

No. 2020/HQ/Admin/RTI-840

New Delhi: 03.12.2020

**Sh. Robert Urang**  
Assam

**Subject: Providing information w.r.t. Original Application received under the RTI Act.2005.**

Reference: Your RTI application dated 12.11.2020 received through DOPT.

Information as obtained from the concerned record holding office is provided herewith as under;

S.No	Point No.	Information sought for	Information provided
1.	1	Refer the original application dt. 12.11.2020	Number of candidates for Jr. Manager (HR): 1075.
2.	2		Relevant policy circular No. 41/2018 is attached. (0) pages

Hope the above information is complete and satisfactory. If not, then you can appeal within 30 days of receipt of the letter to the 1st Appellate Authority whose name and address is as under;

**Ms. R. P. Chhibber**  
GGM/Administration DFCCIL,  
5th Floor, Supreme Court Metro Station Building,  
Pragati Maidan, New Delhi-110001.

DA: 07 sheets

  
03/12/2020

(S.K. Roy)  
Dy. G.M./Admn.(PIO)  
E-mail: skroy@dfcc.co.in  
011-23454707





डेडीकेटेड फ्रेट कोरीडोर

डेडीकेटेड फ्रेट कोरीडोर कॉर्पोरेशन ऑफ इण्डिया लि.  
भारत सरकार (रेल मंत्रालय) का उपक्रम  
Dedicated Freight Corridor Corporation of India Ltd.  
A Govt. of India (Ministry of Railways) Enterprise

HQ/HR/ 3<sup>rd</sup> PRC/1

Date: 14.08.2018

**Circular No. 41/2018**

**Sub:** Revision of Pay scales in respect of Board level and below Board level Executives w.e.f 01.01.2017.

In pursuance to Department of Public Enterprises OM No. W-02/0028/2017-DPE (WC)-GL-XII/17 dated 03.08.2017 and dated 04.08.2017, the proposal for revision of scale of pay w.e.f.01.01.2017 for Board level and Below Board Level Executives governed by IDA scale of pay, approved by the Board of Directors, was sent to Ministry of Railways for issuance of Presidential Directives on the subject.

2. Ministry of Railways vide letter No.2017/PL/61/9 dated 05.07.2018 have issued the Presidential Directives for revision of pay scale and Allowances under "Cafeteria Approach" w.e.f. 01.01.2017. Further, BOD in their 64th meeting held on 13.08.2018 have approved the basket of items under 'Cafeteria Approach' with its distribution.

3. Accordingly the revised IDA pay scales and allowances for Board Level and below Board level Executives would be as under:

**1. Revision of IDA Pay Scales**

The revised pay scales for Board level and Below Board level Executives governed by IDA pay scales w.e.f 01.01.2017 would be as under;

Grade	Existing Scale	Revised Scale
E0	12600-32500	30000-120000
E1	16400-40500	40000-140000
E2	20600-46500	50000-160000
E3	24900-50500	60000-180000
E4	29100-54500	70000-200000
E5	32900-58000	80000-220000
E6	36600-62000	90000-240000
E7	43200-66000	100000-260000
E8	51300-73000	120000-280000
E9 (ED)	62000-80000	150000-300000
Director {Sch.'A'}	75000-100000	180000-340000
CMD/MD {Sch.'A'}	80000-125000	200000-370000



## 2. Fitment Benefit

2.1 A uniform fitment benefit@ 15% on existing basic pay (IDA) drawn by the employee as on 31.12.2016 + DA @ 119.5% as applicable on 01.01.2017 would be provided to all Board level and below Board level officers as on 01.01.2017. The aggregate amount would be rounded off upto next Rs.10/- and pay fixed in the revised scale.

## 2.2 Methodology for pay fixation

To arrive at the revised Basic Pay as on 1.1.2017 fitment methodology shall be as under:

A		B		C		D [Revised BP as on 1.1.2017] *
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 1.1.2017 [under the IDA pattern computation methodology linked to All India Cumulative Price Index (AICPI) 2001 = 100 series]	+	15% of (A+B)	=	Aggregate amount rounded off to the next Rs.10/-.

