

फैरो स्क्रेप निगम लिमिटेड

भारत सरकार का उपक्रम, मिनी रत्न-II आई एम एस प्रमाणित कंपनी
पंजीकृत कार्यालय : एफ.एस.एन.एल. भवन, इक्विपमेंट चौक,
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Ferro Scrap Nigam Limited

A Govt. of India Undertaking, Mini Ratna-II IMS Certified Company
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संदर्भ
No.

एफसी/3362/2023



एक कदम स्वच्छता की ओर

दिनांक :
Date :

19.10.2023

“इस्पाती इरादे से हर एक काम देश के नाम”

कार्यालय आदेश OFFICE ORDER

दिनांक 13 अप्रैल 2022 को दुर्गापुर इकाई में संपन्न संयुक्त मंत्र समिति की बैठक में एफएसएनएल प्रबंधन एवं इसकी मान्यता प्राप्त श्रमिक संगठनों के बीच हुए समझौते एवं तदोपरांत एफएसएनएल निदेशक मण्डल के अनुमोदन तथा भारत सरकार, इस्पात मंत्रालय, नई दिल्ली के सक्षम प्राधिकारी से तत्संबंधी आदेश की प्राप्ति के अनुसार एफएसएनएल के गैर कार्यपालक कर्मचारी एवं लिपिकीय वर्ग कर्मचारियों के वेतनमान दिनांक 01.01.2017 के प्रभाव से संलग्न अनुलग्नक-अ में अंकित विवरणानुसार, लोक उद्यम विभाग (DPE) द्वारा जारी कार्यालय ज्ञापन संख्या W-02/0015/2016-DPE(WC)-GL-XXIV/17 दिनांक 24.11.2017 में निहित एवं समय-समय पर संशोधित दिशानिर्देशों के अनुसार, पुनरीक्षित किया जाता है।

As per terms of the Agreement reached between the Management of FSNL and its Recognized Unions in the Joint Forum Committee's meeting held on 13th April 2022 at Durgapur and consequent upon approval accorded by the Board of Directors of FSNL, as well as the orders received from the Competent Authority of the Ministry of Steel, Govt. of India, New Delhi, the Wage structure of the Workmen & Ministerial Staff of FSNL stands revised w.e.f. 1st January 2017, to the extent and manner as enumerated in Annexure-A to this Office Order, strictly in terms of the guidelines of Department of Public Enterprises (DPE) on the subject as contained in Office Memorandum No. W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017, as amended from time to time.

Pankaj Tyagi
(Pankaj Tyagi)
GM(P&A)/Law
19/10/23

वितरण / Distribution:-

सहा महाप्रबंधक (वित्त एवं लेखा) / AGM(F&A)
सभी इकाई प्रमुख / All Unit Heads
सभी इकाई का.एवं प्रशा. विभाग प्रमुख / All Unit P&A Heads
सभी इकाई वित्त एवं लेखा विभाग प्रमुख / All Unit F&A Heads

“हिन्दी में पत्र का स्वागत है तथा प्रत्युत्तर शीघ्र दिया जाएगा”



इकाईयां - राउरकेला, बर्नपुर, भिलाई, बोकारो, विशाखापट्टणम, दुर्गापुर, सेलम, हजीरा, हैदराबाद, नगरनार

Units : Rourkela, Burnpur, Bhilai, Bokaro, Vishakhapatnam, Durgapur, Salem, Hazira, Hyderabad, Nagarnar



“हम व्यर्थ से अर्थ उपार्जित करते हैं”

“We generate wealth from waste”

1.0 SCOPE & COVERAGE

- 1.1 This Agreement shall cover all categories of workmen/non-executive employees of FSNL who were on the rolls of the company on 31st December 2016, as well as those employed thereafter.

2.0 VALIDITY OF THE AGREEMENT

- 2.1 The Agreement, revising the Wage Structure, shall come into force w.e.f. 1st January 2017, and shall continue to be in operation till 31st December 2026.

