

Pay & Pension structure in Public Sector Undertakings

Annex 2.1.1

Pay Scales in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Below Board level I - 23750-28550 H - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - Rs.13750-18700 A - 12000-17500 [Annual Increment (AI) 4% of BP)	Workmen VIII - 7400-14750 (AI 3% of BP) VII - 6700-13700 (AI 3% of BP) VI - 6300-13000 (AI 3% of BP) V - 5800-11800 (AI 3.5% of BP) IV - 5400-10850 (AI 3.5% of BP) III - 5000-9800 (AI 4% of BP) II - 4800-8900 (AI 4% of BP)
ONGC	Executives E9 - 23750-28550 E7/E8 - 20500-26500 E6 - 19500-25600 E5 - 18500-23900 E4 - 17500-22300 E3 - 16000-20800 E2 - 13750-18700 E1 - 12000-17500 E0 - 10750-16750 S level employees S I: 10220 S II: 11400 S III: 13070 S IV: 15200	Workmen W I: 4300 W II: 4500 W III/ A-I: 4700 W IV/ A-II: 5100 W V/ A-III: 5800 W VI/ A-IV: 6500 W VII: 10220

IBP Co. Ltd.	Officers H - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - 13750-18700\ A - 12000-17500 02 - 10750-16750 01 - 6550-11350	Workmen VI - 7400-14750 V - 6300-13200 IV - 5800-11500 III - 5400-10500 II - 5000-9400 I - 4600-8400
Bharat Petroleum Corporation Limited	Management Staff I - 23750-28550 H - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - 13750-18700 A - 12000-17500 (Annual Increment - 4% of the Basic Pay. Promotional Increment-6% of Basic Pay.)	Non Management Staff The scales are open ended and there is no maximum for any grade. Gr.XI: 6000-15000 Gr.X: 5800-14300 Gr.IX: 5600-13700 Gr.VIII: 5400-13100 Gr.VII: 5250-11600 Gr.VI: 5100-11100 Gr.V: 4950-10600 Gr.IV: 4800-10100 Gr.III: 4650-9600 Gr.II: 4500-9300 Gr.I: 4350-9000 Annual Increment - 4% of the Basic Pay. Promotional Increment-5.5% of Basic Pay.)
Oil India Limited	Executives H - 20500-26500 G - 19500-25600 F - 18500-23900 E - 17500-22300 D - 16000-20800 C/C1 - 13750-18700 B - 12000-17500 A - 10750-16750	

Engineers India Limited	Officers at levels 12 & above Level 20 - 23750-28550 Level 19 - 20500-26500 Level 18 - 19500-25600 Level 17 - 19000-24750 Level 16 - 18500-23900 Level 15 - 17500-22300 Level 14 - 16000-20800 Level 13 - 13750-18700 Level 12 - 12000-17500	Employees at levels 1-9 Level 9 - 7400-14750 Level 8 - 6700-13700 Level 7 - 6300-13000 Level 6 - 5800-11800 Level 5 - 5400-10850 Level 4 - 5000-9800 Level 3 - 4800-8900 Level 2 - 4600-8400 Level1 - 4300-7500
Bongaingon Refinery & Petro Chemicals Ltd.	Officers Gr. H - 20500-26500 Gr. G - 19500-25600 Gr. F - 19000-24750 Gr. E1 - 18500-23900 Gr.E - 17500-22300 Gr.D - 16000-20800 Gr.C - 13750-18700 Gr.B - 12000-17500 Gr.A - 8600-14600 Annual Increment 4% of Basic Pay On promotion, 6% of Basic Pay	Workmen SSG - 7600-14750 SG - 7400-14500 'e' - 7000-13700 'd' - Rs.6300-12500 'c' - 5800-11500 'b' - 5400-10500 'a' - 4600-8400 Annual increment - SSG, SG, 'e' & 'd': 4%, 'c' : 3.5%, 'b' & 'a': 3%
Chennai Petroleum	Supervisory Employees H/1 - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - 13750-18700 A1 - 2000-17500 Annual Increment 4% of BP Promotional Increment 6% of BP	Non Supervisory Employees V - 8400-15300 IV - 6900-12900 III - 5800-11100 II - 5100-9500 I - 4700-8500 IA - 4500-6800 Annual Increment IA & I - 3%, II & III - 3.5%, IV & V - 4%
Balmer Lawrie & Co. Ltd.	Executives H - 20500-26500 G - 19500-26500 F - 19000-24750 E - 18500-23900 D - 17500-22300	Non Supervisory S2 - 6400-10000 AI: Rs.180 S1 - 6000-9200 AI: Rs.160

