

परिपत्र

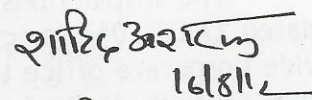
संख्या : 181/2012

दिनांक : 16.08.2012

विषय : एसपीएमसीआईएल के वेतनमान का आईडीए स्वरूप में परिवर्तन - स्पष्टीकरण ।

उपर्युक्त विषय पर एसपीएमसीआईएल के निगम कार्यालय से हमें पत्रांक सीएचओ(एचआर)/आईडीए/27/12/2012/2808 दिनांक 06.08.2012 प्राप्त हुआ है । उक्त अधिसूचित "एसपीएमसीआईएल के कार्यपालकों एवं गैर-संघीय पर्यवेक्षकों के वेतनमान का आईडीए स्वरूप में परिवर्तन - स्पष्टीकरण" एतद्वारा सभी संबंधित ई-1 से ई-8 स्तर तथा एस-1 एवं एस-2 स्तर के कर्मचारियों के सूचनार्थ हेतु ।

भारत सरकार टकसाल  
अलीपुर, कोलकाता-53  
(एसपीएमसीआईएल की एक इकाई)

  
( शाहिद अशरफ )  
सहायक प्रबन्धक-एचआर  
कृते महाप्रबन्धक

**C I R C U L A R**

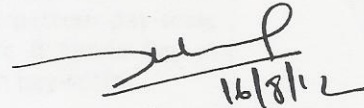
No. 181/2012

Date: 16.08.2012

Sub: Changeover to IDA pattern of pay-scales - Clarifications.

We are in receipt of letter No.CHO(HR)/IDA/27/12/2012/2808 dated 06.08.2012 from the Corporate Office of SPMCIL on the above-mentioned subject. The said notified "Changeover to IDA pattern of pay-scales - clarifications" is enclosed herewith as enclosure for information of all concerned E1 to E8 Executives and S1& S2 level Non-unionized employee's.

India Government Mint  
Alipore, Kolkata-53  
(A Unit of SPMCIL)

  
(Shahid Ashraf)  
Asstt. Manager -HR  
For General Manager

Copy to:-

- 1) All Executives (E1-E8), India Govt. Mint, Kolkata
- 2) All Supervisors (S1 & S2), India Govt. Mint, Kolkata ( Non - Unionized )
- 3) AM (IT) - for host in web site of IGM, Kolkata.



भारत प्रतिभूति मुद्रण तथा मुद्रा निर्माण निगम लिमिटेड  
SECURITY PRINTING AND MINTING CORPORATION OF INDIA LIMITED

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GM's Personal

CHO (HR) / IDA / 27 / 12 / 2012 / 2808

Date: 06.08.2012

To  
Chief General Manager/  
All General Managers/  
Mints / Presses / Paper Mill.

10 AUG 2012

7938

Sub: Changeover from CDA to IDA pattern pay-scale - Clarifications - Regarding.

Sir,

The instructions regarding changeover enclosing therewith Order of the Govt. dated 27.06.2012 for changeover from CDA to IDA pattern pay-scale was sent to Units vide Corporate office letter no. CHO(HR) /IDA/27/12/2012/2017 dated 07.07.2012. In this context, Units have been forwarding representations seeking clarifications on some of the issues and hence it is considered expedious to clarify the points seriatim.

Sr.No	Issues	Clarifications
1.	Recruitment Policy, Promotion policy etc. may be finalized before implementation of the IDA pattern pay-scales.	<ul style="list-style-type: none"> <li>Recruitment is a Management Function and SPMCIL Recruitment Policy shall be formally notified after approval by the Competent Authority.</li> <li>The Promotion Policy in respect of Executives has been documented and made available inviting suggestions and shall be finalized after approval by the Competent Authority.</li> </ul>
2.	Executives may be placed up at higher scales in IDA pattern pay-scales corresponding to CDA pattern pay-scales.	<ul style="list-style-type: none"> <li>The IDA pattern pay-scales have been notified by the Government in line with DPE O.M No.2 (70) / 08-DPE (WC) - GL-XVI/08 dated 26.11.2008.</li> <li>No change can be made corresponding to various IDA pay-scales as mentioned against the CDA pattern pay-scales in respective levels as clarified by DPE.</li> </ul>
3.	<p>a) IDA pay-scales may be made effective from the date of the executives exercising the option.</p> <p>b) The date of implementation of IDA pay-scales is 27.06.2012. Increment and DA revision under CDA pattern pay-scales are due w.e.f 01.07.2012. Therefore, changeover from CDA to IDA</p>	<ul style="list-style-type: none"> <li>The effective date of changeover from CDA to IDA pattern pay-scale is 27.06.2012 as approved by the Govt. Accordingly, Option has been sought for changeover by Executives &amp; Non-Unionized supervisors of the Company vide Corporate office letter no. CHO (HR) /IDA/27/12/2012/2017 dated 07.07.2012.</li> </ul>



