

GOVERNMENT OF INDIA  
MINISTRY OF STEEL

**RAJYA SABHA**  
**UNSTARRED QUESTION NO.3817**  
FOR ANSWER ON 28/03/2018

**DEMANDS OF EXECUTIVE ASSOCIATION OF RINL**

3817. SHRI V. VIJAYASAI REDDY:

Will the Minister of STEEL be pleased to state:

- (a) whether Steel Executive Association (SEA) of RINL has been requesting to remove 'affordability clause' in the Pay Revision order of DPE issued in August, 2017;
- (b) whether SEA is also requesting to implement Superannuation Benefit Scheme as per the recommendations made by 2nd PRC;
- (c) if so, what has Government done in this regard;
- (d) whether in spite of Cabinet recommending that scales of pay should not exceed the existing scales of pay of executives/officers, scales of some workmen have crossed scale of executives up to manager level; and
- (e) if so, how Government is going to remove this anomaly?

**ANSWER**

THE MINISTER OF STATE FOR STEEL

(SHRI VISHNU DEO SAI)

(a)to(c): Yes, Sir. The stipulations, including on affordability to effect pay revision in Central Public Sector Enterprises(CPSEs), inter alia contained in the Department of Public Enterprises (DPE) Office Memorandum dated 3<sup>rd</sup> August, 2017, have been laid down after due consideration of the recommendations of the 3<sup>rd</sup> Pay Revision Committee, by the Government.

Regarding the Superannuation Benefit Scheme, Ministry of Steel had constituted an Expert Committee to examine and make recommendations on Introduction of Pension Schemes in CPSEs under the administrative control of the Ministry. The report of the Committee has been considered and it has inter alia been opined that introduction of a pension scheme in a CPSE depends upon confirming to DPE guidelines and fulfilling the relevant factors such as affordability and sustainability of the scheme based on profitability of the company.

(d)&(e): The extant DPE guidelines on wage negotiations for workmen in Central Public Sector Enterprises inter alia stipulate that the negotiated scales of pay of workmen should not exceed the existing scales of pay of Executives/officers and non-unionized supervisors. There is no crossing over of pay scales of unionized workers vis a vis Executives/officers and non-unionized supervisors in RINL. The workmen, unlike in case of Executives in RINL, however, continue to get annual increment even on reaching the maximum of their pay scale.

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