2.3 In case revised BP as on 01.01.2017 arrived so is less than the minimum of the revised pay scale, pay will be fixed at the minimum of the revised pay scale.

2.4 In case of employees, who have been granted increment as on 01.01.2017 in pre- revised scale will be eligible for increment on 01.01.2017 in revised pay scale.

2.5 In the case of employees who have taken absorption in DFCCIL on or after 01.01.2016 after availing 7<sup>th</sup> CPC sales of pay, the following procedure will be adopted for fixation of pay in revised pay as per 3<sup>rd</sup> PRC:

- (i) Employees who have taken absorption between 01.01.2016 and 31.12.2016 and availed 7<sup>th</sup> CPC scales of pay, their basic pay in IDA as on 31.12.2016 will be taken and applicable IDA on the date (119.5%) will be added to the basic pay for fixing the pay in the revised scale as per 3<sup>rd</sup> PRC w.e.f 01.01.2017.
- (ii) The pay of the employees absorbed w.e.f 01.01.2017 onwards will be re-fixed in reference to their Cadre pay of 7<sup>th</sup> CPC.
- (iii) In respect of employees in Vigilance Department who have opted for IDA pay scale, their cases will also be dealt as per (i) and (ii) above.

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### 3. Increment

A uniform rate of 3% of Basic Pay will be applicable for both annual increment as well as Promotion Increment and rounded off to the next multiple of Rs. 10/-

### 4. Stagnation Increment

In case of reaching the end point of pay scale, an Executive (all employees of DFCCIL) will be allowed to draw stagnation Increment, one after every two years upto a maximum of three such increments and rounded off to the next multiple of Rs. 10/-, provided executives gets a performance rating of 'Good' or above.

### 5. Dearness Allowance

100% DA neutralization will be adopted for all the Employees who are on IDA pattern of scales of pay w.e.f. 01.01.2017. The periodicity of adjustment will be once in three months as per the existing practice for these categories. The quarterly DA payable from 01.01.2017 will be as per new DA scheme as given below:

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	2.20
01.01.2018	3.40
01.04.2018	3.50
01.07.2018	3.80

### 6. House Rent Allowance (HRA)

The House Rent Allowance payable to the employees of the Company will be at the following rates from the date of issue of Presidential Directive i.e. 05.07.2018:

Classification of Cities	Rate of HRA
X-Class (Population of 50 Lakh and above)	24% of Basic Pay
Y-Class (Population of 5 Lakh to 50 Lakh)	16% of Basic Pay
Z-Class (Population Below 50 Lakh.)	8% of Basic Pay

**Note:**

The rates of HRA will be revised to 27%, 18% and 9% for X, Y & Z class cities respectively when IDA crosses 25% and further revised to 30%, 20% and 10% when IDA crosses 50%.



## 7. Allowances under 'Cafeteria Approach'

7.1 The recommendation of 3rd PRC, duly accepted by the Government, has retained the concept of "Cafeteria Approach" for payment of allowances to CPSE employee with a change only in the maximum limit @ 35% of the new basic pay instead of existing 50%.

7.2 Accordingly, the revised items in basket under 'Cafeteria Approach' and its distribution subject to a ceiling of 35% of Basic Pay for IDA employees of DFCCIL w.e.f. 01.01.2017 will be as under;

S.N	Allowances	Proposed
1	Transport Allowance	4
2	Professional updation - cum-education allowance	15
3	Electricity Allowance	6
4	Recreation Allowance	6
5	Special Personal Allowance	4
6	House upkeep allowance	4
7	Fitness Allowance	6
8	Medical Allowance	4

### Note:

- i. For the period from 01.01.2017 to 31.07.2018, the revised ceiling of 35% will be adjusted against the existing items of allowances under the basket proportionately.
- ii. The revised basket of items, as above, will be effective from 01.08.2018.
- iii. The employee can either choose allowances from the above basket of allowances or may opt for lump sum payment as per their entitlement w.e.f. 01.08.2018.
- iv. Employees can change their choice of allowances in the month of April every year.
- v. In case of officers below board level having official transport, the maximum permitted allowances under "Cafeteria Approach" will be further reduced by 4%. This will be effective from 01.01.2017.
- vi. Tax will be applicable as per the income Tax Act, or as amended from time to time.

