

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 ₹)	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

Grade	Pay Scale (In ₹)	Designation
I	22800 - 59000	Tradesman-I, Attendant-I, Sanitary Cleaner-I, Security-Guard-I
II	25000 - 69000	Tradesman-II, Attendant-II, Sanitary Cleaner-II, Security Guard-II
III	26600 - 90000	Tradesman-III, Attendant-III, Sanitary Cleaner-III, Security Guard-III
IV	29000 - 110000	Tradesman-IV, Attendant-IV, Sanitary Cleaner-IV, Security Guard-IV
V	32000 - 127000	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

Grade	Pay Scale (In ₹)	Designation
VI	35500 - 136000	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
VII	37500 - 145000	Technician-I, Mechanic-I, Operator-I, Para Medical Technician-I, Instructor-I, Topman-I, Sr. Assistant-I, Sub-Inspector-I
VIII	40900 - 155000	Technician-II, Mechanic-II, Operator-II, Para Medical Technician-II, Instructor-II, Topman-II, Sr. Assistant-II, Sub-Inspector-II
IX	43300 - 167000	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
EG-I	48125 - 175000	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
EG-II	57750 - 191000	
EG-III	67375 - 196000	
EG-IV	77000 - 211750	

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