

To,

Shri Ramesh K J
Chief General Manager (HR & TRG)
Public Information Officer ,
Cochin Shipyard Limited,Administrative Building,
Cochin Shipyard Premises,Perumanoor, Cochin,
Ernakulam - 682 015, Kerala, India

Respected Sir/Madam,

Sub: Implementation of Pay Revision to Executives w.e.f.1-1-2017

- Application under RTI Act-2005.

As per DPE guidelines Office Memorandum No.W-02/0028/2017-DPE(WC)-GL-XIII/17,DT.3rd August,2017 all Executives are due for Pay revision wef 01-01-2017.

2. I am a citizen of India . I am submitting this application under RTI Act,2005 seeking information regarding implementation and issuance of detailed Office Order thereon.
3. It is understood that, the Pay revision for executives ,Board level and below Board level has been implemented in your company by following the above guidelines.
4. I therefore request you to arrange to furnish a copy of the pay revision office order issued by your company . The necessary fees if any towards furnishing the copy of the your company office order will be paid by me as per RTI Act.

Thanking you,

Yours faithfully,

Dt.03-03-2020

encls:IPO for Rs 10/-

Xerox copy of Aadhar card.



SEC/50/2020-I

July 10, 2020

Sub: Information Under Right to Information Act

Dear Sir,

Please refer your following requests under the Right to Information (RTI) Act, 2005:

- (a) Online RTI request no. CSLTD/R/E/20/00029 dated July 07, 2020; and
- (b) Physical RTI request dated March 03, 2020 and received by CSL on March 10, 2020 against which CSL vide letter of even no. dated April 28, 2020 had requested for payment of additional fees as required under the RTI Act, 2005 for providing the information sought.

2. We acknowledge the receipt of the additional fees under the RTI Act, 2005 required for providing the information sought under the above referred requests. The information sought under the above referred requests is placed at **Annexure I**.

3. If you are not satisfied with the above reply, you may prefer an appeal within 30 days from the date of receipt of this letter to Shri Suresh Babu N V, Director (Operations) & Appellate Authority, Cochin Shipyard Limited, Administrative Building, Cochin Shipyard Premises, Perumanoor, Kochi – 682 015.

Thanking You,

Yours faithfully,


K J Ramesh

Central Public Information Officer



COCHIN SHIPYARD LIMITED
Kochi-15
(P&A Department)

No. PERL/2(10)/07 Vol III

02 Apr 2018

OFFICE ORDER NO. PERL/032/2018

**REVISION OF PAY SCALES OF BOARD AND BELOW BOARD LEVEL
EXECUTIVES AND NON-UNIONIZED SUPERVISORS
W.E.F. 01.01.2017**

1. In pursuance to the Presidential Directives received from the Ministry of Shipping (CSL Section), Govt. of India, vide letter No.SY-11017/1/2009-CSL dated 31.01.2018, the company is pleased to revise the scales of pay and allowances for Board and Below Board Level Executives and Non-unionized Supervisors w.e.f. 01.01.2017. The pay revision is strictly in accordance with the parameters and conditions as notified by the Dept of Public Enterprises vide its OMs No. W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03.08.2017, 04.08.2017 and 07.09.2017, as per the details given below:-

2. Revised Pay Scales

The following shall be the revised scales of pay for Board level and Below Board level Executives and Non-unionized Supervisors w.e.f. 01.01.2017.

2.1. Scales of Pay - Executives Board Level

Sl No	Grade (Schedule)	Existing Scale	Revised Scale from 01 Jan 2017
1	DIRECTOR (B)	₹65000-75000	₹160000-290000
2	CMD (B)	₹75000-90000	₹180000-320000

2.2. Scales of Pay-Executives Below Board Level

Sl No	Grade	Existing Scale	Revised Scale from 01 Jan 2017
1	E1	₹16400-40500	₹40000-140000
2	E2	₹20600-46500	₹50000-160000
3	E3	₹24900-50500	₹60000-180000
4	E4	₹29100-54500	₹70000-200000
5	E5	₹32900-58000	₹80000-220000
6	E6	₹36600-62000	₹90000-240000
7	E7	₹43200-66000	₹100000-260000
8	E8	₹51300-73000	₹120000-280000

