



KIOCL LIMITED

II BLOCK, KORAMANGALA,
BANGALORE 560 034

PERSONNEL DEPARTMENT

No. PERS/05/25(2007/E)

Date: 21.12.2009

PERSONNEL CIRCULAR NO. 240/2009

**Sub: Revision of scales of pay of Board level/
Below Board level Executives & Non-unionized
Supervisors w.e.f.01.01.2007**

In pursuance of the 'Presidential directives' conveyed by the Govt. of India, Ministry of Steel vide their letter No. 5(21)/2008-KDH dated 02.12.2009 the Management is pleased to announce the revision of salary structure of Board Level/Below Board Level Executives and Non-unionized Supervisors.

1.0 REVISED SCALES OF PAY:

The existing and the corresponding revised scales of pay effective from 01.01.2007 are as given below:

Grade	Existing scales of pay (Rs.)	Revised scales of pay (Rs.)
Board Level posts		
Dir. (A)	25750-650-30950	75000-100000
CMD(A)	27750-750-31500	80000-125000
Below Board level posts/grades		
SS	7800-230-10560-240-13680	12600-32500
E-0	8600-250-14600	16400-40500
E-1	10750-300-16750	20600-46500
E-2	13700-350-18250	24900-50500
E-3	16000-400-20800	32900-58000
E-4	17500-400-22300	36600-62000
E-5	18500-450-23900	43200-66000
E-6	19000-450-24400	51300-73000
E-7	19500-450-25350	51300-73000
E-8	20500-500-26500	51300-73000
E-9	23750-600-28550	62000-80000

a) The existing structure of grades and entitlements in case of Executives/ Non-unionized Supervisors shall remain same, wherever there is a sharing of pay scale.

b) Applications for Board level posts in Schedule 'A' CPSEs will be forwarded to the PESB in respect of Executives in E8 (GM) and above grades only.

2.0 FIXATION OF PAY IN THE REVISED SCALE OF PAY:

a) Basic pay + stagnation increments as on 1.1.2007

+

b) Dearness Allowance at 78.2% on (a) above.

+

c) Fitment benefit at the rate of 30% of (a) and (b) above.

The aggregate amount arrived would be rounded off to the next ten rupees and would be the revised basic pay as on 1.1.2007. If the amount arrived is less than the minimum of the revised pay scale, basic pay shall be fixed at the minimum of the revised pay scale.

2.1 Where Executives/Non-unionized Supervisors drawing pay at two or more consecutive stages in an existing scale get bunched, then for every two stages so bunched, benefit of one increment shall be given to the executive drawing higher pay in the pre-revised structure. However, this will be taken up separately and will be resolved by a Committee.

2.2. If any extra ordinary increment(s) and /or increase in the pay in respect of Executives/Supervisors have been granted with retrospective effect, which affects the revision of pay as on 01.01.2007, such increment and/or increase in pay will be ignored for the purpose of fitment/pay revision.

The Fitment tables are given in Annexure .

3.0 **Increment:** The rate of annual increment will be at the rate of 3% of the revised basic pay. The fraction of a rupee, if any, in the basic pay would be rounded off to the next multiple of ten. The existing increment date applicable to the Executives/Non-unionized Supervisors shall not change as a consequence of fitment in the revised scales.

3.1 **Stagnation Increment:** Executives/Non-unionized Supervisors would be allowed upto a maximum of three stagnation increments, one after every two years, upon reaching the maximum of the revised scales of pay provided the Executive/ Non-unionized Supervisors is rated "Good or above".

3.2 Fixation in respect of Executives appointed on or after 01.01.2007:

a) Basic pay of Executives/GETs/ETs appointed/absorbed in KIOCL Pay scales after 1.1.2007 who were allowed basic pay at the minimum in the pre-revised scale of pay shall be fixed at the minimum of the corresponding revised scales of pay.

b) In cases where pay fixation had been done in the pre-revised scale taking into account the Basic pay last drawn in the previous Organization(PSU/Govt. Organizations only), pay protection would be granted in the revised scale also, based on the revised last pay drawn (basic + DA) in the previous Organization, provided the scales of pay in the previous organization have also been revised and a revised last Pay Certificate is produced. In the absence of such a revision in the previous organization, the pay shall be fixed at the minimum of the concerned revised scale of pay.

c) Employees promoted after 1.1.2007 from Non-Executive grade to the Supervisory grade shall draw provisionally the minimum revised basic pay in the relevant supervisory grade pending revision of pay structure of employees in Non-Executive category, subject to the following conditions:

i) In case the sum of revised basic pay & dearness allowance on the date of promotion is less than the sum of pre-revised basic pay, dearness pay, dearness allowance, then the difference of the same shall be allowed as personal pay, which shall be considered for all payments linked to basic pay.

ii) On revision of pay structure of applicable Non-Executive category, personal pay so granted shall be adjusted/recovered against arrears payable.

