INDRAPRASTHA POWER GENERATION COMPANY LIMITED &
PRAGATI POWER CORPORATION LIMITED
(HR DEPARTMENT)
Corporate Identity Number (CIN) – U40103DL2001SGC111530
Website: www.ipgcl-ppcl.gov.in

No:F.97(2)/HR/Policy/16-17/79

Dated: 9th November, 2016

OFFICE ORDER

The Board of Directors of IPGCL & PPCL vide item no. 81.2.9 and 79.2.9 have accorded approval for implementation of the Modified Time Bound Pay Scales’ Policy for Category B, C & D employees as per the recommendations of the TBPS Committee with notional fixation w.e.f. 7th November, 2012 and actual payment w.e.f. 1st September, 2016 as per the table given below:

<table>
<thead>
<tr>
<th>Type of TBPS</th>
<th>Induction Level Rs.2000 GP</th>
<th>Induction Level (Rs.2400 GP)</th>
<th>Induction Level (Rs.2800 GP)</th>
<th>Induction Level (Rs.3600 GP)</th>
<th>Induction Level (Rs.4600 GP) earlier Rs.4200</th>
</tr>
</thead>
<tbody>
<tr>
<td>DR Entry Level / Trade Test, Typing Test, Deptt. Test</td>
<td>Rs.2000</td>
<td>Rs.2400</td>
<td>Rs.2800</td>
<td>Rs.3600 (earlier Rs.2900, 3000, 3100, 3200, 3300, 3500 &amp; 3600)</td>
<td>Rs.4200 (earlier 3800 &amp; Rs.4000 – rationalized to 4200)</td>
</tr>
<tr>
<td>SG 5 years</td>
<td>Rs.2400 GF</td>
<td>Rs.2800 GP</td>
<td>Rs.3600 GP</td>
<td>Rs.4600 GP</td>
<td>Rs.4800 GP</td>
</tr>
<tr>
<td>1st (10 years)</td>
<td>Rs.2800 GF</td>
<td>Rs.3600 GP</td>
<td>Rs.4600 GP</td>
<td>Rs.5400 GP</td>
<td>Rs.6400 GP</td>
</tr>
<tr>
<td>2nd (18 years)</td>
<td>Rs.3600 GF</td>
<td>Rs.4600 GP</td>
<td>Rs.4800 GP</td>
<td>Rs.5400 GP</td>
<td>Rs.6600 GP</td>
</tr>
<tr>
<td>3rd (26 years)</td>
<td>Rs.4600 GF</td>
<td>Rs.4800 GP</td>
<td>Rs.5400 GP</td>
<td>Rs.6600 GP</td>
<td>Rs.7600 GP</td>
</tr>
</tbody>
</table>

The recommendations / guidelines of the TBPS Committee are given hereunder:

1. The modified TBPS policy will be applicable to those employees who were appointed / entered in category B, C & D by direct recruitment or promoted from category ‘D’ to category ‘C’, category ‘C’ to intermediate posts up-to category ‘B’ by way of qualifying the Trade Test/Typing Test/Departmental Test.

2. Further, All the employees of DVB Origin/IPGCL/PPCL shall be entitled for the 1st TBPS on completion of 10 years of continuous ad-hoc/regular service.
3. The second TBPS shall be given on completion of further eight years of service i.e. 18 years of continuous ad-hoc/regular service in all from the entry level in the category by direct recruitment or promoted from category ‘D’ to category ‘C’, category ‘C’ to intermediate posts up-to category ‘B’ by way of qualifying the Trade Test/Typing Test/Departmental Test.

4. The 3rd TBPS shall be given on completion of further 08 years of service i.e. 26 years of continuous ad-hoc/regular service in all from the entry level in the category by direct recruitment or promoted from category ‘D’ to category ‘C’, category ‘C’ to intermediate posts up-to category ‘B’ by way of qualifying the Trade Test/Typing Test/Departmental Test.

