

(1)

Exhibit-II
(Contains 42 Pages)

OBSERVATIONS OF THE DEPARTMENTAL COMMITTEE CONSTITUTED BY THE SECRETARY (POWER), GOVT. OF NCT OF DELHI

ON RECOMMENDATIONS MADE IN THE FINAL REPORT OF WAGE REVISION COMMITTEE (WRC)

S. No.	Recommendation / Suggestion of WRC	Page No. of WRC Report for reference	Observations of Departmental Committee
1.	<p>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 7 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.</p>	50 & 69	<p>It has been observed that Pay Matrix recommended by WRC is having 14 levels. However, 7th CPC is having 18 Levels. It is pertinent to mention that entitlement of allowances, medical benefit, LTC, House allotment etc. to Govt Officers/Officials are determined by pay level. The same is adopted by the power companies for their employees. The levels are also important in the matter of recruitment of officials/officers on deputation basis in these power companies. As such corresponding 7th CPC levels have been proposed to be incorporated in the pay matrix as shown at column no. 6. It has further been observed that revised entry pay of the pay matrix recommended by WRC is not matching with any of the cell of</p>

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

(102)

(2)

As recommended by WRC

Proposed

Pay Band	Grade Pay as on 31/12/2015	Level	Entry Pay (Pre-revised)	Revised Pay	Corresponding 7th CPC Level	Rationalized revised entry pay as per 7th CPC
1	2	3	4	5	6	7
6000-20200	2000	1	8500	21800	L-3	22400
8500-26300	2800	3	12100	31100	L-4	27100
10900-34800	3600	4	16230	42500	L-5	31900
					GP3600 is not available in 7th CPC.	43600
					GP4200 at Level L-6 may be considered.	
10900-34800	4800	5	19450	51000	L-8	52000
10900-34800	5400(B)	6	21480	56300	L-9	56300
19000-39100	5400(A)	7	26570	70900	L-10	71100
19000-39100	6600	8	30030	80200	L-11	80900
19000-39100	7600	9	32920	87900	L-12	88700
19000-39100	8300	10	34940	93300	GP8300 is not available in 7th CPC.	123100
					GP8700 at Level L-13 may be considered.	
37400-67000	8900	11	49100	131100	L-13A	131100
37400-67000	10000	12	56200	152900	L-14	153000
67000-79000	No Grade Pay	13	67000	182200	L-15	182200
75500-80000	No Grade Pay	14	75500	205400	L-16	205400

the corresponding column of 7th CPC. The matching is important so as to bring WRC recommended cells at par with 7th CPC cells. Accordingly, the revised entry pay recommended by WRC has been suitably rationalized by matching with appropriate cell in the corresponding columns of 7th CPC as shown at column 7. This will also be helpful in working out the pension of the pensioners as no separate table would be required to be created and the appropriate 7th - CPC tables will serve the purpose. Further, the Grade Pay of Rs.3600 is not available in the 7th CPC Pay Matrix and the next higher available Grade Pay is Rs.4200 at Level L-6 in the same Pay Band, as such GP4200(L-6 of 7th CPC) may be considered against GP3600. Similarly, the Grade Pay of Rs.8300 is not available in the 7th CPC Pay Matrix (7th CPC) may be considered against GP3600. Similarly, the Grade Pay of Rs.8300 is not available in the 7th CPC Pay Matrix and the next higher available Grade Pay is Rs.8700 at Level L-13 in the Pay Band of Rs.37400-67000, as such GP8700(L-13 of 7th CPC) may be considered against GP8300. For all levels of Pay Matrix, the Pay

(161)

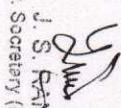
J. S. RANA

Y. SRINIVASA RAO
DCA

f/s

Ran

			Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
2.	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. If the entry pay or the first Cell in the applicable Level is more than the amount arrived at above, the pay shall be fixed at the entry pay or the first Cell of that applicable Level	51-52	The department has no objection. However, revised rationalized entry pay to be used as proposed above.
3.	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 above.	55	The department has no objection.
4.	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.	52	The department has no objection, as it is in line with 7 th CPC.
5.	In case of medical officers eligible for Non-Practicing Allowance, 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 1 st 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	53	The department has no objection.


J. S. RANA
Dy. Secretary (Power)


Y. SRINIVASA RAO
DCA

at the immediate next higher Cell in that applicable Level of the Pay Matrix. The pay so fixed 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.		
6. The rate of Annual Increment is being retained at 3 percent.	56	The department has no objection, as it is in line with 7th CPC.
7. There shall be two dates for grant of increment namely, 1 st January and 1 st July of every year, instead of existing date of 1 st July. Provided that an employee shall be entitled to only one annual increment either on 1 st January or 1 st July depending on the date of his appointment, promotion or grant of financial up-gradation.	56	The department has no objection, as it is in line with Orders of GoI.
8. 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 2 nd day of January and 1 st day of July (both inclusive) shall be granted on 1 st 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 2 nd day of July and 1 st day of January (both inclusive) shall be granted on 1 st day of July.	56-57	The department has no objection, as it is in line with Orders of GoI.
9. 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 28 th August, 2018.	58	The department has no objection, as it is in line with Orders of GoI.
10. 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 3 rd August, 2017 and subsequent OM NO.1-6/2016-IC/E-IIA dated 07 th February, 2019 regarding bunching of stages in the revised pay structure under CCS (RP) Rules, 2016.	58	The department has no objection, as it is in line with Orders of GoI.
11. If an employee is already stagnating at the maximum of the Pay Band and the Grade Pay in the pre-	58	The department has no objection,

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

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.

