

INDRAPRASTHA POWER GENERATION COMPANY LIMITED &
PRAGATI POWER CORPORATION LIMITED
(HR DEPARTMENT)

(Regd. Office: Himadri, Rajghat Power House Office Complex, New Delhi – 110 002)
Corporate Identity Number (CIN) – U40103DL2001SGC111530
Website:www.ipgcl-ppcl.gov.in

No:F.97(2)/HR/Policy/16-17/138

Dated:9th January, 2017

OFFICE ORDER

The Empowered Committee comprising of functional Directors under the Chairmanship of Director (HR) as per the approval of Board of Directors vide Items no. 81.2.9 and 79.2.9 with regard to addressing issues on implementation of Modified TBPS decides and approves as under:

1. DPC for (i) due TBPS after 7.11.2012 and (ii) those covered for fresh induction stage after passing Trade Tests etc. only is required to be conducted. However, for the past TBPS where replacement of pay scale is concerned, no fresh DPC may be conducted.
2. As far as notional fixation of pay on 7.11.2012 with regard to 1st / 2nd / 3rd TBPS is concerned, relevant past date / month of TBPS for each individual when existing TBPS was allowed to him / her prior to 7.11.2012 will be considered, along with corresponding replacement of scale for each category as per the Table approved by the Board of Directors.

Example for notional fixation of pay as mentioned by Finance has been detailed in Annexure-A.

3. Notional fixation of pay in the scale 19000-39100 + 5400 GP and where change of Pay Band is concerned, pay may be fixed as per prevalent practice subject to outcome of the decision of the Board

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of Directors as the case has separately been moved for decision by BoD accordingly.

4. For other queries, decision will be taken in the next meeting after proper input by the concerned Departments.

Concerned Finance and HR Sections are advised to expedite implementation of modified TBPS for Category B, C & D accordingly.

Encl: As above


(Anil Taneja)
AM (HR) Policy

Copy for information to:

1. Sr. PS to MD
2. Sr. PS / PS to All Directors
3. Sr. PS / PS to all EDs / GMs
- ✓ 4. Sr. Manager (IT): For uploading the same in Company Website.
5. Manager (HR)I / Dy. Manager (HR) I/C
6. AM (Finance) Wages
7. Notice Board

ANNEXURE-A

Example of Shri Mohan – Clarification sought by Finance	Clarification / Details of Fixation suggested by HR
<p>One such proposals is in respect of Shri Mohan Chand, ASO(HR) E.No. 29364, who has already been allowed 3rd TBPS w.e.f. 27.5.2011 of the post of Section Officer (GP 4800).</p> <p>It has been proposed to replace the 3rd TBPS w.e.f. 7.11.2012 with GP 5400 in the pay band of Rs. 19000-39100 with fixation benefit of one increment.</p> <p>This is entailing the incumbent to double benefit on third TBPS i.e. pay fixation benefit already allowed on 27.5.2011, and again pay fixation benefit w.e.f. 7.11.2012.</p> <p>Further, in case of persons drawing BP less than initial in the pay band (R.19000), the initial pay to be allowed is not clear, as the clarification on same is pending with HR Department since 2013.</p>	<p>Shri Mohan Chand, ASO(HR), E.No. 29364 who had been allowed 3rd TBPS in his cadre as per earlier TBPS w.e.f. 27.5.2011 has to be given his 3rd TBPS as per the revised Table of MTBPS.</p> <p>And, as per the recommendations of the Committee, point no. 12 of the Order dated 9.11.2016, the 3rd TBPS to be allowed shall be that of GP Rs. 5400 instead of GP Rs.4800 in accordance with the revised table of MTBPS.</p> <p>Hence, fixation is to be done accordingly effective from the due date of 3rd TBPS i.e. 27.5.2011 of Sh. Mohan Chand.</p> <p>Further, from that stage of fixation, the pay has to be carried forward along with due benefits attached to GP Rs.5400 and to be fixed notionally till 7th November, 2012 which is the date of extending actual benefits with payment.</p> <p>Now, the notional fixation needs to be carried on till 31st August, 2016 since the revised date of actual payment has been mentioned as 1st September, 2016.</p> <p>As far as fixation of initial pay in case of pay band of Rs.19000 is concerned, the fixation may be done as per the last column of the relevant table as per the already approved tables by the Competent Authority i.e. Director (HR). However, the concerned file has already been sent to C/A for its concurrence.</p>

