

इण्डिया इन्फ्रास्ट्रक्चर फाइनेंस कम्पनी लिमिटेड

(भारत सरकार का उद्यम)

India Infrastructure Finance Company Limited

(A Govt. of India Enterprise)



Ref.: IIFCL/RTI/2017-18/11/27236

Date -04th July 2017

To,
Shri Sukhmeet Singh
256, Chand Nagar, New Delhi,
Pin-110018.

Sub.: RTI application regarding Special Allowance to the Employees.

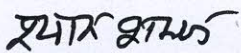
Dear Sir,

This has reference to your RTI application received through online RTI portal bearing Registration No. IIFCL/R/2017/50006, dated 22nd June 2017. (received at IIFCL on 27th June 2017). It relates to Special Allowance to the Employees.

Sl. No	RTI Question	Reply from IIFCL
1.	Is IIFCL paying any Special Allowance to their employees on their promotion from Grade B to Grade C.	Yes, IIFCL is paying Special Allowance (Special Allowance on Promotion) to its employees on their promotion from Grade B to Grade C.
2.	What is the amount of Special Allowance.	Rs. 2500 Per Month for employees on their promotion from Grade B to Grade C.
3.	Is special allowance on promotion is paid to the employees who have joined the IIFCL after 01.04.2008 in Grade B and got promoted to Grade C.	Yes.
4.	Kindly provide the copy of the latest Pay Scale circular of IIFCL.	Copy of last pay circular was issued in 2011 is Attached Herewith.

Thanking you,

Yours Faithfully,
For India Infrastructure Finance Company Limited


Dr. S. S. Garg
General Manager - CPIO

पंजीकृत कार्यालय : 8 वीं मंजिल, हिन्दुस्तान टाइम्स हाउस, 18 & 20, कस्तूरबा गांधी मार्ग, नई दिल्ली-110001 दूरभाष : 91-11-23708263-64 फैक्स : 91-11-23766256, 23730251
Regd. Office : 8th Floor, Hindustan Times House, 18 & 20, Kasturba Gandhi Marg, New Delhi-110001 Phone : 91-11-23708263-64 Fax : 91-11-23766256, 23730251



CIN : U67190DL2006GOI144520 वेबसाइट/Website : www.iifcl.org ई-मेल/E-mail : info@iifcl.org

हिन्दी में काम करना आसान है, इसका प्रयोग बढ़ाइए।

India Infrastructure Finance Company Ltd.

Circular No. IIFCL/HR/2011/46

Date: 5th / 6th September 2011

Subject: Revision of the Scales of Pay and Allowances of employees in IIFCL

It has been decided to revise the existing scales of pay & allowances of the officers, Class-III employees and Class-IV employees in the Company. The revised scales of pay and the allowances for officers, Class-III & Class-IV are contained in the Annexure I, II & III respectively. The provisions of the pay revision are explicit. Employees are requested to go through the provisions for the implementation of the revision in pay and allowances and the General Administration Department may please proceed with the refixation of pay in respect of the employees in the Company.

Date of effect and applicability of the revised scales of pay and allowances

Except to the extent it has been indicated specifically otherwise in the annexure, the revised scales of pay and allowances for employees will be deemed to have come into effect from November 01, 2007.

The revised scales of pay and allowances will apply to all full-time employees of the Company. The benefit of revision of pay and allowances will also be admissible to the employees who were in service of the Company as on November 01, 2007 and also to those who were ceased to be in service thereafter.

Payment of revised salaries and arrears

The General Administration Department may please take up immediately the work of refixation of pay and make salary on revised basis from September 2011 onwards and arrange to make payment of arrears as early as possible.

Difference payable on account of encashed Ordinary Leave

Consequent on revision of scales of pay and allowances with effect from November 01, 2007 additional amount, if any, admissible to employees for Ordinary Leave encashed by them on or after that date may be paid to them.

Apportionment of arrears for Income-Tax purpose

As regards the question of apportioning the arrears payable to the officers for the period from November 01, 2007 to March 31, 2008 to the financial year 2007-08, for the period April 01, 2008 to March 31, 2009 to the financial year 2008-09, for the period April 01, 2009 to March 31, 2010 to the financial year 2009-10, for the period April 01, 2010 to March 31, 2011 to the financial year 2010-11, a reference is invited to paragraph 4(XIV)(b) of the Government of India Circular No. 4891F No.275/51187-I.T(B) dated June 25, 1987 from the Ministry of Finance (Department of Revenue) C B D T., the relevant extract of which is reproduced below:

'Where an employee who receives salary in arrears or in advance is entitled to relief

under section 89(1) of the Income-Tax Act, he may furnish to the person responsible for making payment referred to in section 192(1), such particulars in the prescribed form and duly verified in the prescribed manner and thereupon the said person shall compute and allow the relief under section 89(1) on the basis of such particulars"


The Accounts department alongwith Establishment Department will do needful in this regard.

