



MSEBHOLDING COMPANY LTD



*MEMORANDUM
OF
SETTLEMENT*

PAY REVISION

2018-2023

DATE : 11.09.2019

MEMORANDUM OF SETTLEMENT

Between

MSEB HOLDING COMPANY LTD. (MSEBHCL)

MAHARASHTRA STATE POWER GENERATION COMPANY LTD. (MSPGCL)

MAHARASHTRA STATE ELECTRICITY TRANSMISSION COMPANY LTD.(MSETCL)

MAHARASHTRA STATE ELECTRICITY DISTRIBUTION COMPANY LTD. (MSEDCL)

(hereinafter referred to as "Company" or "Companies" as the case may be)

AND

UNIONS / ASSOCIATION OF EMPLOYEES OF

**MSEB H.C.L, M.S.P.G.C.L, M.S.E.T.C.L & M.S.E.D.C.L.
(hereinafter referred to as "Unions")**

Preamble:

Whereas the revision of pay scales and allowances of employees of the MSPGCL, MSETCL, MSEDCL and MSEB Holding Company Ltd is due w.e.f. 01/04/2018, and whereas the Unions have submitted their proposals for revision in Pay and Allowances and whereas the proposals received from the Unions have been discussed with the representatives of the Unions and whereas, keeping in view the demands put forth by various Unions and also considering the financial position of the Companies, the financial burden of the Pay Revision and its impact in the tariff to end consumer, the Companies are inclined to review the Pay Scale and Allowance of the employees of MSEBHCL, MSEDCL, MSPGCL & MSETCL & therefore the Companies and the Union have come forward to enter into this settlement as under.

1.0 THE PERIOD OF SETTLEMENT

This Settlement shall be operative for a period of five years with effect from 1st April 2018 to 31st March 2023. The Settlement shall continue to be in force even beyond 31st March 2023 unless either party desires to revoke the same by giving a notice in writing of their intention to enter into fresh settlement.

2.0. SCOPE OF SETTLEMENT

This Settlement shall cover all employees in the technical and non-technical categories whose minimum of the existing pay scale is up to and including Rs.26710/- per month, (i.e. Additional Executive Engineer (Dy. Executive Engineer) and equivalent) but shall not cover any other categories of posts whose minimum of the existing scale of pay is more than Rs.26710/- per month for which the companies may at their discretion enter into separate settlement.

- a) 'Employee' in this context means an Employee as defined under Service Regulations of MSEBHCL, MSPGCL, MSETCL and MSEDCL.
- b) This Settlement shall also apply to the supernumerary Helpers.

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In this Settlement, some of the employees or categories of employees have been included only for the purpose of granting benefits in terms of this Settlement though they are not covered under the definition of "Workman" under Section 2 (S) of the Industrial Disputes Act 1947 and this shall not be construed as admission or precedent in any other context or cases.

3.0 REVISION OF PAY SCALES

- 3.1 An increase of **32.5%** shall be allowed in the Pre-revised Basic Pay existing as on 31.03.2018.
- 3.2 Dearness Allowance equivalent of **125%** of Pre- revised Basic Pay shall be added to the Basic Pay.
- 3.3 Class-IV Technical employee will get additional amount of **Rs.500/-** per month in the form of ad-hoc pay.
- 3.4 All Sahayyak category such as Vidyut Sahayyak, Upkendra Sahayyak, Jr.Assistant (HR) & (Account) and Account Assistant payment will be revised as under :-

Sr. No.	Name of Post	Pay Group	1st Year Amount		2nd Year Amount		3rd Year Amount	
			Existing	Revised	Existing	Revised	Existing	Revised
1	Vidyut Sahayyak	IV	7500	15000	8500	16000	9500	17000
2	Upkendra Sahayyak	III	9000	18000	10000	19000	11000	20000
3	Jr.Assistant (HR)/(A/c)	III	10000	19000	11000	20000	12000	21000
4	Account Assistant	III	12500	20000	13500	21000	14500	22000

In line with the above, the existing scales of Pay in respect of posts mentioned in **Annexure 'A'** of this Settlement are revised as stated and shown in Column No.3 of the said Annexure. The said revised scales of Pay shall be effective from 1st April 2018.

4.0. FITMENT

- 4.1. An employee appointed prior to 31st March 2018 shall draw Basic Pay in the revised scale of pay as follows:
- 4.2. An amount equivalent to 32.50% (Thirty Two and point Fifty percent) of pre-revised Basic Pay as on 31st March 2018 and 125% (One Hundred Twenty Five percent) of Dearness allowance on pre-revised basic pay as on 31st March 2018 shall be added in the pre-revised basic pay as on 31st March 2018 and then the Basic Pay in the revised scale shall be fixed w.e.f.01/04/2018 as follows:
- If the sum total of (4.2) above is less than that of minimum of revised scale of pay, the basic pay shall be fixed at the minimum of the revised scale of pay.
 - If the sum total of (4.2) is a stage in the revised pay scale, the Basic Pay shall be fixed at that stage.
 - If the sum total of (4.2) is not a stage in the revised pay scales, the Basic Pay shall be fixed at the next higher stage.
 - If the sum total of (4.2) is more than the maximum of the revised scale, the Basic Pay shall be fixed at the maximum of that scale.
- 4.3 The normal date of increment shall, however, remain unchanged. The provisions laid down in the Service Regulations of MSEBHCL, MSPGCL, MSETCL and MSEDCL and other relevant General Orders as amended from time to time shall apply for releasing future annual increments.

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- 4.4 Admissibility of consolidated minimum wage to nominal muster roll workers engaged on nominal muster roll.

Under the provisions of the G.O.81 (P) dated 19th January 1977, the worker on Nominal Muster Roll who has rendered five years or more continuous service on Nominal Muster Roll on any date on or after 31st March 1976, is held eligible for the consolidated wages on the basis of the minimum basic pay of the lowest category in Pay Group-IV post. The consolidated minimum wage in respect of Nominal Muster Roll Worker covered under the graded monetary benefit scheme shall, therefore be worked out on the minimum of Basic Pay of Technician in the revised pay scale.

5.0 **DEARNESS ALLOWANCE**

- 5.1 The rates of Dearness Allowance shall be payable / applicable w.e.f. 01/04/2018 onwards on the revised basic pay as above, as per the rates applicable to the State Government employees from time to time. Accordingly the rates of dearness allowance (DA) payable on revised basic pay shall be as under:

w.e.f. 01/04/2018 @ 7% on revised basic pay.

w.e.f. 01/07/2018 @ 9% on revised basic pay.

w.e.f. 01/01/2019 @ 12% on revised basic pay.

The GO.117(P) dated 31/03/86 shall stand modified accordingly to that extent.

6.0 **H.R.A. & C.L.A.**

Although the existing pay scales of the employees are revised w.e.f. 01/04/2018, the H.R.A. & C.L.A shall be payable from time to time as per the decision of Govt. of Maharashtra on the subject communicated vide GoM GR No.HRA-2019/C.No.2/Service-5 dtd.05.02.2019.

7.0 **REVISION OF ALLOWANCES :**

An increase of 100% shall be granted on the existing allowances.

- 7.1 It is hereby agreed that existing allowances included in **Annexure-B** shall be payable at the revised rates with effect from 1st April 2018. The other terms and conditions for grant of allowances contained in respective General Orders as modified from time to time shall, however, remain unchanged.

- 7.2 **Rationalization / Amalgamation of Allowances** – Amalgamation of Fringe Benefit (Admin) & Fringe Benefit (Field) is as under :-

Fringe Benefit			
Sr.No	FB-Administrative Office	Sr.No	FB-Field
1	Electricity Supervisory	1	Generation Allowance
2	Energy Allowance	2	New Generation Allowance
3	Typing Allowance	3	Field Allowance
4	Punch Operator Allowance	4	Project Allowance
5	Cash Allowance	5	Project Allowance - I
6	Roneo Allowance	6	Project Allowance - II
7	Machine Allowance	7	New System Control Allowance
8	Blue Print Allowance	8	System Control Allowance - I
		9	System Control Allowance – II
		10	Store Allowance
		11	Special OT Allowance
		12	Training Allowance
	All the above 8 allowances will be subsumed under single head F.B. Admin office		All the above 12 allowances will be subsumed under single head F.B. Field

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7.3 Definition of Fringe Benefit (Admin & Field) for MSEDCL

I) Fringe Benefit - Admin:

- a) All non-technical employees / officers working in Administrative Offices are covered under this allowance. As per SR 9 (1) Administrative Office is defined as "An office of the company concerned with administration, more particularly referred to as Corporate Office, Zonal Office and Circle Office, Administrative Office attached to Divisional Office and Sub Divisional Office, as distinct from the one engaged in Distribution of the Power and as such excludes a Sub Station."
- b) Engineers & Technical Employees working in administrative offices and entitled for 2nd and 4th Saturday as Holiday, whose office timing is as per SR 20 (a) i.e 10.00 AM to 5.30 PM with ½ hour recess are covered under this allowance.
- c) Electricity Supervisory Allowance, Energy Allowance, Typing Allowance, Punch Operator Allowance & Cash Allowance are henceforth redefined & renamed as **Fringe Benefit - Admin.**

II) Fringe Benefit - Field:

- a) The Engineers, in-charge of Zonal, Circle, Division, Sub Division Offices & Section Offices are eligible to get this allowance.
- b) The Engineers / Technical employees, who are not entitled for 2nd and 4th Saturday as a Holiday are eligible to get this allowance.
- c) Staff working in store cadre whose duty hours are 8 hours a day and who are not entitled 2nd and 4th Saturday as a Holiday are eligible to get this allowance.
- d) Project Allowance, Project Allowance-II, System Control Allowance-II, Store Allowance, Field Allowance, Training Allowance & Special Overtime Allowance are henceforth redefined & renamed as **Fringe Benefit - Field.**

NOTE: Each employee will get only one Fringe Benefit i.e. Fringe Benefit - Admin OR Fringe Benefit - Field

7.4 Definition of Fringe Benefit (Admin & Field) for MSPGCL

I) Fringe Benefit - Admin:

- a) All non-technical employees / officers working in Administrative Offices are covered under this allowance. As per SR 9 (1) Administrative Office is defined as "An office of the company concerned with administration, more particularly referred to as Corporate Office, Zonal Office and Circle Office, Administrative Office attached to Divisional Office and Sub Divisional Office, as distinct from the one engaged in Generation of the Power and as such excludes a Sub Station."
- b) Engineers & Technical Employees working in administrative offices and entitled for 2nd and 4th Saturday as Holiday, whose office timing is as per SR 20 (a) i.e 10.00 AM to 5.30 PM with ½ hour recess are covered under this allowance.
- c) Electricity Supervisory Allowance, Energy Allowance, Typing Allowance, Cash Allowance & Store Allowance are henceforth redefined & renamed as **Fringe Benefit - Admin.**

II) Fringe Benefit - Field:

- a) The Engineers, in-charge of Zonal, Circle, Division, Sub Division Offices are eligible to get this allowance.
- b) The Engineers / Technical employees, who are not entitled for 2nd and 4th Saturday as a Holiday are eligible to get this allowance.
- c) Staff working in store cadre whose duty hours are 8 hours a day and who are not entitled 2nd and 4th Saturday as a Holiday are eligible to get this allowance.
- d) New Generation Allowance, Generation Allowance, Project Allowance & Store Allowance, are henceforth redefined & renamed as **Fringe Benefit - Field.**

NOTE: Each employee will get only one Fringe Benefit i.e. Fringe Benefit - Admin OR Fringe Benefit - Field

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7.5 Definition of Fringe Benefit (Admin & Field) for MSETCL

I) Fringe Benefit - Admin:

- a) All non-technical employees / officers working in Administrative Offices are covered under this allowance. As per SR 9 (1) Administrative Office is defined as "An office of the company concerned with administration, more particularly referred to as Corporate Office, Zonal Office and Circle Office, Administrative Office attached to Divisional Office and Sub Divisional Office, as distinct from the one engaged in Transmission of the Power and as such excludes a Sub Station."
- b) Engineers & Technical Employees working in administrative offices and entitled for 2nd and 4th Saturday as Holiday, whose office timing is as per SR 20 (a) i.e 10.00 AM to 5.30 PM with ½ hour recess are covered under this allowance.
- c) Electricity Supervisory Allowance, Energy Allowance, Typing Allowance & Cash Allowance are henceforth redefined & renamed as **Fringe Benefit - Admin.**

II) Fringe Benefit - Field:

- a) The Engineers, in-charge of Zonal, Circle, Division & Sub Division Offices are eligible to get this allowance.
- b) The Engineers / Technical employees, who are not entitled for 2nd and 4th Saturday as a Holiday are eligible to get this allowance.
- c) Staff working in store cadre whose duty hours are 8 hours a day and who are not entitled 2nd and 4th Saturday as a Holiday are eligible to get this allowance.
- d) Project Allowance, Project Allowance - I, New System Control Allowance, System Control Allowance - I & Store Allowance are henceforth redefined & renamed as **Fringe Benefit - Field.**

NOTE: Each employee will get only one Fringe Benefit i.e. Fringe Benefit - Admin OR Fringe Benefit - Field

8.0 FACTORY ALLOWANCE -

Factory Allowance decision will be taken at Mahagenco Company level.

9.0 PETROL ALLOWANCE -

Petrol Allowance will be given to line staff employees in MSEDCL only based on actual travelling ascertained through GPS taken through Mobile Apps from 1st January 2020.

10.0 INSURANCE -

10.1 Medical Insurance Scheme In Lieu Of Medical Allowance is already applicable to the employee and his 5 dependents (1+ 5) for sum insured Rs.3 Lakhs.

10.2 Group Term Insurance policy for Sum insured of Rs.20 Lakh will be Introduced.

11.0 PAYMENT OF ARREARS

The arrears accruing due to revision of Pay & Allowance w.e.f.01.04.2018 shall be paid in 3 (Three) installments in the following manner:-

- **First installment:** 1st installment of arrears from Apr.-2018 to Sept-2018 shall be paid to the employees in the month of Nov.2019.
- **Second & Third installment:** 2nd installment of arrears from Oct.-2018 to Mar.-2019 & 3rd installment of arrears from Apr.-2019 to Sept.-2019 shall be paid to the employees within next 18 months period depending on cash flow position.

12.0 The cases of Payment of House Building Advance, Special Pay for holding additional Charge under MSEBHCL, MSEDCL, MSPGCL & MSETCL as per Service Regulation No.36 and 9(26), Travelling Allowance, Daily Allowance, Over time and other similar incidental benefits shall not be reopened. No arrears will be given in such cases.

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13.0 The Employee's Unions / Associations in consideration of satisfactory revision of pay scales & allowance agree to concentrate on revenue realization to the fullest extent, in order to meet out the additional liability on account of revision of pay scales through efficiency improvements. In terms of this directive, the employee's Unions / Associations hereby agree to:

- (a) Increase the repatriation on a sustainable basis in line with the targets being given from time to time and average reduction in line loss every year as prescribed by MERC. On transmission side maximum availability and reduction in transmission losses and on generation side improvement of availability and PLF and reduction in fuel and auxiliary consumption shall be ensured as prescribed by M.E.R.C.
- (b) Being in public utility company and with a view to ensure uninterrupted and quality supply to its consumer. All employees shall ensure that there is no interruption in the functioning of the companies and work is carried out in a smooth and continuous manner. Any interruption will be taken seriously and "No work no pay principle" will be adopted.
- (c) Carry out their assigned duties more efficiently for uninterrupted generation, transmission and distribution of electricity to the consumers, and make every effort to comply with Standards of Performance prescribed by the Regulatory Commission with a view to achieve overall objective of consumer satisfaction.
- (d) Notwithstanding the content of this settlement, the entitlement to the various benefits granted under G.O.95 (P) to G.O.99 (P) conditions there to shall remain unchanged except the rate of allowance as revised herein above.
- (e) The pay scales mentioned in the respective General Orders shall stand converted into the corresponding revised pay scale subject to however, provisions incorporated under Clause No.12 of the settlement.
- (f) The effort will be made to reduce expenses on overtime through efficient performance and availing less leave especially by operating and line staff. The unions will support the cost cutting / economy measures adopted by the companies from time to time.

14.0. The provisions in the erstwhile MSEB / Company's various Service Regulations, General Orders such as G.O.26 (P), G.O.65 (P), G.O.68 (P), G.O.89 (P), G.O.90 (P), G.O.93 (P) etc. wherein various entitlement/conditions are based on pay scales/Basic Pay shall stand suitably revised corresponding to the revised pay scales from the date of this agreement with prospective effect.

Consequent upon revision of pay scales, Dearness Allowance, other allowances and other allied matters and service conditions of the employees in terms of this Settlement, modifications in the Rules and Regulations of the respective companies wherever necessary, shall be made by the Companies.

15.0 In the event of any of the provisions of this Settlement becoming legally invalid or unenforceable by any law or order of the State or Central Government, the remaining provisions of this settlement shall not be affected and shall remain in force.

16.0 The outstanding issues of anomaly in wage revision of past, if any, including those arising out of the current settlement shall be dealt with by discussion with a management committee headed by Director (HR), MSEDCL to try and resolve the same amicably.

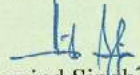
17.0 In view of the amicable settlement arrived at between the parties, it is further agreed to adopt the following code of conduct for maintaining industrial peace and harmony.

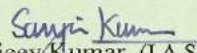
- a) The Company & Employees' Unions / Associations reaffirm their faith in solving grievances and disputes peacefully by mutual discussions.
- b) The disputes or grievances shall be taken up at the appropriate level by the Employees' Unions / Association. In case of dispute once raised before Higher Authority and decision taken, the same should not be raised again before any forum by the Unions.

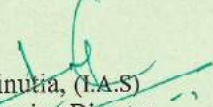
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- c) Unions will not resort to unnecessary agitations / strike which can cause disturbance to peace, malign image of the Companies and cause financial loss to the Company.
- d) The Unions will not interfere in administrative matters such as transfer due to poor performance or on administrative grounds, as also in any of the disciplinary cases and administrative actions against individual employees / officers / engineers or support any of the employee / officers / engineers who are indulging in malpractices or involved in corruption / misappropriation / fraud / serious disciplinary action or in disobedience of legal orders of superiors on any account etc.
- e) Communications to be addressed to the different authorities should be in a courteous language. Normal courtesy and proper decorum should be shown by the representatives of the Employees' Unions/Association as also the officers of the Company in mutual behavior and during discussions.
- f) The employees shall actively co-operate in increasing productivity and reducing waste by regular and punctual attendance, observing rules of disciplines and doing their assigned work diligently and efficiently.
- 18.0. The Employees' Unions / Associations on their behalf and on behalf of their constituent Unions agree that during the period of the settlement, they shall not make any fresh demands in respect of matters covered under this Settlement. The Company and the Employees' Unions / Associations further reiterate their firm resolve to maintain industrial peace and harmony and to make concerted joint efforts towards increasing production and productivity for providing efficient services to the consumers.
- 19.0 The provisions of this Settlement will be implemented with effect from the salary payment for the month of October-2019 subject to approval of MERC.
In the witness thereof the parties to the Settlement have signed this Memorandum of Settlement at Mumbai on this day of 11th September 2019.

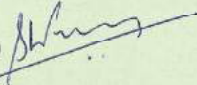
FOR AND ON BEHALF OF
M.S.E.B., HOLDING COMPANY LTD.


Arvind Singh, (I.A.S)
Managing Director
FOR MSEBHCL &
Chairman & Managing Director
FOR MSPGCL


Sanjeev Kumar, (I.A.S)
Chairman & Managing Director
FOR MSEDCL

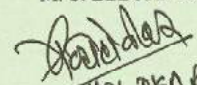

Parrag Jain Nainuria, (I.A.S)
Chairman & Managing Director
FOR MSETCL

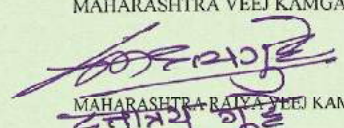

Director (Finance)
MSEDCL &
Chairman, Pay Revision Committee


Director (Finance)
FOR MSEB HCL

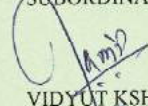
FOR AND ON BEHALF OF THE
UNIONS / ASSOCIATIONS.

