



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

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No. 36(2)/2009-Estt./1053

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**CIRCULAR**

**SUB : REVISION OF PAY SCALES OF EMPLOYEES UNDER CDA PATTERN.**

In pursuance to the instructions issued by DPE vide OM No.2(54)/2008-DPE(WC-GL-XII)/08 dated 14.10.2008 read with Ministry of Urban Development letter No.0-17034/2/2008-PS dated 05.11.2008, regarding revision of pay scales of public sector employees w.e.f. 01.01.2006 following CDA pattern, the Board of Directors in its 377<sup>th</sup> Meeting held on 22.01.2009 have approved revision of pay scales of the regular employees who are under CDA pattern. 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 w.e.f. 01.01.2006 of the executives and non-executive employees on CDA pattern.

The existing scales vis-à-vis revised pay scales under CDA pattern are indicated in Annexure-I.

Pay fixation in the revised scales shall be as per the provisions of CCS (Revised Pay Rules) 2008 as indicated vide DPE OM No.2(54)/2008-DPE(WC)-XI/08 dated 14.10.2008

**Fixation of initial pay**

Pay in the pay band/pay scale will be determined by multiplying the existing pay as on 01.01.06 by the factor of 1.86 and rounding off the resultant figure to the next multiple of 10. If the minimum of the revised pay band/pay scale is more than the amount so arrived, the pay shall be fixed at the minimum of the revised pay band/pay scale.

**Fixation of pay on promotion**

One increment equal to 3% of the sum of the pay in the pay band and existing grade pay will be computed and rounded off to the next multiple of 10.

**Increment & Date of next increment**

The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable which will be rounded off to the next multiple of 10. The existing practice of allowing increment on 1<sup>st</sup> March and 1<sup>st</sup> September every year shall continue to be followed.

**Allowances**

Various allowances at the revised rates including Transportation Allowances as circulated vide DPE OM No.2(54)/08-DPE(WC/GL-1-09 dated 20.01.09 shall be implemented after obtaining approval of Board of Directors. However, allowances currently being paid shall continue to be paid on the existing rates till the revised rates are approved by the Board of Directors.

**City Compensatory Allowance**

The city compensatory allowance stands abolished.

### **House Rent Allowance**

Based on the recommendations of the 6<sup>th</sup> Central Pay Commission the earlier classification of cities has been revised viz A1 to X.A, B1, B2 to Y & C and unclassified to Z. Accordingly, the rates of house rent allowance shall be as under:

Classification of Cities	Rates of HRA as a percentage of basic pay
X	30%
Y	20%
Z	10%

The effective date for payment of HRA on the revised basic pay shall be 01.09.08.

### **Dearness Allowance**

The rates of DA are given below:-

Date	Rate of DA
01.01.2006	No DA
01.07.2006	2% of Basic Pay
01.01.2007	6% of the Basic Pay
01.07.2007	9% of the Basic Pay
01.01.2008	12% of Basic Pay
01.07.2008	16% of Basic Pay

The term basic pay in the revised pay structure means the pay drawn in the prescribed pay band + the applicable grade pay. The payment on account of DA involving fraction of 50 paise and above may be rounded off to the next higher rupee and the fraction of less than 50 paise may be ignored.

**Stagnation Increment:**

In case of an employee who had been drawing maximum of the existing scale for more than a year as on 1.1.06, the next increment in the revised pay structure shall be allowed on 1.1.06 and thereafter next increment in the revised pay structure shall be allowed on 1<sup>st</sup> March/1<sup>st</sup> September as the case may be. In cases where an employee reaches the maximum of his pay band shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-IV after which no further increments will be granted.

**Performance Related Pay (PRP)**

The employees of the Corporation on the CDA pay pattern shall not be eligible for PRP.

**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 from the month of April, 2009 onwards.

b) Persons who ceased to be in services on or after 1<sup>st</sup> January 2006 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 pre-rata basis wherever due and admissible.

c) Employees concerned are advised to exercise their option in writing as per Annexure – .... so as to reach the Personnel Division within three months of the issue of this letter. The option once exercised shall be final. If the intimation regarding option is not received within the stipulated time, the employee shall be deemed to have elected to be governed by the revised scales of pay with effect from 01.01.2006.

d) Arrears of pay will comprise pay fixation benefits, difference in increment rate, Dearness Allowance, Leave Encashment, Provident Fund, Gratuity w.e.f. 01.01.2006.

e) The grant of adhoc adjustable advance paid to the employees under CDA pattern in terms of the instructions issued vide circular No.40(2)/Estt./2008 dated 22.10.2008 shall be adjusted against the arrears accruing on account of pay revision.

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

g) 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 company, 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.

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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

### EXECUTIVE LEVEL

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1.	S-12	6500-200-10500	PB-2	9300-34800	4200
2.	S-15	8000-275-13500	PB-2	9300-34800	5400
3.	S-19	10000-325-15200	PB-3	15600-39100	6600
4.	S-21	12000-375-16500	PB-3	15600-39100	7600
5.	S-24	14300-400-18300	PB-4	37400-67000	8700
6.	S-27	16400-450-20900	PB-4	37400-67000	8900

### NON-EXECUTIVE LEVEL

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2.	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3.	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
4.	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
5.	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
6.	S-6	3200-85-4900	PB-1	5200-20200	2000
7.	S-7	4000-100-6000	PB-1	5200-20200	2400



Annexure - II

THE SECOND SCHEDULE

Form of Option

[See Rule \_\_\_\_]

\*(i) \_\_\_\_\_ hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006.

\*(ii) \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my substantive/ officiating post mentioned below until:

- \* the date of my next increment
- The date of my subsequent increment raising my pay to Rs.
- I vacate or cease to draw pay in the existing scale.
- The date of my promotion to \_\_\_\_\_

Existing Scale \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

Date:

Station:

To be scored out, if not applicable.

