FOOD CORPORATION OF INDIA
'KHADYA NIGAM' HEADQUARATERS
16-20, BARAKHAMBA LANE
NEW DELHI-110 001

No.WRC/1/2/2009 Dated : 9th April, 2010

CIRCULAR NO. WR-09-2010-06

SUB : Revision of Scales of Pay and Allowances for Category-III & IV employees on IDA pattern w.e.f. 1.1.2007 - Regarding.

1.1 Proposal regarding revision of scales of pay and allowances for Category-III & IV employees under IDA pattern w.e.f. 1.1.2007 was forwarded to the Government of India for approval after signing a Memorandum of Understanding with the recognized Union and obtaining the concurrence of the Board of Directors. The Government of India, vide Order No. 16-1/2006-FC.I (Vol.III) dated 30th March, 2010, has since communicated its approval on the wage structure to be implemented for unionized employees under IDA pattern w.e.f. 1.1.2007. Accordingly, a Memorandum of Settlement has been signed with the recognized Union on 1.4.2010.

1.2 The revised wage structure and the terms and conditions regulating the same shall be as detailed in the following paragraphs:-

2. APPLICABILITY

2.1 The revised wage structure shall cover all regular Category III & IV employees on IDA pay scales.

3. PERIOD OF OPERATION

3.1 The revised wage structure is applicable for the period of ten years from 01.01.2007 to 31.12.2016 (10 years). However, till revised wages due from 01.01.2017 are introduced, the Category III & IV employees will continue to be allowed pay and other benefits as per the current scheme as amended from time to time.

4. SCALES OF PAY

4.1 The revised scales of pay effective from 01.01.2007 corresponding to the existing (pre-revised) pay scales shall be as follows:-

Pre revised scale no.	Pre revised Pay Scale	Revised Pay Scale	Revised scale no.
S-O	3850-65-4175	8100-18070	S-1
S-1	4220-100-6720	8100-18070	
S-2	4320-100-5220-110-5770-120-7330	8300-19710	S-2
S-3	4420-100-5220-110-5330-120-6650-125-7650	8500-20580	S-3
S-4	4620-100-5120-120-6560-125-6685-130-6815-140-8215	8900-22100	S-4
S-5	4820-110-5040-120-6600-125-6850-140-8530	9300-22940	S-5
S-6	5160-120-6600-130-6860-140-7700-150-9500	9900-25530	S-6
S-7	5760-120-6600-130-6860-140-7000-180-11140	11100-29950	S-7
S-8	6900-200-11900	13300-31050	S-8

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5. Fixation of Pay in the revised scales

5.1 (a) Basic Pay as on 31.12.2006 (pre revised) -------
(b) Dearness Allowance 78.2% -------
(c) 30% of Basic Pay plus Dearness Allowance 78.2% -------
(d) The aggregate amount would be rounded off to the next ten rupees and pay fixed in revised scale. -------

The pay of employees on roll of the Corporation as on 31.12.2006 drawing on IDA pattern shall be fixed in the revised corresponding to the basic pay drawn in the pre-revised scale of pay before drawl of increment on 01.01.2007 i.e. basic pay as on 31.12.2006 as per statements annexed at Annexure A to H.

5.2 The annual increment would be @ 3% on the revised basic pay.

5.3 After fixation of pay, the employee will be eligible for annual increment in revised scale of pay as on 01.01.2007 @3% of revised basic pay and amount so arrived at will be rounded off to the next multiple of Rs.10.

5.4 The pay of Cat.III & IV employees who joined the service of the Corporation on or after 1.01.2007 will be fixed at the minimum of the appropriate revised scale as applicable on date of joining service in the corporation.

5.5 Where existing (Pre-Revised) two or more than two consecutive stages are bunched (fixed) at one stage in revised scale, benefit of one increment shall be given to senior employee.