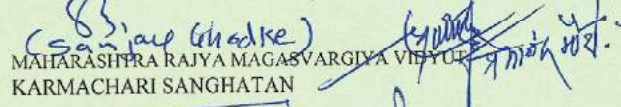

M. S. ELECTRICITY WORKERS FEDERATION (AITUC)

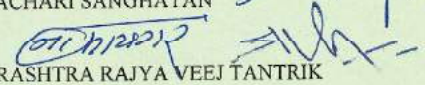

HOLKAR J.V.
MAHARASHTRA VEEJ KAMGAR MAHASANGH (BMS)


MAHARASHTRA RAJYA VEEJ KAMGAR CONGRESS (AITUC)


K.A. Relekar
SUBORDINATE ENGINEERS ASSOCIATION


VIDYUT KSHETRA TANTRIK KAMGAR UNION


MAHARASHTRA RAJYA MAGASVARGIYA VIDYUT
KARMACHARI SANGHATAN


MAHARASHTRA RAJYA VEEJ TANTRIK
KAMGAR SANGHATANANA

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Director (Finance)
FOR MSETCL

Director (Finance)
FOR MSPGCL

Director (HR)
FOR MSEDCL

Executive Director (Finance)
MSEDCL &
Secretary, Pay Revision Committee

Executive Director (HR)
FOR MSEDCL

Executive Director (HR)
FOR MSPGCL

Executive Director (HR)
FOR MSETCL

Witness :

Chief Industrial Relations Officer
FOR MSEDCL

Chief Industrial Relations Officer
FOR MSPGCL

Chief Industrial Relations Officer
FOR MSETCL

GRADUATE ENGINEERS' ASSOCIATION

M.S.E.B. OFFICERS' ASSOCIATION

MAHARASHTRA RAJYA RASTRIYA VIJ KAMGAR
FEDRATION (INTUC)

BHARTIYA KAMGAR SENA

MAHARASHTRA RASHTRAWADI VEEJ KAMGAR
CONGRESS

MAHARASHTRA RAJYA VIDYUT SHRAMIK CONGRESS

MSEB KARYALAYEEN ADHIKARI & KARMACHARI
SANGHATANA

RASHTRIYA VEEJ DRIVERS & CLEANERS
ASSOCIATION

CHATURTH SHRENI VIDYUT KAMGAR SANGHATANA

MAHARASHTRA NAVNIRMAN VIJ KAMGAR SENA

M.S.E.B. WORKERS UNION (Power Front)

BAHUJAN VIDYUT ABHIYANTA, ADHIKARI &
KARMACHARI FORUM

ADHIKARI KARMACHARI SANGHATANA

M. RAJYA VIDYUT SHRAMIK SEVA SANGHATANA

M. RAJYA VEEJ NIRMITI KAMGAR SANGHATANA

SECURITY & VIGILANCE OFFICERS' ASSOCIATION

M. RAJYA SWABHIMANI VIDYUT WORKERS UNION

ELECTRICITY LINSTAFF ASSOCIATION

M.R. VIDYUT OPERATORS SANGHATANA

BAHUJAN POWER KARMACHARI SANGHATANA

STATE ACCOUNTS EMPLOYEES ASSOCIATION

MSEB-HCL

Annexure - A

Additional Executive Engineer Equivalent & Below

125% DA Merged & 32.5% hike on Old Basic Pay

Sr. No.	Category	Existing Pay Scale	New Pay Scale	
1	Technician (Helper) / Technician Gr-IV / Peon / Cleaner & Equiv.	10050-195-11025-235-13375-275-19700	25880-505-28405-610-34505-710-50835	*
2	Sr. Tech / Art D / Dafitary & Equiv	16535-235-11710-275-14460-370-23710	27130-610-30180-710-37280-955-61155	*
3	L.D.C / Technician Gr-III / Artisan 'C' & Equiv	11275-275-12650-370-16350-410-28240	29035-710-32585-955-42135-1060-72875	
4	Artisan 'B' / Driver / Technician Gr-II & Equiv	11625-370-13475-410-17575-450-31975	29935-955-34710-1050-45310-1160-82430	
5	U.D.C / Artisan 'A' / Technician Gr-I / Jr. Security Off. / Jr. Vigilance Off	11965-410-14015-450-18515-490-34195	30810-1060-36110-1160-47710-1265-88190	
6	Assit. Acct. / Head Clerk And Equivalent	13195-490-15645-640-22045-675-38920	33980-1265-40305-1650-56805-1740-100305	
7	Assit. Vigilance Officer/ Asstt. Security Officer & Equiv	14140-650-17590-675-24140-710-39760	36415-1675-44790-1740-62190-1830-102450	
8	Jr. Engineer (Sub Eng) / Sr. Operator & Equi.	14500-650-17750-675-24500-710-40120	37340-1675-45715-1740-63115-1830-103375	
9	L. C F / Head Foreman & Equiv	16435-675-19810-710-26910-800-42110	42325-1740-51025-1830-69325-2060-108465	
10	Dy. Manager (Jr. M) (HR/F&A) & Equiv	17785-840-21985-885-44995	45800-2165-56625-2280-115905	
11	Asstt Engr. (Jr. Engr) & Equiv	19110-810-23310-885-46320	49210-2165-60035-2280-119315	
12	Asstt. Welfare Officer & Equiv	21365-840-25565-885-46805	55015-2165-65840-2280-120560	
13	Dy. E.E. (Asstt. Engr) & Equiv	24010-975-28885-1060-54325	61830-2515-74405-2730-139925	
14	Manager (Asstt Mgr) (HR/F&A) & Equiv	24765-975-29640-1060-55080	63770-2515-76345-2730-141865	
15	Sr. Manager (Dy. M) (HR) & Equiv	26465-1060-31765-1125-59890	68150-2730-81800-2900-154300	
16	Add. E.E. (Dy. E.E.) & Equiv	26710-1060-32010-1125-60135	68780-2730-82430-2900-154930	

* - Class-IV Technical employee will get additional amount of Rs.500/- per month in the form of ad-hoc pay.

32

Whe 8

Allowances - Additional Executive Engineer Equivalent & Below

1 ELECTRICITY CHARGES ALLOWANCE

(Ref. G.O.122 (P) dated 22.03.1990)

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Pay Gr. IV	165	330
2	Pay Gr. III	215	430
3	Pay Gr. II	265	530
4	Pay Gr. I below Ex.Engr.	300	600

2 RISK ALLOWANCE

(Ref. G.O.141(P) dated 12.06.1996)

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Pay gr. IV	140	280
2	Pay Gr. III	175	350

3 HEAVY DUTY ALLOWANCE

(Ref. G.O.122(P) dated 22.03.1990)

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Pay Gr.IV (Technical)	50	100
2	Pay Gr.III (Technical)	60	120

4 ENTERTAINMENT ALLOWANCE

(Ref. G.O.138(P) dated 28.12.1995)

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Pay Gr. III (Asstt. Acct., Asstt. Vigilance Officer and equivalent category of Sr. Operator, Meter Reading Supervisor and equivalent)	220	440
2	Other Pay Group II and I officers	335	670
3	Sub Engineer, Chargeman II, Jr. Engineer, Chargeman I, Asstt. Engineer, Dy. Executive Engineer	335	670

5 BOOK & JOURNAL ALLOWANCE

(Ref. G.O.139(P) dated 28.12.1995)

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Other Pay Gr. III & IV	115	230
2	Sub Engineers, Jr. Engineers, Asstt. Engineers, Dy. Ex. Engineers	440	880
3	Non- Tech. Class I & II (Excluding Engineers)	440	880

6 SPECIAL COMPENSATORY ALLOWANCE

(Ref. G.O.122(P) dated 22.03.1990)

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Pay Gr. IV (Technical)	95	190
2	Pay Gr. III (Technical)	140	280
3	Pay Gr. II (Technical)	200	400
4	Pay Gr. I (Technical)	250	500

7 TRANSPORT ASSTT. ALLOWANCE

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
3	Employees working in Pay I to IV (Add .E.E & below.)	125	250

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MSEB-HCL**Annexure - B****8 NIGHT SHIFT ALLOWANCE**
(Ref. G.O.122(P) dated 22.03.1990)

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
		(Per Night)	(Per Night)
1	Pay Gr.IV categories	65	130
2	Other Pay Gr.III categories excluding Sub Engr. & equiv	75	150
3	Sub Engineer & equiv	90	180
4	Other Pay Gr.II categories excluding Asstt. Engr. & equiv	100	200
5	Asstt.Engineer & equiv	140	280
6	Officers in Pay Gr.I below the rank of E.E. & equiv	165	330

9 EDP ALLOWANCE

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance
1	Asstt.Computer Optr.	1095	2190
2	Computer Operator	1110	2220
3	Asstt.Programmer	1110	2220
4	Shift In-charge	1170	2340
5	Programmer	1395	2790

Note - This Allowance shall not be payable to employees who have joined after the date of signing of this agreement

10 NON PRACTICING ALLOWANCE

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Asstt.Medical Officer	1625	3250

11 BOILER PROFECIENCY ALLOWANCE

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Boiler Profeciency Class II Cert.holder	500	1000
2	Boiler Profeciency Class I Cert.holder	625	1250

12 CASH ALLOWANCE

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Roving UDCs in HO & roving Cashiers in field and HO for disbursing salaries and other payments	65	130

13 EDUCATION ASSISTANCE ALLOWANCE

Sr.No.	Pay Group / Category	Existing Rate of Allowance	Revised Rate of Allowance @100% hike
1	Pay Group IV (One Child)	125	250
	Pay Group IV (Two Children)	250	500
2	Pay Group III (One Child)	125	250
	Pay Group III (Two Children)	250	500
	Per month per child studying upto 12th Std. limited two children		

Boiler

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MSEDCL- FRINGE BENEFIT (Admin) MERGING

