



टीएचडीसी इंडिया लिमिटेड THDC INDIA LIMITED

STATEMENT OF MONTHLY REMUNERATION RECEIVED BY EACH OF OFFICERS AND EMPLOYEES INCLUDING SYSTEM OF COMPENSATION AS PROVIDED IN ITS REGULATIONS:

(A) Scales of Pay for Employees in Executive Cadre

Effective from 01.01.2017

Levels	Revised Pay Scales (01.01.2017) in Rs.
E0	30,000-3%-1,20,000
E1	40,000-3%-1,40,000
E2	50,000 - 3% - 1,60,000
E3	60,000 - 3% - 1,80,000
E4	70,000 - 3% - 2,00,000
E5	80,000 - 3% - 2,20,000
E6	90,000 - 3% - 2,40,000
E7	1,00,000 - 3% - 2,60,000
E8	1,20,000 - 3% - 2,80,000
E9	1,50,000 - 3% - 3,00,000

Dearness Allowance (DA)

Other Perks & Allowances

- Perks & Allowances under "Cafeteria Approach" to Executives @ 35% of Basic Pay per month.
- Leased Accommodation /HRA
- Special Allowance @ 8% of Basic Pay per month to employees posted in Pipalkori, Malari Jhelum/Jhelum Tamak & Bokang Bailing
- Non-Practicing Allowance (NPA) upto 20% of Basic Pay per month to the Medical Officers.
- Performance Related Pay (PRP)
- Telephone/Mobile Facility
- Conveyance Reimbursement
- Medical Facilities
- Group Insurance, Gratuity, PF, Pension
- Loan/ Advances etc.

(B) Scales of Pay of Supervisor and Workmen

Effective from 01.01.2017

Supervisors

Grade	Pay Scales (₹)
S1	29200--119000
S2	29400--119200
S3	29600--119500
S4	29800--119700
SG	29900--119900

Workmen

Grade	Pay Scales (₹)
W 0	20000
W 1	20500
W 2	21000
W 3	21500
W 4	22000
W 5	22500
W 6	23000
W 7	24000
W 8	25000
W 9	26000
W 10	27000
W 11	28000
WSG	29000

Rate of Increment : 3.0%

Other Allowances

- Dearness Allowance
- Special Allowance
- Allowance under cafeteria approach limited to 35% of basic pay
- House Rent Allowance/company accommodation
- Reimbursement of Monthly Conveyance Expenditure
- Mobile facility
- Shift/Night Allowance
- Medical facility
- Group Insurance and personal accident insurance
- Gratuity, Pension, Provident fund
- Short, long Term Advances
- Leave, Leave Encashment
- Incentive / PRP etc.