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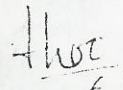


	<p>pay-scales may be made effective from 01.07.2012 so as to allow the benefits of increment and DA revision under CDA pattern pay-scales.</p>	<ul style="list-style-type: none"> <li>Regarding date of increment it is clarified that increment date will remain as 1<sup>st</sup> day of July. Accordingly, each Executive/Non-Unionized Supervisors will get increment as usual as already clarified vide SPMCIL letter no. CHO(HR) /IDA/27/12/2012/2017 dated 07.07.2012.</li> <li>SPMCIL Corporate office has made a back reference to Administrative Ministry requesting implementation of changeover from CDA to IDA pattern pay-scales w.e.f 01.07.2012. Decision of the Govt. is awaited.</li> </ul>
4.	Perks and Allowances under the cafeteria approach may be enhanced to 50%.	<ul style="list-style-type: none"> <li>Restricting to 45% of Basic Pay as Perks entitled to Executives under Cafeteria and also monetizing various facilities such as Dispensary, Gymkhana, Club, Schools etc., available at concerned Units are in conformity with DPE guidelines issued vide O.M No.2 (70) / 08-DPE (WC) - GL-XVI/08 dated 26.11.2008.</li> </ul>
5.	LTC may be removed from the Perks under Cafeteria approach because some Executives have already availed LTC for the Block year 2010-13. Whereas some of the Executives are yet to avail the same in the extended period as per Govt. of India orders. This may create discrimination among all the Executives.	<ul style="list-style-type: none"> <li>LTC is an important Perk under Cafeteria approach as applicable to the Executives of Public Sectors following the IDA pattern pay-scale which is in line with DPE guidelines and SPMCIL cannot be an exception to this.</li> <li>Executives / Non-Unionized Supervisors opting for IDA pattern pay-scales shall not be entitled to LTC facility in the existing mode from the year 2012-13 falling in the Block year 2010-13.</li> </ul>
6.	Whether Executives opting for CDA pattern pay-scales will be entitled for Performance Related Pay (PRP)?	<ul style="list-style-type: none"> <li>Executives deciding to continue under CDA pattern pay-scales shall Not be entitled to PRP.</li> <li>PRP to the Executives opting for IDA pay shall be regulated as per DPE O.M No. 2 (70) / 08-DPE (WC) - GL-XVI/08 dated 26.11.2008 and F.No2(70)/08-DPE (WC)-GLIV/09 dated 09.02.2009.</li> </ul>
7.	Whether HRA would be paid as per CDA pay-scales or it would be part of 45% / 42% Perks benefit given in IDA pattern pay-scales?	<ul style="list-style-type: none"> <li>HRA will be paid based on the Basic Pay in case of IDA pattern pay-scale and based on Basic &amp; Grade Pay in case of CDA pattern pay-scale.</li> </ul>

		<ul style="list-style-type: none"> <li>HRA shall not come within the purview of 45% / 42% Perks under Cafeteria approach.</li> </ul>
8.	Whether Executives who have got higher pay-scales by virtue of MACP will be placed in equivalent IDA pay-scales as notified by the Govt. and circulated vide SPMCIL letter no. CHO(HR) /IDA/27/12/2012/2017 dated 07.07.2012 and whether benefits of MACP scheme of Government of India continue after opting IDA pattern pay-scales?	<ul style="list-style-type: none"> <li>The Executives and Non-Unionized Supervisors are strictly identified in their substantive posts they hold and shall be accordingly fixed in the corresponding IDA pay-scales as notified by the Govt.</li> </ul>

2. It is requested that the above clarifications may kindly be on-passed to the Executives and Non-Unionized Supervisors on clear terms and without any ambiguity which could enable them to take a considered decision while exercising the option for changeover from CDA to IDA pattern pay-scale before 25<sup>th</sup> August, 2012.

Yours faithfully,

  
(P.K.Sahoo)  
(DGM-Pers)

Copy to :

1. OSD to CMD
2. EA to D(T) / D(HR)
3. GM(IT) / CVO (I/c)
4. DGM(IR) / DGM (F&A)
5. Guard File