3.0 GUARANTEED BENEFIT

- 3.1 The employees covered by this Agreement and who were on the rolls as on 31.12.2016 and continued to be on the rolls on 01.01.2017 would be entitled to a guaranteed benefit @ 12% of Basic Plus DA as on 01.01.2017 i.e. 40.60% (D.A.).

4.0 WAGES, ALLOWANCES AND BENEFITS

4.1 WAGES

The wages of employees shall primarily consist of a Basic Wage and Dearness Allowance.

4.2 MINIMUM WAGES

The revised minimum wage for the lowest paid employee as on 01.01.2017 (AICPI 277.33, Base 2001=100) would be as under:

Basic Pay	:	Rs. 25,070.00
D.A.	:	NIL

Total	:	Rs. 25,070.00

4.3 WAGE STRUCTURE

The revised wage structure on 1st January 2017 for different category of employee will be as per Annexure-I.

5.0 DEARNESS ALLOWANCE

- 5.1 Dearness Allowance (DA) to the employees in the revised scales of pay will be NIL as on 01.01.2017 at AICPI 277.33 (Base 2001=100). Further increase/decrease in DA would be governed as per the following provisions:

Contd..2...

-: 2 :-

- 5.2. DA shall be revised every quarter on 1st April, 1st July, 1st October and 1st January every year, based on the increase/decrease in the quarterly average of AICPI, for the quarters December-February, March-May, June-August and September-November, respectively, over AICPI 277.33 (Base 2001-100).
- 5.3. The percentage increase/decrease in quarterly average of AICPI for the above quarters would be taken into account upto one decimal point.
- 5.4. 100% DA neutralization for employees notionally linked to AICPI 277.33 (Base 2001=100) as on 1.1.2017. Based on the revised DA scheme, DA rates would be as per Annexure-II payable from 1.1.2017.
- 5.5. For computing the quantum of DA payable on this basis, fraction of 50 paise and above will be rounded off to the next rupee and fraction below 50 paise will be ignored.

6.0 FITMENT IN THE REVISED PAY SCALES

- 6.1 The pay of the workers on the rolls of the Company as on 31.12.2016 and continued to be on the rolls as on 01.01.2017, will be fixed as per the following formula:-
- (a) Basic pay in the pre-revised scales of pay as on 31.12.2016
plus
(b) Dearness Allowance @ 40.60% on (a) above
plus
(c) Guaranteed Benefit @ 12% on (a) & (b) above.
- 6.2 The aggregate amount arrived at as above, would be rounded off to the next ten (10) rupees and will be the revised Basic Pay in the revised scale of pay.
- 6.3 In case the aggregate amount arrived after adding additional benefits is less than the minimum of the revised scales of pay, it will be placed at the minimum of the revised scales of pay.
- 6.4 The fixation of pay in the revised scales of pay would be effected from 1.1.2017. Fitment illustrations for Works & Ministerial Staff are given at Annexure-III & IV.

7.0 ANNUAL INCREMENT

- 7.1 The rate of annual increment in the revised pay scales w.e.f. 1.1.2017 shall be 3% of Basic Pay.
- 7.2 The present system of granting increments on the two dates during the year i.e. 30th June and 31st December shall continue.

Contd.3...

- 7.3 In case of employees superannuating from the service of the Company on 30th June and 31st December in any year, the increment falling due on the following day, i.e. 1st July and 1st January respectively, would be included in the pay for computation of leave salary and gratuity.

8.0 PERKS & ALLOWANCES

- 8.1 Concept of variable perks & allowances shall be adopted with effect from date of signing of MoU i.e. 13.04.2022, arrears on this account will be paid as per financial viability of the company and would be 25% of basic pay subject to the following conditions:
- 8.2 All existing perks & allowances including Special Allowances (5% of Basic Pay) and fixed allowances shall be subsumed in the variable perks & allowances except Night Shift Allowance.
- 8.3 The payment of variable perks would be linked to attendance as per existing practice.
- 8.4 Withdrawal of all subsidies.
- 8.5 House Rent Allowance (HRA) will be paid on the basic pay as per 2012 pay scales with effect from date of Approval of Ministry i.e. 19.08.2023, as per the classification of cities notified by Government of India as indicated below:

Classification of Cities	Rate of HRA
X-Class Cities (Population of 50 Lacs and above)	27%
Y-Class Cities (Population of 5 Lacs to 50 Lacs)	18%
Z-Class Cities (Population below 5 Lacs)	9%

House Rent Recovery (HRR) will remain unchanged.

