

**Ministry of Urban Development**  
**Smart Cities Mission**

**Advisory No. 3**

**4<sup>th</sup> July, 2016**

**Subject: Engagement of Key Managerial Posts and Human Resources in SPVs**

The SPV will be required to appoint Key Managerial Persons (KMPs) i.e. Chief Executive Officer, Company Secretary and Chief Finance Officer as per requirement of the Companies Act, 2013. In addition SPVs may also need to engage other Human Resources as provided in its organogram in the Smart Cities Proposal (SPV). Different cities have given different organograms in their SCPs, leading to different human resources requirement of Smart Cities.

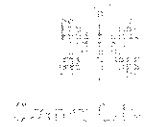
2. Smart Cities have requested to engage human resources for the SPVs and on qualifications for hiring KMPs. Accordingly, this Advisory is being issued.
3. The following eligibility criteria may be used by SPVs for KMPs.

<b>S. No.</b>	<b>Designation</b>	<b>Qualification</b>	<b>Experience</b>
1	Chief Executive Officer	Essential: Master in Business Administration from an Institute of repute like IIMs etc.	Essential: 3-5 years, experience in managerial capacity in a reputed Company. Preferable: Experience of working in Urban Sector.
2	Company Secretary	As prescribed under Companies(Appointment and Qualifications of Secretary) Rules, 1988	3-5 years professional experience of dealing with legal and regulatory matters of the company and good knowledge of Companies Act.
3	Chief Finance Officer	Post Graduate in Commerce, Chartered Accountant Or Cost	3-5 years of working experience in the Corporate sector finance/accounts with good

		Accountant or MBA (Finance) from an Institute of repute.	knowledge of requirement under Companies Act.
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4. To engage human resources, the following options are available:
- a) The SPVs can issue direct advertisement in the Newspapers and invite applications from eligible candidates (especially for KMPs); or
  - b) Outsource the functionaries by calling for CVs from 48 professional firms already empanelled with the Ministry of Urban Development for preparation of Smart City Proposal, vide O.M. No.13014/5/2015/SC.III-V. Here, no regional restrictions will apply. The list is at Annexure-1. The States / Cities / SPVs should note that the same consultancy firm should not be the PMC and human resources provider to the SPV as this may lead to conflict of interest.
  - c) Convert vertical(s) as a Project Implementation Unit (PIU) and outsource the functions.
  - d) Use retired officers / managers with high integrity and recognised accomplishments.
5. One starting point to pay the remuneration is the remuneration paid by the Central Public Sector Enterprises. A summary is given in Annexure-2 for KMPs and Annexure-3 given for the remuneration paid by Power and Petroleum PSUs. The SPV may use this as a reference to fix the remuneration based on the qualification, experience and accomplishments of applicants. Please note that the remuneration was fixed at the time of last Pay Commission. Documents related to remuneration being paid by PSEs are also enclosed for reference.
6. It may be noted that this is only an Advisory to assist SPVs and any action taken by the SPV should comply with the Company Law and Rules.

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No.K-13014/5/2015-SCM-III-V  
Government of India  
Ministry of Urban Development  
Smart Cities Division-III  
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Nirman Bhavan, New Delhi  
Dated: 10<sup>th</sup> July 2015

OFFICE MEMORANDUM

**Subject: Smart City Mission- Preparation of Smart City Proposals.**

There are three ways for States/UTs to select entities to prepare Smart City Proposals for Stage-2 of the challenge, (1) select a consulting firm from the panel prepared by Ministry of Urban Development (MoUD), (2) appoint a consulting firm outside the panel by following a fair and transparent process, or (3) use a Handholding Agency.

2. According to Guidelines no. 6.3.1. of the Smart Cities Mission, the MoUD will technically qualify a panel of consulting firms and the States/UTs are at liberty to draw upon the Panel. Accordingly, MoUD has shortlisted a panel of consulting firms to assist the cities in preparing the Smart City Proposals and the region-wise list of short listed consulting firms is enclosed.

3. States/Cities may procure a consulting firm by issuing RFP for financial bid. A model RFP for the procurement of the consulting firms has been uploaded on the smart cities website [smartcities.gov.in](http://smartcities.gov.in) → [city challenge](#) → [RFP for consulting firms](#). The procurement of consulting firm will be funded by World Bank through Capacity Building for Urban Development (CBUD) project.

4. However, the States have the option of appointing a consulting firm outside the panel by following transparent and fair procedures as per State Financial Rules.

  
(G. Vijay Kumar)

Under Secretary to the Govt. of India  
Tel. No. 23063217

To

The Principal Secretaries (UD) of all States/UTs.

**Name Address of Shortlisted Firms for Smart Cities Proposal**

As on 31/01/2016

SL.NO	Shortlisted Consultant (alphabetically)	Contact Person	Designation	Email Address	Phone	Mobile No.	Address
1	Aarvee Associates Architects Engineers and Consultants Pvt. Ltd. in association with MARS Telecom Systems Pvt. Ltd.	Kolli Sukumar Sneha	GM	sukumar@aarvee.net		8826577079 9949696896	8-3-833/50, Kamalapur Colony Phase-I Hyderabad-500073
2	AECOM India Pvt. Ltd in Association with AECOM Asia Company Limited	Vishal Kundra Divya Prakash	Associate Director	vishal.kundra@aecom.com		9717716600	9th Floor , Infinity Tower C DLF Cyber City Phase II Gurgaon Haryana
3	Alia Consulting Solutions Pvt. Ltd. in association with Akanya Development Solutions and Genesis Fin tech	Ranvir Singh Sushil Pathak		info@alia-solutions.com menaka@alia-solutions.com sushil@alia-solutions.com	022-61938600	Sushil 9819489327	44, 4th floor Maker Chamber III Nariman Point Mumbai 400021
4	All India Institute of Local Self Government (Mumbai)	Ravi Ranjan	Sr. Executive Director	raavi.guru@gmail.com dg@ailsg.org		9818098411	M.N.Roy Human Development Campus PlotNo 6 F Block Bandra (E) Mumbai 400051
5	ArkiTechno Consultants (India) Pvt. Ltd. in association with IRS Systems South Asia Pvt. Ltd.	Rajesh Roy Choudhury		business@arkitechno.com	0674-2554205	9437007505	Plot No N3/19, IRC Village Nayapalli Bhubaneswar -751015
6	Arup India Pvt Ltd	Nigel Austin	Managing Director	nigel.austin@arup.com	022-26570494		5/F Housefin Bhavan C-21 Bandra Kurla Complex Bandra (East) Mumbai-400051
7	CRISIL Risk and Infrastructure Solutions Limited In association with PriMove Infrastructure Development Consultants Pvt. Ltd. And Probity Soft Pvt. Ltd	Brijgopal Ladda Ankit Bhatt	Director	brijgopal.ladda@crsil.com ankit.bhatt@crsil.com		9966177833 8879324201	Crisil House Center Avenue Road Hiranadani Business Park Powai Mumbai 400076
8	CRP Risk Management Limited in association with Infrastructure Management and Advisory Services Private Limited	C. Bhaskar Rao		crp@crp.co.in	022-40277777		B-208/209 2nd Floor Classique Center Majai Industrial Estate Andheri-East Mumbai-400093
9	Darashaw & Co. Pvt. Ltd in consortium with IDOM Ingenieria y Consultoria S.A.U. & FUNDACION CARTIF (Mumbai)	Anand Mohan		anand-mohan@darashaw.com		8897508206	6th Floor Express Building 14th E Road Near Government Law College Churchgate West Mumbai 400020
10	Data World Pty Ltd. in association with Innovest Advisory Services Pvt. Ltd. and Caritas Eco Systems Pvt. Ltd.	Akshat Jain	CEO	akshat@dataworld.co.in		9971915577	H-11 Sector 63 Noida UP
11	DDF Consultants Pvt. Ltd. in association with MSN Infrastructure and Financial Consultant Ltd. and SGI Studio Galli Ingegneria Pvt. Ltd.	Puneet Bhardwaj	Sr. manager (Architect)	puneet@ddfgroup.com	011-47400500 011-47400527	9650515090	501-B-09 ITL Twin Toewr Netaji Subhash Place Pitampura New Delhi- 110034
12	Deloitte Touche Tohmatsu India Private Ltd in association with Urban Management Consultant (UMC) and Hijli Inspiration	Debashish Biswas	Director	debiswas@deloitte.com		9631621899	12 Dr Annie Besant Road Opp Shivsagar Estate Worli Mumbai- 400018
13	Delhi Integrated multi model transit system Ltd (DIMTS) in association with Uttarakhand Infrastructure Development Company Limited (U-DEC) and Institute for Spatial Planning and Environmental Research Company (ISPER)	Harvinderpal Singh Chugh		info@dimts.in	011-43090100		1st Floor Maharana Pratap ISBT Building Ltd Kashmere Gate Delhi-
		Manoj Banerjee	VP – Business and Product Development	manoj.banerjee@dimts.in			