	<p>C - 16000-20800 B - 13750-18700 A - 12000-17500 O2 - 8600-14600 Annual Increment: 4% of minimum of the basic pay of the grade.</p>	
Biecco Lawrie Ltd.	<p>Officers H - 20500-26500 G - 18500-23900 F - 17500-22300 E - 16000-20800 D - 14500-18700 C - 13000-18250 B - 10750-16750 A - 8600-14600 02 - 6550-11350 Clerical Staff Gr.I - 2559-6707 Gr.II - 2614-6850 Gr.III - 2669-6994 Gr.IV - 2724-7136 Gr.V - 2779-7283</p>	<p>Workers Gr.I - 2486-4416 Gr.II - 2498-4436 Gr.III - 2531-4497 Gr.IV - 2565-4555 Gr.V - 2668-4739</p>
Mangalore Refinery & Petro Chemicals Ltd.	<p>Executive Gr.M2 - Rs.28100 (minimum basic) Gr.M3 - Rs.24200 (minimum basic) Gr.M4 - Rs.22900 (minimum basic) Gr.M5 - Rs.21300 (minimum basic) Gr.M6 - Rs.18500 (minimum basic) Gr.M7 - Rs.16200 (minimum basic) Gr.M8 - Rs.1440028100 (minimum basic) Gr.M9 - Rs.12100 (minimum basic)</p>	<p>Workmen JM1 - Rs.10150 (Minimum basic) JM2 - Rs.8930 (Minimum basic) JM3 - Rs.7680 (Minimum basic) JM4 - Rs.6560 (Minimum basic) JM5 - Rs.5290 (Minimum basic) JM6 - Rs.4570 (Minimum basic)</p>

Rural Electrification Corporation Ltd.,	Executives Executive Director - 23750-28550 General Manager - 20500-26500 Chief and Equivalent - 19000-24750 Jt. Chief and Equiv. - 18500-23900 Dy. Chief/FE-I and Equiv.- 17500-22300 DPE/DD/ACAO/FE-II and Equiv. - 13750-18700 APE/AD/Sr.AO/FE-III and Equiv. - 11225-17250 AO/SO/PS and Equiv. - 10750-16750	Non Executives Sr. Asstt./ Acctt/Sr.PA and equiv. - 10000-16000 Asstt./ Asstt.(Acctts)/Liaison Asstt. and equiv. - 8600-14920 UDC/ Acctts Clerk/Computer Operator and equiv. - 7300-12660 LDC/SCD/Electrician/AC Mechanic/DMO (SG) - 5800-10790 Peon (SG)(Class-IV) - 5000-9590 Peon (Class-IV) - 4400-8430
NTPC	E9 - 23750-28550 E8 - 20500-26500 E7A - 19500-25600 E7 - 19000-24750 E6 - 18500-23900 E5 - 17500-22300 E4 - 16000-20800 E3 - 13750-18700 E2A - 12000-17500 E-2 - 11225-17250 E-1 - 10750-16750	SG - 10000-16000 W11/S4 - 9300-15590 W10/S3 - 8600-14920 W9/S2 - 7900-13700 W8/S1- 7300-12660 W7 - 6700-11750 W6 - 6200-11200 W5 - 5800-10790 W4 - 5400-10350 W3 - 5000-9590 W2 - 4700-9010 W1- 4400-8430 W0 - 3750-5450
NHPC	Executives E-1 8000-13400 E-2 8600-14600 E-2A 10750-16750 E-3 13750-18700 E-4 16000-20800 E-5 17500-22300 E-6 18500-23900 E-7 19500-25600 E-8 20500-26500	Workmen W-0 3750-5450 W-1 4400-8430 W-2 4700-9010 W-3 5000-9590 W-4 5800-10790 W-5 6700-12500 W-6 7200-13100 W-7 7900-13700 W-8 8550-14850

