

प्रगति की ओर अग्रसर
Urge to stay Ahead



इरकॉन इन्टरनेशनल लिमिटेड

सिविल, मेकैनिकल, इलक्ट्रिकल, कम्यूनिकेशन्स और टर्नकी कान्ट्रैक्टर्स
(भारत सरकार का उपक्रम)



IRCON INTERNATIONAL LIMITED

Civil, Mechanical, Electrical, Communications and Turnkey Contractors
(A Govt. of India Undertaking)

No. IRCON/HRM/FE/GENL/66/1/Pt.II

Dated: 27.09.2018

CIRCULAR NO. 60 /2018

To,
All Indian and Foreign Projects.

Sub: Revision of Foreign Salary

BoD in its 244th meeting held on 03/08/2018 has approved revision of foreign salary. The salient points of the revised foreign salary are as below:-

1. The revised foreign salary table is placed at **Annexure-I** and is effective from 01.04.2018.
2. HRA component: HRA will be paid separately in USD.

As only JGM (new designation) & above level officials are entitled for keeping their family alongwith them at Foreign project, hence:

No HRA will be paid to JGM & above level officials who avail either family accommodation at foreign project or any Company accommodation/lease facility in India.

If an official (below JGM) is availing lease facility while posted in India, the said facility may continue after his posting at foreign project & thus **no HRA will be paid in that case.**

In such cases where lease facility has been availed, the lease recovery will continue as per rules.

HRA will be paid in USD to all officials (at any level) who do not avail either accommodation at foreign project (family accommodation in case of JGM & above) or any Company accommodation/lease facility in India.

In the above cases where HRA is being paid, the amount of HRA will be given based on the declaration of the official in view of the city (in India) in which his/her family is residing.

3. The salary of ED i.e. E9 level has also been fixed as per above mentioned Annex. I **However, the earlier condition of providing 'an additional special allowance of USD 500 to an ED if his substantive scale in parent office is higher than Ircon's ED scale' i.e. HAG & above, shall remain unchanged.**

Further, 'Leadership Allowance' not exceeding USD 500 per month which at present is payable as decided by CMD on case to case basis, has been discontinued.

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4. Disbursement of foreign salary: 90% in USD and 10% in Local Currency. Conversion from USD to local currency will be done on date of salary disbursement.
5. An annual increment of 2% shall be given on 1st July of every year, to each employee working at foreign project on that date, irrespective of number of years spent by him at foreign projects.
6. 1% increment for each year of service by an employee in a particular grade subject to maximum upto 5 years has been added in the revised foreign salary.
For the officials to be mobilized in the foreign projects the calculation of no of years spent in a grade will be counted till the first day of month of mobilization.
For existing officials, the number of years completed in the present grade would be calculated till the date of revision of foreign salary (i.e.01/04/2018).
7. Since deputationists, (whether from Railway or other CPSEs) are entitled to foreign salary as per their substantive scale in India, and equivalent IDA scales in foreign, so an equivalence table was formulated. The said equivalence table has been revised for the purpose of designation on deputation and foreign is placed at Annexure-II.

This issues with the approval of Competent Authority.

20/4/18

(Anupam Ban)

Chief General Manager/HRM

Copy to:

1. CMD, DP & DF, Ircon, Corporate Office.
2. CVO, Ircon, Corporate Office.
3. All EDs/CGMs/GMs, Ircon, Corporate Office.
4. Company Secretary, Ircon, Corporate Office.
5. AGM/Fin, Corporate office
6. Manager/Fin., Corporate office
7. Circular File.
8. Notice Board.

Annexure-I

REVISED FOREIGN SALARY W.E.F 01.04.2018

DESIGNATION (NEW)	GRADE	REVISED PAY SCALES		NO OF COMPLETED YEARS IN A GRADE (AS ON 1st OF MONTH OF MOBILIZATION) SUBJECT TO MAXIMUM OF 5 YEARS	SRILANKA/MALAYSIA/ BANGLADESH / MYANMAR	ALGERIA/SOUTH AFRICA/ IRAN
					FOREIGN SALARY	
ED	E9	150000	300000	0	5990	6420
				1	6050	6484
				2	6110	6549
				3	6172	6615
				4	6233	6681
				5	6296	6747
CGM	E8	120000	280000	0	5290	5670
				1	5343	5727
				2	5396	5784
				3	5450	5842
				4	5505	5900
				5	5560	5959
GM	E7	100000	260000	0	4730	5080
				1	4777	5131
				2	4825	5182
				3	4873	5234
				4	4922	5286
				5	4971	5339
AGM	E6	90000	240000	0	4310	4620
				1	4353	4666
				2	4397	4713
				3	4441	4760
				4	4485	4808
				5	4530	4856
JGM	E5	80000	220000	0	3910	4200
				1	3949	4242
				2	3989	4284
				3	4028	4327
				4	4069	4371
				5	4109	4414
DGM	E4	70000	200000	0	3520	3770
				1	3555	3808
				2	3591	3846
				3	3627	3884
				4	3663	3923
				5	3700	3962
MANAGER	E3	60000	180000	0	3120	3350
				1	3151	3384
				2	3183	3417
				3	3215	3452
				4	3247	3486
				5	3279	3521

