

DEPUTATION OF DoP EMPLOYEES TO IPPB
COMPARISON OF PAY, PERKS & OTHER BENEFITS

Basic details :

- Inspectors fall in Pay Level 7 (as per revised Pay Matrix of 7th Pay Commission), with a starting Basic Pay of Rs.44900 which can go upto Rs.99800 in 28 years of his service, as per the Pay Matrix provided by DoP.
- Postal Assistants fall in Pay Level 4, with a starting Basic pay of Rs.25500, which can go upto Rs.81100 as maximum basic (at the end of his service). After completion of every 10 years, he will get next Pay Grades I & II respectively, with one notional basic increment at each such promotion and accordingly his basic is fixed in next grade. Here, an assumption has been made. If a person joins DoP say at the age of 20 years as Postal Asst (after graduation), he will get 2 such grade promotions, by the time he reaches 40 years of age, since 40 years is the maximum age for a Postal Asst to apply for the post of Asst Manager (Area Op) in IPPB. Accordingly, his maximum basic may reach Rs.52000 by the time he reaches 40 years.

Sl.No.	Perks & Benefits	Presently enjoyed in DoP	Offered by IPPB
Basic Pay structure			
	Inspectors (for Scale II post)	44900 - 99800 (Pay Matrix 7)	31,705 – 1,145 (1) – 32,850 – 1,310 (10) – 45,950
	Postal Asst (For Scale I post)	25500 - 52000 (Pay matrix 4).Maximum pay arrived at approximately, when he reaches 40 yrs age	23,700 – 980 (7) – 30,560 – 1,145 (2) – 32,850 – 1,310 (7) – 42,020
	GDS (for below Scale I post)	Starting pay 2295 and max of 7125 (This pay is proposed to be revised)	Lumpsum 27000/-
DA	Inspectors & PAs	5 % of basic	51.60 % of basic
	GDS	139 % of pay	NA
HRA	Inspectors & PAs	8 – 24 %	7 – 9 %
Other Allowances			
(1) Transport Allowance	Inspectors & PAs	Rs.1800 and Rs.3600 plus DA, depending upon the places	NA
(2) Children Education Allowance /Reimbursement of Tuition fees	--do--	Max - Rs.2250/-PM Hostel subsidy - max Rs.6750/- PM	Part of Bouquet of allowances
(3) Special Allowance	--do--	NA	7.75 % of Basic plus DA
(4) CCA	--do--	NA	Rs.600 and Rs.870 depending on place
(5) Bouquet of allowances	--do--	NA	Newspaper / magazine allowance, Petrol, Club membership, LTC, Furniture & fixture, Medical allowance, House cleaning allowance, Children Education allowance, Entertainment allowance, Mobile / Telephone bills --

			subject to max of 50% of basic
(6) Fixed Personal Pay	--do--	NA	Rs.1453/- PM
Other benefits			
(1) Halting Allowance	--do--	Food bills reimbursement – Pay Level 6 to 8 -- Rs.800/- per day Pay Level 5 & below -- Rs.500/- per day	850/- to 1300/- per day depending upon the category of place
(2) Travelling Expenses	--do--	Pay Level - 6 to 11 - By air (economy class) or AC II by train Pay Level - 5 & below - By train First Class/AC III / AC Chair Car	Scale I -- • By train (IIIAC or II AC Sleeper). Scale II -- • By AC Sleeper (II AC or III AC) by train. Or By air (economy class)
(3) Lodging Expenses	--do--	Pay Level - 6 to 8 - Rs.750/- per day Pay Level - 5 & below - Rs.450/- per day	Scale I -- Rs.1600 to Rs.2600 (depending on place) Scale II -- Rs.2000 to Rs.4000 (depending on place)
(4) LTC to Home Town	--do--	Once in a block of two calendar years	Part of Bouquet of allowances
(5) LTC to Anywhere in India	--do--	Once in a block of 4 calendar years – Eligibility is -- Pay Level 6 to 11 -- Air (economy) or AC II train Pay Level 5 & below -- Train fare (First class or AC III or AC Chair car)	Part of Bouquet of allowances
(6) Hospitalisation Expenses	--do--	CGHS scheme (wherever CGHS facility is available) & reimbursement of hospital expenses in other cases as per Central Civil Services Medical Attendance Rules	Sum assured of Rs.4 lakhs
(7) Group Personal Accident Insurance	--do--	CGEGIS scheme	Maximum cover of Rs.10 lakhs
(8) Group Insurance Scheme (EDLI)	--do--	NA	Max cover of Rs. 6 lakhs, Premium of 0.5% of monthly emolument max of Rs.75/- PM
(9) Extra Departmental Group Insurance Scheme	GDS	Insurance cover of Rs.50000, in the event of death	To be discussed
(10) Leased accommodation	Inspectors & PAs	General Pool accommodation / Postal Quarters provided – which will be of a standard nature	Scale I -- Rs.8000 to Rs.29500 Scale II -- Rs.9000 to Rs.32500 (depending on place)

