

Pay & Allowances
(Under Right to Information Act 2005)



1 Scales of pay

The Corporation has the following Scales of pay for employees on IDA pay pattern, from various cadres – the lowest level of Workmen to the Executive Director's level:

(A) Workmen w.e.f 01.01.2017

Grade	Pay Scales
W-0	19500-3%-57500
W-1	22000-3%-68000
W-2	23000-3%-72000
W-3	24000-3%-74000
W-4	25000-3%-85000
W-5	26000-3%-100000
W-6	27000-3%-105000
W-7	28000-3%-108000
W-8	28500-3%-118000
W-9	29000-3%-119000
W-10	29500-3%-119400

(B) Supervisors w.e.f 01.01.2017

Grade	Pay Scales
S-1	29600-3%-119500
S-2	29700-3%-119600
S-3	29800-3%-119700
S-4	29900-3%-119900

(C) Executives w.e.f 01.01.2017

Grade	Pay Scales
E-0	30000-3%-120000
E-1	40000-3%-140000
E-2	50000-3%-160000
E-3	60000-3%-180000
E-4	70000-3%-200000
E-5	80000-3%-220000
E-6	90000-3%-240000
E-7	100000-3%-260000
E-8	120000-3%-280000
E-9	150000-3%-300000

Increments

Employees Appointed/Promoted between	Standard Dates of Increment
1st January and 30 th June	1st January
1st July and 31 st December	1st July

The first increment shall be drawn with effect from the 1st of the month in which the probation is completed.

2 DEARNESS ALLOWANCE

Dearness Allowance in the revised pay scale as on 1.1.2017 shall be zero. The DA payable w.e.f. 01.04.2017 onwards would be governed as per the following provision:

- DA installments would be released 4 times in a year w.e.f. 1st January, 1st April, 1st July & 1st October.
- DA would be paid on the percentage increase in quarterly average of AICPI for the quarters ending February, May, August and November respectively over AICPI 277.33 (Basis 2001=100).

3 OTHER PERQUISITES & ALLOWANCES

CAFETERIA

For Executives, Supervisors & Workmen

The following Perquisite and Allowances shall form part of the cafeteria limited to 35% of revised basic pay with effect from 01.01.2017:

S.No.	Perks & Allowances	Maximum % of revised basic pay		
		Executives	Supervisors	Workmen
1	Canteen Allowance / Meal Vouchers	7%	7%	7%
2	Children Education Allowance	15%	15%	15%
	Hostel Subsidy	10%	10%	10%
3	Professional Updation Allowance	10%	10%	10%
4	Transport Allowance	13%	13%	13%
5	Washing Allowance	5%	5%	5%
6	Vehicle repair and maintenance Allowance	5%	5%	5%
7	Domestic Help Allowance	10%	10%	10%
8	Electricity Allowance	10%	10%	10%
9	Newspaper/ Professional Literature Allowance	5%	5%	5%
10	Driver Allowance	10%	10%	10%
11	House Upkeep Allowance	5%	5%	5%
12	Self Development Allowance	15%	15%	15%

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13	Club Membership Allowance	10%	10%	10%
14	Gardener Allowance	10%	10%	10%
15	LTC Allowance	15%	15%	15%
16	Family Planning Allowance	3%	6%	9%

4 NON-PRACTICING ALLOWANCE (NPA):

NPA is payable to doctors at the rate of 20% of Basic Pay.

5 House Rent Allowance

Classification of Cities	Rate of HRA
X Class (Population of 50 Lakh and above)	27% of Revised Basic Pay
Y Class (Population of 5 Lakh to 50 Lakh)	18% of Revised Basic Pay
Z Class (Population of below 5 Lakh)	9% of Revised Basic Pay

* Classification as per classification of cities/towns by Govt. of India.

The rates of HRA will be revised to 30%, 20% & 10% for X, Y and Z class cities when IDA crosses 50%

6 Leased Accommodation

Executives of NHPC are provided with the facility of Company Leased Accommodation.

Revised monthly Rental Ceiling in Rs./month for Company Leased Residential Accommodation:

Grade	Classification as per GOI as has been followed for HRA		
	X	Y	Z
E-0	23630	15750	7880
E-1	28350	18900	9450
E-2	33080	22050	11030
E-3	37800	25200	12600
E-4	42530	28350	14180
E-5	47250	31500	15750
E-6	51980	34650	17330
E-7	56700	37800	18900
E-8	63000	42000	21000
E-9	70880	47250	23630

The lease rent so determined by the Rent Assessment Committee (RAC) in terms of Part-I O/O No.16/2012 dated 01/03/12, shall in no case be fixed beyond the existing lease rent entitlement ceilings as notified above