

NATIONAL PROJECTS CONSTRUCTION CORPORATION LIMITED
(A GOVT. OF INDIA ENTERPRISE)
PLOT NO. 67-68, SECTOR-25, FARIDABAD, HARYANA.
CORPORATE OFFICE

Ref. No. IR/CO/Settlement/2007

Dated: 31.05.2011

OFFICE ORDER

In pursuance to bilateral agreement signed on 21.12.2010 between the Management of NPCC Limited and (1) All India NPCC Employees Federation (2) All India NPCC Employees Association (3) All India NPCC Employees Union (4) NPCC Ltd. Workers Union of India & (5) NPCC Ltd. Sanyukt Karamchari Sangh, the wage scale/allowances and perks etc. in respect of the workmen stand revised w.e.f. 01.01.2007 as detailed, herewith.

All Project Managers/Zonal Managers are required to implement the revised pay scales, allowances etc. w.e.f. 01.01.2007 to be paid w.e.f. the date of issuance of this order. Separate orders will be issued by Corporate Office regarding payment of arrears for the period from 01.01.2007 to 31.05.2011 as per the settlement clause No. 3.3.

Pay fixation of workmen has to be done in revised wage scale w.e.f. 01.01.2007 in accordance with clause 2.1 and annual increments are to be sanctioned as per enclosed Annexure 'A'. Wage fixation is to be done at Project level under the supervision of Zonal Head concerned. A Committee, also having finance representative, be constituted at Project level by concerned Zonal Head. The copy of pay fixation order may be endorsed to Zonal Manager & CM(HR) at Corporate Office.

The settlement is binding to the members of above mentioned signatory unions and also to other workmen who volunteer to accept the same. As such, it has been decided that settlement benefits will be extended to the workmen who give a declaration for the acceptance of the said settlement and to abide by its terms and conditions. **Accordingly, head of the Project/Zones will extend the benefits of the settlement only to those workmen who submit declaration in enclosed format 'B' in triplicate to the Project Manager/head of the Zonal Office who will maintain one copy in the personal file of the concerned workmen and forward one copy each to concerned Zonal Head and CM(HR) at Corporate Office.**

P.../2.

: 2 :

The details of revised pay, allowances etc. to be given effect from 01.01.2007 are contained in enclosed Annexure 'A'. The rates of DA payable to workmen w.e.f. 01.01.2007 are detailed in Annexure 'C'.

Any doubt/anomaly with regard to wage settlement/fixation of basic wage in revised wage scale etc. should be referred to Corporate Office for clarification. Further, any excess amount arising out of the said pay fixation on revised pay scales shall be settled from the salary of the individual concerned.

Zonal Manager are requested to circulate this office order amongst the Project Managers/Offices under their control for its implementations as per aforesaid instructions.

This is issued with the approval of Competent Authority.

Sd/-
(K. K. GUPTA)
CHIEF MANAGER(HR)

Encl. : 3 Nos. Annexure 'A', 'B' & 'C'.

CC:-

1. The Director (PSU) Govt. of India, MOWR, New Delhi for kind information.
2. All Zonal Managers for information and necessary action as per enclosed Annexures 'A' to 'C'/Project Manager, NPCC Limited for information.
3. All Divisional Heads, NPCC Limited, C.O. for information.
4. Sr. Manager(Finance), NPCC Limited, Corporate Office.
5. Trustee Secretary(CPF), NPCC Limited, Corporate Office.
6. Project Manager(CS&W) Unit, NPCC Limited, Faridabad for information and necessary action as per enclosed Annexures 'A' to 'C'.
7. Notice Board of Projects/Zones/offices.
8. Notice Board, Corporate Office/Regd. Office.
9. General Secretary, All India NPCC Employees Federation.
10. General Secretary, All India NPCC Employees Association.
11. General Secretary, All India NPCC Employees Union.
12. General Secretary, NPCC Ltd. Workers Union of India.
13. General Secretary, NPCC Ltd. Sanyukt Karamchari Sangh.

SPS to CMD/ PS to D(E)/ D(F)/ CVO

Annexure 'B'

DECLARATION

The Zonal Manager/Project Manager,
NPCC Limited,

Sir,

Reference Memorandum of settlement dated 21.12.2010 signed
between _____ Management of NPCC Limited, and
_____, I, hereby, declare that :-

1. I am a member of one of the signatory Union namely
_____ and, therefore, affirm that the terms of
settlement are binding upon me.

