

CHAPTER – X

STATEMENT OF MONTHLY REMUNERATION OF OFFICERS AND WORKMEN INCLUDING SYSTEM OF COMPENSATION

The Company employees are governed by two pay structures namely,

- The CDA Pattern generally for all those who were entitled to pay scales on this pattern before 01.01.1989 and continue to be in the same as on date.
- The IDA Pattern for those appointed on or after 01.01.1989.

All new regular appointments on recruitment, promotion or absorption are done in IDA scales only.

The Scales of Pay and designations are indicated below against each Scale of Pay.

Designation		On IDA Pattern (w.e.f. 01.01.2017)	On CDA Pattern (w.e.f. 01.01.2016)			
			Pay Band	Grade Pay	Level	Pay Matrix
EXECUTIVE						
ED	E-9	150000-300000	37400-67000	10000	14	144200- 218200
GGM	E-8	120000-280000	37400-67000	10000	14	144200- 218200
GM	E-8	120000-280000	37400-67000	10000	14	144200- 218200
AGM	E-7	100000-260000	37400-67000	8900	13A	131100-216600
JGM	E-6	90000-240000	37400-67000	8700	13	123100-215900
SR.DGM	E-5	80000-220000	-	-	-	-
DGM	E-4	70000-200000	15600-39100	7600	12	78800-209200
MGR	E-3	60000-180000	15600-39100	6600	11	67700-208700
AM	E-2	50000-160000	9300-34800	5400	9	53100-167800
ENG/JR.MGR	E-1	40000-140000	9300-34800	4600	7	44900-142400
AE / AO	E-0	30000-120000	-	-	-	-
NON-EXECUTIVE						
STA/SO		29500-111000	9300-34800	4200	6	35400-112400
TA/SR.ASST.		26000-96000	9300-34800	4200	6	35400-112400
SR.DEO/FITTER		24000-90000	5200-20200	2800	5	29200-92300
ASSTT./TECH.		22000-83000	5200-20200	2400	4	25500-81100
JR.ASSTT./TECH.		18000-66000	5200-20200	1900	2	19900-63200
FH GR-I/R.SORTER			5200-20200	1800		
FH GR.II/SR.MESS		16000-60000	4440-7440	1650	1	18000-56900
FH/MESS			4440-7440	1300		

These are applied to appointments below the level of the Board of Directors. For appointments at the level of the Board, Central Government fixes the salary structure including scale of pay, dearness allowance and other allowances.

In addition to pay, in the relevant scale of pay as fixed under the relevant rules, the employees of the Company are paid dearness allowance on CDA/IDA pattern, Company accommodation/Leased accommodation/HRA, Cafeteria of perks and allowances, Medical benefits, Gratuity/PF, House Building Advance, Transport Allowance, Superannuation benefits, etc., as applicable to the corresponding scale, at the rates notified from time to time.