Annexure-B

Additional Executive Engineer Equivalent & Below

Sr.No.	Designation	Pay Scale	Existing Allowance Name	Existing Rate	Allowance Renamed & Redefined	Revised Rate @ 100% rise
1	Additional Executive Engineer & Equivalent	26710-1060-32010-1125-60135	Electricity Supervisory Allowance	360	Fringe Benefit	720
2	Sr. Manager (HR) & Equivalent	26465-1060-31765-1125-59890	Electricity Supervisory Allowance	360		720
3	Manager (HR) & Equivalent	24765-975-29640-1060-55080	Electricity Supervisory Allowance	360		720
4	Dy. Executive Engineer & Equivalent	24010-975-28885-1060-54325	Electricity Supervisory Allowance	335		670
5	Labour Officer & Equivalent	21365-840-25365-885-46805	Electricity Supervisory Allowance	335		670
6	Computer Operator	19110-840-23310-885-46320	Punch Operator Allowance	335		670
7	Asst. Engineer & Equivalent	19110-840-23310-885-46320	Electricity Supervisory Allowance	290		580
8	Dy. Manager (HR) & Equivalent	17785-840-21985-885-44995	Electricity Supervisory Allowance	335		670
9	Junior Engineer & Equivalent	14500-650-17750-675-24500 710 40120	Electricity Supervisory Allowance	245		490
10	Asst. Security & Enforcement Officer & Equivalent	14140 650-17390-675-24140-710-39760	Electricity Supervisory Allowance	185		370
11	Head Clerk, Sr. Draftsman & Equivalent	13195-490-15645-640-22045-675-38920	Energy Allowance/ Typing Allowance	185		370
12	UDC, Steno Typist, Jr Store Asstt, Cashier, Jr. Draftsman & Equivalent	11965-410-14015-450-18515-490-34195	Energy Allowance/ Typing Allowance/ Cash Allowance/ Store Allowance	165		330
13	Chief Technician (Line Inspector, Sr. Operator)	11625-370-13475-410-17575-450-31975	Energy Allowance	140		280
14	LDC, Store clerk, Cashier, Typist & Equivalent	11275-275-12650-370-16350-410-28240	Energy Allowance/ Typing Allowance/ Cash Allowance/ Store Allowance	135		270
15	Daffery & Equivalent	10535-235-11710-275-14460-370-23710	Energy Allowance	100		200
16	Peon, Store Helper & Equivalent	10050-195-11025-235-13375-275-19700	Energy Allowance/ Store Allowance	100		200

MSEDCL- FRINGE BENEFIT (Field) MERGING

Annexure-B

Additional Executive Engineer Equivalent & Below

Sr.No.	Designation	Pay Scale	Existing Rate	Existing Allowance Name	Allowance Renamed & Redefined	Revised Rate @ 100% rise	
1	Additional Executive Engineer & Equivalent	26710-1060-32010-1125-60135	Field Allowance	325	Fringe Benefit - Field	1050	
2	Additional Executive Engineer (Training)	26710-1060-32010-1125-60135	Training Allowance	700		1400	
3	Store Officer	26710-1060-32010-1125-60135	Store Allowance	525		1050	
4	Manager (Training)	24765-975-29640-1060-55080	Training Allowance	700		1400	
5	Dy. Executive Engineer & Equivalent	24010-975-28885-1060-54325	Field Allowance	475		950	
6	Dy. Executive Engineer (Training)	24010-975-28885-1060-54325	Training Allowance	640		1280	
7	Asst. Engineer & Equivalent	19110-840-23310-885-46320	Field Allowance	425		850	
8	Asst. Engineer (Training)	19110-840-23310-885-46320	Training Allowance	565		1130	
9	Dy. Manager (F&A-Capital)	17785-840-21985-885-44995	Cash Allowance	335		670	
10	Dy. Manager (Training)	17785-840-21985-885-44995	Training Allowance	565		1130	
11	Store Superintendent	17785-840-21985-885-44995	Store Allowance	395		790	
12	Head Foreman	16435-675-19810-710-26910-800-42110	System Control Allowance - II / Project II	285		590	
13	Line Construction Foreman & Equivalent	16435-675-19810-710-26910-800-42110	Special OT Allowance	425		850	
14	Junior Engineer & Equivalent	14500-650-17750-675-24500 710-40120	Field Allowance	360		720	
15	Head Clerk (Training)	13195-490-15645-640-22045-675-38920	Training Allowance	475		950	
16	Store Asstt.	13195-490-15645-640-22045-675-38920	Store Allowance	245		490	
17	Technical 'A' (Line Foreman working in O&M of ST LT lines, Roving Gang for New connection, civil T&D, flying squad, CCM Division /sub-division)	11965-410-14015-450-18515-490-34195	Field Allowance	295		590	
18	Technical 'A' (Art'A), Line Foreman, Principal Operator	11965-410-14015-450-18515-490-34195	System Control Allowance - II / Project II	165		330	
19	UDC (Training)	11965-410-14015-450-18515-490-34195	Training Allowance	325		650	
20	Chief Technician (Line Inspector, Sr. Operator)	11625-370-13475-410-17575-450-31975	System Control Allowance - II / Project II	140		280	
21	Chief Technician (Line Inspector working in O&M of ST LT lines, Roving Gang for New connection, civil T&D, flying squad, CCM Division /sub-division)	11625-370-13475 410 17575-450-31975	Field Allowance	245		490	
22	Chief Technician (Training) & equivalent	11625-370-13475-410-17575-450-31975	Training Allowance	325		650	
23	Principal Technician 'C' (Operator & Equivalent)	11275-275-12650-370-16350-410-28240	System Control Allowance - II / Project II	135		270	
24	Principal Technician (Lineman & Equivalent) working in O&M of ST LT lines, Roving Gang for New connection, civil T&D, flying squad, CCM Division /sub-division)	11275-275-12650-370-16350-410-28240	Field Allowance	200		400	
25	Sr. Technician & Equivalent	10535-235-11710-275-14460-370-23710	System Control Allowance - II / Project II	115		230	
26	Sr. Technician (Asstt. Lineman & equivalent) working in O&M of ST LT lines, Roving Gang for New connection, civil T&D, flying squad, CCM Division /sub-division)	10535-235-11710-275-14460-370-23710	Field Allowance	185		370	
27	Technician & Equivalent	10050-195-11025-235-13375-275-19700	System Control Allowance - II / Project II	100		200	
28	Technician (working in O&M of ST LT lines, Roving Gang for New connection, civil T&D, flying squad, CCM Division /sub-division)	10050-195-11025-235-13375-275-19700	Field Allowance	165		330	
Applicable as GO.98, dt.23.9.1980 for SCA-I/ PJTA-I							
29	Head Foreman/LCF & Equi.	16435-675-19810-710-26910-800-42110	System Control Allowance-I / Project-I	395		790	
30	Art-A/LFM & Equi.	11965-410-14015-450-18515-490-34195	System Control Allowance-I / Project-I	200		400	
31	Chief Techn /Art-B & Equi	11625-370-13475-410-17575-450-31975	System Control Allowance-I / Project-I	185		370	
32	Prin. Techn/Art-C & Equi	11275-275-12650-370-16350-410-28240	System Control Allowance-I / Project-I	165		330	
33	Sr. Technician/Art-D & Equivalent	10535-235-11710-275-14460-370-23710	System Control Allowance-I / Project-I	140		280	
34	Technician & Equivalent	10050-195-11025-235-13375-275-19700	System Control Allowance-I / Project-I	135	270		

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MSPGCL - FRINGE BENEFIT (Admin) MERGING

Annexure -B

Additional Executive Engineer Equivalent & Below

Sr.No.	Designation	Existing Allowance Name	Existing Rate	Allowance Renamed & Redefined	Revised Rate @ 100% hike
1	Qualified Additional Executive Engineer & Head Supervisor & Equivalent	Electricity Supervisory Allowance	360	Fringe Benefit (Admin)	720
2	Sr Manager (HR) & Equivalent	Electricity Supervisory Allowance	360		720
3	Manager (HR) & Equivalent	Electricity Supervisory Allowance	360		720
4	Qualified Dy. Executive Engineer / Supervisor & Equivalent	Electricity Supervisory Allowance	335		670
5	Asstt. Welfare Officer & Equivalent	Electricity Supervisory Allowance	335		670
6	Qualified Asstt. Engineer/ Chageman Gr. I & Equivalent Engineers	Electricity Supervisory Allowance	290		580
7	Dy. Manager (HR), Head Cashier in HO & Equivalent	Electricity Supervisory Allowance/ Cash Allowance	335		670
8	Asstt. PRO / Dy. Manager (Security) & Equivalent	Electricity Supervisory Allowance	335		670
9	Qualified Junior Engineer / Chageman Grade II & Equivalent Engineers	Electricity Supervisory Allowance	245		490
10	Head Clerk, Sr. Draftsman, Sr. Clerk, Asstt. Auditor, Asstt. Accountant, Care Taker, Stenographer & Equivalent	Energy Allowance/ Typing Allowance	185		370
11	UDC, Steno Typist, Jr Store Asstt, Cashier, Jr. Draftsman, Jr. Security Officer, Sr. Sanitary Inspector, Sr. Typist, Cashier in HO & field & Equivalent	Energy Allowance/ Typing Allowance/ Cash Allowance/ Store Allowance	165		330
12	Driver, Tracer & Equivalent	Energy Allowance	140		280
13	Record Sorter, Telephone Operator, LDC, Time Keeper, Nurse, Compounder, Pharmasist, LDC cum Typist & Equivalent	Energy Allowance/ Typing Allowance	135		270
14	Daftery, Head Watchman & Equivalent	Energy Allowance	100		200
15	Peon, Sweeper, Gradener, Watchman, Vehicle Cleaner, Messengar, Helper, Majdoor, Mukadam, First-Aid Attendant, Wardboy, Semi-Skilled Artisian, Rest House Helper, Store Helper, Lashkar & Equivalent	Energy Allowance/ Store Allowance	100		200

MSPGCL - FRINGE BENEFIT (Field) MERGING

Additional Executive Engineer Equivalent & Below

Sr.No.	Designation	Existing Allowance Name	Existing Rate	Allowance Renamed & Redefined	Revised Rate @ 100% hike
1	Qualified Additional Executive Engineer & Head Supervisor & Equivalent	New Generation Allowance/ Project Allowance	700	Fringe Benefit (Field)	1400
2	Qualified Dy. Executive Engineer / Supervisor & Equivalent	New Generation Allowance/ Project Allowance	640		1280
3	Qualified Asstt. Engineer/ Chageman Gr. I & Equivalent Engineers	New Generation Allowance/ Project Allowance	565		1130
4	Store Superitendant in Major Stores in field	Store Allowance	395		790
5	Qualified Junior Engineer / Chageman Grade II & Equivalent Engineers	New Generation Allowance/ Project Allowance	475		950
6	Store Asstt.	Store Allowance	245		490
7	Art 'A' equivalent (Technical posts)	Generation Allowance	200		400
8	Art B & Equivalent	Generation Allowance	185		370
9	Art C & Equivalent	Generation Allowance	165		330
10	Art D & Equivalent	Generation Allowance	140		280
11	Helper & Semi-skilled Artisian & Equivalent	Generation Allowance	135		270