OR

2. I am not a member of any of the signatory Union _____.
However, I am willing to be covered by terms of the settlement
and declare that I will abide by the terms of the said settlement
dated 21.12.2010.

NOTE :- Tick (_/) whichever is applicable and strike (X)
whichever is not applicable.

I also declare that this declaration is being made by me voluntarily
without any pressure or coercion.

Signature _____

NAME _____

Designation _____

Zone/Unit _____

Dated : 2011.

2. Zonal Head/Zonal Manager, NPCC Limited _____ Zone.

3. CM(HR), NPCC Limited, Corporate Office, Faridabad.

(To be FILLED UP IN TRIPLICATE)

Annexure 'A'

NATIONAL PROJECTS CONSTRUCTION CORPORATION LIMITED
(A GOVT. OF INDIA ENTERPRISE)
PLOT NO. 67-68, SECTOR-25, FARIDABAD – HARYANA -121004
CORPORATE OFFICE

Form 'H' under Rule -58 of the I.D. Act (Central) 1957

MEMORANDUM OF WAGE SETTLEMENT BETWEEN MANAGEMENT OF
NPCC LIMITED AND THE REPRESENTATIVES OF NPCC
FEDERATION/UNIONS/ASSOCIATIONS SIGNED UNDER SECTION 18 (i) OF
I.D. ACT 1947 ON 21.12.2010 AT CORPORATE OFFICE, FARIDABAD.

Represented by Management
(S/Shri)

Representatives of NPCC Unions/
Association

- | | |
|----|--|
| 1. | Under Rule- 36 of the I.D. |
| 2. | Act (Central) Rules 1957 in
the absence of any majority
Union. |
| 3. | |

PREAMBLE AND SHORT RECITAL

After a series of discussions and deliberations the wage revision of Unionised Workmen of NPCC Limited held on various dates such as 03.12.2007, 30.09.2008, 14.10.2009, 04.12.2009, 07.12.2009 and further on 17.08.2010, 23.08.2010 and 29.10.2010 at NPCC Limited Regd. Office, 30-31, Raja House, Nehru Place, New Delhi with the representatives of the aforesaid Unions/Associations/Federation, both the Management of NPCC Limited and authorized representatives of above mentioned Unions/Associations/ Federation agreed to an unanimous settlement as under:

TERMS OF THE SETTLEMENT

REVISED PAY SCALES, DA, ALLOWANCES ETC. W.E.F. 01.01.2007

1.0 : **Wage scale and Dearness Allowance :**

1.1 : **Wages :** The wages of workmen shall primarily consist of Basic wage, Dearness Allowance.

1.2 : **Wage Scale :** The revised wage scale of workmen is redefined against their existing wage scale, will be as mentioned below:

EXISTING

UNSKILLED CATEGORY

1035-20-1235-22-1345

SEMI SKILLED CATEGORY

1065-22-1285-26-1415

SKILLED CATEGORY

1095-26-1355-30-1475

1135-30-1435-34-1707

1205-34-1545-38-1811

HIGHLY SKILLED

1245-38-1625-41-1789-45-1969

1355-41-1765-45-1990

1410-50-1910-60-2330

REVISED WAGE SCALES (IN RS.)

UNSKILLED CATEGORY

7800-117(1.5% of BP) -9800

SEMI SKILLED CATEGORY

8000-120(1.5% of BP) -10000

SKILLED CATEGORY

8200-123(1.5% of BP) -10200

8400-126(1.5% of BP) -10500

8600-129(1.5% of BP) -10800

HIGHLY SKILLED

8900-134(1.5% of BP) -11100

9300-140(1.5% of BP) -11600

9800-147(1.5% of BP) -12200

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2. : **DEARNESS ALLOWANCE** : 100% Dearness Allowance neutralization will be adopted in respect of workmen w.e.f. 01.01.2007. The quarterly DA as applicable to Regular employees payable from 01.01.2007 will be as per DA Scheme issued by DPE from time to time.

2.1 : **Fixation of Basic Wage in Revised Scale** : The basic wage shall be fixed at the minimum of revised scale w.e.f. 01.01.2007. However, where basic wage + DA + IR (1st) + 25% fitment amount is more than the minimum of revised pay scale, the same shall be protected by giving increment(s).

3. : **WAGE REVISION FOR THE PERIOD 01.01.1997 TO 31.12.2006**

3.1 : It has been mutually agreed between Union / Federation / Association and the Management without any pressure from other side that wage revision for the period from 01.01.1997 to 31.12.2006 is treated as settled and no arrear to be paid. Unions have agreed for not to raise the issue regarding wage revision or arrear payment of above said period in any form whatsoever in view of the new package offered by the management

3.2. : IR issued vide C.O. order No. 500137/IDA/IR/2008/2191 dated 24.06.2008 shall be adjusted w.e.f. 01.01.2007.