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2.3. Scales of Pay-Non-unionized Supervisors

Sl No	Grade	Existing Scale	Revised Scale from 01 Jan 2017
1	PS-1	₹ 11200-29500	₹ 28000-110000
2	PS-2	₹ 12600-32500	₹ 30000-120000
3	PS-3	₹16400-40500	₹ 40000-140000
4	PS-4	₹18800-42500	₹ 45000-150000

3. Fitment Benefit and Pay fixation Methodology

3.1. The pay of the Executives and Non-unionized Supervisors who were on the regular rolls of the company as on 31st Dec 2016 and continue to be in the rolls as on 1st Jan 2017 will be fixed in the following manner.

A		B		C		D
				(Fitment Benefit)		[Revised Basic Pay as on 01.01.2017] *
Basic Pay + Stagnation increment(s) as on 31.12.2016 (Personal Pay / Special Pay not to be included)	+	Industrial Dearness Allowance (IDA) @ 119.5% as applicable on 01.01.2017 [under the IDA pattern computation methodology linked to All India Cumulative Price Index (AICPI) 2001 = 100 series]	+	15% of (A+B)	=	Aggregate amount rounded off to the next ₹10/-

* In case revised BP as on 01.01.2017 arrived so is less than the minimum of the revised pay scale, pay will be fixed at the minimum of the revised pay scale.

3.2. In the case of Executives and Non-unionized Supervisors who have been promoted to higher grades, the pay will be first fixed in the revised scale in the lower post in the manner explained at para 3.1 and subsequently the pay to be fixed in the revised scale of pay of the promoted post.

3.3. Fixation of Pay where normal date of increment is on 01.01.2017

In the case of Executives and Non-unionized Supervisors who are due for annual increment on 01.01.2017, their pay

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will be initially fixed as per the pay fixation methodology given at para 3.1 above and increment will be granted thereafter on the revised pay.

4. Executives and Non-unionized Supervisors appointed on or after 01.01.2017

All Executives and Non-unionized Supervisors who joined the services of the company on or after 01.01.2017 would be deemed to have been appointed in the revised scales of pay at the minimum of the scale from the date of their joining the company. Such Executives and Non-unionized Supervisors will not be eligible for fitment benefit under the pay revision.

5. Executives who had been granted advance increments

If some of the Executives recruited by CSL after 01.01.2017 had been granted a higher start in the then existing scales of pay, then in such cases equal number of increments would be allowed in the revised scale from the start of the pay scale w.e.f. the date of appointment.

6. Annual Increment and Promotion Increment

A uniform rate of 3% of basic pay will be applicable for both Annual Increment as well as Promotion Increment. Pay of an Executive/Non-unionized Supervisor after grant of annual increment as well as promotion increment would be rounded off to the next multiple of ₹10/-.

7. Stagnation Increment

In case of reaching the end point of pay scale, an Executive/Non-unionized Supervisor would be allowed to draw stagnation increments, one after every two years up to a maximum of three such increments provided the Executive/Non-unionized Supervisor gets a performance rating of 'Good' or above.

8. Dearness Allowance (DA)

100% DA neutralization will be adopted for all the Executives and Non-unionized Supervisors, who are on IDA pattern of scales of pay, w.e.f. 01-01-2017. Thus, DA as on 01-01-2017 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100, which is 277.33 (average of AICPI for the months of September, October and November 2016) as on 01.01.2017. The periodicity of adjustment will be once in three months, as per the existing practice. Accordingly, quarterly DA payable from 01.01.2017 will be as per new DA scheme as under :

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Date of Dearness Allowance	Rate of Dearness Allowance (in %)
01-01-2017	0.0
01-04-2017	-1.1
01-07-2017	-0.2
01-10-2017	2.2
01-01-2018	3.4

