

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 01.04.2019)

Grade	S-7	S-6	S-5	S-4	S-3	S-2	S-1	S-0
Pay Scale	29710-91760	28910-88740	28500-86570	27700-84440	25000-81430	24500-78340	23500-62000	22500-56000