## 8. Superannuation Benefits

The existing provisions regarding superannuation benefits have been retained as per which CPSEs can contribute upto 30% of Basic Pay plus DA towards Provident Fund (PF), Gratuity, Post-Superannuation Medical Benefits (PRMS) and Pension of their employees.

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## 9. Gratuity

The ceiling of gratuity 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 Basic Pay plus DA. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%.

## 10. Club Membership

Board level executives will be allowed Corporate Club membership (upto maximum of two clubs), co-terminus with their tenure.

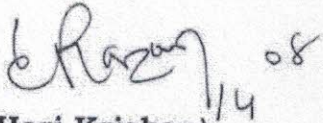
## 11. General

- a) Arrears of pay will comprise pay fixation benefits, allowances under Cafeteria, Dearness Allowance etc. w.e.f. 01.01.2017.
- b) Payment of arrears on account of revision of pay and allowance shall be subject to normal deductions towards Provident fund, Income Tax etc.
- c) A declaration in the prescribed format for opting set of allowances/perks, as per **Annexure-I** shall be submitted to Finance/ Pay Roll in the beginning of the each Financial Year i.e. by 20<sup>th</sup> of April. The declaration once submitted by employee to Finance department, will not be changed till end of the financial year and the employee will continue to draw the same set of allowances/perks during the currency of the financial year. However, officers who are promoted or transferred from one station to another or revision of pay scales may be permitted to change or resubmit their option a fresh. The declaration in the prescribed format for the present financial year may be submitted to Finance Pay Roll through the concerned CPM with change data by 25<sup>th</sup> August, 2018.
- d) The excess amount, wrong payments, incorrect fixation, clerical and arithmetical errors in calculation of the arrears shall be subject to corrections, adjustment and recoveries from the amount due to such employees.
- e) All the employees who were on the rolls of the company in IDA pay scale as on 01.01.2017 but subsequently ceased to be in service on account of superannuation, resignation, termination of employment, death, repatriation etc. would be eligible for the benefits of the revised scales and allowances of pay upto the period they were in employment with the Company.
- f) Anomalies, if any, arising as a result of fixation of pay in the revised scale, he/she may make a representation for consideration and decision by the management. All controlling Heads before forwarding such representation should invariably attach service particular certifying its authenticity in respect of such employees.



12. **Other Perks & Allowances:** Other Perks & Allowances will continue as per existing policy.

13. Separate Orders will be issued for revised scales/allowances for Non-executives.

  
(Hari Krishan) 1/4 08  
General Manager/HR 2018

Copy to:

1. Secy. to MD – for kind information of MD
2. Dir./OP&BD, Dir./Infra, Dir./PP, Dir./Fin. & CVO
3. EDs/GGMs/GMs/AGMs
4. All CPMs – for information of all employees working under them.
5. DGM/Fin/PR
6. Company Secretary.
7. Notice Board.
8. AM/IT- for placing on intranet



(For Employees in IDA scales)

Annexure **I**

To,

**Account Department,  
Corporate Office,  
DFCCIL.**

Subject: **Option for Perks & Allowances under the Cafeteria Approach.**

Ref: Corporate office letter No. HQ/HR/3<sup>RD</sup> PRC/1 dated- /4.08.2018

With reference to the above, I hereby opt for the following Perks and Allowances under Cafeteria Approach.

S.No.	Item	%	Put Tick Mark
1	Transport Allowance	4	
2	Professional updation-cum-education allowance	15	
3	Electricity Allowance	6	
4	Recreation Allowance	6	
5	Special Personal Allowance	4	
6	House upkeep Allowance	4	
7	Fitness Allowance	6	
8	Medical Allowance	4	

I understand that the above option will be valid till the end of the present financial year.

I certify that Company car has been provided/not provided to me.  
My salary may accordingly be charged.

Thanking you,

Yours faithfully

(Signature)

Name: \_\_\_\_\_  
Designation: \_\_\_\_\_  
Place of Posting: \_\_\_\_\_

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