



सैन्ट्रल रेलसाइड वेअरहाउस कम्पनी लिमिटेड

(भारत सरकार का उद्यम)

आइएसओ 9001:2008 प्रमाणित कम्पनी

CENTRAL RAILSIDE WAREHOUSE COMPANY LIMITED

(A Govt. of India Enterprise)

An ISO 9001:2008 Certified Company

सीआईएन : यू63023डीएल2007पीएलसी165676

CIN:U63023DL2007PLC165676



मिनी रत्न
Mini Ratna PSU



CRWC-I/ Estt./ Pay Revision/ 01.01.2017/ 3929

Date : 23.02.18

OFFICE ORDER

SUB: PAY REVISION OF BOARD LEVEL AND BELOW BOARD LEVEL EXECUTIVES OF CENTRAL RAILSIDE WAREHOUSE COMPANY, PUBLIC SECTOR ENTERPRISES (CPSE) W.E.F 01.01.17

This is to inform that consequent upon approval of the proposal of pay revision of Board level and below Board level executives of CRWC by the Board of Director in its 54th meeting held on 16.11.17, Ministry of Consumer Affairs, Food & Public Distribution vide its Order No F. No 9-77/2017-SG-I dated 15.02.18 has issued Presidential Directive for implementation of the proposal w.e.f 01.01.17.

1. Accordingly the revised pay scale in respect of Board Level and below Board Level Executives in CRWC are as under:

Sr. No	Designation	Grade	Existing pay scale (In Rs)	Revised pay scale w.e.f 01.01.17 (in Rs)
1	Executive	E-0	12600-32500	30000-120000
2	Assistant Manager	E-1	16400-40500	40000-140000
3	Deputy Manager/ Company Secretary	E-2	20600-46500	50000-160000
4	Manager	E-3	24900-50500	60000-180000
5	Senior Manager *	E-4	29100-54500	70000-200000
6	Dy. General Manager	E-5	32900-58000	80000-220000
7	Additional General Manager *	E-6	36600-62000	90000-240000
8	General Manager*	E-7	43200-66000	100000-260000
9	Managing Director	-	65000-75000	160000-290000

* Post reserved for creating promotional avenues and to be filled up according to the CRWC's requirement in future.

All Regular employees of CRWC working as on date and those separated on the account of superannuation, resignation, death etc on or after 01.01.17 would be covered by this order.

2. **Fitment Benefit:** A uniform full fitment benefit of 15% is to be provided to all regular employees of CRWC on basic pay (including admissible stagnation increment, if any) as on 31.12.2016 and IDA @ 119.5% as applicable on 01.01.17.

(Handwritten signature)

(i) **Methodology for pay fixation:**

A		B		C		D(Revised basic pay as on 01.01.17)*
Basic pay + stagnation increment(s) as on 31.12.16 (personal pay/ special pay not to be included)	+	IDA @119.5% as applicable on 01.01.17[under the IDA pattern computation methodology linked to all india cumulative Price Index (AICIP)2001=100 series]	+	15% of (A+B)	=	Aggregate amount rounded off to the next Rs 10/-

*In case of revised basic pay as on 01.01.17 arrived so is less than the minimum of the revised pay scale, pay will be fixed at the minimum of the revised pay scale.

(ii) The officials who joined CRWC on or after 01.01.17 by way of direct recruitment shall be placed in the revised pay scales from the date of their joining and such employees will not be eligible for fitment benefit under pay revision.

3. Increment:- A uniform rate of 3% of Basic Pay is applicable for both annual increment as well as promotion increment.

4. Dearness Allowance:100% DA neutralization is to be done for all the executives and non-unionised supervisors, who are on IDA pattern of scales of pay w.e.f. 01.01.2017. Thus, DA as on 01.01.2017 will become zero with link point of All India Consumer Price Index (AICP) 2001=100, which is 277.33(Average of AICPI for the months of September, October & November, 2016) as on 01.01.2017. Quarterly DA payable from 01.01.17 shall be as under:

Date	DA %
1.1.2017	0.1
1.4.2017	-1.1
1.7.2017	-0.2
1.10.2017	2.2
01.1.2018	3.4

5. House Rent Allowance(HRA):

(i) The house rent allowance to the employees of CRWC will be at the following rates.

