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		Functional time bound basis)			
General Manager/ Executive Director		67000-79000	13 (Functional)		

72. 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 requirement	service
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.


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73.	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.	192	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. For all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
74.	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.	194	The department has no objection.
75.	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.	194-195	The department has no objection.
76.	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,	198-199	The department has no objection. However, this matter pertains to period prior to present WRC.

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	however they will be entitled to arrears of difference in pay fixed for the period from 01.01.2016 onwards.		
77.	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 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.	199-200	The Grade Pay of Rs.8300 is not available in the 7 th 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 7 th CPC) may be considered against GP8300. Further, for all levels of Pay Matrix, the Pay Bands of 7 th CPC may also be considered in place of WRC Pay Bands.
78.	This Committee 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 (part of the Office Order of the Government of NCT of Delhi dated 9 th October 2009), 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.	203-204	The department has no objection. However, this matter pertains to period prior to present WRC.
79.	We 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.	207	The department has no objection. However, this matter pertains to period prior to present WRC.
80.	We may note that at the time of unbundling or even before that there was no post of ED in	208	The department has no objection.

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	<p>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</p> <p>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.</p> <p>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.</p>		
81.	<p>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.</p>	211-212	The department has no objection. However, this matter pertains to period prior to present WRC.
82.	<p>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</p>	213	The department has no objection. However, this matter pertains to period prior to present WRC.

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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.

83. The enhancement in pension/family pension shall be as per the following table:-

Age Pensioners/Family Pensioner	of 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

This shall be made effective w.e.f. 01.01.2016.

214 The department has no objection.

84. 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

215 The department has no objection. However, this matter pertains to period prior to present WRC.


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	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.		
85.	We recommend to re-fix the pension of AGM (T) of erstwhile DESU/Member(T) of DVB [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.	216	The department has no objection. However, this matter pertains to period prior to present WRC.
86.	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 7 th CPC have been made applicable to the employees of the Central Government and Government of NCT of Delhi.	217	The department has no objection.
87.	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.	217	The department has no objection.
88.	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.	218-219	The department has no objection.
89.	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.	219-220	The department has no objection.
90.	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	220-221	The department has no objection.

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	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.												
91.	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.	223	The department has no objection.										
92.	<p>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:</p> <table><thead><tr><th>Category</th><th>Estimated Monthly Bill</th></tr></thead><tbody><tr><td>i) Group D</td><td>Rs.1500</td></tr><tr><td>ii) Group B & C</td><td>Rs.3000</td></tr><tr><td>iii) Group A up to DGM</td><td>Rs.4000</td></tr><tr><td>iv) Group A above DGM</td><td>Rs.6000</td></tr></tbody></table> <p>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 paise per unit provided by the DISCOMS, deduction of 30% from the entitled electricity concession amount will be made.</p>	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	224, 225 & 238	The department has no objection.
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												
93.	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.	225	The department has no objection.										


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94.	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 Vidut 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.	226-227	The department has no objection.
95.	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.	227	The Pension Trust is simply a disbursement agency. The liability on account of medical facility of DVB Origin Retirees always remains with the respective Companies who provide appropriate Funds to


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