GP-Rs.3600) have increased the total qualifying service required for promotion from AG-III level to Category-‘A’ by 3/4 years.

The Committee observed that the notional placing of employees in the newly created post of Senior Assistant (Grade Pay Rs.3600) was not disadvantageous to such employees, as in case this policy was not introduced, they would have been in the same position. Hence, there is no merit in the representation.

The post of AG-II presently carries Grade Pay of Rs.3100. The said post of AG-II has been upgraded describing the said post as ‘Senior Assistant’ instead of AG-II. Upon up-gradation, the post of Senior Assistant has been granted Grade Pay of Rs.3600, in substitution of earlier Grade Pay of Rs.3600.

The grievance is raised by employees belonging to AG-III category who have alleged that up-gradation of the post of AG-II and to place it in

the Grade Pay of Rs.3600 has the effect of increasing the period of their eligibility for promotion to higher post of AG-II by 3-4 years. We have bestowed our thought to the above contention of AG-III category employees but we do not find any merit in the same, because in our opinion mere up-gradation of a post and placing it in higher grade pay would not impact the period required to be eligible for promotion. Hence, the above grievance of AG-III category of employees is rejected as devoid of any merit.

6.4.7 Grievance in regard to wrong method of fixation while implementing the revised Grade Pay of Rs.4600 and Rs.4800

Wage Revision Committee has received representations from the employees of DTL/IPGCL/PPCL/DPCL regarding application of unfair method of fixation while implementing the revised Grade Pay of Rs.4600 and Rs.4800 in 2013 in the Company, as per Govt. of India. In their representation, it was represented that the previous Wage Revision Committee of DTL/IPGCL/PPCL/DPCL under the Chairmanship of Justice (Retd.) Lokeshwar Prasad, had recommended higher grade pay by keeping in view the edge of scales over those of the Government scales. GNCTD while conveying the approval of Lt. Governor of Govt. of NCT of Delhi, vide letter dated 07.10.2009, had rationalized the grade pays by reducing the same as per Government level of grade pays and the difference of the grade pays so reduced was added in the basic pay, to ensure that employees do not get unfair treatment due to reduction in grade pay. The employees of DTL/IPGCL/PPCL/DPCL in their representation to the present Wage Revision Committee have submitted that in August 2013, the grade pay of Rs.4000 (as per GNCTD approval dated 07.10.2009) was revised to that of Rs.4600 in DTL, as per Government revision. But at the time of revising the grade pay of Rs.4000 to Rs.4600, the basic pay of the concerned employees had been reduced by Rs.600. The employees have requested that the

reduction in basic pay should not have been done as this is a lifelong loss to them.

The Committee has observed that previous Wage Revision Committee under the Chairmanship of Justice (Retd.) Lokeshwar Prasad, had recommended the Grade Pay of Rs.5200 and Rs.5500 for the pre-revised pay scales of Rs.5500-9875 and Rs.6500-10900 respectively, in the Pay Band of Rs.10900-34800.

GNCTD vide their letter dated 07.10.2009 conveyed the approval of Lt. Governor of Govt. of NCT of Delhi, on the recommendations of Wage Revision Committee, with certain conditions. Point No.2 of the GNCTD letter dated 07.10.2009 is reproduced as under:-

“The Grade Pay of all the Pay Bands be reduced and brought at par with 6th CPC while keeping the pay bands/scales same as recommended by Wage Revision Committee. However, in order to ensure that employees do not get unfair treatment due to reduction in grade pay, the pay in fitment table be proportionately increased while keeping the pay bands untouched as at Annexure-II. This will also take care of the ad-hoc payment of Rs.500 to DVB origin employees as well.”

DTL/DPCL vide Office Order dated 09.02.2010 and IPGCL/PPCL vide Office Order dated 06.01.2010 had implemented the revision of pay w.e.f. 01.01.2006 as per the above approval of Lt. Governor of Govt. of NCT of Delhi.

Due to the above approval of GNCTD, the revised minimum basic pay of Rs.11230 in the recommended Grade Pay level of Rs.5200, for the pre-revised pay scale Rs.5500-9875, becomes Rs.12430 (11230 + 1200) plus Grade Pay Rs.4000 (5200 - 1200) w.e.f. 01.01.2006.

In the same way, the revised minimum basic pay of Rs.12280 in the recommended Grade Pay level of Rs.5500, for the pre-revised pay scale Rs.6500-10900, becomes Rs.13580 (12280 + 1300) plus Grade Pay Rs.4200 (5500 - 1300) w.e.f. 01.01.2006.

The Committee has been informed that consequent upon up-gradation of grade pay of Rs.4000 to Rs.4600 and Rs.4200 to Rs.4800 in the pay band of Rs.9300-34800 by the Government, IPGCL as well as DTL have also upgraded the grade pay in line with the above grade pay enhancement done by the Government.

In 2013, DTL vide Office Order dated 29.08.2013, revised the Grade Pay of Rs.4000 to Rs.4600 and Rs.4200 to Rs.4800 to make parity with Central Govt./GNCTD. The relevant portion of the said Order is reproduced as under:-

- (i) Resolved that approval of the Board be and is hereby accorded for revision of Grade Pay of AG-I/PA i.e. from Rs.4000 to Rs.4600 (corresponding to the pre-revised pay scale of Rs.7450-11500) and Grade Pay of Rs.4200 to Rs.4800 (corresponding to the pre-revised pay scale of Rs.7500-12000) in respect of Section Officer/Sr. PA of DTL w.e.f. 01.01.2006, on the analogy of Central Government.*
- (ii) Resolved further that the manner of pay fixation shall be regulated strictly as per the clarification contained in Department of Expenditure, Ministry of Finance OM No.IC U.O. No.10/1/2009-IC dated 14.12.2009.*
- (iii) Resolved further that the additional enhanced amount of Rs.1200 in case of AG/PA and Rs.1300 in case of Section Officer/Sr. PA, already adjusted in the running pay in terms of decision of Govt. of NCT of Delhi vide Para-2 of its OM dated*

07.10.2009 be reduced to that of Rs.600 and Rs.700 respectively in the new fitment tables, as Rs.600 is being added in the proposed Grade Pay of Rs.4600 and Rs.4800.

IPGCL/PPCL also vide Office Order dated 06.08.2015 adopted the above revision of grade pay on the analogy of DTL with a supplement that the above revision is effected to all non-technical and technical employees of the Company.

The concerned employees have pointed out that due to the above process of revision of their grade pay, their basic pay got reduced by Rs.600, which should not have been done.

The Committee has observed that, Government of NCT of Delhi while granting approval dated 07.10.2009 on the recommendations of the previous Wage Revision Committee report under the Chairmanship of Justice (Retd.) Lokeshwar Prasad, had not principally rejected the higher grade pays as recommended by the previous Wage Revision Committee for the employees of DTL/IPGCL/PPCL/DPCL over the Government grade pays. However, GNCTD in its approval had directed to maintain parity in grade pays with the Government pattern and the difference of grade pays as recommended by the previous Wage Revision Committee should be added in the basic pay, to maintain increased effect in the total pay, as recommended by the Committee.

This Committee is of the view that after the Government had upgraded the Grade Pay of Rs.4000 to Rs.4600 and Rs.4200 to Rs.4800 in the Pay Band of Rs.9300-34800, pay of the employees of IPGCL/PPCL as well as DTL/DPCL ought to have been fixed accordingly in the said Grade Pay particularly, when it was approved by the Government of NCT of Delhi. The deduction of Rs.600 from the Basic Pay of the concerned employee earlier drawing the Grade Pay of Rs.4000 and Rs.4200 respectively was wrong. The Committee

recommends that the employees of IPGCL/PPCL/DTL/DPCL who were in the Grade Pay of Rs.4000 and Rs.4200 in the Pay Band of Rs.10900-34800 prior to its up-gradation, are also entitled for difference of Grade Pay on their up-gradation to Rs.4600 and Rs.4800 respectively. Hence, pay of all such employees of Government Power Entities who were not granted the difference of Grade Pay of Rs.600 during the relevant period between 01.01.2006 to 31.12.2015, their pay be fixed on notional basis till 31.12.2015, taking into account the difference of pre-revised Grade Pay of Rs.4000 and Rs.4200 and upgraded Grade pay of Rs.4600 and Rs.4800 in the Pay Band of Rs.10900-34800 and the amount so arrived on notional basis shall be taken for fixation of pay in the new pay matrix w.e.f. 01.01.2016.

6.4.8 Grievances raised by Maintenance Officer to grant Grade Pay of Rs.5400 instead of Grade Pay of Rs.5000

The officials who have raised the grievance under this head are working as Maintenance Officer in IPGCL/PPCL. The post of Maintenance Officer is a technical promotional post in the pay band of Rs.10900-34800 (Grade Pay 5000) as revised by previous Wage Revision Committee. This category of employees have made a demand for granting them Grade Pay of Rs.5400 instead of the present Grade Pay of Rs.5000. Till now, there is no Grade Pay of Rs.5400 in the Pay Band of Rs.10900-34800.

However, the present Wage Revision Committee has already recommended to merge all the posts in the pre-revised Grade Pay of Rs.5000 with the posts in the pre-revised Grade Pay of Rs.4800 w.e.f. 01.01.2016 for those employees who were promoted/granted TBPS from the pre-revised Grade Pay of Rs.4600 and further recommended for upgrading the Grade Pay of these cadres to the newly created Grade Pay Rs.5400 (B) in the Pay Band of Rs.10900-34800 in Level-6 of the new pay matrix w.e.f. 01.01.2016.

This Committee has also recommended that in respect of employees who got the promotion/TBPS in the Grade Pay of Rs.4800 directly from the Grade Pay of Rs.3600 without first touching the pre-revised Grade Pay of Rs.4600 and thereafter got Grade Pay of Rs.5000 either under TBPS policy or by way of promotion as per R & P Regulations prior to 01.01.2016, the pay of all such employees in the Grade Pay of Rs.5000 be fixed in Level-6 of the new pay matrix corresponding to the upgraded rationalized Grade Pay of Rs.5400 (B) w.e.f. 01.01.2016.

It is pertinent to mention here that this Committee has also recommended to grant even after 01.01.2016, the Non-Functional Up-gradation (NFU) in the Pay Band of Rs.19000-39100, carrying grade pay of Rs.5400 (A) (corresponding to level-7 in the new pay matrix) to all those technical and non-technical employees, who hold the post in Level-6, corresponding to Grade Pay of Rs.5400 (B) in the pay band of Rs.10900-34800 for four years.

In case the recommendations of this Committee in this regard are accepted, the grievance of this category of employees would stand adequately addressed.

6.5 Indicative cadre-wise hierarchy of promotion/TBPS starting from induction in Group-B & C posts as per the proposed recommendations w.e.f. 01.01.2016 are given in tabulated form in the subsequent paragraphs of this report. However, the promotion in the respective cadre shall be in accordance with the applicable R&P Regulations.

Recommended Hierarchy: Group-C

CADRE: NON-TECHNICAL

TABLE: C-1

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>				<u>IPGCL/PPCL /DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	--	5400 (A)	5400 (A)	--	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	--	--	--	5000	Junior Manager (NT) (Non-Graduate)	--	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		4800	SO(HR)/ SO (A/c)	4800	4800	SO(HR)	SO(A/C)	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		4600	AG-I (HR)/ AG-I (A/c)	4600	4600	ASO(HR)	ASO(A/C)	LEVEL-4 3600 (Rationalized) (1 st TBPS)
	8500-26300	3100	AG-II	3100	3600	Sr. Assistant (HR)	Sr. Accountant	LEVEL-4 3600 (Rationalized) (1 st TBPS)
		--	--		3100 (SG)	AG-II (SG)	AG-II(A/C) (SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	AG-III (Non-Technical)	2800	2800	AG-III (Non-Technical)	AG-III(A/C) (Non-Technical)	LEVEL-3 2800

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: NON-TECHNICAL**TABLE: C-2**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	--	--	--	--	--	LEVEL-7 5400 (A) (* NFU) (3 rd TBPS)
	10900-34800	4800	Head Pharmacist	4800	4800	Head Pharmacist	LEVEL-6 (Upgraded) 5400 (B) (2 nd TBPS)
		3800	Sr. Pharmacist	3800	4600	Pharmacist Gr-I	LEVEL-5 4800 (Upgraded) (1 st TBPS)
		--	--		3600	Pharmacist Gr-II	LEVEL-4 3600 (Rationalized)
4500-125-8000	8500-26300, 3200	3200	Jr. Pharmacist (Non-Technical)	3200	3100 (SG)	Pharmacist Gr-II (SG)	
--	--	--	--	--	2800	Pharmacist Gr-III (Non-Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

Third TBPS shall be adjusted against Non-Functional Up-gradation for those employees who are granted Non-Functional Up-gradation in Level-7.

CADRE: NON-TECHNICAL**TABLE: C-3**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/ DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		Pre-UPP	EXISTING GRADE PAY (UPP- 07.11.2012)	POSTS	
		--	4800	TBPS	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		--	4600	TBPS	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		--	3600	Sr. Dresser	LEVEL-4 3600 (Rationalized) (1 st TBPS)
		--	3100 (SG)	Sr. Dresser (SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	2800	Sr. Dresser	

CADRE: NON-TECHNICAL**TABLE: C-4**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	10900-34800	4800	TBPS	--	4800	TBPS	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		4600	TBPS	--	4600	Sr. V/Driver (Capping)	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3300	TBPS	--	3600	V/Driver	LEVEL-4 3600 (Rationalized) (1 st TBPS)
4500-125-8625	8500-26300, 3200	3200	Vehicle Driver (Non-Technical)	3200	3100 (SG)	V/Driver Gr-II (SG)	LEVEL-3 2800 (Rationalized)
--	--	--	--	--	2800	V/Driver Gr-III (Non-Technical)	

CADRE: TECHNICAL**TABLE: C-5**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>IPGCL/PPCL</u>			<u>IPGCL/ PPCL/ DTL/ DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		Pre-UPP	EXISTING GRADE PAY (UPP- 07.11.2012)	POSTS	
	19000-39100	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	5000	5000	Junior Manager (T) (ITI)	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		4800	4800	Foreman (Elect.) Gr-I	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
			4600	Foreman (Elect.) Gr-II	LEVEL-4 3600 (1 st TBPS)
		3600	3600	Fitter (Elect.) Gr-I	
	8500-26300	--	3100 (SG)	Fitter(Elect.) Gr-II (SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	2800	Fitter (Elect.) Gr-II (Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-6**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>DTL/DPCL</u>			<u>IPGCL/ PPCL/ DTL/ DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		EXISTING GRADE PAY	POSTS	POSTS	
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	--	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	5000	Technical Officer	--	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		4800	Foreman (Electric)	Foreman Electronic	LEVEL-5 4800 (2 nd TBPS)
		3600	Sr. Electric Fitter	Sr. Electronic Asstt.	LEVEL-4 3600 (1 st TBPS)
	8500-26300	--	--	--	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	Asstt. Electric Fitter (Technical)	Jr. Electronic Asstt. (Technical)	

* Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-7**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/ DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		Pre-UPP	EXISTING GRADE PAY (UPP- 07.11.2012)	POSTS	
	19000-39100	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	5000	5000	Junior Manager (T) (ITI)	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		4800	4800	Foreman (Mech.) Gr-I	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3800 & 4600	4600	Foreman (Mech.) Gr-II	LEVEL-4 3600 (1 st TBPS)
		3500	3600	Fitter (Mech.) Gr-I	
	8500-26300	--	3100 (SG)	Fitter (Mech.) Gr-II(SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	2800	Fitter (Mech.) Gr-III (Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-8**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL /DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100		Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100		--	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	--	--	--	5000	Maintenance Officer (ITI)	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		--	--	--	4800	Foreman (Welder)Gr-I	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		4600	TBPS	--	4600	Foreman (Welder) Gr-II	LEVEL-4 3600 (1 st TBPS)
		3600	TBPS	3600	3600	Welder Gr-I	LEVEL-3 2800
	8500-26300	--	--	--	3100 (SG)	Welder Gr-II(SG)	
4000-100-7100	8500-26300, 2800	2800	Jr. Welder (Technical)	2800	2800	Welder Gr-III (Technical)	

* Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-9**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL L/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		--	--	--	--	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	4800	Head Draftsman	4800	4800	Head Draftsman	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		3800	Draftsman Gr.-I (Mech/Civil)	3800	4600	Draftsman Gr-I	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3500	Draftsman Gr.-II (Mech/Civil) (Technical)	3500	3600	Draftsman Gr-II	LEVEL-4 3600 (Rationalized) (1 st TBPS)
	8500-26300	--	--	--	3100 (SG)	Draftsman Gr-II (SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	Draftsman Gr-III (Technical)	2800	2800	Draftsman Gr-III (Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-10**

Pay scale (1996)	GNCTD approved PB& GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	--	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	5000	Sr. Shift Officer	5000	5000	Maintenance Officer (ITI)	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		4800	Shift Officer	4800	4800	Controller	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		4600	Shift Incharge	4600	4600	Asstt. Controller	LEVEL-4 3600 (Rationalized) (1 st TBPS)
		3000	S/Stn. Att. Gr.I	3500	3600	TAG-I	
	8500-26300	--	--	3000	3100 (SG)	TAG-II(SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	S/Stn. Att. Gr.II (Technical)	2800	2800	TAG-III (Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-11**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	10900-34800	--	--	--	--	--	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		4800	TBPS	4800	4800	Chief Sanitary Inspector	LEVEL-5 4800 (2 nd TBPS)
		3300	Sanitary Inspector	3300	3600	Sanitary Inspector	LEVEL-4 3600 (Rationalized) (1 st TBPS)
4000-7100	8500-26300, 2800	2800	Assistant Sanitary Inspector	2800	2800	Assistant Sanitary Inspector	LEVEL-3 2800

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/ DPCL</u>
		Pre- UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000- 39100	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000- 39100	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	4800	4800	Chemist Gr-II	LEVEL-6 (Upgraded) 5400 (B) (3 rd TBPS)
		4600	4600	Asstt. Chemist	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3200	3600	TAG-I (Lab-cum- Analyzer)	LEVEL-4 3600 (1 st TBPS)
4000- 7100	8500-26300, 2800	--	3100 (SG)	TAG-II (Lab-cum- Analyzer)	LEVEL-3 2800
		2800	2800	TAG-III (Lab- cum-Analyzer) (Technical)	

* Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-13**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100			5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100			5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800			5000	5000	Junior Manager (T) (ITI)	LEVEL-6 5400 (B) (Upgraded) (3 rd TBPS)
				4800	4800	Foreman (Instt.) Gr-I	
		3800	Instt. Mech. Gr-I	3800	4600	Foreman (Instt.) Gr-II	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3200	Instt. Mech. Gr-II	3200	3600	Instt. Mech. Gr-II	LEVEL-4 3600 (1 st TBPS)
		--	--	--	3100 (SG)	Instt. Mech. Gr-III(SG)	LEVEL-3 2800
4000-7100	8500-26300, 2800	2800	Instrument Fitter	2800	2800	Instt. Mech. Gr-III (Technical)	

* Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-14**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/ DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		Pre-UPP	EXISTING GRADE PAY (UPP- 07.11.2012)	POSTS	
	10900- 34800	--	4800	TBPS	LEVEL-6 5400 (B) (Upgraded) (3 rd TBPS)
		4600	4600	Foreman (Workshop) Gr-I (capping)	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3600	3600	Machinist/Turner Gr-I	LEVEL-4 3600 (1 st TBPS)
			3100 (SG)	Machinist/Turner Gr-II(SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	2800	Machinist/Turner Gr-III (Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-15**

Pay scale (1996)	GNCTD approved PB & GP (2006)	IPGCL/PPCL			IPGCL/PPCL/DTL/DPCL NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	
	19000-39100	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	5000	5000	Maintenance Officer (ITI)	LEVEL-6 5400 (B)
		4800	4800	Foreman (AC) Gr-I	(Upgraded) (3 rd TBPS)
		3800	4600	Foreman (AC) Gr-II	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		--	3600	Mech. (AC) Gr-II	LEVEL-4 3600 (1 st TBPS)
4200-100-7100	8500-26300, 2900	2900	3100 (SG)	Mech. (AC) Gr-III(SG)	LEVEL-3 2800
		--	2800	Mech. (AC) Gr-III (Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-16**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/ DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		Pre-UPP	EXISTING GRADE PAY (UPP- 07.11.2012)	POSTS	
	19000-39100	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	5000	5000	Maintenance Officer (ITI)	LEVEL-6 5400 (B)
		--	4800	Foreman (Rigger)Gr-I	(Upgraded) (3 rd TBPS)
		4600	4600	Foreman (Rigger)Gr-II	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3800	3600	Rigger Gr-I (Sr. Insulation Mech)	LEVEL-4 3600 (1 st TBPS)
	8500-26300	2900	3100 (SG)	Rigger Gr-II(SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	2800	Rigger Gr-III (Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-17**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/ DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		Pre-UPP	EXISTING GRADE PAY (UPP- 07.11.2012)	POSTS	
	19000-39100	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	5000	5000	Maintenance Officer (ITI)	LEVEL-6 5400 (B)
		4800	4800	Foreman (Crane) Gr-I	(Upgraded) (3 rd TBPS)
		--	4600	Foreman (Crane) Gr-II	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3800	3600	Crane Operator Gr-II	LEVEL-4 3600 (1 st TBPS)
	8500-26300	--	3100 (SG)	Crane Operator Gr-III (SG)	LEVEL-3 2800
4000-100-7100	8500-26300, 2800	2800	2800	Crane Operator Gr-III (Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

CADRE: TECHNICAL**TABLE: C-18**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL/DTL /DPCL</u>
		EXISTING GRADE PAY	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		4800	TBPS	LEVEL-6 5400 (B) (Upgraded) (3 rd TBPS)
		4600	Foreman Gr.II/Sr. Tester	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3200	Sr. Instrument Rep. & Tester	LEVEL-4 3600 (Upgraded) (1 st TBPS)
4200-100- 7100	8500-26300, 2900	2900	Instrument Rep. & Tester	LEVEL-3 2800 (Rationalized)

CADRE: TECHNICAL**TABLE: C-19**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL/DTL /DPCL</u>
		EXISTING GRADE PAY	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		--	TBPS	LEVEL-6 5400 (B) (Upgraded) (3 rd TBPS)
		--	TBPS	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3600	Tester (Prot.)	LEVEL-4 3600 (1 st TBPS)
4000-100- 7100	8500-26300, 2800	2800	Jr. Tester (Prot.)	LEVEL-3 2800 (Rationalized)

CADRE: TECHNICAL**TABLE: C-20**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL/DTL /DPCL</u>
		EXISTING GRADE PAY	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		--	TBPS	LEVEL-6 5400 (B) (Upgraded) (3 rd TBPS)
		--	TBPS	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		--	TBPS	LEVEL-4 3600 (Upgraded) (1 st TBPS)
4200-100- 7100	8500-26300, 2900	2900	Oil Filter Operator	LEVEL-3 2800 (Rationalized)

CADRE: TECHNICAL**TABLE: C-21**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		--	TBPS	LEVEL-6 5400 (B) (Upgraded) (3 rd TBPS)
		3800	TBPS	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3200	TBPS	LEVEL-4 3600 (Upgraded) (1 st TBPS)
4000-100-7100	8500-26300, 2800	2800	Liftman	LEVEL-3 2800 (Rationalized)

CADRE: TECHNICAL**TABLE: C-22**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		--	TBPS	LEVEL-6 5400 (B) (Upgraded) (3 rd TBPS)
		3300	TBPS	LEVEL-5 4800 (Upgraded) (2 nd TBPS)
		3200	TBPS	LEVEL-4 3600 (Upgraded) (1 st TBPS)
4000-100-7100	8500-26300, 2800	2800	Ferro Printer	LEVEL-3 2800 (Rationalized)

CADRE: NON-TECHNICAL**TABLE: C-23**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	--	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU)
	10900-34800	4800	Sr. PA	4800	4800	Sr. PA	LEVEL-6 (Upgraded) 5400 (B) (2 nd TBPS)
		4600	PA	4600	4600	PA Gr-I	LEVEL-5 4800 (Upgraded) (1 st TBPS)
		--	--	3100	3600	PA Gr-II	LEVEL-4 3600 (Rationalized)
4200-100-9100	8500-26300, 3100	3100	Jr. PA (Non-Technical)		3100 (SG)	PA Gr-II (SG)	
--	--	--	--	--	2800	PA Gr-III (Non-Technical)	

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

Third TBPS shall be adjusted against Non-Functional Up-gradation for those employees who are granted Non-Functional Up-gradation in Level-7.

CADRE: NON-TECHNICAL**TABLE: C-24**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)		
		--	--				LEVEL-7 5400 (A) (3 rd TBPS)
	10900-34800	--	--		4800	TBPS	LEVEL-6 (Upgraded) 5400 (B) (2 nd TBPS)
		4600	TBPS		4600	Welfare Supdt.	LEVEL-5 4800 (Upgraded) (1 st TBPS)
4200-1009100	8500-26300, 3100	3100	Welfare Inspector (Sports)	3100	3100	Welfare Inspector	LEVEL-4 3600 (Rationalized)

CADRE: NON-TECHNICAL**TABLE: B-25**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL /DTL/DPCL</u>
				Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)		NEW GRADE PAY LEVEL W.E.F. 01.01.2016
			Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
				--	--	--	LEVEL-7 5400 (A) (* NFU) (2 nd TBPS)
	10900-34800	4800	Sports Officer	4800	4800	Sports Officer	LEVEL-6 (Upgraded) 5400 (B) (1 st TBPS)
		--	--	4600	4600	Asstt. Sports Officer	LEVEL-5 4800 (Upgraded)

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

TBPS shall be adjusted against Non-Functional Up-gradation for those employees who are granted Non-Functional Up-gradation in Level-7. Employee shall be eligible for three TBPS from the level of his induction as per the TBPS policy of the Company.

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL /DTL/DPCL</u> NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	--	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU) (1 st TBPS)
6500-200-10900	10900-34800, 4800	4800	APRO	4800	4800	APRO	LEVEL-6 (Upgraded) 5400 (B)

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

TBPS shall be adjusted against Non-Functional Up-gradation for those employees who are granted Non-Functional Up-gradation in Level-7.

CADRE: NON-TECHNICAL**TABLE: B-27**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	--	TBPS	LEVEL-9 7600 (3 rd TBPS)
		--	TBPS	LEVEL-7 5400 (A) (2 nd TBPS)
	10900-34800	--	TBPS	LEVEL-6 (Upgraded) 5400 (B) (1 st TBPS)
5500-175-9875	10900-34800, 4600	4600	Cost Account Assistant	LEVEL-5 4800 (Upgraded)

CADRE: NON-TECHNICAL**TABLE: B-28**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL/DTL /DPCL</u>
		EXISTING GRADE PAY	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
5500-175- 9875	10900-34800, 4600	4600	NaibTehsildar (By Deputation)	LEVEL-5 4800 (Upgraded)

CADRE: NON-TECHNICAL**TABLE: B-29**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/ DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	--	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU) (1 st TBPS)
6500-200-10900	10900-34800, 4800	4800	Jr. Law Officer (Non-Technical)	4800	--	Legal Assistant (Non-Technical)	LEVEL-6 (Upgraded) 5400 (B)

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

TBPS shall be adjusted against Non-Functional Up-gradation for those employees who are granted Non-Functional Up-gradation in Level-7.

CADRE: NON-TECHNICAL**TABLE: B-30**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
		5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	--	LEVEL-7 5400 (A) (* NFU) (1 st TBPS)
6500-200-10900	10900-34800, 4800	4800	Hindi Translator	LEVEL-6 (Upgraded) 5400 (B)

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

TBPS shall be adjusted against Non-Functional Up-gradation for those employees who are granted Non-Functional Up-gradation in Level-7.

CADRE: TECHNICAL**TABLE: B-31**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A) (1 st TBPS)
5500-175-9875	10900-34800, 4600	4600	Junior Engineer (Technical) (Deg/Dip)	4600	4600	Junior Engineer (Technical) (Deg/Dip)	LEVEL-5 4800 (Upgraded)

CADRE: TECHNICAL**TABLE: B-32**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
						--	LEVEL-11 8900 (3 rd TBPS)
	19000-39100	7000	TBPS (ITI)	7000	7000	TBPS (ITI)	LEVEL-9 7600 (2 nd TBPS)
		--	--	--	--	--	LEVEL-7 5400 (A) (1 st TBPS)
	10900-34800	5000	TBPS (ITI)	5000	--	TBPS (ITI)	LEVEL-5 4800 * (Upgraded)
		--	--	--	4800	Junior Engineer (Technical) (ITI) (Technical Officer merged with JE)	
5500-175-9875	10900-34800, 4600	4600	Junior Engineer (Technical) (ITI)	4600	4600		

* On merging of Technical Officer into the post of Junior Engineer w.e.f. 01.01.2016 in IPGCL & PPCL, the employees from the cadre of Junior Engineer who were either promoted or granted TBPS of the post of Technical Officer their first/second/third TBPS w.e.f. 01.01.2016 shall be counted after completion of their 10/18/26 years of service from the date of induction into the post of Junior Engineer.

CADRE: TECHNICAL**TABLE: B-33**

Pay scale (1996)	GNCTD approved PB & GP (2006)	<u>DTL/DPCL</u>		<u>IPGCL/PPCL</u>			<u>IPGCL/PPCL/DTL/DPCL</u>
		EXISTING GRADE PAY	POSTS	Pre-UPP	EXISTING GRADE PAY (UPP-07.11.2012)	POSTS	NEW GRADE PAY LEVEL W.E.F. 01.01.2016
	19000-39100	5400 (A)	Further promotion in Group-A as per R&P Rules	5400 (A)	5400 (A)	Further promotion in Group-A as per R&P Rules	LEVEL-7 5400 (A)
	19000-39100	5400 (A)	--	5400 (A)	5400 (A)	--	LEVEL-7 5400 (A) (* NFU) (2 nd TBPS)
	10900-34800	4800	Console Operator	4800	--	Console Operator	LEVEL-6 (Upgraded) 5400 (B) (1 st TBPS)
5500-175-9875	10900-34800, 4600	4600	Junior Console Operator	4600	--	Junior Console Operator	LEVEL-5 4800 (Upgraded)

- * Non-Functional Up-gradation (NFU) in the Level-7 (corresponding to Grade Pay of Rs.5400 (A)) shall be granted to the employees holding Group-B post in the Level-6 (corresponding to Grade Pay level of Rs.5400 (B)) on completion 4 years service, subject to the condition that the employees granted this benefit shall remain in Group-B Category. Employee holding Group-B post in Level-6 shall get functional promotion to Level-7 as per R&P Regulations of the respective post.

TBPS shall be adjusted against Non-Functional Up-gradation for those employees who are granted Non-Functional Up-gradation in Level-7.

CHAPTER-7



RATIONALIZATION OF PAY OF EMPLOYEES OF GROUP-A

CHAPTER-7

RATIONALIZATION OF PAY OF EMPLOYEES OF GROUP-A

7.1 Present structure of Group-‘A’ Posts

The Committee examined the present structure of Group-A posts, prevailing in IPGCL/PPCL/DTL/DPCL and observed huge disparity in the channel of promotions for Group-A employees within all the four Government Power Entities. Disparity in their pay structure has also been noticed between the technical and non-technical category of employees of these organisations. The existing pay structure in the executive cadre in IPGCL/PPCL/DTL/DPCL in technical and non-technical streams is broadly as under:

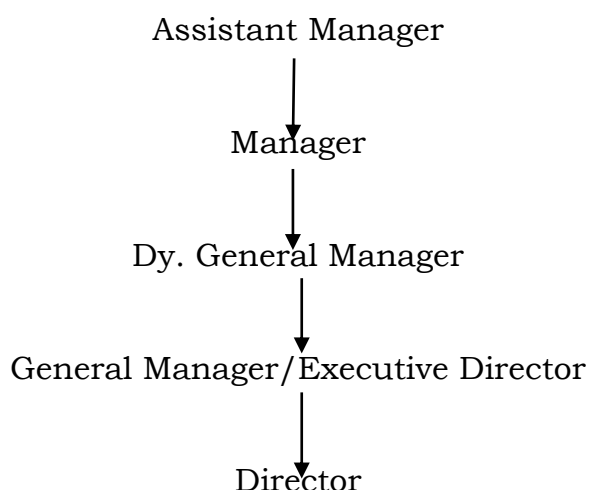
Designation	Grade Pay in IPGCL/PPCL	Grade Pay in DTL/DPCL	
	Technical and Non-Technical	Technical	Non-Technical
Assistant Manager	5400 (Functional)	5400 (Functional)	5400 (Functional)
Deputy Manager	6600 (Intermediate – Non-Functional)	No such post	6600 (Functional)
Manager	7600 (Functional)	7600 (Functional)	7600 (Functional)
Sr. Manager	8300 (Intermediate – Non-Functional)	No such post	No such post
Dy. General Manager	8900 (Functional)	8900 (Functional)	8900 (Functional)
Addl. General Manager	9500 (Intermediate – Non-Functional)	No such post	No such post
General Manager / Executive Director *	10000 (Functional)	10000 (Functional)	10000 (Functional)

* (There was no post of Executive Director at the time of unbundling. After unbundling, in DTL the senior-most General Manager after minimum two years service in the grade of General Manager is re-designated as Executive Director, whereas all General Managers with five years service in the said post are re-designated as Executive Director in IPGCL/PPCL. The total number of officers in the post of General Manager and Executive Director does not exceed the sanctioned strength of General Manager in all the four Government Power Entities.)

7.2 Intermediary Posts

Intermediary Non-Functional Posts (Group-A)

In all the four Government Power Entities, the induction in Group-A in the new pay matrix would start at level-7, corresponding to pre-revised pay band of Rs.19000-39100 (GP Rs.5400 (A)). The induction in Group-A is in the post of Assistant Manager and equivalent ranks. The normal functional hierarchy of their promotion, as per the existing Recruitment and Promotion Regulations in ascending order is as under:



The posts in the above hierarchy of promotion are all functional posts. However, in DESU/DVB regime and even at the time of unbundling, the functional post of Dy. Manager was available between the post of Assistant Manager and Manager in the non-

technical cadre both in IPGCL as well as in DTL, but there was no such functional post of Dy. Manager in the technical cadre either in IPGCL or DTL at the time of unbundling. It may be mentioned here that a post of Dy. Manager on non-functional basis was created as an intermediary post in between the post of Assistant Manager and Manager in IPGCL/PPCL for technical as well as non-technical categories of employees, while introducing the Unified Promotion Policy for its employees w.e.f. 07 November 2012.

As per the Recruitment and Promotion Regulations, though the rules provide for promotion of Group-A employees from one post to the next functional post in a span of 5 to 10 years, but in actual practice, the promotion from one functional stage to the next functional stage takes longer years in some cases, even more than ten years. From the above hierarchy of promotion meant for Group-A employees of all the four Government Power Entities, it may be seen that there are two-three promotions in the whole career, meant for them in the functional posts, which also they do not get for number of years, though they are also entitled to benefit of TBPS, as per TBPS policy of erstwhile DESU/DVB.

The Committee has taken a note that IPGCL/PPCL in 2012, has implemented Unified Promotion Policy (UPP) for its employees and introduced intermediate posts of Deputy Manager, Senior Manager and Additional General Manager in between the two functional posts of Assistant Manager and Manager; Manager and Deputy General Manager and Deputy General Manager and General Manager respectively both in Technical and Non-Technical streams. The same was in line with the recommendations of the previous WRC headed by Justice (Retired) Lokeshwar Prasad. It may be stated that the intermediary posts at non-functional level were introduced by the IPGCL and PPCL for its Group-A employees w.e.f. 07 November 2012 to reduce the stagnation.

However, in DTL/DPCL the concept of creation of intermediary posts was not adopted as recommended by the previous WRC. Accordingly, intermediary posts of Deputy Manager, Senior Manager and Additional General Manager do not exist either in the Technical or non-technical stream in DTL/DPCL, except that there exists a functional post of Deputy Manager in the non-technical category only in DTL/DPCL.

The above difference in the hierarchy structure has caused inter and intra disparity and anomaly, amongst Group-A employees of these Companies. Say for example, an Assistant Manager (Technical) in DTL in the Grade Pay of Rs.5400 is eligible for first promotion/TBPS in the scale of Manager (Technical), carrying Grade Pay of Rs.7600 and second promotion/TBPS in the scale of Deputy General Manager (T) in the Grade Pay Rs.8900, whereas in Non-Technical category an Assistant Manager in DTL is eligible for first promotion/TBPS in the Grade Pay of Rs.6600 and second promotion/TBPS in the Grade Pay of Rs.7600. As per the existing policy of DTL, an Assistant Manager in the Technical stream gets Grade Pay of Rs.8900, at the time of his second promotion/TBPS and in non-technical stream, he gets Grade Pay of only Rs.7600 at the time of his second promotion/TBPS, causing discrimination with him. Similarly, not extending the benefit of intermediate posts, introduced by IPGCL/PPCL through UPP, in DTL has the effect of treating the similarly situated employees of these organizations differently.

To avoid stagnation of Group-A employees on a particular post after their induction, this Committee is of the considered view that it shall be in the interest of career growth of Group-A employees, if intermediary posts are created as non-functional posts in between the two functional posts. The creation of such non-functional intermediary posts is not going to have any significant financial implication on the State Exchequer, as an incumbent belonging to Group-A category becomes eligible for promotion to a non-functional

post after three/four years of service and he would have earned at least three/four annual increments by the time, he may be given the intermediary scale. The only benefit to such an employee to be financially upgraded in an intermediary scale shall be of one increment and not anything beyond that. In order to provide a unified promotion regime with minimal chances of stagnation at any level, this Committee recommends creating intermediary scales/posts in between the two functional scales/posts as under:

- i) Dy. Manager (Level-8, corresponding to pre-revised Grade Pay of Rs.6600) in between Assistant Manager and Manager;
- ii) Senior Manager (Level-10, corresponding to pre-revised Grade Pay of Rs.8300) between Manager and Dy. General Manager;
- iii) Additional General Manager (Level-12, corresponding to pre-revised Grade Pay of Rs.10000) between Dy. General Manager and General Manager.

The Grade Pay level of Rs.9500 of the post of Additional General Manager is recommended to be upgraded to Grade Pay of Rs.10000 in the Level-12 from the effective date of implementation of this report. These non-functional intermediate posts are recommended to be made cluster posts, to be adjusted in the sanctioned strength of the functional post immediately below that; meaning thereby that certain number of posts of Assistant Manager may be operated in Dy. Manager and vice versa as per requirement. Similarly, in respect of other group of posts namely (1) Manager and Sr. Manager and (2) DGM and AGM, the combined sanctioned strength shall be taken into account for working out the vacancies for promotion purposes after clubbing of the posts. These intermediate posts which are non-functional cluster posts shall also be introduced in DTL/DPCL in technical as well as non-technical streams. The creation of intermediate posts will remove the stagnation in the functional post.

The placement of the employees concerned in the intermediate non-functional posts in the Grade Pay level of Rs.6600, Rs.8300 and Rs.10000 shall be time based, without it being counted for the purpose of regular promotion/TBPS, whereas promotions/TBPS in the next functional posts shall strictly be as per the recruitment rules/TBPS rules of Group-A technical and non-technical cadres of the organization concerned.

In order to bring uniformity in promotion in the technical and non-technical streams in all Group-A posts, it is recommended that the Board of DTL/DPCL may consider amendment of its RRs applicable for promotion to bring the same, in line with the RRs in this regard, as provided in the UPP of IPGCL/PPCL.

