

MONTHLY REMUNERATION RECEIVED BY OFFICERS AND EMPLOYEES INCLUDING SYSTEM OF COMPENSATION

The remuneration payable to Executives of the Company is governed by the Guidelines issued by the Department of Public Enterprises (DPE), Government of India.

The remuneration payable to Workmen are fixed through negotiations with the recognised Trade Unions of Workmen, in accordance with the Guidelines issued by the Department of Public Enterprises, Government of India.

PAY SCALES (w.e.f. 01.01.2017) FOR EXECUTIVES (INCLUDING TC PERSONNEL)

BOARD LEVEL POSTS

| GRADE | REVISED SCALES OF PAY (Rs) |
|---------------------|-----------------------------------|
| CMD | 200000 – 3% – 370000 |
| FUNCTIONAL DIRECTOR | 180000 – 3% – 340000 |

BELOW BOARD LEVEL POSTS

| GRADE | REVISED SCALES OF PAY (Rs) |
|--------------|-----------------------------------|
| TC-I | 27000 – 3% – 110000 |
| TC-II | 29000 – 3% – 117000 |
| TC-III | 30000 – 3% – 120000 |
| TC-IV | 40000 – 3% – 140000 |
| TC-V | 50000 – 3% – 160000 |
| TC-VI | 60000 – 3% – 180000 |
| E-I | 30000 – 3% – 120000 |
| E-II | 40000 – 3% – 140000 |
| E-III | 50000 – 3% – 160000 |
| E-IV | 60000 – 3% – 180000 |
| E-V | 70000 – 3% – 200000 |

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|--------|----------------------|
| E-VI | 80000 – 3% – 220000 |
| E-VIA | 90000 – 3% – 240000 |
| E-VII | 100000 – 3% – 260000 |
| E-VIII | 120000 – 3% – 280000 |
| E-IX | 150000 – 3% – 300000 |

NON-EXECUTIVES PAY SCALES W.E.F 01.01.2017

| Wage Group | Revised |
|-------------------|---------------------|
| I | 18000 – 3% – 71000 |
| II | 19500 – 3% – 75000 |
| III | 20500 – 3% – 79000 |
| IV | 21500 – 3% – 82000 |
| V | 22250 – 3% – 85000 |
| VI | 23000 – 3% – 87000 |
| VII | 24500 – 3% – 90000 |
| VIII | 25250 – 3% – 93000 |
| IX | 26000 – 3% – 98000 |
| X | 26750 – 3% – 105000 |

In addition to the Basic Pay payable as per the Scale of Pay indicated above, employees are eligible for payment of Dearness Allowance, Accommodation in Company Quarters on nominal rent or payment of House Rent Allowance, other Allowances/ Benefits, Performance Related Pay/ Productivity Incentives, Leave, Free Medical Facilities for self and dependant family members, Canteen Facilities, Superannuation Benefits, other Welfare Facilities etc., as per Company Rules.