

ANNEXURE - I
(Para 7 refers)

SCALES OF PAY & APPOINTING AUTHORITIES

The Scales of Pay and the Appointing Authorities thereto are as follows:-

EXECUTIVES

Grade/Group	Designation	Scales of pay w.e.f. 01-01-1997	Appointing Authorities
Grade IX	Executive Director	20500-500-26500	Chairman & Managing Director with the approval of Board
Grade VIII	General Manager	18500-450-23900	- do -
Grade VII	Addl. General Manager	17500-400-22300	Chairman & Managing Director
Grade VI	Dy. Gen. Manager	16000-400-20800	- do -
Grade V	Senior Manager	14500-350-18700	- do -
Grade IV	Manager	13000-350-18250	Functional Directors
Grade III	Deputy Manager	10750-300-16750	- do -
Grade II	Asst. Manager	8600-250-14600	- do -
Grade I	Junior Manager	6550-200-11350	- do -

NON- EXECUTIVES

Wage Group	Minimum Basic (Open ended scale) w.e.f. 01-01-1992 (Under revision)	Rate of Increment	Appointing Authorities
1	1880/-	2.00%	E.D./G.M.
2	1965/-	2.25%	- do -
3	2055/-	2.50%	- do -
4	2150/-	2.75%	- do -
5	2250/-	3.25%	- do -
6	2460/-	3.50%	- do -
7	2570/-	3.75%	- do -
8	2820/-	4.00%	- do -
9	2950/-	4.25%	- do -
10	3085/-	4.25%	- do -

PROPOSED
ANNEXURE - I A
(Para 7 refers)

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Grade/Group	Designation	Scales of pay w.e.f. 01-01-1997	Appointing Authorities
Grade IX	Executive Director	20500-500-26500	Chairman & Managing Director
Grade VIII	General Manager	18500-450-23900	- do -
Grade VII	Addl. General Manager	17500-400-22300	- do -
Grade VI	Dy. Gen. Manager	16000-400-20800	- do -
Grade V	Senior Manager	14500-350-18700	- do -
Grade IV	Manager	13000-350-18250	Functional Directors
Grade III	Deputy Manager	10750-300-16750	- do -
Grade II	Asst. Manager	8600-250-14600	- do -
Grade I	Junior Manager	6550-200-11350	- do -

SUPERVISORS

Grade/Group	Designation	Scales of pay	Appointing Authorities
S-1		Rs.5200-140-8000	- do -
S-2		Rs.5600-150-8600	- do -
S-3		Rs.6000-160-9200	- do -
S-4		Rs.6400-180-10000	- do -

NON- EXECUTIVES

Wage Group	Minimum Basic (Open ended scale) w.e.f. 01-01-1992 (Under revision)	Rate of Increment	Appointing Authorities
1	1880/-	2.00%	GMs
2	1965/-	2.25%	- do -
3	2055/-	2.50%	- do -
4	2150/-	2.75%	- do -
5	2250/-	3.25%	- do -
6	2460/-	3.50%	- do -
7	2570/-	3.75%	- do -
8	2820/-	4.00%	- do -
9	2950/-	4.25%	- do -
10	3085/-	4.25%	- do -

Note: Designations of Non-Executives as in P.C.No.19, dt.11.08.1982 enclosed

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EXECUTIVES

Grade/Group	Designation	Scales of pay w.e.f. 01-01-1997	Appointing Authorities
Grade IX*	Executive Director	20500-500-26500	Chairman & Managing Director
Grade VIII	General Manager	18500-450-23900	- do -
Grade VII	Addl. General Manager	17500-400-22300	- do -
Grade VI	Dy. Gen. Manager	16000-400-20800	- do -
Grade V	Senior Manager	14500-350-18700	- do -
Grade IV	Manager	13000-350-18250	Functional Directors
Grade III	Deputy Manager	10750-300-16750	GM/AGMs
Grade II	Asst. Manager	8600-250-14600	- do -
Grade I	Junior Manager	6550-200-11350	- do -

(NOTE : *** CMD is empowered to effect promotions to Executives upto and including Grade IX (Below Board Level)

NON- EXECUTIVES

Wage Group	Designation	Scales of pay w.e.f. 01-01-1997	Appointing Authorities
	Tech.	Non-Tech.	
1	Helper	Helper	GM/AGMs
2	Junior Technician	Junior Assistant	- do -
3	Junior Technician	Junior Assistant	- do -
4	Technician	Assistant	- do -
5	Technician	Assistant	- do -
6	Senior Technician	Senior Assistant	- do -
7	Master Technician	Office Superintendent	- do -
8	Sr.Master Technician	Senior Office Superintendent	- do -
9**	Sr.Master Technician	Senior Office Superintendent	- do -
10	Sr.Master Technician	Senior Office Superintendent	- do -

