Item No. 30

Revision in the Scales of Pay and Allowances for Employees of the Authority

As per Regulation 17 of IRDAI Staff (Officers and other Employees) Regulations, 2016, pay, allowances and other benefits shall be determined by the Authority.

Preamble:

2.IRDAI has been following the salary and allowance structure of RBI/SEBI pursuant to decision taken in this regard in the Authority's Meeting held on 26.2.2001. Accordingly, pay and allowances underwent revision in 2006 (effective from 1.11.2002). In 2010, the proposal for revision of pay-scales (w.e.f. 1.11.2007) of the Officers and employees of the Authority was put up for approval and the Authority resolved to delegate to the Chairman, the approval of the pay fixation and revision as per practices in Government of India and other regulatory bodies in financial sector respectively. Accordingly, the last pay revision was implemented with the approval of the Chairman wef 1.11.2007 vide Cir. No. IRDA/ADMN/ORD/PER/084/05/2011 dated 6th May, 2011.

3. SEBI has sincerevised salary and allowances for all classes of employees except in the case of Executive Director w.e.f 1st November, 2012, vide circular dated 23.6.2016. The copies of the instructions issued by them are placed in the file (page 52 to 69).

4. The revised scales of pay and allowances proposed are strictly on the lines of SEBI.

5. The proposed revision as per details given hereunder is put up for consideration of the Authority:

Part – A
Scales of Pay

Sl. No.	Design-ation Class and Grade	SEBI		IRDAI	
		Pre-revised Scale	**Revised Scale**	**Existing Scale**	**Proposed Scale**
1.	**Record Keeper** Class IV Grade I	6350-220(4)-7230-260(3)-8010-300(3)-8910-400(2) -9710-500(4)-11710-680(3) -13750(20 years)	10940-380(4)-12460-440(3)–13780-520(3)-15340-690(2)-16720-860(4)-20160-1180(3)-23700 (20 years)	6080-230(1)-6310-320(3)-7270-410(5)-9320-500(4)-11320-550(4)-13520-650(2)-14820 (20 Years)	10940-380(4)-12460-440(3)-13780-520(3)-15340-690(2)-16720-860(4)-20160-1180(3)-23700 (20 years**)**
2.	**Assistant** Class III Grade II	8040-410(3)-9270-500(4)-11270-550(4)-13470-650(3)-15420-720(1)-16140- 990(4)-20100 (20 years)	13150-750(3)-15400-900(4)-19000-1200(6)-26200-1300(2)-28800-1480(3)-33240-1750(1)-34990 (20 years)	14500-600(7)-18700-700(2)-20100-800(7)-25700 (17 Years)	13150-750(3)-15400-900(4)-19000-1200(6)-26200-1300(2)-28800-1480(3)-33240-1750(1)-34990 (20 years)
3.	**Senior Assistant** Class III Grade I	NA	NA	NA	17200-900(2)-19000-1200(6)-26200-1300(2)-28800-1480(3)-33240-1750(1)-34990 (15 years)
4.	**Assistant Manager** Class I Grade A	17100-1000(11)-28100-EB-1000(4)-32100-1100(1)-33200 (17 Years)	28150-1550(4)-34350-1750(7)-46600-EB-1750(4)-53600-2000(1)-55600 (17 years)	17100-1000(11)-28100-EB-1000(4)-32100-1100(1)-33200 (17 Years)	28150-1550(4)-34350-1750(7)-46600-EB-1750(4)-53600-2000(1)-55600 (17 years)
5.	**Manager** Class I Grade B	21000-1000(9)-30000-EB-1000(2)-32000-1100(4)-36400 (16 years)	35150-1750(9)-50900-EB-1750(2)-54400-2000(4)-62400 (16 years)	21000-1000(9)-30000-EB-1000(2)-32000-1100(4)-36400 (16 years)	35150-1750(9)-50900-EB-1750(2)-54400-2000(4)-62400 (16 years)

