

(iii) **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 and SPMCIL, CHO. The pay scales of officers (E-1 to E-8 Level) are of Industrial DA pattern. The remunerations of employees (Supervisors and 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 Executives, Supervisors and workmen at various grades of pay scales are given below:

<b>Designation</b>	<b>Level</b>	<b>Pay Scale</b>
Chief General Manager	E-8	120000-280000 (IDA)
General Manager	E-7	100000-260000 (IDA)
Additional General Manager	E-6	90000-240000 (IDA)
Joint General Manager	E-5	80000-220000 (IDA)
Deputy General Manager	E-4	70000-200000 (IDA)
Manager	E-3	60000-180000 (IDA)
Deputy Manager	E-2	50000-160000 (IDA)
Assistant Manager	E-1	40000-140000 (IDA)
Sr. Supervisor	S-2	29740-103000 (IDA) Pay Matrix Level 7 (CDA)
Supervisor	S-1	27600-95910 (IDA) Pay Matrix Level 6 (CDA)
Foreman	W-6	Pay Matrix level 6 (CDA)
Senior Operator/ Sr. Office Assistant	W-5/B-5	25320-88040 (IDA) Pay Matrix level 5 (CDA)
Operator/Office Assistant	W-4/B-4	23910-85570 (IDA) Pay Matrix level 4 (CDA)
Senior Technician/ Jr. Office Assistant	W-3/B-3	21540-77160 (IDA) Pay Matrix level 3 (CDA)
Technician	W-2	20590-73770 (IDA) Pay Matrix level 2 (CDA)
Junior Technician	W-1	18780-67390 (IDA)

**Note:**

In addition to the above, Dearness Allowance, House Rent Allowance, Perks & Allowances, Medical Reimbursement, Provident Fund, Gratuity, Superannuation Benefits etc. are provided as per the Company's rules from time to time.