

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

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.