6.	**Assistant General Manager** Class I Grade C	28350-1000(5)-33350-1150(4)-37950-EB-1150(3)-41400 (13Years)	49000-1750(3) 54250-1900(2)-58050-2000(4)-66050-EB-2000(2)-70050-2150(1)-72200 (13 years)	28350-1000(5)-33350-1150(4)-37950-EB-1150(3)-41400 (13 Years)	49000-1750(3) 54250-1900(2)-58050-2000(4)-66050-EB-2000(2)-70050-2150(1)-72200 (13 years)
7.	**Deputy General Manager** Class I Grade D	39850-1200(2)-42250-1300(3)-46150 (6 Years)	68500-2150(2)-72800-2250(6)-86300(9 years)	39850-1200(2)-42250-1300(9)-53950 (12 years)	68500-2150(2)-72800-2250(6)-86300(9 years)
8.	**General Manager** Class I Grade E	42300-1300(3)-46200-1400(3)-50400-1600(1)-52000 (8 years)	72800-2250(1)-75050-2400(2)-79850-2500(3)-87350-3000(5)-102350 (12 Years)	46200-1400(3)-50400-1600(6)-60000 (10 years)	72800-2250(1)-75050-2400(2)-79850-2500(3)-87350-3000(5)-102350 (12 years)
9.	**Chief General Manager** Class I Grade F	60600-1600(4)-67000 (5 years)	101900-3000(4)-113900 (5 years)	60600-1600(4)-67000 (5 years)	101900-3000(4)-113900 (5 years)

a) The existing and revised pay scale structure in all the grades are identical in SEBI and RBI

b) The existing pay scales in IRDAI in the grades of Record Clerk, Assistant, DGM and GM presently are different when compared to SEBI as under:

   i. Record clerk: Though the beginning of the pay scale in IRDAI is lower with, the end of the scale is higher with higher amount and number of increments within the 20-year scale. IRDAI has presently one RC who has been given the pay scale of Assistant vide office note dated 22.1.2010 by the then Chairman.

   ii. Assistant: The beginning of the pay scale in IRDAI is pegged at about 13 increments higher with different amount of increments and reduced span of 17 years as against 20 years in SEBI.

   iii. Deputy General Manager: The pay scale in IRDAI is elongated to 12 years as against 6 years in SEBI.

   iv. General Manager: The pay scale in IRDAI is pegged higher at 3 increments with an elongated scale of 10 years as compared to SEBI.

c) However, in the present revision of pay scales for all grades (excluding ED) of IRDAI, it is proposed to adopt the same pay scales and time span of pay scalesas in SEBI.

d) We have introduced a new grade “Sr. Assistant” in the Staff Regulations, 2016. There is no corresponding scale in SEBI. Hence, it is submitted for consideration to adopt an intervening scale of pay within the proposed Assistant scale of pay as at serial no. 3 of the above table.

2. Stagnation increments

SEBI		IRDAI	
Pre-revised	**Revised**	**Existing**	**Proposed**
For Grades A (Assistant Manager) – 2 Stagnation Increments on completion of three years For Grades B and C (Manager & AGM) – 4Stagnation Increments on completion of three years For Class III - 7 Stagnation Increments for every two completed years of service after reaching the maximum of the incremental scale of pay	For all Class III and Class IV employees and up to Grades A, B, C on completion of two years (with effect from May 1, 2015). The number of stagnation increments allowed are as under: - Class III & IV: 8 increments Grade A: 3 increments B & C: 4 increments Grade D and E: For those who have reached the maximum prior to 1.11.2012 - 3 notional increments (1 increment every year wef 1.11.2012 but actual benefit of re-fixation will be from 1.5.2015, PA if any paid shall be recovered wef 1.5.2015). For those who have not reached the	For Grade 1 to 3 (Manager to CGM) – 4 Stagnation Increments on completion of three years For Class II, III & IV – 7 Stagnation Increments for every two completed years of service after reaching the maximum of the incremental scale of pay	For all Class III and IV employees and up to Grades A, B, C on completion of two years (with effect from May 1, 2015). The number of stagnation increments proposed are as under: - Class III & IV - 8 increments Grade A -3 increments B & C 4 increments Grade D and E: For those who have reached the maximum prior to 1.11.2012- 3 notional increments (1 increment every year wef 1.11.2012 but actual benefit of re-fixation will be from 1.5.2015. The recovery aspect of PA if paid wef 1.5.2015, does not arise as no PA is being paid in IRDAI.

	maximum prior to 1.11.2012- notional increments till 1.5.2015, PA if any paid shall be recovered accordingly.		For those who have not reached the maximum prior to 1.11.2012 - notional increments till 1.5.2015. The recovery aspect of PA if paid wef 1.5.2015, does not arise as no PA is being paid in IRDAI. Presently, CGM grade is eligible for 1 Stagnation Increment on completion of every three years upto maximum 4, which is not available in SEBI. However, no one has yet started drawing this increment. Hence, It is proposed to not to extend.

