

**Hindustan Copper Limited  
Corporate Office  
Kolkata**

No.: Con/9.8/10

27<sup>th</sup> October, 2017

**OFFICE ORDER**

1. Pursuant to the 'Presidential Directive' received from Govt. of India, Ministry of Mines vide letter no. Met3-10/2/2017-Metal III dated 17.10.2017, the Management of Hindustan Copper Limited (HCL) is pleased to revise the Pay scales of Executives of Board level and below Board level with effect from 01.01.2017. The following are the main points pertaining to pay revision.

**A. Revised Pay Scales**

The revised Scales of Pay of Board level and below Board level Executives in comparison to the existing Scales of Pay are given below.

Grade	Existing Scale of Pay (Rs)	Revised Scale of Pay (Rs.)
E0	12,600-32,500	30,000-1,20,000
E1	16,400-40,500	40,000-1,40,000
E2	20,600-46,500	50,000-1,60,000
E3	24,900-50,500	60,000-1,80,000
E4	29,100-54,500	70,000-2,00,000
E5	36,600-62,000	80,000-2,20,000
E6	43,200-66,000	90,000-2,40,000
E7	19,500-450-25,350*	1,00,000-2,60,000
E8	51,300-73,000	1,20,000-2,80,000
E9	62,000-80,000	1,50,000-3,00,000
SCH B	75,000-1,00,000	1,80,000-3,40,000
SCH A	80,000-1,25,000	2,00,000-3,70,000

\*Provisional: Rs.51300-73000/-

**B. Fitment Benefit**

A uniform fitment benefit of 15% shall be provided to all the executives of the Board and below Board level executives of Hindustan Copper Limited covered hereunder.

**B-I Methodology for pay fixation**

To arrive at the revised Basic Pay (BP) as on 01.01.2017, the methodology for pay fixation shall be as under.

  
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A		B		C		D [Revised BP 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 Rs.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.

B-II Pay of Executives who joined HCL after 01.01.2017 and were allowed basic pay at the minimum of the pre-revised scale of pay shall be fixed at the minimum of the corresponding revised Scale of Pay.

## 2. Increment

A uniform rate of 3% of the basic pay shall be applicable for both annual increment as well as promotion increment. The amount of each increment shall be rounded off to next Rs.10/-.

## 3. Dearness Allowance

There shall be 100% DA neutralization for all the executives w.e.f. 01.01.2017 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 & November, 2016) as on 01.01.2017 and shall be as under.

Quarter	Percentage of basic pay
01.01.2017	0.0
01.04.2017	-1.1
01.07.2017	-0.2

## 4. Stagnation Increment

The rate of Stagnation Increment shall be 3% of the revised basic pay and in case of reaching the end point of pay scale, an executive would be allowed to draw stagnation increment one after every two years up to a maximum of three such increments provided the executives gets a performance rating of 'Good' or above.

## 5. House Rent Allowance (HRA)

The rate of House Rent Allowance to the employees of HCL on revised basic pay with effect from 17.10.2017 shall be paid as under based on the classification of cities as notified by DPE.

Class	Cities with Population	Rate of HRA as % of BP
X	50 lakh and above	24
Y	5 lakh to 50 lakh	16
Z	Below 5 lakh	8

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The rates of HRA shall be revised to 27% 18% & 9% for X, Y and Z class cities respectively when IDA crosses 25% and further revised to 30% 20% and 10% when IDA crosses 50%.

6. Leased Accommodation

The House Rent Recovery (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

7. Perks and Allowances

The Perks and Allowance admissible to the different categories of the executives, under the concept of 'Cafeteria Approach', shall be subject to a ceiling of 35% of BP. Under the concept of 'Cafeteria Approach' the executives are allowed to choose from a set of perks and allowances. However, as regards Company owned accommodation provided to executives, HCL shall bear the Income Tax liability on the 'non-monetary perquisite' of which 50% shall be loaded within the ceiling of 35% of BP on Perks and Allowances.

8. Other perks & allowances

The matter regarding payment of other perks & allowances to the Executives, if any, shall be taken up separately. Till then Non-Practicing Allowance etc. shall continue to be paid at the existing rate of the pre-revised pay scales.

9. Performance Related Pay (PRP)

The matter regarding Performance Related Pay (PRP) admissibility, quantum and procedure for determination of PRP shall be taken up separately.

10. Superannuation Benefits

The ceiling for superannuation benefits which include Provident Fund, Gratuity, Pension etc. shall be 30% of Basic Pay plus DA as Superannuation benefit provided that any superannuation benefit in terms of same, shall be under a 'Defined Contribution Scheme' and not under 'Defined Benefit Scheme'.

11. Gratuity

The ceiling of Gratuity of the Executives of the Company stands revised from Rs.10 lakhs to Rs. 20 lakhs with effect from 01.01.2017. The ceiling of Gratuity shall increase by 25% whenever IDA rises by 50%.

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12. Corpus for medical benefits for retirees of HCL

This issue shall be taken up separately.

13. Miscellaneous

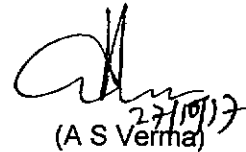
(a) The Executives who were on the rolls of HCL as on 01.01.2017 but separated from the service after 01.01.2017 due to resignation, superannuation or death, as the case may be, shall be eligible for pay revision benefits upto the period of their separation. Recoveries and deductions to be effected on the revised pay shall similarly be applicable in these cases for the period upto date of separation.

(b) All payments shall be subject to Income Tax as per Income Tax Act.

14. Interpretation / clarification

All issues pertaining to this order which may require interpretation / clarification may be referred to Corporate HR Department.

This issues with the approval of the Competent Authority.



(A S Verma)  
27/10/17

Deputy General Manager (HR)

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