- 8.6 If the profitability of the company in such a way that earlier pay revision now entails impact of more than 20% of Average Profit Before Tax (PBT) of last three years, the percentage of perks will have to be reduced to bring down the impact.

9.0 PENSION SCHEME

- 9.1 A pension scheme for non-executive will be implemented in FSNL w.e.f. the date of signing of MoU i.e. 13.04.2022 with contribution of 6% of earned Basic plus DA.

10.0 PAYMENT OF ARREARS

- 10.1 Payment of wage arrears will be made after signing of Tripartite Agreement in the respective units. All the efforts would be made towards payment of total arrears in a single installment, subject to availability of funds.

Contd.4...

11.0 MEDICAL FACILITY

The medical facilities shall also continue as per the existing system. However, the maximum age limit for availing medical facility in case of dependent son shall be 25 years.

12.0 PROVIDENT FUND

The contribution of the Management and the employee towards Provident Fund shall continue to be 12% each.

13.0 GRATUITY

13.1 The existing scheme for payment of Gratuity to the employees under sub-section 3 of Section-4 of Payment of Gratuity Act, 1972 will continue.

13.2 Retiring Gratuity shall continue to be calculated at the rate of half month's wages (i.e., basic pay plus DA) last drawn by the employees for every completed year of service. The formula for computation of half month's wages will be as under:-

$$\frac{\text{Monthly Wages} \times 15}{26}$$

13.3 For service beyond 30 years, gratuity shall be calculated at the rate of one month's wages (i.e., basic pay plus DA) last drawn by the employee for every completed year of service in excess of 30 years, total amount is subject to the maximum ceiling limit prescribed in the Act.

13.4 Training period of the Trainees where it is followed by regular employment on successful completion of the training, would continue to be counted for the purpose of computation of Gratuity.

13.5 If a temporary employee puts in minimum of 240 days work in a year, the year will be counted for computation of gratuity, provided that such an employee gets regular employment in continuation of his temporary period of service.

13.6 For the purpose of computation of Gratuity in continuation of service, the requirement of 240 days will be for the first year of service only and not for subsequent years.

13.7 The period of service rendered during the last year of service if it is 180 days or more, will continue to be reckoned as full one year for purpose of calculation of gratuity. If the service is less than 180 days in the last year of service, proportionate payment of gratuity will be made.

13.8 In case of employees superannuating from the services of the company on 30th June and 31st December, computation of gratuity would be done after adding the increment payable on 1st July and 1st January respectively.

Contd.5...

- 13.9 Other terms and conditions for payment of Gratuity, as in vogue, will remain unchanged.

14.0 LIFE COVER SCHEME

- 14.1 The payment under the Life Cover Scheme shall be Rs.7,02,000/- or the amount under EDLI Scheme plus Rs.2000/-.

15.0 EMPLOYEES COMPENSATION BENEFITS

- 15.1 The employees covered by this settlement shall continue to be entitled to the benefits admissible under the Employees' Compensation Act, as under:-

- (a) The benefits under the Employees' Compensation Act will not be affected adversely on account of the revision of wages by this settlement.
- (b) The compensation during the period of disablement shall be paid on the basis of last wage drawn immediately before the employee met with the accident.
- (c) The erstwhile wages of an employee on rehabilitation will be protected irrespective of the place where he/she has been rehabilitated.
- (d) Employees' Compensation benefit will continue to be extended to injury cases causing death or permanent/temporary disablement arising during journey from residence to place of work and back within one hour of the start or end of his duty hours provided that the accident takes place on the normal route of journey to the place of work.
- (e) If an employee is disabled due to accident arising out of and during the course of employment, he/she will get full wages and dearness allowances from the date of accident till the employee is declared fit by the company's authorized medical hospital/authorized medical officer as per the existing practice.
- (f) In case of death or permanent total disablement due to accident arising out of and in course of employment, employment to one of his/her direct dependents will be provided. However, instead of employment, the dependent may opt for benefits under Employees' Family Benefit Scheme (EFBS).