5. Further, Selection Grade of Rs. 3100 GP will not be counted for TBPS in case of category C & D employees.

6. The Committee has also recommended for Selection Grades in each induction level of category i.e. B, C & D at Grade Pay of Rs. 4800, 4600, 3600, 2800 & 2400 respectively as shown in the TBPS table in line with three Selection Grades already provided in Unified Promotion Policy for Category A.

7. The Committee has also recommended that Modified TBPS in respect of those officials of category ‘B’ who are eligible for their next promotion to the post of AMs will be decided along with category ‘A’ TBPS policy.

8. In Modified TBPS scheme only three Time Bond Promotional Scales in all will be given from their Induction level.

9. Induction means an employee entered in category B & C by promotion from category ‘D’ to category ‘C’, category ‘C’ to intermediate posts up-to category ‘B’ by way of qualifying the Trade Test/Typing Test/Departmental Test. These employees shall be treated in category ‘B & C’ at par with Direct Recruitment employees for grant of benefits of TBPS in new modified TBPS Scheme.

10. The Committee also recommends the following in new modified TBPS Scheme with the following Terms & Conditions:
11. If any junior employee in the cadre will get the higher Time Bound Promotional Scale, senior officials who got promotion in same hierarchy in the lower scale will be elevated to the new modified TBPS scale to avoid anomaly, if any.

12. Employees who have already been given 1\textsuperscript{st} / 2\textsuperscript{nd} /3\textsuperscript{rd} TBPS as per DVB TBPS Scheme prior to 07.11.2012 (i.e. approval of Unified Promotion rules by BoD for B, C & D category), will also be given the benefit of new modified TBPS scheme w.e.f. 07.11.12, they will be given the higher scale and fixation benefit as per new TBPS scheme from the retrospective date, or whichever is later.

"For example; if an employee has been given the 2\textsuperscript{nd} TBPS in the Grade Pay of Rs. 4000 prior to 07.11.2012 and as per new modified TBPS scheme 2\textsuperscript{nd} TBPS is Rs. 4200 GP, then he will be given benefit of fixation in higher scale & GP of Rs. 4200/- w.e.f. 07.11.2012."

13. The benefit of time bound promotional scale shall neither confer on the employee the higher designation of the promotional post nor will it dilute the Service Rules on recruitment/promotion to such post according to his entitlement in due course.

14. The promotional scale of pay as mentioned above shall be given on the basis of seniority and requisite qualifying services which means that the period of extra ordinary leave for private affairs and dies-non-period, if any, shall not be counted towards qualifying service.

15. Employees will continue to perform the same duties and functions and carry the same designation though their pay under these orders will be fixed under FR-2(1) (a)(i) till they are absorbed against regular vacancies in the line of their promotion and shall not be entitled to the benefit of any fixation of pay in that scale again.

16. The employees who are not continuing in the same category of post as a measured of any disciplinary awarded punishment shall be considered after the punishment period is over. In cases of those who have been reverted to a lower post as a result of disciplinary action, their case shall be considered after the revocation of reversion, if and when it takes place.
17. The employees will be entitled to the benefits such as special allowance, conveyance allowance, uniform washing allowance, etc. attached with the post hold by the concerned official only.

18. Past service rendered by officials in a Central / State Govt. / Statutory Body / Autonomous Body / Public Sector Organization etc. before appointment in this organization i.e. DESU / DVB / IPGCL /PPCL shall not be counted towards qualifying service for modified TBPS Policy.

Further, a Committee comprising of functional Directors under the Chairmanship of Director (HR) has also been recommended by the Board of Directors with regard to addressing issues arising out of implementation of the Modified TBPS Policy.

(Anil Taneja)
A.M (HR) Policy

Copy to:

1. All HoDs / Sectional Heads
2. Sr. Manager (IT) : For uploading the same in Company Website.
3. Notice Board