12. This Wage Revision Committee, therefore, recommends maintaining and granting 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.

13. 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.

14. 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).

60

60-61

61

The department has no objection. Any functional promotion shall be adjusted against TBPS Level.

The department has no objection in case three (3) TBPS are granted to Group-A employees also. However, the 2nd or 3rd TBPS may be given to those Group-A employees who have been promoted on regular basis as per R&P Rules to the 1st or 2nd Functional Promotional Grade, respectively. Further, in any case highest TBPS level may not exceed the level of General Manager.

			as it is in line with Orders of GoI.
12.	This Wage Revision Committee, therefore, recommends maintaining and granting 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.	60	The department has no objection. Any functional promotion shall be adjusted against TBPS Level.
13.	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.	60-61	The department has no objection in case three (3) TBPS are granted to Group-A employees also. However, the 2 nd or 3 rd TBPS may be given to those Group-A employees who have been promoted on regular basis as per R&P Rules to the 1 st or 2 nd Functional Promotional Grade, respectively. Further, in any case highest TBPS level may not exceed the level of General Manager.
14.	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).	61	The department has no objection, however, the grade pay of 3600 doesn't exist in the 7 th CPC and the next level after GP2800 is GP4200 at Level L-6 in the same Pay Band, as such GP4200(L-6 of 7 th CPC) may be considered against GP3600. With the up-gradation of GP3600 to GP4200, the induction level (entry grade) of Stenographers, Pharmacists and Other Posts whose entry

(78)

Y.S. RANA

J. S. RANA

By Secretary (Power)

Y. S. SRINIVASA RAO

DCA

(6) (7)

		grade has been recommended as GP3500 by the WRC, may be considered as GP2800 w.e.f. 01/01/2016.	
15.	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 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.	61	The department has no objection, however, in case of change of cadre to Group-A, similar TBPS policy may be followed for all the posts in all the Power Companies, which may be in line with para 6 of DVB Order dated 23/07/1997.
16.	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."	61-62	The department has no objection, however, the Power Companies may suitably amend their existing TBPS rules/ policies to make them in line with para 6 of DVB Order dated 23/07/1997 as recommended by WRC.
17.	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.	62	The department has no objection.
18.	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.	62	The department has no objection.
	The grant of Time Bound Promotional Scales and regular promotions after 01.01.2016 shall be governed by the following broad principles:		

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

Y. Srinivasa Rao
Y. Srinivasa Rao
DCA

(7)

(96)

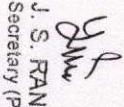
- The Time Bound Promotional Scales shall be granted on completion of 10 years, 18 years and 26 years of regular service in a particular level of the new pay matrix. Any functional promotion from one level to next higher level shall be adjusted against the Time Bound Promotional Scales.
- In regard to 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.

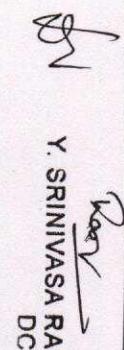
19.	TBPS/Promotion to those inducted in the Grade Pay of Rs.2000					63	The department has no objection, however, the grade pay of 3600 doesn't exist in the 7 th CPC and the next level after GP2800 is GP4200 at Level L-6 in the same Pay Band, as such GP4200(L-6 of 7 th CPC) may be considered against GP3600. For all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
20.	Pre-revised Induction Grade Pay	Promotion (functional)/ 1 st TBPS Grade Pay	Promotion (functional)/ 2 nd TBPS Grade Pay	Promotion (functional)/ 3 rd TBPS Grade Pay			
	Level	1	2	3	4		
		2000	2400	2800	3600		
		PB:I	PB:I	PB:II	PB:III		
		6000-20200	6000-20200	8500-26300	10900-34800		
	TBPS/Promotion to those inducted in the Grade Pay of Rs.2800					64	The department has no objection, however, the grade pay of 3600 doesn't exist in the 7 th CPC and the next level after GP2800 is GP4200 at Level L-6 in the same Pay Band, as such GP4200(L-6 of 7 th CPC) may be considered against GP3600. For all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
	Pre-revised Induction Grade Pay	Promotion (functional)/ 1 st TBPS Grade Pay	Promotion (functional)/ 2 nd TBPS Grade Pay	Promotion (functional)/ 3 rd TBPS Grade Pay			
	Level	3	4	5	6		
		2800	3600	4800	5400 (B)		
		PB:II	PB:III	PB:III	PB:III		
		8500-26300	10900-26300	10900-26300	10900-26300		

Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

21.	TBPS/functional Promotion to those inducted in the Grade Pay of Rs.5400(A): 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.	65	<p>The department has no objection as this practice is already being followed in IPGCL/PPCL, however, the Grade Pay of Rs.8300 is not available in the 7th CPC Pay Matrix and the next higher available Grade Pay is Rs.8700 at Level L-13 in the Pay Band of Rs.37400-67000, as such GP8700(L-13 of 7th CPC) may be considered against GP8300.</p> <p>The department has no objection in case three (3) TBPS are granted to Group-A employees also. However, the 2nd or 3rd TBPS may be given to those Group-A employees who have been promoted on regular basis as per R&P Rules to the 1st or 2nd Functional Promotional Grade, respectively. Further, in any case highest TBPS level may not exceed the level of General Manager. For all levels of Pay Matrix, the Pay Bands of 7th CPC may also be considered in place of WRC Pay Bands.</p> <p>The WRC has mentioned that it is a matter of record that ever since the report of erstwhile employees</p>
22.	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	66	


 J. S. RANA
 Dy. Secretary (Power)


 Y. SRINIVASA RAO
 DCA