7.3 Levels in the new pay matrix for the executive cadres

The levels in the new pay matrix for the executive cadres of IPGCL/PPCL/DTL/DPCL in Technical as well as non-technical streams w.e.f. 01.01.2016 shall be as under:-

Designation	Grade Pay/ Pay Band	Level
Assistant Manager	5400	7 (Functional)
Deputy Manager	6600	8 (Intermediate Non- Functional time bound basis)
Manager	7600	9 (Functional)
Sr. Manager	8300	10 (Intermediate Non- Functional time bound basis)
Dy. General Manager	8900	11 (Functional)
Addl. General Manager	10000	12 (Intermediate Non- Functional time bound basis)
General Manager/ Executive Director	67000-79000	13 (Functional)

7.4 Minimum time period recommended for promotion in Group-A

The minimum time period recommended for promotion in the technical and non-technical cadre in Group-A in DTL/IPGCL/PPCL/DPCL shall be as per the following table:-

S.No.	Post from	To	Qualifying service requirement
1.	Assistant Manager (for Degree holder)	Manager	04 years from AM to DM on time bound basis. 04 years from DM to Manager. Total 08 years
2.	Assistant Manager (for Diploma holder)	Manager	05 years from AM to DM on time bound basis. 05 years from DM to Manager. Total 10 years
3.	Manager	DGM	03 years from Manager to Sr. Manager on time bound basis. 04 years from Sr. Manager to DGM. Total 07 years
4.	DGM	GM	03 years from DGM to AGM on time bound basis. 03 years from AGM to GM. Total 06 years

In DTL/DPCL, where presently no intermediate posts exist in Group-A, it is recommended that those employees who have already completed the requisite qualifying years of service for the

corresponding intermediate post before 01.01.2016, they shall be placed and re-designated in the respective intermediate post and level on 01.01.2016, subject to the fulfillment of the qualifying criteria for promotion and holding of DPC; and their pay shall be fixed in the level of said intermediate post w.e.f. 01.01.2016.

The first functional promotion/first Time Bound Promotional Scale of Group-A employee working in the Grade Pay of Rs.5400 (A) in the pay band of Rs.19000-39100 in the Level-7 shall be in the next functional Level of Level-9 in the Grade Pay of Rs.7600 in the pay band of Rs.19000-39100 and the second functional promotion/second TBPS shall be in the Level-11 in the Grade Pay of Rs.8900 in the pay band of Rs.37400-67000, while the third functional promotion/third TBPS shall be in the Level of Level-13 in the Pay Band of Rs.67000-79000.

7.5 Grievances in respect of anomalies in the pay of Group-A officers

The Committee has received number of representations from the Group-A officers. They have also appeared before this Committee during the public hearing. The various demands of the officers have been examined thoroughly. The recommendations of the Committee on the demands are as under:-

7.5.1 Grievance in regard to requirement for higher qualification for promotion

Representations have been received from some Finance cadre employees of IPGCL & PPCL, wherein they have submitted that they had joined service of erstwhile DESU in 1980, fulfilling the then required qualification. They came to be allocated to IPGCL at the time of unbundling of DVB. However, as per the revised Recruitment Rules made applicable to them vide Unified Promotion Policy made effective from 07.11.2012, it was provided in the RRs that CA/ICWAI/MBA/B.Com qualification as essential qualification for promotion to the level of Manager. Their grievance is that qualification for promotion introduced in the RRs by way of UPP is to their detriment as they are now deprived of promotion to the post of Manager which was available for them in the RRs of erstwhile DVB and accordingly, their contention is that the same is contrary and inconsistent with the terms of the Tripartite Agreement between the Management and the workers unions.

While considering the above grievance, the Committee cannot overlook the increase in IT interfaces, increasing regulatory requirements and greater emphasis on legal compliances in the area of Finance as well as HR, gaining momentum for advance knowledge, particularly in power generation technologies. Hence, in order to meet the new challenges of the industry and its higher efficiency, the need for higher qualifications for all the employees in all the streams particularly at senior executive level is necessary. The employees

have their own aspirations for rise in their career, but in the overall interest of the organisation, the minimum qualification required for manning the higher posts cannot be compromised. We are of the considered view that the aspiration of the employees affected by higher qualification prescribed in the RRs is adequately met through three TBPS granted to all across the line by keeping up with the policy of erstwhile DVB and accordingly such employee should not have any grudge. It is a trite law that promotion or appointment cannot be claimed by anybody as a matter of right, still for striking a balance, we recommend that the management may in its wisdom provide for a reasonable quota in their RRs for promotion of those not meeting the higher educational qualification as per UPP made effective from 07.11.2012. Eligible person has a right only for his consideration at the time of appointment/promotion in public employment. It is equally well settled that rules for promotion can be modified or changed prospectively depending upon the functional requirement of a particular post. The incumbent claiming consideration for promotion must meet the eligibility criteria. IPGCL/PPCL at the time of introducing Unified Promotion Policy way back in 2012 have already resolved to make Graduation/B.Com as an essential qualification for appointment/promotion to the post of Assistant Manager that belongs to the executives in non-technical cadre. However, DTL/DPCL has so far not adopted the said policy taken by IPGCL/PPCL in regard to Graduation/B.Com being the essential qualification for appointment/promotion to the post of Assistant Manager or equivalent in non-technical cadre. This Committee is of the view that the appointment/promotion in all the four corporate entities owned by the Government of NCT of Delhi, namely, DTL/DPCL/IPGCL/PPCL must make uniform rules relating to eligibility for appointment/promotion to a particular post in their respective Companies. By no stretch of imagination, a person possessing qualification less than Graduation from a recognized University cannot claim to be appointed/promoted to the post of Assistant Manager in the executive cadre, carrying higher

responsibilities and duties with higher pay and allowances. We accordingly find no merit in the grievance raised by the executive cadre in respect of Graduation/B.Com being made an essential qualification for appointment and promotion in the said cadre starting from the post of Assistant Manager in non-technical cadres.

7.5.2 Grievance in regard to fixation of pay in the post of Assistant Manager and equivalent in the Pay Band of Rs.19000-39100 with Grade Pay of Rs.5400

In DTL/DPCL/IPGCL/PPCL, there are officials, both from technical and non-technical streams. Officials in technical stream are those coming from engineering background, whereas in the non-technical stream, they are other than from engineering background. At the time of unbundling of Delhi Vidyut Board, the technical employees in Group-A were in the pay scale of Rs.7750-14500 with the entry pay of Rs.8550, whereas the non-technical category in Group-A were in the pay scale of Rs.8000-13775 with the entry pay of Rs.8000. The Board of Directors of IPGCL/PPCL vide its resolution dated 26th September 2007 resolved to do away with the disparities in the pay scales of technical and non-technical categories of Group-A employees w.e.f 1st October 2007 and consequent thereupon, the pay scales of employees in Group-A in IPGCL/PPCL were made identical in the pay scale of Rs.7750-14500 with entry pay of Rs.8550 w.e.f 1st October 2007, in line with the Punjab State Electricity Board pattern. The said decision taken by the Board of Directors of IPGCL/PPCL has also been recognised by the previous Wage Revision Committee, headed by Justice (Retd.) Lokeshwar Prasad, who in its report, recommended to grant the same pay scale to the technical as well as non-technical employees in Group-A w.e.f 1st January 2006. The report of the previous Wage Revision Committee in this regard for granting uniform pay scale to technical and non-technical categories of Group-A w.e.f 1st January 2006 was also accepted by the Competent Authority. Tables 25 and 26 accompanying the approval of the Competent Authority dated 7th October 2009 provides for the

pay structure of Group-A employees of DTL/DPCL/IPGCL/PPCL. However, since the disparity in the pay scales of technical and non-technical employees of Group-A was recommended to be done away with, by the previous Wage Revision Committee as well as by the Competent Authority w.e.f 01.01.2006, table-25 relating to pre-revised pay scale of Rs.8000-13775 became redundant for all purposes as it was made inapplicable w.e.f 01.01.2006, though the pre-revised pay scale of Rs.8000-13775 dealt with in table-25 had relevance prior to 01.01.2006 for non-technical employees in Group-A.

Group-A service in Central Government starts with Pay Band of Rs.15600-39100, but for DTL/DPCL/IPGCL/PPCL Group-A technical and non-technical employees, the pay band recommended was Rs.19000-39100, carrying two different entry pay in the Grade Pay of Rs.5400; (i) at Rs.20600 and (ii) at Rs.21170. These two different entry pay in the same pay band of Rs.19000-39100 with Grade Pay of Rs.5400 were recommended on account of two pre-revised scales in Group-A, one of Rs.7750-14500 carrying entry pay of Rs.8550 and the second of Rs.8000-13775 carrying entry pay of Rs.8000. In the pre-revised pay scale of Rs.8000-13775 (entry pay Rs.8000) dealt with in Table-25, the entry pay in revised pay band of Rs.19000-39100 was provided at Rs.20600, whereas the entry pay in the pre-revised pay scale of Rs.7750-14500 (initial pay Rs.8550) was put at Rs.21170. It seems that on account of confusion in the mind of those concerned with implementation of the previous Wage Revision Committee report in IPGCL/PPCL, the technical employees in Group-A were granted entry pay of Rs.21170 w.e.f 01.01.2006 till 9th December 2009, but for those recruited or promoted in the technical stream of Group-A during the period from 9th December 2009 onwards were granted entry pay of Rs.19000 which was at the minimum of the Pay Band of Rs.19000-39100 with Grade Pay of Rs.5400. Non-technical personnel of Group-A in IPGCL/PPCL on its roll as on 01.01.2006 and also to those who were recruited or

promoted during the period between 01.01.2006 and 30th September 2007 were granted the entry pay of Rs.20600, in the Pay Band of Rs.19000-39100 with Grade Pay of Rs.5400, whereas those recruited or promoted in non-technical category of Group-A employees during the period from 01.10.2007 to 09.12.2009 were given entry pay of Rs.21170 and those recruited subsequent to 09.12.2009 till now are given entry pay of Rs.19000. This is the position prevailing for technical and non-technical category of Group-A employees in IPGCL/PPCL.

Technical personnel on roll of DTL/DPCL as on 01.01.2006 till now have been granted entry pay of Rs.21170, whereas officers in the non-technical category of Group-A have been granted entry pay of Rs.20600. This is the status existing in DTL/DPCL as of now.

This Wage Revision Committee has received several representations from Assistant Managers/Private Secretary/Managers working with DTL/DPCL/IPGCL/PPCL pointing out at inter and intra disparity in the entry pay of employees in their category working in the Pay Band of Rs.19000-39100 with Grade Pay of Rs.5400. It is pointed out in their representation that the Assistant Managers who had joined service of IPGCL/PPCL during the period from 01.01.2006 till 9th December 2009 in technical stream have been granted entry pay of Rs.21170 and the Assistant Managers and equivalent in non-technical stream who had joined between 01.01.2006 to 30.09.2007 were granted Rs.20600 and thereafter non-technical Assistant Managers and equivalent who had joined from 01.10.2007 to 09.12.2009 were granted the entry pay of Rs.21170. Whereas, those Assistant Managers and equivalent recruited or promoted in IPGCL/PPCL during the period 09.12.2009 onwards till now have been granted entry pay of Rs.19000, instead of Rs.21170 to which such employees were entitled as per report of the previous Wage Revision Committee. In the same manner, the non-technical Assistant Managers and equivalent working in DTL/DPCL have also

pointed out that their entry pay has been wrongly fixed at Rs.20600 instead of Rs.21170 to which they were entitled w.e.f 01.01.2006 as per previous Wage Revision Committee report.

The above anomaly pointed out by the Assistant Managers/Private Secretary in the technical and non-technical categories working with DTL/DPCL/IPGCL/PPCL is writ large and the said anomaly per-se is contrary to the report of the previous Wage Revision Committee as accepted by the Competent Authority, whereby even the non-technical Assistant Manager and equivalent working in these four organizations, namely, DTL/DPCL/IPGCL/PPCL were entitled for entry pay of Rs.21170, instead of Rs.20600 or Rs.19000 as has been fixed for them by these organizations. It may be noted that the result of wrong implementation of the report of the earlier Wage Revision Committee as pointed out hereto above has led to disastrous results in as much as the non-technical Assistant Manager and equivalent on roll of IPGCL/PPCL as on 01.01.2006 and those recruited or promoted during the period between 01.01.2006 and 30th September 2007 were given less entry pay of Rs.20600 in comparison of their juniors who got recruited or promoted in the same position w.e.f 01.10.2007 onwards and thereby, the pay of juniors became more than the pay of their immediate seniors. All Assistant Managers and equivalent, whether they are in technical or non-technical stream, are entitled for entry pay of Rs.21170 in the Pay Band of Rs.19000-39100 with Grade Pay of Rs.5400 w.e.f 01.01.2006 onwards till the date of implementation of the report of the present Wage Revision Committee. This grant of right entry pay of Rs.21170 w.e.f. 01.01.2006 for fixation of pay of all such Assistant Managers and equivalent in technical and non-technical streams in DTL/DPCL/IPGCL/PPCL, who were not earlier granted the entry pay of Rs.21170, shall be done on notional basis from the date of their recruitment/promotion/NFSG/TBPS till 31.12.2015 for the purpose of fixation of their pay as on 01.01.2016 in the new Pay Matrix. Accordingly, no arrear be paid for the period before 01.01.2016,

however they will be entitled to arrears of difference in pay fixed for the period from 01.01.2016 onwards.

Though, the anomaly pointed out herein above by the concerned employees, is not really an anomaly requiring rationalization by this Committee, but the issue raised by them is the result of wrong implementation of the report of previous Wage Revision Committee (accepted by the Competent Authority). Hence, this Committee is of the considered view that the pay of all technical and non-technical Assistant Managers and equivalent in Group-A working in DTL/DPCL/IPGCL/PPCL should first be rightly fixed by granting them entry pay of Rs.21170, from the date of their recruitment/promotion/TBPS/NFSG, as per report of the previous Wage Revision Committee before they are allocated appropriate level in the new pay matrix.

7.5.3 Grievance in regard to pay of Senior Manager and their request for up-gradation of Grade Pay of Rs.8300 for intermediary post of Senior Manager from the Pay Band of Rs.19000-39100 to Grade Pay of Rs.8700 in the Pay Band of Rs.37400-6700

In IPGCL, Senior Managers are in the Pay Band of Rs.19000-39100 with Grade pay Rs.8300. The incumbents requested that they may be placed in the Grade Pay Rs.8700, in the Pay Band of Rs.37400-67000. The Committee has taken note of the fact that the previous WRC under the Chairmanship of Justice (Retd.) Lokeshwar Prasad had recommended the Grade Pay for the posts of Assistant Manager, Deputy Manager and Manager of Rs.7000, Rs.7800 and Rs.8800 respectively in the Pay Band of Rs.19000-39100 in PB-IV. The previous WRC had also given the following recommendations for the post of Sr. Manager:-

“The Committee further recommends that in order to meet the aspirations of executive cadre in this pay band, IPGCL Management

may consider for creation of an intermediary post of Sr. Manager in all the areas between Manager and DGM with suitable job description in the Pay Band of Rs.19000-39100 with the grade pay of Rs.9100.”

It is worth mentioning that neither the previous WRC nor the Govt. of NCT of Delhi while approving the recommendations for creation of intermediary post of Senior Manager between the two functional posts of Manager and Deputy General Manager have provided a separate table applicable to the Senior Managers in regard to their pay w.e.f. 01.01.2006. As per report of previous WRC as approved by the Govt. of NCT of Delhi, the Assistant Manager, Deputy Manager and Manager were in the Pay Band-IV (Rs.19000-39100) carrying Grade Pay of Rs.5400, 6600 and 7600 respectively with the provision that the difference amount of Grade Pay to be added in the pay.

IPGCL/PPCL has fixed the pay for the post of Sr. Manager in the Pay Band of Rs.19000-39100 with Grade Pay Rs.8300 (WRC Rs.9100) in the PB-IV, as recommended by WRC. Non-functional post of Senior Manager was not in existence either in IPGCL or DTL at the relevant time when report of previous Wage Revision Committee came in 2008, though the previous Wage Revision Committee had suggested creation of a non-functional post of Senior Manager in the grade pay of Rs.9100 in the pay band of Rs.19000-39100. Separate table carrying the pay for non-functional post of Senior Manager is not provided in the report of the previous Wage Revision Committee. It may be noted that IPGCL has introduced the post of Senior Manager in between two functional posts of Manager and Dy. General Manager in its organization by way of Unified Promotion Policy made effective from November 2012. The said non-functional post of Senior Manager as introduced in IPGCL by way of Unified Promotion Policy in November 2012 carried the same pay band of Rs.19000-39100 with grade pay of Rs.8300 (grade pay applicable to the post of Manager being 7600 and that of Dy. General Manager as 8900).

Those who got the non-functional post of Senior Manager with Grade Pay of Rs.8300 in the pay scale of Rs.19000-39100 in IPGCL have made a demand by way of representation for granting them higher pay scale of Rs.37400-67000 with Grade Pay of Rs.8700. Their said demand is based upon analogy drawn from the pay scales applicable to the employees in the Central and State Governments, where after the Grade Pay of Rs.7600 the next Grade Pay is Rs.8700 in the higher pay scale of Rs.37400-67000. There is an inherent fallacy in the said demand for upward revision of their pay made by the Senior Managers. It is a matter of record that the pay of the employees in IPGCL/PPCL/DTL/DPCL is already higher than the pay of employees in the Central and State Governments. The post of Manager in the above organizations is in the Pay Band of Rs.19000-39100 which corresponds to the Pay Band of Rs.15600-39100 in the Central and State Governments. The post of Dy. General Manager in IPGCL/PPCL/DTL/DPCL is in the Pay Band of Rs.37400-67000 with Grade Pay of Rs.8900. This post of Dy. General Manager is a promotional functional post and the pay band of the said post in these organizations, corresponds to the same pay scale of Rs.37400-67000 but with Grade Pay of Rs.8700, instead of Rs.8900 as in the above organizations. The post of Senior Manager has been created as an intermediary post between two functional posts of Manager and Dy. General Manager to avoid stagnation and to provide constant growth in the career of the concerned employees. It shall also be equally significant to note that there is no separate sanctioned strength for the post of Senior Manager. The post of Senior Manager for all intent and purposes is treated as a cluster post and is adjusted against the total sanctioned strength of the post of Manager. In that view of the matter, the Senior Manager cannot claim higher pay band or higher grade pay than that already granted to them by way of Unified Promotion Policy introduced in IPGCL in 2012. The grade pay of Rs.8300 was purposely given by IPGCL to the Senior Managers to keep them in the same pay scale of Rs.19000-39100 applicable to the Managers, so that the persons concerned after three years service as

Manager may get some hike in his pay by designating him as Senior Manager to be treated as a non-functional post. The Pay Band of Rs.37400-67000 demanded by the Senior Managers is the pay scale applicable to the post of Dy. General Manager, which is a promotional functional post and the said scale cannot be given to the Senior Managers. Hence their request in this regard is declined.

7.5.4 Grievance in regard to fixation of pay of Deputy General Manager in the Pay Band of Rs.37400-67000 with Grade Pay of Rs.8900

The existing Pay Band of Rs.37400-67000 with Grade Pay of Rs.8900 is applicable to Dy. General Managers working in DTL/DPCL/IPGCL/PPCL in technical and non-technical streams. The posts in the said pay band are Dy. General Manager (Legal); Dy. General Manager (Tech.); Dy. General Manager (HR); Dy. General Manager (Fin.) and Dy. General Manager (IT) or some other equivalent posts. Tables 32-34 being part of the Office Order of the Government of NCT of Delhi dated 9th October 2009, conveying approval of the previous Wage Revision Committee report are the relevant tables applicable to the personnel holding the above posts. Table-32 applies to Dy. General Manager (Legal) in the pre-revised pay scale of Rs.14300-18300; table-33 applies to Dy. General Manager (Tech.) against the pre-revised pay scale of Rs.15800-21100 which was also applicable to Company Secretary and table-34 applies to Dy. General Manager (HR), Dy. General Manager (Fin.) and Dy. General Manager (IT) in the pre-revised pay scale of Rs.16400-20000. Dy. General Manager (Tech.) is primarily a promotion post for which the feeder cadre is Manager (Tech.)/Senior Manager (Tech.) from engineering background. In the same way, Dy. General Manager (HR), (Fin.) and (IT) are also promotional posts for which feeder cadre is Manager in the respective area. Dy. General Manager (Legal) is a deputation post that exists in DTL only and is filled up on deputation basis. There is no Dy. General Manager (Legal) in DTL also, since 2012. As per the Recruitment Rules applicable for promotion to the

post of Dy. General Manager (Tech.), only Degree holder Engineers are eligible for promotion to the said post, whereas Diploma holder Engineers stop at the level of Manager (Tech.)/Senior Manager (Tech.). The post of Company Secretary in DTL and IPGCL/PPCL was an induction post in the pre-revised pay scale of Rs.15800-21100.

Tables 32 and 34 are not relevant as far as IPGCL/PPCL is concerned because no person was working with these Companies on the said post during the period between 01.01.2006 till at present. Table-32 has no relevance for DTL also, because there was no person who manned the said post from 01.01.2006 onwards till now. Table-33 is relevant to both IPGCL/PPCL on the one hand and DTL/DPCL on the other. Table-34 has limited applicability in DTL, as there are few persons working on the posts of Dy. General Manager (HR) and Dy. General Manager (Fin.) with the said organization. Tables-32-34 that deal with pay of officers of the rank of Dy. General Manager provides for three different entry pay in three pre-revised pay scales applicable to the posts of Dy. General Manager (Legal)/Dy. General Manager (Tech.)/Dy. General Manager (HR)/Dy. General Manager (Fin.)/Dy. General Manager (IT)/Company Secretary, as the case may be. Taking into account the number of personnel working against these posts in the above Companies, this Committee recommends to merge the pay provided in tables-32-33-34, so as to provide a uniform pay structure for the post of Dy. General Manager, whether technical or non-technical in all the above Companies across the line, whether the concerned employees belongs to IPGCL/PPCL or DTL/DPCL. The merger of pay provided for in these three tables being table-32-33-34 can safely be done by adopting the pay as provided in table-33, prior to implementation of the report of the present Wage Revision Committee. The entry pay of Rs.39130 is the recommended pay in the first horizontal row of table-33 in the running Pay Band of Rs.37400-67000 with Grade Pay of Rs.8900, making a total of Rs.48030 in the last column of first horizontal row of table-33. This Committee, therefore, recommends that the entry pay of Rs.39130 in

the Grade Pay of Rs.8900 be taken as the entry pay w.e.f 01.01.2006, for all Dy. General Managers whether technical or non-technical in the existing Pay Band of Rs.37400-67000 and Grade Pay of Rs.8900 who were not earlier granted entry pay of Rs.39130 and the same shall be taken on notional basis from the date of their recruitment/promotion/TBPS till 31.12.2015, before fixing their pay at appropriate level in the new Pay Matrix as on 01.01.2016. Accordingly, no arrear be paid for the period before 01.01.2016, however they will be entitled to arrears of difference in pay fixed for the period from 01.01.2016 onwards. In case of those Dy. General Manager (HR), DGM (Fin.) or other senior officers whose pay was fixed as per pay structure provided in table-34, their pay should be adequately protected by taking into account their last drawn salary in the said pay band, while fixing their pay at appropriate level in the new pay matrix.

This measure recommended by the present Wage Revision Committee will address all the grievances raised by all categories of Dy. General Managers in their respective representations filed before this Committee.

7.5.5 Grievance in regard to anomalies in pay of Chief Engineers, General Managers and Executive Directors

At the time of unbundling of erstwhile DVB, the pay scales of Chief Engineer/General Manager and Members (Tech.)/Director (Tech) was Rs.18600-23100, except a special pay of Rs.400 per month was allowed to Member (Tech)/Director (Tech). However, the previous WRC, headed by Justice Lokeshwar Prasad recommended the pay scales of Rs.75500-80000 for the post of Director (Tech)/functional Director, against the pre-revised pay scale of Rs.18600-23100, whereas the pay scale of Rs.37400-67000 in the grade pay of Rs.10000 was recommended for GM/ED with starting pay of Rs.56200 per month against pay scale of Rs.18600-23100 (pre-revised). The same was lower by about Rs.20000 per month in the

matter of initial fixation as compared with the pay scale of the Director.

This WRC has received representations from the retired Chief Engineers/General Managers and also from those presently working on re-designated posts of General Manager pointing out huge disparity in their pay scale, in comparison with the pay scale of the Directors. Their contention is that at the time of unbundling of DVB, the pay scales of the Chief Engineers/General Managers used to be the same as that of the Member (T)/Director (T) i.e. Rs.18600-23100, except that the Member (T)/Director used to get Rs.400 per month extra as special pay and, therefore, according to them, they are also entitled to the same pay scale of Rs.75500-80000 as given by the previous WRC to the Directors. The grievance of the Chief Engineers/General Managers in regard to the above has been carefully examined and considered by this Committee.

It is an admitted fact on record of IPGCL/PPCL/DTL/DPCL that till a separate higher pay scale (HAG+) for the post of Director (T) was recommended and implemented for them w.e.f. 01.01.2006, the pay scale of Director (T) and Chief Engineer/General Manager used to be the same i.e. Rs.18600-23100, except that the Director (T) was getting Rs.400 per month extra as special pay. It is further borne out from the records of these Companies that even the pay scale of Rs.18400-22400 for Member (Admin) which was lower, as compared to the pay scale of Chief Engineers/General Managers, was also revised upwards to Rs.75500-80000. As per the 6th CPC, the pre-revised pay scales of Rs.18400-22400 as well as Rs.18600-23100 were revised to Rs.37400-67000 with Grade Pay of Rs.10000 (PB-5). The Chief Engineers/General Managers were recommended to be placed in the said pay scale of Rs.37400-67000 with Grade Pay of Rs.10000 (Starting pay Rs.56200 inclusive of grade pay) with no additional benefits, though the pay scales in the power sector always used to be more than the Government scales.

Be that as it may, the fact remains that the Chief Engineers/General Managers who earlier in the regime of DVB were in the same pay scale as that of Director have been placed four years after unbundling of DVB in a pay scale two steps lower than that of the Directors w.e.f. 01.01.2006, in terms of the report of the previous WRC and prima facie, there appears to be discrimination with the Chief Engineers/General Managers hinting at anomaly in the matter of their pay scales to which they are reasonably and logically entitled. The issue we are confronted with in this Committee relates to remedying the discrimination in the pay scale of Chief Engineer/General Manager on the one hand and that of the Director on the other hand caused as a result of the implementation of the report of the previous WRC in terms whereof, the post of Director has been given higher pay by two stages than that given to the Chief Engineers/General Managers, though before unbundling all these posts used to be in the same pay scale of Rs.18600-23100, save and except that the post of Member (T)/Director used to carry a special pay of Rs.400 per month, as against which the jump in the pay of Director by the previous WRC is almost to the tune of Rs.20000/- per month. Such a wide gap created by the previous WRC in their pay has compelled us to think how to rationalize the pay of Chief Engineers/General Managers without lowering the pay of the Directors which they are already getting. One may possibly argue that since after unbundling the post of ED has been introduced in between the post of Chief Engineer/General Manager and the Member (T)/Director, you may give to the ED pay scale immediately one step below the pay scale availed by the Director but continue the Chief Engineer/General Manager in the existing pay scale which is two steps below the pay scale of the Directors. This, however, is not going to resolve or address the grievance brought to our notice by the Chief Engineers/General Managers who have retired prior to 01.01.2006 and those who continued even thereafter, as their contention is that since they were getting the same pay scale prior to

01.01.2006 as was applicable to the post of Member (T)/Director, their pay/pension should also be fixed in the same pay scale, as has been granted by the previous WRC to the Member (T)/Director. To a large extent, we find merit in their grievance. The Committee observes that the existing gap between the pay scales of General Manager and Director is very wide, which is incongruous. However, we have duly taken into account the fact that the Member (T)/Director at all material time had been and still is the controlling authority of the Chief Engineers/General Managers and has higher responsibilities as compared to them and for that they were given special pay of Rs.400 per month till 31.12.2015. Since the pay scale of Member (T)/Director stood enhanced to HAG+ scale w.e.f. 01.01.2006, we are of the view that the grievance of the Chief Engineers/General Managers in relation to parity of their pay can be adequately addressed by granting pay scale which is one step below the pay scale of Director, in keeping it up with the mandate of Tripartite Agreement that guarantees all erstwhile employees of DVB including the Chief Engineers/General Managers for protection of their pay and legitimately claim at least some similarity with the pay scale of the Directors, as prior to unbundling in 2002, Chief Engineers/General Managers as well as Member (T)/Directors used to be in the same pay scale. We accordingly recommend that the pay/pension of the Chief Engineers/General Managers including the retirees of period prior to 01.01.2006 be re-fixed notionally w.e.f. 01.01.2006 in the pay scale of Rs.67000-79000 (Level-13 in the new pay matrix) without any financial benefit of such re-fixation for the period prior to 01.01.2016. Our recommendations in this regard is not going to have any significant financial impact on the State Exchequer for two broad reasons, viz. (1) the total number of GMs/Chief Engineers with IPGCL/PPCL/DTL/DPCL are very less about 25-30 only and (2) by the time an officer gets promotion as Chief Engineers/General Manager, he already reaches the apex of his or her pay scale in the post earlier held by him, which is generally close to the start of HAG grade.

We may note that at the time of unbundling or even before that there was no post of ED in IPGCL/PPCL/DTL/DPCL. However, the post of ED was introduced later on as a cluster post with the post of General Manager in the same pay scale as that of General Manager/Chief Engineer with eligibility for designation of ED after 5 years in IPGCL/PPCL and two years in DTL/DPCL. What needs to be mentioned here is that even after introducing the post of ED as a cluster post with the post of Chief Engineer/General Manager neither any separate pay scale was given to the EDs or any additional responsibilities was assigned to them in the RRs for various posts applicable to these entities. However, a special allowance of Rs.1000/- per month is being given to the EDs in IPGCL/PPCL and not given to the Chief Engineers/General Managers. In order to protect the interest even of EDs and taking into account the market inflation and devaluation of rupee, we recommend enhancing the special allowance of E.D., including for the ED of DTL from Rs.1000 per month to Rs.2500 per month from the effective date of implementation of the recommendations, subject to the condition that the pay of Executive Director alongwith the said allowance and power pay will not exceed at any time the maximum of the salary of the Director i.e. Rs.2,24,400. The present WRC with further recommendation that in future all the four corporate entities namely IPGCL/PPCL/DTL/DPCL shall incorporate a uniform policy in their RRs to designate the Chief Engineer/General Manager as ED after serving for a minimum two years as Chief Engineer/General Manager, however, the feeder cadre for promotion to the post of Director shall also continue to be from Chief Engineer/General Managers, besides Executive Director. In other words for consideration for promotion to the post of Director it may not be necessary for the incumbent to be eligible for such consideration that he must hold the post of ED in the concerned corporate entity.

CHAPTER-8



ISSUES PERTAINING TO PENSIONERS

CHAPTER –8

ISSUES PERTAINING TO PENSIONERS

As per the Transfer Scheme Rules, 2001 and the Tripartite Agreement dated 28 October 2000, all the employees of erstwhile DVB origin, including those who may superannuate later from the respective successor corporate entities are entitled for superannuation pension, DA on basic pension, as may be announced by the Central Government from time to time and all other retirement benefits like provident fund, encashment of leave, gratuity, LTC, electricity concession, medical benefits etc. which they were getting prior to unbundling of DVB w.e.f. 01 July 2002. A superannuation Fund called “DVB Employees’ Terminal Benefit Fund 2002” was established by the Government of NCT of Delhi for the sole purpose of providing pension and other retirement benefits to the pensioners of DVB who are covered by the Central Civil Services (Pension) Rules, 1972 and who are entitled to pension benefits in accordance with the Pension Scheme of DVB. At the time of unbundling of DVB in July 2002, the total number of pensioners including Family Pensioners and persons in receipt of ex gratia pension were 10394 as per the following break-up:

Pensioners	:	5237
Family Pensioners	:	4423
Ex Gratia Pensioners	:	<u>734</u>
Total	:	<u>10394</u>

After unbundling, the above number has increased over the years from 10394 to 21511 as on 31.01.2019, detail whereof are as under:

Pensioners	:	8271
Family Pensioners	:	12936
Ex Gratia Pensioners	:	<u>304</u>
Total	:	<u>21511</u>

Pensioners have raised various issues before this Committee either individually or through their Unions/Associations, which need to be considered and resolved, as per the terms of reference of the present WRC. All such issues are proposed to be dealt with hereinafter one by one. Before we proceed to consider the issues relating to pensioners, we consider it necessary to note the apparent change evident from a perusal of the above figures. It may be seen that after unbundling of DVB in 2002, there is a phenomenal increase in the number of family pensioners from 4423 in the year 2002 to 12936 in January 2019. This increase has a bearing on the rights of family pensioners to the benefits and allowances availed by the pensioners during their life time. Needless to mention that it shall be imperative that all the family pensioners shall be entitled to all the benefits and allowances admissible to the pensioners, except that the amount of family pension shall be determinable as per extent rules in force for the same from time to time.

Grievances of Pensioners

The Committee has received number of representations from the pensioners. They have also appeared before this Committee during the public hearing. The various demand of the pensioners have been examined thoroughly. The recommendations of the Committee on the demands of the pensioners are as under:-

8.1 Demand to revise Minimum Pension/Family Pension from Rs.1275/- p.m. to Rs.1600/-per month, calculated @ 50% of minimum scale of pay as applicable in erstwhile DVB

The minimum basic pay in DESU was Rs.3050/- w.e.f. 01.01.1996 and Rs.3200/- w.e.f. 1999, 50% of the same i.e. Rs.1525/- and Rs.1600/- respectively should be the minimum pension as per instructions issued by the Government from time to time on the subject, however, since the minimum scale of pay recommended by the 5th Central Pay Commission for the Central Government employees was Rs.2550/-, the minimum pension/family pension

even for the retirees of DVB was fixed @ Rs.1275/- per month on that basis without taking into account the minimum basis pay of Rs.3050/- w.e.f. 01.01.1996, and Rs.3200/- w.e.f. 15.11.1999 in DVB. Prima facie and obviously this was a factual error on the part of the official concerned in fixing the pension and, therefore, the demand in regard to the above raised by the pensioners affected by wrong fixation is reasonable and deserves to be accepted. Accordingly, we hereby recommend correction and re-fixation of minimum pension of the affected pensioners with further recommendations to pay them the arrears also for the relevant period under correction.

8.2 Adjustment of interim relief of Rs.500 in the pension of the retirees retired from DVB prior to 01/07/2002 (Date of unbundling)

As per clause 3 (q) of the Tripartite Agreement executed between the Govt. of NCT of Delhi, DVB and employees representatives, every employee of DVB at the time of unbundling on transfer to the new corporate entities was entitled for interim relief of Rs.500 per month to be adjusted against any future pay revision. It needs to be noted that the 6th WRC headed by Justice (Retd) Lokeshwar Prasad duly took into account the effect of adhoc payment of Rs.500 allowed to the employees of DVB by merging the same in the new grade pay recommended for all the employees' w.e.f. 01.01.2006, irrespective of their date of joining in order to eliminate any disparity between them. However, the Competent Authority (the then Hon'ble Lt. Governor, Delhi) approved the above recommendations of the WRC, subject to reduction in the grade pay to keep it at par with the grade pay of 6th CPC, but granted proportionate increase in the minimum of the pay in the applicable Pay Band, while fixing basic pay in the fitment table. As such the benefit of IR of Rs.500 allowed only to DVB employees at the time of unbundling was extended to all across the line at the time of revision of pay by the previous WRC, irrespective of the date of its beneficial application to eliminate any possible

disparity in pay/pension. However, the officials in the Pension Trust, while fixing the pension of pre 01.07.2002 retirees under a mistaken belief took a view that IR of Rs.500 per month allowed as adhoc payment to those transferred to corporate entities was not applicable to pre 2002 retirees, deducted Rs.500 from the minimum of their entry pay and thereby wrongly reduced their pension by Rs.250 every month w.e.f. 01.01.2006. This was contrary to and in contravention of the rules for fixing the pension w.e.f. 01.01.2006 not lower than 50% of the minimum of the pay band formulated and circulated time and again by the Central Government. In the opinion of this Committee, the officials in the Pension Trust were not at all justified in reducing the minimum pay in the pay band approved by the Competent Authority, while fixing the pension of pre 2002 retirees, since the effect of IR stood absorbed in the entry pay, in the Pay Band approved by the Competent Authority, on the basis of the recommendations of the previous WRC. Hence, it is recommended that the pension of pre 2002 retirees be re-fixed w.e.f. 01.01.2006 on the basis of 50% of the minimum pay in a particular Pay Band as per the relevant table (approved by the Competent Authority) applicable to the retirees concerned and pay them arrears on this account.

8.3 Grant of increased pension to the pensioners/family pensioners

The pensioners of DVB have represented before this Committee that the office order no. 3/23/09-3FPPC/1402 dated 22.12.2011 issued by the Government of Punjab for enhancement of old age pension to its pensioners/family pensioners be implemented to them also, since the earlier WRCs have always considered and compared the Punjab State Electricity Board wages, while determining the wages of the employees of erstwhile DVB. We have perused the order of the Punjab Government in this regard, according to which a pensioner/family pensioner is entitled for increase in pension @ 5% on reaching the age of 65 years and further increase @ 5% after every five years till

attaining the age of 75 years and thereafter for increase @ 10% after every five years till the age of 95 years and thereafter, he becomes entitled to 100% pension at the age of 100 years. In contradiction to the above policy of the Punjab Government, the pensioner/family pensioners of DVB are entitled to first 20% increase in their pension on attaining the age of 80 years and no increase is allowed in between the date of retirement and 80 years of age.

This Committee is of the view that pension granted to the retirees is a measure of social welfare which mandates extending the best possible benefits to the pensioners. Very few pensioners survive till the age of 80 years to get the benefit of increased pension of 20% at that time and, therefore, in order to make the increase realistic, we recommend that 10% additional basic pension be allowed at the age of 70 years and then 15% additional basic pension at the age of 75 years. At the age of 80 years, the pensioners/family pensioners shall be entitled to enhanced pension @ 20% of the pension/family pension fixed at the time of retirement, thereafter, the enhancement in pension/family pension shall be as per the existing policy of the Government in this regard. This shall be made effective w.e.f. 01.01.2016. The enhancement in pension/family pension shall be as per the following table:-

Age of Pensioners/Family Pensioner	Additional quantum of revised basic pension/family pension
From 70 years	10% additional basic pension/family pension
From 75 years	15% additional basic pension/family pension
From 80 years	20% additional basic pension/family pension
From 85 years	30% additional basic pension/family pension
From 90 years	40% additional basic pension/family pension
From 95 years	50% additional basic pension/family pension
From 100 years	100% additional basic pension/family pension

8.4 Consideration of Non Practicing Allowance in the Pension of Retired Doctors

The Wage Revision Committee has received certain representations from some retired Doctors pointing out that the Non-Practicing Allowance, which according to them is part of their pay, was not included in their pay taken into account for the purpose of their pension fixed in terms of the report of the previous Wage Revision Committee w.e.f 01.01.2006. The grievance of the Doctors in this regard has been considered by the Committee. It is noted that there are clear directions contained in OM No.38/37/16-P&PW(A)(iii) dated 11th September 2017, issued by the Ministry of Personnel, PG and Pensions, Government of India that Non-Practicing Allowance is part of the basic pay of the Doctors which should be taken into account while fixing their pension including the pre 2006 pensioners. Following the mandate of the Government in this regard, our Wage Revision Committee recommends that the Non-Practicing Allowance admissible to the Doctors at such rates as are admissible to them should be included in their pension to be fixed on notional basis as per the instructions of the Government of India contained in its OM No.38/37/2016-P&PW(A) dated 12.05.2017. It is clarified that the notional pay of the Doctors to be fixed on the basis of recommendations of this Committee w.e.f 01.01.2016 keeping in mind the instructions of the Government contained in OM dated 12.05.2017 referred hereto above for the purpose of pension, in no case shall exceed the average of the basic pay of the revised scales applicable to the apex level and the level of Cabinet Secretary, i.e., 50% of Rs.2,37,500/- per month.

