

CHAPTER IV **WAGE POLICIES & RELATED MATTERS**

(a) Wage Policy/Pay Revision/HPPC Recommendations

**3. DPE/Guidelines/IV(a)/3
Adoption of IDA pattern and related scales of pay w.e.f. 1.1.1989 by the PSEs which were on CDA Pattern.**

In accordance with the directions given by the Hon'ble Supreme Court on 3.5.1990 all employees appointed on or after 1.1.89 in the PSEs following CDA pattern are deemed to have been appointed on the IDA pattern and related scales of pay. Model scales of pay both for the unionised staff/non-unionised Supervisors and Executives have been evolved. A statement containing the scales of pay as well as the IDA admissible as on 1.1.89 and on subsequent dates is enclosed. Pre-revised scales of pay under the 3rd CPC DA pattern have also been indicated in the statement.

2. All the 69 PSEs, which have been following CDA pattern should frame proposals for adoption of CDA pattern and related scales of pay. These PSEs could work out a comprehensive wage/salary pattern for the unionised/non-unionised employees including executives. The quantum of the perquisites, which they would like to extend to the employees appointed on IDA scheme and IDA scales of pay should be submitted by them to their administrative Ministries for appropriate approval in consultation with this Department.

3. All Administrative Ministries/Departments of the Government of India are requested to issue a Presidential Directive to the 69 PSEs which are on CDA by invoking the provisions of the Articles of Association of PSEs registered as limited companies/statutes of PSEs established as statutory corporations to take appropriate measures for implementing the directions given by the Hon'ble Supreme Court on 3.5.90 in the manner indicated above.

(DPE O.M. No. 2(48)/90-DPE (WC) dated 22nd April , 1991) **Unionised Workman**

Pre-revised 1.1.73-31.12.85	Model Scale of pay to be adopted by PSEs wef 1.1.89
196-232/200-240/210-270	1035-20-1235-22-1345	(15)
200-250/240-308		
210- 270/210-290	1065-22-1285-26-1415	(15)
225-308/200-350	1095-26-1355-30-1475	(14)
260-350/260-400	1135-30-1435-34-1707	(18)
260-400/290-350		
260-430/290-400	1160-30-1460-34-1732	(18)
260-480		
320-400	1205-34-1545-38-1811	(17)
330-450/330-480		
330-560/330-530	1245-38-1625-41-1789-45-1969	(18)

380-560	1355-41-1765-45-1990	(15)
380-620/380-640/425-600	1370-41-1790-45-2015	(15)
425-640/425-700		
	1410-50-1910-60-2330	(17)
425-800/440-750/470-750		
550-800/550-750	1535-60-2135-70-2555	(16)
550-900	1900-75-2275-85-3040	(14)

Executives to be recruited on IDA scheme/scales

Pre-revised under 3rd CPC DA pattern 1-1-73 to 31-12-85	Model I.D.A scales w.e.f 1.1.1989	
650-1200	2100-100-3600	(15)
700-1300/1600	2400-120-4320	(16)
1100-50-1600	3000-130-3780-140-5040	(15)
1300-50-1800/1300-50-1700	3700-140-4400-150-5900	(15)
1500-2000/1500-1800	4400-150-5450-155-6225	
1800-2000/1800-100-2000-125/2-2250	5050-155-5828-165-6485	
2000-2250/2000-2500	5550-165-6870	
2250-125-2750	6250-175-7475	
2250-125/2-2750		
2500-125/2-2750	6500-175-7725	
2500-3000	7250-200-8250	

QUANTUM OF INDUSTRIAL D.A. FOR EXECUTIVES

Effective from	Amount of IDA	AICPI
1.1.1989	221.10	819
1.4.1989	214.50	815
1.7.1989	231.00	825
1.10.1989	268.95	848

1.1.1990	301.95	868
1.4.1990	290.40	861
1.7.1990	331.65	886
1.10.1990	399.30	927
1.1.1991	453.75	960
1.4.1991	504.90	991

NON-EXECUTIVES

Pay slabs	FIXED D.A.
	Amount of FDA w.e.f 1.1.1989
Up to Rs. 1435	Rs. 101.60
Rs. 1436 - Rs. 2000	Rs. 121.60
Rs. 2001 - Rs. 2300	Rs. 181.60
Rs. 2301 - Rs. 2400	Rs. 241.60
Rs. 2401 and above	Rs. 361.60

VARIABLE D.A

w.e.f	AICPI	Amount of VDA (Rs.)
1.1.1989	819	221.10
1.4.1989	815	214.50
1.7.1989	825	231.00
1.10.1989	848	268.95
1.1.1990	868	301.95
1.4.1990	861	290.40
1.7.1990	886	331.65
1.10.1990	927	399.30
1.1.1991	960	453.75
1.4.1991	991	504.90

