

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

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

21.11.2017

POLICY ORDER No. /2017

Sub:-Revision of scale of pay of Board level and below Board level Executives
w.e.f. 1-1-2017

In pursuance of the presidential Directives as contained in Ministry of Railways letter No. 2017/PL/52/4 dated 21-11-2017, the revised IDA scales, DA, perks and allowances as notified by Department of Public Enterprises vide their O.M. No. W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 3.8.2017 and O.M. No. W-02/0028/2017-DPE (WC)-GL-XIV/17 dated 4.8.2017 in respect of Board level and below level executives and Non-Unionised Supervisors of Rail Vikas Nigam Ltd. is to be implemented in Rail Vikas Nigam Limited w.e.f. 1-1-2017. The procedure for fixation in the revised scales and other benefits are as under:-

1. **(a) Pay of Board level and below Board level officers:** The revised Pay scales for Board level and below Board level executives would be as indicated below:-

| Grade | Existing Pay Scale | Revised ay Scale |
|-----------------|--------------------|------------------|
| EO | 12600-32500 | 30000-120000 |
| E1 | 16400-40500 | 40000-140000 |
| E2 | 20600-46500 | 50000-160000 |
| E3 | 24900-50500 | 60000-180000 |
| E4 | 29100-54500 | 70000-200000 |
| E5 | 32900-58000 | 80000-220000 |
| E6 | 36600-62000 | 90000-240000 |
| E7 | 43200-66000 | 100000-260000 |
| E8 | 51300-73000 | 120000-280000 |
| E9 | 62000-80000 | 150000-300000 |
| Diector(Shc.-A) | 75000-100000 | 180000-340000 |
| CMD(A) | 80000-125000 | 200000-370000 |

(b) Pay of Non-executives:

As per the guidelines issued by Deptt. of Public Enterprises for revision of the pay of non-executive category, Board of Directors of RVNL has approved the revision of the pay of employees in non-executive categories of RVNL as under:-

| Grade | Existing Pay Scale | Revised ay Scale |
|------------------------|--------------------|------------------|
| Asstt. Executive (S2) | 10700-21400 | 25000-100000 |
| Jr. Executive (S1) | 8000-16000 | 20000-80000 |
| Tech. Asstt./TADK (NS) | 6000-12000 | 15000-60000 |

2. **Fitment:** A Uniform Fitment @ 15% on existing Basic Pay (IDA) drawn by the employee as on 31-12-2016 + D.A. @119.5% (IDA) as applicable on 1.1.2017 would be provided to all Board level and below Board level officers and non-executives as on 1.1.2017. The aggregate amount would be rounded upto the next Rs. 10/- and pay fixed in the revised scale.
3. **Annual Increment:** Annual increment will be 3% of the revised Basic Pay rounded up to the next Rs. 10/-.
4. **Stagnation increment:** The rate of stagnation increment will be 3% of the revised basic pay and executives will be allowed to draw maximum three stagnation increments, one after every two years, upon reaching the maximum of the revised pay scale provided the executive gets performance rating of "Good" or above.
5. **Dearness Allowance:** The quarterly DA payable w.e.f. 1-1-2017 will be as per the revised scale and the rates as indicated below:-

| Effective from | %age of IDA |
|----------------|-------------|
| 1.1.2017 | 0% |
| 1.4.2017 | (-)1.1% |
| 1.7.2017 | (-)0.2% |
| 1.10.2017 | 2.2% |

6. **House Rent Allowance:** The House Rent Allowance to the executives of RVNL will be at the following rates w.e.f. 21.11.2017 i.e. the date of issue of Presidential directives.

| Cities with population | Class of City | Rates of HRA |
|------------------------|---------------|------------------|
| 50 Lakh & aboves | X | 24% of Basic Pay |
| 5 to 50 Lakhs | Y | 16% of Basic Pay |
| Less than 5 Lakhs | Z | 08% of Basic Pay |

The rates of HRA will be revised to 27%, 18%, and 9% for X,Y and Z class cities respectively when the I.D.A. crosses 25% and will be further revised to 30%, 20% and 10% when IDA crosses 50%.

7. **Lease accommodation and House Rent Recovery:**
Entitlement of executives for lease facility and HRR shall be notified separately.
8. **Perks & Allowances:** In terms of para 9 of DPE Guidelines No. their O.M. No. W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 3.8.2017, the perks and allowances admissible to the different categories of the executives, under the concept of 'Cafeteria Approach' will be subject to a ceiling of 35% for DGMs (E5) and above and 32% for Sr. Manager (E4) and below. Detailed order in this regard is being issued separately.
9. **Superannuation benefits:**
Company shall continue to contribute upto 30% of Basic Pay plus DA towards superannuation benefits of the employees.
- 9.1 **Gratuity:** The ceiling of Gratuity of the Executives stands raised from Rs. 10 lakhs to Rs. 20 lakhs w.e.f. 1-1-2017 and. The ceiling of gratuity shall increase by 25% whenever IDA rises by 50%.

10. **Performance Related Pay (PRP):** In terms of para 11 of DPE OM dated 3rd August 2017, the revised Performance Related Pay will be effective from 2017-18 and onwards. For the financial year 2017-18, the incremental profit will be based on previous financial year 2016-17.
11. Payment of arrears will be made in lumpsum after adjusting the statutory PF and Income Tax.

Mandley
21/01/2018
(P.P. Pandey)
General Manager (HR)

Encl: as above
Copy to:
CMD
DPE, DP, DO, CVO
All officers & staff drawing pay in IDA pay