

	recommends to grant 3% power pay, while fixing their pay w.e.f. 01.01.2016.		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. As such the Department has no objection, however, it is to be left entirely with Board of Directors of the Companies to take a decision on this issue keeping in view the financial affordability of the company and acceptance by DERC.
23.	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.	66-67	The department has no objection, however, it is to be left entirely with Board of Directors of the Companies to take a decision on this issue keeping in view the financial affordability of the company and acceptance by DERC.
24.	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.	67	The department has no objection, however, it is to be left entirely with Board of Directors of the Companies to take a decision on this issue keeping in view the financial affordability of the company and acceptance by DERC.
25.	At the outset, this Committee would like to observe that in view of the fact that there are two categories	73-74	The department has no objection.

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

	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.		
26.	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.	74	It is a matter of record.
27.	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.	78	The department has no objection as this practice is already being followed in IPGCL/PPCL.
28.	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.	80	The department has no objection, however, it is to be left entirely with Board of Directors of the Companies to take a decision on this issue keeping in view the financial affordability of the company and acceptance by DERC.
29.	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	96-97	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)

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA BAO
DCA

	<p>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)</p> <p>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 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.</p>		of Stenographers, Pharmacists and Other Posts whose entry grade has been recommended as GP3600 by the WRC, may be considered as GP2800 w.e.f. 01/01/2016. For all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
30.	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.	98	The department has no objection.
31.	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.	98	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.
32.	This Committee 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.	98-99	The department has no objection.
33.	In order to rationalize the pay scales applicable to Group-C employee's w.e.f. 01.01.2016, this	115	The department has no objection,

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

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(42)

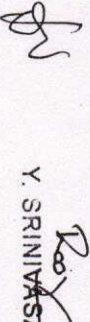
	Committee recommends Level-3 corresponding to the Pay Band of Rs.8500-26300 with Grade Pay of Rs.2800 for them in the new pay matrix at the time of induction.		however, for all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
34.	We recommend to consider 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.	116	The department has no objection, however, for all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
35.	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.	117	The WRC has placed Vehicle Drivers in the Non-technical Category although they are Technical Category employees in these Power Companies. The department has no objection in case Vehicle Drivers be considered in Technical Category as per prevailing practice of these Power Companies. For all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
36.	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	118	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,

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

	recommended by this committee to be upgraded to the grade pay of 3600.		the induction level (entry grade) of Stenographers, Pharmacists and Other Posts whose entry grade has been recommended as GP3600 by the WRC, may be considered as GP2800 w.e.f. 01/01/2016. Their career progression may accordingly be amended keeping GP2800 as entry grade and GP4200 as next TBPS or Promotional level similar to other posts with entry level of GP2800.
37.	In order 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.	118-119	The department has no objection.
38.	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.	119	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.
39.	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	119	The department has no objection.


 J.S. RANA
 Dy. Secretary (Power)


 Y. SRINIVASA RAO
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	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 1 st or 2 nd 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).		
40.	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.	120	The department has no objection.
41.	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.	120	The department has no objection.
42.	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	120-121	The department has no objection.

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

	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.		
43.	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.	121	The department has no objection.
44.	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.	121	The department has no objection.
45.	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)).	121-122	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.
46.	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: Rs.2800 → Rs.3600 → Rs.4800 → Rs.5400 (B) (Level-3) (Level-4) (Level-5) (Level-6)	122	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-

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

	Rs.3600 (Level-4) → Rs.4800 (Level-5) → Rs.5400 (B) (Level-6) → Rs.5400 (A) (Level-7)		gradation of GP3600 to GP4200, the induction level (entry grade) of Stenographers, Pharmacists and Other Posts whose entry grade has been recommended as GP3600 by the WRC, may be considered as GP2800 w.e.f. 01/01/2016 and their career progression may accordingly be amended keeping GP2800 as entry grade and GP4200 as next TBPS or Promotional level similar to other posts with entry level of GP2800.
47.	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 Up-gradation (NFU) though they shall continue to be considered as Group-B employees till their regular promotion in Group-A.	122-123	The department has no objection, however, for all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
48.	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.	123	The department has no objection.
49.	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-	123	The department has no objection.

J. S. RANA
Dy. Secretary (Power)

Y. SRINIVASA RAO
DCA

(16)

(87)