

10. The monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulations.

The remuneration of the officers of the company is governed by the guidelines of the Department of Public Enterprises, Government of India. The company follows Industrial DA pattern of pay scales for the officers.

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.

Pay Scales of Board Level and below Board level executives (Effective from 1.04.2019)

Grade	MD	Director (SCh-B)	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	E-0
Pay Scale	180000-320000	160000-2,90,000	120000-280000	120000-280000	100000-260000	90000-240000	80000-220000	70000-200000	60000-180000	50000-160000	40000-140000

Pay Scales of Non-Executives (Effective from 15.05.2012*)

Grade	S-7	S-6	S-5	S-4		S-3	S-2	S-1	S-0
Pay Scale	12400-31000	12200-30000	12000-29000	11400-28000		10900-27000	10350-26000	9700-16800	9000-15300

*Due for revision w.e.f. 01.04.2019