8.5 Rationalization of pension of those retired as AGM (T)/ Member (T) prior to unbundling

The post of AGM (T) in erstwhile DESU was re-designated as Member (T) upon establishment of DVB in 1997 and upon its unbundling w.e.f. 01.07.2002, the post of Member (T) was once again re-designated as Director (T). The post of AGM(T)/Member (T)/Director (T) continued to carry the same pay scale of Rs.18600-23100, till the approval of the pay structure by the Competent Authority to the recommendations of the previous WRC, conveyed to all concerned vide office order No. F.11(11)/2008/Power/2665 dated 07.10.2009, of GNCTD, in terms whereof, the pay scale of Director (T) was raised to Rs.75500-80000 w.e.f. 01.01.2006. Accordingly, the pay/pension of those Directors (T) who had either retired, post unbundling or were continuing in service was fixed w.e.f. 01.01.2006 on the basis of revised HAG+ scale of Rs.75500-80000. But the benefit of the revised pay scale was denied to those who had retired prior to 01.07.2002, while holding the designation either of AGM (T) or Member (T) in DESU/DVB. This Committee is of the view that since, the post of AGM(T) and Member(T) was re-designated to the post of Director(T) which was granted the higher pay scale of Rs.75500-80000 w.e.f. 01.01.2006, the pension even of those who had retired from the erstwhile DESU/DVB prior to unbundling, is also required to be re-fixed in the same higher pay scale of Rs.75500-80000 w.e.f. 01.01.2006, as has been done in case of those who have retired post unbundling or are still continuing in service. We accordingly recommend to rectify the error in this regard and re-fix the pension of AGM (T)/Member(T) (Re-designated as Director(T)) in the revised pay scale of 75500-80000 w.e.f. 01.01.2006 and pay them the arrears of pension also, as they cannot be made to suffer for the fault of the department.

8.6 Re-fixation of pension of retirees w.e.f. 01.01.2016

The Committee recommends date of 01.01.2016 to be the effective date for implementation of its report, which is in line with the date from which the new pay scales as per 7th CPC have been made applicable to the employees of the Central Government and Government of NCT of Delhi.

The present WRC has rationalized the pay structure of the employees/pensioners of DVB and those in the employment of IPGCL/PPCL/DTL/DPCL and have recommended their placement on the basis of such rationalization in appropriate levels w.e.f. 01.01.2016. The pension of pre 2016 retirees/family pensioners be re-fixed taking into account the rationalized pay at the time of notional fixation of their pension as per formulae, prescribed by the Department of Pension & Pensioners Welfare, Government of India vide office memorandum dated 12 May 2017. The said O.M. provides for two formulations for fixing the pension of pre 2016 retirees and also refer to the decision taken by the Government that higher of the two formulations i.e. the pension/family pension revised in accordance with its OM No. 38/37/2016 P&PW(A) (H) dated 04/08/2016 or the revised pension/family pension as worked out in accordance with the formulation contained in Para 4 of the OM dated 12/05/2017 shall be granted to the pre-2016 pensioners w.e.f. 01.01.2016. The two formulations for fixation of pension of pre 2016 retirees referred in the above mentioned OM dated 12 May 2017 are as under:

- (i) “Determine the revised pension/family pension of pre 2016 retirees’ w.e.f. 01st January 2016 by multiplying their pension/family pension as had been fixed in terms of the recommendations of the earlier wage Revision Committee by using a multiplier of 2.57. While revising their pension, the authorities responsible for making the revision must ensure that the pension of pre 2006

pensioners is fixed correctly as per instructions issued by the Govt. in this regard from time to time, as a sequel to the implementation of the recommendations of the 6th pay Commission made effective from 01st January 2006 which also include granting the benefit of full pension on the basis of 10 years qualifying service, instead of 33 years, as recommended by the 6th pay Commission and accepted by the Govt.

- (ii) Determine the revised pension/family pension of pre 2016 retirees w.e.f. 01st January 2016 by notionally fixing their pay in the pay matrix recommended by the 7th CPC in the Level, corresponding to the pay in the pay scale/Pay Band and Grade Pay at which they retired/died. This will be done by notional pay fixation under each intervening Pay Commission/Wage Revision Committee's recommendations, based on the formulae for revision of pay. While fixing pay on notional basis, the pay fixation formulae approved by the Government and other relevant instructions on the subject in force at the relevant time, shall be strictly followed. 50% of the notional pay as on 01.01.2016 shall be the revised pension and 30% of the notional pay shall be the family pension w.e.f. 01/01/2016 as per the said formulation.

The pension/family pension shall be fixed on the basis of higher of the above stated two formulations. However, no arrear on account of revision of pension/family pension on notional fixation of pay shall be admissible for the period prior to 01/01/2016. But the arrears prior to 01/01/2016 shall be paid in case the pensioners are entitled to the same on account of wrong fixation of their pension earlier prior to 2016. This Committee also recommends 3% of the revised basic pension w.e.f.

01.01.2016 as Power Pay to all the pensioners, subject to the condition that the revised pension plus power pay does not exceed Rs.1,12,500 per month and in case of Doctors the revised pension plus power pay does not exceed Rs.1,18,750 per month.”

This Committee vide its interim report has already recommended to the Govt. of NCT of Delhi to re-fix the pension of the pre 2016 retirees provisionally w.e.f. 01.01.2016, as per the above referred OM dated 12/05/2017 of the Government. We are informed that the interim report of this Committee has already been approved by the Competent Authority (the then Hon'ble Lt. Governor, Delhi), however, we are shocked and pained to note that till now the concerned officials in the Pension Trust, for reasons best known to them, have not re-fixed the pension of pre 2016 retirees as was required to be done in terms of the above referred OM dated 12/05/2017, despite recommendations of the Committee being approved by the Competent Authority. We are so informed by a large number of affected pensioners who met us during the course of our internal meetings that their arrears of pension on account of interim re-fixation have not been paid and further the Pension Trust has conveyed to some of them in writing that the re-fixation of pension of pre 2016 retirees shall be done by the Pension Trust only, after acceptance of the final report of the Committee by the Competent Authority. This mindset of the Pension Trust towards the retirees of erstwhile DVB is neither reasonable nor can it be justified by any standard. The pensioners are senior citizens and deserve to be treated with dignity. Timely payment of their pension and other legitimate claims must get priority with the concerned officials as the pensioners largely depend for their sustenance in old age, particularly at a time when they are ignored by their own close family members. Any delay in payment of pension/medical claims etc. to the pensioners infringes their human dignity and amounts to violation of their fundamental right to life guaranteed by Article 21 of the Constitution of India. We, therefore,

recommend sensitization of the Pension Trust and for expeditious finalization of the claims of the pensioners of erstwhile DVB in a time bound manner and ensure payment of their arrears that may become due to them, as per this report preferably within three months of approval of our report by the Competent Authority.

8.7 LTC to Pensioners

As per DVB resolution No. 816 dated 17.06.1998, its pensioners are entitled to LTC equal to one month basic pension for every block of two years w.e.f. 01.01.1999. The pensioners have raised two issues relating to grant of LTC to them, the first is for grant of LTC calculated @ pension as revised w.e.f. 01.01.2006, instead of 01.09.2008 and the second issue relates to adding DA in the revised basic pension. They have contended that the LTC is granted to them as a measure of financial help and incentive for travelling after retirement and, therefore, according to them they are entitled to one month pension after every two years which includes DA also. It is further contended that once their pension stood revised w.e.f. 01.01.2006 as per recommendations of the previous WRC, approved by the Competent Authority, the payment of LTC at the rate of such revised pension could not have been postponed to a later date in 2008, on the pretext of it being an allowance ordered to be given w.e.f. 01.09.2008 by the Central Government. We have considered the grievance of the pensioners in regard to the above, but we do not find any substance in the same because benefit of LTC payment was extended by Justice J D Jain Committee to the DVB pensioners on the Punjab pattern, though the said benefit is not available anywhere else, either to retirees of Central Govt. or State Governments. Furthermore, the LTC is paid to the pensioners of erstwhile DVB not on the basis of actual reimbursement but by way of compensatory incentive. In our view, the payment of LTC to DVB pensioners equal to one month basic pension is in the nature of allowance which was rightly disbursed at the rate of revised pension w.e.f. 01.09.2008. However, we recommend that the pensioners who are entitled to draw

pension from the Pension Trust shall be entitled for payment of one month basic pension as LTC in a block of two years from 01.01.2016 onwards at the rate of their revised basic pension to be revised as per report of the present WRC. It needs no mention that the age related enhanced pension shall be part of the basic pension for all intent and purposes, including for payment of LTC in a particular block year after the pensioner reaches the specified age, entitling him for such enhancement at such rates as may be prescribed for the same by the Government concerned from time to time. The above said benefit of LTC shall be extended to all the pensioners, including family pensioners who are paid pension from the Pension Trust.

8.8 Electricity Concession admissible to the Pensioners

The employees including the pensioners of erstwhile DVB and for that matter even the employees appointed in IPGCL/PPCL/DTL/DPCL after unbundling in July 2002 are entitled for use of electricity at their residence at concessional rates. Their said right to get electricity at concessional rates is an intrinsic basic right recognized by the very fact that they are the primary contributory in the process of generation, transmission and distribution of electricity to the people of Delhi and, therefore, they have a legitimate expectation from the system that they would get electricity at concessional rates, like a person employed with Indian Railways get free/concessional train travel passes, a person employed with Airlines get free air travel/concessional passes. The right of the persons working with the Government departments/companies engaged in the generation, transmission and distribution of electricity to get electricity at concessional rates in the course of their employment as well as even after retirement was recognized decades back, since the time of erstwhile DESU and is not a new right brought in place after unbundling.

As per the Transfer Scheme and the Tripartite Agreement, all the existing welfare benefits including benefit of electricity concession are

to continue. At the time of unbundling, the number of electricity units at a concessional rate of 12 paisa per unit extended to the employees of erstwhile DVB, including the pensioners, was on the basis of applicable pay scale of the employee concerned, as mentioned in the office order dated 16.12.1996, according to which the entitlement of the employees to concessional units was 200, 150 and 100 units respectively for the working and the retired employees, depending on their pay scales, however, the entitlement of retirees was one step below that of the working employees. This Committee has been informed that subsequent to unbundling, the DTL vide Board Resolution No. 37.2.3 referred in its office order no. F.DTL/1011/2008/HR-DM(A)I/112 dated 17 December 2008 has enhanced the ceiling of electricity concession units in respect of all its regular employees, including the employees of DVB origin with it as under:

<u>Designation Grade</u>	<u>No. of units per month</u>
CMD/Directors	1000
GM & equivalent grade	750
DGM & equivalent grade	500
Manager/Dy. Manager & Equivalent grade	400
AM & equivalent grade	350
Group B	325
Group C	300
Group D	250

The number of concessional electricity units @ 12 paisa per unit already being availed by the DVB origin employees as per the policy of the erstwhile DVB period, is reduced from the units allowed under the new electricity concession plan and the employees started getting balance additional units, in terms of their entitlement as per the above table, by way of allowance calculated at the applicable domestic tariff rates in Delhi, commencing from the lowest slab in the tariff. As such for the regular employees of DTL, the concessional units were enhanced on or around 2008 and later the same benefit of

enhanced electricity concession unit was adopted by IPGCL/PPCL also for its employees. This caused a discrimination and wide disparity between the working and the retired employees of DVB, in the matter of concessional electricity units provided to them. The pensioners have raised a grievance before the present WRC to provide them also the same treatment in the matter of grant of concessional electricity units as has been extended by IPGCL/PPCL/DTL/DPCL for their employees. We have bestowed our anxious thought to the grievance of the retirees in regard to the above.

At present the plan to provide concessional electricity to the working and the retired employees of erstwhile DVB is fraught not only in inequality, discrimination and unreasonableness, but the same also suffers from several practical difficulties. It has already been noted hereto above that presently the employees on the payroll of IPGCL/PPCL/DTL/DPCL are getting much more concessional electricity units as compared with their counterpart retirees; no concessional electricity is provided to the retirees firstly if the electricity meter is not in his name and further to those settled outside Delhi, though they equally contribute towards generation, transmission and distribution of electricity to the people of Delhi.

We have taken note of the ground realities and believe in bringing uniformity and transparency in extending the benefit of concessional electricity to all working and retired employees of erstwhile DVB across the line, including employees of IPGCL/PPCL/DTL/DPCL with the sole purpose of inspiring their confidence and to boost their morale so as to inculcate a feeling of belongingness in the system in them. This Committee is of the view that the same benefit of electricity concession be extended to all the working employees in the employment of IPGCL/PPCL/DTL/DPCL and the retired employees of DVB across the line, notwithstanding whether the electricity meter is in their name or not or whether they are settled in Delhi or elsewhere. In view of the fact that the generation and transmission of electricity

is with the Government owned companies and distribution with the DISCOMS, to avoid any complication or difficulty in extending the said facility, the holistic view shall be to compensate the employees/pensioners concerned in terms of money, instead of concessional electricity units in the monthly electricity bills. The question now staring at us is how to measure such compensation? It is a matter of record that the concessional electricity units are allowed to DVB employees including retirees as also to the regular employees of IPGCL/PPCL/DTL/DPCL @ 12 paisa per unit against minimum normal electricity tariff of Rs.3.00 per unit, besides the fixed charges per KW every month. It is further a matter of record that since 2008, IPGCL/PPCL/DTL/DPCL are allowing different concessional electricity units ranging between 250 and 1000 largely through monetary compensation to its employees, including DVB origin employees, depending on their designation and pay scales. The compensation on account of electricity concession units in monetary form allowed by the corporate entities to its employees varies anywhere between Rs.550 to Rs.4500 per month each employee, in addition to 100-200 concessional electricity units @ 12 paisa per unit allowed by the DISCOMS to DVB origin employees. The similar monetary compensation towards additional electricity units, however, is not provided to the retirees of DVB, which amounts to discrimination with them. In order to avoid any discrimination between similarly situated employees, this Committee is of the considered view that all the employees of erstwhile DVB whether working or retired including in-service employees of IPGCL/PPCL/DTL/DPCL must contribute 50% towards electricity bill of their own and 50% should be allowed to them by way of monetary compensation along with their pay/pension. Taking into account the existing normal electricity tariff, fixed charges, fuel and other charges included in the monthly electricity bills, the Committee intends to standardize the monthly electricity concession for the purpose of calculating monetary compensation on account of concessional electricity units into four categories based on the post held as follows:

	Category	Estimated Monthly Bill
i)	Group D	Rs.1500
ii)	Group B & C	Rs.3000
iii)	Group A up to DGM	Rs.4000
iv)	Group A above DGM	Rs.6000

50% out of the above standardize monthly electricity bills is recommended to be allowed as monetary compensation on account of concessional electricity to all the DVB employees, whether working or retired including in-service employees of IPGCL/PPCL/DTL/DPCL and the family pensioners along with their pay/pension and the liability for the balance amount shall be that of the employee concerned. In case the employee availing the concessional electricity units @ 12 paisa per unit provided by the DISCOMS, deduction of 30% from the entitled electricity concession amount will be made.

The future increase in the monetary compensation on account of free electricity concessional units, extended to the erstwhile DVB employees, including the pensioners/family pensioners and the in-service employees of IPGCL/PPCL/DTL/DPCL is left to the Board of Directors of the concerned companies to be considered on the basis of the increase in the electricity tariff from time to time, subject, however, to the condition that as and when the compensation on account of electricity tariff is increased, the same shall be made applicable uniformly to all concerned, including retirees/family pensioners as well as employees of all the four companies, namely, IPGCL/PPCL/DTL/DPCL.

8.9 Medical Facility

The present WRC vide its interim report had recommended to the Government of NCT of Delhi to consider extending the similar cashless medical facility to the pensioners of DVB at par with the cashless medical facility provided to the in-service employees of

IPGCL/PPCL/DTL/DPCL in empanelled private hospitals. Though this interim report was approved by the Competent Authority but still much remain to be done on the part of the Pension Trust/Govt. of NCT, Delhi to provide cashless medical facility to the pensioners of DVB. We hardly need to emphasize that it is the responsibility of the Government of NCT of Delhi/Pension Trust to look after the healthcare needs and well-being of employees and pensioners/family pensioners of erstwhile DVB, as the said right of every employee/pensioner under the Government is a fundamental right to his life protected and guaranteed under Articles 14 & 21 of the Constitution of India on which no fetters can be put.

The Committee has been informed by the Pension Trust responsible for extending the medical facility to the pensioners of DVB that in 2017-18, it had incurred an expenditure of Rs.55.40 crore on reimbursement of medical claims of the pensioners of DVB. A further amount of about Rs. 10 crore is spent by the Govt. owned corporate entities, namely IPGCL/PPCL/DTL/DPCL in extending medical facility to its employees. As far as extending the medical facilities to the employees and pensioners/family pensioners of DVB are concerned, this WRC hereby recommends;

- (a) Establish a nodal agency/cell with infrastructure necessary to provide medical protocol to the retirees of DVB with responsibility to coordinate with the hospitals/diagnostic centers and the pensioners, for extending the necessary medical assistance from time to time;
- (b) Responsibility to complete the formality of paper work required for reimbursement of medical claim of the retiree shall be that of the nodal agency;
- (c) Provide cashless medical facilities to the pensioners and their dependent family members in empanelled private hospitals at par with the working employees;
- (d) In case a working employee or a pensioner/family pensioner opt for getting treatment outside the empanelled hospital, his

claim for reimbursement of medical bill should be cleared by the Pension Trust at rates applicable for a particular treatment in empanelled hospital as expeditiously as possible but not later than four weeks of the receipt of the medical bill.

- (e) Clear claims for medical reimbursement, wherever cashless medical facility is not possible, as expeditiously as possible but not later than 4 week of the submission of the bills;
- (f) Add more and more reputed private hospitals/diagnostic centers in its list of empanelled hospitals for the purpose of cashless medical facility to the employees and pensioners/family pensioners of DVB;
- (g) Provide medical facilities to the retirees of IPGCL/PPCL/DTL/DPCL recruited post-unbundling, i.e., after 01.07.2002 at par in all manners, as recommended to be provided to the erstwhile pensioners and family pensioners of Delhi Vidyut Board; and
- (h) Devise alternative mechanism for providing effective and meaningful medical insurance facility on cost benefit spectrum, in consultation with the reputed insurance companies.

The liability to bear the expenses on account of medical facility for the erstwhile DVB employees shall be that of the Pension Trust, whereas the liability on account of medical facility to be extended to the retirees of IPGCL/PPCL/DTL/DPCL recruited post-unbundling shall be that of the respective corporate entities.

- a. The erstwhile employees of Delhi Vidyut Board working in the corporate entities, including those working in the DISCOMS shall be entitled to medical facilities, as per the medical policy of the respective entities, where they remained employed prior to reaching the age of superannuation, but on reaching the age of superannuation, they shall become entitled to medical facilities from the Pension Trust.

- b. All the pensioners including family pensioners, whether DVB pensioners or pensioners of IPGCL/PPCL/DTL/DPCL shall be entitled to medical facilities after retirement from anywhere in India, subject to reimbursement of medical expenses at CGHS rates, irrespective of the place where one is settled after retirement.

8.10 Funding of pension Trust for timely disbursement of retirement benefits

The pensioners of DVB have raised their grievance before the Committee about delay by the Pension Trust in payment of their pension and other retiral dues in time. The matter regarding delay in payment was discussed with the Pension Trust people and in the course of deliberations with them, they have apprised us that the delay primarily was caused because of shortage of funds as the DISCOMS do not remit their share of contribution of tariff relatable to the pensioners in time. This Committee even in its interim report had taken note of the fact of delay caused by alleged shortage of funds with the Pension Trust and had observed that shortage of funds cannot be a ground to delay the legitimate payment of the pensioners. Under the provisions of DERA 2000, Transfer Scheme Rules 2001 & the Tripartite Agreement, it is obligatory on the part of the Govt. of NCT of Delhi (which is one of the signatories to the Pension Trust Agreement) to put in place an appropriate system of governance of the DVB Pension Trust and to ensure that an equitable system of funding the liabilities of the Trust is put in place. In this regard Clause 3 (d) (2) (3) & (4) of the Tripartite Agreement are relevant and are extracted below:

- 3(d) The Government shall create a Pension Fund in the form of a Trust and the pensionary benefits of absorbed employees shall be paid out of such Pension Fund:

.....

- 3(d)(2) The procedure and the manner in which the pensionary benefits are to be sanctioned and disbursed from the pension fund shall be determined by the Government on recommendation of the Board of Trustees.
- 3(d)(3) The Government/DVB shall discharge their pensionary liability by paying in lump sum a one-time payment to the Pension Fund Trust for the pension or service gratuity and retirement gratuity for the service rendered till the date of transfer of the DVB employees in the successor entities.
- 3(d)(4) The manner of sharing the financial liability on account of payment of pensionary benefits by the successor entities shall be determined by the Government.

Further, in terms of clause-3(h) of the Tripartite Agreement, the responsibility for payment of pension and other retiral benefits to the DVB pensioners is of the corporate entities and the Trust and guaranteed by the Government of NCT of Delhi. It is apparent from a reading of the Tripartite Agreement, particularly the clauses referred hereto above that it is for the Government of NCT of Delhi to decide the manner of sharing the liability on account of pensionary benefits by the respective corporate entities and to ensure timely payment to the pensioners as a guarantor. The liability of a guarantor is coextensive with the liability of the principal. This Committee, therefore, recommends that the Govt. of NCT of Delhi being a guarantor under the Tripartite Agreement must ensure timely payment of pensionary benefits to the erstwhile pensioners of DVB by providing necessary funds as required from time to time.

CHAPTER-9



ALLOWANCES & OTHER BENEFITS

CHAPTER -9

ALLOWANCES& OTHER BENEFITS

As per Clause (d) of the Terms of Reference, the Committee is entrusted to 'work out pay packages for the employees of the Company which encourages promotion of efficiency, productivity and economy to the organisation through rationalization of structures, systems and processes within the organisation.'

The private sector organisations as well Central public sector organisations in the country have been paying number of allowances, as per the need based requirements as well as to offer a handsome package to the employees, so as to create their loyalty towards the organisation.

Presently, some of the allowances being paid by IPGCL/PPCL/DTL/DPCL are based on the pattern of the Government, like HRA, Transport Allowance, Children Education Allowance, Non-Practicing Allowance, Patient Care Allowance, Annual Allowance (books-for Doctors), etc. and some of the allowances are based on functional requirements like conveyance allowance, communication allowance, shift allowance etc.

The following specific allowances are being paid by DTL/IPGCL/PPCL/DPCL to their employees:-

9.1 Allowances admissible in IPGCL & PPCL

1.	Telephone Reimbursement
2.	Fixed Conveyance Allowance
3.	Electricity Allowance
4.	Uniform Allowance
5.	Food Subsidy Allowance
6.	Shift/Night Duty Allowance
7.	Newspaper Reimbursement
8.	Special Allowance (Secretarial and other staff)
9.	Special Allowance (Bawana)
10.	Dust/Environment Allowance
11.	Special Duty Allowance

9.2 Allowances admissible in DTL/DPCL

1.	Telephone reimbursement/Communication
2.	Conveyance Allowance
3.	Electricity Allowance
4.	Special Duty Allowance/Uniform Allowance
5.	Food Allowance
6.	Shift Night Duty Allowance
7.	Newspaper Reimbursement
8.	Special Allowance(Secretarial and other staff)
9.	Special Conveyance Allowance (Bawana/Bamnali)
10.	Cash Handling Allowance
11.	Running and Maintenance Cost

Wage Revision Committee has received several demands from the employees of IPGCL, PPCL and DTL to increase various allowances which are admissible in the Company. The brief details of the demands are as under:-

9.3 IPGCL & PPCL Employees Demand

S.No.	ISSUE DESCRIPTION
1.	45%/50% Cafeteria Allowance like electricity reimbursement, professional literature reimbursement, washing allowance, canteen allowance, meal voucher, furniture allowance, club membership allowance, wellness allowance etc., as per PSUs like NTPC etc.
2.	All allowances, except HRA, should be provided under fringe benefits, so as to decrease the impact of Income tax.
3.	Provision of E/L encashment of 50 days at the end of calendar year (as in DVC) or 50% of the accumulated E/L shall be eligible for encashment at any given time (as in PSUs).
4.	Provision of LTC encashment.
5.	Increase in Special Allowance.
6.	Increase in Uniform Allowance
7.	Provision of Laptop with internet facility, printer, etc. from the level of Asstt. Manager.
8.	Provision of Education Tour (15/10 days) once in life time should be provided.
9.	Employees who obtained higher qualification should be compensated.
10.	Annual increment linked to Delhi GDP growth, instead of meagre 3%.
11.	Equal working Time/Days (5 days) and Generation Incentive for all employees working in IPGCL for equality.
12.	Children Education Allowance may be allowed @ Rs.7500/- per month per child, limited to two children or as per actual basis.
13.	Off day on second & fourth Saturday of each month for Executives working under the Plant premises.

14.	Telephone/mobile reimbursement to be given to all the employees.
15.	Presently soft car loan is being provided at the higher level, whereas it should have been provided to all the employees of the Company to bring uniformity.
16.	TA/DA paid to the employees on official trip is far less than the actual spending, it should be made practical.
17.	Food subsidy needs to be increased with DA every six months.
18.	Electricity Allowance needs to be linked to market price of per unit cost of electricity.
19.	Employees working in shift works 32 hours more work than employees working in general duty in offices, therefore shift employees should be given 32 hours more salary.
20.	There is a provision of higher qualification incentive of Rs.10,000, Rs.5,000 and Rs.3,000 for category A, B, C&D employees respectively. The incentive should be similar for all the employees.
21.	Grant of Children Education Allowance to the third child as the second child is suffering from incurable progressive disease Duchene Muscular Dystrophy (DMD) due to which he is not able to carry out his routine work like walking, sitting, eating, feeding independently. He is not able to go to school for studies. Certificate issued by AIIMS.
22.	Newspaper allowance @ Rs.100/pm is given to S-2 (GP Rs.4800) and S-3 (GP Rs.5000) in category 'B'. But S-1 cadre in category 'B' is not given this facilities. Kindly remove this anomalies in category 'B'.

23.	Consider only three (3) National Holidays, instead of eighteen (18) which causes functional problems in the power sector. Convert remaining GHs to Restricted Holidays/Optional Holidays. RH/Optional Holidays may be availed as per the individual's requirement or faith of festivals. Employees may be given options to avail holiday on their spouse's/children's birthdays/anniversaries etc. It may improve the availability of manpower on all the days during the year.
24.	To implement the increased rate of 'Patient Care Allowance' of Rs.4100/- in IPGCL as per the 7 CPC implemented in GNCTD.
25.	Risk & Hardship Allowance/Field Compensatory Allowance/Remote location Allowance @ 30% for posting in PPS-III, Bawana.
26.	Special Duty Allowance for DGM/AGM/GM of Chemistry Department
27.	Introduction of Group Life Insurance Scheme for employees in the Company.

9.4 DTL Employees Demand

<u>S.No.</u>	<u>ISSUE DESCRIPTION</u>
1.	Request to re-introduce of Uniform Allowance and Washing Allowance which was earlier given to legal functionaries.
2.	Request for grant of Non-Practicing Allowance to legal functionaries.
3.	Holiday Pay to legal functionaries as they have to attend courts on Saturday/Holiday.
4.	Double Conveyance Allowance to legal functionaries as they are looking after the cases of DTL and DPCL
5.	Rationalization of existing allowances and introduction of new allowances.
6.	Admissibility of Post Graduate allowance to technical

	executive in DTL.
7.	Restoration of Holiday allowance or compensatory rest to Assistant Manager (Technical) in DTL for official duty on Sundays & off duty hours.
8.	Rationalization of conveyance allowance for AM(T) working in Maintenance and Protection Division due to working conditions.
9.	Risk and Hardship allowance to AM(T) working in S/Stn. Mtc. and Protection due to nature of work involving Extra High Voltage (440 KV & 220 KV S/Stn. Switchyard)
10.	Night Shift Allowance: In DTL concerned employees are getting Rs.2,700/- per month as Night Shift Allowance, whereas in Andhra Pradesh Transco, it is Rs.8,300/-. In Gujarat also it is Rs.5,000/- and Rs.7,000/- on the basis of CERC orders. Higher amount of Night Shift Allowance being deducted for any absence, should also be reduced.
11.	Conveyance allowance
12.	Leave encashment for 30 days annually.
13.	Provision of House-lease.
14.	Double rate of Over-Time Allowance/ Holiday Pay Allowance to all categories.
15.	Increase NGIS amount and funding of GIS. Increase NGIS amount and funding of GIS. At present, maximum Rs.2 lakh is being paid to the family of the deceased employee under NGIS.
16.	Introduction of Group Life Insurance Scheme for employees in the Company.
17.	Post-Retirement Medical Scheme should be introduced for employees recruited after 2002. Besides, some other employees also, who had joined in DTL post unbundling of DVB after 2002 requested for terminal benefits, medical benefits, LTC, pre-mature retirement etc. at par with the DVB origin employees.

18.	In the case employees posted at SLDC, Special Allowance should be granted in line with CERC guidelines.
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9.5 The following allowances being paid to the employees of IPGCL/PPCL/DTL/DPCL in line with the Government employees:-

1. Dearness Allowance
2. House Rent Allowance
3. Transport Allowance
4. Children Education Allowance
5. Non-Practicing Allowance
6. Patient Care Allowance
7. Annual Allowance (book) (only for Doctors)

9.6 The Committee has taken a view of all the allowances including the allowances being paid in line with the Government. The recommendations of the Committee on the same are as under:

9.6.1 Allowances in line with the Government

The Committee recommends that the allowances being paid by the respective Companies on the pattern of Government, will continue to be paid on the same pattern and any revision including introduction of any new allowance/withdrawal of any allowance from time to time in Government, will be applicable to these respective Companies. Beside the above allowances, the Company is also paying Newspaper Allowance to certain category of employees which is different from the Government. The Committee now recommends that the Newspaper Allowance be also paid, in line with the Government, in place of the existing Newspaper Allowance being paid by the Company presently.

9.6.2 Other Company Specific Allowances/Facilities

The Committee recommends that the Management of the respective Companies may merge some present minor allowances like

dust/environment allowance, cash handling allowance, food allowance etc. with other existing allowances to streamline the pay structure. The Committee further recommends that the Electricity Concession and Communication Allowance in IPGCL/PPCL/DTL/DPCL be rationalized as under:

a) Electricity Concession

Rationalized the admissibility of Electricity Concession of working employees and Pensioners, as per the details given under the Chapter 'Issues Pertaining to Pensioners'. 50% out of the following standardize monthly electricity bills is recommended to be allowed as monetary compensation.

Category	Estimated Monthly Bill
i) Group D	Rs.1500
ii) Group B & C	Rs.3000
iii) Group A up to DGM	Rs.4000
iv) Group A above DGM	Rs.6000

In case the employee availing the concessional electricity units @ 12 paisa per unit provided by the DISCOMS, deduction of 30% from the entitled electricity concession amount be made.

b) Telephone reimbursement

There should be a ceiling on call and internet charges as per the following eligibility criteria:

1. Group-D	Rs.300
2. Group-B & C	Rs.500
3. AM and equivalent to Sr. Manager	Rs.1,000
4. Dy. G M and A.G.M	Rs.1,500
5. General Manager and above	Rs.2,000

Reimbursement of the cost of mobile handset after every three years is recommended to be as per following eligibility criteria:

1. Group-B, C & D	Rs.5,000
2. AM and equivalent to Sr. Manager	Rs.10,000
3. Dy. G. M. and A.G.M	Rs.15,000
4. General Manager and above	Rs.25,000

In respect of the other Company Allowances being paid by the Companies, the Management of the respective Companies shall continue to take necessary decision as per their specific work requirements.

9.6.3 Death Relief Fund

The Company is deducting Rs.15 per month from salary of each employee and transferring this amount to Labour Welfare Officer of the Company for making payment of Rs.20,000 to the family, in case of death of the employee during the service period.

The Committee analysed that this policy is a very old policy, which was initiated long back to meet the expenditure during the cremation of the deceased employee, specially keeping in view the Group-D employees. The Committee is of the view that over a period of time, the social status of an employee has changed a lot and this practice of deduction and maintaining a separate fund is resulting into lot of administrative work without much benefit. The Committee is of the view that this practice of deduction may be stopped or merged with the Group Insurance Policy discussed on page overleaf. The fund available with the Labour Welfare Officer may be transferred to the funds of the Company which may be utilised for the general welfare schemes of the employees.

9.7 Representations in regard to the allowances and benefits

The Committee has received various representations from the employees in regard to their allowances and benefits. The Committee has gone through the representations as well as pleas made during the public hearing taken by the Committee. The recommendations of the Committee on the major issues raised in the representations are as under:

9.7.1 Higher pay scales/allowances for the employees of SLDC

A representation has been received by the Committee from the Executive Director (Technical), State Load Despatch Centre whereby he seeks grant of following additional benefits in line with the recommendations of Gireesh Pradhan Committee and Satnam Singh Task Force to the employees on the roll of SLDC:

- i) Higher pay scales in all the cadres for the employees of SLDC. Provision be made in the RRs for grant of 4-5 increments at the entry level.
- ii) Grant incentive of Rs.5000 to those holding basic certificate, Rs.7000 for specialist level certificate and Rs.5000 for Management level certificate during the period of validity of the certificates. As per the representation, an engineer holding Management level certificate be made entitled for incentive of Rs.17000.
- iii) The post of HoD, SLDC be upgraded and re-designated as CEO, equivalent to the rank of Director (Technical) of DTL/IPGCL.

Admittedly the SLDC is working under the aegis of Delhi Transco Limited ever since unbundling of DVB in 2002 and prior thereto under the control of erstwhile DVB/DESU. Till date, SLDC has not been recognised as separate entity. The employees of Delhi Transco Limited are deputed for working in SLDC in diverted

capacity. The working in the power sector is 24/7 and meticulous working is required in all the spheres of the power sector including SLDC. The demand for additional allowances/benefits to SLDC will create inequality among the power sector employees, especially in Delhi Transco Limited.

In view of the above, the demand of the SLDC does not merit any consideration.

9.7.2 Annual Encashment of Earned Leave beyond capping of 300 days every year and Half Pay Leave @ 240 Half Pay and/or 120 Full Pay/encashment of LTC

The employees through their unions have requested to recommend encashment of Earned Leave every year that are in excess of 300 as well as Half Pay Leave (240 commuted to 120 days full pay leave) in excess of the prescribed limit as per practice stated to be in force in Central Public Sector Undertakings. Similarly, they also want encashment of Leave Travel Concession in line with policies adopted in the CPSUs in this regard.

Earned Leaves and Half Pay Leaves are allowed to the employees for meeting the social obligations, family needs and health contingencies. These facilities are necessary to de-stress the employee and encashment of the same may defeat the very purpose. Besides, the leave encashment will further burden the resources of the Company. Similarly, the encashment of Leave Travel Concession will also defeat the purpose for encouraging the employees to de-stress as well as learn about the different new places of the country. Accordingly, the Committee is of the view that there is no merit in the demand.

9.7.3 Higher Education Incentive

It has been represented that in IPGCL/PPCL, higher qualification incentive of Rs.10,000, Rs.5,000 and Rs.3,000 is being allowed for

category A, B, C&D employees respectively. It has been demanded that the incentive should be similar for all employees.

It has been observed that attaining of higher qualification related to field of work during the service period is beneficial to the employee as well as employer. The Committee is of the view that it is a good policy to incentivise the employees for attaining higher qualification in their field of duties. The Committee recommends that all the category of employees should be eligible for similar one time incentive and this amount may be reasonably increased by the concerned entity by keeping in mind the inflation and devaluation of rupee. It is further recommended that the policy of incentive for acquiring higher qualification during service be made applicable uniformly in all the four entities namely IPGCL/PPCL/DTL/DPCL.

9.7.4 Group Life Insurance

It has been represented by some employees that Group Life Insurance Scheme should be made applicable as being applicable in other power DISCOMS of Delhi.

The Committee observed that in case of death of an employee during his service period, his family is only entitled for his terminal benefits like Gratuity, PF contribution and Family Pension in case employee is eligible for pension. The chances of employment of the dependants as per the policy on compassionate appointment are limited in the above entities. In many cases, the funds available after untimely death of the employee, are not sufficient to meet the requirements of the family and they are subject to lot of hardships. Presently, Company is having National Group Insurance Scheme (NGIS) for the employees, wherein the contribution to the same is deducted from the salary of the employees and deposited to the NGIS. The insurance amount available under the NGIS is very meagre ranging from 1 lakh to 2 lakh rupees, as this policy is

endowment nature policy. The Committee noted the private sector organisations including DISCOMS of Delhi have taken Group Term Insurance of respectable amount as per the rank/level of the employees. In case of untimely death of an employee, their family gets substantial financial support to meet their contingencies.

Having regard to the above facts brought to our notice, we recommend that the corporate entities, viz. IPGCL/PPCL/DTL/DPCL may explore the possibilities of getting Group Insurance for their employees at par with DISCOMS without burdening the State exchequer in this regard.

9.7.5 Superannuation benefit/medical benefits to the employees who have joined the Companies after unbundling of erstwhile DVB

It has been represented by some employees that they had joined in IPGCL/PPCL/DTL after unbundling of DVB in 2002 and they have requested that all the benefits available to retirees of DVB origin employees should also be given to them on their retirement. The employees who take pre-mature retirement should also get similar benefits as of DVB origin employees after serving a certain number of years of service. Further request is made that, as per DPE guidelines, there should be contribution of employer for superannuation benefits of an employee upto 30% of basic pay + DA, which is followed in many PSUs by formulating contributory pension funds for its employees or contributing in NPS.

It has further been represented by some DTL employees that Post-Retirement Medical Scheme should be introduced for employees recruited after 2002 also, in line with the policy adopted by IPGCL and PPCL and they have requested for terminal benefits, medical benefits, LTC, pre-mature retirement etc. at par with the DVB origin employees.

The Committee is of the view that Post Retirement Medical facility for all retirees of the Company should be at par and should be made applicable even to the retired employees who have joined the Companies after unbundling of erstwhile DVB. Similarly, other terminal benefits except of pension, where not applicable, should be similar for all the retirees. In regard to the demand for superannuation contribution, the Committee is of the view that the fixed amount of pension is having its own importance vis-a-vis lump sum payment of terminal benefits. The Management of the respective Companies may explore to contribute some amount to either NPS or a superannuation fund to retain the manpower, who joined the Company after 2002 and attract the talent. The Central Government has recently increased their contribution from 10% to 14% to NPS. Similarly, the respective Companies may decide to contribute some additional amount to these funds.

CHAPTER-10



FINANCIAL IMPLICATIONS

CHAPTER – 10

FINANCIAL IMPLICATIONS

The Committee is required to submit the financial implications to Government of NCT of Delhi of the recommendations of Wage Revision Committee for the next ten years for DTL/IPGCL/PPCL/DPCL, in case the recommendations of Wage Revision Committee is accepted by the Govt. of NCT of Delhi in pursuance to Clause-(h) of the terms of reference.

Committee while submitting its interim report to Department of Power, GNCTD, vide letter dated 14.06.2017, has thereby extended all the benefits and pay scales of the 7th CPC to the employees of DTL/DPCL/IPGCL/PPCL including pensioners of erstwhile DVB and recommended for disbursement of Interim Relief w.e.f. 01.01.2016 to the employees of DTL/IPGCL/PPCL/DPCL and retirees drawing the pension from the Pension Trust, as per term-(g) of the terms of reference. Department of Power, GNCTD vide its letter No.F.11(62)/2015/Power/Pt-I/2016 dated 26.07.2017 had conveyed the approval of Hon'ble Lt. Governor, Delhi on the interim recommendations of Wage Revision Committee for grant of Interim Relief to the employees of DTL, IPGCL, PPCL, DPCL and pensioners/family pensioners drawing pension from DVB-ETBF, 2002 (Pension Trust) w.e.f. 01.01.2016.

