



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	12600	32500	DA linked to AICPI 2001=100 which is 126.33 as on 01.01.2007.
E-1	16400	40500	
E-2	20600	46500	
E-3	24900	50500	
E-4	29100	54500	
E-5	32900	58000	
E-6	36600	62000	
E-7	43200	66000	
E-8	51300	73000	
Board Level Executives			
Director	65000	75000	As mentioned above.
CMD	75000	90000	



In addition to the Basic within the above ranges indicated, Executives are entitled for DA linked to AICPI 126.33 as on 01.01.2007, House Rent Allowance, Family Planning 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 under A.I. No. 970 dated 16.02.2010 and 987 dated 11.10.2010.

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	8340	23470	DA linked to AICPI 1960=100 which is 3150 as on 01.07.2008.
W-2	8440	23750	
w-3	8550	24060	
w-4	8670	24400	
w-5	8800	24770	
w-6	8940	25160	
w-7	9090	25580	
w-8	9250	26030	
w-9	9420	28968	
w-10	9600	29525	

In addition to the Basic within the above ranges indicated, Workmen are entitled for DA linked to AICPI 1960=100 which is 3150 as on 01.07.2008, 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.