3.3 : Arrears of wage settlement for the period from 01.01.2007 to the date of implementation of present wage revision order shall be paid on availability of funds for which orders will be issued by Corporate Office separately. However, the allowances shall be paid from the date of issue of present wage revision order.

3.4 : Workmen who retire after 1.1.2007 will be eligible for arrears of wage revision w.e.f. 1-1-2007 which will be paid along with other workmen.

4. : **Annual Increment in Revised Scale & Stagnation Increment** :

4.1. : Annual Increment will be sanctioned in revised scale on completion of one year's service from the date of sanction of last increment in the pre-revised scale.

4.2. : **Stagnation Increment** : Stagnation Increment will be sanctioned after two year's of attaining the maximum of wage scale which will be equivalent to last increment in the said wage scale.

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- 4.3 : Maximum 3 stagnation increment would be sanctioned in one particular wage scale.
- 4.4 : Sanction of stagnation increment shall be subject to condition that no enquiry is pending against a workman and in the event of pendency of enquiry proceeding, sanction of stagnation increment will be deferred till the outcome of enquiry. In case any punishment is awarded, no stagnation increment will be sanctioned for a period of two years.
- 4.5 : Head of the Zone/Region shall be the authority to sanction the stagnation increment. For the Units directly reporting to Corporate Office, the stagnation increment shall be sanctioned with the approval of CM(HR).

5. : **Accommodation and House Rent Allowance :**

- 5.1. : **Field Unit** : Wherever practical and economical, the Corporation will provide rent free dormitory accommodation or single room accommodation to workmen. Where construction of dormitory accommodation is not possible, practical and economical, the Corporation may provide dormitory accommodation by hiring houses. However, the financial involvement for hired accommodation will not be more than the amount of HRA payable to workmen at that place. In case no accommodation is provided to a workman, HRA will be paid at the rate as applicable.

- 5.2 : **HRA for Classified Cities :-** City based workmen will be provided HRA at following rates :

<u>Cities with population</u>	<u>Rate of HRA</u>
50 Lakhs and above	: 30% of Basic Wage
5 to 50 Lakhs	: 20% of Basic Wage
Less than 5 Lakhs	: 10% of Basic Wage

5.3. **HRA when posted in North East Region :**

Workmen keeping their families in rented houses or in their own house at the last place of posting outside the North East Region will be entitled to HRA admissible to them at old station and also at the rates admissible at new place of posting till they remain posted in North East Region.

6. : **ALLOWANCES**

6.1.: **CHILDREN EDUCATION ALLOWANCE AND HOSTEL SUBSIDY :**

Children Education Allowance and Hostel Subsidy shall be paid at the rate and on the conditions as notified by the Corporation for other categories of employees for Primary, Secondary and Higher Secondary Classes. Reimbursement of Tution Fee will be allowed as per rules of the Corporation as amended and issued from time to time.

6.2 : **SHIFT DUTY ALLOWANCE** :- Will be paid for performing duty in night shift (10 PM to 6 AM) at the rate of Rs. 10.00 per shift.

6.3 : **SPECIAL DUTY ALLOWANCE** : Special duty allowance shall be admissible @ 12% of basic wage subject to a ceiling of Rs. 1000/- on posting to any Unit in North Eastern Region of the country & Andaman Nicobar Island. However, payment of special duty allowance will be subject to specific approval of Corporate Office and it shall be paid on the satisfaction of the conditions as laid down by the Govt. of India in this regard and issued from time to time by the Corporate Office.

6.4 : **SPECIAL COMPENSATORY (REMOTE LOCALITY) ALLOWANCE:-**
Will be paid to workmen on approval from Corporate Office and on fulfillment of all the conditions prescribed by the Corporation at the existing rates till further orders.

