

File No. 3 (06)/2016-PE.XI
GOVERNMENT OF INDIA
MINISTRY OF HEAVY INDUSTRIES AND PUBLIC ENTERPRISES
DEPARTMENT OF HEAVY INDUSTRY

Udyog Bhawan, New Delhi
Dated: 27th December, 2017

To

Chairman and Managing Director,
Bharat Heavy Electricals Limited,
BHEL House, Siri Fort,
New Delhi - 110049

Subject: Revision of scales of pay w.e.f. 01.01.2017 for Board level, below Board Level Executives and Non-unionized Supervisors in Bharat Heavy Electricals Limited (BHEL).

Sir,

In exercise of the powers conferred by Article 116 of the Articles of Association of BHEL, the President is pleased to direct BHEL to revise pay scales of its executives (Board level and below Board Level) and Non unionized Supervisors on IDA pattern w.e.f. 01.01.2017 as conveyed vide Department of Public Enterprises OM No. W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03rd August, 2017, No. W-02/0028/2017-DPE (WC)-GL-XIV/17 dated 04th August, 2017 and W-02/0028/2017-DPE (WC)-GL-XVI/17 dated 07th September, 2017 and as approved by the Board Directors of BHEL in its meeting held on 10.10.2017.

2. Consequent upon the approval of Board of Directors of BHEL in its meeting held on 10.10.2017, competent authority in DHI has approved the implementation of recommendations of 3rd PRC for Pay Revision of Board level, Below Board level Executives and Non-unionized supervisors of BHEL w.e.f. 01.01.2017 with part fitment benefit of 10% of basic pay + DA and 31% of Perks and Allowances alongwith other proposed benefits as contained in the proposal [except stagnation increments for which directions are given in para 3(f) below].

3. Such revision is subject to the following conditions:

- (a) The pay revision, fitment formula, DA guidelines, ceiling on perquisites, allowances etc., would be strictly in accordance with the above mentioned DPE guidelines, without any deviation.
- (b) Additional financial impact by this revision for the financial year 2017-18 onward should not result in more than 20% outgo in Profit Before Tax of the last three financial years preceding the year of implementation in respect of Board level and below Board level Executives and non unionized supervisory staff in BHEL.



- (c) BHEL has to bear the additional financial implications on account of pay revision from their resources and no budgetary support will be provided.
- (d) This pay revision will further be reviewed with the profitability of BHEL based on the financial results for the next 3 years 2016-17, 2017-18 & 2018-19. BHEL will further send the proposal with the approval of Board of Directors for review and issue of further Presidential Directive by DHI.
- (e) The revised pay scales will be effective from 01.01.2017. The payment of allowances based on the revised scales will, however, be from the date of issue of this Presidential Directives.
- (f) As regards stagnation increments, it may be ensured that prior to fixation of basic pay as on 01.01.2017, the stagnation increments granted in consecutive years during the 1997 and 2007 wage revision period shall be reworked as per DPE guidelines and basic pay to be fixed accordingly as on 01.01.2017.

4. This issues with the concurrence of the Finance Division vide office of the AS&FA dairy No. 1547/2017 dated 27.12.2017.

Yours faithfully


(K.D. Singh)

Under Secretary to the Govt. of Indian
Tele No: 23061738

Copy to:

1. Department of Public Enterprises, (Shri Rajesh Kumar Chaudhry, Joint Secretary), Block No. 14, CGO Complex, Lodhi Road, New Delhi-3 w.r.t. their O. M. No. W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03rd August, 2017, No. W-02/0028/2017-DPE (WC)-GL-XIV/17 dated 04th August, 2017 and W-02/0028/2017-DPE (WC)-GL-XVI/17 dated 07th September, 2017.
2. PS to Minister (HI&PE)
3. PS to MoS (HI&PE)
4. PSO to Secretary (HI)
5. PPS to AS & FA,
6. PPS to JS(BJM)/PS to Director (VPS)
7. Fin.III, DHI.
8. Guard File.


(K.D. Singh)

Under Secretary to the Govt. of India