	E-9 23750-28550 Supervisors S-1 7900-13700 S-2 8600-14920 S-3 9300-15550 Special Grade 10000-16000	W-9 9000-15100
SatluJ Jal Vidyut Nigam Ltd.	W11 9300-15590 W10 8600-14920 W9 7900-13700 W8 7300-12660 W7 6700-11750 W6 6200-11200 W5 5800-10790 W4 5400-10350 W3 5000-9580 W2 4700-9010 W1 4400-8430 S-4 9300-15590 S-3 6600-14920 S-2 7900-13700 S-1 7300-12660 Annual Increment W1-W7 3% W8-W11 3.5% S-1, S-2, S-3, S-4 3.5%	

House Rent Allowance in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Company owned accommodation is provided wherever townships are located. Type of quarter depends upon the grade and seniority. Employees who reside in own house may avail self-lease facility within prescribed rental ceilings. Monthly recovery is made for company owned and leased accommodation, which depends upon the carpet area and the location. Employees who stay in rented accommodation are paid HRA as per classification of city as notified by Government.	
ONGC	HRA varies from 15-30%.	
IBP Co. Ltd.	<p>Officers & Workmen</p> <p>30% of basic pay, if posted in Mumbai, Delhi, Kolkata and Chennai ,25% of basic pay, if post in other 'A' class cities. 22-1/2% of basic pay, if post in B-1 class cities. 17-1/2% of basic pay, if post in B-2 class cities. 15% of basic pay, if posted in C and unclassified cities.</p>	
Bharat Petroleum Corporation Ltd.	<p>Management staff & Non Management Staff</p> <p>HRA: Metro Cities: 30% of Basic Pay (BP), A Class: 25% of BP, B-1 Class: 22.5% of BP, B-2 Class: 17.5% of BP, C & others: 15% of BP.</p> <p>Self Lease Rent: For staff whose house is taken on lease under the Scheme, rent payable is limited to the HRA rate applicable to the location where the resident is situated.</p> <p>Maintenance Expenses under self lease for reimbursement: On self certification, maintenance expenses will be reimbursed. The maximum maintenance charges permissible at Metro cities ranges between Rs.17880 and Rs.24840 p.a. (Rs.7302 and Rs.13571 in case of Non-Management Staff) depending on the grade of the staff.</p> <p>Above rates will vary depending on the classification of city. For other cities, the maint. Charges ranges between 88% and 63% of above.</p>	