6.5 : The special compensatory (Remote Locality) allowance will be regulated during leave, joining time and suspension in the same manner as City Compensatory Allowance is regulated;

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- 6.6 : No Project Allowance, Composite Hill Compensatory Allowance shall be admissible in the event of sanction of Special Compensatory Allowance.
- 6.7 : Wage means Basic wage only.
- 6.8 : City Compensatory Allowance stands dispensed with effect from 01.01.2007.
- 6.9 : Payment of Project Allowance will be governed by the rules in vogue in the Corporation and as amended and issued from time to time by the Corporate Office.
- 6.10 : **Composite Hill Compensatory Allowance** : In lieu of Hill and Winter Allowance, Composite Hill compensatory Allowance will be paid at the rates existing and as amended and issued by the Corporate Office from time to time.
- 6.11 : **Tribal Area Allowance & Bad Climate Allowance** : Will be paid at existing percentage (rates) till further order.
- 6.12 **Conveyance Allowance** : shall be paid as per existing percentage (rates) (wherever applicable) and as amended by the Corporation from time to time.
- 6.13 **Washing Allowance** : shall be paid as per existing rates and as amended by the Corporation from time to time.
7. : **Liveries.**
- 7.1. : Following categories of workmen shall be allowed liveries as detailed hereunder :-
- a) Chowkidar/Watchman/Security Guard
 - b) Drivers (LV/HV)
 - c) Sweepers/Safaiwala

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7.1.1: Scale of liveries/Uniforms(a) Chowkidars/Watchman/Security Guards

	Summer	For both Summer & Winter Stations	For all Winter Stations	For all Summer Stations
	1	2	3	4
1.	2 Pant & 2 Shirt (One Half + One full Sleeves alternatively)	2 Sets in 2 Yrs.	Nil	4 in 2 Yrs.
2.	(a) Caps (Cotton) OR (b) Turbans for Sikhs	3 in 2 Yrs. 4 in 2 Yrs.	Nil 4 in 2 Yrs.	1 Pair in 1 Yr. 4 in 2 Yrs.
<u>Winter</u>				
1.	Woolen suit comprising Buttoned up coat & Pants (Khakhi or any other colour as decided by the management)	1 in 2 Yrs.	2 in 2 Yrs.	Nil
2.	Woolen cap (not for those who are given turbans)	1 in 2 Yrs.	2 in 2 Yrs.	Nil
3.	Shoes	1 pair in 1 Yr.	1 pair in 1 Yr.	1 pair in 2Yr.
4.	Woolen full sleeved Jersey (Khakhi or any other colour as decided by the management)	2 in 3 Yrs.	2 in 3 Yrs.	Nil
5.	Woolen Socks (Khaki or any other colour as decided by the management)	2 pair in 3 Yrs.	2 pair in 1 Yr.	Nil
6.	Blanket	1 in 3 Yrs.	1 in 3 Yrs.	Nil

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7.1.2 : Drivers (LV/HV)

	Summer	For both Summer & Winter Stations	For all Winter Stations	For all Summer Stations
	1	2	3	4
<u>Summer</u>				
1.	2 Pant & 2 Shirt (Two Half + Two full Sleeves alternatively of Terricot clothes).	4 Sets in 2 Yrs.	Nil	5 in 2 Yrs.
2.	(a) P- Caps OR (b) Turbans for Sikhs	2 in 3 Yrs. 4 in 2 Yrs	2 in 3 Yrs. 4 in 2 Yrs.	2 in 3 Yrs. 4 in 2 Yrs.
<u>Winter</u>				
1.	Woolen suit comprising Buttoned up coat & Pants (Blue)	1 Set in 2 Yrs.	2 Sets in 2 Yrs.	Nil
2.	Welted shoes	1 Set pair in 1 Yr.	1 pair in 1 Yr. 1 pair in 2 Yrs.	
3.	Overcoat (Blue)	1 in 5 Yrs.	1 Set in 5 Yrs.	Nil
4.	Woolen Socks (Blue)	1 pair in 1 Yr.	2 pair in 1 Yr.	Nil
<u>Extra Items</u>				
1.	Leather Gloves	1 pair in 2 Yrs.	1 pair in 3 Yrs.	Nil
2.	Water Proof Coat	Nil	1 in 5 Yrs.	Nil

7.1.3 : Sweepers/Safaiwala - Shirts & Pant/Saree & Blouse - 2 pairs in one year.

7.2 : Scale of liveries/Uniforms details are given above.

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7.3 : **Procurement of Liveries items :**

7.4 : Clothes and other liveries items shall be procured either from Co-operative Stores or other Branded Agencies from nearest market at competitive rates as decided by HR/Administration in-charge.

7.5 : A committee comprising of representative Officers from Finance, Administration and Engineering will be constituted to arrange the cloth etc. inviting sealed quotations so that purchases are made at the lowest quoted rates. For stitching of liveries similar action shall be taken.