Applicable Leaves which can be availed			
(1) Casual Leave	--do--	8 days	12 days
(2) Earned Leave	--do--	30 days per year	1 day for every 11 days of completed service
(3) Half Pay Leave	--do--	20 days for every completed year of service	30 days of Sick Leave for every completed year of service with half pay
(4) Commuted Leave	--do--	HPL can be commuted by production of medical certificate	NA
(5) Leave not due	--do--	If no HPL at credit, against medical certificate - adjusted against HPL earned subsequently	NA
(6) Maternity Leave	--do--	180 days	Maximum of 6 months
(7) Paternity Leave	--do--	15 days	15 days
(8) Paid Leave	GDS	10 days for every 6 months	NA
(9) Maternity Grant	GDS	3 months TRCA with DA	NA
Some special allowances for GDS			
(1) Office Maintenance Allowance	GDS	Rs.100 PM	NA
(2) Fixed Stationery Charge	--do--	Rs.25 PM for GDS Postmaster & Rs.10 PM for other categories	NA
(3) Cash conveyance allowance	--do--	Rs.50 PM	NA
(4) Cycle maintenance allowance	--do--	Rs.60 PM for GDS Mail deliverer / Mail Carrier who use their own cycle for delivery	NA
(5) Combined Duty Allowance for Branch Postmasters	--do--	Rs.250 and Rs.500 PM, depending upon the duties performed by them	NA

SALARY COMPARISON – INSPECTOR POST – FOR MANAGER (AREA SALES)

ON MINIMUM BASIC

AT DoP		AT IPPB		Increase in Salary
Components		Components		
Basic Pay (minimum)	44900	Basic Pay (minimum)	31705	
DA (5%)	2245	DA (51.60%)	16360	
HRA (max 24%)	10776	HRA (max 9 %)	2853	
Travelling Allowance (max)	3600	CCA (max)	870	
		Fixed Personal Allowance	1453	
		Special Allowance (7.75% of Basic + DA)	3725	
		Bouquet of allowances (50% of basic)	15853	
TOTAL PAY	61521		72819	+11298

ON MAXIMUM BASIC (Assuming that he would reach basic of Rs.81200 in 20 years of his service, when he reaches his eligibility age of 40 years)

AT DoP		AT IPPB		Increase in Salary
Components		Components		
Basic Pay (maximum)	81200	Basic Pay (maximum)	45950	
DA (5%)	4060	DA (51.60%)	23710	
HRA (max 24%)	19488	HRA (max 9 %)	4136	
Travelling Allowance (max)	3600	CCA (max)	870	
		Fixed Personal Allowance	1453	
		Special Allowance (7.75% of Basic + DA)	5399	
		Bouquet of allowances (50% of basic)	22975	
TOTAL PAY	108348		104493	-3855

* Provision for Company Leased Accommodation is offered by IPPB, which is not included here. House rent reimbursement eligibility is Rs.9000 minimum and Rs.32500 maximum. This will form a part of the CTC for an IPPB employee. In such cases, HRA will be deducted.

SALARY COMPARISON – POSTAL ASSISTANT – FOR ASST MANAGER (AREA OPERATIONS)**ON MINIMUM BASIC**

AT DoP		AT IPPB		Increase in Salary
Components		Components		
Basic Pay (minimum)	25500	Basic Pay (minimum)	23700	
DA (5%)	1275	DA (51.60%)	12229	
HRA (max 24%)	6120	HRA (max 9 %)	2133	
Travelling Allowance (max)	3600	CCA (max)	870	
		Fixed Personal Allowance	1453	
		Special Allowance (7.75% of Basic + DA)	2784	
		Bouquet of allowances (50% of basic)	11850	
TOTAL PAY	36495		55019	+18524

ON MAXIMUM BASIC (Assuming that he would reach basic of Rs.52000 in 20 years of his service, when he reaches his eligibility age of 40 years)

AT DoP		AT IPPB		Increase in Salary
Components		Components		
Basic Pay (maximum)	52000	Basic Pay (maximum)	42020	
DA (5%)	2600	DA (51.60%)	21682	
HRA (max 24%)	12480	HRA (max 9 %)	3782	
Travelling Allowance (max)	3600	CCA (max)	870	
		Fixed Personal Allowance	1453	
		Special Allowance (7.75% of Basic + DA)	4937	
		Bouquet of allowances (50% of basic)	21010	
TOTAL PAY	70680		95754	+25074

* Provision for Company Leased Accommodation is offered by IPPB, which is not included here. House rent reimbursement eligibility is Rs.8000 minimum and Rs.29500 maximum. This will form a part of the CTC for an IPPB employee. In such cases, HRA will be deducted.

SALARY COMPARISON – GRAMIN DAK SEVAK – FOR TERRITORY OFFICER

ON MINIMUM BASIC

AT DoP		AT IPPB		Increase in Salary
Components		Components		
Basic Pay (minimum)	2295	Lumpsum Pay	27000	
DA (139%)	3190			
Office Maintenance Allowance	100			
Fixed Stationery Charge (max)	25			
Cash Conveyance Allowance	50			
Combined Duty Allowance (for Branch Post masters) - max	500			
TOTAL PAY	6160		27000	+20840

ON MAXIMUM BASIC (Assuming that he would reach basic of Rs.52000 in 20 years of his service, when he reaches his eligibility age of 40 years)

AT DoP		AT IPPB		Increase in Salary
Components		Components		
Basic Pay (minimum)	7125	Lumpsum Pay	27000	
DA (139%)	9904			
Office Maintenance Allowance	100			
Fixed Stationery Charge (max)	25			
Cash Conveyance Allowance	50			
Combined Duty Allowance (for Branch Post masters) - max	500			
TOTAL PAY	17704		27000	+9296

Disclaimer: The above comparison and calculations are indicative only and final calculation may vary.

**Sd/-
CHRO - IPPB**