

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

The remuneration of the Officers of the Company is governed by the guidelines of the Department of Public Enterprises, Government of India. The pay scales of officers are of Industrial DA pattern.

The remunerations of workmen are fixed through negotiations with Workmen's Union subject to the overall guidelines of Department of Public Enterprises, Government of India.

The monthly emoluments of officers and workmen at various grades are given below:

a) Executives

GRADE	DESIGNATION	PAY SCALES
A	Assistant Engineer, Assistant Officer, Assistant Geologist, Confidential Secretary, Sister	20600-46500
B	Engineer, Officer, Geologist, Geophysicist, Private Secretary	24900-50500
C	Sr. Engineer, Sr. Officer, Sr. Geologist, Sr. Geophysicist, Sr. Private Secretary	32900-58000
C1	Dy. Suptg. Engineer, Deputy Manager, Deputy Suptdg. Geophysicist, Dy. Suptdg. Geologist, Dy. Suptdg. Medical Officer, Dy. Suptdg. Chemist, Dy. Suptdg. Secretarial Officer	32900-58000
D	Suptdg. Engineer, Manager, Suptdg. Geologist, Suptdg. Geophysicist, Suptdg. Medical Officer, Suptdg. Chemist, Suptdg. Secretarial Officer, Asst. Company Secretary	36600-62000
E	Dy. Chief Engineer, Senior Manager, Dy. Chief Medical Officer, Dy. Chief Geologist, Dy. Chief Geophysicist, Dy. Chief Chemist, Dy. Company Secretary	43200-66000
F	Chief Engineer, Chief Manager, Chief Medical Officer, Chief Geologist, Chief Geophysicist, Company Secretary	43200-66000
G	Deputy General Manager/Head	51300-73000
H	General Manager	51300-73000
I	Executive Director	62000-80000

b) Unionized employees

GRADE	DESIGNATION	WAGE STRUCTURE
I	Tradesman-I, Attendant-I, Sanitary Cleaner-I, Security Guard-I	9300-17000
II	Tradesman-II, Attendant-II, Sanitary Cleaner-II, Security Guard-II	10500-20000
III	Tradesman-III, Attendant-III, Sanitary Cleaner-III, Security Guard-III	11100-23000
IV	Tradesman-IV, Attendant-IV, Sanitary Cleaner-IV, Security Guard-IV	12000-26000
V	Assistant Technician-I, Head Sanitary Cleaner-I, Jr. Assitant-I, Havildar-I, Assistant Mechanic-I, Assistant Operator-I, Assistant Para Medical Technician-I, Rigman-II	13500-28000
VI	Assistant Technician-II, Head Sanitary Cleaner-II, Jr. Assistant-II, Havildar-II, Assistant Mechanic-II, Assistant Operator-II, Assistant Para Medical Technician-II, Rigman-II	15000-30000
VII	Technician-I, Mechanic-I, Operator-I, Para Medical Technician-I, Instructor-I, Topman-I, Sr. Assistant-I, Sub-Inspector-I	16000-34000
VIII	Technician-II, Mechanic-II, Operator-II, Para Medical Technician-II, Instructor-II, Topman-II, Sr. Assistant-II, Sub-Inspector-II	17000-38000
IX	Supervisor, Senior Operator, Senior Technician, Senior Mechanic, Senior Para Medical Mechanic, Senior Para Medical Technician, Senior Instructor, Jr. Engineer-II, Head Man, Supervising Assistant/ Head Supervising Assistant, Inspector	18000-40000
EG -1 TO EG - 4	Supervisor, Senior Operator, Senior Technician, Senior Mechanic, Senior Para Medical Mechanic, Senior Para Medical Technician, Senior Instructor, Jr. Engineer-II, Head Man, Supervising Assistant/ Head Supervising Assistant, Inspector	20000 – 44000 24000 – 48000 28000 – 48000 32000 – 50000

Note: In addition to above, the Company offers Company accommodation/ leased accommodation, conveyance expenses, leave encashment, free medical benefits, Gratuity/PF, House Building Loan, Vehicle Loan, etc.