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MSETCL - FRINGE BENEFIT (Admin) MERGING

Annexure -B

Additional Executive Engineer Equivalent & Below

Sr. No.	Designation	Pay Scale	Existing Allowance Name	Existing Rate	Allowance Renamed & Redefined	Revised Rate @100%
1	Additional Executive Engineer & Equivalent	26710-1060-32010-1125-60135	Electricity Supervisory Allowance	360	Fringe Benefit (Admin)	720
2	Regional Forest Officer & Equivalent	26710-1060-32010-1125-60135	Electricity Supervisory Allowance	360		720
3	Sr. Manager (HR) & Equivalent	26465-1060-31765-1125-59890	Electricity Supervisory Allowance	360		720
4	Manager (HR) & Equivalent	24765-975-29640-1060-55080	Electricity Supervisory Allowance	360		720
5	Dy. Executive Engineer & Equivalent	24010-975-28885-1060-54325	Electricity Supervisory Allowance	335		670
6	Asstt. Engineer & Equivalent	19110-840-23310-885-46320	Electricity Supervisory Allowance	290		580
7	Dy. Manager (HR) & Equivalent	17785-840-21985-885-44995	Electricity Supervisory Allowance	335		670
8	Junior Engineer & Equivalent	14500-650-17750-675-24500-710-40120	Electricity Supervisory Allowance	245		490
9	Asstt. Security and Enforcement Officer (AS&EO) & Equivalent	14140-650-17390-675-24140-710-39760	Energy Allowance	185		370
10	Head Clerk, Sr. Draftsman & Equivalent	13195-490-15645-640-22045-675-38920	Energy Allowance/ Typing Allowance	185		370
11	UDC, Steno Typist, Jr Store Asstt, Cashier, Jr. Draftsman, Jr. Security & Enforcement officer, Jr. Vigilance Officer & Equivalent	11965-410-14015-450-18515-490-34195	Energy Allowance/ Typing Allowance/ Cash Allowance	165		330
12	Vehicle Driver or Tracer & Equivalent	11625-370-13475-410-17575-450-31975	Energy Allowance	140		280
13	LDC, Store clerk, Cashier, Typist, Telephone Operator, Blue Printer, Telephone Attendant & Equivalent	11275-275-12650-370-16350-410-28240	Energy Allowance/ Typing Allowance/ Cash Allowance/ Store Allowance	135		270
14	Dafetry, Head Watchman, Naik & Equivalent	10535-235-11710-275-14460-370-23710	Energy Allowance	100		200
15	Peon, Sweeper, Watchman, Vehicle Cleaner, Mukadam, Khansama, Fireman, Store Helper & Equivalent	10050-195-11025-235-13375-275-19700	Energy Allowance/ Store Allowance	100		200

MSETCL - FRINGE BENEFIT (Field) MERGING

Annexure -B

Additional Executive Engineer Equivalent & Below

Sr. No.	Designation	Pay Scale	Existing Allowance Name	Existing Rate	Allowance Renamed & Redefined	Revised Rate @100%
1	Additional Executive Engineer & Equivalent	26710-1060-32010-1125-60135	New System Control Allowance/ Project Allowance	700	Fringe Benefit (Field)	1400
2	Store Officer equivalent to Manager	24765-975-29640-1060-55080	Store Allowance	525		1050
3	Dy. Executive Engineer & Equivalent	24010-975-28885-1060-54325	New System Control Allowance/ Project Allowance	640		1280
4	Asstt. Engineer & Equivalent	19110-840-23310-885-46320	New System Control Allowance/ Project Allowance	565		1130
5	Store Superintendent	17785-840-21985-885-44995	Store Allowance	395		790
6	Head Foreman (TS - I) & Equivalent	16435-675-19810-710-26910-800-42110	Project Allowance - I	395		790
7	Junior Engineer & Equivalent	14500-650-17750-675-24500-710-40120	New System Control Allowance/ Project Allowance	475		950
8	Sr. Operator (TS - II) & Equivalent	14500-650-17750-675-24500-710-40120	Project Allowance - I / System Control Allowance - I	360		720
9	Store Asstt.	13195-490-15645-640-22045-675-38920	Store Allowance	245		490
10	Operato. & Art 'A', Tech Gr. I (TS - III) equivalent (Technical posts)	11965-410-14015-450-18515-490-34195	Project Allowance - I / System Control Allowance - I	200		400
11	Art B i.e. Tech Gr. II (TS - IV) & Equivalent	11625-370-13475-410-17575-450-31975	Project Allowance - I / System Control Allowance - I	185		370
12	Art C i.e. Tech Gr. III (TS - V) & Equivalent	11275-275-12650-370-16350-410-28240	Project Allowance - I / System Control Allowance - I	165		330
13	Art D & Equivalent	10535-235-11710-275-14460-370-23710	Project Allowance - I / System Control Allowance - I	140		280
14	Tech Gr. IV (TS - VI) & Equivalent	10050-195-11025-235-13375-275-19700	Project Allowance - I / System Control Allowance - I	135		270

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MAHA VITARAN

Maharashtra State Electricity Distribution Co. Ltd.

CIN : U40109MH2005SGC153645

(A Govt. of Maharashtra Undertaking)

PHONE NO. : 26470953
-- " -- : 26472131 / 26474211 (Extn.2556)
FAX NO. : 26470953

Registered Office :
PLOT NO. G - 9, PRAKASHGAD,
Prof. ANANT KANEKAR MARG,
BANDRA (E), MUMBAI - 400 051.

CERTIFIED TRUE COPY OF THE RESOLUTION PASSED BY THE BOARD OF DIRECTORS OF MAHARASHTRA STATE ELECTRICITY DISTRIBUTION COMPANY LTD. AT ITS BOARD MEETING HELD ON WEDNESDAY, 11th SEPTEMBER, 2019 AT 11.00 A.M. AT 3rd FLOOR, HSBC BANK BUILDING, FORT, MUMBAI-400001

Item 27: Approval for the revision of payscales and allowances and other allied matters and service conditions of the employees of the MSEDCL w.e.f. 01/04/2018

Resolution 1880: The Board considered the note for Revision of Pay Scales and Allowance of the employees / Senior Officers of the Company with effect from 1st April, 2018.

2. The Board noted that a common pay revision committee was constituted for all the group companies of MSEB Holding Company Limited with the approval of the Managing Director, MSEB Holding Company Limited (MSEBHCL) and Chairman and Managing Director of all three Companies. The pay revision Committee consisted of Shri. Jaikumar Srinivasan, Director (Finance), MSEDCL as its Chairman with Director (Finance) of all 3 companies, Director (HR), MSEDCL, ED (HR) of all 3 Companies as members & Smt. Swati Vyavhare, ED (F&A), MSEDCL as its Member/ Secretary. The CIRO's of the respective companies were asked to assist the Committee during process. The Committee carried out negotiations with the unions immediately and submitted their recommendations to the MD, MSEBHCL & CMDs of all 3 companies for decision in the matter.
3. The Board further noted that a 'Memorandum of Settlement' has been entered into with the Unions/ Associations of Employees of MSEBHCL, MSPGCL, MSETCL & MSEDCL on 11th September 2019 in the matter of revision of pay-scales & allowances w.e.f. 01.04.2018 and other allied matters of the Employees of the Companies.
4. The Board also noted that the total financial implications as a result of the revision of pay scales and allowances, as proposed, would work out as per traditional method i.e. Mid-point basis including PF/ Gratuity/Allowances is approx. Rs. 591.01 Crores per year.
5. As per actual basis including PF/ Gratuity/Allowances/ HRA/Leave encashment/ EL is approx. Rs.630 Crores per year.

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After detailed discussion, the Board resolved as under:

“Resolved that post-facto approval be and is hereby granted to the ‘Memorandum of Settlement’ entered into with the Unions/Association as enclosed at **Annexure ‘C’**

Resolved further that approval be and is hereby granted to:

- a) The revision of pay-scales of the Senior Engineers and their equivalent categories as placed at **Annexure ‘D’** of the note.
- b) Increase in existing allowances as placed at **Annexure ‘E’** w.e.f. 01-04-2018
- c) The method of fixation of pay, payment of arrears and mutatis-mutandis applicability of other conditions of service and code of conduct to them on par with the ‘Memorandum of Settlement’ entered into with the Unions/Associations.

Resolved further that the Chairman & Managing Director be and is hereby authorized to interpret in consultation with Director (Finance) and Director (HR) any of the provisions/ clauses in the approved matters indicated above and to extend coverage wherever necessary and to issue clarifications and Circulars.

Resolved further that approval be and is hereby accorded to give 20% raise calculated on basic pay to the outsourced personnel engaged through contractor/ contractor agencies for the scheduled employment under shop and establishment act as per rules of Govt. of Maharashtra.

Resolved further that the Chairman Managing Director be and is hereby further authorized to decide and settle, in consultation with the Director (Finance) & Director (HR), cases involving anomalies.

Resolved further that Director (HR) be and is hereby authorized to give effect to this Resolution immediately.”

For Maharashtra State Electricity Distribution Company Ltd.


Anjali Gudekar
Company Secretary



MAHAVITARAN
Maharashtra State Electricity Dist.Co.Ltd
(A Govt. of Maharashtra Undertaking)
CIN : U40109MH2005SGC153645

HRD/O&M/F.No.24-25/
Maharashtra State Electricity Distribution Co.Ltd
Estrella Batteries Expansion Building,
Ground Floor, Plot No. 1, Dharavi Road
Matunga, Mumbai – 400 019.
Tel. No.: 022-24077441 Fax No. : 022-2402576
Website : www.mahadiscom.in
E-mail : rcgmp@mahadiscom.in

ADMINISTRATIVE CIRCULAR NO. 590 DATE 18.09.2019

Sub : Revision of existing pay-scales prescribed for the various categories of posts whose minimum of existing pay-scales are up to and including Rs. 26,710/- per month & also prescribing the method of fixation of pay in the revised pay-scales, payment of arrears, etc.

The revision of existing pay-scales for various categories was due w.e.f. Dt.01.04.2018 and the issue regarding revision of pay-scales for the employees upto the rank of Additional Executive Engineers whose minimum pay-scale is Rs. 26,710/- and below was under consideration.

