

Chapter -10: the monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulations;

The pay scales of employees (executive) are mentioned below. In addition to the basic pay, perquisites/ allowances up to 35% of the basic pay, medical treatment and reimbursement, self-contributory superannuation fund, provident fund, and performance-related payment are also admissible as per company rules. The rate of the increment (E1-E9) is 3% of the basic pay drawn on the date of increment.

Remuneration of regular employees of EESL

Grade	STARTING BASIC (Rs.)	Revised Cafeteria (35% of Basic)	HRA X City Revised (24% of basic) if posted in X City according to the Govt of India notification	VDA revised (18.4% w.e.f. 01.07.2020)	Sum
E0	30000	10500	7200	5520	53220
E1	40000	14000	9600	7360	70960
E2	50000	17500	12000	9200	88700
E3	60000	21000	14400	11040	106440
E4	70000	24500	16800	12880	124180
E5	80000	28000	19200	14720	141920
E6	90000	31500	21600	16560	159660
E7	100000	35000	24000	18400	177400
E8	120000	42000	28800	22080	212880
E9	150000	52500	36000	27600	266100

NOTE: In addition to above Leave give as per Rule, Medical Treatment/ reimbursement (Mobile Bill, Petrol), Self/Company's Contributory Superannuation Benefit Fund, Provident Fund, Productivity Incentive, Performance Related Payment are also admissible as per Company's Rules.

DPE Grades	Existing Pay Scale (in Rs.)	Revised Pay Scale (in Rs.) w.e.f. 01.01.2017
E0	-	30000-120000
E1	-	40000-140000
E2	20600-46500	50000-160000
E3	24900-50500	60000-180000
E4	29100-54500	70000-200000
E5	32900-58000	80000-220000
E6	36600-62000	90000-240000
E7	43200-66000	100000-260000
E8	51300-73000	120000-280000
E9	62000-80000	150000-300000

Please note: Salary computation and PRP calculation of all regular employees is done as per last wage revision guidelines given by DPE in 2017.

Non-executive grade salary structure:

Grade	Starting basic (Rs.)	Revised Cafeteria (35% of Basic)	HRA X City Revised (24% of basic) if posted in X City according to the Govt of Ind notification.	VDA revised (18.4% w.e.f. 01.07.2020)	Sum
W0	20000	7000	4800	3680	35480
W1	20500	7175	4920	3772	36367
W2	21000	7350	5040	3864	37254
W3	21500	7525	5160	3956	38141
W4	22000	7700	5280	4048	39028
W5	22500	7875	5400	4140	39915
W6	23000	8050	5520	4232	40802
W7	24000	8400	5760	4416	42576
W8	25000	8750	6000	4600	44350
W9	26000	9100	6240	4784	46124
W10	27000	9450	6480	4968	47898
W11	28000	9800	6720	5152	49672
WSG	29000	10150	6960	5336	51446

Fixed Tenure (FT) contract employee salary structure:

FT employees salary structure	
Grade	Consolidated Pay/Month
E5	100000
E4	80000
E3	70000
E2	60000
E1	50000
S4	40000
S3	35000
S1	29000
S1	27000
W3	27000
W2	27000
W1	22000

Third-party payroll (Utility Powertech Limited) salary structure:

Sr. No.	Description	Amount (₹)	Amount (₹)	Amount (₹)	Amount (₹)	Amount (₹)
		MIS Executive Grade I (Data Entry Operators, Technicians, Call Centre Executives)	MIS Executive Grade II Assistant (Finance, HR, Project, CS), Executive (Front Office, Relationship)	Assistant Officer Finance, HR, Project, CS, Junior Executive	Engineer/ Officer (Finance, HR, Project, CS) Engineer, Project Coordinator	Sr. Engineer/Sr. Officer (Finance, HR, Project, CS) Senior Engineer, Private Secretary
1	Basic Pay per month	20,122.00	21,670.00	25,073.00	26,715.00	33,088.00
2	Conveyance per month	1,000.00	1,000.00	2,000.00	2,000.00	2,000.00
3	Special Allowance per month	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
4	Mobile Allowance per month	500.00	500.00	800.00	800.00	800.00
5	Ex-gratia @ 8.33% of Basic pay (Restricted to ₹ 21,000/- p.a.)	1,676.00	1,749.00	1,749.00	1,749.00	1,749.00
6	PF @ 13% of Basic Pay	2,616.00	2,817.00	3,259.00	3,473.00	4,301.00
7	Mediclaime ₹ 534/-p.m. (subject to actual premium)	534.00	534.00	534.00	534.00	534.00
8	Insurance (GPAI) (subject to actual premium)	24.00	24.00	24.00	24.00	24.00
9	Leave Encashment per month (Maximum 12 Un-availed Leave per year)	-	-	-	-	-
10	Retrenchment Benefit / Gratuity, if Applicable @ 4.82% of Basic Pay	-	-	-	-	-
11	Total Emolument for Deployment of 1 No. Person 01 Month	27,472.00	29,294.00	34,439.00	36,295.00	43,496.00