

1.1 CHAPTER- X: STATEMENT ON MONTHLY REMUNERATION OF OFFICERS AND WORKMEN INCLUDING SYSTEM OF COMPENSATION

The remuneration of the Absorbed 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. Officers of various Organized Group Services, who are on deemed deputation are governed by the pay and allowances and the rules of Central Government. 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. In general, employees receive a base salary and salary-related housing and other allowances, productivity based incentive payments and certain benefits, including a pension/gratuity plan, medical benefits for themselves and certain members of their immediate families and post-retirement medical benefits for retired employees.

The total number of employees grade wise in various discipline are given below (as on 01.01.2009).