



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	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.