



**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:

<b>Below Board Level</b>			
<b>Salary Grade</b>	<b>Basic Minimum</b>	<b>Basic Maximum</b>	<b>DA Pattern</b>
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	
<b>Board Level Executives</b>			
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:

<b>Workmen</b>			
<b>Salary Grade</b>	<b>Basic Minimum</b>	<b>Basic Maximum</b>	<b>DA Pattern</b>
W-1	20000	80000	DA linked to AICPI 1960=100 which is 6573 as on 01.07.2018.
W-2	21000	85000	
W-3	22000	88000	
W-4	23000	92000	
W-5	24000	96000	
W-6	25000	100000	
W-7	26000	105000	
W-8	27000	108000	
W-9	28000	112000	
W-10	29000	116000	

In addition to the Basic within the above ranges indicated, Workmen are entitled for DA linked to AICPI 1960=100 which is 6573 as on 01.07.2018, 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.