



10. Statement of monthly remuneration of employees and workmen including system of compensation.

For Executives

Remuneration to the Executives is governed by the directives of the Department of Public Enterprises. The monthly pay structure for Executives indicating the minimum and maximum of the pay scales are as under:

Below Board Level			
Salary Grade	Basic Minimum	Basic Maximum	DA Pattern
E-0	30000	120000	DA linked to AICPI 2001=100 which is 277.33 as on 01.01.2017.
E-1	40000	140000	
E-2	50000	160000	
E-3	60000	180000	
E-4	70000	200000	
E-5	80000	220000	
E-6	90000	240000	
E-7	100000	260000	
E-8	120000	280000	
Board Level Executives			
Director	160000	290000	As mentioned above.
CMD	180000	320000	

In addition to the Basic within the above ranges indicated, Executives are entitled for DA linked to AICPI 277.33 as on 01.01.2017, House Rent Allowance, Allowance for Acquiring Higher Qualification, PF, Gratuity, Leave Encashment, Superannuation Pension, Post Retirement Medical Benefit and Performance Related Pay as applicable to them. Besides the above Executives are paid perks and allowance as admissible.

For Workmen

The workmen compensation is through negotiations with the recognized unions. The monthly pay structure for workmen, indicating the minimum and maximum of the pay scales are as under:

Workmen			
Salary Grade	Basic Minimum	Basic Maximum	DA Pattern
W-1	10840	27100	DA linked to AICPI 1960=100 which is 5158 as on 01.07.2013.
W-2	10970	27430	
w-3	11110	27790	
w-4	11270	28180	
w-5	11440	28600	
w-6	11620	29050	
w-7	11820	29540	
w-8	12020	30060	
w-9	12250	30610	
w-10	12480	31200	

In addition to the Basic within the above ranges indicated, Workmen are entitled for DA linked to AICPI 1960=100 which is 5158 as on 01.07.2013, House Rent Allowance, Family Planning Allowance, Allowance for Acquiring Higher Qualification, PF, Gratuity, Leave Encashment, Post Retirement Medical Benefit and New Pension Scheme as applicable to them. Besides the above Workmen are paid perks and allowance as admissible under the relevant long term wage settlement as applicable.