2. The MSEDCL Board of Directors vide **Resolution No. 1880 Dt. 11.09.2019** has accorded approval to revise the existing pay-scales mentioned in Col. no. 3 of the table which are in force under Administrative Circular No. 486 Dt. 30.06.2014 with the pay-scales mentioned in col. no. 4 with retrospective effect from Dt. 01.04.2018 thereof respectively.

Sr. No	Category of post	Existing Pay-scale as per Adm. Cir. No. 486 Dt. 30.06.2014	Revised Pay-scale w.e.f. Dt. 01.04.2018
1	2	3	4
1	Technician (LH / Jr. Tech.) / Peon and equivalent	10050-195-11025-235-13375-275-19700	25880-505-28405-610-34505-710-50835
2	Sr. Technician (ALM / Tech) / Daftary and equivalent	10535-235-11710-275-14460-370-23710	27130-610-30180-710-37280-955-61155
3	Technician-C (Artisan 'C') / Operator (Jr. Operator) / Principal Technician (LM / Sr. Tech) / Lower Division Clerk / Office Assistant and equivalent	11275-275-12650-370-16350-410-28240	29035-710-32585-955-42135-1060-72875
4	Technician-B (Artisan 'B') / Sr. Operator (Asstt. Operator) / Chief Technician / Driver and equivalent	11625-370-13475-410-17575-450-31975	29935-955-34710-1060-45310-1160-82430
5	Technician-A (Artisan 'A') / Principal Operator (Dy. Operator) / Upper Division Clerk and equivalent	11965-410-14015-450-18515-490-34195	30810-1060-36110-1160-47710-1265-88190
6	Assistant Accountant / Head Clerk and equivalent	13195-490-15645-640-22045-675-38920	33980-1265-40305-1650-56805-1740-100305
7	Assistant Security & Enforcement Officer (AVO) and equivalent	14140-650-17390-675-24140-710-39760	36415-1675-44790-1740-62190-1830-102450
8	Junior Engineer (Sub Engineer) and equivalent	14500-650-17750-675-24500-710-40120	37340-1675-45715-1740-63115-1830-103375
9	Line Construction Forman / Head Foreman and equivalent	16435-675-19810-710-26910-800-42110	42325-1740-51025-1830-69325-2060-108465
10	Dy. Manager (HR/F&A) and equivalent	17785-840-21985-885-44995	45800-2165-56625-2280-115905
11	Assistant Engineer (Jr. Engineer) and equivalent	19110-840-23310-885-46320	49210-2165-60035-2280-119315

12	Labour officer and equivalent	21365-840-25565-885-46805	55015-2165-65840-2280-120560
13	Deputy Executive Engineer (Assistant Engineer) and equivalent	24010-975-28885-1060-54325	61830-2515-74405-2730-139925
14	Manager (HR/F&A) and equivalent	24765-975-29640-1060-55080	63770-2515-76345-2730-141865
15	Senior Manager (HR) and equivalent	26465-1060-31765-1125-59890	68150-2730-81800-2900-154300
16	Additional Executive Engineer and equivalent	26710-1060-32010-1125-60135	68780-2730-82430-2900-154930

Note : 1) The term '**equivalent**' mentioned in Col. No. 2 in the above table, implies to all Officer's whose existing pay-scales are the same.

2) The Technical Employees falling under Pay Group -IV will get additional amount **Rs. 500/- (Rs. Five Hundred only)** per month in the form of "**Additional Allowance**" which will not part of Basic Pay. The additional allowance is payable to employee during leave period. (**Pay Code -246**)

3. The details, regarding method of fixation of pay in the revised pay-scales, payment of arrears etc. are embodied in the **ANNEXURE - 'A'** and **ANNEXURE "C-1 to C-16"** enclosed to this Administrative Circular.

4. Further, the payment of arrears accruing w.e.f. Dt. 01.04.2018 to 30.09.2019 shall be paid in **Three (03) Installments** in the following manner:

a) **First Installment:** The first installment of arrears for the period from Dt. 01.04.2018 to 30.09.2018 shall be paid in November 2019.

b) **Second & Third Installments:** The Second installment of arrears for the period from Dt. 01.10.2018 to 31.03.2019 and Third installment of arrears for the period from Dt. 01.04.2019 to 30.09.2019 shall be paid to the employees within next 18 months period depending on cash flow position.

5. The Chairman & Managing Director in consultation with Director (Finance) and Director (HR) are delegated powers to interpret any of the provisions/ clauses and to extend coverage wherever necessary and to issue clarification thereof.

6. All Drawing and Disbursing Officers are requested to take immediate steps to fix the pay of the employees / officers in the revised pay-scales and the effect of the revised pay-scales shall be given in the month of **OCTOBER 2019**. Further, action to work out arrears and audit scrutiny (before payment) should be taken immediately so as to send the requirement of funds to the Assistant General Manager (F&A), W.M. Section, HSBC Bank Bldg., Mumbai for disbursement of arrears.

7. All Drawing and Disbursing Officers are also requested to display this Administrative Circular on the Notice Board to enable the employees to exercise the option as stated in **para- 'J' of ANNEXURE- A** enclosed with this Administrative Circular.

8. The GoM's Resolutions related to HRA & CLA (**ANNEXURE - 'F'**) and Dearness Allowance (**ANNEXURE - 'D & E'**) are enclosed with this Administrative Circular.

9. This Administrative Circular is available on e-Library.

Encl. : ANNEXURE - 'A'
ANNEXURE - 'B'
ANNEXURE - 'C-1' to 'C-16'
ANNEXURE - 'D, E & F'


(Chandrashekhar Yerme)
Executive Director (HR)

ADMINISTRATIVE CIRCULAR NO. 591 DATE 18.09.2019

Sub. : Revision of existing rates of allowances for the post of Additional Executive Engineer, equivalent and below.

The Board of Directors under its **Resolution No. 1880 dated 11.09.2019** has decided to revise the existing rates of allowances with retrospective effect from Dt. 01.04.2018 for the employees upto the rank of Additional Executive Engineers whose minimum of existing pay scale is **Rs. 26,710/-** per month. The details are as under:-

a) **Allowances as per G.O. 122(P) dated 22.03.1990:**

i) **Special Compensatory Allowance:**

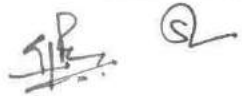
SNo	Categories	Existing rate (p.m.)	Revised rate (p.m.)
1.	Pay Gr. I employees below the rank of Ex. Engr. and equivalent	Rs. 250/-	Rs. 500/-
2.	Pay Gr. II employees	Rs. 200/-	Rs. 400/-
3.	Pay Gr. III employees	Rs. 140/-	Rs. 280 /-
4.	Pay Gr. IV employees	Rs. 95/-	Rs. 190 /-

ii) **Heavy Duty Allowance:**

SNo	Categories	Existing rate (p.m.)	Revised rate (p.m.)
1.	Pay Gr. III employees	Rs. 60/-	Rs. 120 /-
2.	Pay Gr. IV employees	Rs. 50/-	Rs. 100 /-

iii) **Night Shift Allowance:**

SNo	Categories	Existing rate (p.m.)	Revised rate (p.m.)
1.	Officers in Pay Gr. I below the rank of Executive Engineer & equivalent	Rs. 165/-	Rs. 330 /-
2.	Dy. Executive Engineer & equivalent	Rs. 140/-	Rs. 280 /-
3.	Other Pay Gr. II Officers excluding Dy. Executive Engineer	Rs. 100/-	Rs. 200 /-
4.	Junior Engineer and equivalent	Rs. 90/-	Rs. 180 /-
5.	Other Pay Gr. III categories excluding Junior Engineer and equivalent	Rs. 75/-	Rs. 150 /-
6.	Pay Gr. IV categories	Rs. 65/-	Rs. 130 /-



iv) Transport Assistance Allowance :

As per the provisions of G.O. 122 (P) dated 22.03.1990 read with Administrative Circular No. 242 dated 27.08.2009, the employees are entitled to this allowance. The existing rate of allowance of Rs. 125/- per month is revised to **Rs. 250/-** per month.

v) Electricity Charges Allowance :

SNo	Categories	Existing rate (p.m.)	Revised rate (p.m.)
(a)	Pay Gr. I below the rank of Executive Engineer & equivalent	Rs. 300/-	Rs. 600 /-
(b)	Pay Gr. II employees	Rs. 265/-	Rs. 530 /-
(c)	Pay Gr. III employees	Rs. 215/-	Rs. 430 /-
(d)	Pay Gr. IV employees	Rs. 165/-	Rs. 330 /-

b) Entertainment Allowances as per G.O.No.138 (P) dated 28.12.1995 :

SNo	Categories	Existing rate (p.m.)	Revised rate (p.m.)
1.	Junior Engineers, Assistant Engineers, Dy. Executive Engineers and Addl. Executive Engineer.	Rs. 335/-	Rs. 670 /-
2.	Other Pay Gr. I and Pay Gr. II Officers	Rs. 335/-	Rs. 670 /-
3.	The employees in the categories of Assistant Accountant, Assistant Security & Enforcement Officer and equivalent	Rs. 220/-	Rs. 440 /-

c) Technical Journal Allowance and Book Allowance as per G.O.No. 139 (P) dated 28.12.1995 :

SNo	Name of the Allowance	Categories	Existing rate (p.m.)	Revised rate (p.m.)
1.	Technical Journal Allowance	Junior Engineer, Assistant Engineer, Dy. Ex. Engineer and Add. Ex. Engineer	Rs. 440/-	Rs. 880 /-
2.		Pay Gr. III & IV Category who are not covered under the provisions as per G.O. 139 (P) dated 28.12.1995.	Rs. 115/-	Rs. 230 /-
3.	Book Allowance	Pay Gr. I Officers, excluding Executive Engineers equivalent and above (who are not covered under G.O.125 (P) dated 06.04.1990 and other Pay Gr. II Officers excluding Engineers.	Rs. 440/-	Rs. 880 /-

d) Risk Allowance as per G.O.141 (P) dated 12.06.1996 :

SNo	Categories	Existing rate (p.m.)	Revised rate (p.m.)
1.	Pay Gr. III employees	Rs. 175/-	Rs. 350 /-
3.	Pay Gr. IV employees	Rs. 140/-	Rs. 280 /-

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e) **E.D.P. Allowance as per G.O.152 (P) dated 10.01.2001:**

SNo	Categories	Existing Rate (p.m)	Revised rate (p.m.)
1.	Programmer	Rs. 1395/-	Rs. 2790 /-
2.	Shift In-charge	Rs. 1170/-	Rs. 2340 /-
3.	Assistant Programmer	Rs. 1110/-	Rs. 2220 /-
4.	Computer Operator	Rs. 1110/-	Rs. 2220 /-
5.	Assistant Computer Operator	Rs. 1095/-	Rs. 2190 /-

Note:- This allowance shall not be payable to employees who have joined on or after **01.04.2018**.

f) **Fringe Benefit as per G.O. 96 (P) dated 03.04.1980 & G.O. 98 (P) dated 23.09.1980:**

Allowances mentioned below which are known as Fringe Benefit are amalgamated/ rationalized as Fringe Benefit (Admin)/ Fringe Benefit (Field)w.e.f. Dt. 01.04.2018.