DESIGNATION (NEW)	GRADE	REVISED PAY SCALES		NO OF COMPLETED YEARS IN A GRADE (AS ON 1st OF MONTH OF MOBILIZATION) SUBJECT TO MAXIMUM OF 5 YEARS	SRILANKA/MALAYSIA/ BANGLADESH / MYANMAR	ALGERIA/SOUTH AFRICA/ IRAN
					FOREIGN SALARY	
DM	E2	50000	160000	0	2710	2920
				1	2737	2949
				2	2764	2979
				3	2792	3008
				4	2820	3039
				5	2848	3069
AM	E1	40000	140000	0	2310	2490
				1	2333	2515
				2	2356	2540
				3	2380	2565
				4	2404	2591
				5	2428	2617
SE	NE8	29000	91000	0	1870	2010
				1	1889	2030
				2	1908	2050
				3	1927	2071
				4	1946	2092
				5	1965	2113
JE	NE7	28000	80000	0	1680	1800
				1	1697	1818
				2	1714	1836
				3	1731	1855
				4	1748	1873
				5	1766	1892
SR. ASSISTANT	NE6	22000	63000	0	1280	1380
				1	1293	1394
				2	1306	1408
				3	1319	1422
				4	1332	1436
				5	1345	1450
ASSISTANT	NE4	19000	56000	0	1120	1210
				1	1131	1222
				2	1143	1234
				3	1154	1247
				4	1165	1259
				5	1177	1272
SECURITY GUARD	NE3	18000	52000	0	1050	1130
				1	1061	1141
				2	1071	1153
				3	1082	1164
				4	1093	1176
				5	1104	1188
SR.MESSENGER	NE2	17000	46000	0	940	1020
				1	949	1030
				2	959	1041
				3	968	1051

DESIGNATION (NEW)	GRADE	REVISED PAY SCALES		NO OF COMPLETED YEARS IN A GRADE (AS ON 1st OF MONTH OF MOBILIZATION) SUBJECT TO MAXIMUM OF 5 YEARS	SRILANKA/MALAYSIA/ BANGLADESH / MYANMAR	ALGERIA/SOUTH AFRICA/ IRAN
					FOREIGN SALARY	
				4	978	1061
				5	988	1072
MESSENGER	NE1	15000	45000	0	900	970
				1	909	980
				2	918	989
				3	927	999
				4	937	1009
				5	946	1019

Annexure-II

EQUIVALENT IDA SCALES (AVAILABLE IN RAILWAYS) FOR THE PURPOSE OF DESIGNATION ON DEPUTATION & FOREIGN .

Sl. No.	Designation	Grade	IDA Scale (Revised)	Designation in Railway	Equivalent Railway Scale (Pay Band + Grade Pay) (Pre-revised)	Equivalent Railway Scale (Pay Band + Grade Pay) (Revised)	CDA Pay Matrix Level (Revised)
1	Executive Director	E-9	150000 - 300000	HAG/SAG	67000 - 79000	182200-224100/144200-218200	15/14
2	Chief General Manager	E-8	120000 - 280000	SAG/NFSAG	37400 - 67000 + 10000	144200-218200	14
3	General Manager	E-7	100000 - 260000	SG/NFSG	37400 - 67000 + 8900 & 8700	131100-216600/123100-215900	13A/13
4	Addl. General Manager	E-6	90000 - 240000	JAG	15600 - 39100 + 7600	78800-209200	12
5	Jt. General Manager	E-5	80000 - 220000	Sr. Scale	15600 - 39100 + 6600	67700-208700	11
6	Dy. General Manager	E-4	70000 - 200000	Jr. Scale	9300 - 34800 + 5400	53100-167800	9
7	Manager	E-3	60000 - 180000	A. E. (Jr. Scale)	9300 - 34800 + 4800	47600-151100	8
8	Dy. Manager	E-2	50000 - 160000	S.S.E. / S. E. / Loco Insp.	9300 - 34800 + 4600	44900-142400	7
9	Assistant Manager	E-1	40000 - 140000	JE-I/ MCM	9300 - 34800 + 4200	35400-112400	6
10	O.S. / S.O. / S.E.	NE-8	29000 - 91000	JE-II/ Tech.I	5200 - 20200 + 2800	29200-92300	5
11	J.E. / A.O.S. / Driver	NE-7	28000 - 80000	Tech.II/ UDC. / Artisan	5200 - 20200 + 2400	25500-81100	4
12	Sr. Assistant.	NE-6	22000 - 63000	UDC. / Artisan	5200 - 20200 + 2000	21700-69100	3
13	Jr. Draftsman	NE-5	21000 - 60000	LDC/ Tech.III	5200 - 20200 + 1900	19900-63200	2
14	Assistant	NE-4	19000 - 56000	Messenger / Mali / Helper / Gangman / Porter / Parcel Porter	5200 - 20200 + 1800	18000-56900	1