**EMPLOYEES COVERED UNDER IDA PATTERN OF SCALES**

**DESIGNATIONS & SCALES OF PAY**

(Authority 237th BOD meeting held on 28.09.2017- DPE's OM No. 02/0028/2017-DPE (WC)-GL-XIII/17 dated 03.08.2017, implemented vide Circular No. 75/2017 dated 13.12.2017).

 *(****Applicable w.e.f. 01.01.2017****)*

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| **S.No.** | **Designation** |  **IDA Scale w. e. f. 01.01.2017** |
| **Grade** | **Revised Scale**  |
| 1 | Chairman & Managing Director | Sch - A | 200000 - 370000 |
| 2 | Director | Sch - A | 180000 - 340000 |
| 3 | Executive Director | E - 9 | 150000 - 300000 |
| 4 | Chief General Manager | E - 8 | 120000 - 280000 |
| 5 | General Manager | E - 7 | 100000 - 260000 |
| 6 | Addl. General Manager | E - 6 | 90000 - 240000 |
| 7 | Jt. General Manager | E - 5 | 80000 - 220000 |
| 8 | Dy. General Manager | E - 4 | 70000 - 200000 |
| 9 | Manager | E - 3 | 60000 - 180000 |
| 10 | Dy. Manager | E - 2 | 50000 - 160000 |
| 11 | Assistant Manager | E - 1 | 40000 - 140000 |
| 12 | S.E./ S.O. / O.S. / Sr. P.A. / SE (Artisans) / SE-Draftsman / ACP / SE-Tech / SE-Operator etc.  | NE - 8 | 29000 - 91000 |
| 12 | J.E. / PA. / A.O.S. / JE (Artisans) / Driver Gr-I / JE- Draftsman / JE-Tech. / JE-Operator etc. | NE - 7 | 28000 - 80000 |
| 13 | Sr. Asstt / Sr. Stenographer / Draftsman / Driver Gr-II / Artisans / Security Guard Gr-I / Tech. etc. | NE - 6 | 22000 - 63000 |
| 14 | Jr. Draftsman. | NE - 5 | 21000 - 60000 |
| 15 | Asstt / Stenographer / Driver Gr-III / Jr. Artisans / Security Guard Gr-II / Jr. Tech. etc. | NE - 4 | 19000 - 56000 |
| 16 | Keyman / Gangmate / MTS./ Security Guard Gr-III etc. | NE - 3 | 18000 - 52000 |
| 17 | Sr. Messenger / Sr. Gangman / Sr. Khalasi | NE - 2 | 17000 - 46000 |
| 18 | Messenger / Gangman / Khalasi | NE - 1 | 15000 - 45000 |

***Note: Annual Increment will be @ 3% of the Basic Pay.***

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| DA | Revised every Quarter |
| HRA | As per place of posting |
| Other Allowance | "Cafeteria Approach" will be followed in respect of All Employees | Maximum Celling will be 34% of Basic Pay |
| Leave, Medical Treatment, Provident Fund, Gratuity etc. | As per Company rules & DPE Guidelines  |
| Lease  | As per Company rules & DPE Guidelines |
| PRP | As per Company rules & DPE Guidelines |