

RAIL VIKAS NIGAM LIMITED
(A Govt. of India Enterprise)
Corporate Office

No. RVNL/1/55/HR (2017)

21.11.2017

POLICY ORDER No. 14 /2017

Sub: Pay fixation on initial appointment/promotion/absorption in RVNL

Consequent upon the implementation of 3rd PRC recommendations for regular employees of RVNL w.e.f. 1-1-2017, the Competent Authority in RVNL has approved the revision of the existing policy notified vide Policy Order No. 3/2011 dated 23.2.2011 for fixation of pay on initial appointment/ promotion/ absorption and annual increment to the regular employees of RVNL w.e.f. 1-1-2017 as under:-

1. On Initial appointment :

The pay will be fixed at minimum of the scale of pay to which a person is appointed unless advance increments are granted at the time of appointment.

1.1 On Promotion:

- (a) **Option-1-** The pay will be fixed in the higher post after adding one notional increment in the existing pay. In case the pay after adding the increment is less than the minimum of the pay higher post new pay will be fixed at the minimum of the higher pay of scale.
- (b) **Option-2-** The pay may be fixed as per the option 1 above after accrual of next increment in the existing scale of pay of the lower post. However the new pay of the will be fixed in the higher grade only wef the accrual of next increment in lower grade and not from the date of promotion .

Note :

The employee must exercise either of the option within one month of the date of promotion.

1.2 On Absorption

- (a) IDA Pay on Absorption of employees in SG or below of the CDA
(cadre CDA Pay + one increment) x 277.33/261.41.
- (b) IDA Pay on Absorption of employees in SAG and above of the CDA
(cadre CDA Pay) x 277.33/261.41.

Note:-

1. The IDA pay so calculated will be rounded up to next 10.
2. The pay so fixed shall not be less than the minimum of the offered IDA pay scale and more than the maximum of the offered IDA pay scale.
3. The date of increment of all the absorbers will be as per para 2.0 below.

2. Annual increment:

The employees appointed /absorbed/ promoted between 1st of January (A/N) to 30th June will get their first increment on the next 1st of January and the employees appointed/ absorbed /promoted wef 1st July (A/N) to 31st of December will get their first increment on the next 1st of July and thereafter on completion of one year unless otherwise withheld as a penalty under the relevant rules.



(Sathyan Pillai)
AGM (HR)

Copy to:
Secy. to CMD (for kind information of CMD)
DPE, DP, DO, CVO
All other officers & staff governed by IDA pay