	<p>Accommodation: Company provides accommodation to staff where it owns it or takes it on lease. Type of accommodation varies based on the grade and seniority. Employees who reside in own house can avail self lease facility within the prescribed rental ceilings. Monthly recovery in the form of Standard Rent Recovery is made which depends on the Carpet Area of the flat. However, in case of self lease, SRR is based on the Grade.</p>	
Oil India Ltd.		
Engineers India Ltd.	<p>Officers at levels 12-20</p> <p>1. HRA @ 15% to 30% of BP depending upon class of city. 2. For minor repairs: 2 months' rentals per annum.</p>	<p>Employees at levels 1-9</p> <p>1. HRA @ 15% to 30% of BP depending upon class of city. 2. For minor repairs: 2 months' rentals per annum.</p>
Bongaingon Refinery & Petro Chemicals Ltd.	<p>Officers & Workmen HRA 30/25/22.5/17.5/15 % of BP (Metro/A/B1/B2/C/Unclassified)</p>	
Chennai Petroleum	<p>Supervisory Employees HRA - Nil Self lease (Rental)</p> <p>For maximum of pay scale</p> <p>A: Rs.6315 B: Rs.6795 C: Rs.7530 D: Rs.8055 E: Rs.8595 F: Rs.8880 G: Rs.9145 H: Rs.9505</p> <p>Self Lease (Maintenance)</p> <p>A: Rs.1490 B: Rs.1697 C: Rs.1728 D: Rs.1782</p>	<p>Non Supervisory Employees HRA - Nil Self lease (Rental)</p> <p>For maximum of pay scale</p> <p>IA: Rs.2425 I: Rs.3030 II: Rs.3385 III: Rs.3950 IV: Rs.4580 V: Rs.5435</p> <p>Self Lease (Maintenance)</p> <p>IA: Rs.517 I: Rs.578 II: Rs.637 III: Rs.706</p>

	E: Rs.1809 F: Rs.1854 G: Rs.1890 H: Rs.2070	IV: Rs.793 V: Rs.1035
Balmer Lawrie & Co. Ltd.	HRA As in the Central Government.	HRA As in the Central Government.
Biecco Lawrie Ltd.	Officers HRA - 25% of Basic (max. of Rs.1500) Co Leased/Self Lease Rent per month H: Rs.3300, G: Rs.3090, F: Rs.2930, E: Rs.2750, D: Rs.2716, C: Rs.2360, B: Rs.2188, A: Rs.1950 Co Leased/Self Lease maintenance Per month H: Rs.825, G: Rs.808, F: Rs.794, E: Rs.688, D: Rs.685, C: Rs.488, B: Rs.474, A: Rs.454	Staff & Workers 25% of basic pay (max. of Rs.1500)
Mangalore Refinery & Petro Chemicals Ltd.	Executives HRA - Metros: 30% BP, A-Class: 25% BP, B-1 Class: 22.5% BP, B-2 class:17.5% BP, C&Unclassified: 15% BP	Workmen HRA - Metros: 30% BP, A-Class: 25% BP, B-1 Class: 22.5% BP, B-2 class: 17.5% BP, C&Unclassified: 15% BP
Rural Electrification Corporation Ltd.	House Rent Recovery City based Township (incl.BTPS) A type quarter - Rs.280/- pm B type quarter - Rs.710/- pm C type quarter - Rs.870/- pm D type quarter - Rs.1080/- pm Project / Stn. Townships A type quarter - Rs.140/- pm	Non-Executives W8/S1-W11/S4 & SG A type quarter Cities Rs.220/- pm Project Stn. Rs.110/- pm B type quarter Cities Rs.570/-

	B type quarter - Rs.355/- pm C type quarter - Rs.435/- pm D type quarter - Rs.540/-	pm Project Stn. Rs.285/- pm W7 & below A type quarter Rs.160/- pm B type quarter Rs.220/- pm
NTPC	A1 30% of Pay A-B-1, B-2 15% of Pay C 7.5% of Pay Unclassified 5% of Pay	
NHPC	A-1 30% of Pay A 25% of Pay B-1, B-2 & C 15% of Pay Other Unclassified 10% of Pay	
Satluj Jal Vidyut Nigam Limited	A-1 30% of Pay A 25% of Pay B-1, B-2 & C 15% of Pay Other Unclassified 10% of Pay	