Since the substantial benefits as per 7th CPC have already been released to the employees of the above organizations, the recommendations of this Committee are not going to have any major financial impact on the state exchequer, save and except that there shall be some additional burden on account of rationalization of pay scales and grade pay of the employees of the above entities, done with a view to remove the existing anomalies that were brought to our notice.

CHAPTER-11



MANPOWER MANAGEMENT

CHAPTER – 11

MANPOWER MANAGEMENT

As per the terms of reference, Wage Revision Committee is also required to suggest steps to ensure accountability of the organisation, to enhance transparency in the work processes, to encourage assimilation of new technology and to maintain discipline in the organisation, so as to make DTL/IPGCL/PPCL/DPCL forward looking organisations. In any organization, its manpower is an utmost important resource, hence, the proper training, motivation and discipline in the organization is very important to achieve its objectives. All the management books, especially on Human Resource Management subject are full of all these issues of motivation, training and discipline. During the course of interaction with various stake holders including employees, we have observed that the respective Companies have adopted number of checks and balances, system manuals and training schedules. However, the Committee is of the considered view that there is still lot to be done in these areas to bring these companies at par with their peers in the industry. We are reiterating the following areas that needs attention of the management to improve the efficiency of the manpower employed, ensure their accountability and also enhance transparency in the work processes followed by the respective Companies.

11.1 Concept of Manpower Management

Manpower Management is a process of developing skills, competencies, knowledge and attitudes of people in an organization. Manpower Management ensures the right type of people, in the right number, at the right time and place, who are trained and motivated to do the right kind of work at the right time. The people become human resource only when they are competent to perform organizational activities. Therefore, Manpower Management ensures that the organization has such competent human resource to achieve

its desired goals and objectives. Manpower Management imparts the required knowledge and skill in them through effective arrangement of training and development programs. Manpower Management is an integral part of Human Resource which is more concerned with training & development, career planning and the organization development.

Manpower planning enables the organisation to project its short term and long term needs on the basis of its plans, so that it can adjust its manpower requirements to meet changing priorities. In the context of changing technologies, increasing burden of compliances for the corporate world and efficient functioning of any organization, it has become necessary for DPCL, DTL, IPGCL& PPCL to have proper manpower management for ensuring adequate, trained and efficient manpower.

11.2 Adequacy of Manpower

Adequacy of manpower is very crucial for running an organisation successfully. In case the organization has shortage of manpower, then it will hamper the working of the organization in the long run. Similarly, if the organization have surplus manpower, then the efficiency of the organization is impacted as employees not having the optimum work may affect the working of the other employees, besides the higher cost of O&M expenses. It may be also a situation where the organization may have sufficient number of employees, but they may have lack of knowledge, as per the present job requirements in the company and accordingly, the organization may also have surplus of such type of manpower.

Prior to 01 July 2002, all the functions, i.e., generation, transmission and distribution of electricity were with the erstwhile DVB. However w.e.f. 01 July 2002, the functions of generation and transmission were retained by the Government of NCT of Delhi with itself and the functions relating to distribution of electricity was transferred to

private DISCOMS, i.e., TATA Power Delhi Distribution Limited (formerly known as North Delhi Power Limited); BSES Rajdhani Power Limited and BSES Yamuna Power Limited.

On the date of unbundling (01 July 2002), there were 23024 employees of DVB origin who were allocated amongst the above mentioned DISCOMS and the Government Power Entities. The company-wise allocation of the employees of DVB origin was as under:

	Entity	No. of employees allocated
i)	DTL	2142
ii)	IPGCL	<u>2785</u>
	Total	<u>4927</u>
iii)	TPDDL	5431
iv)	BRPL	6953
v)	BYPL	<u>5713</u>
	Total	<u>18097</u>

There were 10394 pensioners of DVB origin at that time as per the following details:

i)	Pensioners	5237
ii)	Family pensioners	4423
iii)	Ex-gratia pensioners	<u>734</u>
	Total	<u>10394</u>

After unbundling, the manpower in the Government Power Entities was hired both through direct recruitment as well as by way of outsourcing. As on 01.01.2016, IPGCL/PPCL was left only with 955 employees of DVB origin and DTL/DPCL was left with 1002 employees of DVB origin. On the said date i.e., 01.01.2016, IPGCL/PPCL had 230 employees of different categories, who were recruited after unbundling; in DTL/DPCL, there were 410 employees under different categories, recruited after 01 July 2002. Though the number of serving employees of DVB origin came down substantially, since 01 July, 2002, but correspondingly, the number of pensioners have increased. There were a total of 21511 pensioners as on 31

January 2019 against 10394 pensioners at the time of unbundling in July 2002. The category-wise number of pensioners as on 31 January 2019 was as under:

i)	Pensioners	8271
ii)	Family pensioners	12936
iii)	Ex-gratia pensioners	<u>304</u>
	Total	<u>21511</u>

The figure of pensioners as on 31 January 2019 is indicative of the fact that either the employees of DVB origin allocated amongst different entities including DISCOMS have retired or died, thereby reducing the number of serving employees of DVB origin and increasing the number of pensioners including family pensioners. This aspect of the matter has been duly taken into account, in the preceding chapter of this report, while dealing with the issues relating to pensioners of DVB origin.

This Committee would like to note that a large number of posts in almost all categories created decades ago at the time of Delhi Electric Supply Undertaking (DESU) even continued year after year without any review of the functional necessity of such posts. As of now, there are many posts in all the four Companies, which have become totally redundant and have lost their relevance, primarily because of changed working environment, including but not limited to advanced technology. Some of the redundant posts as informed to the Committee by the senior management of Government Power Entities by way of illustration are the post of Gestetner Operator, Welder, Carpenter, Locomotive Operator, Draftsman, Female Attendant, Blacksmith, Crane Operator (in DTL), Dresser, Bulldozer Operator, Mistry (B&T), Pump Driver etc. It shall be significant to mention that people are manning some of the above redundant posts even today, in one or the other of the four Government Power Entities. If that is so, the retention of such personnel on redundant posts is only a burden on the Government Power Entities without any meaningful purpose likely to be achieved by retaining such people. We are really

astonished and pained to note why such redundant posts are continuing even after unbundling, particularly keeping in mind the corporatization of generation and transmission business which earlier was under the control of DESU/DVB.

Not only that many of the sanctioned posts have become redundant as pointed out hereto above, but it shall be equally significant to note that even the functioning of the Government Power Entities has undergone a sea change after the date of unbundling. Out of the total four Government Power Entities, two namely, Pragati Power Corporation Limited (PPCL) and Indraprastha Power Generation Company Limited (IPGCL) are engaged in generation of electricity. IPGCL is also working as a nodal agency for Energy Efficiency and Renewable Energy Management (EE&REM), a Centre under the Power Department of the Government of NCT of Delhi, which is a statutory body to promote and install solar power system in the area of Delhi.

At the time of unbundling in July 2002, there were total four power plants. Rajghat Power House and I.P. Station under IPGCL, having capacity of 135 MW and 247.5 MW respectively were coal based. GTPS under IPGCL and Pragati Power Station-1 under PPCL having capacity 282 MW and 122 MW respectively are gas based plants. The coal based plants were closed down, primarily for the reason of pollution under the orders of Delhi Pollution Control Committee (DPCC). However, the generation capacity of the gas based plants has substantially increased after unbundling and capacity of Pragati Power Station-1 was enhanced from 122 MW to 330 MW along with one more power plant with generation capacity of 1371 MW known as Pragati Power Station-III added to the kitty.

The present Wage Revision Committee as a part of its methodology employed by it to analyse various relevant parameters having a bearing on the pay structure of the manpower holding different posts

in Government Power Entities had issued a questionnaire the concerned stakeholders and one of the questions being Q. No.58 addressed to Delhi Transco Limited was

“Whether the power generating plants/transmission capacity, that existed at the time of unbundling in your organization are satisfactorily working till date, and if not, steps taken for making them functional. Is there any addition in the power generation plants/transmission capacity in your organization after unbundling of DVB, and if so, when and how much enhancement in terms of production/transmission of electricity was achieved by the organization?”

In reply to the above question, the DTL has responded that it has been playing its role in establishment, upgrading, operation and maintaining the EHV (Extra High Voltage) network. DTL has also been assigned the responsibility of running the State Load Dispatch Centre (SLDC) which is an apex body to ensure integrated operations of power system in Delhi.

The existing network of DTL consists of 400 KV ring around the periphery of Delhi, interlinked with the 220 KV network spread all over the city. It has 4 Nos. of 400kV substations with transformation capacity of 5410 MVA and transmission network of 249.19 circuit kilometers; and 39 nos. of 220kV substations with 12820 MVA transformation capacity and transmission network of 823.84 circuit kilometers. DTL is also operating and maintaining 66kV, 33kV and 11kV system at its existing 220kV and 400kV substations and providing supply to the network of Distribution companies.

The above statement received by the Committee from DTL shows substantial rise in the transmission network in the area of Delhi, after unbundling and such rise in the transmission network as reflected in the statement is on all counts, whether it relates to

addition to substations or capacity of transmission, including laying of transmission lines. The new 220kV and 400kV substations are being constructed with Gas Insulated Switchgears, based on automation technology, which requires less maintenance and human intervention during operation. Underground cables are laid, instead of overhead lines. Though, the transmission network has substantially increased after the date of unbundling, but such a huge expansion in the transmission network projected in the statement is not a barometer to assess the number of optimal manpower required to man the present transmission network with the DTL.

Keeping in mind the above change in the generation and transmission capacities and further keeping in mind that certain posts existing for long have become redundant and meaningless, this Committee strongly recommends that a study of human resource requirement in these companies at different levels should be undertaken on priority basis by engaging an external expert agency, if necessary, for the said purpose. Any such study shall be duly documented by database, keeping in mind the functional necessity for retaining a particular post in the cadre. The posts that may be found redundant or obsolete, in view of the changed scenario of the entities should be immediately taken off from the sanctioned strength and the services of such surplus staff, if any, be either utilized elsewhere in other departments under the Govt. of NCT of Delhi, including the Government Power Entities or some scheme should be devised to offer them Special Voluntary Retirement, on such terms as may be considered appropriate. If this exercise is undertaken, this Committee is sure that it will improve the financial health of these entities by drastically reducing their expenses, presently incurred on the surplus staff. Since number of employees have complained about long period of stagnation at a post, especially in non-technical categories, due to lack of vacancies, this Committee recommends that the expert external agency should also study and recommend appropriate hierarchical structure for each cadre.

It is important to mention that in case, there is shortage of manpower in certain posts, it is necessary that the organization should fill up the vacancies in a time bound manner. It has been observed during the interaction with the stake holders that additional responsibilities charge have been given to number of officers. Even in the case of Directors and Managing Directors, full time persons have not been appointed by the organizations/GNCTD and additional charge have been given to other officers. It is a well known fact that in case, the employees are over-burdened, it may impact their health and their efficiency in the long run which may also impact the operations of the Company.

11.3 Vacant Positions of Independent Directors in the Board of Directors

IPGCL, PPCL and DPCL are required to have two independent Directors and one women Director on their respective Board, while DTL requires three Independent Directors. But, the position of one Independent Director is filled up in all the four Government Power Entities and rest are lying vacant. Non-filling up of the vacancies of Independent Director impacts the corporate governance of the Companies. Hence, this Committee recommends that the Government should immediately fill up the vacant slots of Independent Directors as well as woman Director with suitable remuneration to be given to them, so that they are able to discharge their functions independently and with devotion. The Company should pay retainership fee @ Rs.3,00,000/- per annum to the Independent Directors, besides sitting fee for attending the meetings as per the prevalent practice in this regard. We would also like to mention that the post of Women Director is lying vacant in IPGCL and DPCL, since December 2018 and these companies are reported to have received a notice from Registrar of Companies for non-filling of the vacancy of Women Director. This Committee recommends that

all the posts whether of Independent Director or Women Director be filled up in all the four Government Power Entities immediately, without any delay which is required for better governance of these Companies.

11.4 Recruitment & Promotion Rules

In the present time, every day new technologies are being introduced in the industry to increase the efficiency and further reduce the operational cost. The educational institutions have been also launching new specialised courses, considering the present day needs of the industries. Accordingly, it is suggested that the respective organizations should review their R&P Rules from time to time and all the future recruitments may incorporate new qualifying criteria, as per the present job requirements.

11.5 Job Responsibilities

In an organization, the roles & responsibilities of every department as well as the job responsibilities for each employee within the department should be well defined, so that both the departments as well as the employees are clear about the jobs to be performed by them to achieve the goals of the organization. It will also help to avoid conflict between the departments as well as among the employees of the organization. Accordingly, it is suggested that the roles & responsibilities of each and every employee of the organization should be well defined which will ensure the accountability as well as discipline within the organization.

11.6 Training & Development

Training is a learning process that involves the acquisition of knowledge, sharpening of skills, concepts, rules or changing of attitudes and behaviours to enhance the performance of the employees. It is a subsystem of an organization. It ensures that randomness is reduced and learning or behavioural change takes place in structured format. In the present time, the technologies are

changing very fast and the burden of legal compliances is also increasing. It is necessary that the skills of the employees must be updated from time to time, so as to meet the changing work requirement. The training system in Indian Industry has been changed to create a smarter workforce and yield the best results. Training is also now considered as more of retention tool than a cost. The organization should have well defined calendar for training (i.e. On the Job Training or Off the Job Training) for all the levels of employees. It is suggested that all the power sector entities should make compulsory to achieve the training hours in every year and also make it as part of the annual performance appraisal. The respective organizations may have its own internal training department or the training may also be imparted through outside agencies and internal resources. The training is important to relax and motivate employees, besides enhancing their skills. The organisation can also facilitate for Off the Job Training i.e. attending lecturers'/conferences/seminars/role playing etc. The organisation should also examine the evaluation of training programmes, checks whether training has had the desired effects. Training evaluation ensures that whether candidates are able to implement their learning in their respective workplaces or to the regular work routines.

11.7 Discipline

Discipline of employees is one of the fundamental aspect for success of an organisation. The hierarchical structure in the respective organisation should be well defined, so that every employee knows about their span of control as well as the reporting authority. The disciplinary problems mainly comprise of attendance related issues, performance at work, dishonesty, on the job behaviour, off the job behaviour etc. In order to ensure the punctuality of employees, it is suggested that the entry of the employees in their respective premises should be access controlled so that the time of incoming and outgoing during the whole day can be monitored. The non-compliance of their duties assigned as well as punctuality should be

taken seriously and necessary disciplinary action should be taken in time bound manner. The organisation can also adopt Progressive discipline, which includes the process features increasingly formal efforts to provide feedback to the employee, so that the employee can correct the problem.

11.8 Team Building

The coordination amongst the various departments of the organization as well as within the employees is utmost necessary to have synchronized actions to achieve the objectives of the Company. In order to have effective coordination, it is suggested that the Head of the Departments should take meetings with their reporting executives from time to time. In order to develop coordination as per modern management, the concept of common lunch, playing of games like cricket, football etc. and playing of other joyful games are being adopted. These team building exercises remove the bottlenecks in the coordination between the departments as well as among the employees.

11.9 Grievance Redressal Mechanism

A grievance is an embryo of more serious trouble to come because accumulation of minor grievances may lead to major explosion. In an organization, the well satisfied employees are assets and discontented employees become liability for the organization. Therefore, prompt and effective handling of grievance is the key to organisational peace. This calls for systematic procedure of handling grievance for just and speedy disposal of grievances. It is important that employees are treated fairly and they receive prompt response for their problems and concerns, which will motivate them to work towards the objectives of the organization.

There are two types of grievance redressal mechanism, one is Open Door Policy and other is Step-ladder policy. The organization should have a proper laid down mechanism for effective redressal of

grievances and meetings should be taken by head of the department from time to time to hear and motivate the employees at least once in a quarter. This procedure may be used freely without fear of retaliation, and the office of Human Resources should be available to assist throughout the procedure. If the problem involves Discriminatory Harassment and Sexual Harassment, reference to those policies should be made to initiate a complaint.

11.10 System Manual & Employee Hand Book

In order to achieve the objectives of the organization, it is necessary that the well-defined system and procedures should be in place, so that the employees can work in accordance with the said procedures and rules. In every organization, new employees joins and the existing employees also leave the Company from time to time after their retirement or for better opportunities, but the organization continues to work. The availability of the System Manual comprising the procedures and rules to work will ensure the smooth functioning of the organization in the long run. Hence, it is emphasised that the organization should have System Manual in all the spheres of its functions, so that systematic activities continues towards achieving the objectives of the organization. Availability of Employee Hand Book will also facilitate the employees about applicable procedures and rules in the organisation. It is also necessary that the System Manual and Employee Hand Book should be reviewed from time to time.

11.11 Rotation of Duties

In the working of any department within the organization, employees are engaged to carry out numbers of activities for the proper functioning of the department. These activities are generally repetitive in nature and become monotonous over a period of time. Many times the activities handled by an employee may be of sensitive nature, hence deployment of an employee for longer duration may be against the internal control to be followed by an organization.

It is suggested that postings for staff should take into account his previous experience and potential. Staff can either be developed to have a broad experience, across a number of areas or in some cases, they can be allowed to focus on a particular area and develop in-depth experience. Determining the most appropriate way to develop staff is a balance between the needs of the organization and the aspirations of the individual.

Accordingly, the rotation of the employees is very important part of HR Management as it will also help transfer of knowledge, enhance the skills of all the employees and minimising the probabilities of frauds. Hence, it is suggested that the organization should have a rotation policy and employees should be transferred from time to time to other jobs within the same department or other power stations or sub stations.

11.12 Promotions

Promotion denotes that an individual has the competencies, i.e. the skills, abilities, knowledge and attitudes, required to perform effectively at the next higher rank. Promotion provides motivation to perform well and is also an important part of performance management. In order to motivate the employees to give their best towards the organization, it is necessary that they should be timely promoted as per the respective R&P Regulations. In case the employees are not promoted in a definite time frame, their attention is diverted and they may also waste their time in visiting their seniors for carrying out their promotion process. Any undue delay in the promotion of the employee will affect the morale of the employee which may affect the efficiency of the employee and ultimately affect the organisation. It is suggested that the respective organizations should carry out the promotion process in a time bound manner and at least twice in a year i.e. in January and in July, in line with the practice followed by other public sector organizations.

11.13 Performance Appraisal Report

Performance appraisal means a systematic evaluation of personality and performance of each employee by his supervisor or some other person trained in the techniques of merit rating. People differ in their abilities and their aptitudes. There is always some difference between the quality and quantity of the work on the same job being done by two different people. Therefore, performance management and performance appraisal is necessary to understand each employee's abilities, competencies and relative merit and worth for the organization.

The modern approach to performance appraisals includes a feedback process that helps to strengthen the relationships between superiors and subordinates and also improve communication throughout the organization. The performance appraisal is taken as a tool to identify better performing employees from others. Appraisals have become a continuous and periodic activity in the organizations. The results of performance appraisals are used to take various other HR decisions like promotions, demotions, transfers, training, development and reward outcomes.

In order to manage the organization successfully, the control is an important function. The assessment of annual Performance Appraisal Report is also part of the control functions, wherein it is assessed whether the employee has achieved the assigned objectives or not and his appraisal is rated by his superiors. Through the medium of appraisal report, employees are assessed for their promotion, based on their performance. Hence, it is necessary that the performance appraisal report is very objectively designed and assessed, so that the correct evaluation of the concerned employee is made.

Every Financial year, in the month of April, the Key Performance Area (KPA) of each employee should be defined and got approved by the head of department and be made part of appraisal report. Annual

appraisal of the employee should be on the approved performance area which have been either completed or partially completed or not taken up at all, thereby mentioning the contribution of the employee in the progress achieved in respect of the defined approved KPAs.

The management of the Company should review the formats of the Appraisal Report every five years. It is suggested that in line with the Central PSUs, the management of the Company should demarcate the appraisal into outstanding, good, average and poor. A Moderation Committee comprising of Directors should review the PARs in the last and objectively re-value the same.

11.14 Modification in Pay Structure

This Committee has observed that many times, the management of the respective Companies with the approval of the Board have been modifying the pay structure of the employees higher than that approved by the Govt. of NCT of Delhi, as per the recommendations of the Wage Revision Committee. Such modifications are not made on uniform basis in all the four Companies, but made randomly sometime in IPGCL and sometime in DTL. These modifications, which are not in accordance with any modifications made by Central Pay Commission/State Government, not only creates disparity between the pay structure of the employees of Companies other than the company introducing modification for its employees but at the same time it is against the spirit of the Wage Revision Committee. Accordingly, it is suggested that the modifications which are inconsistent to the recommendations of the Wage Revision Committee approved by the Competent Authority in the Govt. of NCT, Delhi be not made by any of the four entities (IPGCL/PPCL/DPCL/DTL), save and except, the recommendations necessitated by the notifications of the Government from time to time that may come during the period intervening the report of the last WRC and the implementation of the next CPC.

11.15 Employee Welfare

It is a well-accepted fact that a healthy, cordial working environment enhances the efficiency of the employees. Hence, the proper canteen facility, recreation rooms, medical facility, gym facility, crèche facility should be available for all the employees. The Company may organize outstation tours, picnics, tournaments, health seminars and recreation, motivation, awareness program etc. Since the family of employees play an important role in the life of the employees, the family members of all the employees may also be involved in various activities to be organized for the employees. These measures will increase the happiness index of the employees and create belongingness towards the organization. The Companies can provide a separate financial budget for such type of welfare activities.

CHAPTER-12



SUMMARY OF THE RECOMMENDATIONS

CHAPTER – 12

SUMMARY OF THE RECOMMENDATIONS

1. Constitution of Wage Revision Committee for Generation and Transmission Companies with 100% shareholding of GNCTD i.e. IPGCL/PPCL/DTL/DPCL.

- a) Wage Revision Committee constituted by GNCTD vide its Office Memorandum No. F.(62)/2015/Power/271 dated 25th January 2016.
- b) Ex-post-facto approval to the constitution of the Committee was granted by the then Lt. Governor, Delhi vide letter No.F.11(62)/2015/Power/48 dated 6th January 2017.

2. Present Generation and transmission activities:

a) Generation;

Pragati Power Corporation Limited

- (i) Pragati Power Station-III (Gas based) - 1371 MW (Operational)
- (ii) Pragati Power Station-I (Gas based) - 330 MW (Operational)
- (iii) Pragati Power Station-II (Gas based) - 750 MW (Installation of the plant has been kept on hold as per directions of GNCTD, due to shortage of Gas nationwide. Hence, no major activity towards construction of the plant has been carried out.)

Indraprastha Power Generation Company Limited

- (i) Gas Turbine Power Station (Gas based) - 270 MW (Operational).
- (ii) IPGCL is also working as a nodal agency of Energy Efficiency & Renewable Energy Management

(EE&REM) Centre under Power Department of Govt. of NCT of Delhi to promote and install solar power system in the area of Delhi and it is also disbursing subsidy on behalf of the Government.

- (iii) Rajghat Power House (Coal based) - 135 MW (not in operation since January, 2016 on the direction of Delhi Pollution Control Committee (DPCC))
- (iv) Indraprastha Power Station (Coal based) - 247.50 MW (decommissioned in the year 2009 due to outlived technical useful life and introduction of more stringent pollution norms)

b) Transmission;

The existing network of DTL consists of a 400 KV ring around the periphery of Delhi, interlinked with the 220 KV network spread all over the city. DTL has 4 Nos. 400kV substations with transformation capacity of 5410 MVA and 400kV transmission network of 249.19 circuit kilometers, besides 39 nos. 220kV substations with 12820 MVA transformation capacity and 220kV transmission network of 823.84 circuit kilometers. DTL is also operating and maintaining 66kV, 33kV and 11kV system at its existing 220kV and 400kV substations and providing supply to the network of Distribution companies.

3. New Pay Matrix

Till such time the recommendations of the 7th CPC were implemented w.e.f. 01.01.2016, the pay of all the employees in the Government including the pay of the employees in all the four Government Power entities was based on the respective Pay Bands and the Grade Pay applicable to them. However, the 7th CPC has done away with the concept of Pay Band and the Grade Pay and has substituted the same with the appropriate Levels in the new pay matrix, effective from 01.01.2016. In keeping up with the new pay matrix recommended by the 7th CPC, this WRC also has designed the new

pay matrix for the employees of the IPGCL/PPCL/DTL/DPCL by substituting the Pay Bands and the Grade Pay applicable to the employees prior to 01.01.2016 with appropriate Levels. The Levels in the new pay matrix shall comprise of two dimensions, a 'horizontal range' in which each level corresponds to a functional/financial status in the hierarchy assigned the numbers 1, 2 and 3 and so on till 14. Levels 1 to 6 in the horizontal range are assigned for non-executive cadre belonging to B, C and D Group of employees, whereas levels-7 onwards till level 14 are meant for Executive cadre starting from the post of Assistant Manager going up to the post of Director. The 'vertical range' for each Level denotes the pay progression within that Level. These indicate the steps of annual financial progression of three per cent within each Level. The starting cell of the matrix is the entry pay which has been arrived at applying the same formula as provided by the 7th CPC in its report. The entry pay of the respective Level is calculated by taking into consideration the entry pay including Grade Pay of the respective table, as approved by the Competent Authority, conveyed by the GNCTD vide its letter dated 07.10.2009 except that for the Level-11 corresponding to the Grade Pay of Rs.8900. Since the pay of the Government entities cannot be less than what is being paid by the Government, the entry pay of Rs.1,31,100 in the pay matrix as approved by the Government while implementing the 7th CPC has been considered as entry pay for the Level-11 by this Committee. The pay matrix is intended to chart out the likely path of career progression for all employees on the basis of TBPS/promotion as per Recruitment and Promotion Regulations in vogue in all the four Government power entities.

4. Power Pay

This Wage Revision Committee proposes to grant the Power Pay @ 3% over and above the amount at which the pay of an employee in the Government power entities shall be fixed in the new pay matrix. This addition of 3% as power pay is recommended for all the employees across the line on uniform basis keeping in mind that the pay of

erstwhile employees of DESU/DVB always had been more than the pay of the employees in the Government. While recommending 3% power pay, we have also kept in mind that all the earlier Wage Revision Committees in their recommendations have consistently granted varying additional pay to these employees. With our said proposal to grant 3% power pay to the employees of IPGCL/PPCL/DTL/DPCL, we further recommend that as and when CPC recommendations are made applicable to the Government employees after every 10 years in future, the employees of IPGCL/PPCL/DTL/DPCL should be given 3% power pay after fixing their pay in appropriate Levels corresponding to the Levels in the Government as per subsequent CPCs without there being any need hereinafter to constitute a fresh pay revision Committee as we have undertaken a strenuous exercise of rationalizing the pay of all employees belonging to different cadres starting from peon up to the post of Director. This recommendation is going to have far reaching consequences both on the state exchequer as well as on the employees inasmuch as the Government shall save lot of money and time in constituting fresh WRCs in future and the employees shall get timely payment of their wages/pay to which they may be entitled consequent upon report of Central Pay Commissions from time to time.

5. Time Bound Promotional Scales

The committee has recommended granting three Time-Bound Promotional Scales to all the employees of the 'A', 'B', 'C' and 'D' categories including the employees working in isolated/diminishing posts in all the four Government Power Entities i.e. DTL, DPCL, IPGCL and PPCL.

6. Rationalization of Pay:

a) Category-D

- (i) Disparity and consequential anomaly in the pay of Group-D employees of DTL on the one hand and the Group-D employees of IPGC/PPCL on the other hand have been resolved.
- (ii) The Grade Pay of Rs.2200 existed in DTL/DPCL but the same did not exist in IPGCL/PPCL after introduction of Unified Promotion Policy, 2012. In order to avoid the said disparity, the Grade Pay of Rs.2200 is proposed to be merged with the Grade Pay of Rs.2400 in the Pay Band of Rs.6000-20200 (Level-2 of the new pay matrix).
- (iii) Group-D employees at Level-1 (Grade Pay Rs.2000) will get first promotion/first Time Bound Promotional Scales in the Level-2 (Grade Pay Rs.2400) and thereafter, they will get second financial up-gradation under TBPS policy/promotion as per R & P Regulations in Level-3 that corresponds to Grade Pay of Rs.2800 in the Pay Band of Rs.8500-26300 and third TBPS/promotion in Level-4 that corresponds to the Grade Pay of Rs.3600 in the Pay Band of Rs.10900-34800.
- (iv) Any Group-D employee in any of the four Government entities in the GP of Rs.2200 at the induction level shall be deemed to have been inducted in the GP of Rs.2400 (Level-2 in the new pay matrix) and consequently, his career progression as per TBPS policy or promotion hierarchy in his cadre as per R & P Regulations shall be treated in Level-3, 4 & 5 respectively for the purpose of fixation of his pay in the new pay matrix w.e.f. 01.01.2016.

b) Category- B and C

- (i) A Group-C employee in all the four Government Power Entities, generally, starts in the GP of Rs.2800 (PB 8500-26300) [Level 3 in the new pay matrix). However, there are numerous designations/posts in Group-C, which require same qualification at the entry level but for them different Grade

Pays or different pay scales with slight variations are provided in the R & P Regulations. These different Grade Pay provided in the same Pay Band of Rs. 8500-26300 are Grade Pays of Rs.2900, Rs.3000, Rs.3100, Rs.3200 and Rs.3300. The Grade Pay of Rs.2900 is recommended to be merged with the GP of Rs.2800. The pay of Group-C, employees having GP of Rs.2800 and Rs.2900 at the time of induction shall be fixed on 01.01.2016 in Level-3 of the new pay matrix. The GP of Rs.3000, Rs.3100, Rs.3200, Rs.3300 and Rs.3500 are recommended to be upgraded and merged in the pre-revised PB of Rs.10900-34800 with GP of Rs.3600 (Level-4 of the new pay matrix).

- (ii) This Committee has further recommended merging the Grade Pay of Rs.3800 and Rs.4600 in the Pay Band of Rs.10900-34800 with Grade Pay of Rs.4800 [Level-5 in the new pay matrix).
- (iii) This Committee has noted from the records of IPGCL, PPCL, DTL and DPCL that there are certain posts in the pre-revised Grade Pay of Rs.4800 and Rs.5000 in the promotional hierarchy of Group-C employees but promotion in these Grade Pays is in the same Pay Band of Rs.10900-34800. As a measure of rationalization and to condense the pay scales for the employees in the new pay matrix w.e.f. 01.01.2016, the Committee recommends to merge the pre-revised Grade Pays of Rs.4800 and Rs.5000 into an upgraded Grade Pay of Rs.5400 (B) reflected in Level-6 of the new pay matrix only for those employees who are promoted from the pre-revised Grade Pay of Rs.4600 to the pre-revised Grade Pay of Rs.4800. The Committee further recommends that the posts in the pre-revised Grade Pays of Rs.4800 & Rs.5000 be also amalgamated into one post on the same lines, as was recommended by the 6th CPC in case of Jr. Accounts Officers and Assistant

Accounts Officers in the Central Government vide office order No.2-9/2009-SPG dated 28 August, 2009, issued by the Govt. of India. Our recommendations for merging of pre-revised Grade Pay of Rs.4800 & Rs.5000 into an upgraded Grade Pay of Rs.5400 (B) for the purpose of rationalization and fixation of pay in the pay matrix w.e.f. 01.01.2016 shall provide more promotional opportunities to all those in the pre-revised Grade Pay of Rs.4600, as more posts for such promotion shall become available to them after consolidating the posts in the existing Grade Pay of Rs.4800 & Rs.5000. We accordingly recommend to merge the pre-revised Grade Pay of Rs.4800 and Rs.5000 in the upgraded Grade Pay of Rs.5400 (B) [Level-6 in the new pay matrix], subject to an exception that pay of those employees in all the four Govt. Power entities, who got TBPS/promotion in the pre-revised Grade Pay of Rs.4800 directly from the Grade Pay of Rs.3600 without first touching the pre-revised Grade Pay of Rs.4600 generally applicable after Grade Pay of Rs.3600, shall be fixed in Level-5 of the new pay matrix, corresponding to pre-revised Grade Pay of Rs.4600. This exception for Level-5 has been made keeping in mind that all the employees of IPGCL, PPCL, DTL and DPCL, prior to 01.01.2016 normally got promotion/TBPS after Grade Pay of Rs.3600 in the Grade Pay of Rs.4600 and that the benefit of Grade Pay of Rs.4800 straight from the Grade Pay of Rs.3600 is presently available only to very few posts in Group-C. Such an exception shall have the effect of resolving the anomaly in the pay of employees inducted in Group-C with similar qualification in the same pay scale at the time of induction with similar promotional hierarchy under the R & P Regulations. We, however, make it clear that the pre-revised Grade Pay of Rs.4800 in respect of those who got the said Grade Pay, prior to 01.01.2016 from Grade Pay of Rs.4600 shall stand upgraded to Grade Pay of

Rs.5400 (B) (Level-6 in the new pay matrix) w.e.f. 01.01.2016 and shall be dealt with in the manner indicated herein below.

- (iv) For those employees who got the promotion/TBPS of Grade Pay of Rs.4800 directly from the Grade Pay of Rs.3600 without first touching the pre-revised Grade Pay of Rs.4600 and thereafter, got Grade Pay of Rs.5000 either under TBPS policy or by way of promotion as per R & P Regulations prior to 01.01.2016, the pay of all such employees in the Grade Pay of Rs.5000, recommended to be fixed in Level-6 of the new pay matrix corresponding to the upgraded Grade Pay of Rs.5400 (B) w.e.f. 01.01.2016.
- (v) All the technical and non-technical employees in all the four Government Power Entities after having four years of regular service against a sanctioned post in the pre-revised GP of Rs.4800 are presently entitled to a NFSG in the PB of Rs.19000-39100 with GP of Rs.5400 (Level 7 in the new pay matrix). The pre-revised GP of Rs.4800 has since been proposed to be upgraded to GP of Rs.5400 (B). Hence this committee hereby recommends continuing grant of NFSG in the PB of Rs.19000-39100 with GP of Rs.5400 (Level-7 in the new pay matrix) to all those in Level-6 after 4 years' service against a post.
- (vi) In the TAG-I cadre, the fixation benefit of entry pay of the relevant table has been recommended to be given.
- (vii) In the cadre of Junior Engineer in the Grade Pay of Rs.4600 (now proposed to be upgraded to GP of Rs.4800), it is recommended that the departmental candidate for promotion to the post of JE must possess at least Diploma qualification and the practice to consider a departmental candidate only with ITI certificate for such promotion should be immediately

dispensed with, by making suitable amendments in the R & P Regulations. However, the JEs with ITI qualification shall continue to be entitled for three TBPS as are available to JEs with Degree/Diploma qualification.

c) Group-A employees

- (i) All Technical and Non-Technical cadres in Group-A after introduction of Unified Promotion Policy by IPGCL/PPCL in 2012 are being dealt in IPGCL & PPCL at par in the matter of their pay. The Committee has recommended to treat all technical and non-technical employees of all four Government Power Entities at par.
- (ii) The IPGCL&PPCL has created intermediary non-functional posts of Deputy Manager, Senior Manager and Additional General Manager in between the two functional posts of Assistant Manager and Manager; Manager and Deputy General Manager and Deputy General Manager and General Manager respectively both in Technical and Non-Technical streams. The intermediary non-functional posts of Deputy Manager, Senior Manager and Additional General Manager are treated as cluster posts. Say for example the non-functional post of Deputy Manager is treated as a cluster post with the sanctioned post of Assistant Manager. The Committee has recommended to grant promotion to Group-A employees of DTL/DPCL also by extending the benefit of intermediary non-functional posts/levels of Deputy Manager, Senior Manager and Additional General Manager (Levels-8, 10 & 12 in the new pay matrix) on the same lines as given to the Group-A employees of IPGCL/PPCL.
- (iii) The anomaly in the pay of the Chief Engineers, AGM (T) and Member (T) has been removed by rationalizing their pay. The

Committee has recommended fixing the pay/pension of the Chief Engineers/ General Managers in the Pay Band of Rs.67000-79000, instead of pay Band of Rs.37000-67000 (Grade Pay Rs.10000). Executive Directors being the senior most amongst the GMs are proposed to be granted special allowance of Rs.2500 per month, subject to the condition that the pay of the Executive Director inclusive of special allowance of Rs.2500 shall not exceed the pay of the Director in any case.

7. Other Grievances

- (i) The Senior Personal Assistants working in the Grade Pay of Rs.4800 have demanded their next promotion to the Grade Pay of Rs. 6600 in the Pay Band of Rs.19000-39100. Their grievance has been addressed by the committee by way of recommending grant of intermediary non-functional posts/level in the pre revised Pay Band of Rs.19000-39100 with Grade Pay of Rs.6600 (Level- 8 in the new pay matrix) to all those who had completed four years' service against a sanctioned post, in the pre revised Pay Band of Rs.19000-39100 with Grade Pay Rs.5400. This recommendation is more beneficial than the demand made by the Senior PAs as they shall become eligible for non-functional up-gradation in the Grade Pay of Rs.6600 after completion of 4 years of service in Level-7 against a sanctioned post without waiting for any vacancy.
- (ii) In the matter of wrong deduction of Rs.600 at the time of up-gradation of Grade Pay from Rs.4000 to Rs.4600 and from Rs.4200 to Rs.4800, the same is proposed to be corrected w.e.f. 01.01.2006 on notional basis for fixation of pay in the new pay matrix on 01.01.2016.
- (iii) Higher qualification for promotion- the need for higher qualifications for all the employees in all the streams particularly at senior executive level is necessary in order to

meet the new challenges of the industry and its higher efficiency. The person with lesser qualification will be eligible for TBPS only but the eligibility for regular promotion cannot be considered.

- (iv) The pay of all technical and non-technical Assistant Managers and equivalent in Group-A working in DTL/DPCL/IPGCL/PPCL should first be rightly fixed by granting them entry pay of Rs.21170 on notional basis from the date of their recruitment/promotion/ TBPS/NFSG, as per report of the previous Wage Revision Committee before they are allocated appropriate level in the new pay matrix w.e.f. 01.01.2016.
- (v) This Committee has recommended that the entry pay of Rs.39130 instead of entry pay of Rs.37400, with Grade Pay of Rs.8900 be taken as the entry pay for all Dy. General Managers whether technical or non-technical in the existing Pay Band of Rs.37400-67000 and Grade Pay of Rs.8900 w.e.f 01.01.2006 on notional basis, before fixing their pay at appropriate level in the new pay matrix from the effective date of implementation of the report of the present Wage Revision Committee.
- (vi) This Committee recommends that all the category of employees should be eligible for similar one time incentive for acquiring higher qualification during service and recommended that the policy of incentive be made applicable uniformly in all the four entities namely IPGCL/PPCL/DTL/DPCL.
- (vii) The Committee has recommended exploring the possibilities of getting Group Insurance for the employees to ensure payment of a sizeable amount to the dependent family members of the employee in the event of any mishap.

- (viii) Death Relief Fund @ Rs.15/month- The Committee is of the view that this practice of deduction may be stopped or merged with the Group Insurance Policy.

8. Allowances

a) Allowances in line with the Government

Allowances being paid by the respective Companies on the pattern of Government i.e. Dearness Allowance, House Rent Allowance, Transport Allowance, Children Education Allowance, Non-Practicing Allowance, Patient Care Allowance, Annual Allowance (book) (only for Doctors) will continue to be paid on the same pattern. Newspaper Allowance is also recommended to be paid in line with the Government.

b) Other Allowances

(i) Rationalization of other Allowances:

Electricity Concession

The admissibility of allowance to the working and the retired employees on account of Electricity Concession has been rationalized. For rationalizing the allowance under this head, the Committee has standardized the monthly electricity bills in respect of Group A, B, C & D employees and has recommended 50% burden out of the standardized monthly electricity bills to be borne by the employee concerned and payment of balance 50% as monthly allowance on account of electricity concession along with the pay/pension as the case may be. A deduction of 30% from the electricity concession amount has been recommended in case of those employees availing the concessional electricity units @ 12 paisa per unit provided by the DISCOMS.

