

No. 5(5)/2017 – D(BEML)
Government of India
Ministry of Defence
Department of Defence Production

Room No. 206-A, 'B' Wing,
Sena Bhawan, New Delhi,
Dated 30th January, 2019

ORDER

The scales of pay of the incumbents of Board Level & below Board Level Executives were last revised by Government w.e.f. 01.01.2007. Government has now decided that the pay revision and other benefits for these executives w.e.f. 01.01.2017 may be implemented through Presidential Directives.

2. In exercise of the powers conferred by Article 159 of Articles of Association of BEML Ltd., Bangalore, the President is pleased to direct the implementation of revision of Pay & Allowances of Board Level, below Board Level Executives and Non-Unionized Supervisors of BEML Ltd. with effect from 01.01.2017 strictly in accordance with the Department of Public Enterprises OM No. W-02/0028/2017-DPE(WC)-GL-XIII/17 dated 03rd August, 2017, No. W-02/0028/2017-DPE(WC)-GL-XIV/17 dated 04th August, 2017 and No. W-02/0028/2017-DPE(WC)-GL-XVI/17 dated 07th September, 2017.

3. The revision of the Pay & Allowances w.e.f. 01.01.2017 is, however, subject to the following conditions: -

- (i) The total financial impact of the implementation of 03rd PRC will be kept within 20% of Average PBT for the last 3 years.
- (ii) The implementation will be subject to review after 3 years as per DPE guidelines.
- (iii) The fitment factor be restricted to 10% and Perks & Allowances under the cafeteria approach kept at 13.78%.
- (iv) The BEML will disallow the small family norm allowance, if being paid by them, as it stands withdrawn by the Central Government post implementation of 7th Pay Commission.

4. This issues with the concurrence of IFDP-II vide Dy. No 76/IFDP-II dated 21.01.2019.


(M.S. Shamsi)

Deputy Secretary to the Government of India

To

Shri D.K. Hota
Chairman & Managing Director
BEML Ltd., Bangalore