**Conveyance Allowance/reimbursement/advance
in Petroleum and Power sector PSUs**

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	<p>Conveyance Reimbursement</p> <p>Officers who own a car and utilize the same for official duties are reimbursed expenses within the annual km. ceiling prescribed for each grade at the current per km rate of Rs.7.41. The monthly claim may vary but the annual claim should not exceed the ceiling.</p> <p>Similarly officers who use 2-wheeler are reimbursed Rs.1327 p.m. for scooter and Rs.715 p.m. for Moped. Workmen are reimbursed depending upon grade, Rs.990/887 p.m. for scooter and Rs.543/485 p.m. for Moped.</p> <p>Officers who have not availed conveyance advance and also do not claim reimbursement of conveyance running & maintenance expenses are entitled to transport assistance in the range of Rs.1000 to Rs.2000 p.m. depending upon the grade. Similar benefit to workmen is given as Transport Subsidy @ Rs.715 in metro cities and Rs.500 in other cities.</p>	
ONGC	<p>Executives Conveyance Reimbursements E0: Rs.2915, E1/E2: Min.Rs.2915 Max. Rs.4740, E3 to E9: Rs.4740 S level employees Conveyance Reimbursements S I & S II: Rs.1510, S III & S IV: Rs.2915</p>	<p>Workmen Conveyance Reimbursements @ Rs. 1510 p.m</p>
IBP Co. Ltd.	<p>Officers Rs.500 for Officers in Gr.01 & 02 Rs.700 for officers in Gr. A Rs.1000 for officers in Gr. B & C. Rs.1400 for officers in Gr. D & E. Rs.1400 for officers in Gr. F & above.</p>	<p>Workmen Gr.I to V : Rs.448 for Moped. Rs.819 for Scooter/Motor Cycle. Gr.VI : Rs.501 for Moped. Rs.914 for Scooter/Motor</p>

	Rs.1400 for Moped for all Grades. Rs.1400 for Scooter/Motor Cycle grades	Cycle. Transport Assistance - who are not receiving conveyance running expenses are paid @ Rs.500 (all Metros) for Moped and Rs.350 for others.
Bharat Petroleum Corporation Limited	<p>Management staff Conveyance Reimbursements</p> <p>Granted only to officers who own vehicle for KMs traveled for official use. The entitlement ranges between 4000 KMs to 9500 KMs depending on the grades. Rates of reimbursement: Cars-Rs.7.41 per KM.</p> <p>Granted only to officers who are not availing company transport or conveyance reimbursement. The payment ranges between Rs.700 to Rs.1400 p.m. depending on the grade of the staff.</p> <p>Management staff</p> <p>Conveyance/Transport Allowance in respect of those who do not have a vehicle Metros & A class Cities: Rs.620 p.m. In other cities: Rs.470 p.m. Those who own 2 wheeler or 4 wheeler: Rs.900 p.m.</p>	
Oil India Limited	Executives Conveyance Allowance @ Rs.800 p.m	-

<p>Engineers India Limited</p>	<p>Officers at levels 12 & above Level 12: Rs.3090, Level 13: Rs.3780, Level 14: Rs.3780, Level 15: Rs.4460, Level 16: Rs.4460, Level 17: Rs.5150, Level 18: Rs.5150, Level 19: N/A, Level 20: N/A</p>	<p>Employees at levels 1-9 Conveyance Allowance Levels 1 to 6 : @ Rs.650 p.m. Level 7: Rs.900, Level 8: Rs.1080 Level 9: Rs.1270</p>
<p>Bongaingon Refinery & Petro Chemicals Ltd.</p>	<p>Officers Conveyance Allowance for Scooter A grade: Rs.990 p.m. B grade & above: Rs.1327 p.m. (6500 km annual entitlement @ Rs.2.45/km)</p> <p>Conveyance Allowance for Car Mileage @ Rs.7.41 km B grade: Rs.2779 p.m. (4500 km p.a.) C grade: Rs.4323 p.m. (7000 km p.a.) D grade: Rs.4384 p.m. (7100 km p.a.) E grade: Rs.5311 p.m. (8600 km p.a.) E1 grade: 5434 p.m. (8800 km p.a.) F grade: Rs.6484 p.m. (10500 km p.a.) G&H: Rs.6793 p.m.(11000 km p.a.)</p> <p>Transport Subsidy/ Allowance (Payable to those not drawing conveyance allowance not availing company arranged transport)</p> <p>A Grade: Rs.800 p.m. B Grade: Rs.1000 p.m. C Grade: Rs.1200 p.m.</p>	<p>Workmen Conveyance allowance for Scooter</p> <p>a,b,c & d grade: Rs.887 p.m.</p> <p>d & SG: Rs.990 p.m.</p> <p>SSG: Rs.990</p> <p>Transport Subsidy/ Allowance</p> <p>Rs.500 at Headquarter and Rs.715 at Metro payable to those not drawing conveyance allowance and not availing company arranged transport.</p>