Category	Standardized Monthly Bill
Group D	Rs.1500
Group B & C	Rs.3000
Group A up to DGM	Rs.4000
Group A above DGM	Rs.6000

Telephone reimbursement

There should be a ceiling on call and internet charges as per the following eligibility criteria:

Group-D	Rs.300
Group-B & C	Rs.500
AM and equivalent to Sr. Manager	Rs.1,000
Dy. G M and A.G.M	Rs.1,500
General Manager and above	Rs.2,000

Reimbursement of the cost of mobile handset after every three years is recommended to be as per following eligibility criteria:

Group-B, C & D	Rs.5,000
AM and equivalent to Sr. Manager	Rs.10,000
Dy. G M and A.G.M	Rs.15,000
General Manager and above	Rs.25,000

ii) In respect of the other Company Allowances being paid by the Companies, the Management of the respective Companies shall continue to take necessary decision as per their specific work requirements.

9. Pensioners grievances

- a) Resolved the demand to revise Minimum Pension/Family Pension from Rs.1275/- p.m. to Rs.1600/-per month calculated @ 50% of minimum scale of pay as applicable in DVB.
- b) Resolved the issue of adjustment of Interim Relief of Rs.500 in the pension of the retirees retired from DVB prior to 01/07/2002 (Date of unbundling).
- c) The pension of those retired as AGM (T)/Member (T) prior to unbundling has been rationalized.

d) Pensioners/family pensioners who are entitled to draw pension from the Pension Trust shall be entitled for payment of one month basic pension as LTC allowance in a block of two years from 01.01.2016 onwards at the rate of their revised basic pension as per the report of the present WRC. Age related enhanced pension shall be part of the basic pension for all intent and purposes, including for payment of LTC. The benefit of LTC shall be extended to all the retirees of DVB origin including family pensioners.

e) **Medical facility to pensioners**

This Committee recommends to:-

- (i) Establish a nodal agency/cell with infrastructure necessary to provide medical protocol.
- (ii) Provide cashless medical facilities to the pensioners and their dependent family members in the empanelled private hospitals at par with the working employees.
- (iii) In case a working employee or a pensioner/family pensioner opt for getting treatment outside the empanelled hospital, his claim for reimbursement of medical bill at applicable rates for a particular treatment in empanelled hospital.
- (iv) Medical bills of the pensioners should be cleared as expeditiously as possible, but not later than four weeks of the receipt of the medical bill.
- (v) Add more and more reputed private hospitals/diagnostic centers in its list of empanelled hospitals for the purpose of cashless medical facility to the employees and pensioners/family pensioners of DVB.

- (vi) Provide medical facilities to the retirees of IPGCL/PPCL/DTL/DPCL recruited post-unbundling, i.e., after 01.07.2002 at par in all manners as recommended to be provided to the erstwhile pensioners and family pensioners of Delhi Vidyut Board.
 - (vii) Devise alternative mechanism for providing effective and efficient medical insurance facility on cost benefit spectrum in consultation with the reputed insurance companies.
- f) **Grant of increased pension to the pensioners/family pensioners**
- 10% additional basic pension is recommended to be released to the pensioners on their attaining the age of 70 years and 15% additional basic pension at the age of 75 years. At the age of 80 years and thereafter the pensioners/family pensioners shall be entitled to additional pension/family pension as per the policies of the Government.
- g) Funding of pension Trust for timely disbursement of retirement benefits.

10. Manpower Management

To improve the efficiency of the manpower, ensure accountability of the organization and enhance transparency in the work processes by the respective companies, the Committee has made various recommendations in this regard. The major recommendations are reproduced as under:-

- (i) The Committee has strongly recommended that a study of human resource requirement in these companies at different levels should be undertaken on priority basis by engaging an external expert agency, if necessary, for the said purpose, in view of changes in the generation and transmission capacities

of the plants and further keeping in mind that certain posts existing for long have become redundant and meaningless. Any such study shall be duly documented by database, keeping in mind the functional necessity for retaining a particular post in the cadre. The posts that may be found redundant or obsolete in view of the changed scenario of the entities should immediately be taken off from the sanctioned strength and the services of such surplus staff, if any, be either utilized elsewhere in other departments under the Govt. of NCT of Delhi, including the Government Power Entities or some scheme should be devised to offer them Special Voluntary Retirement on such terms as may be considered appropriate. Since number of employees have complained about long period of stagnation at a post, especially in non-technical categories, due to lack of vacancies, this Committee has recommended that the expert external agency should also study and recommend appropriate hierarchical structure for each cadre.

- (ii) Companies should recruit the required manpower in a time bound manner, preferably by starting the process to fill up the vacant posts at least six months in advance from arising of any vacancy.
- (iii) The roles & responsibilities of every department as well as the job responsibilities for each employee within the department should be well defined
- (iv) The organization should make compulsory to achieve the training hours in every year and it should be made part of the annual performance appraisal.
- (v) Entry of the employees in their respective premises should be access controlled so that the time of incoming and outgoing

during the whole day can be monitored. The non-compliance of their duties assigned as well as punctuality should be taken seriously.

- (vi) In order to have proper coordination, the Head of the Departments should take meetings with their reporting executives on regular basis.
- (vii) The Companies should have a proper laid down mechanism for effective redressal of grievances
- (viii) The Companies should have System Manual in all the spheres of its functions, so that systematic activities continue towards achieving the objectives of the organization.
- (ix) The Companies should have a rotation policy and employees should be transferred from time to time to other jobs within the same department or other stations.
- (x) The Companies to carry out the promotion process in a time bound manner and at least twice in a year i.e. in January and in July, in line with the practice followed by other public sector organizations.
- (xi) Annual performance appraisal report be objectively designed and reviewed every five years.
- (xii) The modifications in the pay structure which are inconsistent to the recommendations of the Wage Revision Committee approved by the Competent Authority in the Govt. of NCT, Delhi be not made by any of the four entities (IPGCL/PPCL/DPCL/DTL), save and except the recommendations necessitated by the notifications of the Government from time to time that may come during the

period intervening the report of the last WRC and the implementation of the next CPC.

- (xiii) Proper canteen facility, recreation rooms, medical facility, gym facility, crèche facility should be available for all the employees. The Company should also organize outstation tours, picnics, tournaments, health seminars and recreation, motivation, awareness program etc.

11. Financial Implications

Since the substantial benefits as per 7th CPC have already been released to the employees of the above organizations, the recommendations of this Committee are not going to have any major financial impact on the state exchequer save and except that there shall be some additional burden on account of rationalization of pay scales and grade pay of the employees of the above entities, done with a view to remove the existing anomalies that were brought to our notice.

12.

PAY MATRIX

Pay Band	6000-20200		8500-26300	10900-34800			19000-39100				37400-67000		67000-79000	75500-80000
Grade Pay as on 31/12/2015	2000	2400	2800	3600	4800	5400 (B)	5400 (A)	6600	7600	8300	8900	10000		
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		(GP 2200 merged to GP 2400)	(GP 2900 merged with GP 2800)	(GP 3000, 3100, 3200, 3300 and 3500 upgraded to GP 3600)	(GP 3800 and 4600 upgraded to GP 4800)	(GP 4800 and 5000 upgraded to newly created GP 5400)								
Entry Pay	8500	10440	12100	16230	19450	21480	26570	30030	32920	34940	49100	56200	67000	75500
Index	2.57	2.57	2.57	2.62	2.62	2.62	2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72
Cell 1	21800	26800	31100	42500	51000	56300	70900	80200	87900	93300	131100	152900	182200	205400
2	22500	27600	32000	43800	52500	58000	73000	82600	90500	96100	135000	157500	187700	211600
3	23200	28400	33000	45100	54100	59700	75200	85100	93200	99000	139100	162200	193300	217900
4	23900	29300	34000	46500	55700	61500	77500	87700	96000	102000	143300	167100	199100	224400
5	24600	30200	35000	47900	57400	63300	79800	90300	98900	105100	147600	172100	205100	
6	25300	31100	36100	49300	59100	65200	82200	93000	101900	108300	152000	177300	211300	
7	26100	32000	37200	50800	60900	67200	84700	95800	105000	111500	156600	182600	217600	
8	26900	33000	38300	52300	62700	69200	87200	98700	108200	114800	161300	188100	224100	
9	27700	34000	39400	53900	64600	71300	89800	101700	111400	118200	166100	193700		
10	28500	35000	40600	55500	66500	73400	92500	104800	114700	121700	171100	199500		
11	29400	36100	41800	57200	68500	75600	95300	107900	118100	125400	176200	205500		
12	30300	37200	43100	58900	70600	77900	98200	111100	121600	129200	181500	211700		
13	31200	38300	44400	60700	72700	80200	101100	114400	125200	133100	186900	218100		
14	32100	39400	45700	62500	74900	82600	104100	117800	129000	137100	192500			
15	33100	40600	47100	64400	77100	85100	107200	121300	132900	141200	198300			
16	34100	41800	48500	66300	79400	87700	110400	124900	136900	145400	204200			
17	35100	43100	50000	68300	81800	90300	113700	128600	141000	149800	210300			
18	36200	44400	51500	70300	84300	93000	117100	132500	145200	154300	216600			
19	37300	45700	53000	72400	86800	95800	120600	136500	149600	158900				
20	38400	47100	54600	74600	89400	98700	124200	140600	154100	163700				
21	39600	48500	56200	76800	92100	101700	127900	144800	158700	168600				
22	40800	50000	57900	79100	94900	104800	131700	149100	163500	173700				
23	42000	51500	59600	81500	97700	107900	135700	153600	168400	178900				
24	43300	53000	61400	83900	100600	111100	139800	158200	173500	184300				
25	44600	54600	63200	86400	103600	114400	144000	162900	178700	189800				
26	45900	56200	65100	89000	106700	117800	148300	167800	184100	195500				
27	47300	57900	67100	91700	109900	121300	152700	172800	189600	201400				
28	48700	59600	69100	94500	113200	124900	157300	178000	195300	207400				
29	50200	61400	71200	97300	116600	128600	162000	183300	201200	213600				
30	51700	63200	73300	100200	120100	132500	166900	188800	207200					
31	53300	65100	75500	103200	123700	136500	171900	194500	213400					
32	54900	67100	77800	106300	127400	140600	177100	200300						
33	56500	69100	80100	109500	131200	144800	182400	206300						
34	58200	71200	82500	112800	135100	149100	187900	212500						
35	59900	73300	85000	116200	139200	153600	193500							
36	61700	75500	87600	119700	143400	158200	199300							
37	63600	77800	90200	123300	147700	162900	205300							
38	65500	80100	92900	127000	152100	167800	211500							
39	67500	82500	95700	130800	156700	172800								
40	69500	85000	98600	134700	161400	178000								



ANNEXURE - I

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
(DEPARTMENT OF POWER)
DELHI SECRETARIAT, 8TH LEVEL, B-WING
NEW DELHI-110002

No.: F.11(62)/2015/Power/271

Dated: 25th January, 2016

OFFICE MEMORANDUM

The Competent Authority is pleased to constitute a new Wage Revision Committee to have the fresh look at the emoluments and allowances of the employees of Delhi Transco Limited, IPGCL/PPCL and DPCL comprising the following:

- | | | |
|----|---|--------------------|
| 1. | Justice (Retd.) Shri S.N. Aggarwal | : Chairman |
| 2. | Special Secretary (Services),
Govt. of NCT of Delhi | : Member |
| 3. | Special Secretary (Power), GNCTD | : Member |
| 4. | Director (HR) PGCIL or any other
suitable officer nominated by
CMD, PGCIL | : Member |
| 5. | Director (Finance), NTPC or any
other suitable officer nominated
by CMD, NTPC | : Member |
| 6. | Director (Operation), DTL | : Member |
| 7. | One retired Controller of Accounts,
Government of NCT of Delhi | : Member |
| 8. | GM (Legal), IPGCL/PPCL | : Member-Secretary |

The Wage Revision Committee-2016 would have the following Terms of Reference:

- a) To examine the principles, the date of effect thereof, which should govern the structure of pay, allowances and other facilities and benefits whether in cash or in kind, to the employees of DTL/IPGCL/PPCL/DPCL.
- b) Steps required to be taken to transform the DTL/IPGCL/PPCL/DPCL into a modern, professional and citizen friendly organization, the employees of which are dedicated to the service of the citizens.
- c) To examine the existing anomalies in the pay structure, if any, and to suggest steps to remove the same in the prospective pay scales.

- d) To work out pay packages for the employees of the DTL/IPGCL/PPCL/DPCL, which encourages promotion of efficiency, productivity and economy to the organization through rationalization of structures, systems and processes within the organization.
- e) Steps to be taken to leverage economic changes in the country, to ensure accountability of the organization, to enhance transparency in the work processes, to encourage assimilation of new technology and to maintain discipline in the organization so as to make DTL/IPGCL/PPCL/DPCL forward looking organizations.
- f) To examine the principles which should govern the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits to the present and former employees of DTL/IPGCL/PPCL/DPCL.
- g) To examine desirability and the need to sanction any interim relief till the time the full recommendations of the Committee are received by the Govt. of NCT of Delhi and are accepted/rejected/modified by the Government.
- h) To calculate the financial implications of the recommendations for the next ten years for DTL/IPGCL/PPCL/DPCL, in case the recommendations are accepted by the Govt. of NCT of Delhi.
- i) Govt. of NCT of Delhi may prescribe additional Terms of Reference as and when so required.

By order and in the name of the
Government of NCT of Delhi

Sd/-
(Meena Tyagi)
Dy. Secretary (Power)

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
(DEPARTMENT OF POWER)
DELHI SECRETARIAT, 8TH LEVER, B-WIND
NEW DELHI – 110002

F.11(62)/2015/Power/48

Dated : 06.01.2017

To

Shri R.K. Jain
Member Secretary,
Wage Revision Committee,
Company Secretary, IPGCL/PPCL
Himadri, Rajghat Power House,
New Delhi

Sub: Regarding Constitution of Wage Revision Committee for the employees of DTL/DPCL/IPGCL/PPCL

Sir,

This is with reference to Constitution of Wage Revision Committee for the employees of DTL/DPCL/IPGCL/PPCL. In this regard, I am directed to inform you that the Hon'ble Lt. Governor, Delhi has accorded the ex-post facto approval to the Wage Revision Committee constituted by Department of Power, Govt. of NCT of Delhi to examine the emoluments and allowances of the employees of DTL, DPCL, IPGCL&PPCL.

It is, therefore, requested to kindly expedite the completion of work of Wage Revision Committee, as 7th CPC recommendations have already been implemented in Govt. of NCT of Delhi.

Yours faithfully,

Sd/-
(Sudhir Sharma)
Dy. Secretary (Power)
011-23392883

Copy to:-

1. OSD to Hon'ble Minister of Power, GNCTD
2. Shri Jitendra Joon, Secretary to Hon'ble Justice (Retd.) Shri S.N. Aggarwal, Chairman, Wage Revision Committee
3. PS to Secretary (Power), GNCTD
4. PS to Spl. Secretary (Power), GNCTD

ANNEXURE –II

WAGE REVISION COMMITTEE

(DTL/IPGCL/PPCL/DPCL)

Govt. of NCT of Delhi

Camp Office of Wage Revision Committee at
Office of Executive Director & Company Secretary, IPGCL & PPCL,
Himadri, Raighat Power House Complex, New Deihi. 110002
Tele-fax No. 011-23273565, email id: wrcdtl.ipgcl@gmail.com

PUBLIC NOTICE

The Competent Authority in the Government of National Capital Territory of Delhi vide Office Memorandum No.No.F.11(62)/2015/Power/271 dated 25.01.2016 has constituted a Wage Revision Committee to have a fresh look at the emoluments and allowances of the employees of Delhi Transco Limited (DTL)/Indraprastha Power Generation Company Limited (IPGCL)/Pragati Power Corporation Limited (PPCL)/Delhi Power Company Limited (DPCL), Undertakings of Govt. of NCT of Delhi. This Committee has been constituted under the Chairmanship of the retired Judge of Delhi and Madhya Pradesh High Courts, Hon'ble Justice Shri S.N. Aggarwal, The Terms of References of the Wage Revision Committee are as under:-

- a) To examine the principles, the date of effect thereof, which should govern the structure of pay, allowances and other facilities and benefits whether in cash or in kind, to the employees of DTL/IPGCL/ PPCL/DPCL.
- b) Steps required to be taken to transform the DTL/IPGCL/PPCL/DPCL into a modern, professional and citizen friendly organization, the employees of which are dedicated to the service of the citizens.
- c) To examine the existing anomalies in the pay structure, if any, and to suggest steps to remove the same in the prospective pay scales.
- d) To work out pay packages for the employees of DTL/IPGCL/PPCL/ DPCL, which encourages promotion of efficiency, productivity and economy to the organization through rationalization of structures, systems and processes within the organization.
- e) Steps to be taken to leverage economic changes in the country, to ensure accountability of the organization to enhance transparency in the work processes, to encourage assimilation of new technology and to maintain discipline in the organization so as to make DTL/IPGCL/PPCL/DPCL forward looking organizations.
- f) To examine the principles which should govern the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits to the present and former

- employees of DTL/IPGCL/PPCL/DPCL.
- g) To examine desirability and the need to sanction any interim relief till the time the full recommendations of the Committee are received by the Govt. of NCT of Delhi and are accepted/rejected/modified by the Government.
 - h) To calculate the financial implications of the recommendations for the next ten years for DTL/IPGCL/PPCL/DPCL in case the recommendations are accepted by the Govt. of NCT of Delhi.
 - i) Government of NCT of Delhi may prescribe additional Terms of References as and when so required.

Consequent upon the constitution of the Wage Revision Committee as stated hereto above, suggestions are invited from all the stakeholders including the retired and the serving employees, who are likely to be affected by the Report of the Committee. The suggestions/representations should reach the undersigned on or before 11.07.2016 by 5.00 p.m. at the following address:-

Member Secretary,
Wage Revision Committee, DTL/IPGCL/PPCL/DPCL
Himadri, Rajghat Power House Complex,
New Delhi-110002.

This Public Notice is also available on the web site of Power Department, Govt. of NCT of Delhi and on the web site of IPGCL/PPCL and DTL at www.ipgcl-ppcl.gov.in and www.dtl.gov.in.

Sd/-
(Ravindra Kumar Jain)
Member Secretary
Wage Revision Committee

Date: 15.06.2016
Place: New Delhi

WAGE REVISION COMMITTEE

(DTL/IPGCL/PPCL/DPCL)

Govt. of NCT of Delhi

Camp Office of Wage Revision Committee at Office of Executive Director &
Company Secretary, IPGCL & PPCL, Himadri, Rajghat Power House Complex,
New Delhi-110002

Tele-fax No. 011-23273565, email id:wrcdtl.ipgcl@gmail.com

PUBLIC NOTICE

This is in continuation of the Public Notice dated 15.06.2016, published in the Hindustan Times (English) and Nav Bharat Times (Hindi), Delhi editions on 17.06.2016, inviting representations/suggestions from all the stakeholders including the employees, on the terms of references given to the Committee by the Government of National Capital Territory of Delhi, to have a fresh look at the emoluments and allowances of the employees of DTL/IPGCL/PPCL/DPCL. Requests have been received from various stakeholders including the employees, for extension of time for submission of representations/suggestions. The Committee has decided to extend the date and time for submission of representations/ suggestions, upto 31.08.2016, 05.00 p.m. Those who have already submitted their representations/suggestions in response to the Public Notice dated 15.06.2016 need not to submit it again.

Accordingly, such representations/suggestions should reach the undersigned on or before 31.08.2016 by 5.00 p.m. at the following address:-

Member Secretary, Wage Revision Committee, DTL/IPGCL/PPCL/
DPCL, Himadri, Rajghat Power House Complex, New Delhi-110002.

Date: 27.07.2016
Place: New Delhi

Sd/-
(Ravindra Kumar Jain)
Member Secretary
Wage Revision Committee

WAGE REVISION COMMITTEE

(DTL/IPGCL/PPCL/DPCL)

Govt. of NCT of Delhi

3rdFloor, B-Wing, Vikas Bhawan-II, Delhi-110054

Tele-fax No. 011-23273565, email id:wrcdtl.ipgcl@gmail.com

PUBLIC NOTICE

This is in continuation of the Public Notice dated 15.06.2016 and 27.07.2016, published in the Hindustan Times (English) and Nav Bharat Times (Hindi), Delhi editions on 17.06.2016 and 03.08.2016, inviting representations/suggestions from all the stakeholders including the employees, on the terms of references given to the Committee by the Government of National Capital Territory of Delhi, to have a fresh look at the emoluments and allowances of the employees of DTL/IPGCL/PPCL/DPCL. After the ex-post-facto approval of Lt. Governor of Delhi on the constitution of Wage Revision committee, communicated by GNCTD on 06.01.2017, one more opportunity for submitting the suggestions/representations from all the stakeholders including the retired and the serving employees, who are likely to be affected by the Report of the Committee, is given in view of the lapse of time. The suggestions/representations should reach the undersigned on or before 15.05.2017, 05.00 p.m. at the following address:-

Member Secretary, Wage Revision Committee, DTL/IPGCL/PPCL/DPCL, 3rd Floor, B-Wing, Vikas Bhawan-2, Upper Bela Road, Delhi-110054.

Those who have already submitted their representations/suggestions in response to the Public Notice dated 15.06.2016 and 27.07.2016 need not to submit it again.

Date: 27.04.2017
Place: New Delhi

Sd/-
(Ravindra Kumar Jain)
Member Secretary
Wage Revision Committee

ANNEXURE -III

SUMMARY OF THE REPRESENTATIONS/SUGGESTIONS RECEIVED FROM VARIOUS SOURCES BY THE WAGE REVISION COMMITTEE IN PURSUANCE OF PUBLIC NOTICES ISSUED

S. No.	Name/E. No. of Representationist	Designation	Subject of Representation
1	Matber Singh	Working President, DVB Karamchari Union	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
2	Sanjeev Kumar, 36707	Sr. Electronic Assistant	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
3	Raj Kumar, 33096	Oil Filter Machine Operator	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
4	V.M. Sharma, 4122	Retired	Extension of time had been sought due to non-notification of the 7 CPC recommendations by the Central Government.
5	A.L. Mittal	Retired	Extension of time had been sought due to non-notification of the 7 CPC recommendations by the Central Government.
6	Vasudeva Panda, 32081	Assistant Manager (F) W	Non-fixation of pay in the post of Assistant Manager as per recommendations of WRC and approval of GNCTD.
7	Anil Kumar, 34673	Junior Pharmacist	Resolving of of all pending issues of promotions and time bound scales before making recommendations of WRC-2016.
8	R.K. Jain, 32067	Senior Manager (IT)	Career Progression Path for Non - Tech. , IT Executive working on Standalone post in IT department
9	Y.D. Sharma, 40130045	Vice President	Implementation of revised pay scales for Executive Director/Vice President/Senior GM of DTL/IPGCL/PPCL/DPCL/BRPL/BYPL/NDPL to 67000-79000 (pre-revised) and further revised to 182200-224200 in 7th CPC in line with CPWD ADG (Elect & Mec)
10	Y.D. Sharma, 40130045	Vice President	To consider the pay scale of GM/ED/Chief Engineer equivalent to the scale of Director (HR)/Director (Finance) and placed them at level 16 (75500-80000) or at least level 15 (67000-79000) of pay matrix of 7 CPC
11	Manoj Kumar	Additional Vice President	Implementation of revised pay scales for Executive Director/Vice President/Senior GM of DTL/IPGCL/PPCL/DPCL/BRPL/BYPL/NDPL

			to 67000-79000 (pre-revised) and further revised to 182200-224200 in 7th CPC in line with CPWD ADG (Elect & Mec)
12	Sanjay Kumar Choudhary, 60230	Manager (Finance)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts.
13	Himanshu Kumar, 60232	Manager (Finance)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts.
14	Sarvesh Kumar	Additional Vice President	Implementation of revised pay scales for Executive Director/Vice President/Senior GM of DTL/IPGCL/PPCL/DPCL/BRPL/BYPL/NDPL to 67000-79000 (pre-revised) and further revised to 182200-224200 in 7th CPC in line with CPWD ADG (Elect & Mec)
15	Ravi Tomar	Additional Vice President	Implementation of revised pay scales for Executive Director/Vice President/Senior GM of DTL/IPGCL/PPCL/DPCL/BRPL/BYPL/NDPL to 67000-79000 (pre-revised) and further revised to 182200-224200 in 7th CPC in line with CPWD ADG (Elect & Mec)
16	Chander Prakash, 25569	TAG-I	To bring parity in TBPS scales granted in IPGCL with DTL
17	Adesh Kumar Sharma, 29092	Foreman Gr. I	Request for revoking the pay scale of Maintenance Officer and bring at par with Assistant Manager as done by BSES and NDPL
18	Satish Kumar, 36928	Pharmacist Gr. III	Request for implementation of recommendations of the Fast Track Committee of 6th CPC in regard to revision in the pay scales of Pharmacist Cadre thereby removing existing anomalies.
19	Arun Kumar, 40568	Sub Station Attendant Gr. I	Removal of anomaly by stepping up of pay equal to junior drawing higher pay
20	Amarjeet, 40566	Sub Station Attendant Gr. I	Removal of anomaly by stepping up of pay equal to junior drawing higher pay
21	Brijesh Kumar Aggarwal, 29620	Assistant Manager (T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts.
22	Sunil Kumar, 32045	Assistant Manager (T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts.
23	Mukesh Kumar, 32409	Assistant Manager (T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts.
24	Rajesh Verma	General	66% hike in the pay scales be maintained

		Secretary, DTL Technical Staff Association	w.e.f. 01.01.2016 as compared to 7 CPC. All allowances at same rate as announced by Govt. Free electricity for employees and pensioners. Existing medical facility for employees and pensioners. Suitable increase in Shift & Special Allowance. Minimum family Pension @ 50% of the minimum basic pay. Encashment of E/L beyond capping up of 300 every year and medical leave @ 240 H/P or 120 F/P.
25	N.B. Shrivastava	Chairman, DVB Pensioners Welfare Committee	Revision of Pension/Family Pension w.e.f. 01.01.1996 and 01.01.2006 as per CCS (Pension) Rules 1972. Implementation of J.D. Jain, WRC recommendations w.e.f. 01.01.1996 and implementation of Justice Lokeshwar Prashad, WRC recommendations w.e.f. 01.01.2006. Various Orders issued by DESU/DVB/GNCTD relating to Pension and Family Pension. Implementation of various Hon'ble Supreme Court judgement relating to pension.
26	Rajeev Kumar, 34660	Junior Pharmacist	Grant of 2nd time-bound promotional scale as per DVB scheme
27	Rajeev Kumar, 34660	Junior Pharmacist	Consider/maintain the TBPS as approved by the JD Jain Committee and anomaly created by UPP be removed and the Grade Pay of Rs.5400 be allowed as 3rd TBPS to Pharmacist at already given to his counter parts.
28	C.M. Sharma	General Secretary, DVB Engineers Association	Parity in pay scales with PSEB scales w.e.f. 01.01.2006. Enhancement of Special Pay from AE/AM to CE/GM considering the arduous nature of job for all power engineers in Delhi. HRA(Self-leasing), LTC Encashment for all employees similiar to PSUs.
29	Naresh Kumar Sharma,30837	Assistant Manager (T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts.
30	Bir Sain, 34279	Foreman Gr. I	Request for revoking the pay scale of Maintenance Officer and bring at par with Assistant Manager as done by BSES and NDPL
31	Satyam Singh,29904	Foreman Gr. I	Request for revoking the pay scale of Maintenance Officer and bring at par with Assistant Manager as done by BSES and NDPL
32	Naresh Kumar, 31168	Foreman Gr. I	Request for revoking the pay scale of Maintenance Officer and bring at par with Assistant Manager as done by BSES and NDPL
33	Arvind Kumar Nayar, 32171	Foreman Gr. I	Request for revoking the pay scale of Maintenance Officer and bring at par with Assistant Manager as done by BSES and NDPL
34	Amar Jeet Singh Bawa, 20771	Technical Officer	Request for revoking the pay scale of Maintenance Officer and bring at par with Assistant Manager as done by BSES and

			NDPL
35	Rajan Gupta	Formal Member Delhi Electricity Consultative Council	For extension of time for submission of suggestions/ representations by stake holders & payment of Interim Relief (50%)
36	R. K . Gupta, 50190	Manager	Merger of GP-8300(presently in PB-III) into PB-IV w.e.f. 01.01.2006 & its further revision w.e.f. 01.01.2016 accordingly.
37	Amit Harit, 50083	Manager	Merger of GP-8300(presently in PB-III) into PB-IV w.e.f. 01.01.2006 & its further revision w.e.f. 01.01.2016 accordingly.
38	V K Malhotra	General Secretary, DVB Engineers Association	For extension of time for submission of suggestions/ representations by stake holders & payment of Interim Relief
39	Inder Singh, 36879	Foreman E	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
40	Nand Lal Paddar,34076	Sr. Elect. Fitter	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
41	Sandeep Dabas, 40437	Sr. Elect. Fitter	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
42	Kulbeer Singh, 36897	Foreman E	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
43	Shiv Kumar, 33983	Sr. Elect. Fitter	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
44	Ravinder Kumar, 33126	Asstt. Accountant	Up-gradation of pay scale of Accountant from Rs.5500-9000 (5 CPC) to Grade Pay Rs.4800 in 6 CPC
45	Deepak Kashyap, 36041	Section Officer (account)	Up-gradation of pay scale of Accountant from Rs.5500-9000 (5 CPC) to Grade Pay Rs.4800 in 6 CPC
46	Giyaneshwer Dutt Sharma, 32383	Jr. Mech. Loco/ Crane Opp. Gr. III	Issue of grant of Grade Pay of Rs.4200 from existing Grade Pay of Rs.3800 as per IPGCL Unified Promotion Policy Order No.117 dated 29.01.2013 and further up-gradation to Grade Pay of Rs.4800 as per IPGCL Order No.14 dated 06.08.2015.
47	Kamaldev Prasad,2879	Insulation Mechanic	Issue of grant of Grade Pay of Rs.4200 from existing Grade Pay of Rs.3800 as per IPGCL Unified Promotion Policy Order No.117 dated 29.01.2013 and further up-gradation to Grade Pay of Rs.4800 as per IPGCL Order No.14 dated 06.08.2015.

48	A K Dubey	SFO	Issue of grant of Grade Pay of Rs.4200 from existing Grade Pay of Rs.3800 as per IPGCL Unified Promotion Policy Order No.117 dated 29.01.2013 and further up-gradation to Grade Pay of Rs.4800 as per IPGCL Order No.14 dated 06.08.2015.
49	Pradeep Dahiya	General Secretary, Delhi Power Generation Karamchari Union	Involvement of Union Members in wage revision
50	Rajender Kr Rajput	General Secretary, DTL Karamchari Union	Suggestion before wage revision Committee for consideration like removal of differences in the number of levels in promotional channels among various cadres, Rs.25 lakh HBA, 50% E/L encashment, revision of Electricity Concession Allowance, etc.
51	Kuldeep Kumar	General Secretary, Delhi State Elect. Workers Union	Pay revision w.e.f. 01/01/2016 with 66% hike in pay scales as compared to 7th CPC, allow all the allowances of Govt. at the same rate, free electricity for employees and pensioners, removal of anomalies in the existing pay scales of non-technical officers, increase in special allowance and shift allowance, etc. and grant of hearing.
52	Padam Singh	Manager	For allowing higher scale of pay on completion of 4 year services for the group-A employees working in Grade Pay of Rs.5400/-, 6600/-, 7600/-.
53	Suresh Kumar	Addl. Manager	For allowing higher scale of pay on completion of 4 year services for the group-A employees working in Grade Pay of Rs.5400/-, 6600/-, 7600/-.
54	Ram Singh	Manager	For allowing higher scale of pay on completion of 4 year services for the group-A employees working in Grade Pay of Rs.5400/-, 6600/-, 7600/-.
55	Suresh Singh	Manager	For allowing higher scale of pay on completion of 4 year services for the group-A employees working in Grade Pay of Rs.5400/-, 6600/-, 7600/-.
56	Ashok Kumar Sharma	Manager	For allowing higher scale of pay on completion of 4 year services for the group-A employees working in Grade Pay of Rs.5400/-, 6600/-, 7600/-.
57	Lalit Kumar Pal	TAG-I	Regarding Children Education allowance to the next child as the second child is disabled child suffering from incurable progressive disease certified by AIIMS
58	Raj Kumar Sawhney, 30085	Asstt. Manager	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
59	Surender pal	Asstt. Manager	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in

			IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
60	Partap Singh, 30369	Asstt. Manager	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
61	B K Sharma	General Secretary, Generation Engineers & Supervisors Association	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
62	Anil Kumar Sharma, 33782	Asstt. manager	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
63	R K Bhardwaj, 30356	Asstt. manager	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
64	Tej Ram Singh, 36708	Fitter (E) Gr.I	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
65	Hari Prakash	Elect. Fitter Gr. I	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
66	Rajender Singh Bartuwal, 33393	Elect. Fitter Gr. I	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
67	Sanjeev Kumar, 35607	Asstt. Elect. Fitter	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
68	B K Sharma	General Sectary, Generation Engineers & Supervisors Association	Amalgamation of Post of Assttt. Controller (GP Rs.4600) and Controller (GP Rs.4800)
69	Saurabh Sudan	General Secretary,	Replacement of Pay Bands and Grade Pays as per their chart submitted, demand of

		DVB Karamchari Union	increase in various allowances, facilities, benefits and grant hearing
70	B K Sharma	General Sectary, Generation Engineers & Supervisors Association	Replacement of Pay Bands and Grade Pays as per their chart submitted, demand of increase in various allowances, facilities, benefits and grant hearing
71	B K Sharma	General Sectary, Generation Engineers & Supervisors Association	Suggestion before wage revision Committee for consideration like removal of differences in the number of levels in promotional channels among various cadres.
72	B K Sharma	General Sectary, Generation Engineers & Supervisors Association	Anomaly in Pay Scale of Mo/O&M officer / Tech. Officer / Sr. Shift Officer
73	Ramesh Chand	General Secretary, DTL, DVB Karamchari Union	Anomaly in Pay Scale of Mo/O&M officer / Tech. Officer / Sr. Shift Officer
74	Hari Shanker	General Secretary, DESu Diploma Engineers Association	Anomaly in Pay Scale of Mo/O&M officer
75	Ramesh Chand	General Secretary, DTL, DVB Karamchari Union	Replacement of Pay Bands and Grade Pays as per their chart submitted, demand of increase in various allowances, facilities, benefits and grant hearing
76	Ramesh Chand	General Secretary, DTL, DVB Karamchari Union	Replacement of Grade Pays in B, C and D category
77	Hari Shanker	General Secretary, DESU Diploma Engineers Association	Replacement of Pay Bands and Grade Pays as per their chart submitted, demand of increase in various allowances, facilities, benefits and grant hearing
78	Hari Shanker	General Secretary, DESU Diploma Engineers Association	Amalgamation of Post of Assttt. Controller (GP Rs.4600) and Controller (GP Rs.4800)
79	Arshad Ali, 33387	AM (Legal)	for granting of various allowance to legal functionaries
80	Shiv Partap Singh,	Executive legal	for granting of various allowance to legal functionaries
81	Avadhesh Dwivedi	Executive legal	for granting of various allowance to legal functionaries

82	Y P Arora	ED (T)	Place the Executive Director in the Pay Band of Rs.67000-79000, GNCTD to take up the liability off payment of pension and dues directly and later on may recover from the utilities by way of adjustment as it is not rational to leave it to the pensioners to go to court of law, convert the Gazetted Holidays into RH/Optional Holidays so that individual can avail as per their requirements.
83	Pramod Kumar, 32093	Sr. PS	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400. Also other fixation benefits
84	Piyush Varshney & R K Jain	DM & Sr. Manager	Career Progression Path for Non - Tech. , IT Executive working on Standalone post in IT department
85	Manoj Kumar, 37006	AG III	Set aside Grade Pay of 3600 to honour Unified Promotion Policy of IPGCL to honour the Tripartite Agreement for DVB origin employees.
86	Ram Gopal Gautam	Prabhari, DESU Mazdoor Sangh	Increase in various allowances, amalgamation of posts, parity in promotion policy of B, C & D category with category-A employees of IPGCL, etc.
87	Rajender Kr Rajput	General Secretary, DTL Karamchari Union	Compassionate appointment after death, LTC encashment, interest free advances for laptop/vehicles, mobile phone facility, etc.
88	Satyendra Prakash	AGM(T)	Remove anomaly in pay scales. LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
89	Yogender Sharma	General Sectreary, DESU Sub/station technical staff Association	Removal of anomalies. Replacement of Pay Bands and Grade Pays as per their chart submitted, demand of increase in various allowances, facilities, benefits and grant of personal hearing.
90	Surender Kumar, 50258	Dy. Manager	Remove anomaly in pay scales. LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
91	J K Arora	PS	LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
92	Amar Jyoti Badgaiyana	Manager	Remove anomaly in pay scales. LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
93	Naresh Kr. Bhardwaj	A.G.II	LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
94	Diwakar Sharma	Gen. Secy. (GENCO) DVB Karamchari Union	Pay revision w.e.f. 01/01/2016 with 66% hike in pay scales as compared to 7th CPC due to arduous nature of work, rationality in various allowances, removal of anomalies in the existing pay scales, Generation Incentive Policy should granted in lines with DTL.
95	Ashok Kumar Sharma 30996	Foreman (Inst.) Gr.II	Set aside Unified Promotion Policy of IPGCL to honour the Tripartite Agreement for DVB

			origin employees for promotion rules in respect of pay scale grade pay for MO and AM(T)
96	Jitender Singh Dahiya, 34714	Sr. Machinist Gr.I	Anomalies in Sr. Machinist Gr.I/ pay scale & Grade Pay (3600)/Non Functional Posts in Category BC&D
97	Ashok Kumar Sharma 30996	Foreman (Inst.) Gr.II	Removal the anomalies in Telephone/Mobile /Newspaper allowance in Category B
98	Sohan Lal, 35119	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
99	U.K.Singh, 31157	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
100	Anand Prakash, 30071	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
101	A.K.Rajan, 32049	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
102	K.K.Sharma,30351	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
103	Praveen Kumar	AM(T)	Admissibility of Post Graduate allowance to technical executive in DTL
104	Parveen Kumar	AM(T)	Restoration of Holiday allowance or compensatory rest to AM(T)
105	Jeevesh	AM(T)	Restoration of Holiday allowance or compensatory rest to AM(T)
106	Vineet Ojha	AM(T)	Restoration of Holiday allowance or compensatory rest to AM(T)
107	Parveen Kumar	AM(T)	Rationalization of conveyance allowance for AM(T) working in Maintenance and protection
108	Himanshu Aggarwal	AM(T)	Rationalization of conveyance allowance for AM(T) working in Maintenance and protection
109	Jeevesh	AM(T)	Rationalization of conveyance allowance for AM(T) working in Maintenance and protection

