

1.9 **Monthly Remuneration received by officers and employees including system of compensation**

The remuneration payable to Executives of the Company is governed by the Guidelines issued by the Department of Public Enterprises (DPE), Government of India.

<b>EXISTING PAY SCALES IN HSCC. (w.e.f 01-01-2017)</b>		
<b>Designation &amp; Level</b>		
<b>Designation</b>	<b>Level</b>	<b>Pay Scale (Rs)</b>
MD	C	160000-290000
Director	C	120000-280000
<b>Executives</b>		
Chief Gen Mgr.	E-7	100000-260000
Gen Mgr.	E-6	90000-240000
Dy Gen Mgr.	E-5	80000-220000
Sr Manager	E-4	70000-200000
Manager	E-3	60000-180000
Dy Manager	E-2	50000-160000
Asst Manager	E-1	40000-140000
Executive	E-0	30000-120000
<b>Non-Unionized Supervisors</b>		
Sr Exe Asst & equiv	S-4	29000-110000
Exe Asst & equiv	S-3	28000-100000
Sr Asst Gr-I & equiv	S-2	26000-90000
<b>Others</b>		
Asst Gr-I & equiv	U-4	23000-80000
Asst Gr-II & equiv	U-3	22000-75000
Asst Gr-III & equiv	U-2	20000-73000
Peon/Driver	U-1	18000-65000

In addition to the Basic Pay payable as per the Scale of Pay indicated above, employees are eligible for payment of Dearness Allowance, payment of House Rent Allowance, other Allowances/ Benefits, Performance Related Pay/ Productivity Incentives, Leave, Medical Facilities, Superannuation Benefits, other Welfare facilities etc., as per Company Rules.