7.6 : Duly stitched liveries (uniforms) shall only be supplied to the workmen. Under no circumstances unstitched cloth shall be supplied.

7.7 : Liveries items shall be made of terricot only.

8. : **MEDICAL FACILITIES :**

8.1. : Medical Facilities : Workmen posted at various Zones/Projects in classified cities and field units shall be eligible for the medical facilities and reimbursement as under :-

OUT DOOR MEDICAL TREATMENT : Wherever the Corporation has its own dispensaries, the workmen shall take treatment as out-door patients in such dispensaries and no reimbursement shall be allowed, except for the purchase of medicines not available in dispensary/pathological tests etc. on prescription of Medical Officer of the Corporation. However, reimbursement shall also be allowed in cases where references are made by the Corporation Medical Officer for treatment in absence of adequate medical facility or in the cases where an employee's dependents are residing at a place other than the place of posting or treatment availed from a medical practitioner with M.B.B.S. or equivalent and above qualifications, the Medical reimbursement shall be allowed.

8.2. : Annual ceiling of reimbursement for outdoor medical care for self and family will be at the existing rate and as amended in this regard by the Corporate Office from time to time.

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- 8.3 : In case of special diseases like cancer, T.B. and other chronic diseases where outdoor treatment is advised, the Medical reimbursement shall be allowed beyond these limits provided the treatment is obtained in the Govt. Hospital/Empanelled Hospitals, subject to the production of certificate from the Medical Superintendent of the concerned Govt./empanelled Hospital to the effect that the workmen/his dependent is suffering from Cancer, TB or from such Chronic diseases. Such cases shall be approved by the Zone/Region head for the units under their control. Such cases shall be reviewed every three years.
- 8.4 : The cost of medicines purchased by the unit and supplied to the workmen, will be included in the limit for outdoor medical treatment for which proper account will be maintained in respect of each employee and the amount of medical reimbursement allowed shall be recorded in LPC in transfer cases.
- 8.5 : The terms & conditions for regulating the consultation charges and other charges such as laboratory/clinical test charges etc. and the entitlement limits shall be as per actuals, subject to the monetary limits as mentioned above.
- 8.6 : **INDOOR MEDICAL TREATMENT** :- Wherever the Corporation has facilities for providing indoor treatment in its dispensary/Hospital, no reimbursement shall be allowed except for purchase of medicine pathological test etc. on the prescription of Medical Officer of the Corporation.
- 8.7 : In all other cases the actual expenditure on in-door treatment hospitalization shall be reimbursed, provided the treatment is carried out in the General Ward of any Govt. Hospital, Govt. Aided Hospital, Charitable Hospitals established on "No Profit No Loss" basis or Hospital of Project Authorities. However, in the cases where treatment is availed from any private hospital/institution the reimbursement shall be limited to the rate prescribed for treatment in General Ward of Govt. Hospital in the area where treatment availed. Wherever State Govt. rates are not available, the employee's Indoor Treatment Medical bills are to be finalized and should be limited to AIIMS rates with the approval of the concerned Sector/Zonal Head. The room rent rates for Indoor Treatment

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in General Ward as per AIIMS rate @ Rs. 125/- per day shall be paid.

- 8.8 : The Medical reimbursement shall, however, be allowed only for those medicines which are reimbursable under the General Govt. Medical Attendance Rules both in the cases of outdoor and indoor treatment.
- 9 : Normal working Hrs. Spread over, Rest Day and Overtime.
- 9.1 : **Working Hrs.** : Normal working of day excluding break for lunch etc. shall be of 8 Hrs. or 48 Hrs. a week.
- 9.2 : Works schedule will be arranged in such a manner that no spread over is more than 12 Hrs. a day inclusive of lunch break.
- 9.3 : **Working on Rest Day** : A workman will be allowed a day of rest with wages every week which shall ordinarily be a Sunday but in consideration to suit the local conditions, any other day of the week may be notified as weekly rest day, by following procedure laid down in Minimum Wages Act, 1948 in this regard by the Zone.
- 9.4.: However, no employee shall be allowed to work on the rest day unless and until he has or will have a substituted holiday for a whole day on one of the 5 days immediately before or after the rest day provided that no workmen will be engaged on rest day which may result in this workman working for more than 10 days consecutively without a rest day for whole day.
- 10.: **OVERTIME & COMPENSATORY REST(CR)** : Works shall be arranged in such a manner that there is least scope of engaging workmen in overtime hours. Ordinarily no workman shall be engaged on over-time for more than 50 Hrs. (including working on holidays) in a quarter which may be extended to 72 Hrs. in exceptional circumstances in the exigencies of works subject to the condition that total overtime hrs in respect of an individual workmen shall not be more than 200 hrs in a calendar year (January to December).