110	Parveen Kumar	AM(T)	Risk and Hardship allowance to AM(T) working in S/Stn. Mtc. And Protection
111	Jeevesh	AM(T)	Risk and Hardship allowance to AM(T) working in S/Stn. Mtc. And Protection
112	Ranjeet Singh,35215	Sr. Shift Officer	Parity of Sr. Shift Officer (GP Rs.5000) with counterpart scale of Head Pharmacist (TBPS GP Rs.5400)
113	S.P.Singh,27419	Sr. Shift Officer	Parity of Sr. Shift Officer (GP Rs.5000) with counterpart scale of Head Pharmacist (TBPS GP Rs.5400)
114	Nirmal Singh,24528	Sr. Shift Officer	Parity of Sr. Shift Officer (GP Rs.5000) with counterpart scale of Head Pharmacist (TBPS GP Rs.5400)
115	Madhur Varshney	AM(T)	Suggestion for Various allowance i.e. Night Shift Allowance, Conveyance allowance, LTC encashment, etc.
116	Bharat Kanojia,40490	AM(T)	Suggestion for Various allowance i.e. Night Shift Allowance, Conveyance allowance, LTC encashment, etc.
117	Sanjay Kumar, 40383	AM(T)	Suggestion for Various allowance i.e. Night Shift Allowance, Conveyance allowance, LTC encashment, etc.
118	Jitender Kumar, 40557	AM(T)	Suggestion for Various allowance i.e. Night Shift Allowance, Conveyance allowance, LTC encashment, etc.
119	Yogesh Grover,36864	AM(T)	Suggestion for Various allowance i.e. Night Shift Allowance, Conveyance allowance, LTC encashment, etc.
120	Varun Anand, 40553	AM(T)	Suggestion for Various allowance i.e. Night Shift Allowance, Conveyance allowance, LTC encashment, etc.
121	Sandeep Kumar, 36823	AM(T)	Suggestion for Various allowance i.e. Night Shift Allowance, Conveyance allowance, LTC encashment, etc.
122	Braham Prakash, 37004	A.G.II	Fixation loss in 7 CPC system in promotion cases, so continuation of existing 6 CPC system for promotion fixation. Double rate OT/Holiday Pay Allowance to all categories. Increase NGIS amount and funding of GIS
123	Nirmal Singh,24528	Sr. Shift Officer	Parity of Sr. Shift Officer (GP Rs.5000) with counterpart scale of Head Pharmacist (TBPS GP Rs.5400)
124	Jasmer Singh Kaushal, 35741	Jr. tester	Grievance related to Sr. Electric Fitter, Sr. Electronics Assistant, Tester and Sr. Pharmacist, regarding revision of Grade Pay of Rs.3600/3800 to 4200 as per GOI CCS (Revised)Pay Rules 2008.
125	B.K.Sharma,	General Sectary, Generation Engineers & Supervisors Association	Proposed allowance for employees i.e. TBPS Policy/Graduation allowance
126	Harshinder Singh,	President, DTL Officers Association	Replacement of Pay Bands and Grade Pays as per their chart submitted, demand of increase in various allowances, facilities, benefits and grant hearing
127	Roop singh,	President, DTL Engineers	Demand of increase in various allowances, facilities, benefits and grant hearing

		Welfare Association	
128	Satish Kumar, 50219	A.G.II	Make parity in Grade Pay with Delhi Govt./Central Govt. in the promotional channel of Grade Pay Rs.2800 of IPGCL. Higher qualification incentive should be equal in all categories of employees.
129	Rupesh Trivedi, 364493	Sr. Manager (T)	Merger of GP-8300(presently in PB-III) into PB-IV w.e.f. 01.01.2006 & its further revision w.e.f. 01.01.2016 accordingly. Grant of various perks.
130	Sanjeev Kumar Soni, 50093	Manager (T)	Merger of GP-8300(presently in PB-III) into PB-IV w.e.f. 01.01.2006 & its further revision w.e.f. 01.01.2016 accordingly. Grant of various perks.
131	S Tiwari, 50164		Merger of GP-8300(presently in PB-III) into PB-IV w.e.f. 01.01.2006 & its further revision w.e.f. 01.01.2016 accordingly. Grant of various perks.
132	Vineet Gupta		Merger of GP-8300 (presently in PB-III) into PB-IV w.e.f. 01.01.2006 & its further revision w.e.f. 01.01.2016 accordingly. Grant of various perks.
133	36961		Merger of GP-8300(presently in PB-III) into PB-IV w.e.f. 01.01.2006 & its further revision w.e.f. 01.01.2016 accordingly. Grant of various perks.
134	M C Sharma, 30228		Merger of GP-8300(presently in PB-III) into PB-IV w.e.f. 01.01.2006 & its further revision w.e.f. 01.01.2016 accordingly. Grant of various perks.
135	Rajesh Chattarwal, 50122	Dy. Manager	Remove anomaly in pay scales. LTC & E/L encashment, provision of cafeteria allowance/other allowance, etc.
136	Mukesh Chand, 31462	Foreman (E)	Request for revoking the pay scale of Maintenance Officer and bring at par with Assistant Manager as done by BSES and NDPL
137	Rajender Singh, 31466	Foreman (E)	Request for revoking the pay scale of Maintenance Officer and bring at par with Assistant Manager as done by BSES and NDPL
138	Balvinder Singh, 30365	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
139	Rakesh Kumar Verma, 32042	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
140	Rajesh Shrivastava, 30072	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing

			anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
141	Ravindra Kumar, 30074	AM(T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
142	S P Gupta, 37079	Ex. GM	Extension of time had been sought due to non-notification of the 7 CPC recommendations by the Central Government.
143	Y P Anand	Ex. Chief Engineer	Extension of time had been sought due to non-notification of the 7 CPC recommendations by the Central Government.
144	S P Gupta	President, DVB Engineers Pensioners Forum	Interim Relief of 50% of Pay/Pension. Request for extension of time for submission of suggestion/ representations
145	Manoj Kumar	Addl. VP	Grant of Performance Related Pay (PRP) like in NHPC, Power Grid , NTPC, BHEL, NHDC, Gail and other major energy sector
146	Manish Kumar Garg, 32032	AM (T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
147	P P Singh, 30370	AM (T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
148	Prem Kumar, 30378	AM (T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
149	Shailendra Gaur, 30067	AM (T)	To allow benefit of difference of Grade Pay of Rs.1600 in the pay scale of 19000-39100 as approved by GNCTD which was restricted in IPGCL upto 09.12.2009, thus removing anomaly in pay with counter parts by fixing pay at Rs.21170 in the pay scale of 19000-39100 + GP 5400.
150	Dani Ram, 31487	Lift (High Speed)	TBPS for isolated post
151	Jyoti Sharma, 34269	AG II	Make parity in Grade Pay with Delhi Govt./Central Govt. in the promotional channel of Grade Pay Rs.2800 of IPGCL. Higher qualification incentive should be

			equal in all categories of employees.
152	Dr. Rishi Raj Bhati	PRO	Suggestions pertaining to employees with disabilities. Grant of various allowances. Suggestion for promotion of knowledge and competence.
153	Sunil Dwivedi	President, Delhi Power Officers' Association	Implementation of Punjab Pattern Scales to non-technical officers also to bring parity with the technical officers. Grant of personal hearing.
154	Fajalur Rahaman, 50152	Dy. Manager (T)	Annual increment linked with GDP Growth. Equal working time and Generation Incentive. Promotion of category-A officers in 3 years, etc.
155	Pradeep Dahiya	General Secretary, Delhi Power Generation Karamchhari Sangthan	Involvement of Union Members in wage revision
156	Minakshi Sharma, 34192	Assistant Gr.II	Make parity in Grade Pay with Delhi Govt./Central Govt. in the promotional channel of Grade Pay Rs.2800 of IPGCL. Higher qualification incentive should be equal in all categories of employees.
157	Sunita, 30960	Sr. Accountant	Make parity in Grade Pay with Delhi Govt./Central Govt. in the promotional channel of Grade Pay Rs.2800 of IPGCL. Higher qualification incentive should be equal in all categories of employees.
158	Y.K. Singh	Sr. Assistant	Make parity in Grade Pay with Delhi Govt./Central Govt. in the promotional channel of Grade Pay Rs.2800 of IPGCL. Higher qualification incentive should be equal in all categories of employees.
159	Ailam Singh, 31948	Sr. Assistant	Make parity in Grade Pay with Delhi Govt./Central Govt. in the promotional channel of Grade Pay Rs.2800 of IPGCL. Higher qualification incentive should be equal in all categories of employees.
160	Naresh Rana, 34509	Assistant Gr.II	Make parity in Grade Pay with Delhi Govt./Central Govt. in the promotional channel of Grade Pay Rs.2800 of IPGCL. Higher qualification incentive should be equal in all categories of employees.
161	Hari Prakash Gupta	Retired Chief Engineer	Extension of time had been sought due to non-notification of the 7 CPC recommendations by the Central Government.
162	P.S. Sahni		Extension of time had been sought due to non-notification of the 7 CPC recommendations by the Central Government.
163	O.P. Rai		Extension of time had been sought due to non-notification of the 7 CPC recommendations by the Central Government.
164	Ram Jugat Rai		Career Progression Path for Standalone post Electric Technician in Grade Pay Rs.3600
165	S.K. Goel		DVB Pension Trust to be funded by GNCTD or pension to be paid through Delhi treasury.

166	Nitin Kumar, 50254	Dy. Manager (T)	Time bound scale policy for IPGCL recruitees. Time bound promotion upto Sr. Manager like NTPC. Increase in Children Education Allowance, etc.
167	Vaibhav, 50279	Dy. Manager (T)	Time bound scale policy for IPGCL recruitees. Time bound promotion upto Sr. Manager like NTPC. Increase in Children Education Allowance, etc.
168	Md. Irshad, 40516	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
169	P.S. Bawa	General Secretary, DVB Engineers (Pensioners) Forum	Non-revision of pension as per GOI order dated 13.01.2013 for pre-2006 retirees and delinking it from 33 years of qualifying service
170	B.S. Goswami	Ex-AE	Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entitles
171	Baldev Raj Madan	Ex-SE	Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entitles
172	H.R. Bhatia	Ex-GM	Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entitles
173	M.K. Gupta	Ex-Member (Tech.)	Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entitles
174	S.P. Gupta	Ex-GM	Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entitles
175	Bijender Singh Meena, 35240	Turner	Removal of anomaly and allowances for Shift Duty
176	Nitesh	Dy. Manager (T)	Time bound scale. Uniform working time for general duty. Various allowances.
177	Yashvir Singh, 32384	TAG-I	Time bound scale. Uniform working time for general duty. Various allowances.
178	Satish Kumar Verma, 33375	Foreman	Time bound scale. Uniform working time for general duty. Various allowances.
179	Hari Kant, 35043	Assistant Fitter	Time bound scale. Uniform working time for general duty. Various allowances.
180	K.K. Saini, 34806	Crane Operator	Time bound scale. Uniform working time for general duty. Various allowances.
181	Naresh Kumar Sharma, 33378	Foreman	Time bound scale. Uniform working time for general duty. Various allowances.
182	Pradeep Kumar, 32932	TAG-I	Time bound scale. Uniform working time for general duty. Various allowances.
183	Naveen Dahiya, 50103	Assistant Gr.II	Time bound scale. Uniform working time for general duty. Various allowances.
184	Bajrang Lal, 30430	Generation Mate	Time bound scale. Uniform working time for general duty. Various allowances.
185	P.K. Sharma, 31762	TAG-I	Time bound scale. Uniform working time for general duty. Various allowances.
186	Sunil Kumar Rana,	Assistant	Time bound scale. Uniform working time for

	50183	Gr.II	general duty. Various allowances.
187	Mukesh Kumar, 32754	Sr. P.A	Time bound scale. Uniform working time for general duty. Various allowances.
188	N.B. Srivastava	Chairman, DVB Pensioners Welfare Committee	Payment of Pension/Family Pension w.e.f. 01.01.2016 on the pattern of GOI OM No.38/37/2016 P&PW/A/(II) dated 04.08.2016 provisionally to avoid sufferings of DVB pensioners till regular order.
189	N.B. Srivastava	Chairman, DVB Pensioners Welfare Committee	Payment of Old Age Allowance to DVB reitreers on Punjab Pension Policy
190	Anil Sharma	General Secretary, DVB Pensioners' Association	Representation regarding 6th Pay Commission discrepancies/grievances. Implementation of various amended orders of 6 CPC and pension as per 7th CPC recommendations. Grant of personal hearing
191	Utkarsh Jaiswal, 50305	Dy. Manager (T)	Time bound scale policy for IPGCL recruitees. Time bound promotion upto Sr. Manager like NTPC. Increase in Children Education Allowance, etc.
192	Richa Dubey, 50301	Dy. Manager (T)	Time bound scale policy for IPGCL recruitees. Time bound promotion upto Sr. Manager like NTPC. Increase in Children Education Allowance, etc.
193	Kuldeep Kumar	General Secretary, DSEW Union	PGMS reference regarding WRC
194	Sandeep, 40529	JE (Elect.)	Removal of discrimination in the cadre of Junior Engineer. Enhancement of Conveyance Allowance.
195	Rajender Kumar, 34118	Sr. Assistant	Make parity in Grade Pay with Delhi Govt./Central Govt. in the promotional channel of Grade Pay Rs.2800 of IPGCL. Higher qualification incentive should be equal in all categories of employees.
196	Karamveer Singh, 40515	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
197	Rupender Singh, 40560	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
198	Rajmani Mishra, 40536	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
199	Ashish Kumar Pal, 40533	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
200	Ajay Kumar, 40514	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
201	Lokender Pal, 40511	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
202	Vinay Dagar, 40519	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
203	Pradeep Kumar, 40507	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
204	Kuldeep Kumar, 40510	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
205	Pradeep Bhardwaj, 40506	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
206	Rajesh Saini, 40522	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter

207	Arshad, 40523	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
208	Kamal Kishore, 40517	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
209	Dinesh Kumar, 40237	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
210	Daleep Kumar, 40520	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
211	Ajay Verma, 40513	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
212	Bijender Singh meena, 35240	Turner	Removal of anomaly and allowances for Shift Duty
213	S.C. Chatopadhyay	Ex-GM	Non-revision of pension as per GOI order dated 13.02.2013 for pre-2006 retirees
214	S.P. Gupta	President, DVB Engineers Pensioners Forum	Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./NDMC and other PSUs
215	Y.P. Anand	Ex-GM	Suggestion for revision of pay scales for the post of GM/ED compared with pay scale of Member (T)/Director of erstwhile DVB. Anomaly in case of pensioners in 7 CPC.
216	P.S. Bawa	Ex-GM	Suggestion for revision of pay scales for the post of GM/ED compared with pay scale of Member (T)/Director of erstwhile DVB. Anomaly in case of pensioners in 7 CPC.
217	V.K. Malhotra	General Secretary, DVB Engineers' Association	To recommend GNCTD for issue of policy directions/statutory advise to DERC for framing Regulations for continuous flow of funds to the Pension Trust. To recommend payment of Interim Relief.
218	P.C. Mishra		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
219	O.P. Rai		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
220	O.P. Anand		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
221	P.S. Sahni		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
222	S.P. Aggarwal		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
223	B.L. Rastogi		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
224	B.R. Sahni		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations

225	D.R. Sood		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
226	Inder Dev Sharma		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
227	B. Lal		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
228	Vinod Kumar Sakhuja		Restoration of cashless medical facilities for DVB Pensioners on top priority on the pattern of Central Govt./Delhi Govt./PSUs/Corporations
229	P.C. Mishra		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
230	O.P. Rai		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
231	O.P. Anand		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
232	P.S. Sahni		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
233	S.P. Aggarwal		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
234	B.L. Rastogi		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
235	B.R. Sahni		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
236	D.R. Sood		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
237	B. Lal		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
238	Inder Dev Sharma		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
239	Vinod Kumar Sakhuja		Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities

240	Rajender Kumar Rajput	General Secretary, DTL Karamchari Union	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
241	Rattan Lal, 35497	Vehicle Driver	Representation for removal of disparity in Grade Pay in TBPS of Vehicle Driver
242	Manjeet Singh, 35480	Vehicle Driver	Representation for removal of disparity in Grade Pay in TBPS of Vehicle Driver
243	Jai Bhagwan, 32339	Vehicle Driver	Representation for removal of disparity in Grade Pay in TBPS of Vehicle Driver
244	Raj Kumar, 36325	Vehicle Driver	Representation for removal of disparity in Grade Pay in TBPS of Vehicle Driver
245	Satish Kumar, 35496	Vehicle Driver	Representation for removal of disparity in Grade Pay in TBPS of Vehicle Driver
246	Daya Shanker	Dy. G.M.	DGM in the Pay Band 37400-6700 drawing less pay in comparison to the revised PSEB scale in the same post.
247	Harish Kheda	Dy. G.M.	DGM in the Pay Band 37400-6700 drawing less pay in comparison to the revised PSEB scale in the same post.
248	Anil Kumar Jain	Dy. G.M.	DGM in the Pay Band 37400-6700 drawing less pay in comparison to the revised PSEB scale in the same post.
249	Om Prakash Singh	Dy. G.M.	DGM in the Pay Band 37400-6700 drawing less pay in comparison to the revised PSEB scale in the same post.
250	Lajpat Rai	Dy. G.M.	DGM in the Pay Band 37400-6700 drawing less pay in comparison to the revised PSEB scale in the same post.
251	K.K. Gupta	Dy. G.M.	DGM in the Pay Band 37400-6700 drawing less pay in comparison to the revised PSEB scale in the same post.
252	Mukesh Kumar Gupta	Dy. G.M.	DGM in the Pay Band 37400-6700 drawing less pay in comparison to the revised PSEB scale in the same post.
253	Kulbhushan Sharma	Dy. G.M.	DGM in the Pay Band 37400-6700 drawing less pay in comparison to the revised PSEB scale in the same post.
254	R.P. Bindlish		Suggestion for revision of pay scales for the post of GM/ED compared with pay scale of Member (T)/Director of erstwhile DVB. Anomaly in case of pensioners in 7 CPC.
255	Kishan Chauhan, 30971	Sr. Manager (F)	Removal of disparity within non-technical cadre in Power Sector, implementation of Punjab Pattern Scales
256	Jai Bhagwan, 26512	DGM (F)	Removal of disparity within non-technical cadre in Power Sector, implementation of Punjab Pattern Scales
257	Pramod Kumar, 40538	SSA Gr. I	Grade Pay parity in r/o SSA Gr. I on the analogy of Sr. Electric Fitter
258	Rohtash Singh, 32437	Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
259	Balwan Singh, 31056	Sr. Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to

			the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
260	Man Singh, 32582	Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
261	Virender Singh, 34900	Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
262	Subhash Chander, 36559	Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
263	Tara Chand Chauhan, 31039	Sr. Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
264	Jai Bhagwan Sharma, 33930	Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
265	Sita Ram, 31632	Sr. Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
266	Pradeep Kumar, 31057	Sr. Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
267	Sant Ram Pandey, 28805	Sr. Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-

			Functional Selection Grade
268	Naresh Chander, 29845	Sr. Shift Officer	Maintaining pay parity in pay band of Rs.19000-39100 with Grade Pay Rs.5400 to the Shift Officer with Section Officer and Sr. Personal Assistant working in the Grade Pay of Rs.4800 on completion of 04 years of service on the same analogy the scale of Non-Functional Selection Grade
269	Divakar Sharma	General Secretary (GENCO) DVB Karamchari Union	Grant of Interim Relief of 40% to employees of IPGCL/PPCL
270	Dharmender Kumar, 50058	Manager (T)	Remove anomaly in pay scales. LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
271	Bibhuti Bhushan, 50306	Dy. Manager (T)	Remove anomaly in pay scales. LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
272	A.C. Jha, 50051	Manager (T)	Remove anomaly in pay scales. LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
273	Ramakant Sahoo, 60011	Dy. Manager (T)	Remove anomaly in pay scales. LTC & E/L encashment, provision of 45% cafeteria allowance/other allowance, etc.
274	Kamlesh Mishra, 40069	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
275	Ajai Kumar Rai, 33601	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
276	Dhanwati Sehwal, 40345	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
277	Kiran Mishra, 40347	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
278	Leena Rana, 40328	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
279	Prakash Singh Negi, 36711	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
280	Vinay Kumar Rawat, 40080	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
281	Pradeep Kumar, 40105	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
282	Anil Kumar	AM (T)	Time Bound Promotional Scale Scheme of 8-6-6-6 years, promotion without linkage to vacancy.
283	Varun Kumar	AM (T)	Time Bound Promotional Scale Scheme of 8-6-6-6 years, promotion without linkage to vacancy.
284	Vikash Lakra	AM (T)	Time Bound Promotional Scale Scheme of 8-6-6-6 years, promotion without linkage to vacancy.
285	Rajesh Sansanwal	AM (T)	Time Bound Promotional Scale Scheme of 8-6-6-6 years, promotion without linkage to

			vacancy.
286	Sanjeev Kumar, 30840	Assistant Controller	Demotivation due to Unified Promotion Policy. Grant of advance promotion/Time Bound Promotional Scales. Uniform working time. Grant of various allowances etc.
287	Sarita Pradhan, 31117	Foreman Gr. I	Consideration of promotional channel of standalone post of Foreman Gd-I (Draughtsman)
288	Subhash Chand	General Secretary, DESU Mazdoor Sangh	Replacement of Pay Bands and Grade Pays as per their chart submitted, demand of increase in various allowances, facilities, benefits and grant hearing
289	R.P. Bindlish		Non-revision of pension as per GOI order dated 13.02.2013 for pre-2006 retirees
290	Rajan Gupta	Foremer Member, Delhi Electricity Consultative Council	Continuous flow of funds to the Pension Trust as mandated under the law. Cashless medical facility to pensioners. Actuarial Valuation of Pension Fund annually as mandated under Trust Deed & Rules 2002. 50% Interim Relief. DVB employees transferred to DTL/IPGCL/PPCL/DPCL be given one step higher pay than Central Govt. as per past practice, etc.
291	Parveen Kumar, 40230	AM (T)	Pay revision of the cadre of AM (T) regarding Holiday Pay Allowance
292	Kanhaiya Lal, 31288	Sr. Manager (F)	Removal of disparity within non-technical cadre in Power Sector, implementation of Punjab Pattern Scales
293	P.S. Bawa	General Secretary, DVB Engineers' (Pensioners) Forum	Non-revision of pension as per GOI order dated 13.02.2013 for pre-2006 retirees
294	Sunil Dwivedi	President, Delhi Power Officers' Association	Removal of disparity within non-technical cadre in Power Sector, implementation of Punjab Pattern Scales. Removal of disparity by treating at par with their counter parts in BRPL & BYPL pay scales and span of promotion.
295	Ashok Kumar Bhargava	Ex-AGM (T)	Wrong fixation of pension at Rs.23700 instead of Rs.37750 in pursuance of recommendations of 6 CPC.
296	Suresh Kumar	Sr. Manager (F)	Removal of disparity within non-technical cadre in Power Sector, implementation of Punjab Pattern Scales
297	DM(HR)-G, DTL	Ram Kumar, General Secretary, Delhi Transco Limited Engineers Welfare Association	Implementation of 7th CPC as notified by Central Government as Interim Relief - forwarding of request of Shri Ram Kumar, General Secretary, Delhi Transco Limited Engineers Welfare Association.
298	B.K.Sharma,	Generatiion Engineers & Supervisors Association	Implementation of 7th CPC as notified by Central Government as Interim Relief.
299	Manoj Kumar	Addl. V P	Regarding allowances/ facility

300	P K Gupta	Ex GM	Extension of time had been sought due to non-notification of the 7 CPC recommendations by the Central Government.
301	A C Jha, 50051	Manager (T)	Anomaly in the scale and GP disparity with central Govt. and perks
302	Rajender Singh,	Asstt. Vice President	Regarding allowances/ facility
303	Bibhuti Bhushan, 50306	Dy. Manager	Anomaly in the scale and GP disparity with central Govt. and perks
304	Dharmendra Kumar, 50058	Manager (T)	Anomaly in the scale and GP disparity with central Govt. and perks
305	Mohd. Irshad, 40516	SSA GR I	Parity with Sr. Electric Fitter
306	Fajal UR Rahaman	Dy. Manager	Annual increment linked with GDP Growth, Equal working time
307	Pradeep Lohani, 30742	Head (Protection)	Pay parity with all per sector
308	Suresh Nimwal	GM (T)	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
309	Kiran Saini	GM (Project II)	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
310	S K Sharma	GM (O&M)	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
311	V Venugopal	GM (Plg)	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
312	Rajendra Singh, 30207	Asst. VP	Performance Related Pay to all the employees similar to NTPC, NHPC, Power Grid, GAIL.
313	S K Goel		Payment of retirement benefits & pension to the voluntary retirement under rule 48A CCS Pension Rules. Funding of Pension Trust.
314	Surender Kumar	AVP (Civil)	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
315	Dinesh Ranjan	ASVP	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
316	Madan lal Meena	Addl. VP	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
317	Prem S Gomber	Addl. VP	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
318	Pramod Kumar	Addl. VP	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
319	Satya Prakash`	Addl. VP	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
320	B P Saini	Vp	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
321	Ashok Kumar	Addl . VP	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
322	Ramesh Kumar	Addl . VP	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
323	Sarvesh Kumar	Addl . VP	Consideration of pay scale of Chief Engineer/GMs/ Equivalent Technical post
324	Manoj Kumar	AVP (Civil)	Changing of multiplying factor in salary fixation from 2.57 to 2.67
325	Y.D. Sharma	VP	Changing of multiplying factor in salary fixation from 2.57 to 2.67
326	Sunder Lal Dua	Manager (T) (Retired)	Implement 50% pension to pre-2006 retirees
327	S.K. Thapar	Retired Director (T)	Revise the salary using one step higher index indicated in the pay revision matrix of 7 CPC

328	Manoj Kumar	JE (Elect.)	Removal of discrimination in the cadre of Junior Engineer. Enhancement of Conveyance Allowance.
329	P.K. Gupta	Retired	Suggestion for revision of pay scales for the post of GM/ED compared with pay scale of Member (T)/Director of erstwhile DVB. Anomaly in case of pensioners in 7 CPC.
330	R.C. Kher	Retired Director (T)	Enhancement of benefit of concessional electricity units for retirees of DESU/DVB at par with regular working employees of successor entities
331	Ashok Kumar Bhargava	Retired AGM (T)/DESU	Wrong fixation of pension at Rs.23700 instead of Rs.37750 in pursuance of recommendations of 6 CPC.
332	S.R. Bhardwaj	Sr. GM (Civil)	To consider the pay scale of GM/ED/Chief Engineer equivalent to the scale of Director (HR)/Director (Finance) and placed them at level 16 (75500-80000) or at least level 15 (67000-79000) of pay matrix of 7 CPC
333	B.K.Sharma,	Generation Engineers & Supervisors Association	Implementation of 7th CPC as notified by Central Government as Interim Relief.
334	Indu Sharma, 40153	Assistant Gr. III	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
335	DM(HR)-G, DTL	Rajender Kr. Rajput, General Secretary, Delhi Transco Ltd. Karamchari Union	Grade Pay parity in r/o Assistant Gr. II, SSA Gr. I on the analogy of Sr. Electric Fitter (GP Rs.3600)
336	Manager (HR), DTL	Sh. Sourabh Sudan, General Secretary, Delhi Vidyut Karmchari Union	To expedite the process of wage revision and payment of salary on revised scale before the start of festive season, especially Diwali.
337		Sh. Ram Kumar, General Secretary, Delhi Transco Limited Engineers Welfare Association	Implementation of 7th Central Pay Commission as notified by Central Govt. in DTL as Interim Relief
338	MD, IPGCL	Letter of Shri Kuldeep Kumar, Genl. Secy., DSEWU	PGMS reference regarding WRC
339	Sh. B.K.Sharma	General Secy., Generation Engineers & Supervisors Association	Implementation of recommendations of 7th CPC in IPGCL/PPCL/Interim Relief

340	ED(F), IPGCL	Letter of Sh. B.K.Sharma, General Secy., Generation Engineers & Supervisors Association	Implementation of recommendations of 7th CPC in IPGCL/PPCL/Interim Relief
341	Mail	Ram Jugat Rai	Improvement in the pay scales of Ex-cadre/Isolated posts.
342	DM(HR)-G, DTL	Representations of Genl. Secy., DVB Engineers Association	Implementation of recommendations of 7th CPC in IPGCL/PPCL/Interim Relief
343	DM(HR)-G, DTL	Representation of Sh. Ram Kumar, Genl. Secy., Delhi Transco Limited Engineers Welfare Association	Request for implementation of 7 CPC, as notified by Central Govt., in DTL as Interim Relief
344	DM(HR)-G, DTL	Representation of Shri P.K. Mallik, ED (CG) & CS, DTL	Grant of pay/allowances as per the applicable rules on promotion to the post of Executive Director
345	Hari Ram Bhardwaj	President, Pensioners Union	Early Implementation of 7 CPC.
346	Hari Ram Bhardwaj	President, Pensioners Union	Early Implementation of 7 CPC.
347	S.P. Gupta		Revise Pension (pre-2006)
348	O.P. Chawla		Revise Pension (pre-2006)
349	Hari Ram Bhardwaj		Early Implementation of 7 CPC.
350	Sanjeev Kumar	Asstt. Elect. Fitter	Grant of III TBPS OF 5400/6600
351	Mahendra Pal	AE (ELECT.) NDMC	Representation regarding grant of 3 rd TBPS and implementation of DTL scale in NDMC
352	Subhash Chand Joshi	FITTER (E) GR. II	Grant of III TBPS OF 5400/-
353	SATISH KUMAR	SR. ELECT. FITTER GR. I	Grant of III TBPS OF 5400/-
354	RAJENDER SINGH, E.No.31466	FOREMAN GR. I	Grant of III TBPS OF 5400/-
355	HARI PRAKASH	Elect. FITTER GR. I	Grant of III TBPS OF 5400/-
356	RAJENDER SINGH BHARTWAL, E.No.33393	Elect. FITTER GR. I	Grant of III TBPS OF 5400/-
357	TEJ RAM SINGH	FITTER (E) GR. I	Grant of III TBPS OF 5400/-
358	RAJESH ARORA	DGM (LEGAL)	Representation/suggestions for consideration of WRC for implementation of 7 th pay commission in respect of allowance / emoluments

359	Y P ANAND	EX. CHIEF ENGINEER	Anomaly in the pay scales of Chief Engineers/General Manager vis-a-vis Member Technical/Directors created while implementing recommendations of sixth pay commission
360	S K NAUTIYAL	DELHI GENCO TRANCOS ELECTRICITY WORKERS UNION	Pay scale for MO/O&M Officer/Tech. Officer/ Sr. Shift Officer
361	B K SHARMA	GENERATION ENGINEERS AND SUPERVISORS ASSOCIATION	Pay scale for MO/O&M Officer/Tech. Officer/ Sr. Shift Officer
362	B K SHARMA	GENERATION ENGINEERS AND SUPERVISORS ASSOCIATION	PROPOSED REPLACEMENT OF PAY BAND + GRADE PAY W.E.F. 01/01/2016
363	S K NAUTIYAL	DELHI GENCO TRANCOS ELECTRICITY WORKERS UNION	Proposed replacement of Pay Band + Grade Pay w.e.f. 01/01/2016
364	S K NAUTIYAL	DELHI GENCO TRANCOS ELECTRICITY WORKERS UNION	Rationalization of pay band (pay scale) in the technical and non-technical cadre
365	B K SHARMA	GENERATION ENGINEERS AND SUPERVISORS ASSOCIATION	Rationalization of pay band (pay scale) in the technical and non-technical cadre
366	B K SHARMA	GENERATION ENGINEERS AND SUPERVISORS ASSOCIATION	ANOMALY IN THE PAY SCALE FOR ASSTT. MANAGER (T)
367	GURBACHAN SINGH BUMRAH	RETD. PS	REQUEST FOR REMOVAL OF ANOMALY IN THE GRANT OF 1st TBPS OF JUNIOR PRIVATE SECRETARY BEFORE IMPLEMENTATION OF 7th PAY COMMISSION'S REPORT
368	S P GUPTA	DVB ENGINEERS (PENSIONERS) FORUM	ENHANCEMENT OF CONCESSION UNITS OF ELECTRICITY FOR DVB PENSIONERS AT PAR WITH SERVING EMPLOYEES
369	S P GUPTA	DVB ENGINEERS (PENSIONERS) FORUM	REVISION OF PENSION OF ADDITIONAL GENERAL MANAGER (T) RETIRED BEFORE 1/1/1996

370	P S SAWHNEY	EX. AGM(T)	DISCRIMINATION OF REVISION OF PENSION AS PER WRC IN PURSUANCE OF 6th CPC RECOMMENDATIONS.
371	BANARSI LAL	EX. AGM(T)	DISCRIMINATION OF REVISION OF PENSION AS PER WRC IN PURSUANCE OF 6th CPC RECOMMENDATIONS.
372	MRS. SHASHI PRABHA ANAND	RETIRED	DISCRIMINATION OF REVISION OF PENSION AS PER WRC IN PURSUANCE OF 6th CPC RECOMMENDATIONS.
373	DEVENDRA SINGH	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
374	R B MEENA	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
375	SATISH KUMAR	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
376	K SINGH	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
377	SATYENDRA PRAKASH	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
378	V KUMAR	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
379	R N PANI	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
380	SANJIV MALIK	AGM(T)	REGARDING PERKS, SPECIAL DUTY ALLOWANCE ETC
381	RAM PYARE	AM (C)	REGARDING PERKS, SPECIAL DUTY ALLOWANCE ETC
382	MANOJ GUPTA	DY. MGR(T)	REGARDING PERKS, SPECIAL DUTY ALLOWANCE ETC
383	R S SUBRAMANIAM	DGM (C)	REGARDING PERKS, SPECIAL DUTY ALLOWANCE ETC
384	GIMMICHAN PG	DGM(T)	REGARDING PERKS, SPECIAL DUTY ALLOWANCE ETC
385	OM PAL	FOREMAN GR. II	GRANT OF III TBPS OF 5400/-
386	RAJENDER SINGH, E.No.36906	FE GR.I	GRANT OF III TBPS OF 5400/-
387	MADHU SOOD	PS	REGARDING PERKS, SPECIAL DUTY ALLOWANCE ETC
388	AMIT AHUJA	GM(T)	REGARDING PERKS, SPECIAL DUTY ALLOWANCE ETC
389	VASUDEVA PANDA	AM(F)	REQUEST FOR GRANT OF NON FUNCTIONAL SELECTION GRADE IN THE GRADE PAY OF Rs. 5400/- to section officers in the pay band of Rs. 19000-39100
390	ASHOK KUMAR BHARGAVA	EX. GM (T)	WRONG FIXATION OF PENSION REQUEST FOR REVISION
391	SYED KHALID AKBAR	PENSION FIGHTERS	REPRESENTATION ON BEHALF OF RETIRED DVB EMPLOYEES
392	R S SUBRAMANIAM	DGM	SPECIAL DUTY ALLOWANCE FOR DGM/AGM/GM OF CHEMISTRY DEPARTMENT
393	DR. PARVIN GUPTA	GM (C)	SPECIAL DUTY ALLOWANCE FOR DGM/AGM/GM OF CHEMISTRY DEPARTMENT
394	RAJIV ARORA	AM(F)	REQUEST FOR GRANT OF NON FUNCTIONAL SELECTION GRADE IN THE GRADE PAY OF Rs.5400/- to section officers in the pay band of Rs. 19000-39100
395	S P SHARMA	AM(F)	REQUEST FOR GRANT OF NON FUNCTIONAL SELECTION GRADE IN THE GRADE PAY OF Rs. 5400/- to section officers in the pay band of Rs. 19000-39100

396	SURESH YADAV	AM(F)	REQUEST FOR GRANT OF NON FUNCTIONAL SELECTION GRADE IN THE GRADE PAY OF Rs. 5400/- to section officers in the pay band of Rs. 19000-39100
397	SURESH YADAV	AM(F)	GRANT OF TBP TO ALL EMPLOYEES OF B,C AND D CATEGORY IN IPGCL / PPCL
398	SURESH YADAV	AM(F)	ANOMALY IN PAY FIXATION AT AM (F) LEVEL
399	GAURAV GUPTA	MANAGER (LEGAL)	REPRESENTATION / REQUEST /SUGGESTIONS FOR CONSIDERATION OF WAGE REVISION COMMITTEE FOR IMPLEMENTATION OF 7th PAY COMMISSION IN RESPECT OF ALLOWANCE / EMOLUMENTS TO THE LEGAL FUNCTIONARIES / LAW OFFICERS
400	RAJESH JAIN	DM(L)	REPRESENTATION / REQUEST /SUGGESTIONS FOR CONSIDERATION OF WAGE REVISION COMMITTEE FOR IMPLEMENTATION OF 7th PAY COMMISSION IN RESPECT OF ALLOWANCE / EMOLUMENTS TO THE LEGAL FUNCTIONARIES / LAW OFFICERS
401	RAJ KUMAR	DM(S)	Enhancement of basic pay and grade pay to AM(HR)
402	A.K.JHA	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
403	LALIT DEEPAK	DGM(T)	DISCREPANCY IN FIXATION OF SCALE
404	PN YADAV	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
405	SAHENDRA SINGH	AGM(T)	DISCREPANCY IN FIXATION OF SCALE
406	RAM PRAKASH		DISPARITY IN FIXATION OF PAY IN RESPECT OF PROMOTE AND DIRECT RECRUITED EMPLOYEES W.E.F. 01-01-2006
407	G S BUMRAH	RETIRED PS	REQUEST FOR REMOVAL OF ANOMALY IN THE GRANT OF 1st TBPS OF JUNIOR PRIVATE SECRETARY BEFORE IMPLEMENTATION OF 7th PAY COMMISSION'S REPORT
408	KULRANJAN TOPPO	DGM (IT)	Grant of Punjab pay scale like technical cadre
409	KAMAL ARORA	SR. MANAGER (Costing)	Consider at par with technical service
410	Piyush Varshney	Dy. Manager (IT)	Representation in respect to stagnation at the post of Dy. Manager (IT) due to non-existence of higher post in IT deptt.
411	R.K. Jain, 32067	Sr. Manager (IT)	Blockage of career progression path of IT executives working on standalone posts in the IT department
412	Munesh Chand	Foreman	Removal of anomaly of 6 pay commission
413	Dinesh Kumar, 31471	Foreman	Removal of anomaly of 6 pay commission
414	S.K. Behl	Former Chairman, Consumer Redressal Grievances Forum	Anomaly in the Pay scale of CE/GM viz-a-viz Director (Tech) or Director
415	Kamal Arora	Sr. Manager Costing	Disparity in pay scale of technical and non-technical categories

416	Bhagat Ram	Retired AG-II	Revision of pension of pre-2006 pensioners
417	A.K. Bhargava	Retired	WRONG FIXATION OF PENSION REQUEST FOR REVISION
418	SYED KHALID AKBAR	General Secretary PENSION FIGHTERS	For grant of Interim Relief on ad-hoc basis
419	SYED KHALID AKBAR	General Secretary PENSION FIGHTERS	Revision pay scale anomaly, structure of pension, DCRG, family pension and other terminal benefits
420	N.B. Srivastava	DVB Pension Welfare Committee	Implementation of GOI Ministry of Finance OM No.CPAO/IT & Tech/Revision (7CPC)/19.Vol-III/2016-17/37 dated 25.05.2017 in respect of DVB pensioners
421	Hari Ram Bhardwaj	President, DVB Pensioners Association	Thanks of Interim Relief and request for personal hearing
422	P.S. Bawa	Gen. Secy., DVB Engineers (Pensioners) Forum	LTC/enhanced electricity concessional units to pensioners/family pensioners
423	Diwakar Sharma	Gen. Secy. (GENCO) DVB Karamchari Union	Grant/creation of certain allowance to employees of IPGCL & PPCL
424	Suresh Kumar	Gen. Secy., DVB SVRS 2003 and Retired Employee Welfare Forum	Revision of pension of pre-2006 pensioners
425	Suresh Kumar	Gen. Secy., DVB SVRS 2003 and Retired Employee Welfare Forum	Incorporation of Rs.500/- IR for fixation of pension to 6200 pensioners
426	S.P. Gupta	President, DVB Engineers Pensioners Forum	Payment of balance amount of LTC on account of revision of pension w.e.f. 01-01-2006
427	Yogender Sharma	Gen. Secy., DESU Sub-Station Technical Staff Association	Request for a personal hearing to address long pending anomalies of pay scales, time-bound scales and allowances of DTL Employees
428	K.R. Malhotra	Retired Administrative Officer, NDPL	Retired from NDPL on 31.08.2003. Discrepancy of Revision of Pension in the Pension Trust after the grant of TBPS by NDPL on April, 2011 w.e.f. 01.12.1999.
429	S.P. Gupta	President, DVB Engineers	Revision of pension of pre-2006 pensioners in pursuance of GOI order dated 12.05.2017 on the basis of Notional Pay