6. FIXATION OF PAY ON PROMOTION

6.1 One notional increment equal to the increment being drawn by the employee in the pay scale before such promotion would be granted and pay fixed in the promoted pay scale and rounded up to the next of ten rupees.

7. INDUSTRIAL DEARNESS ALLOWANCE (IDA)

7.1 IDA as on 01.01.2007 will be Nil. The IDA payable w.e.f. 01.04.2007 onwards shall be as per the IDA rates circulated by DPE from time to time. The quarterly DA payable w.e.f. 01.01.2007 onwards is given below:-

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Date of Dearness Allowance	Rate of Dearness Allowance (in percentage)
01.01.2007	Zero
01.04.2007	0.8
01.07.2007	1.3
01.10.2007	4.2
01.01.2008	5.8
01.04.2008	6.3
01.07.2008	9.2
01.10.2008	12.9
01.01.2009	16.6
01.04.2009	16.9
01.07.2009	18.5
01.10.2009	25.3
01.01.2010	30.9

7.2 Whenever D.P.E issues instructions for merger of IDA into Basic Pay, the same shall also be applicable to category III & IV employees in accordance with the guidelines issued by DPE.

8. SUPERANNUATION BENEFITS

8.1 (a) In case of food transferees who have opted for retirement benefits of the Central Government servants under Section 12(A) of Food Corporation Act,1964, the retirement benefits shall continue to be regulated as per instructions of Central Government from time to time.

(b) The other employees on IDA pattern shall be governed by the retirement benefits as per DPE guidelines from time to time.

9. GRATUITY

9.1 The ceiling of gratuity for Cat.III & IV employees on IDA pay scales shall stand revised from Rs.3.5 lacs to Rs.10 lacs w.e.f. 1.01.2007. Payment of Gratuity will be regulated as per the instructions issued by DPE from time to time.

OTHER ALLOWANCES AND FRINGE BENEFITS

10. HOUSE RENT ALLOWANCE (HRA)

10.1 (a) The HRA on the revised scales of pay will be payable from 01.12.2008 at the rates notified by the Govt. of India from time to time. The present rates of HRA as notified by the Govt. of India are as under:-

Sl.No.	Cities with Population	Classification of City	Rate of HRA
a)	50 lakh and above	X	30% of Basic Pay
b)	5 to 50 Lakh	Y	20% of Basic Pay
c)	Less than 5 Lakh	Z	10% of Basic Pay

However, in case the actual amount of House Rent Allowance as per prescribed rate is less than the actual amount of HRA drawn earlier in the case of a particular employee, the difference would be allowed to be drawn by the employee as "Personal Allowance" until the difference is eliminated in the course of time.

b) The classification of cities for payment of HRA shall be as per GOI instructions from time to time.

c) Payment of HRA in respect of the employees posted in North East Region & other places will be as per Govt. of India instructions, as notified from time to time.

d) The Station Compensatory Allowance shall stand dispensed with w.e.f. 1.12.2008

11. CITY COMPENSATORY ALLOWANCE

11.1 The City Compensatory Allowance shall stand dispensed with w.e.f. 01.12.2008.

12. LUNCH SUBSIDY

12.1 The rate of Lunch Subsidy stands revised to Rs.200/- per month w.e.f. 1.12.2008.

13. WASHING ALLOWANCE

13.1 The rate of Washing Allowance being paid to the employees eligible for livery/uniform stands revised to Rs.100/- per month w.e.f. 1.12.2008 subject to the condition that they attend duty with full uniform in tidy condition.

14. REIMBURSEMENT OF CONVEYANCE EXPENDITURE

14.1 Reimbursement of Conveyance expenditure stands revised w.e.f. 1.12.2008 as follows depending upon the mode of conveyance maintained by the employee

Item	Mode of Conveyance	Per Month	
		Petrol	Maintenance
a)	Scooter/Motor Cycle	10 Ltr.	330/-
b)	Moped	7.5Ltr.	210/-
c)	Others		330/-
d)	Physically Handicapped		1100/-

15. REIMBURSEMENT OF MEDICAL EXPENSES

15.1 Medical reimbursement for outdoor treatment stands revised to Rs.1500/- per quarter payable w.e.f. 1.12.2008. Instructions

regarding scheme for reimbursement of expenses incurred on diagnostic tests will be issued separately.

