

System of Compensation as provided in its regulation:

I. The pay scales of Board level and below Board level Executives, Non-unionized 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 |
| S0 | 24000 - 108000 |
| 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/-
- Officer / Engineer 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 (DT/JOT) : are recruited in the pay scale of Rs. 24,000 – 1,08,000/-
- Workmen Trainees (Asst Tr.) : are recruited in the pay scale of Rs. 21,500 – 74,000/-

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.