

(b) if so, the details thereof and the reasons therefor?

THE MINISTER OF STATE IN THE MINISTRY OF STEEL (SHRI VISHNU DEO SAI): (a) No, Sir.

(b) Does not arise.

**Fitment benefit in pay revision of SAIL employees**

4292. SHRI SANJAY SINGH: Will the Minister of STEEL be pleased to state:

(a) whether 15 per cent benefit in pay revision as per OM No. W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03.08.2017 is not applicable to Steel Authority of India Limited (SAIL);

(b) if so, whether it can be said that the SAIL employees are considered responsible for the loss in terms of average profit Before Tax of preceding three years *i.e.* (2013-14, 2014-15 and 2015-16); and

(c) if so, the reasons for non-amendment of the 'Affordability Clause' of aforesaid OM considering the truth that SAIL made profit for nine consecutive years from 2006-07 to 2014-15 and reasons for loss during 2015-16 being global steel recession and dumping and predatory prices?

THE MINISTER OF STATE IN THE MINISTRY OF STEEL (SHRI VISHNU DEO SAI): (a) As per para 18 of DPE guidelines issued *vide* OM dated 03.08.2017 regarding Pay Revision of Board level and below Board level Executives and Non-Unionised Supervisors of Central Public Sector Enterprises (CPSEs) *w.e.f.* 01.01.2017, the Board of Directors of each CPSE including Steel Authority of India Limited (SAIL) would require to consider the proposal of pay revision based on their affordability to pay, and submit the same to the administrative Ministry for approval. Further clause 3 of the said DPE guidelines provides that the revised pay scales would be implemented subject to the condition that the additional financial impact in the year of implementing the revised pay package should not be more than 20% of the average Profit Before Tax (PBT) of the last three financial years preceding the year of implementation.

(b) The PBT details of SAIL during last three financial years are as under:—

Financial Year	PBT (₹ in crore)	Average PBT during last 3 years
2013-14	3225	-475 Crore
2014-15	2359	
2015-16	(-)7008	

The average PBT for 3 years (as per DPE Guidelines) in case of SAIL is negative. Therefore, benefit of Wage/Salary Revision, at this stage, cannot be implemented/extended to employees of SAIL as per the conditions specified in Clause 3 of DPE guidelines dated 3.8.2017. There are several factors which affected the performance of SAIL and its bottom line.

(c) The DPE guidelines dated 03.08.2017 on Pay Revision *w.e.f.* 01.01.2017 of Board level, below Board level Executives and Non-unionised Supervisors of CPSEs following IDA pattern have been issued based on the approval of the Competent Authority on the recommendations of 3rd Pay Revision Committee (PRC) as well as the Committee of Secretaries (CoS) and are uniformly applicable for each CPSEs including SAIL.

**Uniform Minimum Guarantee Benefit as per pay revision**

4293. SHRI V. VIJAYASAI REDDY: Will the Minister of STEEL be pleased to state:

(a) whether it is a fact that Central Public Sector Enterprise (CPSE) officers are allowed 30 per cent of basic as superannuation benefit under Second Pay Revision;

(b) whether it is a fact that the Board of RINL has cleared this year 2011;

(c) if so, the reasons for Government not permitting RINL to extend this to Executives in spite of order from DPE on 26th November, 2008; and

(d) what is affordability clause and what constraints Government has to remove Minimum Guarantee Benefit (MGB) to have uniform MGB as was done in first and Second Pay Revision?

THE MINISTER OF STATE IN THE MINISTRY OF STEEL (SHRI VISHNU DEO SAI): (a) As per DPE's O.M. dated 26.11.2008 read with OM dated 02.04.2009 regarding revision of pay in respect of Executives and Non-unionized Supervisors of CPSEs *w.e.f.* 1.1.2007, CPSEs would be allowed 30% of Basic Pay plus DA as Superannuation Benefits, which may include Contributory Provident Fund (CPF), Gratuity, Pension and Post Superannuation Medical Benefits.

(b) Yes, Sir.

(c) Ministry of Steel had constituted an Expert Committee to examine the proposals and make recommendations regarding Superannuation benefits in the CPSEs under its administrative control taking into account all the relevant factors. The report of the Committee had been considered and it has inter alia been opined that introduction of a pension scheme in a CPSE depends upon confirming to DPE