

GOVERNMENT OF INDIA
MINISTRY OF STEEL

RAJYA SABHA
UNSTARRED QUESTION NO.636
FOR ANSWER ON 07/02/2022

SALARY SETTLEMENT OF EMPLOYEES OF SAIL

636. SHRI DHIRAJ PRASAD SAHU:

Will the Minister of STEEL be pleased to state:

- (a) the percentage of Minimum Guarantee Benefit (MGB) and variable perks received by executive and non-executive class in SAIL and RINL in the salary agreement 2017;
- (b) the reasons for keeping the salary increment patterns different within the same organisation for executive and non-executive employees; and
- (c) the reasons behind the executive and non-executive class being provided different MGBs and perks?

ANSWER

THE MINISTER OF STEEL

(SHRI RAM CHANDRA PRASAD SINGH)

(a) The percentage of Minimum Guarantee Benefit (MGB) i.e. Fitment Benefit and variable perks received by executive and non-executive employees in Steel Authority of India Limited (SAIL) under the Pay Revision, 2017 is as follows:-

- i. **Executive:** The Fitment Benefit is 15% of Basic Pay+DA and variable perks @ 35% of revised Basic Pay.
- ii. **Non-Executive:** The Fitment Benefit is 13% of Basic Pay+DA and variable perks @ 26.5% of revised Basic Pay.

Pay/wage revision of 2017 for executives and non-executives of Rashtriya Ispat Nigam Limited (RINL) has not been implemented.

(b)&(c): The reasons for different pay/wage increment patterns, minimum guarantee benefits and perks within the same organization for executive and non-executive employees are as follows:-

- The increment pattern, fitment benefit and perks to executives has been decided as per the DPE guidelines. In case of non-executives it has been decided as per the guidelines issued by DPE OM No.W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017 and as per the collective negotiation and subsequent MoU at National Joint Committee for Steels (NJCS) level, the apex level bi-partite forum comprising Management and Union representatives.
- The wage revision of 2017 for non-executives has been done after 5 years and pay revision for executives has been done after 10 years as last two wage revisions for non-executives were done in 2007 and 2012 whereas last pay revision for executives was done in 2007 for a period of 10 years w.e.f. 01/01/2007.
