

## **STATEMENT ON MONTHLY REMUNERATION OF OFFICERS AND WORKMEN INCLUDING SYSTEM OF COMPENSATION**

The remuneration of the Officers of the Company is governed by the guidelines of the Department of Public Enterprises, Government of India. The pay scales of officers are of Industrial DA pattern.

The remunerations of workmen are fixed through negotiations with Workmen's Union subject to the overall guidelines of Department of Public Enterprises, Government of India.

The monthly emoluments of officers and workmen at various grades are given below:

### a) Executives

| Grade | Pay Scale (in rupees) | Designation                          |
|-------|-----------------------|--------------------------------------|
| A     | 50000 - 160000        | Engineer/Officer                     |
| B     | 60000 - 180000        | Senior Engineer/Senior Officer       |
| C     | 80000-220000          | Superintending Engineer/ Manager     |
| D     | 90000 - 240000        | Deputy Chief Engineer/Senior Manager |
| E     | 100000 - 260000       | Chief Engineer/Chief Manager         |
| F     | 100000 - 260000       | Deputy General Manager               |
| G     | 120000 - 280000       | General Manager                      |
| H     | 120000 - 280000       | Chief General Manager                |
| I     | 150000 - 300000       | Executive Director                   |

### b) Unionized employees (Pre-Revised Scales)

| Grade | Designation  | Pay Scale (in rupees) |
|-------|--|-----------------------|
| I     | Tradesman-I, Attendant-I, Sanitary Cleaner-I, Security Guard-I         | 9300-17000            |
| II    | Tradesman-II, Attendant-II, Sanitary Cleaner-II, Security Guard-II     | 10500-20000           |
| III   | Tradesman-III, Attendant-III, Sanitary Cleaner-III, Security Guard-III | 11100-23000           |

| Grade            | Designation   | Pay Scale (in rupees)  |
|------------------|---|--|
| IV               | Tradesman-IV, Attendant-IV, Sanitary Cleaner-IV, Security Guard-IV  | 12000-26000  |
| V                | Assistant Technician-I, Head Sanitary Cleaner-I, Jr. Assitant-I, Havildar-I, Assistant Mechanic-I, Assistant Operator-I, Assistant Para Medical Technician-I, Rigman-I  | 13500-28000  |
| VI               | Assistant Technician-II, Head Sanitary Cleaner-II, Jr. Assistant-II, Havildar-II, Assistant Mechanic-II, Assistant Operator-II, Assistant Para Medical Technician-II, Rigman-II   | 15000-30000  |
| VII              | Technician-I, Mechanic-I, Operator-I, Para Medical Technician-I, Instructor-I, Topman-I, Sr. Assistant-I, Sub-Inspector-I   | 16000-34000  |
| VIII             | Technician-II, Mechanic-II, Operator-II, Para Medical Technician-II, Instructor-II, Topman-II, Sr. Assistant-II, Sub-Inspector-II   | 17000-38000  |
| IX               | Supervisor, Senior Operator, Senior Technician, Senior Mechanic, Senior Para Medical Mechanic, Senior Para Medical Technician, Senior Instructor, Jr. Engineer-II, Head Man, Supervising Assistant/ Head Supervising Assistant, Inspector | 18000-40000  |
| EG – 1 to EG – 4 | Supervisor, Senior Operator, Senior Technician, Senior Mechanic, Senior Para Medical Mechanic, Senior Para Medical Technician, Senior Instructor, Jr. Engineer-II, Head Man, Supervising Assistant/ Head Supervising Assistant, Inspector | 20000 – 44000<br>24000 – 48000<br>28000 – 48000<br>32000 – 50000 |

Note: In addition to above, the Company offers Company accommodation/ leased accommodation, conveyance expenses, leave encashment, free medical benefits, Gratuity/PF, etc.