Name of Public Enterprises which are on CDA Pattern

S. No.	Name of the Enterprises
1.	Andaman & Nicobar Islands & Plantation Development Corpn. Ltd.
2.	Bharat Aluminium Co. Ltd.
3.	Bharat Gold Mines Ltd.
4.	Bharat Leather Corpn. Ltd.
5.	Bharat Ophthalmic Glass Ltd.
6.	Bongaigaon Refinery & Petro-Chemicals Ltd.
7.	Cement Corpn. of India Ltd.
8.	Central Inland Water
9.	Central Warehousing Corpn.
10.	Cotton Corpn. of (I) Ltd.
11.	Delhi Transport Corpn.
12.	Educational Consultants India Ltd.
13.	Engineers India Ltd.
14.	Engineering Project (India) Ltd.
15.	Food Corpn. of (I) Ltd.
16.	Heavy Engineering Corpn. Ltd.
17.	Hindustan Prefab Ltd.
18.	Hindustan Salts Ltd.
19.	Hindustan Steelworks Construction Ltd.
20.	Hospital Services Consultancy. Corpn. (I) Ltd.
21.	Housing & Urban Dev. Corpn.
22.	Indian Drugs and Pharmaceuticals Ltd.
23.	Indian Medicines Pharmaceuticals Corpn. Ltd.
24.	Indian Railway Construction Company Ltd.
25.	India Road Construction Corpn. Ltd.
26.	Indian Tourism Dev. Corpn. Ltd.

27.	Jute Corpn. of (I) Ltd.
28.	Mahanagar Telephone Nigam Ltd.
29.	Manganese Ore (India) Ltd.
30.	Mazagon Dock Ltd.
31.	Mineral Exploration Corpn. Ltd.
32.	Mining & Allied Machinery Corpn. Ltd.
33.	Modern Food Industries (India) Ltd.
34.	National Airports Authority
35.	National Aluminium Co. Ltd.
36.	National Bldg. Construction Corpn. Ltd.
37.	National Hydroelectric Power Corpn. Ltd.
38.	National Ind. Dev. Corpn. Ltd.
39.	National Instruments Ltd.
40.	National Mineral Dev. Corpn. Ltd.
41.	National Projects Corpn. Ltd.
42.	National Research Dev. Corpn. Ltd.
43.	National seeds Corpn. Ltd.
44.	National Small Industries Corpn. Ltd.
45.	National Textile Corpn. Ltd.
46.	NTC (A.P., Karnataka, Kerala, Mehe.) Ltd.
47.	NTC (Delhi, Punjab & Raj.) Ltd.
48.	NTC (Madhya Pradesh)
49.	NTC (Gujarat) Ltd.
50.	NTC (Maharashtra North) Ltd.
51.	NTC (South Maharashtra) Ltd.
52.	NTC (T. Nadu, Pondicherry) Ltd.
53.	NTC (U.P.) Ltd.
54.	NTC (W. Bengal, Assam, Bihar & Orissa) Ltd.

55.	North Eastern Electric Power Corpn. Ltd.
56.	North Eastern Handicrafts & Handlooms Dev. Co
57.	North Eastern Regional Agricultural Mktg. Corpn. Ltd.
58.	Orissa Drugs & Chemicals Ltd.
59.	Rail India Technical & Economic Services Ltd.
60.	Rajasthan Drugs & Pharmaceuticals Ltd.
61.	Rehabilitation Industries Corpn. Ltd.
62.	Rural Electrification Corpn. Ltd.
63.	Sambhar Salts Ltd.
64.	State Farms Corpn. Of India Ltd.
65.	Telecommunications Consultants India Ltd.
66.	Uranium Corpn. of (I) Ltd.
67.	U. P. Drugs & Pharmaceuticals Ltd.
68.	Videsh Sanchar Nigam
69.	Water & Power Consultancy Services (India) Ltd.

DRAFT FOR PRESIDENTIAL DIRECTIVES

SUB: Directive to be issued by the administrative Ministries in pursuance of the Supreme Court decision dated 3.5.90 to the PSEs which have been following Central DA pattern for adoption of IDA pattern and related scales of pay in respect of their employees.

In accordance with the directions given by the Hon'ble Supreme Court in their judgement dated 3.5.90, Government has issued detailed instructions to the PSEs which were following Central DA pattern about the manner in which the recommendations of the High Power Pay Committee are to be implemented. The Hon'ble Supreme Court had also directed that government in its discretion could decide the scales of pay and DA pattern for the employees who have been appointed in these PSEs on or after 1.1.89. The court also directed that employees who have been appointed earlier on the IDA pattern would continue to be governed in accordance with the terms and conditions of their appointment. The enterprise should draw up revised scales on IDA pattern keeping the enclosed model drawn up by Government. Pre-revised scales of pay under the 3rd CPC DA pattern have also been indicated in the statement to facilitate evolving of approximate scales for employees presently on 3rd CPC DA pattern. In exercise of the powers conferred by the provisions of Article No..... of the Articles of Association of/Section of Act, the President is pleased to direct that should take immediate measures for adoption of IDA and related scales of pay should furnish details of the perquisites and other allowances that it would like to pay as part of the package deal to its employees appointed on or after 1.1.89 for approval of the Government. Compliance of this directive may be reported in the Annual Report of for the year 1991-92.