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		Ashish Srivastava	AGM – Strategy and Business Development	<a href="mailto:ashish.srivastava@dimts.in">ashish.srivastava@dimts.in</a>			110006
14	Dorsh Holding GmbH in association with Dorsh Consult India Pvt Ltd and L R Kadiyali and associates			<a href="mailto:mail@dorsch.de">mail@dorsch.de</a>	+49-691302570		Berliner Strasse 74-76 63065 offenbach a.M. Germany
15	DRA Consultants Pvt. Ltd. In JV with Unity Consultants Pvt. Ltd. and Vansh Infotech Pvt. Ltd.	Jatin Rathi		<a href="mailto:dra.nagpur@gmail.com">dra.nagpur@gmail.com</a> <a href="mailto:dinesh.nagpur@gmail.com">dinesh.nagpur@gmail.com</a> <a href="mailto:dra@dineshrathi.com">dra@dineshrathi.com</a>	0712-30227575 / 76 / 77 / 78 / 79	9922954932	58 Ingole Nagar Opp Airport Behind Hotel pride wardha Road Nagpur-440005
16	Ecorys Nederland BV in association with Ecorys India Pvt Ltd (New Delhi)	Rohan Krishna / Dr. MS Prakash		<a href="mailto:msprakash@ecorys.com">msprakash@ecorys.com</a> / <a href="mailto:india@ecorys.com">india@ecorys.com</a>	011-26281341 / 42 / 43		404-405 4th floor 72 Laxmi Bhawan Nehru Place New Delhi 110019
17	Engineers India Ltd. in association with JPS Associates P Ltd.	Vineet Agarwal	General Manager (Marketing)	<a href="mailto:vineet.agarwal@eil.co.in">vineet.agarwal@eil.co.in</a>	011-26762742		1 Bhikaji Cama Place New Delhi-110006
18	Egis India Consulting Engineers Pvt. Ltd. In association with IAU idF France and Egis EAU	Prakash Kumar		<a href="mailto:egis-india@egis-india.com">egis-india@egis-india.com</a>	124-4249200 / 4265100		SSR Corporate Park 13/6, 8th Floor Sector 27B Delhi Mathura RD Fridabad-121003
19	EPTISA Servicios de Ingenieria, S.L. in association with LKS India Pvt Ltd	Ajit Kumar		<a href="mailto:ssharma@eptisa.com">ssharma@eptisa.com</a>	0124-4696716		608, Level 6, JMD Regent Square, M G Road, Gurgaon – 122002
20	Feedback Infra Private Limited in Association With Buro Happold Engineers India Pvt. Ltd.and Cisco Systems Services B.V(Gurgaon)	Virendra Kumar	Vice President	<a href="mailto:virendra.kumar@feedbackinfra.com">virendra.kumar@feedbackinfra.com</a>		9810416435	15th Floor Tower9B DLF Cyber City Phase III Gurgaon 122002
21	Haskoning DHV Consulting Pvt Ltd in in JV with HaskoningDHV Nederland B.V. and Grant Thornton Green Boulevard,(Noida)	JVL Narayana	Managing Director Water & Planning	<a href="mailto:jvl.narayana@rhdhv.com">jvl.narayana@rhdhv.com</a>		9818017660	Green Boulevard Tower B 4th Floor Plot No B-9A Sector 62 Noida 201301 UP India
22	ICRA Management Consulting Services in association with Limited NJS Engineers India Private Limited (Noida)	Anand Madhavan Avantika	Sector Head Associate Analyst	<a href="mailto:anand.m@imacs.in">anand.m@imacs.in</a> <a href="mailto:avantika.arjuna@imacs.in">avantika.arjuna@imacs.in</a>		9910766538	1st Floor Logix park Plot A4 & A5 Sector 16 Noida-201301
23	IIDC Limited in association with Urban Mass Transit Company Limited and Building Design Partnership Limited (Delhi)	Basir Shiraji	AVP	<a href="mailto:basir.shiraji@ilfsindia.com">basir.shiraji@ilfsindia.com</a>	011-46002200	9985502547	2nd Floor, Niryat Bhawan, Rao Tula Ram Marg, Opposite Army Hospital Research & Referral, New Delhi - 110 057
24	Infosys Limited in association with ICLEI- Local government for sustainability South Asia and Adminstrative Staff College of India.	Saroj Senapathy		<a href="mailto:sarojks@infosys.com">sarojks@infosys.com</a>	080-28520261		Electronics City Hosur Road Bangalore-560100
25	Infrastructure Development Corporation (Karnataka) Limited (IDECK) in association with IDFC Foundation	Supratik	Sr. Vice President	<a href="mailto:supratik.sarkar1@idfc.com">supratik.sarkar1@idfc.com</a>		9755042009	2nd Floor KCN Bhawan 9/7 Yamunabai Road Madhavnagar Extension , Off Race Course Road Bangalore-560001

