

# Adoption of IDA pattern and related scales of pay w.e.f. 1.1.1989 by the PSEs which were on CDA Pattern.

## **CHAPTER IV** **WAGE POLICIES & RELATED MATTERS**

### **(a) Wage Policy/Pay Revision/HPPC Recommendations**

#### **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

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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

<b>S. No.</b>	<b>Name of the Enterprises</b>
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 Pharmaceutials 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.

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Videsh Sanchar Nigam

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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.