9. House Rent Allowance

The revised rates of House Rent Allowance payable to the Executives and Non-unionized Supervisors w.e.f. 31.01.2018 i.e. the date of issue of Presidential Directives, will be as under:-

Cities with population	Rates
X class (Population of 50 lakhs and above)	24% of Basic Pay
Y class (Population of 5 lakhs to 50 lakhs)	16% of Basic Pay
Z class (population less than 5 lakhs)	8% of Basic Pay

The rates of House Rent Allowance will be revised to 27%, 18% and 9% for X, Y and Z class cities respectively when IDA crosses 25% and further revised to 30%, 20% & 10% when IDA crosses 50%. For the period 01.01.2017 to 30.01.2018, HRA will be on the pre-revised basic pay and on rates as applicable.

10. House Rent Recovery (HRR)

The HRR in respect of leased accommodation should be at the following rate, or the actual rent, whichever is lower:-

Classification of cities	Rates of HRR
X-class	7.5% of BP
Y-class	5% of BP
Z-class	2.5% of BP

For accommodation arranged by CSL, the HRR shall be 7.5% of BP (for X-class cities)/5% of BP (for Y-class cities)/2.5% of BP (for Z-class cities), or standard rent fixed, whichever is lower.

11. Leased Accommodation

Guidelines in this regard will be issued separately with the approval of the competent Authority.

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[Signature]

12. Non Practicing Allowance (NPA)

The Medical Officers of Shipyard will be eligible for grant of a Non-Practicing Allowance @ 20% of Basic Pay w.e.f. 31.01.2018. NPA will not be considered as pay for the purpose of calculating other benefits and will be outside the purview of ceiling of 35% of revised basic pay under Cafeteria approach. NPA will be effective from the date of issue of Presidential Directives.

13. Perks and Allowances

Effective from 01.01.2017, the revised guidelines on Cafeteria approach towards payment of Perks and Allowances subject to a ceiling of 35% of revised basic pay will be adopted. Guidelines in this regard will be issued separately with the approval of the Board.

14. Perquisite Tax on Accommodation

In line with the DPE directives, as regards company owned accommodation provided to executives, CSL would bear the Income Tax liability on the 'non-monetary perquisite' of which 50% shall be loaded within the ceiling of 35% of Basic Pay payable as perks and allowances to such executives.

15. Performance Related Payment

The existing Performance Related Payment Scheme would be valid upto 31.03.2017 and shall be replaced with a new Performance Related Payment Scheme in line with the DPE guidelines promulgated vide DPE OM dated 03.08.2017. The revised Performance Related Payment Order will be adopted from the financial year 2017-18 onwards and the scheme will be notified separately at a later date.

16. Superannuation Benefits

The existing provisions regarding superannuation benefits shall continue and CSL shall continue to contribute as per notified rates upto 30% of Basic Pay plus DA towards Provident Fund (PF), Gratuity, Post Superannuation Medical Benefits and Annuity Pension scheme.

17. Gratuity

The ceiling on gratuity amount payable stands enhanced from ₹10 lakhs to ₹20 lakhs w.e.f. 01.01.2017 and the funding for the entire amount of Gratuity would be met from within the ceiling of 30% of Basic

CSL
Shipyard
Mumbai

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Pay plus DA. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%.

18. Pension and Medical

The requirement of a minimum of 15 years of service to be eligible at the time of superannuation for drawal of pension stands dispensed. The existing post retirement medical benefits will continue to be linked to the requirement of superannuation and minimum of 15 years of continuous service for other than Board Level executives. The post retirement medical benefits shall be allowed to Board Level Executives (without any linkage to provision of 15 years of service) upon completion of the tenure or upon attaining the age of retirement whichever is earlier.

19. Club Membership

Board Level executives will be allowed corporate club membership upto a maximum of two clubs, co-terminus with their tenure.

20. Periodicity

The periodicity of this pay revision will be in line with Govt. directives and the next pay revision would take place as decided by the Govt. but not later than 10 years.

