

NATIONAL SEEDS CORPORATION LIMITED
(A GOVERNMENT OF INDIA UNDERTAKING)
BEEJ BHAVAN, PUSA COMPLEX,
NEW DELHI - 110012

No. 12(2)/16-HR/NSC

Dated: 02nd April, 2018

OFFICE ORDER NO.(154)

Sub: **Revision of scales of pay in respect of ~~in respect of~~ Executives (Board level, Below Board level Executives), Non-Unionized Supervisors and Workmen/Non-Executives in NSC w.e.f. 01.01.2017.**

The Board of Directors of NSC in its 275th meeting held on 29th December, 2017 has accorded approval for implementation of pay revision in respect of Executives (Board level, Below Board level Executives), Non-Unionized Supervisors and Workmen/Non-Executives in NSC w.e.f. 01.01.2017 based on guidelines issued by Department of Public Enterprises (DPE) vide OM No. W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03rd August, 2017, OM No. W-02/0028/2017-DPE (WC)-GL-XIV/17 dated 04th August, 2017 and OM No. W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017.

The Ministry of Agriculture & Farmers Welfare has issued Presidential Directive vide letter No. 8-2/2009-SD-I dated 23.02.2018 for revision of IDA scales of pay and allowances of Executives (Board level, Below Board level Executives), Non-Unionized Supervisors and Workmen/Non-Executives of NSC w.e.f. 01.01.2017. Accordingly, it has been decided to revise IDA Scales of Pay and Allowances w.e.f. 01.01.2017 as per details given hereunder:-

(i) **Scales of pay:-**

The revised scales of pay w.e.f. 01.01.2017 in respect of Executives (Board level, Below Board level Executives), Non-Unionized Supervisors and Workmen/Non-Executives shall be as indicated in Annexure-I & II respectively.

(ii) **Applicability of the scales:**

The revised scales of pay will be applicable on all categories of regular employees who are in receipt of their salaries in Industrial Dearness Allowance pattern including the employees who are on rolls of NSC as on 01.01.2017 and ceased subsequently to be in service of NSC on account of resignation, superannuation, voluntary retirement, termination of employees, death etc. would also be eligible for the benefits of these orders upto the period they were in service.

(iii) **Fitment benefit / Methodology for pay fixation:**

A uniform full fitment benefit of 15% would be provided.



To arrive at the revised Basic Pay as on 01.01.2017 fitment methodology shall as under:-

A		B		C		D [Revised BP as on 01.1.17]*
Basic Pay + Stagnation increment(s) as on 31.12.2016 (Personal Pay/Special Pay not to be included)	+	Industrial Dearness Allowance (IDA) @ 119.5% as applicable on 01.1.2017 {under the IDA pattern computation methodology linked to All India Consumer Price Index (AICPI) 2001=100 series}	+	15% of (A+B)	=	Aggregate amount rounded off to next Rs.10/-

*In case revised BP as on 1. 1.2017 arrived so is less than the minimum of the revised pay scale, pay will be fixed at the minimum of the revised pay scale.

The aggregate amount as at column 'D' above will be fixed in the revised scales of pay.

(iv) **Review of profitability:**

Subsequent to implementation of pay revision, the profitability of a CPSE would be reviewed after every 03 years and

- if there is improvement in the average PBT of the last 03 years, then full pay package/higher stage of pay package would be implemented while ensuring that total additional impact (sum total of previously implemented part pay package and proposed additional package) stays within 20% of the average of PBT of last 03 years.
- if the profitability of a CPSE falls in such a way that the earlier pay revision now entails impact of more than 20% of average PBT of last 03 years, then PRP/allowances will have to be reduced to bring down impact.

(v) **Increment:**

A uniform rate of 3% of BP will be applicable for both annual increment as well as promotion increment. The aggregate amount of annual increment/promotion increment (after adding 3% of revised Basic Pay) will be rounded off to the next multiple of Rs.10/-.

(vi) **Dearness Allowance:**

100% DA neutralization would be continued for all the Executives, Non-Unionized Supervisors and Workmen/Non-Executives, who are on IDA pattern of scales of pay w.e.f. 01.01.2017. Thus, DA as on 01.01.2017 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100, which is 277.33 (Average of AICPI for the months of September, October & November, 2016) as on 01.01.2017. The periodicity of adjustment will be once in three months as per the existing practice. The quarterly DA payable from 01.01.2017 will be as under:-

Effective Date	Rate of Dearness Allowance (in percentage)
01.01.2017	0
01.04.2017	-1.1
01.07.2017	-0.2
01.10.2017	2.2
01.01.2018	3.4

(vii) **Perks & Allowances :**

Under the concept of 'Cafeteria Approach', the Executives, Non-Unionized Supervisors and Workmen/Non-Executives shall exercise option in the prescribed format by selecting the set of perks & allowances under cafeteria approach to the maximum extent of 25% of Basic Pay per month w.e.f. 01.01.2017 from the following perquisites and allowances:-