		Pensioners Forum	
430	AM (HR) Policy, IPGCL	Representations of Pharmacist/Junior Pharmacist	Implementation of increased rates of Patient Care Allowance from Rs.2070/- to Rs.4100/- in accordance with 7 CPC
431	Sunil Kumar	Sr. Cost A/c Officer, E.No.31294	Request for grant of third TBPS
432	Subhash Kem Bodh	ASO (A/c), E.No.28176	Request for fast track promotion in AGs cadre with a review of Unified Promotion Policy for Category B, C & D posts
433	Surender Babbar	GM (F) DTL	Request for allowing Medical Facilities to non-DVB origin employees post retirement
434	Hari Om	JE (Elect.)	Make appropriate provision in the R&P Regulations that JEs having ITI qualification may also be promoted and granted TBPS of the post of AM (T)
435	N.K. Agarwal	JE (Elect.)	Make appropriate provision in the R&P Regulations that JEs having ITI qualification may also be promoted and granted TBPS of the post of AM (T)
436	Hans Kumar	JE (Elect.), E.No.34737	Make appropriate provision in the R&P Regulations that JEs having ITI qualification may also be promoted and granted TBPS of the post of AM (T)
437	S.P. Gupta	DVB ENGINEERS (PENSIONERS) FORUM	Payment of balance amount of LTC on account of revision of pension w.e.f. 01-01-2006
438	Dushyant Kumar Singh, Mukesh Rastogi, Vijay Kumar	TAG-I	Merging of posts of TAG-I and TAG-II in Grade Pay of Rs.3600 w.e.f. 01.01.2006 with all fixation and arrear benefits as has been allowed to Store Boy/Fitter.
439	DEVENDRA SINGH	DGM (O) PPS-I	Grant of 3 TBPS to Category-A officers and grant of various allowances
440	Iqbal Singh	Retd. Manager (T) DTL	Grant of 3rd TBPS to that of DGM (T)
441	Bhagat Ram	Retired	Re-fixation of pension in terms of relief recommended by WRC
442	H.K. Tiwari	Retd. Manager (T) DTL	Grant of 3rd TBPS to that of DGM (T)
443	Ranbir Singh Chawla	Retd. Manager (T) DTL	Grant of 3rd TBPS to that of DGM (T)
444	S.P. Gupta	DVB ENGINEERS (PENSIONERS) FORUM	Revision of pension on the basis of notional pay in pursuance of GOI order dated 12.05.2017 duly recommended by WRC and approved by Delhi Government/LG of Delhi
445	DM(HR)-G, DTL	Representation of DESU Technical Staff Association dated 28-08-2017	Channel of promotion to non-Diploma JEs
446	S.P. Gupta	DVB	Revision of pension of pre-2006 pensioners

		ENGINEERS (PENSIONERS) FORUM	in pursuance of GOI order dated 13.02.2017 duly recommended by WRC and approved by LG of Delhi
447	S.K. Nautiyal, General Secy.	DELHI GENCO TRANCOS ELECTRICITY WORKERS UNION	Discrimination with TAG-III/TAG-II category at par with Store Boy/Fitter
448	Dushyant Kumar, President	DESU Diploma Engineers Association	Discrimination with TAG-III/TAG-II category at par with Store Boy/Fitter
449	DM(HR)-G, DTL	Representation of Shri Yogdender Sharma, General Secy., DESU Sub-Station Technical Staff Association	Grant of Non-Functional Selection Grade of GP Rs.5400 to Shift Officer
450	S.P. Gupta	DVB ENGINEERS (PENSIONERS) FORUM	Fixation of pension based on notional pay and payment of arrears of pre-2006 pensioners in pursuance of GOI order dated 13.02.2013
451	Manager (PT) (203/04.10.2017)	DVB Employees Terminal Benefit Fund 2002	Representation of Shri Banarsi Lal, Ex-AGM(T), E.No.3003, retired on 1993 regarding revision of pension as per pension of the post of Director
452	Manager (PT) (211/11.10.2017)	DVB Employees Terminal Benefit Fund 2002	Representation of Shri P.S. Sawhney, Ex-AGM(T), E.No.08, retired on 1988 regarding revision of pension as per pension of the post of Director
453	DM(HR)-G, DTL (860/11.10.2017)	Representation of Shri Vijay Kumar, V/Driver, E.No.33967	Increase the gap between the Grade Pay of Rs.3200 and Rs.3300 in the promotional hierarchy of Driver
454	S.P. Gupta	DVB ENGINEERS (PENSIONERS) FORUM	Enhancement of concessional units of electricity for retirees at par with serving DVB employees and request for hearing
455	P.S. Sawhney	EX. AGM(T)	DISCRIMINATION OF REVISION OF PENSION OF ADDITIONAL general MANAGER (DESU/DVB) AS PER RECOMMENDATIONS OF 6TH CPC
456	BANARSI LAL	EX. AGM(T)	DISCRIMINATION OF REVISION OF PENSION AS PER WRC IN PURSUANCE OF 6th CPC RECOMMENDATIONS.
457	BANARSI LAL	EX. AGM(T)	DISCRIMINATION OF REVISION OF PENSION AS PER WRC IN PURSUANCE OF 6th CPC RECOMMENDATIONS.
458	Parveen Kumar, 40230	AM (T)	Risk and Hardship allowance to AM(T) working in S/Stn. Mtc. And Protection
459	R S Nim, 30313	Sr. Manager (T)	Grant of third TBPS of DGM (T) in Grade Pay of Rs.8900 in IPGCL

460	P.D. Sharma	Ex-AGM (T), DESU	Discrimination in revision of pension as per recommendations of WRC recommendations in pursuance of 6th CPC
461	K.R. Malhotra	Retired Administrative Officer, NDPL	Grievance of revision of pension by Pension Trust - non-implementation of instructions of WRC given during the hearing on 19.12.2017
462	P.D. Sharma	Ex-AGM(T), DESU	Discrimination in revision of pension as per recommendations of WRC recommendations in pursuance of 6th CPC
463	Yogender Sharma	General Secretary, DESU Sub-Station Technical Staff Association	Increase the sanctioned strength of Grid operation staff as per DTL norms / increase the limit of Overtime beyond 32 hours against extra duties due to shortage of staff and pending OT payment w.e.f. 15.04.2010 to 17.04.2013
464	Dy. Secretary (Power), GNCTD	Representation of Shri Banarsi Lal, Ex-AGM(T), DESU	Discrimination in revision of pension as per recommendations of WRC recommendations in pursuance of 6th CPC
465	N.S. Negi	DM (F)Wages	Resort to promotion rules not inferior to those available in erstwhile DVB period
466	M.P. Sing	DM (F)	Resort to promotion rules not inferior to those available in erstwhile DVB period

ANNEXURE –IV

INTERIM REPORT DATED 14TH JUNE, 2017

WAGE REVISION COMMITTEE

(DTL/IPGCL/PPCL/DPCL)

Govt. of NCT of Delhi

3rd floor, B-Wing, Vikas Bhawan-2

Upper Bela Road, Delhi-110054

Tele-fax No. 011-23273565

No.WRC/2016/157

14th June, 2017

The Secretary (Power)
Department of Power
Government of NCT of Delhi
8th Level, 'B' Wing
Delhi Secretariat, IP Estate
New Delhi – 110 002

Sub:Grant of Interim Relief to the employees of Delhi Transco Limited, Indraprastha Power Generation Company Limited, Pragati Power Corporation Limited, Delhi Power Company Limited and pensioners/family pensioners drawing pension from DVB Employees Terminal Benefits Fund-2002 (Pension Trust)

Madam,

In pursuance of the terms of Reference of the Wage Revision Committee-2016 (Clause g), the Committee in its 5th meeting held on 12th June, 2017 has made recommendations for grant of Interim Relief to the employees of Delhi Transco Limited, Indraprastha Power Generation Company Limited, Pragati Power Corporation Limited, Delhi Power Company Limited and pensioners/family pensioners drawing pension from DVB Employees Terminal Benefits Fund-2002 (Pension Trust). One set of recommendations in original is enclosed for consideration by the Government of NCT Delhi and further necessary follow up action.

Yours faithfully,

sd/-
(Ravindra Kumar Jain)
Member Secretary

Encl: as above

Recommendations of the Wage Revision Committee headed by Justice (Retd.) Mr. S.N. Aggarwal regarding Interim Relief to the employees of the Transmission and Generation Companies, namely, Delhi Transco Limited/Indraprastha Power Generation Company Limited/Pragati Power Corporation Limited/Delhi Power Company Limited and to the pensioners drawing pension from the DVB Employees' Terminal Benefit Fund (Pension Trust)

The Government of National Capital Territory of Delhi vide office memorandum bearing No.F.11(62)/2015/Power/271 dated 25th January 2016 has constituted an eight member Wage Revision Committee (hereinafter referred to as the 'Committee') under the Chairmanship of Hon'ble Mr. Justice (Retd.) S. N. Aggarwal to examine and recommend to the Government the structure of pay, emoluments, allowances, facilities and other benefits, whether in cash or in kind, for the employees of Delhi Transco Limited/Indraprastha Power Generation Company Limited/Pragati Power Corporation Limited/Delhi Power Company Limited and to the pensioners drawing their pension from the Pension Trust. The Committee has been constituted with a view to encourage promotion of efficiency, productivity and economy in the above mentioned Transmission and Generation Companies and to ensure accountability of the organizations to enhance transparency in the work process of these Companies and make them forward looking organizations.

Ex-post facto approval to the constitution of the Committee was granted by the then Hon'ble Lt. Governor of Delhi and the same was conveyed to the Committee by the Power Department, Government of Delhi vide letter No. F.11 (62)/2015/Power/48 dated 6th January 2017.

Pursuant to the public notices of which wide publicity was given by getting the same published in leading newspapers and putting the same on the website of the Government of Delhi and also on the website of the Transmission and Generation Companies for inviting suggestions and comments from the stakeholders on the subject matter of reference before it, the Committee has received a total of 410 representations from various stakeholders. A compilation of the grievances/suggestions of the stakeholders contained in these representations was got made subject-wise and also company-wise. The compilation so made has been perused by all the members of the Committee. The grievances that have been echoed by the stakeholders in their representations relate to their pay structure, other benefits and of not granting the benefit of 7th Central Pay Commission to them; pension of pre 2006 pensioners not being revised and correctly fixed in terms of the instructions of the Government pursuant to implementation of recommendations of 6th Pay Commission; delay in reimbursement of medical claims; disparity in grant of concessional electricity units to the pensioners, etc.

The Committee, upon taking into account the terms of reference and the grievances/suggestions put forward by the stakeholders and the measures suggested by them, is of the view that it requires a detailed examination before final recommendations to the Government on the terms of reference. The detailed examination thereof is likely to take some time. However, the Committee is of the unanimous view that in terms of para (g) of the terms of reference, some relief which is of urgent nature must be recommended to the Government for its immediate release to the employees and the pensioners and accordingly, the matter relating to grant of interim relief was deliberated upon and discussed threadbare in the Committee meetings held on 22nd May 2017 and 12th June 2017.

After implementation of the recommendations of the 6th Pay Commission, the pay of the employees of the Transmission and Generation Companies referred hereto above and pension of the pensioners were revised about eight years ago in 2009 with effect from 01st January 2006, in terms of acceptance of the recommendations of the last Wage Revision Committee, headed by Hon'ble Mr. Justice (Retd) Lokeshwar Prasad, by the then Lt. Governor of Delhi, communicated vide letter bearing No. F.11 (11)/2008/Power/2664 dated 7th October 2009.

Thereafter, the pay and pension of all the Government employees including the employees of the Government of Delhi and its statutory organizations have already been revised upward w.e.f. 01/01/2016 in terms of the recommendations of the 7th Central Pay Commission implemented by the Central Government vide GSR No. 721(E) dated 25th July 2016 and adopted by the Government of National Capital Territory of Delhi vide notification No. F. (21)/FIN (ESTT.-III)/07 CPC/2016/DSV/870 dated 16th August, 2016. Even the arrears on account of such revision are stated to have been paid and received by all the employees in the Central Government as also in the Delhi Government. However, the benefit of the pay revision by the 7th Pay Commission has not been extended to the employees of the Transmission and Generation Companies, namely, the employees of the Delhi Transco Limited, Indraprastha Power Generation Company Limited, Pragati Power Corporation Limited and Delhi Power Company Limited. The pension of the employees drawing pension from the Pension Trust, who have retired on or before 01st January 2016, has also not been fixed/revised so far in terms of the recommendations of the 7th Pay Commission.

A perusal to the recommendations of the previous Wage Revision Committee as accepted by the Government of NCT of Delhi would show that the pay structure of the employees of the electricity Generation and Transmission Companies as also the pension of the pensioners by no means can be less favorable than those of their counterparts in the Central Government/Delhi Government. What

exactly should be the pay structure, allowances and other benefits admissible to the employees of these Companies to bring out more efficiency and transparency in the said organizations is a subject matter of reference before the Committee and its examination appears to be a time consuming process. In the meanwhile, the Committee deems it appropriate to consider and recommend to the Government to grant some relief in the pay to the employees of these Companies and in pension to the pensioners by way of interim relief till the time final recommendations on the terms of reference are made.

The Committee has taken note of para 3 (h) of the Tripartite Agreement dated 28th October, 2000 executed amongst the Government of National Capital Territory of Delhi, Delhi Vidyut Board and the Joint Action Committee of workers, supervisors, engineers and officers of erstwhile Delhi Vidyut Board, which provides as under:

“The existing welfare benefits to the retired employees shall continue. All obligations in respect of payment of pension, retirement benefits including provident fund, superannuation pension, encashment of leave, gratuity, LTC, Electricity Concession, Medical benefits, DA and benefits available to the present SC, ST, OBC and all other employees who have retired and who are going to retire from the services of the Board before the date of restructuring of DVB shall be the responsibility of the Corporate entities and the Trust and guaranteed by the Government of NCT of Delhi.”

The Committee upon examining the pros and cons of matter relating to grant of interim relief from various angles is of the unanimous view that all the employees of the above mentioned Transmission and Generation Companies must be granted the benefit of the recommendations of the 7th Central Pay Commission w.e.f. 01/01/2016 by way of interim relief for the time being, by revising their pay fixed as per recommendations of the previous Wage Revision Committee accepted by the then Hon'ble Lt. Governor, Delhi in 2009 and the exercise in this regard may be undertaken by multiplying their present pay in the applicable pay band alongwith the grade pay with a multiplier of 2.57, rounded off to the next multiple of ten. The dearness allowance in the revised pay structure to be so fixed shall be zero w.e.f. 01/01/2016, but subsequent dearness allowance shall be paid as per the rate notified by the Government from time to time under the 7th CPC. Further, all allowances will continue to be paid at the existing rates in the existing pay structure till the time final decision thereon is taken by the Central Government and adopted by the Delhi Government for its employees.

The pension of all those who have retired on or before 2016 should also be revised as per the formulae for fixation of pension of pre 2016 retirees prescribed by the Department of Pension & Pensioners Welfare, Government of India vide Office Memorandum dated 12th May 2017. The said O.M. provides for two formulations for fixing the pension of pre 2016 retirees and also the decision taken by the Government that higher of the two formulations i.e. the pension/family pension revised in accordance with its OM No. 38/37/2016-P&PW(A) (ii) dated 04/08/2016 or the revised pension/family pension as worked out in accordance with the formulation contained in para 4 of the OM dated 12/05/2017 shall be granted to the pre 2016 pensioners w.e.f. 01/01/2016. The two formulations for fixation of pension of pre 2016 retirees referred in the above mentioned OM dated 12th May 2017 are as under:

- (i) Determine the revised pension/family pension of pre 2016 retirees w.e.f. 01st January, 2016 by multiplying their pension/family pension fixed as per the recommendations of the earlier wage Revision Committee by using a multiplier of 2.57. The multiplier of 2.57 should be applied to the figure of pension/family pension worked out after calculating the pension of pre 2006 retirees strictly as per instructions issued by the Government in this regard from time to time including the instructions contained in the Government of India's Office Memorandum F. No. 38/37/08-P & PW(A) dated 28th January 2013 as a sequel to the implementation of the recommendations of the 6th Pay Commission made effective from 01st January 2006 which also include in its sweep the grant of benefit of full pension on completing 10/20 years of qualifying service instead of 33 years, as recommended by the 6th Pay Commission and accepted by the Government.
- (ii) Determine the revised pension/family pension of pre 2016 retirees w.e.f. 01st January, 2016 by notionally fixing their pay in the pay matrix recommended by the 7th CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died. This will be done by notional pay fixation under each intervening Pay Commission/Wage Revision Committee's recommendations based on the formulae for revision of pay. While fixing pay on notional basis, the pay fixation formulae approved by the Government and other relevant instructions on the subject in force at the relevant time shall be strictly followed. 50% of the notional pay as on 01.01.2016 shall be the revised pension and 30% of the notional pay shall be the revised family pension w.e.f. 01/01/2016 as per the said formulation. The enhanced pension/family pension, wherever admissible, shall also be granted in terms of the relevant rules of the Government in this regard.

The pension/family pension shall be fixed on the basis of higher of the above stated two formulations. However, no arrears on account of revision of pension/family pension on notional fixation of pay shall be admissible for the period prior to 01/01/2016. But the arrears prior to 01/01/2016 shall be paid, in case the pensioners are entitled to the same on account of wrong fixation of their pension earlier prior to 2016.

The Government may consider the revision of pay and pension of the employees/pensioners by extending them the benefit of 7thCPC as detailed out hereto above, by way of interim relief in a time bound manner as expeditiously as possible without any further delay as similar benefits have already been granted and availed by all other Government employees. Denial of immediate relief in this regard to them would prima facie infringe their right of equal treatment in the matter of pay and pension with other similarly situated employees of equivalent status in the Government and any delay on the part of the Government of Delhi in extending the benefit of interim relief to those for whom it is meant shall violate their fundamental rights guaranteed under Article 14 & 21 of the Constitution of India and would give rise to unnecessary litigation that must be avoided at the administrative level by adopting a rational approach, in consonance with our constitutional scheme. The Committee in terms of powers conferred on it under clause (g) of the terms of reference, unanimously recommends to the Delhi Government to grant interim relief in terms referred hereto above to the working employees of its Generation and the Transmission Companies and also to all the pensioners drawing pension from the Pension Trust. The arrears of the interim relief should also be paid to the concerned employees/pensioners expeditiously preferably not later than four months.

The pensioners have also raised a serious issue regarding delay upto one year by the Pension Trust in reimbursement of their medical claim bills. The representative of the Pension Trust called in the Committee meetings as a special invitee informed that delay in reimbursement of medical bills of the pensioners take place mainly because of non-availability of sufficient funds with the Pension Trust. It was pointed out that the DISCOMS do not contribute/deposit with the Pension Trust their share of the tariff allocated by the Delhi Electricity Regulatory Commission (DERC) towards retiral benefits while fixing the tariff. In the opinion of the Wage Revision Committee, want of funds with the Pension Trust cannot be a ground to delay the reimbursement of medical bills of the pensioners, in view of the fact that its timely payment is guaranteed by the Delhi Government in clause 3 (h) of the Tripartite Agreement referred hereto above. It is trite to say that the liability of the guarantor is coextensive with the liability of the principal. To permanently overcome the financial difficulty, if any, the Committee suggest that the Delhi Government may take up the matter with the DERC who may compel the

DISCOMS to open an ESCROW account in the name of the Pension Trust where the DISCOMS will directly deposit their share of tariff allocated by the DERC towards retiral benefits admissible to the pensioners from time to time. For recovery of dues outstanding against DISCOMS, the Delhi Government should take recourse to the legal remedies for enforcement of the obligations and liabilities of DISCOMS in this regard as per law. It need to be emphasized that the need for medical to the pensioners arise in old age when they largely depend for their sustenance on meager pension amount and on the Government for providing timely medical aid to them as and when required. Any amount of delay and that too of many months, extending over a year in reimbursement of medical bills of the pensioners, adversely pose a threat to their life in their old age in many ways and it also violates their right to life guaranteed under Article 21 of the Constitution of India. It further transpired during deliberations that the working employees of the Transmission and Generation Companies, named hereto above, are provided cashless medical facility in empaneled private hospitals. If that is so, the Delhi Government may consider extending the similar cashless medical facility to the pensioners also to avoid any disparity with them. Till the time arrangement for cashless medical facility for the pensioners are made, the Government of NCT of Delhi should issue necessary directions to the Pension Trust to expeditiously clear all pending medical bills of the pensioners in a time bound manner, preferably not later than 2 months and should continue to reimburse future medical bills within two months of their submission.

The above reliefs recommended by the Committee to be given to the employees/pensioners are of urgent nature and, therefore, the Delhi Government may consider its grant to them by way of interim relief, subject to adjustment in terms of the final recommendations of the Committee.

sd/-	sd/-	sd/-	sd/-
(T. Sreekanth)	(Prem Prakash)	(Sudhir Arya)	(K.N. Pandey)
Member	Member	Member	Member

sd/-	sd/-	sd/-
(R.B. Vashisht)	(Mukesh Prasad)	(Ravindra Kumar Jain)
Member	Member (on leave)	Member-Secretary

sd/-
[Justice (Retd.) S.N. Aggarwal]
Chairman

GOVERNMENT OF NCT OF DELHI
DEPARTMENT OF POWER
8th Floor, B-Wing, Delhi Secretariat, IP Estate, New Delhi-110 002

No. F.11(62)/2015/Power/Pt-I/2116

Dated: 26th July, 2017

OFFICE ORDER

Hon'ble LG of Delhi is pleased to approve the recommendations of Wage Revision Committee (WRC) communicated vide letter no. WRC/2016/157 dated 14.06.2017 for disbursement of Interim Relief to the employees of DTL, IPGCL, PPCL, DPCL and pensioners/family pensioners drawing pension from DVC-ETBF, 2002 (Pension Trust) w.e.f. 01.01.2016.

For allowances other than Basic pay and DA, WRC had recommended that they will continue to be paid on old structure till the time final decision thereon is taken by the Central Government and adopted by Delhi Government for its employees. Now since the new allowances have been approved by Central Government and adopted by Delhi Government vide its order no. F-(21)/FIN. (ESTT.-III)/07CPC/2016/DS V.725 dated 11.07.2017 (copy enclosed) the said allowances also be given to the employees as per the new structure w.e.f. 01.07.2017 in-line with the recommendations of the Committee.

sd/-
(Sudhir Sharma)
Dy. Secretary (Power)

Copy to:-

1. Secretary to Hon'ble LG, GNCTD
2. Secretary to Hon'ble Minister of Power, GNCTD
3. Staff Officer to Chief Secretary, GNCTD
4. PS to Spl. Secretary (Power)
5. CMD, DTL
6. CMD, IPGCL
7. Chairman, DPCL
8. Secretary, DVB-ETBF, 2002 (Pension Trust)
9. Member Secretary, WRC

ANNEXURE -V

TRUST DEED

This TRUST DEED is made this 26th day of March, 2002 between Delhi Vidyut Board through its Chairman Sh. Jagdish Sagar, having its registered office at Shakti Bhawan, Nehru Place, New Delhi (hereinafter referred to as "DVB") of the ONE PART

AND

Messers Delhi Vidhut Board Employee's Terminal Benefits Fund, 2002 through its first Trustees namely S/Shri Ramesh Chandra, Principal Secretary (Power), Govt. of NCT of Delhi, Satish Gathwal, Member(Administeration), Delhi Vidyut Board and Ms. Bindu Agnihotri, Member(Finance), Delhi Vidyut Board (hereinafter referred to as "the Trustees" of the OTHER PART.

WHEREAS

- (a) The Government of NCT of Delhi declared its policy to restructure of DVB for the purpose of restoring the operational and financial viability to meet the future demand of sufficient supply of energy. The Government, DVB and Joint Action Committee of DVB represented by various Union/Associations have executed a Tripartite Agreement on 28th day of October 2000 wherein it was agreed by the Government and DVB that all obligations in respect of payment of pension, retirement benefits including provident fund, superannuation pension, encashment of leave, gratuity, LTC, Medical benefits and DA as available to employees who have retired and who are going to retire from the services of the Board on or after the date of restructuring of DVB, shall be the responsibility of the Corporate entities and the Pension Trust so established and guaranteed by the Delhi Government in terms of Tripartite Agreement dated 28.10.2000.
- (b) The Govt. of NCT of Delhi has decided to establish a Superannuation Fund (hereinafter referred to as "the Fund") for the sole purpose of providing pension for employees who are covered by the Central Civil Services(Pension) Rules, 1972 and who are entitled to pension benefits in accordance with the Pension Scheme of the DVB as detailed in the Rules of the Fund appended to this Trust Deed(hereinafter referred to as "the Rules) and who shall have been admitted as members of the Fund (hereinafter referred to as "the members"), on their retirement at or after a specified age or on their being incapacitated prior to such retirement and for the widows, children and other dependants of such employees on their death in accordance with the Rules and guaranteed by the Govt. of NCT of Delhi.
- (c) Out of total strength of fifteen Trustees as mention in Rule 2 (A) of the Rules, following Trustees have agreed to act as first Trustee hereof for the purpose of constitution and registration of Trust.
 1. Sh. Ramesh Chandra,
Principal Secretary Power, Govt. of NCT of Delhi Chairman
 2. Sh. Satish Gathwal
Member (Administration), Delhi Vidyut Board Member
 3. Ms. Bindu Agnihotri,

NOW THIS DEED WITNESSETH AND IT IS HEREBY AGREED AND DECLARED as follows:

1. The name of the Trust shall be “Delhi Vidyut Board Employee’s Terminal Benefit Fund, 2002” or such other name or title as the Trustees may, from time to time, determine with the prior approval of the Government of NCT of Delhi and / or Commissioner of Income Tax having jurisdiction over the Fund (hereinafter referred to as “the Commissioner”) and the Central Provident Fund Commissioner (hereinafter referred to as “the CPFC”).
2. These presents shall constitute a Trust established in India which Trust shall be irrevocable and the Trustees shall hold the fund upon Trust for the benefit of the members or other persons more particularly set forth in the Act/Rules, which may be amended from time to time. No money belonging to the Fund in the hands of the Trustees shall be recoverable by the Government, nor shall the Government have any lien or charge of any description on the same till the time the objective as explained above are achieved. After the Trust is completely executed without exhausting the Trust property, the Trust property so much thereof as is unexhausted shall be vested in the Govt. of NCT of Delhi.
3. It shall be obligatory on the part of the Trustees to pay pension and other terminal benefits in accordance with these Rules.
4. The Trustees may at any time, with the consent of the Government or on a recommendation of the Govt. by a supplemental Deed, amend, alter, delete or add and substitute the provisions of the Trust Deed or the Rules provided, however, that such alteration does not adversely affect the benefits being paid from the Fund or already accrued in the Fund upto the date of such alteration or the object of the Fund provided always that no alteration in the Trust Deed, Rules, constitution or conditions of the Fund shall be made without the prior approval of the Government Of NCT of Delhi and from any other authority under any law.
5. The funds of the Fund shall be vested in the Trustees who shall have the entire control of the funds and shall administer the Fund in accordance with the provisions of these presents and the Rules which shall be binding on the Government, the Trustees and the members or their widows or children or their legal representatives. The Trustees shall arrange for the investment of the Funds and payment of the amount due to the members in accordance with the Rules subject to the provisions of the Income Tax Act, 1961 and Income Tax Rules 1962 as amended from time to time.
6. The funds of the Fund, being the Trust property, shall consist of the accumulation of the contributions being the total of contributions received by the Trustees in accordance with the Rules, Securities, or other investments acquired in accordance with the Rules, interest and other accretions arising from the assets of the fund as well as the transfer of equitable interest from other approved Superannuation Funds as reduced by payments and disbursements, such credits and debits being made in accordance with the Rules.
7. That the Trustees shall maintain true and correct accounts of the “funds” and faithful records of their deliberations.

8. That the Trustees shall not be entitled to any remuneration for the services rendered by them except the payment of sitting fee of Rs.1000.00 and actual taxi fare for attending each meeting.
9. That the Trustees shall be kept indemnified and harmless out of the 'Funds' of the Trust against any claim or demand or action or proceeding made or taken against them for anything done or omitted to be done by them in good faith and in the bonafide discharge of their duties as Trustees.
10. The Government Of NCT of Delhi has agreed to furnish to the Trustees all particulars regarding the members and such other information in its possession as Trustees may require for the purpose of effective administration of the Funds and the matter connected therewith. All reasonable expenses incurred by the Trustees in connection with the administration of the funds, the remuneration of a secretary or of person(s) employed by the Trustees and the audit of the accounts shall be born by the Trust.
11. Trustees shall appoint auditors who shall have access to all books, vouchers, accounts and documents connected with the Trust and who shall duly audit the receipts and payments from the Funds, the income accruing to the Trust, the outgoing expenses and submit an audit report. A copy of the audited accounts and report shall be furnished to the Government of NCT of Delhi and new entities/corporate entities.
12. The Trustees shall be resident of India. The office of any Trustees shall be vacated, if the Trustee being a director ceases to be a director or the Trustee being an employee, ceases to be in the services of new entities/corporate entities on account of disciplinary proceedings or if he shall permanently leave India or has in opinion of the other Trustees become incompetent or incapable to act for reasons of illness, infirmity, mental incapacity or insolvency.
13. The Chairperson and in his absence, any Trustee authorized on his behalf by a resolution of Trustees shall sign on behalf of the members or beneficiaries of the schemes, as the case may be, all proposals, discharges, and receipts as may be required under any policy or policies of assurance effected under the Rules hereof.
14. The Trustees may at any time with the approval of the Government of NCT of Delhi and new entities enter into any agreement for the benefits of the members of the Trust.
15. That the Trustees have deposited Rs. 5000/- (Rupees five thousand only) as initial amount which shall be the property of the Trust.

IN WITNESS WHEREOF the parties hereto have executed these presents the day, month and year first above written.

Sd/-
(Chairman, DVB)

(1) SIGNED SEALED AND DELIVERED BY
In the presence of
Name ARUN SAXENA
Signature
Occupation
Address

Sd/-
Trustee

(2) SIGNED, SEALED AND DELLIVERED BY
In the presence of
Name ANIL KR. CHATURVEDI

Signature
Occupation
Address

Sd/-
Trustee

(3) SIGNED, SEALED AND DELIVERED BY
In the presence of
Name
Signature
Occupation
Address

Sd/-
Trustee

National Capital Territory of Delhi
Terminal Benefits Rules
These Terminal Benefit Rules are framed pursuant to clause 2 of the Trust
Deed
executed between Delhi Vidyut Board and the Trustees

PART-I-PRELIMINARY

1. (a) The Trust and the Fund shall be established in India and the Trustees shall be resident of India.
(b) The Fund shall be deemed to have come into operation as and on from the date as specified by the Government.
2. Definition in these Rules where the context so admits, the masculine shall include the feminine, the singular shall include the plural and the following words and expressions shall, unless repugnant to the context, have the following meanings:
 - (i) **“THE RULES”** shall mean the Rules herein contained and any amendment thereof for the time being in force.
 - (ii) **“AMENDMENT”** shall mean and include alteration, deletion, addition, change or variation.
 - (iii) **“ADDITIONAL CONTRIBUTION”** shall mean additional amount to be paid by the new entities/corporate entities in the Terminal Benefits Fund as decided by the Trustees from time to time.
 - (iv) **“APPROVED FUND”** shall mean Pension and Terminal Benefits fund (hereinafter referred to as Fund) for existing employees of DVB who are members of General Provident Fund scheme and covered by Central civil Services (Pension) Rules, 1972, as amended from time to time as well as retired employees of Delhi Vidyut Board, who were the member of GPF scheme and were getting pension from DVB, Family Pensioners, and employees who are in receipts of ex-gratia pension which has been recognized by the Commissioner of Income Tax under Income Tax Act, 1961.
 - (v) **“ACTUAL SERVICE”** means the service as defined under Rule 30 of Central Civil Services (Pension) Rules, 1972 as amended from time to time.
 - (vi) **“BENEFICIARY”** shall mean an individual presently or prospectively eligible for a benefit payable under the Trust Deed and Rules and shall include a member as hereinafter defined and shall include the member’s spouse or children or any other member of the member’s family, as defined hereinafter or his nominee on his death or upon his widow’s death, her nominee provided that where there is any difference of opinion as to who is the beneficiary in the event of death of a member, the decision of the Trustees shall be final and binding.
 - (vii) **“CONTRIBUTION”** means any sum contributed by or on behalf of any member by the Corporation/new entity out of

its own money to the Terminal Benefits Fund, but does not include any sum credited as interest.

- (viii) **“CHILD”** means a child as defined under Rules 3(C) of the Central Civil Services (Pension) Rules, 1972 as amended from time to time.
- (ix) **“THE COMMISSIONER”** shall mean the Commissioner of Income Tax under the Income Tax, 1961 having jurisdiction over the fund.
- (x) **DURATION OF PENSION:** mean the period for which pension is payable as provided in Rule 54(6) of Central Civil Services (Pension) Rules, 1972, as amended from time to time.
- (xi) **“ELIGIBLE MEMBERS”** means an employee who is covered under Central Civil Services (Pension) Rules, 1972 as amended from time to time . This will not include the employees directly recruited by the new entities/corporate entities.
- (xii) **“EXISTING MEMBER”** means an existing employee who is member of General Provident Scheme and covered under the Central Civil Services (Pension) Rules, 1972 as amended from time to time, and also include surviving GPF beneficiaries, as agreed in the Tripartite Agreement dated 28th October 2000.
- (xiii) **“NEW ENTITY”** shall mean any Government companies/Companies established U/s 14 of Delhi Electricity Reforms Act, 2000 (2 of 2001) in accordance with the transfer scheme proposed therefore.
- (xiv) **“EMPLOYER”** shall mean new entities established u/s 14 of Delhi Electricity Reforms Act, 2000 (2 of 2001) and shall include any firm, concern, agency, or body corporate which may purchase, amalgamate or otherwise take over the whole or substantially the business of the corporation/companies/new entities and which shall enter into a Deed in such a form as the Trustees shall require undertaking to continue the obligations of the new entities.
- (xv) **“EFFECTIVE DATE”** The Pension Trust shall be made effective from the date as may be specified by the Government.
- (xvi) **“FUND”** shall mean Delhi Vidyut Board Employees Terminal Benefits Fund, 2002.
- (xvii) **“FAMILY”** means family as defined under Rule 54(12) of Central Civil Services (Pension) Rule, 1972 as amended from time to time
- (xviii) **“FUTURE SERVICE”** Future Service means Future Contributory Service in DVB or new entities after the date of introduction of the scheme.
- (xix) **“FINANCIAL YEAR”** means a period of twelve months commencing from 1st April and ending on 31st March of each year.

- (xx) **“GOVERNMENT”** shall mean the Lieutenant Governor referred to in article 239AA of the Constitution of India.
- (xxi) **“PAST SERVICE”** : Past Service means service in Delhi Electric supply undertaking/Delhi Vidyut Board prior to the date of introduction of the scheme and shall also include service rendered in last constituent organization or in any other public sector undertaking immediately prior to joining the Delhi Electric Supply Undertaking/Delhi Vidyut Board on or before commencement of this scheme, in accordance with relevant Rules provided they are not in enjoyment of or entitled to pension for such service in the last constituent organization or public sector undertaking.
- (xxii) **“PENSIONABLE SERVICE”** means the service rendered by the member for which the contributions have been received or are receivable.
- (xxiii) **“PERMANENT TOTAL DISABLEMENT”** means disablement as defined under Rule 3(A) of Central Civil Services (Extra Ordinary Pension) Rules 1972, as amended from time to time.
- (xxiv) **“QUALIFYING SERVICE”** Qualifying Service shall be as defined in Rule 3(Q) of Central Civil Services (Pension) Rules 1972, as amended from time to time.
- (xxv) **“RECKONABLE SERVICE”** Reckonable Service shall mean the period of service that will be taken into account in computing the pension and will be calculated in the following manner:

Past service + Service in the successor entities
- (xxvi) **“RETIREMENT”** as defined under Rule 35 Central Civil Services (pension) Rules, 1972, as amended from time to time.
- (xxvii) **“NORMAL RETIREMENT DATE”** shall mean the date of retirement as defined in Fundamental Rules, 1956.
- (xxviii) **“TRUST DEED”** shall mean the Trust Deed whereby the Fund has been constituted.
- (xxix) **“YEAR”** shall mean in relation to the accounting of the Fund, the accounting year of the Fund commencing on the first day of April and ending on the last day of March.
- (xxx) The words and expressions used not defined in these Rules have the meanings respectively assigned to them in various enactments and fundamental Rules.

PART-II- ADMINISTRATION

- 3.(a) The number of Trustees shall not be more than fifteen including the chairman, five of whom will be representatives of employees out of which one will be the representative of pensioners/family pensioners. The other members shall be from departments of Finance, Personnel, Administration, Labour, Law and an expert in the relevant field to be nominated by the Govt. of NCT of Delhi. However, the principal secretary, (Power) of Government of National Capital Territory of Delhi shall be the chairperson of the Board of Trustees.
- (b) The Trustees shall be appointed for a period not more than 3 years at a time and shall be eligible for reappointment.
- (c) The Govt. of NCT of Delhi shall be entitled to appoint new Trustees either in addition to the existing Trustees or in place of Trustees who have died, vacated office, or retired or change of member due to any special circumstances for the purpose of facilitating the administration of the Fund. On every such appointment of a new Trustee or Trustees, the funds of the Fund shall ipso-facto vest in the continuing and the new Trustee or Trustees.
- (d) For a meeting, the quorum will be a minimum three Trustees present in person.
- (e) A Trustee may retire at any time after giving seven days notice in writing to the Government and Chairperson of the Trust. The office of a Trustee shall be vacated if a Trustee shall permanently leave India or by reason of his illness, infirmity or insolvency shall, in the opinion of the other Trustees, become incompetent or incapable of acting as a Trustee. The government may also remove a Trustee if it considers that he is not competent to discharge his duties as a Trustee.
- (f) A person shall not qualify for appointment as a Trustee and shall cease to hold such office ipso-facto, if:
- i. He has been found to be of unsound mind, permanent or temporary, in the opinion of the Govt. of NCT of Delhi;
 - ii. He is an undischarged insolvent;
 - iii. He has applied to be adjudicated as an insolvent;
 - iv. He has been convicted by a court of an offense involving moral turpitude;
 - v. He is found guilty of misappropriating funds or property of the Trust or new entity and of the fund in the Government's opinion.
- (g) If at any meeting, the Chairperson be not present within thirty minutes after the time appointed for holding the same, the meeting shall stand adjourn for some other day to be decided by the Chairperson.
- (h) The Trustees may, subject to the provisions of the Rules, meet for the dispatch of business, adjourn and otherwise regulate their meetings and proceedings and make such other regulations for the transactions of the business of the Fund as they think fit.

