

LIFE INSURANCE CORPORATION OF INDIA DEVELOPMENT OFFICER (REVISION OF TERMS AND CONDITIONS OF SERVICE) RULES, 1986

(2) There shall be an upward revision of the dearness allowance payable for every four points rise in the quarterly average (hereinafter referred to as the "current average figure") of the All India Consumer Price Index above [6352 points in the sequence of 6352-6356-6360-6364]* and so on and there shall be a downward revision of the dearness allowance payable if the current average figure falls by four points below the index figure in the above sequence with reference to which the dearness allowance has been paid for the last preceding quarter. On the downward revision, the dearness allowance payable shall correspond to the current average figure if such current average figure is a figure in the above sequence; and the dearness allowance payable shall correspond to the figure in the above sequence next preceding the current average figure if such current average is not a figure in the above sequence. For this purpose, quarters shall mean a period of three months ending on the last day of March, June, September or December. The final Index Figure as published in the Indian Labour Journal or the Gazette of India, whichever publication is available earlier, shall be the Index figure which shall be taken for the purpose of calculation of dearness allowance.

No. (1) 1. 2

3. Place of posting (2) Cities of Mumbai, Kolkata, Chennai, New Delhi, Noida, Faridabad, Ghaziabad, Gurugram, Navi Mumbai, Hyderabad, Bengaluru and other cities with population of 45 lakh and above Cities with population exceeding 12 lakh but less than 45 lakh, and except those mentioned at Sl.No. 1. , and any city in the State of Goa Other places Rate of House Rent Allowance (3) 10% of Pay, subject to a maximum of Rs. 7840/- per month 8% of Pay, subject to a maximum of Rs.6620/- per month 7% of Pay, subject to a maximum of Rs. 6370/- per month Develo S.N. (1) 1. 2. 3. ment Officers shall be as specified under:— Place of Posting (2) Cities of Mumbai, Kolkata, Chennai, New Delhi, Noida, Faridabad, Ghaziabad, Gurugram, Navi Mumbai, Hyderabad, Bengaluru and other cities with population of 45 lakh and above Cities with population exceeding 12 lakh but less than 45 lakh, and except those mentioned at Sl. No. 1., and any city in the State of Goa Cities with population of five lakh and above but not exceeding 12 lakh, State capitals with population not exceeding 12 lakh, Chandigarh, Mohali, Puducherry, Port Blair, and Panchkula Rate of City Compensatory Allowance (3) 3% of Pay, subject to a maximum of Rs. 1660/- per month 2.5% of Pay, subject to a maximum of Rs. 1535 /- per month 2% of Pay, subject to a maximum of Rs. 1345 /- per month Sl.No 1. 2

3. Places (2) Posted at a place situated at a height of 1, more above the mean sea level Posted at a place situated at a height of 1, more but less than 1,500 metres above 500 000 the metres or metres or mean sea level, or at Mercara, or at a place which is specifically declared as a "hill station" by the Central Government or the State Government concerned for their employees Posted at a place situated at a height of not less than 750 metres or more above the mean sea level and which is surrounded by and accessible only through hills having a height of 1,000 metres or more above the mean sea level Rates (3) At the rate of 2.5% of Basic Pay subject to maximum of Rs. 1000/- per month At the rate of 2% of Basic Pay subject to maximum of Rs. 790/- per month At the rate of 2% of Basic Pay subject to maximum of Rs. 790/- per month". Such of those Development Officers who on their first appointment in the Corporation's service were on probation on the date of publication of this notification in the official gazette shall be granted the said increment only on completion of 365 days of service after the date of confirmation; A Development Officer who is in receipt of the said increment and who reaches maximum of the scale of pay applicable to him shall be paid the Fixed Personal Allowance, which shall be equal to the last increment in the scale of pay applicable to him on the first day of the month following the date of publication of this notification in the official gazette, on the expiry of a period of one year after reaching the maximum of the scale of pay, and such Fixed Personal Allowance shall count for the purposes of House Rent Allowance, Provident Fund, Pension, Gratuity and Encashment of Privilege Leave. # (a) (e) For the period from 1st April, 2010 onwards Board shall be empowered to formulate the parameters and performance norms of the Productivity Linked Lumpsum Incentive for its Development Officers based on Statement of Intent every year subject to following conditions: Productivity Linked Lump Sum Incentive shall be payable at the levels of 1%, 2%, 3%, etc. up to a maximum of 6% of the annual pay of individual Development officers for any Financial Year with effect from 2013-14;

Productivity Linked Lump Sum Incentive shall be payable to Development Officers in Corporate Office based on the performance of the Corporation as a whole. Productivity Linked Lump Sum Incentive shall be payable to Development Officers in Zonal Office based on the performance of the Zone as a whole. Productivity Linked Lump Sum Incentive shall be payable to Development Officers in Divisional/ Branch Office based on the performance of the Division as a whole. The threshold minimum Productivity Linked Lump Sum Incentive for Zonal Office / Divisional Office / Branch Office shall be 50% of the Corporate level Productivity Linked Lump Sum Incentive . Notes: # (I) For the purpose of this rule annual pay means the basic pay, Dearness Allowance and Fixed Personal Allowance; (11) For the removal of doubts, it is clarified that the amount paid under this rule to the Development Officers shall not form part of his annual remuneration and ad-hoc annual remuneration under the Special Rules.