SNo	Fringe Benefit	
	FB-Administrative Office	FB-Field
1	Electricity Supervisory Allowance	Generation Allowance
2	Energy Allowance	New Generation Allowance
3	Typing Allowance	Field Allowance
4	Punch Operator Allowance	Project Allowance
5	Cash Allowance	Project Allowance - I
6	Roneo Allowance	Project Allowance - II
7	Machine Allowance	New System Control Allowance
8	Blue Print Allowance	System Control Allowance - I
9	Store Allowance	System Control Allowance - II
10	---	Store Allowance
11	---	Special OT Allowance
12	---	Training Allowance
All the above 8 allowances will be subsumed under single head FB-Admin		All the above 12 allowances will be subsumed under single head FB- Field


- The details of revision of rates of above mentioned Fringe Benefit are as per Annexure "A"& "B" attached to this Administrative Circular.
- Pay Code: FB Admin - 244 & FB Field - 245.

g) **Education Assistance Allowances as per Adm. Circular No.243 dated 27.08.2009 :**

The existing rate of Rs. 125/- per month is revised to **Rs. 250/-** per month.

2. The effect of the revised rates of allowances as mentioned above shall be given in the month of **October 2019**. Further, the payment of arrears accruing w.e.f. Dt. 01.04.2018 shall be paid as per the instructions under Para 4 of the **Administrative Circular No. 590 dated 18.09.2019**.
3. All other provisions of the allowances contained in the respective General Orders/Administrative Circular enumerated in this Administrative Circular shall remain unchanged.
4. This Administrative Circular is available on e-Library.

Encl. : ANNEXURE - 'A' & 'B'


(Chandrashekhar Yerme)
Executive Director (HR)



MAHAVITARAN
Maharashtra State Electricity Dist. Co. Ltd.
 (A Govt. of Maharashtra Undertaking)
 CIN : U40109MH2005SGC153645

HRD/O&M/F.No.24-25/
Maharashtra State Electricity Distribution Co.Ltd
 Estrella Batteries Expansion Building,
 Ground Floor, Plot No. 1, Dharavi Road
 Matunga, Mumbai - 400 019.
 Tel. No.: 022-24077441 Fax No. : 022-2402576
 Website : www.mahadiscom.in
 E-mail : cgmp@mahadiscom.in / edhrdist@mahadiscom.in

ADMINSTRATIVE CIRCULAR NO. 592 DATE 18.09.2019

Sub : Revision of existing pay-scales prescribed for the various categories of posts whose minimum of existing pay-scales are up to and including Rs. 31725/- per month & also prescribing the method of fixation of pay in the revised pay-scales, payment of arrears, etc.

The revision of existing pay-scales for various categories was due w.e.f. Dt. 01.04.2018 and the issue regarding revision of pay-scales for Senior Officers of the rank of Executive Engineers equivalent and above was under consideration.

2. The MSEDCL Board of Directors vide **Resolution No. 1880 Dt. 11.09.2019** has accorded approval to revise the existing pay-scales mentioned in Col. no. 3 of the table which are in force under Administrative Circular No. 488 Dt. 30.06.2014 with the pay-scales mentioned in col. no. 4 with retrospective effect from Dt. 01.04.2018 thereof respectively.

SNO	Category of post	Existing Pay-scale as per Adm. Cir. No. 488 Dt. 30.06.2014	Revised Pay-scale w.e.f. Dt. 01.04.2018
1	2	3	4
1	Executive Engineer/Senior Manager (F&A) & equivalent	31725-1220-37825-1385-68295	81695-3145-97420-3570-175960
2	Assistant General Manager (HR/F&A) & equivalent	33575-1385-40500-1545-74490	86460-3570-104310-3980-191870
3	Superintending Engineer / Dy. General Manager (HR) & equivalent	35875-1545-43600-1710-79510	92380-3980-112280-4405-204785
4	General Manager (HR / F&A) / C.I.R.O. & equivalent	40790-1790-83750	105035-4610-215675
5	Chief Engineer / Chief General Manager (HR/F&A) & equivalent	45900-1950-88800	118195-5025-228745
6	Executive Director / Regional Director & equivalent	48890-2150-94040	125895-5540-242235

Note : The term 'equivalent' mentioned in Col. No. 2 in the above table, implies to all officers whose existing pay-scales are the same.

3. The details regarding method of fixation of pay in the revised pay-scales, payment of arrears, etc. are embodied in the **ANNEXURE - 'A'** and **ANNEXURE "C-1 to C-6"** enclosed to this Administrative Circular.

4. Further, the payment of arrears accruing w.e.f. Dt. 01.04.2018 to 30.09.2019 shall be paid in **Three (03) Installments** in the following manner:
- a) **First Installment:** The first installment of arrears for the period from Dt. 01.04.2018 to 30.09.2018 shall be paid in November 2019.
 - b) **Second & Third Installments:** The Second installment of arrears for the period from Dt. 01.10.2018 to 31.03.2019 and Third installment of arrears for the period from Dt. 01.04.2019 to 30.09.2019 shall be paid to the employees within next 18 months period depending on cash flow position.
5. The Chairman & Managing Director in consultation with Director (Finance) and Director (HR) are delegated powers to interpret any of the provisions / clauses and to extend coverage wherever necessary and to issue clarification thereof.
6. All Drawing and Disbursing Officers are requested to take immediate steps to fix the pay of the employees / officers in the revised pay-scales and the effect of the revised pay-scales shall be given in the month of **OCTOBER 2019**. Further, action to work out arrears and audit scrutiny (before payment) should be taken immediately so as to send the requirement of funds to the Assistant General Manager (F&A), W.M. Section, HSBC Bank Bldg., Mumbai for disbursement of arrears.
7. All Drawing and Disbursing Officers are also requested to display this Administrative Circular on the Notice Board to enable the employees to exercise the option as stated in **para-'J'** of **ANNEXURE- A** enclosed with this Administrative Circular.
8. The GoM's Resolutions related to HRA & CLA (**ANNEXURE - 'F'**) and Dearness Allowance (**ANNEXURE - 'D & E'**) are enclosed with this Administrative Circular.
9. This Administrative Circular is available on **e-Library**.

Encl. : ANNEXURE - 'A'
ANNEXURE - 'B'
ANNEXURE - "C-1 to 'C-6"
ANNEXURE - "D, E & F"


(Chandrashekhar Yerme)
Executive Director (HR)



MAHAVITARAN

Maharashtra State Electricity Dist. Co. Ltd.
(A Govt. of Maharashtra Undertaking)
CIN : U40109MH2005SGC153645

HRD/O&M/F.No.24-25/

Maharashtra State Electricity Distribution Co.Ltd

Estrella Batteries Expansion Building,

Ground Floor, Plot No. 1, Dharavi Road

Matunga, Mumbai – 400 019.

Tel. No.: 022-24077441 Fax No. : 022-2402576

Website : www.mahadiscom.inE-mail : cgmp@mahadiscom.in / edhrdist@mahadiscom.in

ADMINISTRATIVE CIRCULAR NO. 593 DATE 18.09.2019

Sub. : Revision of existing rates of allowances for the post of Executive Engineer, equivalent and above.

The Board of Directors under its **Resolution No. 1880 dated 11.09.2019** has decided to revise the existing rates of allowances with retrospective effect from Dt. 01.04.2018 for the Officers of the rank of Executive Engineers, equivalent and above whose minimum of existing pay scale is **Rs. 31725/-** per month. The details are as under :-

A) Allowances as per G.O. 95 dated 21.03.1980:

i) FB-Field (Pay Code - 245)

SNO	Categories	Existing rate (Training Allowance)	Revised rate	Existing rate (Field Allowance)	Revised rate
1.	Executive Engineer & equivalent	Rs. 790/-	Rs. 1580/-	Rs. 595/-	Rs. 1190/-
2.	Assistant General Manager (HR)& equivalent	Rs. 790/-	Rs. 1580/-	-	-
3.	Superintending Engineer & equivalent	Rs. 890/-	Rs. 1780/-	Rs. 660/-	Rs. 1320/-
4.	General Manager (HR) & equivalent	Rs. 890/-	Rs. 1780/-	-	-
5.	Chief Engineer & equivalent	Rs. 990/-	Rs. 1980/-	Rs. 745/-	Rs. 1490/-
6.	Executive Director	Rs. 990/-	Rs. 1980/-	Rs. 990/-	Rs. 1980/-

ii) FB-Administrative Office (Pay Code - 244)

SNo	Categories	Existing rate (Electricity Supervisory Allowance)	Revised rate
1.	Executive Engineer & equivalent	Rs. 395/-	Rs. 790/-
2.	Assistant General Manager (HR) & equivalent	Rs. 395/-	Rs. 790/-
3.	Superintending Engineer & equivalent	Rs. 465/-	Rs. 930/-
4.	General Manager (HR) & equivalent	Rs. 465/-	Rs. 930/-
5.	Chief Engineer & equivalent	Rs. 510/-	Rs. 1020/-
6.	Executive Director & equivalent	Rs. 510/-	Rs. 1020/-

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B) **Orderly Allowances as per G.O.103 (P) dated 12.02.1981:**

SNo	Categories	Existing rate	Revised rate
1.	Executive Engineer/Assistant General Manager (HR/F&A) & equivalent	Rs. 4375/-	Rs. 8750/-
2.	Superintending Engineer / General Manager & equivalent	Rs. 5625/-	Rs. 11250/-
3.	Chief Engineer/ Executive Director & equivalent	Rs. 6875/-	Rs. 13750/-

C) **Allowances as per G.O. 124 (P) dated 06.04.1990:**

- i) **Electricity Charges Allowance** : The existing rate of Rs. 550/- per month is revised to Rs.1100/- per month.
- ii) **Transport Assistance Allowance** : As per the provisions of G.O.124 (P) dated 06.04.1990 read with Administrative Circular No.245 dated 27.08.2009, the Officers are entitled for this allowance. The rates are as under :

SNo	Categories	Existing rate	Revised rate
1.	Officers of the rank of Executive Engineers equivalent and above working in Municipal Corporation area.	Rs. 190/-	Rs. 380/-
2.	Officers of the rank of Executive Engineers equivalent and above working other than Municipal Corporation area.	Rs. 125/-	Rs. 250/-

- iii) **Special Duty Allowance** : The existing rate of Rs.440/- per month is revised to Rs.880/- per month.
- iv) **Night Shift Allowance** : The existing rate of Rs. 190/- per night is revised to Rs. 380/- per night w.e.f. Dt. 01.04.2018 to the category of Executive Engineer and equivalent who are performing night shift duty.

