

GOVERNMENT OF INDIA
MINISTRY OF STEEL

RAJYA SABHA
UNSTARRED QUESTION NO. 953
FOR ANSWER ON 11/12/2023

SALARY OF NON-EXECUTIVE EMPLOYEES

953. SHRI DHIRAJ PRASAD SAHU:
DR. AMEE YAJNIK:

Will the Minister of Steel be pleased to state:

- (a) the reasons for the MoU on wage negotiations for non-executive employees in the steel sector not being executed, despite being in profit for the last five years;
- (b) whether the dues and allowances of non-executive employees have been paid, if so, details thereof and if not, the reasons therefor;
- (c) whether the steel management is giving increased salaries without executing the MOU, if so, details thereof; and
- (d) the reasons for the Steel Ministry implementing allowances for officers and employees of the steel sector on different dates and the basis of this decision?

ANSWER

THE MINISTER OF STATE IN THE
MINISTRY OF STEEL

(SHRI FAGGAN SINGH KULASTE)

(a) to (c): Ministry of steel had two CPSEs in steel-making viz Steel Authority of India Ltd. (SAIL) and Rashtriya Ispat Nigam Ltd. (RINL) at the time of last wage revision notified for non-executive employees of Central Public Sector Enterprises (CPSEs) vide DPE's O.M. W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017.

In SAIL, in terms of the MoU signed on wage revision for non-executive employees of SAIL at the level of National Joint Committee on Steel (NJCS) on 22.10.2021, the status of execution/implementation of MoU is attached as **Annexure**.

Rashtriya Ispat Nigam Ltd. (RINL) has not implemented the wage revision for non-executive as per DPE guidelines dated 24.11.2017 in view of financial condition of the company. The company has negative PBT since FY 2018-19 except in FY 2021-22.

(d) The Allowances for Officers and Employees (Non-executives) has been implemented on different dates as the Allowances for Officers (Executives) of Central Public Sector Enterprises (CPSEs) have been implemented as per DPE guidelines vide its OM No.W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03.08.2017, whereas in case of employees (Non-executives), the wage revision and other benefits have been implemented as per the MOU arrived with Trade Unions/Associations in compliance of DPE guidelines dated 24.11.2017 in SAIL.

Status of Implementation of MoU

Sl. No.	Benefit	Status of Fulfilment/ implementation
1	Revised Basic Pay with Fitment benefit @ 13% Basic + DA as on 01/01/2017	Implemented notionally w.e.f. 01/01/2017 and actual payment commenced from 01/04/2020
2.	100% DA neutralization as on 01/01/2017 and DA to be revised quarterly	Implemented notionally w.e.f. 01/01/2017 and actual payment commenced from 01/04/2020. DA revised thereafter on quarterly basis
3.	26.5 % of Basic Pay as variable perks and allowances w.e.f. date of approval of Government	Implemented w.e.f. date of approval of Government i.e. 18/11/2021 (as agreed in NJCS MoU dated 22/10/2021)
4.	Arrears towards Basic & DA and Superannuation Benefits for the period 01/04/2020 till implementation of Wage Agreement in a single instalment	Paid
5.	<p>Sub Committee of NJCS to work on the following issues:</p> <ul style="list-style-type: none"> • Scale of Pay w.e.f. 01/01/2017 • Variable Perks & Allowances under Cafeteria Approach • Drafting of Memorandum of Agreement • House Rent Allowance/ House Rent Recovery • Issue of Arrears for the period 01/01/2017 till 31/03/2020 	<ul style="list-style-type: none"> • Revised Scale of Pay w.e.f. 01/01/2017 & • Variable Perks under Cafeteria Approach <p>Recommendation of sub Committee of NJCS received on above has been implemented.</p>