16.0 ANOMALIES & CLARIFICATIONS

In respect of anomalies, if any, that may arise in the revised wage structure, or any other terms of the Agreement, the same shall be taken-up by the parties at the corporate level, if brought to its notice, within 6 months from the date of signing of this settlement, for resolving the issues.

ANNEXURE-I

FERRO SCRAP NIGAM LIMITED
REVISED WAGE STRUCTURE
(With effect from 1st January 2017)

(Rs.)

Code	Existing Pay Scale (As on 01.01.2012)	Code	Proposed Pay Scale (As on 01.01.2017)
S-1	15830-3%-22150/-	S-1	25070-3%-32010/-
S-2	16300-3%-23200/-	S-2	25810-3%-33530/-
S-3	16800-3%-24110/-	S-3	26600-3%-35530/-
S-4	17100-3%-25540/-	S-4	27080-3%-39160/-
S-5	17300-3%-27540/-	S-5	27390-3%-43480/-
S-6	17500-3%-30070/-	S-6	27710-3%-48920/-
S-7	17600-3%-31230/-	S-7	27870-3%-55510/-
S-8	17700-3%-32420/-	S-8	28030-3%-62960/-
S-9	17800-3%-35480/-	S-9	28180-3%-73090/-
S-10	17900-3%-42030/-	S-10	28340-3%-86590/-
S-11	18000-3%-43950/-	S-11	28500-3%-98480/-
MINISTERIAL STAFF			
M-0	17100-3%-25540/-	M-0	27080-3%-39160/-
M-1	17500-3%-30070/-	M-1	27710-3%-48920/-
M-2	17600-3%-31230/-	M-2	27870-3%-55510/-
M-3	17700-3%-32420/-	M-3	28030-3%-62960/-
M-4	17800-3%-35480/-	M-4	28180-3%-73090/-
M-5	17900-3%-42030	M-5	28340-3%-86590/-
M-6	18000-3%-43950/-	M-6	28500-3%-98480/-

FERRO SCRAP NIGAM LIMITED
REVISED RATES OF DEARNESS ALLOWANCE -WORKERS

QUARTER	PERCENTAGE OF BASIC PAY
01.01.2017 TO 31.03.2017	0
01.04.2017 TO 30.06.2017	-1.1
01.07.2017 TO 30.09.2017	-0.2
01.10.2017 TO 31.12.2017	2.2
01.01.2018 TO 31.03.2018	3.4
01.04.2018 TO 30.06.2018	3.5
01.07.2018 TO 30.09.2018	3.8
01.10.2018 TO 31.12.2018	7.3
01.01.2019 TO 31.03.2019	8.8
01.04.2019 TO 30.06.2019	10
01.07.2019 TO 30.09.2019	12.4
01.10.2019 TO 31.12.2019	14.8
01.01.2020 TO 31.03.2020	17.2
01.04.2020 TO 30.06.2020	18.7
01.07.2020 TO 30.09.2020	18.4
01.10.2020 TO 31.12.2020	20.9
01.01.2021 TO 31.03.2021	23.7
01.04.2021 TO 30.06.2021	23.2
01.07.2021 TO 30.09.2021	24.7
01.10.2021 TO 31.12.2021	27.2
01.01.2022 TO 31.03.2022	29.4
01.04.2022 TO 30.06.2022	30
01.07.2022 TO 30.09.2022	32.5
01.10.2022 TO 31.12.2022	34.8
01.01.2023 TO 31.03.2023	37.2
01.04.2023 TO 30.06.2023	37.7
01.07.2023 TO 30.09.2023	39.2

