

INDRĀPRASTHA POWER GENERATION COMPANY LTD.

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PRAGATI POWER CORPORATION LTD.

(HR DEPARTMENT)

(Regd. Office: Himadri, Rajghat Power House Office Complex, New Delhi-02)

Website : www.ipgcl-ppcl.gov.in

No: Manager (HR)III/IPGCL/17-18/ 54

Dated: 22/9/17

OFFICE ORDER

The BoD of IPGCL/PPCL vide resolution No.85.4.1 & 83.4.1 respectively in its meeting dated 30.08.2017 has approved the Revised Modified Time Bound Promotion Scale for category B,C & D employees in supersession of the BoD resolution No.81.2.9 and 79.2.9 dated 27.09.2016.

The Revised MTB Scale is as under :

1. This scale shall be applicable to all regularly appointed category B, C & D employees.
2. There shall be three TBP Scale in the entire career on completion of 10, 18 & 26 years of period in DESU/DVB/IPGCL/PPCL. Moreover, TBPS will be counted after 10th year, 18th year and 26th year from respective induction level.
3. Induction means an employee entered in category B,C & D by virtue of direct recruitment / promotion through Limited Departmental Examination from Category D to Category C and Category C to Category B.

Induction by way of promotion through Limited Departmental Examination from category D to Category C and category C to category B shall be restricted to once in the entire career of service. However, only the first change of category as induction by way of exam/test shall be considered for TBPS benefit.


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4. The TBP Scale shall be implemented strictly in accordance with the hierarchy of next functional promotional scale as per Unified Promotion Policy (i.e the grade pay Rs.3100/- & Rs. 6600/- will not be counted for TBPS purpose). The following table shall be considered for Time Bound Promotion Scale:-

Induction Level /Period of TBP Scale & service	Time Bound Promotion Scales						
	Rs. 2000	Rs. 2400	Rs. 2800/ Rs.3100	Rs. 3600		Rs. 4600	
Direct Recruitment/ Induction level				I (For ITI)	II (For deg/dip./ Non Tech.)	I (For ITI)	II (For deg/dip./ Non Tech.)
Ist TBPS (10 years)	Rs. 2400	Rs. 2800	Rs. 3600	Rs. 4600	Rs. 4600	Rs. 4800	Rs. 4800
IInd TBPS (18 years)	Rs. 2800	Rs. 3600	Rs. 4600	Rs. 4800	Rs. 4800	Rs.5000	Rs.5400
IIIrd TBPS (26 years)	Rs. 3600	Rs. 4600	Rs. 4800	Rs.5000	Rs.5400	Rs. 5400	Rs. 7600

In case; the promotional hierarchy is not available, the next higher functional scale shall be counted for Time Bound Promotion Scale (except the grade pay of Rs.3100/- & Rs. 6600/- which is Non-Functional) in the channel.

5. The benefit of time bound promotional scale shall neither confer on the employee the higher designation of the promotional post nor will it dilute the Service Rules on recruitment/promotion to such post according to his entitlement in due course.
6. The Grant of time bound promotional scale shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional TBP scale for the senior employees on the ground that the junior employee in the grade has got higher pay/grade pay.
7. The composition of committee for grant of time bound promotional scale will comprise the members as specified in the promotion policy of PPCL which is also being considered as Departmental Promotion Committee (DPC) in the Unified Promotion Policy. The recommendations of the committee will be approved by the Competent Authority as mentioned in DOP.

