

			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.
50.			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).
51.	124		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.
52.	124		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.
53.	125		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.
54.	127		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.
55.	127		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
			In case of change of cadre to Group-A, similar TBPS policy may be followed for all the posts in all the Power Companies,

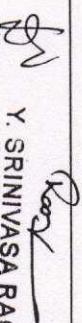
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corresponding to Grade Pay of Rs.5400 (A) in the Pay Band of Rs.19000-39100, thereafter from Level-7 to Level-9 and then from Level-9 to Level-11, whereas the JE with Degree/Diploma qualification shall be eligible for promotions as per the R&P Regulations or three Time Bound Promotional Scales from Level-7 onwards.

			which may be in line with para 6 of DVB Order dated 23/07/1997.
56.	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 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).	135-136	The department has no objection.
57.	The Stenographer inducted in the grade pay of Rs.3600 Level-4 (pre-revised Rs.3100) shall be entitled to 1 st 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.	136	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


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			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.
58.	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.	138	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 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

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			TBPS or Promotional level similar to other posts with entry level of GP2800.
59.	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.	138-139	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 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.
60.	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	139	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

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	<p>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.</p>
61. 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).	<p>141</p> <p>The department has no objection, however, the grade pay of 3600 doesn't exist in the 7th CPC and the next level after GP2800 is GP4200 at Level L-6 in the same Pay Band, as such GP4200(L-6 of 7th CPC) may be considered against GP3600.</p> <p>Further, 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.</p> <p>For all levels of Pay Matrix, the</p>

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			Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
62.	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 7 th 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.	142	The department has no objection. Any functional promotion shall be adjusted against TBPS Level.
63.	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.	145	The department has no objection.
64.	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.	145-146	The department has no objection.
65.	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.		
65.	It has been pointed out that due to placement of AG-II (GP-Rs.3100) to the newly created post of Sr.	146	The department has no objection.

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<p>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.</p>		
<p>66. 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.</p>	150-151	The department has no objection.
<p>67. 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.</p>	151	The department has no objection.
<p>68. 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</p>	152	The department has no objection.


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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.

69.	<p>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.19000-39,100, 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.</p>	152	The department has no objection.
70.	<p>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.</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> 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. <p>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</p>	189-190	<p>The department has no objection, 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>

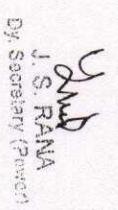

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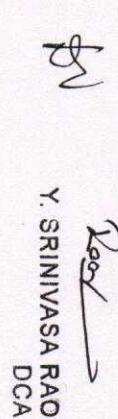
adjusted in the sanctioned strength of the functional post immediately below that; meaning thereby that certain number of posts of Assistant Manager may be operated in Dy. Manager and vice versa as per requirement. Similarly, in respect of other group of posts namely (1) Manager and Sr. Manager and (2) 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. 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.

71. 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)

The department has no objection, 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.


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