

Item 4(1)(b)-(x)

The monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulations

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
(Non-Executives)	
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.**

2. DEARNESS ALLOWANCE

DA rates are revised 4 times in a year w.e.f. 1st January, 1st April, 1st July & 1st October.

3. HOUSE RENT ALLOWANCE (HRA)

Revised classification of cities/towns	Rates of HRA (% of revised basic pay)
X(previously classified as A1)	30%
Y (previously classified as A, B1 & B2)	20%
Z (previously classified as C)	10%

Note: Facility to retain Corporation's accommodation/residential accommodation at the previous place of posting or draw HRA of the previous place of posting, subject to a period of two months, if accommodation by the Corporation has not been provided at the new place of posting and the employee is incurring some expenditure for retaining the accommodation at previous station. This may be extended not beyond the end of academic session or such period as may be prescribed by the Competent Authority / or draw HRA of the new station, where the employee intends to shift his family on transfer, to all employees of the Corporation.

4. LEASED ACCOMMODATION

Executives of REC are provided with the facility of Self-lease/Company Leased Accommodation. The monthly rental ceiling of Company Leased residential accommodation are as under:

Grade	Category of cities		
	Cities – Delhi (UA*), Greater Mumbai(UA), Chennai (UA), Bengaluru (UA), Kolkata (UA), Hyderabad(UA)	All Indian State capital cities/towns	All other cities classified as Y as per GOI list
E-1	20930	16280	11630
E-2	21560	16780	11900
E-2A	22730	17680	12630
E-3	24530	19080	13630
E-4	26100	20300	14500
E-5	27900	21700	15550
E-6	29700	23100	16500
E-7	30760	23910	17090

E-7A	31820	24740	17680
E-8	32850	25550	18250
E-9	36000	28000	20000

House Rent Recovery

D Type (for E5 & above)	Rs.2750/ p.m
C Type (for E3 to E4)	Rs. 2180/ p.m
B Type (for E1 to E2A)	Rs. 1780/ p.m

NOTE:

The leased accommodation other than self leased accommodation allotted to an employee may be allowed to be retained by him subsequent to the happening of any of the events specified below for the period mentioned against each on payment of usual normal rent provided that the accommodation is required for bona fide use of the employee or members of his family.

Events	Permissible period of retention of accommodation
(1) Retirement	4 months
(2) Death	4 months
(3) Transfer to a place outside headquarters	2 months
(4) On being deputed by the company for training	Full period of leave
(5) Any kind of leave which qualifies for payment of House Rent Allowance in Full	Full period of leave
(6) Study leave, if any (including EOL)	6 months inclusive of various kinds of leave which may be due to the employee at the time of proceeding on study leave.
(7) Leave on medical grounds (including EOL).	6 months inclusive of various kinds of leave which may be due to the employee at the time of proceeding on medical leave
(8) Reversion of a deputationist to his parent department	i) Two months (if served REC for a minimum period of one year) ii) One month (if served REC for a period of less than one year). Provided, however, where an employee is transferred to a place outside station in the midst of an academic session, the period of two months as mentioned at (3) above may be extended not beyond the end of academic session by the Competent Authority in exceptional cases if the shifting of his family is likely adversely affect the education of his children.

5. Perquisites and allowances

Perquisites and allowances are admissible to Board Level and below Board Level Executives w.e.f. 26.11.2008 on the Principles of "Cafeteria Approach" allowing the executive to choose from a given set of cafeteria of perquisites and allowance subject to the condition that the sum total of these perquisites and allowances shall not exceed 50% of the revised basic pay.