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- 10.1: **WORKING ON REST DAY** : If a workman is required to work on any of the weekly Rest Day he shall be allowed compensatory holidays of equal number to the holidays on which the workmen worked, within the month in which the Rest Days were due to him or within the two months immediately following that month. Under no circumstances Compensatory Rest shall be allowed to be accumulated for more than 8 days and if not availed, it will lapse automatically.
- 10.2.: **WORKING ON HOLIDAYS** : If due to the exigencies of work, any workman is asked to work on any of the Holidays including three National Festival Holidays, he shall be allowed at his option, either to avail of a Compensatory holidays or overtime at double the rate of his wages at the discretion of the Zonal Head/Project Manager.
- 10.3.: **OVERTIME PAYMENT** : A workman required to work on overtime (except working on Rest Days/Holidays) shall be paid wages at double of the ordinary rate of wages and no compensatory rest shall be allowed in lieu or addition to overtime wages.
- 11.: **HOLIDAYS**
- 11.1.: Every workman other than Nominal Muster Roll shall be allowed to avail 17 holidays with wages in a calendar year.
- 11.2.: Out of the said 17 holidays, 3 will be National Holidays viz Republic Day (26th January) Independence Day (15th August) and Mahatma Gandhi Birthday (2nd October) and 1st May will also be a paid holiday among 17 holidays.
- 11.3.: Remaining 13 holidays shall be notified by the Project Manager/ Zonal Manager in consideration to customs, traditions and festival of the area.

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12.: **LEAVE.**

12.1.: Workmen, shall continue to be eligible for leave as in vogue and as detailed below :

- (a) Earned Leave : 30 days for every completed Year of service.
- (b) Medical Leave : 20 days on half pay leave or 10 days on full pay leave on production of Medical certificate in a year.
- (c) Casual Leave : 12 days in a year.
- (d) RH : 02 days in a year as in case of Regular employees of Corporation as per existing rules.

12.2.: 15 days Earned Leave shall be credited in advance on 1st January and 1st July of each year to the leave account of the workmen.

12.3.: **Earned Leave** : The leave earned by a workmen will be credited as per existing rules into two account i.e. encashable & non-encashable. However, Earned leave shall be allowed for accumulation for a maximum of 300 days (sum total of Non encashable earned leave and encashable earned leave) and thereafter if not availed, leave in excess of 300 days will be lapsed automatically.

13.: **Leave Encashment.**

13.1.: Workmen will be allowed encashment of encashable leave at the rate of maximum of 30 days once in a calendar year and will have to avail equal leave to leave encashed.

14.: **TRAVELLING AND DAILY ALLOWANCE.**

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- 14.1.: **Entitle Class of Journey :-** Workmen in the wage scale of Rs. 8900-11100 and above will be entitled to travel by First Class or AC Chair Car Class of Mail/Express/Passenger Trains. However, this does not includes journey in Rajdhani Express/Shatabadi Express or other similar superfast Air conditioned trains.
- 14.2.: All other workmen not falling in above category (i.e. 14.1) shall be entitled to travel by IInd Class, Sleeper Class of Mail/Express/Passenger Trains.
- 14.3.: Reservation and Superfast charges, wherever collected by Railways shall be reimbursed.
- 14.4.: **TA on Transfer :**
On transfer from one station to other station, workmen will be allowed transfer grant and packing allowance.

Transfer Grant & Packing Allowance:

The lump sum transfer grant and packing allowance payable on transfer has been renamed as "Composite Transfer Grant". The Composite Transfer Grant shall be equal to half month's basic wage in case of transfers involving a change of station located at a distance of more than 20 km from each other. In cases of transfer to stations, which are at a distance of less than 20 Kms from the old station and of transfer within same city, the Composite Transfer Grant will be not payable. Apart from this no other expenses on local journeys shall be admissible.

14.5 **Carriage of personal effects on transfer.**

The entitlement for carriage of personal effects w.e.f. 1.1.2007 shall be as follows :

- (a) Workmen in the wage scale of Rs. 8900-11100 and above. 1500 Kgs. by Goods Train
- (b) All Workmen not covered under 14.5(a). 1000 Kgs. by Goods Train

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14.6.: In the event of transportation of personal effect made by any other mode than the goods train in that case reimbursement will be limited to the amount which would have been charged by Railways had the personal effects been transported by Rail.