16. DUSTING OPERATOR ALLOWANCE

16.1 The Dusting Operator Allowance stands revised to Rs.250/- per month w.e.f. 1.12.2008.

17. CASH HANDLING ALLOWANCE

17.1 Cash Handling allowance stands revised w.e.f 1.12.2008 as follows:-

Sl. No.	Cash Handled per month	Existing Allowance/pm	Revised allowance/pm
1	More than Rs. 5 lacs	150	250
2	Upto Rs.5 lacs	120	200
3	Asstt. Cashier	85	150
4	Category IV	50	85

18. OPERATIONAL ALLOWANCE

18.1 Operational allowance stands revised w.e.f 1.12.2008 as follows:-

Sl. No.	Revised Scale no.	Revised allowance/pm
1	S-1 to S-3	85
2	S-4 and S-5	100
3	S-6 and S-7	150
4	S-8	190

19. NIGHT SHIFT ALLOWANCE

19.1 The night shift allowance stands revised w.e.f 1.12.2008 as follows :-

Sl.No.	Existing (Rs./shift)	Revised (Rs./shift)
(a)	15	25
(b)	20	35

20. CHILDREN EDUCATION ALLOWANCE

20.1 The Children Education Allowance stands revised to Rs.12000/- per annum per child w.e.f. 1.12.2008. This will be regulated as per the terms and conditions applicable to Central Government employees.

21. SPECIAL DUTY ALLOWANCE/SPECIAL COMPENSATORY ALLOWANCE/ ISLAND SPECIAL DUTY ALLOWANCE/HARD AREA ALLOWANCE

21.1 The Special Duty Allowance in NE including Sikkim and Ladakh shall be 12.5% of Basic Pay w.e.f. 1.12.2008. The special duty allowance shall be admissible to the employees as per the terms and conditions prescribed by the Govt. for its employees from time to time.

21.2 With the introduction of Special Duty allowance, the special allowance granted under scheme introduced vide circular no. Ep.17-4/89 dated 21.04.92 and as amended from time to time, will **cease to operate** w.e.f 1.12.2008.

21.3 Island Special (Duty) Allowance in the Andaman-Nicobar-Lakshdweep group islands will be granted as under from 01.12.2008:-

Sl.No.	Areas	Rates
1.	Areas around Capital Towns. (Port Blair in A&N Islands, Kavaratti and Agatti in Lakshdweep)	12.5% of basic pay
2.	Difficult Areas (North and Middle Anadaman, South Andaman excluding Port Blair in A&N Islands, all Islands in Lakshdweep except Kavaratti, Agatti and Minicoy)	20% of basic pay
3.	More Difficult Areas (Little Andaman, Nicobar group of Islands, Narcondam Islands, East Islands in A&N Islands, Minicoy in Lakshdweep)	25% of basic pay

The Island special (duty) allowance shall be admissible to the employees as per the terms and conditions prescribed by the Govt. for its employees from time to time.

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21.4 **Hard Area Allowance**

Hard Area Allowance in the Nicobar Group of Island and Minicoy in Lakshdweep Islands shall be paid @ 25% of basic pay with effect from 01.12.2008. The Hard Area allowance shall be admissible to the employees as per the terms and conditions prescribed by the Govt. for its employees from time to time.