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26	International City Management Association (ICMA) in association with Urban Management Centre (UMC) and Edgesoft India Pvt. Ltd.	Anurag Anthony	Chief Technical Officer	anurag@umcasia.org		9601825666	Association 777 North Capitol Street NE Suite 500 Washington DC 20002
27	ICF Consulting India Pvt Ltd in association with ICF Consulting Services India Pvt Ltd and Total Synergy Consulting Pvt Ltd	Arkaja Singh	Lead Managing Consultant	arkaja.singh@icfi.com		9818112259	302-307, 3rd Floor Ashoka Estate 24 Barakhamba Road New Delhi 110001
		Joydeep Chakrabty	Managing Consultant	joydeep_chakrabty@icfi.com		9830888419	
28	Jones Lang LaSalle Propoerty Consultants India P Ltd in association with Townland Consultants Pvt Ltd and Tata Consulting Engineers Ltd (Delhi)	A Shankar	National Director	a.shankar@apjll.com		9940066869	1110 Ashoka Estate Barakhamba Road Connaught Place New Delhi-110001
29	Knight Frank (India) Pvt Ltd in association with Fortress Infrstructure Services and PSP Financial Consultants Pvt Ltd (Mumbai)	Ajay Aggarwal Sarad Kundu		ajay.agrawal@in.knightfrank.com	022-67450101	Ajay Aggarwal 9599620019	House Near Twin Towers , Off-Veer Savarkar Marg Prabhadevi Mumbai-400025
30	KPMG Advisory Services Pvt. Ltd.	Sameer Jain	Sr. consultant KPMG	sameerjain@kpmg.com		8130791158	Lodha Excelus 1st Floor Applo Mills Compound N.M Joshi Marg Mahalakshmi Mumbai-400011
31	Lea Associates South Asia Pvt Ltd in association with Crux Consultants Pvt Ltd and VBSOFT Pvt Ltd	Dr. A. Panneerselvam K.Rajesh	deputy general manager	lasa@lasaindia.com rajeshplan@gmail.com krajesh@lasaindia.com		9573435416	B-1/E-27 Mohan Co-operative Industrial Estste mathura Road new delhi-110044
32	Mackinsy	Suveer Sinha		suveer_sinha@mckinsey.com	022-66302151		Plot No 4 Echelon Institution Area Sector 32 Gurgaon Haryana 122001
33	Mahindra Consulting Engineers Limited in association with SUEZ Environment Consulting and Akara Research and Technologies Pvt Limited (Tamil Nadu)	C.S Narayana Pradeep		mace@mahindra.com	044-42404477 / 28542325 / 26	9952005979	Mahindra Tower No 17/18 Pattullous Road Chennai-600002 Tamilnadu India
34	Mehta and Associates in JV with Oswal Computers and Consultants Pvt Ltd (Indore)	Hitendra Mehta		hitendramehta.architect@gmail.com jitendramehta_architect@yahoo.com	0731-2561124 / 4065064		102 Navneet Plaza 5/2 Old Palasia Indore-452001 MP
35	Mott MacDonald Private Limited in association with Mott MacDonald Limited and Ernst and Young LLP (Noida)	Sushma Chaudhary	Director	sushma.chaudhary@mottmac.com		9312009824	A-20 Sector 2 Noida-201301 UP
36	Mars Planning and Engineering Services Pvt Ltd in association with Walls Roberts and Todds and UPICO	Sourab Agarwal		info@marsconsultancy.com wb@marsconsultancy.com	033-40045243	7926860890	BL 166 Sector II Salt Lake City Kolkata 700091
37	Mukesh and Associates in association with VisionRI Connexion Services Private Limited	D. Mukesh		bd2@mukeshassociates.com info2@mukeshassociates.com mukeshd@mukeshassociates.com	0427-2333563 / 2330568		Division 2, 2/6 Ranganathar Avenue Perumal malai Main Road Narasothipatty Salem-636004 Tamil Nadu
38	N K Buildcon Pvt. Ltd (Jaipur)	Mohit Santosh Sushil Gupta		business@nkbuildcon.com	0141-2710841	Sushil Gupta 9414061771	B-62 UGANTA Universty Marg Babu Nagar Jaipur

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39	NCPE Infrastructure Pvt. Ltd.	S M Subhani	Managing Director	ncpesmsc@yahoo.com		9849035377	# 12-2-826/A/12,LIC Colony Mehidipatnam Hyderabad-500028
40	PricewaterhouseCoopers Private Limited in association with Rudhrabhishek Enterprise Private Ltd.(RPEL) and CPG Consultants Pte Limited,(Gurgaon)	Gaurav Gupta	Principal Consultant	<a href="mailto:gaurav.p.gupta@in.pwc.com">gaurav.p.gupta@in.pwc.com</a>		9643218547	Building 8, 7th & 8th Floor Tower-B, DLF Cyber City Gurgaon India- 122002
41	Pell Frischmann Consultants Ltd in association with Frischmann Prabhu	Sharmista Yadav	Principal Consultant	<a href="mailto:syadav@pellfrischmann.com">syadav@pellfrischmann.com</a>		9828511112	5 Manchester Square London, W1U 3PD UK
42	Shah Technical Consultants Pvt. Ltd. (STC)	Prasana Shah		stcmumbai@vsnl.com stc@stc.co.in	022-22871061	9821079564	407 Raheja Center , Plot No-214 Nariman point Mumbai-400021
43	SoftTech Engineers Pvt. Ltd. an association with Design Point Consult Pvt. Ltd.	B.K. Patel		enquires@softTech-engr.com / sepl@softtech-engr.com	020-24217676		5-A 5th Floor Pune Satara Road Telephone Exchange Pune-411009
44	Srei Infrastructure Finance Limited In association with . Navayuga Spatial	A.K. Mahapatra	Head, Infrastructure	ak.mahapatra@srei.com		9830018159	Vishakarma 86 C Topsia Road (South) Kolkata-700046
45	Tandon Urban Solutions Pvt. Ltd. (TUSPL) in association with Spatial Decisions and Maha Infotech Pvt. Ltd. (MIPL) (Mumbai)	Chaitanya Berde	Director	berdeer@yahoo.com		9819602856	701 Harbhaajan Building Kalina Santacruz (E) Mumbai-400098
46	The Energy and Resource Institute in association with Tractebel Engineering SA, Belgium and Avalon Information Systems Pvt. Ltd.	Divya Sharma	Fellow	divyas@teri.res.in		9971662126	Darbari Seth Block IHC Complex Lodhi Road New Delhi-110003
47	Voyants Solutions Pvt Ltd in association with MINRAJ Consultants (Haryana)	Meenakshi Tyagi	AGM	meenakshi@voyants.in		9810866865	D-7/4 F. F Exclusive Floors DLF City Phase V Gurgaon Haryana-122009
48	WAPCOS LTD in association with Yashi Consulting Services Pvt Ltd and Cambridge Systematics Consulting & Technology Private Limited,	Dr. Uday Roman	Consultant	<a href="mailto:wapcos.rud@gmail.com">wapcos.rud@gmail.com</a>		9831894443	76 C Sector-18 Institution Area Gurgaon -122015 Haryana

**ELIGIBILITY PAY SCALES FOR VARIOUS BOARD LEVEL POSTS**

<b>Pay scale of the Board level post</b>	<b>PSE Executives</b>	<b>Elegibility for Government Officers</b>
<b>Schedule A CMD</b>		
<b>(in rupees)</b>		
80000 - 125000	62000 - 80000 (IDA) Post 01.01.07 67000 - 79000 (CDA)	Addl. Secretary or equivalent/ Lt. General in Army or Vice Admiral in Navy or Air Marshal in the Air Force
<b>Schedule A Director</b>		
<b>Schedule B CMD</b>		
75000 - 100000 75000 - 90000	51300 - 73000(IDA) Post 01.01.07 37400 - 67000+GP 10000(CDA)	Joint Secretary or equivalent/ Major General in Army or Rear Admiral in Navy or Air Vice Marshal in the Air Force
<b>Schedule B Director</b>		
<b>Schedule C CMD</b>		
65000 - 75000	43200 - 66000(IDA) Post 01.01.07 37400 - 67000+GP 8700(CDA)	Director or equivalent/ Brigadier in Army or Commodore in Navy or Air Commodore in the Air Force
<b>Schedule C Director</b>		
<b>Schedule D CMD</b>		
51300 - 73000	36600 - 62000(IDA) Post 01.01.07 15600 - 39100+GP 7600(CDA)	Deputy Secretary or equivalent/ Lt. Colonel in Army or Captain in Navy or Group Captain in the Air Force