14.7.: **Composite Daily Allowance** : shall be paid as under:-

Hotel/Non-Hotel Daily	<u>A Class Cities</u> In Rs.	<u>B Class Cities</u> In Rs.	<u>C Class & Other Cities</u> In Rs.
a) Basic Pay below Rs. 9000/-	143/-	126/-	105/-
b) Basic Pay Rs. 9001/- to Rs. 9500/-	197/-	169/-	140/-
c) Basic Pay Rs. 9501/- to Rs. 10000/-	260/-	225/-	187/-
d) Basic Pay Rs. 10001/- and above	350/-	300/-	250/-

15.: **JOINING TIME** :
Workmen will be allowed joining time as per existing rules in the Corporation.

15.1.: In the cases of transfer on request, actual journey period shall only be allowed as joining time.

16.: **Festival Advance** :

16.1.: Workmen will be paid Festival advance once in a calendar year.

16.2.: The amount of Festival advance shall in no case be more than Rs. 5000/-

16.3.: The advance is admissible only to those on duty or on leave with pay.

16.4.: The advance would be paid only once during the calendar year.

16.5.: The advance would be recoverable in 10 equal monthly instalments.

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- 16.6.: The advance would be recovered from the salary after a gap of one month which means festival advance paid in month of April would be recovered with effect from the salary for the month of May onwards.
- 16.7.: Payment of Festival advance shall be subject to availability of sufficient funds and after full recovery of previous advance paid.
- 17.: **L.T.C.**
- 17.1.: **Home Town** : The concession to home town shall be allowed once in a period of two calendar years. The concession will be admissible only to those workmen who have completed one year of continuous service on the date of journey performed by him, his family, as the case may be.
- 17.2.: **All India LTC** :
- The concession to go to any place in India is allowed once in a block of four calendar years. This concession is admissible to all workmen including those who are not entitled to home town concession. In case of those eligible for the concession under item 'Home Town', this concession is in lieu of one of the two concessions available to them in a block of four calendar years.
- 17.3.: Workmen would be entitled to claim full reimbursement of actual cost of travel from the headquarters to home town and back for himself and members of his family limited to the total fare for each one of them by the class to which the workmen is entitled to travel by rail not exceeding to that of the first class rail fare. The same principle holds good in respect of the claims for reimbursement of actual expenses for the travel undertaken by the employee and the members of his family while availing all India LTC as stated above. The workmen would not be permitted to undertake journeys in a Chartered Bus or vehicles unless they are owned by the State Tourism Development Corporation, State Transport Corporation of the Transport services run by other Govt. local bodies.

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- 17.4 **Air Travel Facility for North East Region only :**
Workmen posted in North East Region will be allowed Air Travel facility each year for self only while availing LTC by economic class from Kolkata to All State Capital of North East Region except Guwahati & Gangtok or vice versa.
- 18.: **Promotion :**
- 18.1 Promotion policy in vogue in Corporation will continue to be operative.
- 19.: **Composite Trade & Multiple Skills.**
- 19.1.: It is agreed by union/workmen that in order to attain higher level of production, productivity and profitability on account of requirements, workmen will perform multiple jobs/skills as assigned to them by Management with or without imparting training and also without affecting any change either in basic or pay scale.
- 19.2.: Management will make all feasible efforts for composite trade system comprising multiple skills to enhance the skill of workmen.
- 19.3.: Subsequent to acquiring of full knowledge of all the components of composite trades, a workmen performing multiple jobs in the composite trade will be considered for sanction of three advance increments in respective wage scale or change in pay scale for performing multiple skill/jobs under composite trade.
- 19.4.: The advance increments shall be paid only on receipt of specific approval of Corporate Office for each case.
- 19.5.: The workmen performing multiple skills/jobs under composite trade will be given on the job training or imparted any other training programme to acquire multiple jobs skills for composite trade.