Part – B
Allowances (Monthly)

1. Grade Allowance

Designation	SEBI (Rs.)		IRDAI (Rs.)	
	Pre-revised	**Revised**	**Existing**	**Proposed**
Record Keeper	400/-	1500/-	800/-	1500/-
Assistant/Sr. Assistant	800/-	2200/-	1500/-	2200/-
Assistant Manager	1500/-	6000/-	1500/-	6000/-
Manager	2250/-	6800/-	2250/-	6800/-
AGM	4500/-	8300/-	4500/-	8300/-
DGM	6750/-	11000/-	6750/-	11000/-
GM	9000/-	16250/-	9000/-	16250/-
CGM	10,000/-	17500/-	10,000/-	17500/-

The entire amount of Grade Allowance counts for Dearness Allowance and Superannuation benefits.

2. **Dearness Allowance**: It is proposed that the revised pattern of Dearness Allowance as in SEBI be adopted as under:
With effect from November 1, 2012, the rate of Dearness Allowance for every rise or fall of 4 points over 4440 points of the All India Working Class Consumer Price Index (Base 1960 = 100) shall be at 0.10% of pay.

3. **Special pay**

Designation	SEBI		IRDAI	
	Pre-revised	**Revised**	**Existing**	**Proposed**
Record Keeper	nil	500/-	800/-	500/-
Assistant/Sr. Assistant	800/-	1380/-	800/-	1380/-
Assistant Manager	1100/-	2000/-	800/-	2000/-
Manager	1100/-	2000/-	1100/-	2000/-
AGM	1150/-	2150/-	1150/-	2150/-
DGM	1300/-	2250/-	1300/-	2250/-
GM	1600/-	3000/-	1600/-	3000/-
CGM	Nil	Nil	Nil	Nil

1. Payable on completion of one year after reaching the maximum of the respective scale except for RC, Assistant/Senior Assistant
2. Special pay is payable in the grades of RC, Assistant and Sr. Assistant on completion of 5 years of service as in SEBI (as against existing 7 years in IRDAI)
3. The amount of 'Special Pay' will rank as 'pay' for all purposes (e.g. dearness allowance, provident fund, superannuation benefits, etc.) and will be taken into account for fixation of pay on promotion.

4. **Special functional allowance**

Designation	**SEBI (Rs.)**		**IRDAI (Rs.)**	
	Pre-revised	**Revised**	**Existing**	**Proposed**
PS in Class III and Class II (Class II is since re-designated as Class I)	---	----	500/-	----
PS in Grade A	500/-	625/-	625/-	625/-
PS in Grade B	625/-	775/-	625/-	775/-
PS in Grade C	750/-	800/-	625/-	800/-

1. Payable to Private Secretaries attached to the Chairman's Secretariat and the office of Whole Time Members.
2. However, the existing recipient/s shall continue to draw the allowance at existing rates

5. Local Allowance (CCA):

SEBI (Rs.)		**IRDAI (Rs.)**	
Pre-revised	**Revised**	**Pre-revised**	**Revised**
Local Allowance shall be paid 5% of pay, subject to a maximum of • 800/- for Class IV • 1000/- for Junior Assistants • 1300/- for Assistant Manager, Manager and AGM • 1600/- for DGM & GM	Local Allowance shall be paid @ 5% of pay (rounded off to the next higher rupee), subject to a maximum of: 1. 1250/- for Class IV 2. 1600/- for Junior Assistant 3. 2050/- for Officers in Grade A to C	Local Allowance shall be paid 5% of basic pay, subject to a maximum of • 1000/- for employees in Class – IV (Record Clerk) • 1300/- for employees in Class III, Class II and Grade -1 (Assistant to AGM) • 1600/- for	Local Allowance @ 5% of pay (rounded off to the next higher rupee), subject to a maximum of 1. 1250/- for Class-IV 2. 1600/- for Assts/Sr. Assts. 3. 2050/- for Officers in AM, Manager & AGM grade 4. 4000/- for the

• Not paid to CGM w.e.f. 1.11.2007	4. 4000/- for Grade D 5. 4750/- for Grade E 6. Not to be paid to Officers in Grade F	Officers in DGM cadre and above	grade of DGM 5. 4750/- for the grade of GM 6. Presently being paid Rs. 1600/- to CGM grade, though not being paid in SEBI. It is proposed not to extend the same w.e.f 1.11.2016.

