

PAY AND ALLOWANCES

1. SCALES OF PAY

The Company has the following Scales of pay for employees on IDA pay pattern, from various cadres - the level of Workmen to the CGM level:

(A) Executives w.e.f 01.01.2017

Grade	Pay Scales
E-0	30000-3%-120000
E-1	40000-3%-140000
E-2	50000-3%-160000
E-3	60000-3%-180000
E-4	70000-3%-200000
E-5	80000-3%-220000
E-6	90000-3%-240000
E-7	100000-3%-260000
E-8	120000-3%-280000

(B) Supervisors w.e.f 01.01.2017

Grade	Pay Scales
S-1	27600-3%119700
S-2	28200-3%119800
S-3	29000-3%-119900

(C) Workmen w.e.f 01.01.2017

Grade	Pay Scales
W-1	12600-3%-27200
W-2	12800-3%-27500
W-3	13500-3%-66800
W-4	13700-3%-67100
W-5	14100-3%-67700
W-6	14300-3%-70800
W-7	15000-3%-72000

INCREMENTS

Employees Appointed/Promoted between	Standard Dates of Increment
1 st January and 30 th June	1 st January
1 st July and 31 st December	1 st July

The first increment shall be drawn with effect from the 1st of the month in which the probation is completed.

2. DEARNESS ALLOWANCE

Dearness Allowance in the revised pay scale as on 1.1.2017 shall be zero. The DA payable w.e.f. 01.04.2017 onwards would be governed as per the following provision:

DA instalments would be released 4 times in a year w.e.f. 1st January, 1st April, 1st July & 1st October.

DA would be paid on the percentage increase in quarterly average of AICPI for the quarters ending February, May, August and November respectively over AICPI 277.33 (Basis 2001=100).

3. OTHER PERQUISITES & ALLOWANCES

3.1 CAFETERIA

For Executives, Supervisors & Workmen

The following Perquisite and Allowances shall form part of the cafeteria limited to 35% of revised basic pay with effect from 01.01.2017:

Sl.	Perks & Allowance	Maximum % of revised basic pay		
		Executives	Supervisors	Workmen
1.	Canteen Allowance / Meal Vouchers	7%	7%	7%
2.	Children Education Allowance	15%	15%	15%
	Hostel Subsidy	10%	10%	10%
3.	Professional Updation Allowance	10%	10%	10%
4.	Transport Allowance	13%	13%	13%
5.	Washing Allowance	5%	5%	5%
6.	Vehicle repair and maintenance Allowance	5%	5%	5%
7.	Domestic Help Allowance	10%	10%	10%
8.	Electricity Allowance	10%	10%	10%
9.	Newspaper/ Professional Literature Allowance	5%	5%	5%
10.	Driver Allowance	10%	10%	10%
11.	House Upkeep Allowance	5%	5%	5%
12.	Self-Development Allowance	15%	15%	15%
13.	Club Membership Allowance	10%	10%	10%
14.	Gardener Allowance	10%	10%	10%
15.	LTC Allowance	15%	15%	15%
16.	Family Planning Allowance	3%	6%	9%

4. NON-PRACTICING ALLOWANCE (NPA):

NPA is payable to Medical officers (Doctors) at the rate of 20% of basic pay.

5. HOUSE RENT ALLOWANCE

Revised Classification of Cities/Towns*	Rates of HRA(% of Revised Basic Pay)
X (previously classified as A-1)	24%
Y (previously classified as A, B1 & B2)	16%
Z (previously classified as C & unclassified areas)	8%

* Classification as per classification of cities/towns by Govt. of India.

6. SCHEME OF REIMBURSEMENT OF EXPENDITURE ON LOCAL TRAVEL FOR OFFICIAL PURPOSES

Rates of reimbursement for journey undertaken for official purposes owning and maintaining own vehicle is as follows:

Executives		
Grade	Type of vehicle	Rate in Rs. Per month
E1- E2	Car	3220
E3-E5		4400
E6-E7		5270
E8 & above		5860
All Executives	(Motorcycle/ Scooter/and other two wheeler)	1700

Supervisors		
Grade	Type of vehicle	Rate in Rs. Per month
S2 & above	Car	1900
S1 to S3	Motorcycle/Scooter/other two wheeler	1400
Workmen		
Grade	Type of vehicle	Rate in Rs. Per month
Upto W2	Car/Motorcycle/Scooter/other two wheeler	350
W3 to W5		600
W6 & above		850

7. LOCATIONAL ALLOWANCE:

7.1 SPECIAL ALLOWANCE

Special allowance is admissible as per rates and classification of remote areas given below:

Sl.	Category	Classification	Rate per month (% of Basic Pay)
1	A	Part A Areas	08
2	B	Part B Areas	06
3	C	Part C Areas	04
4	D	Part D Areas	03