

CHAPTER – 11 (Manual.10)

The monthly remuneration received by officers and workmen including system of compensation as provided in regulations.

The remuneration of the officers of the Company is governed by the guidelines given by the Dept. of Public Enterprises, Govt. of India.

The remunerations of the workmen are arrived through Negotiated Long Term Settlement with the recognised unions subject to the overall guidelines of the Dept. of Public Enterprises, GOI.

The pay scales of the officers & workmen in the various grades / categories are as follows:

SCALES OF PAY FOR OFFICERS BELOW BOARD LEVEL		
GRADES	DESIGNATIONS	01.01.1997 Scale
1	Asst.Officer / Asst.Engineer	6550-200-11350
2	Officer / Asst. Executive Engineer	8600-250-14600
3	Asst.Manager	10750-300-16750
4	Dy.Manager	13000-350-18250
5	Manager	14500-350-18700
6	Chief Manager	16000-400-20800
7	Dy.General Manager	17500-400-22300
8	Addl.General Manager	18500-450-23900
9	Addl.Director / General Manager	20500-500-26500
10	Executive Director	23750-600-28550

SCALES OF PAY FOR WORKMEN

CAT.	
A0	3000-35-4750
A	3630-60-5130
B	3730-65-4510-70-5420
C	3875-75-4775-85-5880
D	4040-90-5120-95-6355
E	4240-105-5500-115-6995
F	4460-120-5900-125-7525
G	4700-130-6260-140-8080
H	5100-155-6960-160-9040

Note : In addition to the above, Dearness Allowance, House Rent Allowance, City Compensatory Allowance, Medical Reimbursement, Leave Travel Concessions, Provident Fund, Gratuity, Superannuation Benefits etc., are provided as per the Company's rules from time to time.

The Company's manpower strength is 11694 as on 01-05-2010. Gradewise / Categorywise number of officers and workmen are as follows:

OFFICERS	GRADE	NUMBERS
	Sch 'A'	1
	Sch 'B'	4
	10	0
	9	7
	8	18
	7	105
	6	256
	5	216
	4	194
	3	325
	2	814
	1	2987
	CE	289
	CO	25
	Total	5241
	WORKMEN	CATEGORY
H		2727
G		1412
F		413
E		433
D		975
C		149
B		62
A		4
CT		278
Total		6453
GRAND TOTAL		11694