

F. No. 2(94)/2011-DPE-(WC)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

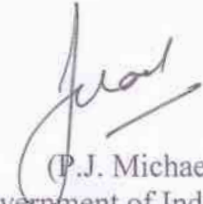
Public Enterprises Bhawan
Block No.14, CGO Complex, Lodi Road
New Delhi, the 30th July, 2012

OFFICE MEMORANDUM

Subject:- Performance Related Pay (PRP) clarification regarding ESOP

The undersigned is directed to refer to Ministry of Mines O.M. No.11(2)/2011-Met-I(Pt.I) dated 19.06.2012 on the subject noted above and to state that PRP is a variable component of the remuneration paid to executives of CPSEs. The concept of Employees Stock Option Scheme (ESOP) introduced in 2007 pay revision vide DPE O.M. dated 26.11.2008 is 'optional', and an employee benefit scheme. A portion of PRP can be paid in the form of ESOPs if the employee opts for it and as per provisions contained in Annex-IV (i), of O.M. dated 26.11.2008.

2. This issues with approval of Minister (HI&PE).



(P.J. Michael)
Under Secretary to the Government of India

Ministry of Mines,
(Shri R.K. Malhotra, Director),
Shastri Bhawan,
New Delhi

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