21.5 **Special Compensatory Allowance**

Special Compensatory Allowance namely Bad Climate/Hill Area/Scheduled/Tribal Area/Remote Locality/Project Allowances stand revised w.e.f. 01.12.2008 as under:-

1.	Bad Climate Allowance	Rs.240/- p.m.
2.	Hill Area Allowance	Rs.480/- p.m.
3.	Scheduled/Tribal Area Allowance	Rs.240/- p.m.
4.	Remote Area Allowance	Part A - Rs.2000/- p.m. Part B - Rs.1600/- p.m. Part C - Rs.1200/- p.m. Part D - Rs. 320/- p.m.
5.	Project Allowance	Rs.1000/- p.m.

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The special compensatory allowances shall be admissible to the employees as per the terms and conditions prescribed by the Govt. for its employees from time to time.

22. **ENCASHMENT OF ALL INDIA LEAVE TRAVEL CONCESSION (LTC)/BHARAT DARSHAN**

The existing Scheme of encashment of All India LTC/Bharat Darshan shall continue.

23. **OVERTIME ALLOWANCE**

OTA payment on the revised pay would be made applicable from 1.04.2010. For the purpose of calculation of 'Pay' for determining hourly rate of OTA, HRA would not be included in Pay unless specifically permitted to be included in the relevant Shops & Establishment Act.

24. FIXED ALLOWANCES

24.1 The following fixed allowances would increase by 25% every time the Dearness Allowance on the revised pay structure goes up by 50% :-

1. Washing Allowance
2. Night Shift Allowance
3. Lunch subsidy
4. Cash Handling Allowance
5. Conveyance Allowance except quantity of fuel reimbursement
6. Children education Allowance annual ceiling
7. Operational Allowance
8. Dusting Operator Allowance
9. Special compensatory Allowances carrying fixed quantum
10. Fixed transfer grant
11. Fixed medical Allowance

25. TRANSFER GRANT

25.1 Transfer benefit viz. consolidated transfer grant and packing charges shall be revised from date of issue of order:-

Revised scale.No.	Existing	Revised	
		Transfer Within Region	Transfer Outside Region
S-1 to S-2	2000	4000	One month Basic Pay
S-3 to S-5	3150	6000	One month Basic Pay
S-6	4400	8000	One month Basic Pay
S-7 & S-8	5000	10000	One month Basic Pay

26. RECOVERIES/ADJUSTMENT OF THE AMOUNTS ALREADY PAID.

26.1 Provident Fund contribution shall continue to be deducted on revised Basic Pay & DA w.e.f. 1.1.2007 as per the instructions issued from time to time.

26.2 The payments of the arrears shall be subject to deduction of Income Tax and other statutory levies.

26.3 All payments released under the pre-revised scale of pay, allowances, and also interim relief/ad-hoc relief, and wage revision advance of Rs.25,000/- or Rs.22500/- or any other payments whatsoever released against the wage revision be adjusted/recovered from the arrears due to the employees on account of revision of scale of pay & allowances and perks. Any other advance, in which recovery is not being effected in the normal course, will also have to be adjusted/recovered from the arrears due to them.

26.4 The revised scales of pay shall be applicable to all employees under IDA pattern including those superannuated, resigned, died or retired after 01.01.2007. The employees who resigned, died or retired would be eligible for arrears up to the date on which they were on the rolls of the Corporation.

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27. PRODUCTIVITY IMPROVEMENT

27.1 All the employees are expected to extend full support to all initiatives taken by management for enforcing strict discipline and punctuality.

27.2 All the employees would work towards reducing wastages , improving utilization of all human , material and technological resources for higher productivity and would make all out efforts to achieve the targets set under MOU with the Ministry of CAF&PD for improving the efficiency and productivity.

27.3 Re-deployment, rotation and re-training consistent with skills and technology will be adopted, wherever necessary, especially in the context of technological changes.

28. ANOMALY

28.1 In case of any doubt, hardship or any anomaly being faced by the individual, the same may be referred to DGM(EP), FCI, Headquarters, New Delhi for suitable clarification/action.

