

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

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

21.11.2017

POLICY ORDER No....12..../2017

Sub:-Revision of Perks and Allowances in RVNL

In pursuance of the acceptance of the recommendations of the 3rd PRC accepted by the Board of Directors of the RVNL in their 84th meeting held on 11-8-2017 and the presidential Directives issued by the Ministry of Railways vide letter No. 2017/PL/52/4 dated 21-11-2017 regarding revision of IDA scales of pay, perks and allowances of CPSE employees, the perks and allowances of the regular employees of RVNL are revised as under:-

1. **Allowances under Cafeteria Approach:** The recommendations of 3rd PRC, duly accepted by the Government has retained the concept of Cafeteria Approach for payment of allowance of CPSE employees at the revised rates. Accordingly, regular employees may choose allowance from the bouquet of allowances listed in para (2) below subject to a ceiling on the percentage as under:-

S. No	GRADE	% of the new Basic Pay
1	E5 and above	35
2	E4 & BELOW	32

2. **List of allowances in the Bouquet under Cafeteria Approach:**

S.No	ITEMS	% of the Basic Pay
1	Transport Allowance	4
2	Professional Updating Cum Education Allowance	15
3	Electricity Allowance	6
4	Recreation allowance	6
5	Special Personal Allowance	4
6	House Upkeep Allowance	4
7	Fitness Allowance	6

Note:

- (i) The employee can either choose allowance from the above basket of allowance or may opt lump payment as per their entitlement.
- (ii) In case of officer below Board level having official transport the maximum permitted allowance under Cafeteria Approach will be further reduced by 4%
- (iii) Employees can change their choice of allowances in the month of July every year.

- (iv) 1% of the allowances paid would be deducted for the Welfare Fund of RVNL.
- (v) Since the allowances are part of the pay in CPSE the allowances to regular employees under Cafeteria Approach would come into effect from 01.01.2017 after the Presidential Directive from time to time.

3. **Other Reimbursements:** All other reimbursements will continue as per existing policy of RVNL.

Mandley
(P.P. Pandey) 21/11/2017
General Manager (HR)

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