## BHEL PAY SCALES & DESIGNATIONS

GRD	DESIGNATION	SCALE (Rs.)		
	CHAIRMAN & MANAGING DIRECTOR	80000	-	125000
	DIRECTOR	75000	-	100000
E9	EXECUTIVE DIRECTOR	62000	-	80000
E8	GENERAL MANAGER	51300	-	73000
E7	ADDITIONAL GENERAL MANAGER	51300	-	73000
E6A	SR. DY. GENERAL MANAGER	51300	-	73000
E6	DY. GENERAL MANAGER	43200	-	66000
E5	SR. MANAGER	43200	-	66000
E4	MANAGER	36600	-	62000
E3	DY. MANAGER	32900	-	58000
E2	SR. ENGINEER/SR. ACCOUNTS OFFICER/SR. EXECUTIVE	29100	-	54500
E1	ENGINEER/ACCOUNTS OFFICER/EXECUTIVE	24900	-	50500
ET	ENGINEER TRAINEES/EXECUTIVE TRAINEES	20600	-	46500
JE	JUNIOR EXECUTIVE	12500	-	32200
S8	EXECUTIVE ADDL. ENGINEER GR. II / EXECUTIVE ADDL. OFFICER GR.II	36600	-	62000
S7	SR. ADDL. ENGINEER GR. I / SR. ADDL. OFFICER GR.I	36600	-	62000
S6	SR. ADDL. ENGINEER GR. II / SR. ADDL. OFFICER GR.II	32900	-	58000
S5	ADDL. ENGINEER GR. I / ADDL. OFFICER GR. I	29100	-	54500
S4	ADDL. ENGINEER GR. II / ADDL. OFFICER GR. II	24900	-	50500
S3	DY. ENGINEER / DY. OFFICER	16400	-	40500
S2	ASSTT ENGINEER GR. I / ASSTT OFFICER GR. I	12600	-	32500
S1	ASSTT ENGINEER GR. II / ASSTT OFFICER GR. II	12400	-	30500
S0	SUPERVISORY TRAINEES / ASSTT ENG GR. III/ ASSTT OFFICER GR. III	12300	-	26000
A12/B12	SR. CHIEF TECHNICIAN/SR. CHIEF ASSISTANT	30500	-	56000
A11/B11	CHIEF TECHNICIAN/CHIEF ASSISTANT	27500	-	53000
A10/B10	GENERAL TECHNICIAN/GENERAL ASSISTANT	24500	-	45000
A9/B9	MASTER TECHNICIAN/SR ASSISTANT GR-I	16400	-	40500
A8/B8	SR TECHNICIAN/SR ASSISTANT GR-II	12600	-	32500
A7/B7	TECHNICIAN/SR. ASSISTANT GR-III	12400	-	30500
A6/B6	ARTISAN GR-I/ASSISTANT GR-I/NURSES GR-I	12350	-	28000
A5/B5	ARTISAN GR-II/ NURSES GR-II	12200	-	25000
A4/B4	ARTISAN GR-III/ASSISTANT GR-II	12000	-	24000
A3/B3	ARTISAN GR-IV/CLERK/TYPIST	11700	-	23000
A2/B2	SEMI SKILLED WORKER/ATTENDANT GR-I	11000	-	22000
A1/B1	UNSKILLED WORKER/ATTENDANT GR-II	10500	-	21000

Note: Annual Increment will be @3% of the basic pay.

DA	Revised every quarter	
HRA	As per place of posting	
Leave, Medical Treatment, Provident Fund, Gratuity etc.		As per Company Rules in force from time to time
Other Allowances	"Cafeteria Approach" will be followed in respect of all employees	Maximum ceiling will be 48% of the Basic pay.

**10. Please provide monthly remuneration received by each of its Officers and Employees, including the System of Compensation as Provided in Regulations.**

The employees are paid in accordance with the pay scales (IDA pattern) of executives and non executives as per details below:

**1. CLASSIFICATION OF POSTS  
(Executives)**

Executive Director	62000-3%-80000
General Manager	51300-3%-73000
Addl.General Manager	51300-3%-73000
Dy. General Manager	51300-3%-73000
Chief Manager	43200-3%-66000
Manager	36600-3%-62000
Deputy Manager	32900-3%-58000
Assistant Manager	29100-3%-54500
Sr.Engineer/ Sr.A.O/ Sr.Officer	24900-3%-50500
Officer/Engineer/Accounts Officer	24900-3%-50500
Assistant Officer	20600-3%-46500
<b>(Non-Executives)</b>	
NE(SG)	20500-3%-44500
NE 11	20000-3%-42500
NE 10	18500-3%-40000
NE 9	17000-3%-37000
NE 8	16000-3%-35500
NE 7	15500-3%-34500
NE 6	14500-3%-32000
NE 5	13500-3%-29500

NE 4	12500-3% -27500
NE 3	11500-3% -26000
NE 2	11000-3%-24500
NE 1	10500-3%-23000

\* The pay scales of Executives are provisional.

**Pay & Pension structure in  
Public Sector Undertakings**

Annex 2.1.1

**Pay Scales in Petroleum and Power sector PSUs**

Name of PSU	Executives (Rs)	Workmen (Rs)
<b>Indian Oil Corporation</b>	<b>Below Board level</b> I - 23750-28550 H - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - Rs.13750-18700 A - 12000-17500 [Annual Increment (AI) 4% of BP)	<b>Workmen</b> VIII - 7400-14750 (AI 3% of BP) VII - 6700-13700 (AI 3% of BP) VI - 6300-13000 (AI 3% of BP) V - 5800-11800 (AI 3.5% of BP) IV - 5400-10850 (AI 3.5% of BP) III - 5000-9800 (AI 4% of BP) II - 4800-8900 (AI 4% of BP)
<b>ONGC</b>	<b>Executives</b> E9 - 23750-28550 E7/E8 - 20500-26500 E6 - 19500-25600 E5 - 18500-23900 E4 - 17500-22300 E3 - 16000-20800 E2 - 13750-18700 E1 - 12000-17500 E0 - 10750-16750 <b>S level employees</b> S I: 10220 S II: 11400 S III: 13070 S IV: 15200	<b>Workmen</b> W I: 4300 W II: 4500 W III/ A-I: 4700 W IV/ A-II: 5100 W V/ A-III: 5800 W VI/ A-IV: 6500 W VII: 10220

<b>Engineers India Limited</b>	<b>Officers at levels 12 &amp; above</b> Level 20 - 23750-28550 Level 19 - 20500-26500 Level 18 - 19500-25600 Level 17 - 19000-24750 Level 16 - 18500-23900 Level 15 - 17500-22300 Level 14 - 16000-20800 Level 13 - 13750-18700 Level 12 - 12000-17500	<b>Employees at levels 1-9</b> Level 9 - 7400-14750 Level 8 - 6700-13700 Level 7 - 6300-13000 Level 6 - 5800-11800 Level 5 - 5400-10850 Level 4 - 5000-9800 Level 3 - 4800-8900 Level 2 - 4600-8400 Level 1 - 4300-7500
<b>Bongaingon Refinery &amp; Petro Chemicals Ltd.</b>	<b>Officers</b> Gr. H - 20500-26500 Gr. G - 19500-25600 Gr. F - 19000-24750 Gr. E1 - 18500-23900 Gr. E - 17500-22300 Gr. D - 16000-20800 Gr. C - 13750-18700 Gr. B - 12000-17500 Gr. A - 8600-14600 Annual Increment 4% of Basic Pay On promotion, 6% of Basic Pay	<b>Workmen</b> SSG - 7600-14750 SG - 7400-14500 'e' - 7000-13700 'd' - Rs.6300-12500 'c' - 5800-11500 'b' - 5400-10500 'a' - 4600-8400 Annual increment - SSG, SG, 'e' & 'd': 4%, 'c' : 3.5%, 'b' & 'a': 3%
<b>Chennai Petroleum</b>	<b>Supervisory Employees</b> H/1 - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - 13750-18700 A1 - 2000-17500 Annual Increment 4% of BP Promotional Increment 6% of BP	<b>Non Supervisory Employees</b> V - 8400-15300 IV - 6900-12900 III - 5800-11100 II - 5100-9500 I - 4700-8500 IA - 4500-6800 Annual Increment IA & I - 3%, II & III - 3.5%, IV & V - 4%
<b>Balmer Lawrie &amp; Co. Ltd.</b>	<b>Executives</b> H - 20500-26500 G - 19500-26500 F - 19000-24750 E - 18500-23900 D - 17500-22300	<b>Non Supervisory</b> S2 - 6400-10000 AI: Rs.180 S1 - 6000-9200 AI: Rs.160

