

परिपत्र

संख्या : 202/2012

दिनांक : 15.09.2012

विषय : कम्पनी द्वारा नियुक्त कार्यपालकों एवं गैर-संघीय पर्यवेक्षकों के वेतनमान का आईडीए स्वरूप में क्रियान्वयन ।

उपर्युक्त विषय पर एसपीएमसीआईएल के निगम कार्यालय से हमें पत्रांक सीएचओ(एचआर)/आईडीए/27/12/2012/4509 दिनांक 14.09.2012 प्राप्त हुआ है । उक्त अधिसूचित "कम्पनी द्वारा नियुक्त कार्यपालकों एवं गैर-संघीय पर्यवेक्षकों के वेतनमान का आईडीए स्वरूप में क्रियान्वयन" एतद्द्वारा सभी संबंधित ई-1 से ई-8 स्तर के कार्यपालकों तथा एस-1 एवं एस-2 स्तर के गैर-संघीय पर्यवेक्षकों के सूचनार्थ संलग्नक के रूप में संलग्नित किया जाता है ।

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

अ. दुर्गा प्रसाद
(दुर्गा प्रसाद अचंता)
उप प्रबन्धक-एचआर
कृते महाप्रबन्धक

C I R C U L A R

No. 202/2012

Date: 15.09.2012

Sub: Implementation of IDA pattern of pay-scales in respect of Executives and Non-unionized Supervisors appointed by the Company.

We are in receipt of letter No.CHO(HR)/IDA/27/12/2012/4509 dated 14.09.2012 from the Corporate Office of SPMCIL on the above-mentioned subject. The said notified "Implementation of IDA pattern of pay-scales in respect of Executives and Non-unionized Supervisors appointed by the Company" is enclosed herewith as enclosure for information of all concerned E1 to E8 level Executives and S1& S2 level Non-unionized Supervisors.

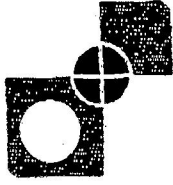
Enclosed : As above.

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

A Durga Prasad
(A Durga Prasad)
Dy Manager -HR
For General Manager

Copy to:-

- 1) All Executives (E1-E8), India Govt. Mint, Kolkata
- 2) All Non-Unionized Supervisors (S1 & S2), India Govt. Mint, Kolkata
- 3) Notice-board.



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

मिनिरल श्रेणी-1, सीपीएसई
भारत सरकार के पूर्ण स्वामित्वाधीन
(Miniratna Category-I, CPSE)
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CHO (HR) / IDA / 27 / 12 / 2012 / 4509

Date: 14.09.2012

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

Pl Circulate
14/9/2012
Dy Mgr
14/9/12

Sub: Implementation of IDA pattern of pay-scales in respect of Executives and Non-Unionized Supervisors appointed by the Company.

Sirs,

Please refer to various communications by the Corporate Office sent to the Units issuing instructions for changeover from CDA to IDA pattern of pay-scales in respect of Executives and Non-Unionized supervisors in conformity with the order issued by the Administrative Ministry on 27.06.2012. In this connection please be clarified that as per the agreement signed on 15.09.2008, the mode to exercise option is only available to the erstwhile Govt. employees who came on enmasse transfer to the rolls of the Company w.e.f 01.11.2008.

2. The Executives and Non-Unionized supervisors appointed by the Company are regulated under the terms of their appointment wherein it was made clear that they shall be liable to change to the IDA pattern of pay-scales. The offer of appointed was duly accepted by them and then only the Executives and Non-Unionized supervisors have joined in the Company. Therefore, the Executives appointed by the Company and the Non-Unionized supervisors selected and appointed by the Units are under obligation to changeover from CDA to IDA pattern of pay-scales as notified by the Govt. irrespective of the fact whether they exercise or do not exercise the option which is predominantly applicable only to the erstwhile Govt. employees who came on enmasse transfer to the roll of the Company.

3. Accordingly, all the Units are advised to implement the pay-scale of Executives and Non-Unionized supervisors appointed by the Company in IDA pattern. The Pay fixation in the IDA pay-scale in respect of these Company appointed employees shall be as on 27.06.2012 in line with the formula notified which is also applicable to the erstwhile Govt. employees opting for changeover to the IDA pattern pay-scales. In this connection, Corporate HR Communication dated 07.07.2012 may be referred to.

4. While changing over to the IDA pattern of pay-scale, please be informed that the Executives and Non-Unionized supervisors appointed by the Company shall be entitled to Perks for which the individual Executive and Non-Unionized supervisor shall give his/her preference under the "Cafeteria" plan. The Executives and Non-Unionized supervisors shall also be entitled to Performance Related Pay (PRP) from the year 2012-2013 onwards which shall be calculated in conformity with the DPE guidelines, Individual Performance and achievement of MoU target by the Company.

Yours faithfully,

P.K. Sahoo 14.9.12

(P.K.Sahoo)
DGM-Pers

Copy to :

- 1) OSD to CMD
- 2) EA to Director (T) / EA to Director (HR)
- 3) GM(IT)/CVO (I/c)
- 4) DGM (IR) / DGM (F&A) for the needful in respect of Corporate Office Executives and Supervisors.
- 5) ACS, SPMCIL
- 6) Notice Board