Classification of cities	Rate of HRA
X-Class(Population of 50 lakh and above)	24% of Basic Pay
Y-Class(Population of 5 Lakh to 50 Lakh)	16% of Basic Pay
Z-Class(Population below 5 lakh)	8% of Basic Pay

(ii) The rates of HRA will be revised to 27% 18% & 9% for X,Y and Z class cities respectively when IDA crosses 25% and further revised to 30% 20% and 10% when IDA crosses 50%.

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(iii)HRA as mentioned above will be effective from the date of issue of Presidential Directive i.e 15.02.18.

6. Leased Accommodation:

The instruction related to revision of lease rent ceiling of the lease accommodation provided to all Executives would be issued separately. Till then existing lease rental ceiling would continue to be applicable.

7. The HRR in respect of leased accommodation should be at the following rate :-

Classification of cities	Rates of HRR
X-Class	7.5% of Basic Pay
Y-Class	5% of Basic Pay
Z Class	2.5% of Basic Pay

8. Perks & Allowances:

Cafeteria Approach @ 34 % of Basic Pay shall be adopted for payment of Perks & allowance admissible under different categories. Perks and allowance shall be payable from the date of issuance of the presidential directives i.e 15.02.2018.

9. **Performance Related Pay (PRP):** The revised scheme for performance related pay as per DPE guidelines shall be issued separately.

10. Superannuation benefits:

(i) The company will continue to contribute upto 30% of Basic Pay plus DA towards post retirement benefits (Provident Fund, Gratuity, Pension & Post Retirement Medical Benefit Scheme).

(ii) The ceiling of gratuity is to be raised from Rs.10 lakhs to 20 lakhs and funding for the same will be met within the ceiling of 30% of BP+DA. The ceiling of gratuity shall further increase by 25% when IDA increases by 50%. Amendment to this effect of contributory pension scheme of CRWC will be issued shortly.

(iii)The existing requirement of Superannuation and minimum 15 years of service is dispensed away for contributory pension scheme. Amendment to this effect in the Contributory Pension Scheme of CRWC shall be issued separately.

(iv)Post Retirement Medical Benefit scheme will be implemented in the company as per DPE guidelines.

*The revised gratuity is payable after amendment in the Payment of Gratuity Act, 1972.

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11. Club Membership:

Corporate Club membership upto maximum two clubs is allowed to Board Level Executive.

12. Leave Regularization/ Management: Company will continue to have the existing leave policy with the following provision:

- (i) Maximum accumulation and encashment of earned leave upto 300 days
- (ii) Calculation of Leave encashment on 30 days month basis
- (iii) Casual and restricted leaves to be lapsed at the end of Calendar Year.

13. Effective Date of Implementation

- (i) The revised Basic Pay+ DA will be effective from 01.01.2017.
- (ii) Arrears of difference in Basic Pay + DA shall be payable from 01.01.17 or from the date of joining of officials as the case may be.
- (iii) Perks & Allowance and all other Allowance will be payable from the date of issuance of Presidential Directive i.e 15.02.18.
- (iv) HRA / House Rent Recovery shall be effective from the date of issue of Presidential Directive i.e 15.02.18.

This issues with the approval of the Competent Authority.


23/02/2018
Ritesh
Manager (HR)

Distribution :

1. DGM(LOM)/ DGM(F&A)/ DGM(Engg), CRWC, CO, New Delhi
2. All Managers/ Dy. Manager/Company Secretary/ Assistant Managers / Executives - CRWC Corporate Office / Terminal – for circulation to all concerned.
3. Manager (IT) , CRWC , CO , New Delhi – with the request to upload on CRWC website
4. Under Secretary (Storage), Ministry CAF &PD, Dept. of Food & PD , Krishi Bhawan , New Delhi – For information.
5. PS to MD, CRWC, CO, New Delhi.
6. PS to MD, CWC, CO , New Delhi – for Information.