S.No.	Name of perquisites & allowances	%age of Basic pay per month
1.	Transport Allowance	10% (5% additional for PH)
	Conveyance Allowance	10%
2.	Driver's Allowance	3%
3.	Children Education Allowance For studying in School .	3%
	For studying in College (UG level)	4%
	For studying in college (PG level or Professional degree courses)	5%
4.	Hostel Allowance	3%
5.	Lunch subsidy/Tiffin Allowance	3%
6.	Professional up-gradation' Development, Newspaper/Periodicals /Professional Literature Allowance	4%
7.	Hard & Soft House Furnishing / Re-furnishing Allowance	4%
8.	Electricity & Water Allowance	4%
9.	Family maintenance and disturbance Allowance	3%
10.	Uniform & maintenance allowance	3%
11.	Domestic/House-keeping assistance	3%
12.	Internet/Communication Allowance	3%
13.	Engagement of Gardner Allowance	3%
14.	Disability allowance for dependent children	3%
15.	Interest subsidy on loans	3%
16.	LTC Allowance	8%
17.	Washing Allowance	3%
18.	Expenditure on vehicle repair & maintenance allowance	5%
19.	Sundry Allowance	2%
20.	Entertainment/Club Membership Allowance	10%

An employee under suspension shall not be eligible to get the above perks & allowances under the Cafeteria Approach. Further, employees on long leave i.e. more than one month such as Study Leave, Extraordinary Leave (EOL) (on any ground or unauthorized absence) and employees who are on deputation to other organization and to those employees who are working in NSC on deputation who have opted salary of their parent organization shall not be eligible for perks & allowances under Cafeteria Approach.

The employees who resigns and leave the service without formal order or such employees who deserts from service without intimation or due notice or unauthorizedly absent themselves from duty without proper sanction of leave or leave extension shall also not be eligible for perks & allowances under this Scheme for such period.



The recurring cost incurred on running and maintaining of infrastructure facilities like hospitals, colleges, schools etc. would be outside the ceiling of 25% of basic Pay. As regards company owned accommodation provided to executives, CPSEs would be allowed to bear the Income Tax liability on the 'non-monetary perquisite' of which 50% shall be loaded within the ceiling of 25% of BP on perks and allowances.

All eligible employees are required to exercise their option for payment of Perks & Allowances under Cafeteria Approach in the prescribed format once at the beginning of each financial year and Perks & Allowance shall be paid as per option subject to prescribed ceiling.

(viii) (1) **House Rent Allowance:**

- (a) The House Rent Allowance will be at the following rates and will be effective from 23.02.2018 i.e. the date of issue of Presidential Directives by the MOA&FW as per DPE instructions/guidelines vide OM dated 04.08.2017.

Classification of cities	Rate of HRA
X-Class (Population of 50 Lakh & above)	24% of Basic Pay
Y-Class (Population of 05 Lakh to 50 Lakhs)	16% of Basic Pay
Z-Class (Population below 05 Lakh)	08% of Basic Pay

- (b) The rates of HRA will be revised to 27%, 18% & 09% for X, Y and Z class cities respectively when Industrial Dearness Allowance crosses 25% and further revised to 30%, 20% and 10% when Industrial Dearness Allowance crosses 50%.

(2) **Leased accommodation:**

- (a) The amount of lease rental ceilings should be decided on its merit keeping in view/linkage to the HRA amount, classification of cities for HRA purpose, pay scales of the executives, House Rent Recovery (HRR) rate etc.
- (b) If an executive is staying in his/her own house then normally he or she should be entitled to the HRA amount but if the said house is taken as lease accommodation for self-occupation purpose, the lease rental ceilings (after adjusting the HRR amount) should not exceed the net application HRA amount..
- (c) The House Rent Recovery (HRR) in respect of leased accommodation should be at the following rate, or the actual rent, whichever is lower:-

Classification of cities	Rate of HRR
X-Class	7.5% of Basic Pay
Y-Class	5% of Basic Pay
Z-Class	2.5% of Basic Pay

- (d) For accommodation arranged by NSC in its own township, the HRR shall be 7.5% of Basic Pay (for X-class cities) / 5% of BP (for Y-class cities) / 2.5% of BP (for Z-class cities), or standard rent fixed by CPSE, whichever is lower.

(ix) **Stagnation Increment:**

In case of reaching the end point of pay scale, an Executive, Non-Unionized Supervisor and Workmen/Non-Executive would be allowed to draw stagnation increment, one after every two years upto a maximum of three such increments provided the executives gets a performance rating of 'Good' or above.

(x) **Performance Related Pay (PRP):**

The admissibility, quantum and procedure for determination of PRP have been given in Annexure- IV of DPE OM dated 03.08.2017. The modified PRP model will be effective from FY 2017-18 and onwards. For the FY 2017-18, the incremental profit will be based on previous FY 2016-17. The PRP model will be applicable only to those CPSEs which sign Memorandum of Understanding (MOU), and have a Remuneration Committee (headed by an Independent Director) in place to decide on the payment of PRP within the prescribed limits and guidelines.

(xi) **Superannuation Benefits**

The existing provisions regarding superannuation benefits have been retained upto 30% of BP plus DA towards Provident Fund (PF), Gratuity, Post-Retirement Medical Benefits (PRMB) and Pension of their employees.