21. Review of Profitability

The impact of pay revision vis-a-vis profitability will be reviewed after every three years and corrective action will be taken in line with directives as contained in DPE OM dated 03.08.2017.

22. Payment of Arrears

22.1. Eligible Executives and Non-unionized Supervisors who are on the rolls of the Company on the date of issue of this Office Order will be paid arrears in terms of provisions of this Office Order viz. on account of revised basic pay, DA, increments, fixation of pay on promotion (if any), leave encashment, applicable perks and allowances and terminal benefits like provident fund, gratuity, pension, superannuation medical benefits as applicable from 01.01.2017. However, the revised rates of HRA and NPA will be applicable from 31.01.2018 i.e. the date of issue of Presidential Directives.

22.2. All Executives and Non-unionized Supervisors who were on the rolls of CSL as on 01.01.2017 but subsequently ceased to be in service on account of superannuation, resignation, voluntary retirement, termination of employment, death etc.

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would be eligible for arrears on pro-rata basis wherever due in terms of this Office Order on account of revised basic pay, DA, increments, promotion (if any), leave encashment, applicable perks and allowances, provident fund, gratuity and pension as applicable from 01.01.2017.

22.3. The benefits of pay revision will, however, not be allowed to those who have left the service of the Company after 01.01.2017 on the following grounds:

- (a) Dismissal
- (b) Resignation without permission or notice
- (c) Resigned and left the service and bond liability has not been discharged at the time of leaving the Company.
- (d) Abandoned the service
- (e) Absconding from service

22.4. All Recoveries (including Notice Pay, if any) to be effected from erstwhile Executives and Non-unionized Supervisors will be re-calculated and recovered. Similarly wherever amounts are due from such Executives the same will be recovered from the arrears payable to them. Further, excess payments, erroneous payments/arithmetical and system errors if any in fixation of pay/calculation of arrears will be subject to corrections, adjustments and requirements.

23. General

23.1. Salary in the revised scale will be disbursed w.e.f. Apr 2018 onwards. Payment of arrears in terms of this office order will also be disbursed during Apr 2018, in two installments.

23.2. Excess payment, if any, made as a result of incorrect fixation of pay in the revised scales and in calculation of arrears or detected in the light of discrepancies noticed subsequently, shall be recovered either by adjustment against future payments due to the employee concerned or otherwise.

23.3. Anomalies, if any, arising out of implementation of this order will be addressed separately.

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23.4. Method of fixation of pay in respect of supervisors promoted from workmen cadre

The Long Term Settlement (LTS) on wage revision applicable to workmen is due from 01.04.2017. Hence, in the case of Non-unionized Supervisors promoted from the workmen cadre on or after 01.04.2017, their pay will be fixed provisionally at the minimum of the revised scale of pay to which they are promoted or at the Basic pay plus DA drawn by the employee as on the date of promotion, whichever is higher. Their basic pay will be refixed on implementation of the wage settlement for workmen.

23.5. The above order on Pay Revision will remain in force till the next Pay Scale Revision as per DPE orders applicable to CPSE's or till further order issued by DPE.

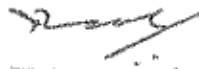
23.6. From any payment made to employees by way of this order, recovery towards income tax, professional tax etc will be effected as per Rules.

23.7. All other allowances, benefits and terms and conditions, other than those specifically revised, as above will continue as per existing Rules.

24. All issues pertaining to the Pay Revision Orders as above, discrepancy, interpretation, clarification shall be addressed to P&A department. The issues raised would be examined and the decision of C&MD in this regard shall be final and binding.

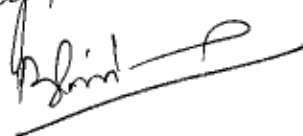
25. Notwithstanding anything detailed above, the DPE guidelines/directives issued from time to time on any matter above will have an overriding effect and the same would be implemented.

26. This issues with the approval of CMD.


(K J Ramesh)
CGM (HR)

To

All Executives/Supervisors : Through Intranet
D(F)/D(O)
CGMs/GMs/DGMs
AGM (Admn) to CMD

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