



NATIONAL BUILDINGS CONSTRUCTION CORPORATION LIMITED
(A Government of India Enterprise)
"Committed to Customers' Delight"
Corporate Personnel & Industrial Relations Division

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CIRCULAR

SUB : REVISION OF PAY SCALES OF EMPLOYEES UNDER IDA PATTERN.

In pursuance to the instructions issued by DPE vide OM No.2(70)/08-DPE(WC-dated 26.11.2008 and 02.04.2009 read with Ministry of Urban Development letter No.0-17034/2/2008-PS dated 03.12..2008 regarding revision of pay structure of board level and below board level executives in IDA pattern, the Board of Directors in its 377th Meeting held on 22.01.2009 have approved the revision of IDA pay structure (revised pay scales and dearness allowance) for board and below board level executives w.e.f. 01.01.2007, payment of HRA & DA and other pay related recommendations as recommended by 2nd Pay Committee. The Ministry of Urban Development vide their communication No.0-17031/6/09-PS dated 12.03.09 has since issued presidential directive on revision of pay scales of board level and below board level executives and non-executive and supervisors on IDA pattern w.e.f. 01.01.2007.

1. Pay Scales

The existing scales vis-à-vis revised pay scales under IDA pattern are as per Annexure-I.

2. **Fitment Benefit & Benefit of merger of 50% DA with basic pay for fitment purpose.**

- (i) A uniform benefit @ 30% on sum of basic pay and DA @ 78.2% as on 01.01.07 would be provided to all executives. The aggregate amount would be rounded off to the next 10 Rupees and pay fixed in the revised pay scale.
- (ii) If any extra ordinary increment (s) and / or increase in the pay in respect of executives/non-unionized supervisors have been granted with retrospective effect which affects the revision of pay as on 01.01.2007, such increment and/or increase in pay will be ignored for the purpose of fitment/pay revision.
- (iii) Where executives drawing pay at two or more consecutive stages in an existing scale get bunched, then, for every two stages so bunched, benefit of one increment shall be given.

3. **Fixation of pay in revised scales for executives joining after 01.01.2007.**

- (i) The executives appointed on or after 01.01.2007 shall be deemed to have been appointed in the revised scales of pay.
- (ii) The executives appointed on or after 01.01.2007 at the minimum of the pre-revised pay scales shall be deemed to have been appointed at the minimum of the revised scales of pay.

4. **Pay fixation on promotion**

One notional increment equal to the increment being drawn by the executive in the pay scale, before such promotion will be granted and pay fixed in the higher pay scale and rounded off to the next multiple of rupees ten. The pay scales in respect of employees who were promoted/appointed on or after 01.01.2007 from non-executive category, shall be fixed provisionally at the minimum of the revised scale in executive category.

5. Increments

Annual increment will be at the rate of 3% of the revised basic pay and rounded off to next multiple of rupees ten. The existing practice of allowing increment on 1st March & 1st September every year shall continue to be followed.

6 Stagnation Increment

The rate of stagnation increment will be 3% of the revised basic pay and an executive will be allowed to draw a maximum of three stagnation increments, one after every two years, upon reaching the maximum of the revised pay scale subject to his performance rating being "Good" or above.

7. Dearness Allowance

100% DA neutralization will be adopted for all the executives and non-unionized supervisors, who are on IDA pattern of scales of pay w.e.f. 01.01.2007. Thus, DA as on 01.01.2007 will become zero with link point at All India Consumer Price Index (AICPI) 2001=100, which is 126.33 as on 01.01.2007. The periodicity of adjustment will be once in three months as per the existing practice for these categories. The quarterly DA payable from 01.01.2007 will be as per new DA scheme as given in Annexure-II.

8. House Rent Allowance

The House Rent Allowance (HRA) to the employees will be at the following rates w.e.f. 26.11.2008:-

Cities with population	Rate of HRA
50 lakhs and above	30% of basic pay
5 to 50 lakhs	20% of basic pay
Less than 5 lakhs	10% of basic pay

9. City Compensatory Allowance:

The City Compensatory Allowance stands dispensed away by Government of India.