3.3 Pay fixation on promotion: The pay of Executives/Non-unionized Supervisors promoted to higher Scale of pay/post on or after 01.01.2007 would be fixed in the revised scale by adding one notional increment equal to the increment being drawn by the Executive/Non-unionized Supervisor in the pay scale, before such promotion and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10/-.

4.0 Dearness Allowance: 100% DA neutralization will be adopted for all the Executives/Non-unionized Supervisors who are on IDA pattern of scales of pay, w.e.f. 01.01.2007. Thus DA as on 01.01.2007 will become zero with link point of All India Consumer Price Index(AICPI) 2001 = 100, which is 126.33 as on 01.01.2007. The periodicity of adjustment will be once in three months, as per the existing practice for these categories. The quarterly DA payable from 01.01.2007 will be as per new DA scheme as given below:

Date of Dearness Allowance	Rate of Dearness Allowance (in percentage)
01.01.2007	0
01.04.2007	0.8
01.07.2007	1.3
01.10.2007	4.2
01.01.2008	5.8
01.04.2008	6.3
01.07.2008	9.2
01.10.2008	12.9
01.01.2009	16.6
01.04.2009	16.9
01.07.2009	18.5
01.10.2009	25.3

5.0 House Rent Allowance: The House Rent Allowance will be at the following rates as per Govt. directives:

Cities with population	Rates of HRA
50 lakhs & above Classified as "X"	30% of basic pay
5 to 50 lakhs Classified as "Y"	20% of basic pay
Less than 5 lakhs Classified as "Z"	10% of basic pay

5.1. In accordance with the revised guidelines, the House rent at Bangalore, New Delhi and Chennai is payable at 30 % of Basic Pay and at Mangalore Bhubaneswar, Visakhapatnam at 20% and all other locations, at 10 % of basic pay.

5.2 With effect from 02.12.2009, HRA shall be granted as per the revised classification of cities/ towns by the Central Government on revised basic pay.

6.0 **City Compensatory Allowance:** In pursuance of Presidential Directives the CCA stands abolished w.e.f. 02.12.2009.

7.0 **Family Planning Incentive:** Executives/Non-unionized Supervisors who are in receipt of family planning incentive prior to 01.01.2007 would be allowed to draw the increment equivalent to the lowest rate of increment applicable to the relevant revised scales of pay corresponding to the pay scale of the post against which the employee concerned was initially granted the increment as personal pay, with effect from 01.01.2007. Executives/Non-unionized Supervisors who have drawn such increment on or after 01.01.2007 would be allowed the increment based on the increment rate (3%) in the revised scale of pay from the date of drawal of such increment.

8.0 **Non-practicing allowance:**

Non-practicing allowance (NPA) to doctors w.e.f. 02.12.2009 shall be as under:

Qualification	Percentage of basic pay
MBBS	20%
MBBS with Diploma	22.5%
PG Degree	25%

The above NPA shall not be counted for any other purpose like DA, PF, Gratuity, Leave encashment, etc.

9.0 **Gratuity:** The ceiling of Gratuity payable is raised to Rs. 10 lakhs w.e.f. 01.01.2007. Gratuity / differential gratuity shall be calculated and paid on the basis of the revised basic pay and DA, subject to applicable terms and conditions, income tax rules etc.

10.0 **Superannuation benefits:** Superannuation benefits shall be paid at the rate of 30% of the revised basic pay & DA. This shall include contributory provident fund, gratuity, pension & post-superannuation medical benefits (scheme to be formulated in due course).

11.0 Differential amount of leave encashment on account of pay revision effective from 01.01.2007 will be paid.

11.1 With effect from 1.1.2007 contribution to the provident fund shall be recovered on the basis of revised pay.

12.0 **Adjustment of Advance Adhoc Payment:** The Adhoc amount paid vide Personnel Circular No.38/2008 dated 29.04.2008 would be adjusted against the benefits arising out of this wage revision.