<b>Rural Electrification Corporation Ltd.,</b>	<b>Executives</b> Executive Director - 23750-28550 General Manager - 20500-26500 Chief and Equivalent - 19000-24750 Jt. Chief and Equiv. - 18500-23900 Dy. Chief/FE-I and Equiv.-17500-22300 DPE/DD/ACAO/FE-II and Equiv. - 13750-18700 APE/AD/Sr.AO/FE-III and Equiv. - 11225-17250 AO/SO/PS and Equiv. - 10750-16750	<b>Non Executives</b> Sr. Asstt./ Acctt/Sr.PA and equiv. - 10000-16000 Asstt./Asstt.(Acctts)/Liaison Asstt. and equiv. - 8600-14920 UDC/Acctts Clerk/Computer Operator and equiv. - 7300-12660 LDC/SCD/Electrician/AC Mechanic/DMO (SG) - 5800-10790 Peon (SG)(Class-IV) - 5000-9590 Peon (Class-IV) - 4400-8430
<b>NTPC</b>	E9 - 23750-28550 E8 - 20500-26500 E7A - 19500-25600 E7 - 19000-24750 E6 - 18500-23900 E5 - 17500-22300 E4 - 16000-20800 E3 - 13750-18700 E2A - 12000-17500 E-2 - 11225-17250 E-1 - 10750-16750	SG - 10000-16000 W11/S4 - 9300-15590 W10/S3 - 8600-14920 W9/S2 - 7900-13700 W8/S1 - 7300-12660 W7 - 6700-11750 W6 - 6200-11200 W5 - 5800-10790 W4 - 5400-10350 W3 - 5000-9590 W2 - 4700-9010 W1 - 4400-8430 W0 - 3750-5450
<b>NHPC</b>	<b>Executives</b> E-1 8000-13400 E-2 8600-14600 E-2A 10750-16750 E-3 13750-18700 E-4 16000-20800 E-5 17500-22300 E-6 18500-23900 E-7 19500-25600 E-8 20500-26500	<b>Workmen</b> W-0 3750-5450 W-1 4400-8430 W-2 4700-9010 W-3 5000-9590 W-4 5800-10790 W-5 6700-12500 W-6 7200-13100 W-7 7900-13700 W-8 8550-14850

**House Rent Allowance in Petroleum and Power sector PSUs**

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Company owned accommodation is provided wherever townships are located. Type of quarter depends upon the grade and seniority. Employees who reside in own house may avail self-lease facility within prescribed rental ceilings. Monthly recovery is made for company owned and leased accommodation, which depends upon the carpet area and the location. Employees who stay in rented accommodation are paid HRA as per classification of city as notified by Government.	
ONGC	HRA varies from 15-30%.	
IBP Co. Ltd.	<p><b>Officers &amp; Workmen</b>            30% of basic pay, if posted in Mumbai, Delhi, Kolkata and Chennai, 25% of basic pay, if post in other 'A' class cities. 22-1/2% of basic pay, if post in B-1 class cities. 17-1/2% of basic pay, if post in B-2 class cities. 15% of basic pay, if posted in C and unclassified cities.</p>	
Bharat Petroleum Corporation Ltd.	<p><b>Management staff &amp; Non Management Staff</b>  <b>HRA:</b>            Metro Cities: 30% of Basic Pay (BP), A Class: 25% of BP, B-1 Class: 22.5% of BP, B-2 Class: 17.5% of BP, C &amp; others: 15% of BP.  <b>Self Lease Rent:</b>            For staff whose house is taken on lease under the Scheme, rent payable is limited to the HRA rate applicable to the location where the resident is situated.  <b>Maintenance Expenses under self lease for reimbursement:</b>            On self certification, maintenance expenses will be reimbursed. The maximum maintenance charges permissible at Metro cities ranges between Rs.17880 and Rs.24840 p.a. (Rs.7302 and Rs.13571 in case of Non-Management Staff) depending on the grade of the staff.            Above rates will vary depending on the classification of city. For other cities, the maint. Charges ranges between 88% and 63% of above.</p>	

	E: Rs.1809 F: Rs.1854 G: Rs.1890 H: Rs.2070	IV: Rs.793 V: Rs.1035
Balmer Lawrie & Co. Ltd.	HRA As in the Central Government.	HRA As in the Central Government.
Biecco Lawrie Ltd.	<b>Officers</b> HRA - 25% of Basic (max. of Rs.1500)  Co Leased/Self Lease Rent per month H: Rs.3300, G: Rs.3090, F: Rs.2930, E: Rs.2750, D: Rs.2716, C: Rs.2360, B: Rs.2188, A: Rs.1950  Co Leased/Self Lease maintenance Per month H: Rs.825, G: Rs.808, F: Rs.794, E: Rs.688, D: Rs.685, C: Rs.488, B: Rs.474, A: Rs.454	<b>Staff &amp; Workers</b>  25% of basic pay (max. of Rs.1500)
Mangalore Refinery & Petro Chemicals Ltd.	<b>Executives</b> HRA - Metros: 30% BP, A-Class: 25% BP, B-1 Class: 22.5% BP, B-2 class: 17.5% BP, C&Unclassified: 15% BP	<b>Workmen</b> HRA - Metros: 30% BP, A-Class: 25% BP, B-1 Class: 22.5% BP, B-2 class: 17.5% BP, C&Unclassified: 15% BP
Rural Electrification Corporation Ltd.	<b>House Rent Recovery City based Township (incl.BTPS)</b> A type quarter - Rs.280/- pm B type quarter - Rs.710/- pm C type quarter - Rs.870/- pm D type quarter - Rs.1080/- pm  <b>Project / Stn. Townships</b> A type quarter - Rs.140/- pm	<b>Non-Executives W8/S1-W11/S4 &amp; SG</b> A type quarter Cities Rs.220/- pm Project Stn. Rs.110/- pm  B type quarter Cities Rs.570/-



