

No.22 (3)/2021-MD (FTS: 11199)
Government of India
Ministry of steel
MECON Division

Udyog Bhawan, New Delhi
Dated 04 October, 2022

To,

Sh. Salil Kumar,
CMD (Addl. Charge) and Director (P),
MECON Limited,
Ranchi, Jharkhand

Subject: Regarding the revision of Scales of Pay of the MECON Executive employees holding the Board Level and below Board level posts.

Sir,

I am directed to refer to MECON's letter No.11.73.3/2022/Pay Revision/68 dated 23.03.2022 on the subject mentioned above and to say that the President is pleased to direct the CMD, MECON to implement the revision of pay and allowances of Board Level and Below Board Level Executives in MECON Ltd. strictly as per the guidelines issued by DPE vide OM No..W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03.08.2017, 04.08.2017 and 07.09.2017 subject to the following conditions:

- (i) Pay revision is for a period of 10 years w.e.f 01.01.2017 to 31.12.2026.
- (ii) Pay Revision shall be applicable for the executives who were on the rolls as on 01.01.2017 and continue to be on the rolls of the Company as on 01.04.2020. The fitment is notional w.e.f 01.01.2017 and with actual payment with effect from 01.04.2020. No payment on account of arrears towards pay revision for the period from 01.01.2017 to 31.03.2020 will be made.
- (iii) The pay scales corresponding to the existing scales of pay as enumerated in DPE guidelines shall be adopted and there shall be no change in the number or structure of pay scales and every executive shall be fitted into the corresponding new pay scale.
- (iv) The fitment (with 5% Fitment benefit, 15% Allowances under Cafeteria Approach) is notionally approved w.e.f. 01.01.2017 and with actual payment from 01.04.2020. Annual Increment/Dearness Allowance/HRA/Other Perks and Allowances would be admissible from the date of issuance of the Presidential Directive on the basis of guidelines issued by DPE in this regard.

(v) No Performance Related Pay (PRP) shall be paid for the period from 01.04.2020 to 31.03.2022.

(vi) Pay Revision is subject to review after every 3 years as given in Para 3 (iv) of DPE's OM dated 03.08.2017.

(vii) The expenditure on account of pay revision is to be entirely borne by MECON Limited out of the earnings and no budgetary support will be provided by the Government.

(viii) MECON may immediately initiate the required measures to improve its financial and productivity parameters and to reduce its employee cost as % of total expenditure.

2. While implementing the Pay revision, all the prevailing DPE guidelines must be adhered to. A copy of the order effecting pay revision for executives of MECON in this regard may be forwarded to this Ministry and endorsed to the Department of Public Enterprises also.

3. This issue in consultation with IFD vide Dy. No.159 dated 04.10.2022


04/10/2022

(G Sarathy Raja)
Deputy Secretary to the Government of India
Tel: 23061064

Copy to:

1. Director, Ministry of Finance, Department of Public Enterprises, Wage Cell, Block No. 14, CGO Complex, Lodi Road, New Delhi.
2. IFD, Ministry of Steel

Copy for information to:-

- 1.PS to HSM/PS to MoS (Steel),
- 2.Sr. PPS to Secretary (Steel)/PS to AS&FA,
- 3.PS to AS (RCG)