6. Family Allowance

SEBI **(Rs.)**		**IRDAI** **(Rs.)**	
Pre-revised	**Revised**	**Pre-revised**	**Revised**
Family Allowance shall be paid 4% of pay, subject to a maximum of • 720/- for Class IV • 900/- for Junior Assistants • 1100/- for Assistant. Manager, Manager and AGM • 1200/- for DGM & GM • Not paid to CGM w.e.f. 1.11.2007	Family Allowance shall be paid @ 4% of pay (rounded off to the next higher rupee), subject to a maximum of: 1. 1125/- for employees in Class-IV 2. 1400/- for Junior Assistants 3. 1750/- for Officers in Grade A to C 4. 3250/- for Grade D 5. 3750/- for Grade E 6. Not to be paid to Officers in Grade F	Family Allowance shall be paid 4% of basic pay, subject to a maximum of • 900/- for employees in Class – IV • 1100/- for employees in Class III, Class II and Grade -1 (Assistant to AGM) • 1200/- for Officers in DGM cadre and above	Family Allowance @ 4% of pay (rounded off to the next higher rupee), subject to a maximum of: 1. 1125/- for Class-IV 2. 1400/- for Assistants and Senior Assistants 3. 1750/- for Officers in AM, Manager & AGM grade 4. 3250/- for the grade of DGM 5. 3750/- for the grade of GM 6. Presently being paid Rs. 1200/- to CGM grade, though not being paid in SEBI. It is proposed not to extend the same w.e.f 1.11.2016.

7. **Special Compensatory allowance**

<table>
<tr><th colspan="2">SEBI
(Rs.)</th><th colspan="2">IRDAI
(Rs.)</th></tr>
<tr><th>Pre-revised</th><th>Revised</th><th>Pre-revised</th><th>Revised</th></tr>
<tr>
<td>To be payable to the <u>existing recipients</u>
<table>
<tr><th>Basic Pay</th><th>Amount of SCA</th></tr>
<tr><td>Upto 43,550/-</td><td>500/-</td></tr>
<tr><td>Above 43,550/-</td><td>625/-</td></tr>
<tr><td>Officers in Grade F (CGM)</td><td>1000/-</td></tr>
</table>
Class IV- 400/- per month</td>
<td>The quantum of Special Compensatory Allowance (SCA) being allowed shall remain unchanged and will continue to be payable to <u>existing recipients</u> thereof only. The rates of SCA in the revised scale of pay shall be as under:-
<table>
<tr><th></th><th>Basic Pay</th><th>Amount of SCA</th></tr>
<tr><td>a)</td><td>Upto 75,050/</td><td>500/-</td></tr>
<tr><td>b)</td><td>Above 75,050/-</td><td>625/-</td></tr>
<tr><td>c)</td><td>Officers in Grade F (CGM)</td><td>1000/-</td></tr>
</table>
Class IV- 400/- per month
With effect from April 1, 2016, the Local Allowance, Family Allowance and Special Compensatory Allowance will be merged and named as “Local Compensatory Allowance” and will be payable to all Officers/Employees.</td>
<td>
<table>
<tr><th>Basic Pay</th><th>Amount of SCA</th></tr>
<tr><td>Upto 43,550/-</td><td>500/-</td></tr>
<tr><td>Above 43,550/-</td><td>625/-</td></tr>
</table>
</td>
<td>
<table>
<tr><th></th><th>Basic Pay</th><th>Amount of SCA</th></tr>
<tr><td>a)</td><td>Upto 75,050/</td><td>500/-</td></tr>
<tr><td>b)</td><td>Above 75,050/-</td><td>625/-</td></tr>
<tr><td>c)</td><td>Officers in CGM grade</td><td>1000/-</td></tr>
</table>
Class IV- 400/- per month

Consolidation of Local Allowance, Family allowance and Special compensatory allowance w.e.f 1.4.2016 and renaming them as Local Compensatory allowance be adopted as in SEBI.</td>
</tr>
</table>

8. **Special Allowance**:

Designation	SEBI (Rs.)		IRDAI (Rs.)	
	Pre-revised	**Revised**	**Existing**	**Proposed**
Record Keeper	No allowance	No allowance	No allowance	No allowance
Assistant/Sr. Assistant	No allowance	No allowance	2500/-	No allowance However, existing recipients shall continue to draw 2500/-.
Assistant Manager	2500/-	6500/-	2500/-	6500/-
Manager	2500/-	7250/-	2500/-	7250/-
AGM	2500/-	9500/-	2500/-	9500/-
DGM	2500/-	12000/-	2500/-	12000/-
GM	5500/-	17000/-	5500/-	17000/-
CGM	----	19000/-	5500/-	19000/-
		Staff Members in Grade A and Grade B who will be issued offer of appointment after the date of issue of this pay revision circular, will be eligible for Special Allowance of 1625/- and 1800/- respectively and the said amount will be reckoned for Dearness Allowance only.		Candidates, who will be issued offer of appointments (on DR) after the date of issue of this pay revision circular, will be eligible for Special Allowance @25% of the aforesaid limits in respective grades and such amount of allowance will be reckoned for Dearness Allowance only

The amount of Special Allowance will count for DA and superannuation benefits.