- (i) Questions arising at any meeting shall be determined by a majority of votes, each Trustee present being entitled to one vote and, in the case of equality of votes, the Chairperson shall have a second or casting vote.
- (j) A resolution in writing signed by a majority of the Trustees and the Chairperson for the time being in India, being not less than three, shall be as valid and effective as a resolution passed at a meeting of the Trustees duly convened and held and shall be ratified in the subsequent meeting of the Board of Trustees.
- (k) The Trustees may delegate any of their powers to a committee consisting of such members of their body as they shall think fit. Any Committee so formed shall, in the exercise of the powers so delegated, conform to any Guidelines that may be imposed upon such committee by the Trustees.
- (l) The Trustees shall comply with and carry out all such direction as may be given to them by the government from time to time in relation to any matter in respect of which the Government has power under this Deed to determine and decide, and a certificate of the government as to the admission of a member or as to the death of any member or his retirement or dismissal from the service of the government shall constitute a good and sufficient authority to the Trustees and shall be conclusive as to all facts stated therein.
- (m) Every such direction or certificate shall be notified to the Trustees in writing and signed by any Director or other person authorized to sign on behalf of the Government and any such notice purporting to contain any such direction or certificate as aforesaid, shall be complete protection to the Trustee in respect of any matter referred to therein.
- (n) Proper minutes of the meetings held shall be duly signed by the Chairperson of the meetings and shall be kept in the custody of Secretary of the Trust or any other person duly authorized by the Trust.
- (o) The Board of Trustees shall meet at appropriate intervals at least once in three months and shall function in accordance with the guidelines that may be issued from time to time by the appropriate Government/Central Provident Fund Commissioner or any other officer authorized by him.
- (p) The Trustees shall decide all differences or disputes which may arise under the Rules either as to the interpretation thereof or as to the rights and obligations of the Government and of the beneficiaries, and the decision of the Trustees shall, in all cases, be final and binding on all parties concerned. PROVIDED always that where such difference or dispute shall relate to Income Tax matters, it shall be referred to the Commissioner and his decision shall be final. Further where such differences or dispute shall relate to the provisions of GPF, such dispute shall be referred to CPFC and his decision shall be final.
- (q) The Trustees shall have power to appoint with the consent of the Government, any person or persons with requisite qualifications to act as the Actuary, the Secretary or Secretaries or the Manager or Managers or Registrars of the Fund at such Remuneration and on such terms and conditions and with such power as the Trustees may think fit. However, at the commencement of Trust, Trustees shall have a secretary equivalent to the rank of Additional General Manager of erstwhile DVB who will be assisted by official(s) as may be necessary.

- (r) The Trustee will pay the terminal and other benefits to the beneficiaries latest by 7th day of each month following the month when the benefit become due.
- (s) All cheques and other negotiable or transferable instruments and all receipts for moneys paid to the Fund shall be signed, drawn, accepted, endorsed or otherwise executed as the case may be in such manner as the Trustees shall from time to time by resolution determine.
- (t) In the case of any cheque or negotiable instrument two Trustees one of them being a representative of the Government must sign such document.
- (u) The Trustees may hold the investments of the Fund in the name of the Fund as the Trustees may from time to time determine. Application for purchase of any investment of the Fund may be made in the name of the Trust as the Trustees may from time to time nominate.
- (v) Trustees shall not, at any time, be made liable for any more money than what may actually come into their own hands or for the failure of any Bank, Government or firm or for the dishonesty of any clerk, servant or Attorney or other persons with whom any part of the Trust property may be deposited or be placed in charge or for anything other than their own immediate and respective willful acts, deeds and defaults.
- (w) The Trustees shall make investments as per the directions and policy guidelines of the Government, and according to the provisions of the applicable acts.
- (x) Failure to make investment as per the provisions of the Act and as per the directions of the Government shall make the Board of Trustees severally and jointly liable to be penalized as per applicable acts.
- (y) The Trustees shall open with any nationalised bank or scheduled bank as they may from time to time determine, a current or a savings bank account or accounts or with a Post Office a savings Bank Account and place to the credit of such account or accounts all moneys from time to time received by the Trustees for the purpose of the Fund.
- (z) The moneys of the Fund shall be dealt with in the manner prescribed in Rule 85 of the Income Tax Rules, 1962 as amended from time to time. Investments of the Fund shall be made following the pattern of investments laid down by the Central Government.
- (aa) The Trustees shall have power at any time and from time to time vary or transpose the investments for the time being of the Fund to others of the nature authorised in Rules (x) thereof expressly including the power to surrender any policy of insurance or annuity on such terms and conditions as the Trustees may think fit and to accept the surrender value of such policy which shall be dealt with in accordance with the Rules.
- (bb) The Trustees may, when necessary, raise such sum or sums of money as may be required for the purpose of the Fund by a sale or advance or advances against the securities held by them or a sufficient part thereof.
- (cc) The Board of Trustees shall maintain scrip wise register and ensure timely realization of interest.

PART-III-CONSTRIBUTIONS

4(a) CONTRIBUTION TO THE FUND BY THE COPORATION:

The Delhi Vidyut Board and Govt. shall discharge their pensioner liabilities by paying a lump sum one-time payment to the Pension Trust, as may be specified by the actuary, subject to the provisions of Rule 88 of the Income Tax Rules, 1962 as amended from time to time and to any condition that the Central Board of Direct Taxes may specify in that behalf.

4(b) CONTRIBUTION TO THE FUND BY THE MEMBERS:

Every member shall contribute to the Superannuation Fund in the following manner:

The contribution to the Superannuation Fund by the members shall consist of two parts, namely, Contribution to General Provident Fund Scheme as is announced by the Govt. of India from time to time (+) Past Service Contribution (wherever applicable)

a) PAST SERVICE CONTRIBUTION:

Past service, if any, will also be counted for pensionary benefits as per Central Civil Services (Pension) Rules, 1972 as amended from time to time subject to the receipt of Past Service Contribution for past service rendered by him. This contribution for past service shall be paid at the time of becoming member of the superannuation fund in lump sum.

b) The employer shall transfer to the Board of Trustees the contribution comprising of leave salary contribution, pension contribution and any other contribution in accordance with the applicable Rules, payable to the Pension Fund by the 15th of each month following the month for which the contribution is payable or such other date as may be decided by Trustees.

The employer shall be liable to pay panel interest @ 2% per annum for any delay in transfer of fund to the Trust.

c) ADDITIONAL CONTRIBUTION:

The Trustees shall have power and authority to fix Additional Contribution amount to be paid by the New Entity from time to time in consultation with Government.

4(c) The Trustees in consultation with the Govt. shall review the availability of the funds of the superannuation fund annually or at such intervals as may be deemed fit by the Trustees to decide any revision in the Contribution being paid by the new entity.

4(d) CONTRIBUTIONS DURING PERIOD OF LEAVE/SUPSESSION:

DVB or new entities are required to make full contribution to the Fund for Periods of any type of leave/suspension with or without pay of the member. The period, for which contribution is not made, shall not be taken into account for calculating reckonable service.

4(e) If for a member there is a non-contributory service the Trustees shall keep a record of such non-contributory service and shall advice the member of this non-contributory service from time to time.

PART-IV-ACCOUNTS

- 5(a)** The accounts of the fund shall be maintained in India and shall contain such particulars as the Trustees may think proper, and as are required by law. As soon as possible after the 31st day of March in each year, the Trustees shall take a general account of the assets and liabilities of the Fund and shall prepare a Balance Sheet and a Revenue Account showing the income and expenditure, dealings and transactions, during the year terminating on such 31st day of March in such form as may be considered suitable by the Trustees. The Trustees will record the investment at cost price. Any profit or loss incurred on the sale of securities or on redemption, as the case may be, shall be debited or credited to the revenue account.
- 5(b) The balance of the Revenue Account as well as the contributions credited to an account to be called "Total Members Contribution Account" representing the total of contributions made in respect of individual members shall, at the end of the year be transferred to an account hereinafter referred to as "the Benefit Account".
- 5(c) The Accounts of the Fund shall be audited yearly by a Chartered Accountant or a firm of Chartered Accountants appointed by the Trustees, who shall have access to all the books, papers, vouchers and documents connected with the Fund and who shall in writing report to the Trustees on the annual accounts. A copy of the audited accounts shall be furnished to the Government. Where considered necessary, the Central Provident Fund Commissioner shall have the right to have the accounts re-audited by any other qualified auditor and the expenses so incurred shall be borne by the Trust.
- 5(d) A copy of the audited annual pension fund accounts together with the audited balance sheet of the establishment for each accounting year shall be submitted to the Regional Provident Fund Commissioner within 6 months after the close of the financial year.
- 5(e) The Board of Trustees shall maintain detailed accounts to show the pension contributions received, pension amount disbursed and interest received on the Pension Fund.
- 5(f) The Trustees shall record the contribution for the individual members for a period so long they remain entitled to the withdrawal benefit under Central Civil Services (Pension) Rules, 1972.
- 5(g) The Trustees shall have power to have the insurance cover of whatsoever nature for the benefits of the Trust.

PART V – BENEFITS

SECTION – BENEFITS

6. BENEFITS ON SUPERANNUATION:

6.1 A member on superannuation will be entitled to pension and other terminal benefits as available to the existing employees on the retirement commencing from the month following superannuation as per Fundamental Rules, 1956 as amended from time to time.

A member would be entitled to pension till life time.

- a) On death of the member the widow/widower shall be entitled to benefit of family pension, as per Rule-77 of Central Civil Services (Pension) Rules, 1972 and any other applicable Rule as amended from time to time plus medical benefits, gratuity, general provident fund and leave encashment except leave travel concession.

OR

If there are any surviving children of the deceased member, falling within the definition of family, they shall be entitled to monthly children pension as per Rule 77 of Central Civil Services (Pension) Rules, 1972 and any other applicable Rule as amended from time to time, gratuity and other terminal benefits.

- b) Pension to nominee: A member who is not married or who does not have any living spouse and/or an eligible child, may nominate a person to receive benefits as laid down hereunder provided that in the event of his/her (the member) acquiring a family subsequently, the nomination so made shall become void. In the event of death of the member, such a nominee shall be entitled to receive benefits as per Rule 77 of Central Civil Services (Pension) Rules, 1972 and any other applicable Rule as amended from time to time and other terminal benefits.

6.2 TO QUALIFY FOR BENEFIT ON SUPERANNUATION:

Employees must have completed a minimum reckonable service as per Rule 14 of Central Civil Services (Pension) Rules, 1972 and any other applicable Rule as amended from time to time.

- 6.3 **BENEFITS ON DEATH WHILE IN SERVICE:** On death of the member the widow/widower and surviving children and nominee will be entitled to pension and other benefits as per Rule 77 of Central Civil Services (Pension) Rules, 1972 and any other applicable Rule as amended from time to time plus medical benefits and other terminal benefits.

- 6.4 **BENEFITS ON TOTAL PERMANENT DISABLEMENT/ INCAPACITY:** On the discharge of a member from the service of the Govt. on account of his total permanent disablement while in service, he shall be entitled to benefits as per Rule 3 (A) of Central Civil Service (Extra Ordinary Pension) Rules, 1972 and any other

applicable Rule as amended from time to time and other terminal benefits.

- 6.5 **BENEFIT ON DEATH OF MEMBER AFTER DISCHARGE FROM SERVICE ON GROUNDS OF PERMANENT DISABLEMENT/INCAPACITY:** The widow/widower/surviving children and nominees of the deceased member shall be entitled to benefits as per Rule 3 (A) of Central Civil Services (Extra Ordinary Pension) Rules, 1972 and any other applicable Rule as amended from time to time and other terminal benefits.
- 6.6 **MINIMUM PENSION:** In no case pension shall be less than the amount of pension payable as per Rule 40(3) of Central Civil Services (Pension) Rules, 1972 and any other applicable Rules as amended from time to time.
- 6.7 On separation from service of a member by his resignation before completion of the qualifying service as specified in Rule 14 of Central Civil Services (Pension) Rules, 1972, shall be dealt with as per Rule 26 of Central Civil Services (Pension) Rules, 1972 and any other applicable Rule as amended from time to time.
- 6.8 On separation of a member who is dismissed/removed from the services of the Corporation and/or has otherwise lost his lien on his employment with the Corporation, the member shall be dealt with as per Rule 24 of Central Civil Services (Pension) Rules, 1972 and any other applicable Rule as amended from time to time.
- 6.9 **COMMUTATION OF PENSION:** It will be permissible for a member to obtain a commutation of a part of the pension receivable. The commutation will be granted in accordance with Rule 49 of Central Civil Services (Pension) Rules, 1972, and any other applicable Rule as amended from time to time.

PART VI-GENERAL

- 7.1 No beneficiary shall be entitled to transfer or assign for any purpose whatsoever any rights under the Rules, except as provided under the law and neither the Government nor the Trustees shall recognize or be bound by such transfer or assignment. If any beneficiary shall transfer or assign his interest in the Fund or purport to do so, the Trustees may forfeit all rights such members may have in the Fund, provided that the Trustees shall be at liberty (but not under any legal or other obligation to do so) if the Trustees, in their uncontrolled discretion, shall so think fit at any time thereafter to grant, either partly or fully the benefits forfeited under this Rule. If a member assigns or charges his interest in the Fund, the provisions of Rule 92 of the Income tax Rules, 1962, as amended from time to time, will apply.
- 7.2 If a beneficiary is certified or declared to be a person of unsound mind or if he is suffering from any physical or other incapacity which, in the opinion of the Trustees, renders him unable to manage his own affairs, the Trustees may, during such incapacity, in their discretion pay or apply the benefit which would have otherwise been payable to him, to any other person duly authorized by the court of law.
- 7.3 Delhi Vidyut Board/New Entity Executives and Functional Directors appointed to senior and top level posts through Government Order in other public sector undertaking/Government Department/Authority/Board keeping lien on the post held in Delhi Vidyut Board/new entity may also be permitted to continue as the member of the superannuation fund provided that the laid down contributions (percentage contribution on the monthly salary received by him in such other organization + Additional Contribution) in respect of such Executive/Functional Director is contributed to the Fund.
- 7.4 In the event of an employee's service being lent by the corporation to an organization under the management of or associated with the corporation or to a Government/Public Sector undertaking or an employee is deputed to any other organization with which the corporation has taken up joint assignment and permitted to continue as Member of the Superannuation Fund, the employee's services for the purpose of this Rule shall be deemed to continue and be included in the reckonable service, provided the employee remits all the contribution as per superannuation fund Rules. Delay in remittance of such contributions is liable to interest earned by the Trust, apart from the Trustees taking further action as deemed appropriate in case.
- 7.5 Nothing in the Trust Deed or Rules shall in any way restrict the right of the Government to determine the employment of any member at any time nor shall the membership of the Fund be taken as indicating permanence of employment or be used by a member as a ground for increasing damages in any action brought by such member against the Government in respect of determination of his employment.
- 7.6 A member or his beneficiary shall have no interest in the Master Policy taken out in respect of the Members or any investment otherwise made by the Trustees in accordance with the Rules of the Superannuation Fund but shall be entitled to receive

Superannuation benefits in accordance with the Rules. PROVIDED ALWAYS that the Trustees shall administer the superannuation fund for the benefit of the members and their beneficiaries in accordance with the provisions of these Rules.

- 7.7 No member or other person or persons shall have any claim, right or interest whatsoever to anything whether contingent accrued or vested upon to or in respect of the Fund, or any claim upon or against the Trustees expect the right to the payment of the pension and other terminal benefits in accordance with the Rules.
- 7.8 Should anything contained in these Rules, or in any amendment made thereof be repugnant to any provision of the Income Tax Act, 1961 or the Income Tax Rules, 1962, as amended from time to time, it shall be ineffective to the extent of such repugnancy. Any such repugnancy shall be removed by the Trustees if so directed by the Commissioner of Income Tax.
- 7.9 New entities/corporate entities shall have a list prepared every six months i.e. on the first day of January and first day of July each year of all employees who are due to retire within the next twelve months of that date.
- 7.10 New entities/Corporate entities shall furnish to the Trust all such information/particulars along with list of all employees who are due to retire within the next 12 months regarding the members and such other as may be in its possession and as the Trust may require for the purpose of calculation of the contribution required to be made by the member/corporation or for computing the benefits for the member.
- 7.11 The Trustees shall arrange for an actuarial valuation of the fund every year by a qualified Actuary to determine the solvency of the fund and examine whether the benefits can be improved and other allied matters.
- 7.12 It shall be a condition of the membership of the fund that on any question arising on any point of interpretation of these Rules or any point relating to cessation of membership, the decision of the Trustees shall be final. If the decision has any bearing on the Provisions of Part-B of the Fourth Schedule to the Income-tax Act, 1961 or the Income Tax Rules, 1962, as amended from time to time, it shall be forthwith reported to the Commissioner of Income-tax so requires, the Trustees shall review the decision.
- 7.13 Should anything contained in these Rules or in any alteration or amendment thereof be inconsistent or repugnance with the objects or provisions of the Trust Deed, the provisions of the Trust Deed shall prevail. On any such discrepancy coming to the notice of the Trustees, the Trustees shall, with the prior approval of the Government and Commissioner of Income Tax take effective steps to amend the said Rules to bring them in conformity with the provisions of the Trust Deed.
- 7.14 The new entities/corporate entities as well as the Board of Trustees shall submit such returns that may be prescribed by the Regional Provident Fund Commissioner Central Provident Fund Commissioner/appropriate Government from time to time.

- 7.15 The employer (s) shall bear equally all the expenses of the administration of the Pension Fund including the maintenance of accounts, submission of returns etc.
- 7.16 If there is any change in the benefit provisions of Central Civil Services (Pension) Rules, 1972 and if such amendment is more beneficial to the members than those prescribed in the Rules of the Fund, such provision which is more beneficial shall apply. Thereafter an actuarial valuation will be conducted by any Actuary and if valuation reveals a deficit then the Government will arrange to make good the deficit in any manner that may be agreed with the Central Provident Fund Commissioner.
- 7.17 In respect of all such matters for which no provision has been made in these Rules, the Rule, directions or orders for the time being in force applicable to the employees of Government of NCT of Delhi, shall be applicable.
- 7.18 **JURISDICTION:** All benefits under the Fund shall be payable only in India. The Courts of Delhi shall have the exclusive jurisdiction in all matters arising out of the Truest Deed and these Rules.
- 7.19 All disputes shall be resolved by mutual settlement, failing which by an Arbitrator duly appointed by the Chairperson of the Trust or Board of Trustees as per provisions contained in Arbitration and Conciliation Act, 1996 as amended from time to time.
- 7.20 The Award so made by the Arbitrator shall be final and binding on all parties.

ANNEXURE –VI

TRIPARTITE AGREEMENT BETWEEN THE GOVERNMENT OF NCT OF DELHI, DELHI VIDYUT BOARD AND JOINT ACTION COMMITTEE OF WORKERS, SUPERVISORS, ENGINEERS AND OFFICERS OF DVB

This tripartite agreement entered into on this 28th day of October, 2000 between the Government of NCT of Delhi represented by Principal Secretary (Power) to Govt. of NCT of Delhi (hereinafter called “the GNCT of Delhi”) on the first part.

AND

The Delhi Vidyut Board constituted under Section 5 of the Electricity (Supply) Act, 1948 (hereinafter called “The Board” which expression shall unless repugnant to the context or meaning thereof include its successors and assigns) on the second part through Shri Jagdish Sagar, Chairman, DVB.

AND

The Delhi Vidyut Board Joint Action Committee which consists of Delhi State Electricity Workers Union (Recog.) DESU Engineers Association (Recog.), DVB Generation Engineers and Supervisors Association (Recog.), DVB Officers Association (Recog.), DVB Sub-Station Technical Staff Association (Regd.) and DVB Technical Employees Association (Regd.) and representing workers, supervisors, engineers and officers of Delhi Vidyut Board (hereinafter called “Joint Action Committee”) on the third part through its Convener Shri Hira Lal Sharma and representatives and office bearers of constituent associations:-

- 1) Whereas the Government of NCT of Delhi declared its policy to restructure of Delhi Vidyut Board for the purpose of restoring the operational and financial viability to meet the future demand for sufficient supply of energy.
- 2) Whereas the employees of the DVB are apprehensive that on restructuring of the DVB the employees shall be retrenched and/or their service conditions adversely affected, therefore, to allay these fears the parties herein, namely, the employees of DVB (through the JAC), management of DVB and the Govt. of NCT of Delhi, mutually agree to lay down and accept the conditions laid herein to achieve the objective of smooth implementation of the policy of reorganization and restructuring by the DVB.
- 3) Now, therefore, in consideration of the promises and mutual conditions set forth herein, it is agreed that in the event of reorganization of DVB into two or more corporate entities and disinvestment of any such entities of GNCT of Delhi and the DVB hereby guarantee as follows:
 - a) There will be no retrenchment of present employees on account of being declared surplus or on account of restructuring of DVB and their status/service conditions will not change.
 - b) The terms and conditions of service upon transfer to the corporate entities, such as promotions, transfers, leave and other allowances, etc. regulated by existing regulations/service rules e.g. FR/SR will be guaranteed to continue the same and any modifications shall be by mutual negotiations and settlements with recognised unions/associations without detriment to the existing benefits.

- c) With regard to wage negotiations, the present system of bipartite negotiations shall continue.
- d) The Government shall create a Pension Fund in the form of a trust and the pensionary benefits of absorbed employees shall be paid out of such Pension Fund:
 - 1) The Principal Secretary (Power) of the GNCT of Delhi shall be the Chairperson of the Board of Trustees which shall include representatives of the Departments of Finance, Personnel, Labour, the employees and experts in the relevant field to be nominated by the Government.
 - 2) The procedure and the manner in which pensionary benefits are to be sanctioned and disbursed from the Pension Fund shall be determined by the Government on recommendation of the Board of Trustees.
 - 3) The Government/DVB shall discharge their pensionary liability by paying in lumpsum a onetime payment to the Pension Fund Trust the pension or service gratuity and retirement gratuity for the service rendered till the date of transfer of the DVB employees in the successor entities.
 - 4) The manner of sharing the financial liability on account of payment of pensionary benefits by the successor entities shall be determined by the Government.
 - 5) The arrangements hereunder shall be applicable to the existing pensioners and to the existing employees on their superannuation in the new entities and shall not apply to the employees directly recruited by the new entities for whom it shall devise its own pension scheme and make arrangements for funding and disbursing the pensionary benefits.
 - 6) The balance of provident fund standing at the credit of the absorbed employees on the date of their absorption in the new entities, shall be transferred to the new Provident Fund Account of the employees to be re-maintained and operated by the trust.
- e) All the existing welfare measures like the scheme for compassionate appointment and medical reimbursement, etc. shall be continued.
- f) All benefits of the service rendered by the employees in the Board as on the date of restructuring, i.e. the effective date shall be protected and shall be given full effect.
- g) The period of the service of the employees under the Board and under the corporate entity shall be treated as continuous service for the purposes of all service benefits and terminal benefits payable to the personnel.
- h) The existing welfare benefits to the retired employees shall continue. All obligations in respect of payment of pension, retirement benefits including provident fund, superannuation pension, encashment of leave, gratuity, LTC, electricity concession, medical benefits, DA and benefits available to the present SC, ST, OBC and all other employees, who have retired and who are going to retire from the

services of the Board before the date of restructuring of DVB shall be the responsibility of the Corporate entities and the Trust and guaranteed by the Government of NCT of Delhi.

- i) The Government and the successor entities of the DVB shall follow transparent procedures in accordance with law in regard to the assets and liabilities of DVB.
- j) All the existing agreements/settlements and liabilities shall be honored by the successor entities to the Board and the workmen represented by the recognised unions and the associations.
- k) In the event of formation of two or more corporate entities all the existing employees will be absorbed in these corporate entities, which would be the successor bodies to the Board.
- l) The employees transferred to the service of the corporate entities shall be deemed to have entered into an agreement/settlement with the corporate entities to fulfill the obligations assumed by them with the Board including in respect of repayment of loans, advances and other sums due which remain outstanding from the employees on the effective date.
- m) All disciplinary proceeding pending at the time of restructuring shall be dealt with by the successor entities. All disciplinary cases already finalized and punishments awarded by the Board shall not be reopened.
- n) The existing work norms shall continue in the corporate entities. Any change therein shall be brought about through negotiations/settlements between the recognised union/associations and management.
- o) While formulating the transfer scheme, the career prospects of the employees working in 66 kV and 33 kV Sub-Stations and other employees shall be taken into consideration.
- p) Government may consider the request of the recognised union for the appointment of a worker's representative on the Board of Directors of the corporate entities wholly at the discretion of the Government. Such representative, (if so decided) shall have the experience in industrial relations and contributed in maintaining industrial peace and improvement in consumer service.
- q) An ad-hoc payment of Rs. 500 per month will be paid to each of the employees on transfer to the new corporate entities which will be adjusted against any future pay revision.
- r) In the event of any dispute/difference arising out of this Tripartite Agreement efforts will be made to resolve it amicably or through the Lt. Governor (Delhi) as an arbitrator or his nominee as appointed by him. Courts at Delhi/New Delhi shall have the Jurisdiction in the event of any litigation.
- s) The Tripartite Agreement entered herein shall be duly notified.

For and on behalf of the
Government of NCT of Delhi.

Sd/-
(SHRI ASHOK PRADHAN)
Pr. Secretary (Power),
Govt. of NCT of Delhi
(First Party)

Sd/-
(SHRI JAGDISH SAGAR)
Chairman, DVB
(Second Party)

Sd/-
1. (SHRI HIRA LAL SHARMA)
Convener JAC & Genl. Secy.,
Delhi State Electricity
Workers Union

Sd/-
2. (SHRI D.K. PURI)
Genl. Secy. DESU Engineers
Association

Sd/-
3. (SHRI B.K. SHARMA)
Genl. Secy. DVB Generation
Engineers and Supervisors Association

Sd/-
4. (SHRI D.K. SAINI)
Genl. Secy. DVB Officers
Association

Sd/-
5. (SHRI SUKHDEV SHARMA)
President, DVB Sub-Station
Technical Staff Association

Sd/-
6. (SHRI R.K. VARSHNEY)
Genl. Secy., DVB Technical
Employees Association.

Witness:
1

Witness:
2

Witness:
3

(Notified vide Notification No.F.11(82)/2000-EB/990, dated 16.01.2001)

**TRIPARTITE AGREEMENT BETWEEN THE GOVERNMENT OF NCT OF DELHI,
DELHI VIDYUT BOARD AND DVB JUNIOR ENGINEERS' ASSOCIATION**

This tripartite agreement entered into on this 9th day of November, 2000 between the Government of NCT of Delhi represented by Principal Secretary (Power) to Govt. of NCT of Delhi (hereinafter called "the GNCT of Delhi") on the first part.

AND

The Delhi Vidyut Board constituted under Section 5 of the Electricity (Supply) Act, 1948 (hereinafter called "The Board" which expression shall unless repugnant to the context or meaning thereof include its successors and assigns) on the second part through Shri Jagdish Sagar, Chairman, DVB.

AND

The Delhi Vidyut Board Junior Engineers Association representing Junior Engineers of Delhi Vidyut Board through its General Secretary Shri D.C. Kapil:

- 1) Whereas the Government of NCT of Delhi declared its policy to restructure of Delhi Vidyut Board for the purpose of restoring the operational and financial viability to meet the future demand for sufficient supply of energy.
- 2) Whereas the employees of the DVB are apprehensive that on restructuring of the DVB the employees shall be retrenched and/or their service conditions adversely affected, therefore, to allay these fears the parties herein, namely the Junior Engineers' Association of DVB, management of DVB and the Govt. of NCT of Delhi, mutually agree to lay down and accept the conditions laid herein to achieve the objective of smooth implementation of the policy of reorganization and restructuring by the DVB.
- 3) Now, therefore, in consideration of the promises and mutual conditions set forth herein, it is agreed that in the event of reorganization of DVB into two or more corporate entities and disinvestment of any such entities of GNCT of Delhi and the DVB hereby guarantee as follows:
 - a) There will be no retrenchment of present employees on account of being declared surplus or on account of restructuring of DVB and their status/service conditions will not change.
 - b) The terms and conditions of service upon transfer to the corporate entities, such as promotions, transfers, leave and other allowances, etc. regulated by existing regulations/service rules e.g. FR/SR will be guaranteed to continue the same and any modifications shall be by mutual negotiations and settlements with recognised unions/associations without detriment to the existing benefits.
 - c) With regard to wage negotiations, the present system of bipartite negotiations shall continue.
 - d) The Government shall create a Pension Fund in the form of a trust and the pensionary benefits of absorbed employees shall be paid out of such Pension Fund:
 - 1) The Principal Secretary (Power) of the GNCT of Delhi shall be the Chairperson of the Board of Trustees which shall include representatives of the Departments of Finance, Personnel, Labour, the employees and experts in the relevant field to be nominated by the Government.

- 2) The procedure and the manner in which pensionary benefits are to be sanctioned and disbursed from the Pension Fund shall be determined by the Government on recommendation of the Board of Trustees.
 - 3) The Government/DVB shall discharge their pensionary liability by paying in lumpsum a onetime payment to the Pension Fund Trust the pension or service gratuity and retirement gratuity for the service rendered till the date of transfer of the DVB employees in the successor entities.
 - 4) The manner of sharing the financial liability on account of payment of pensionary benefits by the successor entities shall be determined by the Government.
 - 5) The arrangements hereunder shall be applicable to the existing pensioners and to the existing employees on their superannuation in the new entities and shall not apply to the employees directly recruited by the new entities for whom it shall devise its own pension scheme and make arrangements for funding and disbursing the pensionary benefits.
 - 6) The balance of provident fund standing at the credit of the absorbed employees on the date of their absorption in the new entities, shall be transferred to the new Provident Fund Account of the employees to be re-maintained and operated by the trust.
- e) All the existing welfare measures like the scheme for compassionate appointment and medical reimbursement, etc. shall be continued.
 - f) All benefits of the service rendered by the employees in the Board as on the date of restructuring, i.e. the effective date shall be protected and shall be given full effect.
 - g) The period of the service of the employees under the Board and under the corporate entity shall be treated as continuous service for the purposes of all service benefits and terminal benefits payable to the personnel.
 - h) The existing welfare benefits to the retired employees shall continue. All obligations in respect of payment of pension, retirement benefits including provident fund, superannuation pension, encashment of leave, gratuity, LTC, electricity concession, medical benefits, DA and benefits available to the present SC, ST, OBC and all other employees, who have retired and who are going to retire from the services of the Board before the date of restructuring of DVB shall be the responsibility of the Corporate entities and the Trust and guaranteed by the Government of NCT of Delhi.
 - i) The Government and the successor entities of the DVB shall follow transparent procedures in accordance with law in regard to the assets and liabilities of DVB.
 - j) All the existing agreements/settlements and liabilities shall be honored by the successor entities to the Board and the workmen represented by the recognised unions and the associations.
 - k) In the event of formation of two or more corporate entities all the existing employees will be absorbed in these corporate entities, which would be the successor bodies to the Board.

- l) The employees transferred to the service of the corporate entities shall be deemed to have entered into an agreement/settlement with the corporate entities to fulfill the obligations assumed by them with the Board including in respect of repayment of loans, advances and other sums due which remain outstanding from the employees on the effective date.
- m) All disciplinary proceeding pending at the time of restructuring shall be dealt with by the successor entities. All disciplinary cases already finalized and punishments awarded by the Board shall not be reopened.
- n) The existing work norms shall continue in the corporate entities. Any change therein shall be brought about through negotiations/settlements between the recognised union/associations and management.
- o) While formulating the transfer scheme, the career prospects of the employees working in 66 kV and 33 kV Sub-Stations and other employees shall be taken into consideration.
- p) Government may consider the request of the recognised union for the appointment of a worker's representative on the Board of Directors of the corporate entities wholly at the discretion of the Government. Such representative, (if so decided), shall have the experience in industrial relations and contributed in maintaining industrial peace and improvement in consumer service.
- q) An ad-hoc payment of Rs. 500 per month will be paid to each of the employees on transfer to the new corporate entities which will be adjusted against any future pay revision.
- r) In the event of any dispute/difference arising out of this Tripartite Agreement efforts will be made to resolve it amicably or through the Lt. Governor (Delhi) as an arbitrator or his nominee as appointed by him. Courts at Delhi/New Delhi shall have the Jurisdiction in the event of any litigation.
- s) The Tripartite Agreement entered herein shall be duly notified.

For and on behalf of the
Government of NCT of Delhi.

Sd/-
(SHRI ASHOK PRADHAN)
Pr. Secretary (Power)
Govt. of NCT of Delhi

(First Party)

Witness:
1

(Y.D. MEHTA)
Administrative Officer (G)
DVB

Sd/-
(SHRI JAGDISH SAGAR)
Chairman, DVB
DVB Junior Engineers

(Second Party)

Witness:
2

(R.K. TANEJA)
P.S. to Addl. G.M. (Admn.)
DVB, Shakti Bhawan, DVB
Nehru Place,
New Delhi-110019

Sd/-
(SHRI D.C. KAPIL)
General Secretary,
DVB Junior Engineers
Association

Witness:
3

(H.R. PATHAK)
President
Junior Engineers'
Association

(Notified vide Notification No. F.11(82)/2000-EB/PF-1/360, dated 23.03.2001)

ANNEXURE –VII

QUESTIONNAIRE BY WAGE REVISION COMMITTEE-2016

1. At the time of unbundling of erstwhile Delhi Vidyut Board on 1st July 2002, how many employees came to your organization from erstwhile Delhi Vidyut Board?
2. Give category-wise details of the employees particularly with reference to technical and non-technical staff that came to your organization from erstwhile Delhi Vidyut Board.
3. Was there any distinction in pay, allowances, or any other type of facilities between technical and non-technical employees, from top to bottom at the time of unbundling of erstwhile DVB? Is there any change in this regard after unbundling of DVB?
4. In the matter of pay and allowances, are you in favour of continuing to treat technical and non-technical staff differently?
5. How many female employees (category-wise) are working in your organization?
6. Is there any special provision in your organization for commutation of female employees deployed in shift duties?
7. Whether in-house sexual harassment Committee in compliance of Vishakha judgment of Supreme Court is in place in your organization?
8. Whether, to your knowledge, there is any discrimination in the pay structure of similarly situated categories of employees?
9. How many representations for rationalization of pay structure filed by your employees are presently pending for consideration with you?
10. What is the maximum and minimum pay of employees in your organization?
11. Does the Company has adequate manpower or there is shortage or surplus manpower?
12. Do you feel that the sanctioned strength of your employees under different categories require restructuring and what, in your opinion, should be the level of restructuring keeping in view the change in technologies, methodologies and cost benefit analysis?
13. Whether any fresh recruitment has taken place in your organization after unbundling of erstwhile DVB? If so, give details of category-wise induction of employees. Also indicate the source of recruitment, whether on deputation or direct recruitment.
14. Whether there exists any vacancies to be filled up against sanctioned strength in any particular category, and, if so, what steps have been taken by your organization to fill up vacant

slots? What is the average time frame for filling up the vacancies?

15. Do you find any difficulty in making recruitment of the required manpower against sanctioned posts in a particular category?
16. What is the system in place in your organization to deal with the non-willing employees and whether the organization can get rid of such non-willing employees through Special Voluntary Retirement Scheme, etc.? If so, its financial implications on the organization?
17. Are there any surplus employees under any category in your organization, and if so, whether the services of such surplus staff can be utilized elsewhere without compromising the efficiency or affecting the terms & conditions of such employees?
18. What is the annual rate of retirement under different categories of employees in your organization and give a brief account of year-wise retirement that took place after unbundling till March 2018?
19. Please also provide the category-wise projected retirement for the next ten years.
20. After retirement of employees from your organization what is the mechanism in place to ensure timely payment of their pension and terminal benefits, which the retirees are entitled?
21. Is there any difference between the retirement benefits of retirees of erstwhile DVB origin and non-DVB origin?
22. Whether your organization has made any contractual employment after unbundling and, if so, how many persons have been appointed? Please give category-wise details. Also specify the period for which such contractual employees have been working.
23. What is the average time taken for actual promotion of employees from one rank to another higher rank?
24. Whether promotional avenues are open for all categories of employees and, if not, specify the category of employees for whom there is no promotional avenues?
25. Are there any isolated posts in your organization and, if yes, can you suggest creation of promotional avenues for such isolated posts with minimal financial implications?
26. Is Time Bound Promotional Scheme/Modified Assured Career Progression (MACP) is applicable in your Company? If 'Yes', does this scheme meets the aspiration of the employees in different categories?
27. What is the system of recording of ACRs of the employees in your organization? Whether any self-appraisal is taken from the employees before writing ACRs. How your organization is linking the performance with promotion?
28. Whether graded performance can be incentivized and, if so, what are your views on the same?

29. Has the Company specified the duties and responsibility for each level?
30. Does the Company have job rotation policy? Does it implemented to letter and spirit?
31. Whether your organization is 5-day working or 6-day working? What is the pattern of holidays in the organization?
32. Whether your organization operates round the clock in shifts or are there any fixed working hours? Give details in regard to categories of employees who work in shifts and the employees work only in day duties.
33. Whether the employees deployed on emergency duty at odd hours are given any incentive or special allowance?
34. Whether any provision has been made in your organization for providing transport to the employees called on emergency duty at odd hours?
35. Whether you have provision for biometric attendance system for attendance of the employees and, if so, whether it is working smoothly?
36. Whether the payroll of the company is prepared based on the attendance provided by the biometric attendance system?
37. Do you have any dress code for the employees and, if not, are you or aren't you in favour of any dress code?
38. Do you have any facility of canteen/cafeteria in your organization for the needs of your employees?
39. Is there any policy for providing official accommodation to its employees near the place of their working to improve efficiency and save loss of man hours in commuting?
40. Is it feasible to provide official accommodation to the employees at par with that provided by the PSUs to their employees?
41. What is the rate at which transport allowance as well as conveyance allowance is allowed to various categories of employees of your organization?
42. Does the Company is providing conveyance facility or vehicle to employees/conveyance allowance for doing official work?
43. Is there any practice to provide interest free loan for purchase of vehicle by the employees of your organization?
44. Do you have any provision for in-house or outside training for your employees? If yes, specify the nature of such training and how far it is useful for the growth of the organization?
45. Whether the working employees and the retirees are entitled to same medical facilities or different medical facilities are there? Give details?
46. Whether the electricity concessional units, LTC, medical facilities are admissible to the family pensioners and dependents of the deceased pensioner?

47. Is there any disparity in the electricity concessional units admissible to the pensioners and to those presently working in your organization? If so, to what extent?
48. Specify the procedure for availing medical facilities by the employees and their dependents including pensioners.
49. In what way, according to you, medical facilities for the existing employees and pensioners can be improved? What is your view on obtaining of cashless mediclaim policies for the employees?
50. Does the company has Group Life Insurance Policy for its employees? If yes, what is the amount being paid through this policy in case of any casualty? Specify the extent of contribution towards policy premium made by your organization and the contribution, if any, made by the employees towards such policy.
51. Can the existing practice of deducting nominal amount of Rs.15/- per month per employee on account of Death Relief Fund from their salary, be dispensed with?
52. Give total number of court cases filed by or against the organization from unbundling of erstwhile DVB to till date.
53. Give breakup of court cases by or against the employees and court cases relating to other matters.
54. If possible, give a brief account of the main dispute that went to the court after unbundling.
55. What are your suggestions for reducing the number of court cases by or against the employees?
56. What is the grievance handling mechanism in your department and in what time-frame the grievances are settled? Whether such settlement of the grievances is to the satisfaction of the employees and, if not, why?
57. What was the generation capacity at the time of unbundling in your organization? Give year-wise details of decrease/increase in the generation capacity.
58. Whether the power generating plants/transmission capacity, that existed at the time of unbundling in your organization are satisfactorily working till date, and if not, steps taken for making them functional. Is there any addition in the power generation plants/transmission capacity in your organization after unbundling of DVB, and if so, when and how much enhancement in terms of production/transmission of electricity was achieved by the organization?
59. What is the present ratio of manpower cost to cost of production/sales turnover in your company?
60. Do you have any budget sanctioned by the Delhi Government to meet the expenses of your organization including salary and sundry expenses of the employees? Clearly specify the sources

from where the expenses of the organization are met including salary and benefits admissible to the employees?

61. Is there any scope for reducing the expenses in your organization, and if so, give details thereof?
62. Do you have any suggestion for augmenting the resources of your organization? Give a brief account of the same by which the resources of the organization can be increased.
63. Any other suggestion that your organization would like to make in connection with any of the terms of reference of this Committee.