**Conveyance Allowance/reimbursement/advance  
in Petroleum and Power sector PSUs**

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	<p align="center"><b>Conveyance Reimbursement</b></p> <p>Officers who own a car and utilize the same for official duties are reimbursed expenses within the annual km. ceiling prescribed for each grade at the current per km rate of Rs.7.41. The monthly claim may vary but the annual claim should not exceed the ceiling.</p> <p>Similarly officers who use 2-wheeler are reimbursed Rs.1327 p.m. for scooter and Rs.715 p.m. for Moped. Workmen are reimbursed depending upon grade, Rs.990/887 p.m. for scooter and Rs.543/485 p.m. for Moped.</p> <p>Officers who have not availed conveyance advance and also do not claim reimbursement of conveyance running &amp; maintenance expenses are entitled to transport assistance in the range of Rs.1000 to Rs.2000 p.m. depending upon the grade. Similar benefit to workmen is given as Transport Subsidy @ Rs.715 in metro cities and Rs.500 in other cities.</p>	
ONGC	<p><b>Executives</b> Conveyance Reimbursements E0: Rs.2915, E1/E2: Min.Rs.2915 Max. Rs.4740, E3 to E9: Rs.4740 <b>S level employees</b> Conveyance Reimbursements S I &amp; S II: Rs.1510, S III &amp; S IV: Rs.2915</p>	<p><b>Workmen</b> Conveyance Reimbursements  @ Rs. 1510 p.m</p>
IBP Co. Ltd.	<p><b>Officers</b> Rs.500 for Officers in Gr.01 &amp; 02 Rs.700 for officers in Gr. A Rs.1000 for officers in Gr. B &amp; C. Rs.1400 for officers in Gr. D &amp; E. Rs.1400 for officers in Gr. F &amp; above.</p>	<p><b>Workmen</b> Gr.I to V : Rs.448 for Moped. Rs.819 for Scooter/Motor Cycle. Gr.VI : Rs.501 for Moped. Rs.914 for Scooter/Motor</p>

<p>Engineers India Limited</p>	<p><b>Officers at levels 12 &amp; above</b>  Level 12: Rs.3090, Level 13: Rs.3780,  Level 14: Rs.3780, Level 15: Rs.4460,  Level 16: Rs.4460, Level 17: Rs.5150,  Level 18: Rs.5150, Level 19: N/A,  Level 20: N/A</p>	<p><b>Employees at levels 1-9</b>  Conveyance Allowance  Levels 1 to 6 : @ Rs.650 p.m.  Level 7: Rs.900, Level 8: Rs.1080  Level 9: Rs.1270</p>
<p>Bongaingon Refinery &amp; Petro Chemicals Ltd.</p>	<p><b>Officers</b>  Conveyance Allowance for Scooter  A grade: Rs.990 p.m.  B grade &amp; above: Rs.1327 p.m. (6500 km annual entitlement @ Rs.2.45/km)</p> <p>Conveyance Allowance for Car Mileage @ Rs.7.41 km  B grade: Rs.2779 p.m. (4500 km p.a.)  C grade: Rs.4323 p.m. (7000 km p.a.)  D grade: Rs.4384 p.m. (7100 km p.a.)  E grade: Rs.5311 p.m. (8600 km p.a.)  E1 grade: 5434 p.m. (8800 km p.a.)  F grade: Rs.6484 p.m. (10500 km p.a.)  G&amp;H: Rs.6793 p.m.(11000 km p.a.)</p> <p>Transport Subsidy/ Allowance (Payable to those not drawing conveyance allowance not availing company arranged transport)</p> <p>A Grade: Rs.800 p.m.  B Grade: Rs.1000 p.m.  C Grade: Rs.1200 p.m.</p>	<p><b>Workmen</b>  Conveyance allowance for Scooter</p> <p>a,b,c &amp; d grade: Rs.887 p.m.  d &amp; SG: Rs.990 p.m.</p> <p>SSG: Rs.990</p> <p>Transport Subsidy/ Allowance</p> <p>Rs.500 at Headquarter and Rs.715 at Metro payable to those not drawing conveyance allowance and not availing company arranged transport.</p>

	B - Rs.1645 <b>Staff</b> Transport Subsidy @ Rs.300 p.m.	
Mangalore Refinery & Petro Chemicals Ltd.	<b>Executives</b> Conveyance M2: Company Car M3 - Rs.5700, M4 - Rs.5500, M5 - Rs.5400 M6 - Rs.4700, M7 - Rs.3700, M8 - Rs.3200, M9 - Rs.2300	<b>Workmen</b> JM1:Rs.1200 JM2 to JM6 : Rs.800
Rural Electrification Corporation Ltd.,	Tpt. Subsidy All Executives - Rs.570/- p.m. , All Non-executives - Rs.350/- p.m. Conv.Reimburse.(Car) - Chief & above - Rs.3950/- p.m. Dy.Chief, Jt.Chief & equiv. - Rs.3610/- p.m., AD/DD & equiv. - Rs. 3250 pm Scooter/M-Cycle - All Executives - Rs.1230/- pm, All NE-3 to NE-6 (LDC to Sr.Asstt.) - Rs.800/- p.m. Peon, Peon(SG) & equiv. - Rs.700/- p.m. Moped All Executives - Rs.570/- p.m., All Non-executives - Rs.350/- p.m. Tpt.Sub. For Blind & Orthopaedically - Double the entitlement of Tpt. Subsidy.	
NTPC	Tpt. Allowance (pm) Car E7 & above Rs.800/-, E5-E6 Rs.800/-, E2A-E4 Rs.800/- E1-E2 Rs.800/- Scooter / Motor-Cycle Executives Rs.800/-, Selection Gr. Rs.800/- , W8-W11/S1-S4 Rs.800/- W1-W7 Rs.585/- Moped All Executives - Rs.645/-, Selection Grade - Rs.510/-, W8-W11/S1-S4 Rs.480/- W0-W7 - Rs.400/- Not owning any vehicle Executives & SG Rs.500/- pm, W8-W11 & S1-S4 Rs.400/- pm W0-W7 - Rs.325/- pm Tpt. Allow to blind orthopaedically handicapped employees Exec. & SG - Rs.1000/- pm, W8 to W11 / S1 to S4 - Rs.800/- pm, W0 to W7 - Rs.650/- pm Conv. Reimbursement (pm) Car E7 & above Rs.3035/-, E5-E6 Rs.2690/-, E2A-E4	

### Children Education Allowance in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Paid to employees at Rs.200 p.m. if child is studying upto class-Xth; and beyond class Xth, it is Rs.250 p.m. Hostel subsidy is paid at Rs.625 p.m. The benefit is limited to only 2 children.	
ONGC	<b>Executives</b> E0 to E3: Rs.1800 p.m. E4 to E9: Rs.2400 p.m. Besides, eligible employees are also entitled to Merit scholarship, transport subsidy for children, hostel subsidy, subject to fulfillment of certain laid down terms and conditions.	<b>S level employees &amp; Workmen</b> Rs.1800 p.m. Besides, eligible employees are also entitled to Merit scholarship, transport subsidy for children, hostel subsidy, subject to fulfillment of certain laid down terms and conditions.
IBP Co. Ltd.	<b>Officers &amp; Workmen</b> Rs.200 per month per eligible child upto class X . Rs.250 per month beyond Class X . Hostel Subsidy is also paid to an officer @ Rs.625 per month whose children are staying in a hostel and pursuing professional/non-professional course.	
Bharat Petroleum Corporation Limited	<b>Management staff &amp; Non Management Staff</b> Rs.150 per child upto Std. X Rs.200 per child from Stad. XI onwards upto graduation/PG. Max. 2 children at any given time.	
Oil India Limited	<b>Executives</b> Children Education Reimbursement is made @ Rs.750 p.m.	
Engineers India Limited	<b>Officers at levels 12-20</b> Children Education Allowance @ Rs.150 per child subject to a maximum of 2 children.	<b>Employees at levels 1-9</b> Children Education Allowance @ Rs.150 per child subject to a maximum of 2 children.
Bongaingon Refinery & Petro Chemicals Ltd.	<b>Officers &amp; Workmen</b> Rs.200 p.m. per child - up to Matriculation. Rs.250 per child	

