

>

Title: Need to take steps to remove the anomalies in salary in respect of Frontline Executives (JO-E4) in Visakhapatnam Steel Plant.

SHRI L. RAJAGOPAL (VIJAYAWADA): Present success story of Visakhapatnam Steel Plant (VSP) a Navaratna Company is because of hard work done right from workmen to frontline and top executives. The Government should ensure that there may not be discrimination and grievances among the workforce of the company. But it has been learnt that wage revision of January 2007, has not yet been implemented fully for frontline executives (JO-E4) working in the VSP.

Production Incentive on total take home salary is removed for executives by misinterpreting guidelines issued by Department of Public Enterprises. It should be restored forthwith and increased to 100%.

JO-E4 executives are getting 18% of their salary as Performance Related Pay (PRP) whereas non-executives are getting 40-50%. Production is the collective effort of all, so showing discrimination to a set of officials is not justified and would hamper company's growth. Therefore, PRP should be paid to JO-E4 at par with that of non-executives.

Night shift allowance is paid at the rate of Rs. 45 for executives and Rs. 90 for non-executives whereas in other PSUs, Rs. 350 is paid for the Executives. Hence, there should be uniform night shift allowance for all.

Finally, HBA interest subsidy should not be made as part of perks.