NOTE :

Authority

- * PC No. 19/99 dt.25-08-1999 (Para-1)
- ** PC No.9/2001 dt.31-05-2001 (Para-1)
- *** PC No.42/2002 dt.25-11-2002

Minimum Qualification and Experience for various Technical Posts below Grade-I

Sl No.	Category	Group A	Group B	Group C	Group D	Group E	Promotion Extent to which qualifications can be relaxed.
1	2	3	4	5	6	7	8
1 Fitter	-	ITI	ITI (3 years)	ITI (6 years)	ITI (9 years)	ITI (9 years)	For Promotion of eligible employees upto and including Group F* (WG-10) the educational qualifications will be relaxed to the extent indicated at the entry point
2 Turner	-	- do -	- do -	- do -	- do -	- do -	
3 Grinder	-	- do -	- do -	- do -	- do -	- do -	
4 Heat Treatment Operator	-	- do -	- do -	- do -	- do -	- do -	
5 Miller	-	- do -	- do -	- do -	- do -	- do -	
6 Mill wright	-	- do -	- do -	- do -	- do -	- do -	
7 Plater	-	- do -	- do -	- do -	- do -	- do -	
8 Welder	-	- do -	- do -	- do -	- do -	- do -	
9 Radio Mechanic	-	- do -	- do -	- do -	- do -	- do -	
10 Electrician	-	- do -	- do -	- do -	- do -	- do -	
11 Mechanic (Refrigerator/ Automobile)	-	- do -	- do -	- do -	- do -	- do -	
12 Plumber	-	- do -	- do -	- do -	- do -	- do -	

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1	2	3	4	5	6	7	8
13 Painter	-	ITI	ITI (3 years)	ITI (6 years)	ITI (9 years)	ITI (9 years)	For Promotion of eligible employees upto and including Group F* (WG-10) the educational qualifications will be relaxed to the extent indicated at the entry point
14 Carpenter	-	- do -	- do -	- do -	- do -	- do -	
15 Photographer	-	SSC with experience	SSC (3 years)	SSC (6 years)	SSC (9 years)	SSC (9 years)	
16 Jr. Technician (Potting)	-	ITI/SSC	ITI/SSC (3 years)	ITI/SSC (6 years)	ITI/SSC (9 years)	ITI/SSC (9 years)	
17 Screening and Etching Operator	-	ITI	ITI (3 years)	ITI (6 years)	ITI (9 years)	ITI (9 years)	
18 Diesel & Compressor Operator	-	ITI/SSC	ITI/SSC (3 years)	ITI/SSC (6 years)	ITI/SSC (9 years)	ITI/SSC (9 years)	
19 Horticulturist	-	Graduate with Certificate in Horticulture	Graduate with Certificate in Horticulture (3 years)	Graduate with Certificate in Horticulture (6 years)	Graduate with Certificate in Horticulture (9 years)	Graduate with Certificate in Horticulture (9 years)	
20 Planner	-	-	Diploma/ Degree in Science	Diploma/ Degree in Science (3 years)	Diploma/ Degree in Science (6 years)	Diploma/ Degree in Science (6 years)	
21 Droughtsman	-	ITI	Diploma	Diploma (3 years)	Diploma (6 years)	Diploma (6 years)	
22 Inspector	-	ITI	Diploma/ Degree in Science	Diploma/ Degree in Science (3 years)	Diploma/ Degree in Science (6 years)	Diploma/ Degree in Science (6 years)	
23 Scientific Assistant	-	-	- do -	- do -	- do -	- do -	

Contd...

1	2	3	4	5	6	7	8
24 Overseer (Civil/ Electrical)	-	-	Diploma	Diploma (3 years)	Diploma (6 years)	Diploma (6 years)	For Promotion of eligible employees upto and including Group F* (WG-10) the educational qualifications will be relaxed to the extent indicated at the entry point
25 Work Study Assistant	-	-	Diploma/ Degree in Science	Diploma/ Degree in Science (3 years)	Diploma/ Degree in Science (6 years)	Diploma/ Degree in Science (6 years)	
26 Electrician (WSW)	-	-	ITI (3 years)	ITI (6 years)	ITI (9 years)	ITI (9 years)	

NOTE : (i) Upper age limit for direct recruitment to posts in Wage Groups mentioned above is 35 years for open market candidates and 53 years for Departmental Candidates.
(ii) A Candidate should possess a minimum of 2 years experience in the immediate Lower group/grade to become eligible for appointment in the next grade/group either by direct recruitment or promotion.
(iii) (a) PVI and equivalent is equivalent to ITI certificate.

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