13.0 For Executives/Non-unionized Supervisors separated on or after 01.01.2007: All Executives/Non-unionized Supervisors who were on the rolls of the Company as on 01.01.2007 but subsequently ceased to be in the service on account of Superannuation, Resignation, Voluntary Retirement, Termination of employment, Death etc., would be eligible for benefits of the revised scales of pay up to the period they were in the employment of the Company.


14.0 All payments shall be subject to income tax as per Income Tax Act.

15.0 Other conditions: Merely because of revision of scales of pay, there will not be any upward revision in the various allowances and benefits/perks related to scale /pay. Suitable modifications in the entitlement will be made separately in the relevant rules regarding TA, LTC etc, taking into account the revised scales of pay.

Wherever, recovery is to be made on account of revision of scales of pay, the same will be effected from the arrears/monthly salaries.

Arrears on account of revision of scales of pay, payable from 01.01.2007 after adjusting adhoc advance paid earlier and other statutory recoveries etc., will be shortly credited to the respective Bank Account of the eligible employees.

This issues with the approval of Competent Authority.


(S. RAJENDRA) 21/12/09
ADDL.GENERAL MANAGER(PERS)

Distribution:

As per 'A', 'B' & 'C' lists.
Notice Boards.

FITMENT TABLE

ANNEXURE TO PERSONNEL CIRCULAR NO.240 DATED 21.12.2009			
Existing Scale Rs.7800-230-10560-240-13680(SS)		Existing Scale Rs.8600-250-14600(E-0)	
Revised Scale Rs.12600-32500/-(SS)		Revised scale Rs.16400-40500/-(E0)	
EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.	EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
7800	18070	8600	19930
8030	18610	8850	20510
8260	19140	9100	21090
8490	19670	9350	21670
8720	20210	9600	22240
8950	20740	9850	22820
9180	21270	10100	23400
9410	21800	10350	23980
9640	22340	10600	24560
9870	22870	10850	25140
10100	23400	11100	25720
10330	23940	11350	26300
10560	24470	11600	26880
10800	25020	11850	27460
11040	25580	12100	28040
11280	26140	12350	28620
11520	26690	12600	29190
11760	27250	12850	29770
12000	27800	13100	30350
12240	28360	13350	30930
12480	28920	13600	31510
12720	29470	13850	32090
12960	30030	14100	32670
13200	30580	14350	33250
13440	31140	14600	33830
13680	31700		

Existing Scale Rs.10750-300-16750/- (E-1)
Revised Scale Rs.20600-46500/(E1)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
10750	24910
11050	25600
11350	26300
11650	26990
11950	27690
12250	28380
12550	29080
12850	29770
13150	30470
13450	31160
13750	31860
14050	32550
14350	33250
14650	33940
14950	34640
15250	35330
15550	36030
15850	36720
16150	37420
16450	38110
16750	38810

Existing Scale Rs.16000-400-20800/- (E-3)
Revised Scale Rs.32900-58000/-(E3)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
16000	37070
16400	38000
16800	38920
17200	39850
17600	40780
18000	41700
18400	42630
18800	43560
19200	44480
19600	45410
20000	46340
20400	47260
20800	48190

Existing Scale Rs.13700-350-18250/- (E-2)
Revised Scale Rs.24900-50500/-(E2)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
13700	31740
14050	32550
14400	33360
14750	34170
15100	34990
15450	35800
15800	36610
16150	37420
16500	38230
16850	39040
17200	39850
17550	40660
17900	41470
18250	42280

Existing Scale Rs.17500-400-22300/- (E-4)
Revised Scale Rs.36600-62000/-(E4)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
17500	40550
17900	41470
18300	42400
18700	43330
19100	44250
19500	45180
19900	46110
20300	47030
20700	47960
21100	48890
21500	49810
21900	50740
22300	51670

Existing Scale Rs.18500-450-23900/- (E-5)
Revised Scale Rs.43200-66000/-(E5)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
18500	43200
18950	43900
19400	44950
19850	45990
20300	47030
20750	48070
21200	49120
21650	50160
22100	51200
22550	52240
23000	53290
23450	54330
23900	55370

Existing Scale Rs.19500-450-25350/- (E-7)
Revised scale Rs.51300-73000/-(E7)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
19500	51300
19950	51300
20400	51300
20850	51300
21300	51300
21750	51300
22200	51430
22650	52480
23100	53520
23550	54560
24000	55600
24450	56650
24900	57690
25350	58730

Existing Scale Rs.19000-450-24400/- (E-6)
Revised Scale Rs.51300-73000/-(E6)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
19000	51300
19450	51300
19900	51300
20350	51300
20800	51300
21250	51300
21700	51300
22150	51320
22600	52360
23050	53400
23500	54450
23950	55490
24400	56530