29. SAVING CLAUSE

29.1 Pay and allowances revised herein are subject to usual terms and conditions in force unless modified herein.

29.2 All other allowances and perquisites/benefits not specifically mentioned in this order will continue to be regulated as per the existing rules.

30. GENERAL

30.1 Each employee has to give an undertaking that in case any discrepancy is found in post audit, the employee has to refund certain amount as a result thereof, he would do so. The undertaking form is available at Annexure-II.

30.2 All the concerned authorities in the Corporation are requested to bring these instructions to the notice of all Category-III & IV employees and take necessary action immediately to complete the process of fixation of pay in the revised scale of pay immediately. Copies of this Circular shall be displayed on the Notice Boards of all the Subordinate Offices.

This issues with the approval of the competent authority.

Hindi version of this Circular is being sent separately.



Encl : as above

(SANJEEV GAUTAM)
Dy.GENERAL MANAGER(EP)

ANNEXURE-II

UNDERTAKING

I, hereby, undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Corporation either by adjustment against future payments due to me or otherwise.

Signature_____

Name_____

Designation_____

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Annexure A

PAY SCALES		
Existing Scale (S- 0) (3850-65-4175)		Revised Scale 8100-18070
S.No	Stages	
1	3850	8920
2	3915	9070
3	3980	9220
4	4045	9370
5	4110	9530
6	4175	9680

PAY SCALES		
Existing Scale (S- 1) (4220-100-6720)		Revised Scale 8100-18070
S.No	Stages	
1	4220	9780
2	4320	10010
3	4420	10240
4	4520	10480
5	4620	10710
6	4720	10940
7	4820	11170
8	4920	11400
9	5020	11630
10	5120	11870
11	5220	12100
12	5320	12330
13	5420	12560
14	5520	12790
15	5620	13020
16	5720	13260
17	5820	13490
18	5920	13720
19	6020	13950
20	6120	14180
21	6220	14410
22	6320	14650
23	6420	14880
24	6520	15110
25	6620	15340
26	6720	15570
27	6820	15800
28	6920	16030

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Annexure B

PAY SCALES

Existing Scale (S-2)		Revised Scale
(4320-100-5220-110-5770-120-7330)		8300-19710
S.No	Stages	
1	4320	10010
2	4420	10240
3	4520	10480
4	4620	10710
5	4720	10940
6	4820	11170
7	4920	11400
8	5020	11630
9	5120	11870
10	5220	12100
11	5330	12350
12	5440	12610
13	5550	12860
14	5660	13120
15	5770	13370
16	5890	13650
17	6010	13930
18	6130	14210
19	6250	14480
20	6370	14760
21	6490	15040
22	6610	15320
23	6730	15600
24	6850	15870
25	6970	16150
26	7090	16430
27	7210	16710
28	7330	16990
29	7450	17260
30	7570	17540

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Annexure-C

PAY SCALES		
Existing Scale (S-3)		Revised Scale
(4420-100-5220-110-5330-120-6650-125-7650)		8500- 20580
S.No	Stages	
1	4420	10240
2	4520	10480
3	4620	10710
4	4720	10940
5	4820	11170
6	4920	11400
7	5020	11630
8	5120	11870
9	5220	12100
10	5330	12350
11	5450	12630
12	5570	12910
13	5690	13190
14	5810	13460
15	5930	13740
16	6050	14020
17	6170	14300
18	6290	14580
19	6410	14850
20	6530	15130
21	6650	15410
22	6775	15700
23	6900	15990
24	7025	16280
25	7150	16570
26	7275	16860
27	7400	17150
28	7525	17440
29	7650	17730
30	7775	18020
31	7900	18310

