

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	3500-65-4150-70-6040	GM/AGMs
2	Junior Technician	Junior Assistant	3660-75-4410-80-6810	- do -
3	Junior Technician	Junior Assistant	3830-85-4680-90-7110	- do -
4	Technician	Assistant	4020-100-5020-105-7435	- do -
5	Technician	Assistant	4200-115-5350-120-7630	- do -
6	Senior Technician	Senior Assistant	4620-135-5970-140-8350	- do -
7	Master Technician	Office Superintendent	4870-155-6420-160-8980	- do -
8	Sr.Master Technician	Senior Office Superintendent	5000-165-6650-170-9370	- do -
9**	Sr.Master Technician	Senior Office Superintendent	5200-170-6900-175-9700	- do -
10	Sr.Master Technician	Senior Office Superintendent	5400-180-7200-190-9860	- 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)	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 -	
3	Grinder	-	- do -	- do -	- do -	- do -	
4	Heat Treatment Operator	-	- do -	- do -	- do -	- do -	
5	Miller	-	- do -	- do -	- do -	- do -	
6	Mill wright	-	- do -	- do -	- do -	- do -	
7	Plater	-	- do -	- do -	- do -	- do -	
8	Welder	-	- do -	- do -	- do -	- do -	
9	Radio Mechanic	-	- do -	- do -	- do -	- do -	
10	Electrician	-	- do -	- do -	- do -	- do -	
11	Mechanic (Refrigerator/ Automobile)	-	- do -	- do -	- do -	- do -	
12	Plumber	-	- do -	- do -	- do -	- do -	

Contd...

1	2	3	4	5	6	7	8
13	Painter	-	ITI	ITI (3 years)	ITI (6 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 -	
15	Photographer	-	SSC with experience	SSC (3 years)	SSC (6 years)	SSC (9 years)	
16	Jr. Technician (Potting)	-	ITI/SSC	ITI/SSC (3 years)	ITI/SSC (6 years)	ITI/SSC (9 years)	
17	Screening and Etching Operator	-	ITI	ITI (3 years)	ITI (6 years)	ITI (9 years)	
18	Diesel & Compressor Operator	-	ITI/SSC	ITI/SSC (3 years)	ITI/SSC (6 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)	
20	Planner	-	-	Diploma/ Degree in Science	Diploma/ Degree in Science (3 years)	Diploma/ Degree in Science (6 years)	
21	Droughtsman	-	ITI	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)	
23	Scientific Assistant	-	-	- do -	- do -	- do -	

Contd.

1	2	3	4	5	6	7	8
24	Overseer (Civil/ Electrical)	-	-	Diploma	Diploma (3 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)	
26	Electrician (WSW)	-	-	ITI (3 years)	ITI (6 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) and (b) are not applicable in equivalent to ITI certificate.

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