Existing Scale Rs.20500-500-26500/-(E8)
Revised Scale Rs.51300-73000/-(E8)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
20500	51300
21000	51300
21500	51300
22000	51300
22500	52130
23000	53290
23500	54450
24000	55600
24500	56760
25000	57920
25500	59080
26000	60240
26500	61390

Existing Scale Rs.23750-600-28550/- (E-9)
Revised Scale Rs.62000-80000/-(E9)

EXISTING BASIC PAY Rs.	REVISED BASIC PAY Rs.
23750	62000
24350	62000
24950	62000
25550	62000
26150	62000
26750	62000
27350	63360
27950	64750
28550	66140

KIOCL LIMITED
II BLOCK, KORAMANGALA, BANGALORE

PERSONNEL DEPARTMENT

No. Pers/05/33/

Date : 06/09/2010

PERSONNEL CIRCULAR NO. 245 /2010

Sub: Revision of Non-Executives scales of pay.

In pursuance of the Tripartite Memorandum of Settlement arrived between the Management of KIOCL Limited and Recognised Union (KSSS) on 31.08.2010, the scales of pay of Non-Executive employees stands revised with effect from 01.01.2007 as given below:

Scale Code	Existing pay scales (in Rs.)	Scale Code	Revised pay scales (in Rs.)
TECHNICAL SCALES			
S-1	4200-90-6450	S-1	8900-3%-12400
S-2	4300-95-5440-100-6740	S-2	9170-3%-12780
S-3	4400-105-5660-110-7090	S-3	9450-3%-13170
S-4	4600-115-5980-125-7605	S-4	9740-3%-14840
S-5	4800-125-6300-135-8055	S-5	10040-3%-15290
S-6	5000-140-6680-150-8630	S-6	10350-3%-15750
S-7	5250-155-7110-165-9255	S-7	10670-3%-16230
S-8	5500-170-7540-180-9880	S-8	11000-3%-16720
S-9	5750-190-8030-200-10630	S-9	11330-3%-17230
S-10	6200-210-8720-220-11580	S-10	11670-3%-17750
MINISTERIAL SCALES			
S-4	4600-115-5980-125-7605	S-4	9740-3%-14840
S-7	5250-155-7110-165-9255	S-7	10670-3%-16230
S-9	5750-190-8030-200-10630	S-9	11330-3%-17230
S-10	6200-210-8720-220-11580	S-10	11670-3%-17750

The fitment table consequent to revision of pay scales is as per the Annexure.

(G.S. Ashok Kumar)
Senior Manager(Personnel)

DISTRIBUTION: As per 'A', 'B' & 'C' lists. All Notice Boards(All locations), File.

ANNEXURE

REVISION OF PAY SCALES W.E.F.01.01.2007 - FITMENT TABLE.

Existing Scale Rs.4200-90-6450(S-1) Revised To Rs.8900-3%-12400/-(S1)		Existing Scalr Rs.4300-95-5440-100-6740- (S-2) Revised To Rs.9170-3%-12780(S2)	
Existing Basic Pay	Revised Basic Pay	Existing Basic Pay	Revised Basic Pay
4200	9510	4300	9740
4290	9710	4395	9950
4380	9920	4490	10170
4470	10120	4585	10380
4560	10320	4680	10600
4650	10530	4775	10810
4740	10730	4870	11030
4830	10940	4965	11240
4920	11140	5060	11460
5010	11340	5155	11670
5100	11550	5250	11890
5190	11750	5345	12100
5280	11950	5440	12320
5370	12160	5540	12540
5460	12360	5640	12770
5550	12570	5740	13000
5640	12770	5840	13220
5730	12970	5940	13450
5820	13180	6040	13670
5910	13380	6140	13900
6000	13580	6240	14130
6090	13790	6340	14350
6180	13990	6440	14580
6270	14190	6540	14810
6360	14400	6640	15030
6450	14600	6740	15260
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REVISION OF PAY SCALES W.E.F.01.01.2007 - FITMENT TABLE.