**Leave Travel Concession in Petroleum and Power sector PSUs**

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Employees are entitled to travel to home town or anywhere in India, in lieu of home town, once in a block of 2 years. The journey is performed as per normal travel entitlement. During visit to a place other than home town and if guest house/holiday home facility is not availed, then DA at applicable rate is reimbursed for a maximum of 10 nights for hiring accommodation	
ONGC	<b>Executives</b> E0/E1/E2: Min. Rs.720 Max. Rs.7178 E3 to E9: Rs.7178 <b>S level employees</b> @ Rs.720 p.m.	<b>Workmen</b> W I to W V/A-III: @ Rs.233 p.m. W VI/A-IV & W VII: @ Rs720 p.m.
IBP Co. Ltd.	<b>Officers</b> Leave Travel Assistance is paid once in a block of two years for self and dependent family members for visiting any place in India, as per the entitlement of the officer.	<b>Workmen</b> Leave Travel Assistance is paid one in a block of two years for self and dependent family members for visiting any place in India, as per the entitlement of the Workmen.
Bharat Petroleum Corporation Limited	<b>Management Staff</b> Actual travel for self, spouse, dependent children and dependent parents provided they stay with staff member. A to C : 1 <sup>st</sup> class rail/Ind class A/C sleeper, air travel to specific locations. D & above: 1 <sup>st</sup> class AC rail/Air(economy class)	<b>Non Management Staff</b> Actual travel for self, spouse, dependent children and dependent parents staying with the employee. Workmen with Basic Rs.8700 and above per month: II AC/I Class by train. Workmen with Basic Rs.8699 and below per month: II Class by Train.
Oil India Limited		
Engineers India Limited	<b>Employees at levels 1-9 &amp; Officers at levels 12-20</b> Leave Travel Concession: i. If availed, then fare for shortest route by the entitled class by	

Biecco Lawrie Ltd.	<b>Officers</b> (Presently under suspension) Once in a block of two years for self and family. <b>Staff</b> LTA per annum @ Rs.700	<b>Workers</b> LTA per annum @ Rs.600
Mangalore Refinery & Petro Chemicals Ltd.	<b>Executives &amp; Workmen</b> Leave Travel Allowance @ 1.5 months basic.	
Rural Electrification Corporation Ltd.,	<b>(1800 kms/ Encashment 1400 kms)</b> GM & above (J Class/2 yrs) lumpsum 6000/- DC to Chief (Y Class/2 yrs) lumpsum 5000/- SO to DD (2nd AC-Rail/2 yrs) lumpsum 4000/- UDC to Sr. Asstt. (2nd AC-Rail/2yrs) lumpsum 3500/- Peon (SG) to LDC (3rd AC-Rail/2yrs) lumpsum 2500/- Peon (3rd AC-Rail/2 yrs) lumpsum 2000/-	
NTPC		
NHPC	<b>Cash Lump sum (1800 kms)</b> E1-E3 Rs.4000/- E4-E6 Rs.5000/- E7 & above Rs.6000/- S1-S3 Rs.3500/- Spl. Grade Rs.3750/- W1-W2 Rs.2000/- W3-W5 Rs.2500/- W6-W7 Rs.3000/- W8-W9 Rs.3500/-	
Satluj Jal Vidyut Nigam Ltd.		

		widowed sister, widowed sister's children residing with the employee. The reimbursement is as per the schedule of rates in the medical scheme. Medical expenses incurred for hospitalization for major illnesses/surgeries are covered under a separate scheme called "Ex-Gratia Medical Assistance Scheme".
Oil India Limited	<b>Executives</b> Preventive Medicine Reimbursement is made in the range of Rs.500 (min) to Rs.800(max).	
Engineers India Limited	<b>Employees at levels 1-9 &amp; Officers at levels 12-20</b> Reimbursement towards medical Expenses: As per Contributory Medical Scheme of the Company.	
Bongaingon Refinery & Petro Chemicals Ltd.	<b>Officers</b> BRPL Hospital facility- free for self+family and dependant parents OPD treatment received outside-limits prescribed for consultation and investigations(not on actuals), Medicines actual. Referral Cases: Treatment on actuals. Bed charges limit prescribed Rs.500/850 to Rs.1600. Single AC room for DGM and above. Hospitalisation in non-referral cases: Reimbursement restricted to AIIMS/CMRI Kol rate. Referral hospitals prescribed at	<b>Workmen</b> BRPL Hospital facility- free for self+family and dependant parents OPD treatment received outside-limits prescribed for consultation and investigations(not on actuals), Medicines actual. Referral Cases: Treatment on actuals. Bed charges limit prescribed Rs.225/375 to Rs.650. Hospitalisation in non-referral cases: Reimbursement restricted to AIIMS/CMRI Kol rate. Referral hospitals prescribed at specified

**Performance Linked Incentive in Petroleum and Power sector PSUs**

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	PLI scheme is linked to Corporation's performance as per MOU with the Government & profitability; and also linked to Basic+DA of the employees. For the year 2005-06, PLI has been distributed @ 9.45% of base pay to employees whose annual performance was minimum satisfactory. Employees, who are rated below satisfactory are paid a maximum of Rs.6,000 for full year.	
ONGC	<p><b>Executives</b> Incentive/Reward: Calculated on an average rate of payment of 25% of maximum of the scale for last six years. E0: Rs.4188, E1: Rs.4375, E2: Rs.4675 E3: Rs.5200, E4: Rs.5575, E5: Rs.5975 E6: Rs.6400, E7/E8:Rs.6625, E9: Rs.7138</p> <p><b>S level employees</b> Incentive/Reward Average rate of payment for last six years is 25%, which is paid on minimum basic pay raised by a factor of 40%. S I: Rs.3577, S II: Rs.3990, S III: 4575 S IV: Rs.5320</p>	<p><b>Workmen</b> Incentive/Reward W I: Rs.1505, W II: Rs.1575, W III/ A-I: Rs.1645 W IV/ A-II: Rs.1785 W V/ A-III:Rs.2030 W VI/ A-IV:Rs.2275 W VII:Rs.3577</p>
IBP Co. Ltd.		
Bharat Petroleum Corporation Limited	<p><b>Management Staff</b> Performance Linked Incentive Scheme: It is calculated @ 20% of minimum of the scale with weightage for seniority. It includes ex-gratia in lieu of Bonus. Max. Rs.6000/- p.a.</p>	<p><b>Non Management Staff</b> Performance Linked Incentive Scheme: It is calculated @ 20% of minimum of the scale with weightage for seniority. It includes ex-gratia in lieu of Bonus. Max. Rs.6000 p.a.</p>



<p>NHPC Satluj Jal Vidyut Nigam Ltd.</p>	<p><b>Generation Incentive</b>  <b>Target 100% - 114%</b>  Operation Staff - 10%  Maintenance Staff - 7%</p> <p><b>Target 115% - 129%</b>  Operation Staff - 11%  Maintenance Staff - 8%</p> <p><b>Target 130% - 144%</b>  Operation Staff - 12%  Maintenance Staff - 9%</p> <p><b>Target 145% - 159%</b>  Operation Staff - 13%  Maintenance Staff - 10%</p> <p><b>Target 160% - 174%</b>  Operation Staff - 14%  Maintenance Staff - 10%</p> <p><b>Target 175% or more</b>  Operation Staff - 15%  Maintenance Staff - 10%</p>
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**Retirement benefits in Petroleum and Power sector PSUs**