10. Other allowances

Orders regarding revision of other allowances, subject to a maximum ceiling of 50% of the basic pay on the revised pay scales will be issued separately. In the meanwhile, such entitlement shall be paid on the existing rates on the pre-revised scales.

11. Variable Pay/Performance Related Pay (PRP)

PRP has been directly linked to the profits of the CPSEs/units and performance of the executives. The PRP scheme has been introduced from the financial year 2007-08. CPSEs will be eligible for PRP only after appointment of Remuneration Committee headed by an independent Director. Employees of the Corporation on the CDA pay pattern shall not be eligible for PRP..

12. General:

a) Orders regarding fixation of pay in the revised pay scales are being issued separately and the pay and allowance in the revised scales as above shall be payable through salary for the month of April, 2009 onwards.

b) Persons who ceased to be in services on or after 1st January 2007 on account of death/resignation dismissal or discharge on disciplinary grounds/released under VRS/normal superannuation are entitled to the benefits arising out of the revision of pay scales on pro-rata basis wherever due and admissible.

c) Arrears of pay will comprise pay fixation benefits, difference in increment rate, Dearness Allowance, Leave Encashment, Provident Fund and gratuity w.e.f.. 01.01.2007.

d) Adhoc adjustable advance paid to the employees under IDA pattern in terms of the circular No.40(2)/Estt./2007 dated 27.09.2007 read with circular No.40(2)/Estt/2008 dated 22.10.2008 shall be adjusted against the arrears accruing on account of pay revision. Adjustment of adhoc adjustable advance in respect of executive promoted from non-executive category will be for that period for which benefit of executive pay revision is being allowed to them. The recovery of advance for service rendered in non-executive category will be adjusted from the arrears accruing on account of wage revision of unionized employees.

e) Payment of arrears on account of pay revision shall be subject to normal deductions towards CPF, Income Tax etc.

f) The excess payment, wrong payments, clerical and arithmetical errors, in calculation of the arrears shall be subject to corrections, adjustment and recoveries. Any other recoveries due from an officer to the Corporation, will also be fully adjusted against pay revision arrears due to such officers,

Contents of this circular may please be brought to the notice of the employees concerned working under you.

[R.R. Baisantry]
General Manager (Pers. & IR)

Distribution:-

1. All Divisional Head in Corporate Office
2. All SGMs/RBG Heads/SBG Heads/Zonal Heads/Unit Incharges, NBCC Ltd.

3. AGM, CMD Sectt./SEO to Director (Projects)/EO to Director (Fin.)/SEO to CVO
4. NBCC Executive Forum.
5. All India NBCC Employees (Lal Jhanda) Union
6. All India NBCC Employees Association
7. All India NBCC Shramik Union
8. Notice Board

ANNEXURE I

REVISED IDA SCALE OF PAY OF EXECUTIVES W.E.F. 01.01.2007

1	2	3
E-0	6550-200-11350	12600-32500
E-1	8600-250-14600	16400-40500
E-2	10750-300-16750	20600-46500
E-3	13000-350-18250	24900-50500
E-4	14500-350-18700	29100-54500
E-5	16000-400-20800	32900-58000
E-6	17500-400-22300	36600-62000
E-7	18500-450-23900	43200-66000
E-8	20500-500-26500	51300-73000

ANNEXURE II

**Rates of Dearness Allowance for the employees of CPSEs
following IDA pattern**

Date of Dearness Allowance	Rate of Dearness Allowance (in percentage)
01.01.2007	0
01.04.2007	0.8
01.07.2007	1.3
01.10.2007	4.2
01.01.2008	5.8
01.04.2008	6.3
01.07.2008	9.2
01.10.2008	12.9
01.01.2009	16.6