

### 3.2 Existing hierarchy

In IPGCL/PPCL, the entry scale of employees in various categories are at different levels. Besides, some streams have very small promotional hierarchy because the posts available in middle positions of these streams have been abolished due to SVRS. Unfortunately, with abolition of posts, the their levels/scales have also been abolished. Therefore, employees in such streams get promoted to the next higher level by jumping the abolished levels. This has resulted into fast-tracking of these streams in actual promotion and grant of higher TBP scale than was actually due to them. This has distorted the cadre and disturbed the well-settled parity with sister cadres.

In order to remove this disparity among various cadres, an attempt has been made to harmonize various streams in terms of promotion and grant of TBP scales. Keeping in view the industry benchmark, suitable posts have been proposed at the entry level as well as higher levels so as to form a cadre for each category in order to establish a career path for the employees. Fresh recruitments are proposed to be done in future only at the entry grades of Group B, C & D; however, the existing manpower shall be laterally placed at various levels.

### 3.3 Proposed hierarchy

The promotion would be as per new GPs proposed in Para 2.2. All the GPs are functional grade except the GP of Rs. 3100. A detailed chart on the existing grades of IPGCL, PPCL and proposed promotional hierarchy along with category, grade pay, posts, span, and rules of promotion is placed at Annexure- E.

### 3.4 Grant of Selection grade

In the agenda placed before the Board, it was proposed to operate three basic grades i.e. grade pay of Rs.2800, Rs.3500 & Rs.4200 as functional grades and it was also proposed that 30% of the sanctioned strength of lower grade may be placed in the higher Pay Band (Selection Grade). However, it is now proposed that only Rs. 3100 Grade pay may be treated as Selection Grade & all the employees (as against 30% proposed earlier) who meet the basic eligibility of Promotion may be granted the grade Pay of Rs.

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