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	<p><b>Provident Fund (PF) and EPS 95</b>                      IOC has its own Provident Fund run by PF Trusts. Employees are required to contribute @ 12% of pay &amp; DA and the Company pays matching contribution. Out of the Company's contribution to PF, 8.33% of Rs.6,500 is diverted to DPS 95 scheme. The employee's and corporations contribution to PF, together with interest, is refunded at the time of retirement.</p> <p><b>Gratuity</b>                      Gratuity rules are as per the Payment of Gratuity Act, 1972. Gratuity is payable at the time of separation @ 15/26 of the monthly emoluments for each completed year of service or part thereof in excess of six months subject to a maximum Rs.3,50,000.</p> <p><b>Post-retirement medical scheme</b>                      The retired employees are enrolled under the scheme on one-time voluntary contribution. They are entitled to receive domiciliary and hospitalization treatment within the annual ceilings for each grade. If the hospitalization treatment is obtained in a Government/Nominated hospital, then full expenses are reimbursed for specified ailments; and for other than specified ailments, expenses upto 85%/75% to retired Officers/Workmen are reimbursed.</p>	
ONGC	<p><b>Provident Fund (PF) and EPS 95</b>                      Executives                      E0: Min. Rs.1590 Max. Rs.2779                      E1: Min. Rs.1637 Max. Rs.2928                      E2: Min. Rs.2184 Max. Rs.3166                      E3: Min. Rs.2630 Max. Rs.3582                      E4: Min. Rs.2928 Max. Rs.3879                      E5: Min. Rs.3126 Max. Rs.4196                      E6: Min. Rs.3324 Max. Rs.4533                      E7/E8: Min. Rs.3522 Max. Rs.4712                      E9: Min. Rs.4167 Max. Rs.5118                      S level employees                      S I: Rs.1485, S II: Rs.1718, S</p>	<p><b>Provident Fund (PF) and EPS 95</b>                      Workmen                      W I: Rs.311, W II: Rs.351, W III/ A-I: Rs.390                      W IV/ A-II: Rs.470, W V/ A-III: Rs.608                      W VI/ A-IV: Rs.747, W VII: Rs.1485  <b>Gratuity</b>                      Workmen                      W I: Rs.342, W II: Rs.357, W III/ A-I: Rs.373, W IV/ A-II: Rs.405                      W V/ A-III: Rs.461, W VI/</p>

	<p>Payment of Gratuity under the provisions of Gratuity Act.</p> <p><b>Post retirement medical scheme</b> Officers &amp; Workmen: Post retirement medical benefit for self, spouse and dependent parents.</p> <p><b>Leave encashment</b> Officers &amp; Workmen: Encashment of unavailed Privilege Leave &amp; Sick Leave.</p> <p><b>Company's contribution to pension</b> Benefit under provisions of Employees Family Pension Scheme, 1995.</p> <p><b>Resettlement benefits after retirement</b> Officers Resettlement benefits to settle down at a place other than the place of last posting-</p> <ul style="list-style-type: none"> <li>i) Travelling Allowance</li> <li>II) Settling Allowance</li> <li>iii) Transit Allowance</li> <li>iv) Displacement Allowance</li> <li>v) Transport arrangement etc.</li> </ul>
Bharat Petroleum Corporation Limited	<p><b>Provident Fund (PF) and EPS 95</b> Management Staff &amp; Non Management Staff BPCL contributes @ 12% of Basic + DA to the fund.</p> <p><b>Gratuity</b> Management Staff &amp; Non Management Staff Gratuity is paid as per the Payment of Gratuity Act.</p> <p><b>Post retirement medical scheme</b> Management Staff &amp; Non Management Staff: Domiciliary treatment &amp; Hospitalisation expenses are covered as per existing scheme.</p> <p><b>Company's contribution to pension</b> Management Staff &amp; Non Management Staff Employees Pension Scheme-1995. 8.33% of company's contribution to Provident fund is paid by Company to EPS-95 Scheme as per the provisions of the Scheme. Employee get pension on retirement/death.</p>
Oil India Limited	
Engineers India Limited	<p><b>Provident Fund (PF) and EPS 95</b> Employees at levels 1-9 &amp; Officers at levels 12-20 10% of (Basic Pay + DA)</p> <p><b>Gratuity</b> Employees at levels 1-9 &amp; Officers at levels 12-20 As per payment of Gratuity Act.</p> <p><b>Post retirement medical scheme</b></p>

	<p>Employees at levels 1-9 &amp; Officers at levels 12-20:          Medical benefits/facilities as per contributory post retirement medical scheme of the company.  <b>Leave encashment</b>          Employees at levels 1-9 &amp; Officers at levels 12-20          Employees allowed to encash earned leave upto 50% of the leave available in their credit once in a financial year.</p>	
Bongaingon Refinery & Petro Chemicals Ltd.	<p><b>Resettlement benefits after retirement</b>  <b>Officers</b>          Settling allowance: 1 month BP + DA          Displacement allowance: 30 days DA.          Loading/unloading: Rs.1000 per truck at each end.          Packing: Upto D grade: Rs.5000          E,E1 &amp; F: Rs.7500, G &amp; above: Rs.10000          Travel expenses for self &amp; family.          Transportation of goods - 1 truck upto D grade &amp; 2 trucks for E &amp; above          Transport of own conveyance: If transported by road loaded on a truck - reimbursement limited to charges for transportation by passenger train. If transported by own power-mileage @ Rs.7.41/km in which case self TA not admissible. Octroi charges- Actuals</p>	<p><b>Resettlement benefits after retirement</b>  <b>Workmen</b>          Settling allowance: 1 month BP + DA          Loading/unloading: Rs.600 at each end.          Packing- a&amp;b Gr.:Rs.2300, c&amp;d : Rs.2500          e &amp; above:Rs.3300          Travel expenses for self &amp; family + DA for the journey period + joining time leave 6 days.          Transportation of goods: 1 wagon load by goods train/1 full truck load          Transport of own conveyance: If transported by road loaded on a truck - reimbursement limited to charges for transportation by passenger train. If transported by own power - mileage @ Rs.2.45/km in which case self TA not admissible. Octroi charges- Actuals</p>
Chennai Petroleum	<p><b>Provident Fund (PF) and EPS 95</b>          Supervisory Employees &amp; Non Supervisory Employees          Provident Fund as per Rules  <b>Gratuity</b>          Supervisory Employees &amp; Non Supervisory Employees          Gratuity as per Rules</p>	

Balmer Lawrie & Co. Ltd.	<b>Provident Fund (PF) and EPS 95</b> Executives & Non Supervisory Interns of the EPF & MP Act - 12% of basic pay and DA <b>Gratuity</b> Executives & Non Supervisory In terms of Payment of Gratuity Act, 1972 <b>Leave encashment</b> Executives & Non Supervisory: Unavailed Privilege Leave is encashable in multiples of 5 <b>Company's contribution to pension</b> Executives Self contributed fund.	
Biecto Lawrie Ltd.	<b>Gratuity</b> <b>Officers, Staff &amp; Workers</b>  As per Gratuity Act.	
Mangalore Refinery & Petro Chemicals Ltd.	<b>Provident Fund (PF) and EPS 95</b> Executives M2: Rs.3372, M3- Rs.2904, M4- Rs.2748, M5- Rs.2556, M6- Rs.2220, M7- Rs.1944, M8- Rs.1728, M9- Rs.1452	<b>Provident Fund (PF) and EPS 95</b> Workman JM1- Rs.1218, JM2- Rs.1072, JM3- Rs.922 JM4- Rs.787, JM5- Rs.635, JM6- Rs.548
Rural Electrification Corporation Ltd.,		
NTPC		
NHPC	<b>Provident Fund (PF) and EPS 95</b> 12% of Basic pay + DA <b>Post retirement medical scheme</b> Post retirement benefit for both employee and his or her spouse (indoor and outdoor)	
Satluj Jal Vidyut Nigam Ltd.		