Scrutiny of refixation sheets / arrears calculation sheets

All the refixation sheets should be checked by the General Administration Department and Accounts Department. The refixation sheets and arrears calculation sheets, after they are duly checked, should be filed separately and should be made available to the Internal Audit Team for scrutiny during their first visit immediately after affecting the pay-revision. The refixation sheets duly audited should be handed over to HR Department for placing in the service file of the officers concerned

If at any stage, it is found that excess payment has been made to the employee, the Company reserves the right to recover the same.

This issues with approval of the competent authority,


(Dr. Harsh Kumar Bhanwala)
Chief General Manager

ANNEXURE I

**Revision of the Scales of Pay and Allowances
of the Officers of the Company**

1. Scales of Pay

S.No	Grade	Existing Scale Rs	Revised Scale Rs.
(i)	Officers in Grade A	11250 - 700 (11) - 18950 - EB - 700 (4) - 21750 - 750 (1) - 22500 (17 years)	17100 - 1000 (11) - 28100 - EB - 1000 (4) - 32100 - 1100 (1) - 33200 (17 years)
(ii)	Officers in Grade B	13700 - 700 (9) - 20000 - EB - 700(2) - 21400 - 750 (4) - 24400 (16 years)	21000 - 1000 (9) - 30000 - EB - 1000 (2) - 32000 - 1100 (4) - 36400 (16 Yrs)
(iii)	Officers in Grade C	17525 - 700 (5) - 21025 - 800 (4) - 24225 - EB - 800 (3) - 26625 (13 years)	28350 - 1000 (5) - 33350 - 1150 (4) - 37950 - EB - 1150 (3) - 41400(13 yrs)
(iv)	Officers in Grade D	24875 - 800 (5) - 28875 (6 years)	39850 - 1200 (2) - 42250 - 1300 (3) - 46150 (6 years)
(v)	Officers in Grade E	26500 - 800(3) - 28900 - 900 (3) - 31600 - 1000 (1) - 32600 (8 years)	42300 - 1300 (3) - 46200 - 1400 (3) - 50400 - 1600 (1) - 52000 (8 years)
(vi)	Officers in Grade F	28900 - 900 (3) - 31600 - 1000 (4) - 35600 (8 years)	60600 - 1600 (4) - 67000 (5 years)

2. Special Pay

An amount equivalent to the last increment of the scale of pay will be paid as 'Special Pay' to officers in all grades on completion of one year after reaching the maximum of the respective scale. The amount of 'Special Pay' will be as under and it will rank as 'Pay' for all purposes (e.g. Dearness Allowance, superannuation benefits, etc.) and will be taken into account for fixation of pay on promotion:

	Grade	Amount
(i)	A / B	Rs.1100/-
(ii)	C	Rs.1150/-
(iii)	D	Rs.1300/-
(iv)	E	Rs 1600/-

This Special Pay hitherto payable to Officers in Grade 'F' has been merged in the scale of pay.

3. Stagnation Increment/s

i) Officers in Grades 'A', 'B' and 'C' shall draw first stagnation increment, equivalent to the last increment in their respective scale of pay, three years after reaching the maximum of the respective scale of pay.

ii) The second stagnation increment will be admissible on completion of three years from the date of receipt of the first stagnation increment, as above, subject to normal rules.

iii) Further, Officers in Grade 'B' and Grade 'C' shall draw the third stagnation increment, equivalent to the last increment in their respective scale of pay, on completion of three years of service after earning second stagnation increment. Provided that an Officer in Grade B or Grade C who is already in receipt of two stagnation increments on or before November 01, 2007, shall be eligible for the third stagnation increment on November 01, 2007 or on completion of three years after earning the second stagnation increment, **whichever is later.**

Further, Officers in Grade 'B' and Grade 'C' shall also draw the fourth stagnation increment equivalent to the last increment in their respective scale of pay on completion of three years of service after earning third stagnation increment.

4. Special Allowance (Functional)

With effect from November 1, 2007, the Special Allowance (Functional) will be payable to the following categories of officers **only** as under:-

i)	Private Secretaries in Grade 'B'	Rs 625/- per month
ii)	Private Secretaries in Grade 'A'	Rs 500/- per month

Note: Private Secretary in Grade 'A' on Personal Promotion to Grade 'B' shall draw Special Functional Allowance of Rs 625/- p.m.

5. JAIIB/CAIIB Allowance

With effect from November 01, 2007, the JAIIB/CAIIB Allowance stands revised as under:

- i) For Part I of CAIIB / JAIIB Rs 900/- p.m.
- ii) For Part II of CAIIB Rs 1100/- p.m. (i.e. Rs 2000/- in all)

Entire CAIIB Allowance will continue to rank for Dearness Allowance and Superannuation benefits.

6. Dearness Allowance

- i) With effect from November 01, 2007, the rate of Dearness Allowance for every rise or fall of 4 points over 2836 points of the All India Working Class Consumer Price Index (Base 1960 = 100) shall be at 0.15% of pay.
- ii) A Chart showing Dearness Allowance payable to officers on revised basis from November 2007 to September 2011 is enclosed (**Annexure - IV**).

7. House Rent Allowance

House Rent Allowance will be paid @ 10% of pay, rounded off to the next higher rupee, without any ceiling.