- 19.6; Mobility/Flexibility and inter-changeability of workmen from one job to another from one trade to other is accepted as one of the essence for increasing production, productivity and profitability and the Management therefore may affect mobility, flexibility and inter-changeability of workmen from one job to another, from one trade to another at its discretion without any change in either basic wage or wage scale or with or without change of designation.
- 19.7.: The scheme of composite trade & multiple skill will be at the option of the workmen.
- 20.: **General**
- 20.1.: It is recognized that discipline at all level is essential for the smooth functioning as well as for the survival of the Corporation, Workmen/Union agree not to initiate/precipitate any action which may affect the norms of discipline.
- 20.2.: It is agreed that in order to accelerate the rate of production, there should be regular exchange of information between both the parties to identify the factors affecting production and accordingly wasteful practices will be removed/discontinued as may be decided by the Management.
- 20.3.: There shall be meeting at Unit level with workmen/Union at least once in three months in which problems related to works and working conditions shall be discussed for implementation. No demands of any nature shall be discussed in the monthly meeting and meeting agenda should be confined to above subjects only.
- 20.4.: It is agreed by Union/workmen that all other pending issues/demands/disputes, stand withdrawn, settled and resolved by virtue of this settlement and Union/Workmen will not resort to any agitational actions like strike, Dharna, Go slow, Agitation of any kind, Demonstrations etc. during the period of operation of this settlement.

20.5.: Union/Workmen agree to co-operate with the Management in maintaining a peaceful atmosphere which is essential for growth of the Corporation and resolve to redress disputes through mutual discussions only and by adopting constitutional means.

21.: **IMPLEMENTATION AND OPERATION OF THE AGREEMENT**

21.1.: Revised wage structure shall come into force with effect from 01.01.2007 and shall continue to be in operation till 31.12.2014.

21.2.: Union/Workmen will co-operate with the Management for smooth implementation of this settlement.

21.3.: Anomalies or interpretations, if any, that may arise in the revised wage structure or settlement will be mutually discussed only at Corporate Level & decision of the Competent Authority shall be final & binding.

21.4 Revised wage settlement shall be operational along with implementation of 2nd IDA Pay Scale in respect of Regular Employees.

22.: **Operation of the settlement.**

This settlement will be inforce from 01.01.2007 to 31.12.2014 and thereafter shall continue to be operative till it is terminated by the process of law.

23.: This settlement will supersede all previous settlements/minutes signed on 11.10.1996 between the Management of RPNN Limited (Now NPCC Limited) and All India NPCC Employees Federation (Tiwari Group), NPCC Staff Association as well as with NPCC Ltd. Workers' Union of India on 19.07.1996 and All India NPCC Ltd. Employees Federation, Shri K. N. Pandit, General Secretary on 22.11.1996.

:20:

- 24.: NPCC Certified Standing Orders shall remain in force.
25. The Board of NPCC will be apprised about this wage settlement in the next Board Meeting.

**Signature of the
Management
Representatives.**

**Signature of Authorised
Representatives of Unions/
Associations**

Sd/-
1. Sh. Ravendra Garg
Director(Finance)

Sd/-
1. Sh. S. S. Tiwari, GS & Sh. D. Vaikunta Rao, Vice President
All India NPCC Employees Federation

Sd/-
2. Sh. K. K. Gupta,
Chief Manager(HR)

Sd/-
2. Sh. S. S. Chauhan, GS & Sh. Rajinder Yadav, Vice Present
All India NPCC Employees Association

Sd/-
3. Sh. P. K. Narula,
Dy. GM(P&A)

Sd/-
3. Sh. Anup Kumar Roy, GS & Sh. Binoy Mukherjee, WP
NPCC Ltd. Workers Union of India

Sd/-
4. Sh. Madan Lal, GS & Sh. Niranjan Sahu, W.P.
All India NPCC Employees Union

Sd/-
5. Sh. Sudhir Mehrotra, GS & Sh. Sunil Sharma, President
NPCC Ltd. Sanyukt Karamchari Sangh

Witnesses:

1.

2.

CC:-

1. Chief Labour Commissioner (Central), New Delhi.
2. Labour Commissioner (Central), New Delhi.
3. Asstt. Labour Commissioner (Central), New Delhi.

Annexure 'C'

**Dearness Allowance for the workmen of NPCC Ltd. pay scale
w.e.f. 01.01.2007**

Sl. No.	Date of Dearness Allowance	Rate of Dearness Allowance (in percentage)
1	01.01.2007	0
2	01.04.2007	0.8
3	01.07.2007	1.3
4	01.10.2007	4.2
5	01.01.2008	5.8
6	01.04.2008	6.3
7	01.07.2008	9.2
8	01.10.2008	12.9
9	01.01.2009	16.6
10	01.04.2009	16.9
11	01.07.2009	18.5
12	01.10.2009	25.3
13	01.01.2010	30.9
14	01.04.2010	34.8
15	01.07.2010	35.1
16	01.10.2010	39.8
17	01.01.2011	43
18	01.04.2011	47.2

Sd/-
(SURYAWANSHI PRAVIN)
DY. MANAGER(HR)