(a) The ceiling of gratuity of the Executives, Non-Unionized Supervisor and Workmen/Non-Executives of NSC is raised from Rs 10 lakhs to Rs 20 lakhs with effect from 01.01.2017 and the funding for the entire amount of Gratuity would be met from within the ceiling of 30% of BP plus DA. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%.

(b) The existing requirement of superannuation and of minimum of 15 years of service in the CPSE has been dispensed with for the pension i.e. pension under NSC Employees Defined Contribution Superannuation Pension Scheme.

(c) The existing Post-Retirement Medical Benefits will continue to be linked to requirement of superannuation and minimum of 15 years of continuous service for other than Board level Executives. The Post-Retirement medical benefits shall be allowed to Board level executives (without any linkage to provision of 15 years of service) upon completion of their tenure or upon attaining the age of retirement, whichever is earlier.

(xii) **Club Membership:**

The Board level Executives will be provided with the Corporate Club membership (upto maximum of two clubs), co-terminus with their tenure.



(xiii) **Leave regulations/management:**

CPSEs would be allowed to frame their own leave management policies and the same can be decided based on CPSEs operational and administrative requirements subject to the principles that:

- (a) Maximum accumulation of Earned Leave available is not permitted beyond 300 days for an employee of CPSE. The same shall not be permitted for encashment beyond 300 days at the time of retirement.
- (b) CPSEs should adopt 30 day's month for the purpose of calculating leave encashment.
- (c) Casual and Restricted Leave will continue to be lapsed at the end of the calendar year.

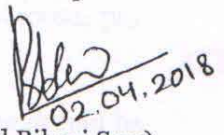
(xiv) **Periodicity:**

The next pay revision would take place in line with the periodicity as decided for Central Government employees but not later than 10 years.

In case of any clarification in regard to the issue of instructions, the matter may be referred to HR Department, Corporate Office for its examination and clarification.

The pay and allowances as per the revised scales of pay will be paid from the month of April, 2018 and resulting arrears will be paid in due course.

The expenditure involved is debitable to the Head "Pay & Allowances of respective Region/Farm/Corporate Office.


(Binod Bihari Saw)
Sr. General Manager (HR)

Encl.: As above.

Copy to:-

- 1. Director (Finance), NSC, Corporate Office.
- 2. All Head of Departments at Corporate Office.
- 3. All Regional Managers/ Head of Farms.
- 4. CVO, Addl. GM(HR), Company Secretary, Addl. GM(QC), Dy. GM(HR), Corporate Office.
- 5. Asstt. GM(F&A), NSC, Corporate Office.
- 6. APS to CMD.
- 7. IT Cell for uploading on NSC's website.
- 8. Guard file.

NATIONAL SEEDS CORPORATION LIMITED
NEW DELHI – 110012

'ANNEXURE-I'

(Annexure-I of Office Order No. _____ dated 02nd April, 2018)

Revised IDA Scales of Pay in respect of Executives (Board level, Below Board level Executives & Non-Unionized Supervisors) of NSC w.e.f. 01.01.2017.			
S. No.	Grade / Scale Code	Existing scales of pay	Revised scales of pay (as per DPE OM dated 03.08.2017) and approved by MOA&FW vide Presidential Directive No. 8-2/2009-SD-I dated 23.02.2018.
1	2	3	4
1	E-0	12600-32500	30000-120000
2	E-1	16400-40500	40000-140000
3	E-2	20600-46500	50000-160000
4	E-3	24900-50500	60000-180000
5	E-4	29100-54500	70000-200000
6	E-5	32900-58000	80000-220000
7	E-6	36600-62000	90000-240000
8	E-7	43200-66000	100000-260000
9	Director (Schedule-B)	65000-75000	160000-290000
10	CMD (Schedule -B)	75000-90000	180000-320000

'ANNEXURE-II'

(Annexure-II of Office Order No. _____ dated 02nd April, 2018)

Revised IDA scales of pay in respect of Workmen/Non-Executives of NSC w.e.f. 01.01.2017.			
S. No.	Grade / Scale Code	Existing scales of pay	Revised scales of pay (as per DPE OM dated 03.08.2017 and 24.11.2017) and approved by MOA&FW vide Presidential Directive No. 8-2/2009-SD-I dated 23.02.2018.
1	2	3	4
1	NS-0	6700-18900	15500-50000
2	NS-1	6800-19100	16000-53000
3	NS-2	7000-19700	16500-56000
4	NS-3	7200-20300	17000-60000
5	NS-4	7600-21100	18000-64000
6	NS-5	8200-22200	19000-68000
7	NS-6	8700-24500	20000-72000
8	S-1	9400-25700	22000-77000
9	S-2	9800-27600	23500-82000
10	S-3	10500-29500	25000-87000
11	S-4	10900-31500	26500-92000

Note: The existing scales of pay i.e. D-1 & D-2 in Cluster-4 (only for pre-amalgamated employees of NSC in Group-D) are merged with the revised scale of pay of NS-1 & NS-2 respectively.


02.04.2018