

System of Compensation as provided in its regulation:

I. The pay scales of Board level and below Board level executives, supervisors and workmen are given hereunder:

EXECUTIVES	
GRADE	Pay Scale (₹) (w.e.f. 01.01.2017)
E0	30000 - 120000
E1	40000 - 140000
E2	50000 - 160000
E3	60000 - 180000
E4	70000 - 200000
E5	80000 - 220000
E6	90000 - 240000
E7	100000 - 260000
E8	120000 - 280000
E9	150000 - 300000
Director	180000 - 340000
CMD	200000 - 370000

SUPERVISORS	
GRADE	Pay Scale (₹) (w.e.f. 01.01.2017)
Field Supervisor (FS)	23000 - 105000
S1	25000 - 117500
S2	26000 - 118000
S3	27000 - 118500
S4	28000 - 119000
SSG	29000 - 119500

WORKMEN	
GRADE	Pay Scale (₹) (w.e.f. 01.01.2017)
W0	20000 - 57500
W1	20500 - 68000
W2	21000 - 72000
W3	21500 - 74000
W4	22000 - 85000
W5	22500 - 100000
W6	23000 - 105000
W7	24000 - 108000
W8	25000 - 117500
W9	26000 - 118000
W10	27000 - 118500
W11	28000 - 119000
WSG	29000 - 119500

II. Other compensation details are as under :

Field Engineers engaged on fixed tenure basis : are recruited in the pay scale of Rs. 30,000 – 1,20,000/-

Assistant Officer Trainees : are recruited in the Pay scale of Rs. 40,000 – 1,40,000/-

Executive Trainees : are recruited in the Pay Scale of Rs. 60,000 – 1,80,000/-

Supervisory Trainees : are paid a Consolidated Stipend of Rs. 27,500 p.m.

Workmen Trainees : are paid a Consolidated Stipend of Rs. 18,500 p.m.

III. The Basic Pay of an employee is determined by their respective pay scale. In addition to the Basic Pay the following components are payable in case of regular employees:

- Industrial Dearness Allowance (IDA) as a percentage of Basic Pay, as notified by DPE every quarter
- House Rent Allowance (HRA) as a percentage of Basic Pay, based on the classification of city
- Perquisites & Allowance (P&A) under cafeteria approach @ 35% of Basic Pay
- Superannuation Benefits @ 30% of (Basic Pay + DA)
- Performance Related Pay (PRP)

IV. POWERGRID also provides benefits like Company Quarters or HRA, Group Insurance, Personal Accident Insurance, Short and Long-term Loans & Advances including House Building Advance, Conveyance Advance etc. Medical facilities for self and dependents in accordance with the policies of the organization are also provided.