Notes:

- i) Officers who have been provided residential accommodation/Leased Accommodation by the Company shall not be paid House Rent Allowance. The License Fee will be recovered from them @ 1.2% of pay at starting stage of the revised incremental scale of pay as applicable to their Grade, rounded off to the next higher rupee.
- ii) Officers staying in their own accommodation shall be eligible for House Rent Allowance to the extent of 150% of the normal rate of House Rent Allowance, rounded off to the next higher rupee.

8. Local Allowance

Local Allowance will be paid @ 5% of pay (rounded off to the next higher rupee), subject to a maximum of Rs 1300/- p.m. for officers in Grades 'A' to 'C' and Rs 1600/- p.m. for officers in Grades 'D' & 'E'. Local Allowance will not be payable to Officers in Grade 'F' with effect from November 01, 2007.

9. Family Allowance

Family Allowance will be paid @ 4% of pay (rounded off to the next higher rupee), subject to maximum of Rs 1100/- p.m. for officers in Grades 'A' to 'C' and Rs 1200/- p.m. for officers in Grades 'D' & 'E'.

Family Allowance will not be payable to Officers in Grade 'F' with effect from November 01, 2007.

10. Special Allowance on Promotion

The amount payable as Special Allowance stands revised as under with effect from November 01, 2007:

- (a) Officers in Grades 'A', 'B', 'C' and 'D' : Rs 2500-p.m.
(b) Officers in Grades 'E' : Rs 5500/- p.m.

Note: Special Allowance (on promotion) hitherto payable to Officers in Grade 'F' has been merged in the scale of pay.

11. Fitment in the revised scales

The 'existing officers' (i.e. those who were in the service of the Company on or after November 01, 2007 up to September 4, 2011) will be fitted in the revised pay-scales on stage to stage basis, as per the fitment chart given with the appendix. Officers joining the service of the Company on or after the date of issue of this circular viz , **5th September 2011** shall be fitted in the revised scales of pay.

12. Grade Allowance

i) With effect from November 01, 2007, **all eligible confirmed officers** shall be paid Grade Allowance as under:

Grade	Quantum of Grade Allowance per month - From November 01 2007 to March 31, 2009
Grade A	Rs 625/-
Grade B	Rs1250/-
Grade C	Rs 2500/-
Grade D	Rs 3750/-
Grade E	Rs 5000/-
Grade F	Rs 6250/-

ii)With effect from April 01, 2009, all Officers will be eligible to draw Grade Allowance applicable to their grades as under. The allowance will be payable to all Officers **immediately on their promotion/recruitment**

Grade	Quantum of Grade Allowance per month - From April 01, 2009
Grade A	Rs.1500/-
Grade B	Rs 2250/-
Grade C	Rs 4500/-
Grade D	Rs 6750/-
Grade E	Rs 9000/-
Grade F	Rs 10000/-

The entire amount of Grade Allowance shall count for Dearness Allowance and superannuation benefits.

The officers will be eligible for the Grade Allowance as applicable to the next higher grade only when they are promoted to the higher grade through the normal selection process. In other words, the quantum of Grade Allowance will not change merely on account of grant of financial benefits of the next higher grade under the Scheme of Personal Promotion

13. Deputation Allowance

Wef Nov 1 2007, Deputation Allowance stand revised as under:-

a	An officer deputed to an organization in the same centre	4 % of Pay with a maximum of Rs. 1200 p.m.
b	An officer deputed at outstation centre	7.75 % of Pay with a maximum of Rs. 2300 p.m.

Appendix to Annexure – I

Refixation Chart

(Applicable for refixation of pay from November 1, 2007 to September 4, 2011 to officers holding permanent / probationary / officiating appointment in the grade during the said period)

Officers in Grade 'A'		Officers in Grade 'B'		Officers in Grade 'C'	
Existing Rs	Fitment Rs.	Existing Rs.	Fitment Rs.	Existing Rs.	Fitment Rs.
11250	17100	13700	21000	17525	28350
11950	18100	14400	22000	18225	29350
12650	19100	15100	23000	18925	30350
13350	20100	15800	24000	19625	31350
14050	21100	16500	25000	20325	32350
14750	22100	17200	26000	21025	33350
15450	23100	17900	27000	21825	34500
16150	24100	18600	28000	22625	35650
16850	25100	19300	29000	23425	36800
17550	26100	20000	30000	24225	37950
18250	27100	20700	31000	25025	39100
18950	28100	21400	32000	25825	40250
19650	29100	22150	33100	26625	41400
20350	30100	22900	34200		
21050	31100	23650	35300		
21750	32100	24400	36400		
22500	33200				

Officers in Grade `D`		Officers in Grade `E`		Officers in Grade `F`	
Existing Rs	Fitment Rs	Existing Rs	Fitment Rs	Existing Rs	Fitment Rs
24875	39850	26500	42300	28900	60600
25675	41050	27300	43600	29800	60600
26475	42250	28100	44900	30700	60600
27275	43550	28900	46200	31600	60600
28075	44850	29800	47600	32600	60600
28875	46150	30700	49000	33600	62200
		31600	50400	34600	63800
		32600	52000	35600	65400
					67000