8. The time bound promotional scale contemplates merely placement on personal basis in the immediate higher Grade Pay / grant of financial benefits only and shall not amount to actual/ functional promotion of the employees concerned. Therefore, no reservation orders/ roster shall extend its benefits uniformly to all eligible SC/ST employees also. However, the rules of reservation in promotion shall be ensured at the time of regular promotion. For this reason, it shall not be mandatory to associate members of SC/ST in the Screening Committee meant to consider cases for grant of financial up-gradation under the Scale.
 9. Such employees will continue to perform the same duties and functions and carry the same designation though their pay under these orders will be fixed under FR-22(1)(a)(i), till they are absorbed against regular vacancies in the line of their promotion and shall not be entitled to the benefit of any fixation of pay in that scale again.
 10. If a time bound promotional scale is deferred and not allowed after 10 years in a grade pay, due to the reason of the employees being unfit or due to departmental proceedings, etc, this would have consequential effect on the subsequent time bound promotional scale which would also get deferred to the extent of delay in grant of time bound promotional scale.
 11. In the matter of disciplinary/ penalty proceedings, grant of benefit under the time bound promotional scale shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued there under from time to time.
 12. On grant of time bound promotional scale under the Scale, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA allotment of Government accommodation shall be permitted.
 13. No anomaly of pay shall be claimed by a senior employee vis-à-vis another junior employee merely on the strength of later getting his placement into the time bound promotional scale. However, the employee shall have the option to get the time bound promotional scale of pay on completion of the prescribed period or from the date following his next increment in his scale of pay.
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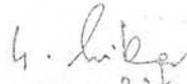
14. Cases of persons holding higher posts purely on ad-hoc basis shall also be considered by the Screening Committee alongwith others. They shall be allowed the benefit of time bound promotional scale on reversion to the lower post or if it is beneficial vis-à-vis the pay drawn on ad-hoc basis.
15. Past service rendered by a Government employee in a State Government/statutory body/Autonomous body/Public Sector Organization, before appointment in the Government organization shall not be counted towards Regular Service in IPGCL-PPCL. In case of absorption of employee on deputation on the same grade pay, the service rendered in IPGCL-PPCL in this grade pay only shall be counted for time bound promotional scale.
16. The prescribed benchmark for grant of time bound promotional scale shall be "Average" for all the posts.
17. Pay drawn in the pay band and the grade pay allowed under the time bound promotional scale shall be taken as the basis for determining the terminal benefits in respect of the entire employee.
18. In case, an employee after getting promotion/ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third time bound promotional scale on completion of 18/26 years of regular service, as the case shall be, from the date of his initial appointment to the post in the organization.
19. If a regular promotion has been offered but was refused by the employee before becoming entitled to a time bound promotional scale, no time bound promotional scale shall be allowed as such an employee has not been stagnated due to lack of opportunities. If, however, time bound promotional scale has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the time bound promotional scale. He shall, however, not be eligible to be considered for further time bound promotional scale till he agrees to be considered for promotion again and the second the next time bound promotional scale shall also be deferred to the extent of period of debarment due to the refusal.
20. Employees on deputation to other organization need not be reverted back to IPGCL/PPCL for availing the benefit of time bound promotional scale under TBP Scale. They shall exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by

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them or the pay plus grade pay admissible to them under the TBP Scale, whichever is beneficial.

21. The benefit of this scale shall be effective from 07.11.2012 (i.e. the date of discontinuation of earlier TBP Scale) alongwith arrear. This Scale shall be applicable to all employees working on roll of the company on 07.11.2012 or separated thereafter by virtue of retirement, death etc. However, the benefit given on account of MTBPS w.e.f. 01.09.2016 to 30.06.2017, as per BoD Resolution No.81.2.9 and 79.2.9 dated 27.09.2016, was adjusted against the arrear amount of interim relief in the month of August, 2017.
22. No past cases of TBPS shall be re-opened /entertained i.e. the cases of TBPS granted before 07.11.2012.
23. Any cases pending for grant of TBPS before 07.11.2012 shall be regulated through this scheme and disputes/ambiguity, if any arise, shall be regulated based on the decision of the committee referred at Sl.No.24.
24. The BoD of IPGCL/PPCL shall delegate the power to Director (HR) to resolve procedural issue/ambiguity during implementation of TBP Scale in future with consultation to other functional Directors. However, if any policy decision is required, the same shall be approved by the BoD.

This issues with the approval of Competent Authority.


(G.Sri Kumar)
Manager (HR)

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