Part - C

Miscellaneous

1. **Date of effect**: If the proposal for revision of pay scales and allowances is approved, they shall come in to effect from 1st November, 2012.
2. **Fitment**:The fitment formula adopted in SEBI will be followed except where due to variations in the existing pay scale in IRDAI will be fitted on notional basis.
3. **Other provisions**: Provisions pertaining to fitment in revised scales, additional subscription to PF, difference payable on account of encashed earned leave, difference in Gratuity payment, payment of revised salaries and arrears will be addressed in the circular to be issued with regard to revision of pay scales.
4. **Income Tax**: The extant Income Tax instructions under the Income Tax Act 1961 shall apply in respect of arrears also. Accounts Department will be advised to address the matter accordingly.
5. **Financial implication:** The total financial implication due to the above pay revision is as under:-
   a) Estimated yearly additional expense - Rs.6 crore
   b) Estimated amount of arrears from Nov. 2012 to Sept. 2016 - Rs. 14 crore
   c) Estimated provision held as on 31.3.2016 for pay revision - Rs. 14.5 crore
6. **Revision of pay scales of ED -** Pending revision of pay and allowances of Executive Director in SEBI and RBI, the revision in pay and allowance of ED in IRDAI has not been proposed and shall be done after the same is finalized and approved in SEBI. IRDAI may adopt the pay and allowances as may be applicable to the EDs of SEBI

Submitted for consideration of pay revision proposals by the Authority.

Fitment Chart

No. of years	Record Keeper			Assistant			Senior Assistant	
	Existing	*Proposed*		*Existing*	*Proposed*		*Existing*	*Proposed*
1	6080	10940		14500	13150		NEW SCALE	17200
2	6310	11320		15100	13900			18100
3	6630	11700		15700	14650			19000
4	6950	12080		16300	15400			20200
5	7270	12460		16900	16300			21400
6	7680	12900		17500	17200			22600
7	8090	13340		18100	18100			23800
8	8500	13780		18700	19000			25000
9	8910	14300		19400	20200			26200
10	9320	14820		20100	21400			27500
11	9820	15340		20900	22600			28800
12	10320	16030		21700	23800			30280
13	10820	16720		22500	25000			31760
14	11320	17580		23300	26200			33240
15	11870	18440		24100	27500			34990
16	12420	19300		24900	28800			
17	12970	20160		25700	30280			
18	13520	21340			31760			
19	14170	22520			33240			
20	14820	23700			34990			

No. of years	Assistant Manager			Manager			Asstt.General Manager	
	Existing	*Proposed*		*Existing*	*Proposed*		*Existing*	*Proposed*
1	17100	28150		21000	35150		28350	49000
2	18100	29700		22000	36900		29350	50750
3	19100	31250		23000	38650		30350	52500
4	20100	32800		24000	40400		31350	54250
5	21100	34350		25000	42150		32350	56150
6	22100	36100		26000	43900		33350	58050
7	23100	37850		27000	45650		34500	60050
8	24100	39600		28000	47400		35650	62050
9	25100	41350		29000	49150		36800	64050
10	26100	43100		30000	50900		37950	66050
11	27100	44850		31000	52650		39100	68050
12	28100	46600		32000	54400		40250	70050
13	29100	48350		33100	56400		41400	72200
14	30100	50100		34200	58400			
15	31100	51850		35300	60400			
16	32100	53600		36400	62400			
17	33200	55600						

No. of years	Deputy General Manager			General Manager			Chief General Manager	
	Existing	*Proposed*		*Existing*	*Proposed*		*Existing*	*Proposed*
1	39850	68500		46200	72800		60600	101900
2	41050	70650		47600	75050		62200	104900
3	42250	72800		49000	77450		63800	107900
4	43550	75050		50400	79850		65400	110900
5	44850	77300		52000	82350		67000	113900
6	46150	79550		53600	84850			
7	47450	81800		55200	87350			
8	48750	84050		56800	90350			
9	50050	86300		58400	93350			
10	51350			60000	96350			
11	52650				99350			
12	53950				102350			