Existing Scale Rs.4400-105-5660-110-7090/- (S-3) Revised to Rs.9450-3%-13170/- (S3)		Existing Scale Rs.4600-115-5980-125-7605/-(S-4) Revised To Rs.9740-3%-14840/-(S4)	
Existing Basic Pay	Revised Basic Pay	Existing Basic Pay	Revised Basic Pay
4400	9960	4600	10420
4505	10200	4715	10680
4610	10440	4830	10940
4715	10680	4945	11200
4820	10910	5060	11460
4925	11150	5175	11720
5030	11390	5290	11980
5135	11630	5405	12240
5240	11860	5520	12500
5345	12100	5635	12760
5450	12340	5750	13020
5555	12580	5865	13280
5660	12810	5980	13540
5770	13060	6105	13820
5880	13310	6230	14100
5990	13560	6355	14390
6100	13810	6480	14670
6210	14060	6605	14950
6320	14310	6730	15240
6430	14560	6855	15520
6540	14810	6980	15800
6650	15050	7105	16080
6760	15300	7230	16370
6870	15550	7355	16650
6980	15800	7480	16930
7090	16050	7605	17220

REVISION OF PAY SCALES W.E.F.01.01.2007 - FITMENT TABLE.

Existing Scale Rs.4800-125-6300-135-8055/- (S-5) Revised To Rs.10040-3%-15290/- (S5)		Existing Scale Rs.5000-140-6680-150-8630/- (S-6) Revised To Rs.10350-3%-15750/- (S6)	
Existing Basic Pay	Revised Basic Pay	Existing Basic Pay	Revised Basic Pay
4800	10870	5000	11320
4925	11150	5140	11640
5050	11430	5280	11950
5175	11720	5420	12270
5300	12000	5560	12590
5425	12280	5700	12900
5550	12570	5840	13220
5675	12850	5980	13540
5800	13130	6120	13860
5925	13410	6260	14170
6050	13700	6400	14490
6175	13980	6540	14810
6300	14260	6680	15120
6435	14570	6830	15460
6570	14870	6980	15800
6705	15180	7130	16140
6840	15480	7280	16480
6975	15790	7430	16820
7110	16100	7580	17160
7245	16400	7730	17500
7380	16710	7880	17840
7515	17010	8030	18180
7650	17320	8180	18520
7785	17620	8330	18860
7920	17930	8480	19200
8055	18230	8630	19540

REVISION OF PAY SCALES W.E.F.01.01.2007 - FITMENT TABLE.

Existing Scale Rs.5250-155-7110-165-9255/- (S-7) Revised to Rs.10670-3%-16230/- (S7)		Existing Scale Rs.5500-170-7540-180-9880/- (S-8) Revised to Rs.11000-3%-16720/- (S8)	
Existing Basic Pay	Revised Basic Pay	Existing Basic Pay	Revised Basic Pay
5250	11890	5500	12450
5405	12240	5670	12840
5560	12590	5840	13220
5715	12940	6010	13610
5870	13290	6180	13990
6025	13640	6350	14380
6180	13990	6520	14760
6335	14340	6690	15150
6490	14690	6860	15530
6645	15040	7030	15910
6800	15390	7200	16300
6955	15750	7370	16680
7110	16100	7540	17070
7275	16470	7720	17480
7440	16840	7900	17880
7605	17220	8080	18290
7770	17590	8260	18700
7935	17960	8440	19110
8100	18340	8620	19510
8265	18710	8800	19920
8430	19080	8980	20330
8595	19460	9160	20740
8760	19830	9340	21140
8925	20200	9520	21550
9090	20580	9700	21960
9255	20950	9880	22360
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REVISION OF PAY SCALES W.E.F.01.01.2007 - FITMENT TABLE.

Existing Scale Rs.5750-190-8030-200-10630/- (S-9) Revised to Rs.11330-3%-17230/-		Existing Scale Rs.6200-210-8720-220-11580/-(S-10) Revised to Rs.11670-3%-17750/-	
Existing Basic Pay	Revised Basic Pay	Existing Basic Pay	Revised Basic Pay
5750	13020	6200	14040
5940	13450	6410	14510
6130	13880	6620	14990
6320	14310	6830	15460
6510	14740	7040	15940
6700	15170	7250	16410
6890	15600	7460	16890
7080	16030	7670	17360
7270	16460	7880	17840
7460	16890	8090	18310
7650	17320	8300	18790
7840	17750	8510	19260
8030	18180	8720	19740
8230	18630	8940	20240
8430	19080	9160	20740
8630	19540	9380	21230
8830	19990	9600	21730
9030	20440	9820	22230
9230	20890	10040	22730
9430	21350	10260	23220
9630	21800	10480	23720
9830	22250	10700	24220
10030	22700	10920	24720
10230	23160	11140	25220
10430	23610	11360	25710
10630	24060	11580	26210