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Annexure- D

PAY SCALES

Existing Scale (S-4)		Revised Scale
(4620-100-5120-120-6560-125-6685-130-6815-140-8215)		8900- 22100
S.No	Stages	
1	4620	10710
2	4720	10940
3	4820	11170
4	4920	11400
5	5020	11630
6	5120	11870
7	5240	12140
8	5360	12420
9	5480	12700
10	5600	12980
11	5720	13260
12	5840	13530
13	5960	13810
14	6080	14090
15	6200	14370
16	6320	14650
17	6440	14920
18	6560	15200
19	6685	15490
20	6815	15790
21	6955	16120
22	7095	16440
23	7235	16770
24	7375	17090
25	7515	17410
26	7655	17740
27	7795	18060
28	7935	18390
29	8075	18710
30	8215	19040
31	8355	19360
32	8495	19680

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Annexure-E

PAY SCALES

Existing Scale (S-5)		Revised Scale
(4820-110-5040-120-6600-125-6850-140-8530)		9300- 22940
S.No	Stages	
1	4820	11170
2	4930	11430
3	5040	11680
4	5160	11960
5	5280	12240
6	5400	12510
7	5520	12790
8	5640	13070
9	5760	13350
10	5880	13630
11	6000	13900
12	6120	14180
13	6240	14460
14	6360	14740
15	6480	15020
16	6600	15290
17	6725	15580
18	6850	15870
19	6990	16200
20	7130	16520
21	7270	16850
22	7410	17170
23	7550	17490
24	7690	17820
25	7830	18140
26	7970	18470
27	8110	18790
28	8250	19120
29	8390	19440
30	8530	19760
31	8670	20090
32	8810	20410

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Annexure-F

PAY SCALES

Existing Scale (S- 6)		Revised Scale
(5160-120-6600-130-6860-140-7700-150-9500)		9900-25530
S.No	Stages	
1	5160	11960
2	5280	12240
3	5400	12510
4	5520	12790
5	5640	13070
6	5760	13350
7	5880	13630
8	6000	13900
9	6120	14180
10	6240	14460
11	6360	14740
12	6480	15020
13	6600	15290
14	6730	15600
15	6860	15900
16	7000	16220
17	7140	16540
18	7280	16870
19	7420	17190
20	7560	17520
21	7700	17840
22	7850	18190
23	8000	18540
24	8150	18880
25	8300	19230
26	8450	19580
27	8600	19930
28	8750	20280
29	8900	20620
30	9050	20970
31	9200	21320
32	9350	21670
33	9500	22010
34	9650	22360
35	9800	22710

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Annexure- G

PAY SCALES		
Existing Scale (S-7)		Revised Scale
(5760-120-6600-130-6860-140-7000-180-11140)		11100- 29950
S.No	Stages	
1	5760	13350
2	5880	13630
3	6000	13900
4	6120	14180
5	6240	14460
6	6360	14740
7	6480	15020
8	6600	15290
9	6730	15600
10	6860	15900
11	7000	16220
12	7180	16640
13	7360	17060
14	7540	17470
15	7720	17890
16	7900	18310
17	8080	18720
18	8260	19140
19	8440	19560
20	8620	19970
21	8800	20390
22	8980	20810
23	9160	21220
24	9340	21640
25	9520	22060
26	9700	22480
27	9880	22890
28	10060	23310
29	10240	23730
30	10420	24140
31	10600	24560
32	10780	24980
33	10960	25390
34	11140	25810
35	11320	26230
36	11500	26650

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Annexure-H

PAY SCALES

Existing Scale (S-8) (6900-200-11900)		Revised Scale 13300- 31050
S.No	**Stages**	
1	6900	15990
2	7100	16450
3	7300	16920
4	7500	17380
5	7700	17840
6	7900	18310
7	8100	18770
8	8300	19230
9	8500	19700
10	8700	20160
11	8900	20620
12	9100	21090
13	9300	21550
14	9500	22010
15	9700	22480
16	9900	22940
17	10100	23400
18	10300	23870
19	10500	24330
20	10700	24790
21	10900	25260
22	11100	25720
23	11300	26180
24	11500	26650
25	11700	27110
26	11900	27570
27	12100	28040
28	12300	28500

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