FITMENT ILLUSTRATION

Pay Scales @ 12% MGB

GRADE	Existing pay Scale	Basic Pay	DA (As on 31.12.2016 i.e. 40.6 %)	GB @12% (Basic+DA)	Total	Revised Pay Scale	Basic Pay	DA	Total
		(Rs.)	(Rs.)	(Rs.)	(Rs.)		(Rs.)	(Rs.)	(Rs.)
S-1	15830-3%-22150/-	15830	6427	2671	24928	25070-3%-32010/-	25070	0	25070
		22150	8993	3737	34880		32010	0	32010
S-2	16300-3%-23200/-	16300	6618	2750	25668	25810-3%-33530/-	25810	0	25810
		23200	9419	3914	36533		33530	0	33530
S-3	16800-3%-24110/-	16800	6821	2834	26455	26600-3%-35530/-	26600	0	26600
		24110	9789	4068	37966		35530	0	35530
S-4	17100-3%-25540/-	17100	6943	2885	26928	27080-3%-39160/-	27080	0	27080
		25540	10369	4309	40218		39160	0	39160
S-5	17300-3%-27540/-	17300	7024	2919	27243	27390-3%-43480/-	27390	0	27390
		27540	11181	4647	43368		43370	0	43370
S-6	17500-3%-30070	17500	7105	2953	27558	27710-3%-48920/-	27710	0	27710
		30070	12208	5073	47351		47360	0	47360
S-7	17600-3%-31230/-	17600	7146	2970	27716	27870-3%-55510/-	27870	0	27870
		31230	12679	5269	49178		49180	0	49180
S-8	17700-3%-32420/-	17700	7186	2986	27872	28030-3%-62960/-	28030	0	28030
		32420	13163	5470	51053		51060	0	51060
S-9	17800-3%-35480/-	17800	7227	3003	28030	28180-3%-73090/-	28180	0	28180
		35480	14405	5986	55871		55880	0	55880
S-10	17900-3%-42030	17900	7267	3020	28187	28340-3%-86590/-	28340	0	28340
		42030	17064	7091	66185		66190	0	66190
S-11	18000-3%-43950/-	18000	7308	3037	28345	28500-3%-98480/-	28500	0	28500
		43950	17844	7415	69209		69210	0	69210

FITMENT ILLUSTRATION

Pay Scales @ 12% MGB

GRADE	Existing pay Scale	Basic Pay	DA (As on 31.12.2016 i.e. 40.6 %)	GB @12% (Basic+DA)	Total	Revised Pay Scale	Basic Pay	DA	Total
		(Rs.)	(Rs.)	(Rs.)	(Rs.)		(Rs.)	(Rs.)	(Rs.)
M-0	17100-3%-25540/-	17100	6943	2885	26928	27080-3%-39160/-	27080	0	27080
		25540	10369	4309	40218		39160	0	39160
M-1	17500-3%-30070	17500	7105	2953	27558	27710-3%-48920/-	27710	0	27710
		30070	12208	5073	47351		47360	0	47360
M-2	17600-3%-31230/-	17600	7146	2970	27716	27870-3%-55510/-	27870	0	27870
		31230	12679	5269	49178		49180	0	49180
M-3	17700-3%-32420/-	17700	7186	2986	27872	28030-3%-62960/-	28030	0	28030
		32420	13163	5470	51053		51060	0	51060
M-4	17800-3%-35480/-	17800	7227	3003	28030	28180-3%-73090/-	28180	0	28180
		35480	14405	5986	55871		55880	0	55880
M-5	17900-3%-42030	17900	7267	3020	28187	28340-3%-86590/-	28340	0	28340
		42030	17064	7091	66185		66190	0	66190
M-6	18000-3%-43950/-	18000	7308	3037	28345	28500-3%-98480/-	28500	0	28500
		43950	17844	7415	69209		69210	0	69210