D) **Books, Periodicals and Journals Allowance as per G.O. No. 125(P) dated 06.04.1990:**

Reimbursement of expenditure incurred on purchase of professional Books, Periodicals and Journals and towards membership fees of professional Associations and Institutions, as per G.O. 125 (P) dated 06.04.1990 for Senior Officers of the rank of Executive Engineer, equivalent and above has been revised from Rs. 760/- per month to Rs. 1520/- per month w.e.f. Dt. 01.04.2018.

E) **Entertainment Allowance as per G.O. No. 138(P) dated 28.12.1995:**

SNo	Categories	Existing rate	Revised rate
1.	Senior Officers of the rank of Executive Engineers equivalent and above	Rs. 650/-	Rs. 1300/-

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F) E.D.P. Allowance as per G.O. No. 153(P) dated 10.01.2001:

SNo	Name of Category	Existing rate	Revised rate
1.	System Analyst	Rs. 1745/-	Rs. 3490/-
2.	Dy. General Manager (IT)	Rs. 1965/-	Rs. 3930/-
3.	General Manager (IT)	Rs. 2160/-	Rs. 4320/-
4.	Chief General Manager (IT) & equivalent	Rs. 2325/-	Rs. 4650/-

Note :- This allowance shall not be payable to employees who have joined on or after **01.04.2018**.

G) Professional Pursuit Allowance introduced vide Administrative Circular No. 491 dated 21.07.2014:

SNo	Categories	Existing rate	Revised rate
1.	Executive Engineer/Assistant General Manager (HR/F&A) & equivalent	Rs. 2000/-	Rs. 4000/-
2.	Superintending Engineer / General Manager (HR / F&A) & equivalent	Rs. 3000/-	Rs. 6000/-
3.	Chief Engineer / Executive Director & equivalent	Rs. 5000/-	Rs. 10000/-

2. The effect of the revised rates of allowances as mentioned above shall be given in the month of **October, 2019**. Further, the payment of arrears accruing w.e.f. Dt. 01.04.2018 shall be paid as per as instructions under Para-4 of the **Administrative Circular No. 592 dated 18.09.2019**.

3. All other provisions of the allowances contained in the respective General Orders / Administrative Circulars enumerated in this Administrative Circular shall remain unchanged.

4. This Administrative Circular is made available on E-Library.


(Chandrashekhar Yerme)
Executive Director (HR)

ADMINISTRATIVE CIRCULAR NO. 594 DATE 18.09.2019

Sub. : Revision of rates of remuneration to be paid to the employees engaged on contractual basis for a period of 3 years.

Ref. : Administrative Circular No. 493 Dt. 21.07.2014.

The post in Line Staff, Operating staff and Non-technical category posts are being filled in by way of engaging employees on contractual basis for a period of 3 years. During the contractual period, these contractual employees viz. Accounts Assistant, Junior Assistant, Upkendra Sahayyak and Vidyut Sahayyak are being paid fixed remuneration. The revision of rates of the fixed remuneration was under consideration on the lines of Pay-Revision.

2. Now, The Board of Directors under its **Resolution No. 1880 dated 11.09.2019** has accorded approval to enhance the rates of fixed remuneration being paid to the Accounts Assistant, Junior Assistant, Upkendra Sahayyak, and Vidyut Sahayyak. The details of revised rates of remuneration are as under :-

SNo	Posts	Remuneration					
		1 st year		2 nd year		3 rd year	
		Existing	Revised	Existing	Revised	Existing	Revised
1	Accounts Assistant	Rs. 12500	Rs. 20000	Rs. 13500	Rs. 21000	Rs. 14500	Rs. 22000
2	Junior Assistant (HR) / (A/C)	Rs. 10000	Rs. 19000	Rs. 11000	Rs. 20000	Rs. 12000	Rs. 21000
3	Upkendra Sahayyak	Rs. 9000	Rs. 18000	Rs. 10000	Rs. 19000	Rs. 11000	Rs. 20000
4	Vidyut Sahayyak	Rs. 7500	Rs. 15000	Rs. 8500	Rs. 16000	Rs. 9500	Rs. 17000

3. The above rates shall be effective from **dated 01.10.2019**.

4. This Administrative Circular is available on E-Library.


(Chandrashekhar Yerme)
Executive Director (HR)



MAHAVITARAN
Maharashtra State Electricity Dist.Co. Ltd
(A Govt. of Maharashtra Undertaking)
CIN : U40109MH2005SGC153645

HRD/O&M/F.No.24-25/
Maharashtra State Electricity Distribution Co.Ltd.
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ADMINISTRATIVE CIRCULAR NO. 599 DATED 14.01.2020

Sub: Revision of existing rates of allowances for the rank of Executive Engineer, it's equivalent & above.

Ref: Administrative Circular No. 593 Dt. 18.09.2019.

The Board of Directors under its Resolution No. 1880 dated 11.09.2019 has accorded approval to revise the existing rates of allowances with retrospective effect from 1st April, 2018 for the Officers of the rank of Executive Engineers, its equivalent and above. As per the approval, the revised rates of allowances have been circulated vide the Administrative Circular referred above.

2. Now, considering the demand to reassess the allowances of Officers of the rank of Executive Engineer, its equivalent and above as per the compression ratio of their pay scales; the Competent Authority has accorded approval to revise the following allowances for the Officers of the rank of Executive Engineer, its equivalent and above. The details are as under:-

A) Orderly Allowances (G.O.103 (P) dated 12.02.1981):-

Sr. No.	Categories	Existing rate	Revised rate
1.	Executive Engineer/Assistant General Manager (HR/F&A) & equivalent	Rs. 8750/-	Rs. 8750/-
2.	Superintending Engineer / Dy. General Manager & equivalent	Rs. 11250/-	Rs. 11250/-
3.	Dy. Chief Engineer / General Manager & equivalent	Rs. 11250/-	Rs. 12000/-
4.	Chief Engineer & equivalent	Rs. 13750/-	Rs. 13750/-
5.	Executive Director & equivalent	Rs. 13750/-	Rs. 16000/-

B) Books, Periodicals and Journals Allowance (G.O. No. 125(P) dated 06.04.1990):-

Sr. No.	Categories	Existing rate	Revised rate
1.	Executive Engineer/Assistant General Manager (HR/F&A) & equivalent	Rs. 1520/-	Rs. 1520/-
2.	Superintending Engineer / Dy. General Manager & equivalent	Rs. 1520/-	Rs. 2000/-
3.	Dy. Chief Engineer / General Manager & equivalent	Rs. 1520/-	Rs. 2500/-
4.	Chief Engineer & equivalent	Rs. 1520/-	Rs. 3000/-
5.	Executive Director & equivalent	Rs. 1520/-	Rs. 3500/-

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C) Professional Pursuit Allowance (Administrative Circular No. 491 Dated 21.07.2014):-

Sr. No.	Categories	Existing rate	Revised rate
1.	Executive Engineer/Assistant General Manager (HR/F&A) & equivalent	Rs. 4000/-	Rs. 4000/-
2.	Superintending Engineer / Dy. General Manager & equivalent	Rs. 6000/-	Rs. 6000/-
3.	Dy. Chief Engineer / General Manager & equivalent	Rs. 6000/-	Rs. 8000/-
4.	Chief Engineer & equivalent	Rs. 10000/-	Rs. 10000/-
5.	Executive Director & equivalent	Rs. 10000/-	Rs. 12000/-

D) System Allowance for Management Cadre:-

The EDP allowance henceforth will not be applicable to the officers working in the IT cadre. Instead of EDP allowance the **System Allowance for Management Cadre** is introduced as a new allowance for the Officers of the rank of Executive Engineer, its equivalent and above w.e.f. 01.04.2018.

Sr. No.	Categories	Rates
1.	Executive Engineer/Assistant General Manager (HR/F&A) & its equivalent	Rs. 3490/-
2.	Superintending Engineer / Dy. General Manager & its equivalent	Rs. 3930/-
3.	Dy. Chief Engineer / General Manager & its equivalent	Rs. 4320/-
4.	Chief Engineer / Chief General Manager & its equivalent	Rs. 4650/-
5.	Executive Director & its equivalent	Rs. 6000/-

E) Leave Travel Concession (LTC)

- i. **Executive Director and equivalent** : AC 1st Class in Super Fast Trains including Duranto/ Rajdhani/ Shatabdi & all special Trains. However provided the Airfare and AC-1 rates whichever is less than as per Normal reservation Policy.
 - ii. **Chief Engineer and equivalent** : AC 1st Class only in Super Fast Trains (excluding Duranto/ Rajdhani/ Shatabdi & equivalent)
3. The effect of the revised rates of allowances as mentioned above shall be given in the month of **January 2020**. Further, the payment of arrears shall be paid as per the instructions under Para 4 of the Administrative Circular No. 592 dated 18.09.2019.
 4. The revised rates of all other allowances circulated vide Administrative Circular No. 593 dated 18.09.2019 shall remain unchanged.
 5. All other provisions of the allowances contained in the respective General Orders/ Administrative Circulars enumerated in this Administrative Circular shall remain unchanged.
 6. This Administrative Circular is made available on e-Library.


(Cdr. Shivaji Indalkar)(Retd.)
Chief General Manager (HR)