	D Grade: Rs.1300 p.m. E Grade: Rs.1700 p.m. E1 grade: Rs.1800 p.m. F Grade: Rs.1900 p.m. G & above: Rs.2000 p.m.	
Chennai Petroleum	Supervisory Employees Conveyance For maximum of the scale A: Rs.1670, B: Rs.3214, C: Rs.3214, D: Rs.4140, E: Rs.4140, F: Rs.5066, G: Rs.5066, H: - Transport Allowance @ Rs.800 p.m. Provision of Car for GM Rs.22820	Non Supervisory Employees Conveyance For maximum of the scale IA to IV : Rs.405 p.m. V: Rs.1229 p.m. Transport Allowance @ Rs.500 p.m.
Balmer Lawrie & Co. Ltd.	Executives Conveyance Reimbursements: H - Company car with 500 km per month for personal use G - 12200 km/annum @ 6.71 per km F - 6200 km/annum @ Rs.6.71 per km E & D - Max.5400 km/annum @ Rs.6.71 per km C & B - Rs.1000, A - Rs.700, O2 - Rs.500	Non Supervisory S2 Rs.450 S1 Rs.450
Biecco Lawrie Ltd.	Officers Transport Subsidy per month Gr. D to Gr H - Rs.540, Gr.B & C - Rs.410 Gr.A - Rs.275, Gr.02 - Rs.210 Reimbursement - Scooter per month All grades: Rs.529 Reimbursement - Car: H - Rs.8934, G - Rs.7362, F - Rs.2217, E - Rs.1931, D - Rs.1931, C - Rs.1645,	Workers @Rs.182 p.m.

	B - Rs.1645 Staff Transport Subsidy @ Rs.300 p.m.	
Mangalore Refinery & Petro Chemicals Ltd.	Executives Conveyance M2: Company Car M3 - Rs.5700, M4 - Rs.5500, M5- Rs.5400 M6 - Rs.4700, M7 - Rs.3700, M8 - Rs.3200, M9 - Rs.2300	Workmen JM1:Rs.1200 JM2 to JM6 : Rs.800
Rural Electrification Corporation Ltd.,	Tpt. Subsidy All Executives - Rs.570/- p.m. , All Non-executives - Rs.350/- p.m. Conv.Reimburse.(Car) - Chief & above - Rs.3950/- p.m. Dy.Chief, Jt.Chief & equiv. - Rs.3610/- p.m., AD/DD & equiv. - Rs. 3250 pm Scooter/M-Cycle - All Executives - Rs.1230/- pm, All NE-3 to NE-6 (LDC to Sr.Asstt.) - Rs.800/- p.m. Peon, Peon(SG) & equiv. - Rs.700/- p.m. Moped All Executives - Rs.570/- p.m., All Non-executives - Rs.350/- p.m. Tpt.Sub. For Blind & Orthopaedically - Double the entitlement of Tpt. Subsidy.	
NTPC	Tpt. Allowance (pm) Car E7 & above Rs.800/-, E5-E6 Rs.800/-, E2A-E4 Rs.800/- E1-E2 Rs.800/- Scooter / Motor-Cycle Executives Rs.800/-, Selection Gr. Rs.800/- , W8-W11/S1-S4- Rs.800/- W1-W7 Rs.585/- Moped All Executives - Rs.645/-, Selection Grade - Rs.510/-, W8-W11/S1-S4- Rs.480/- W0-W7 - Rs.400/- Not owning any vehicle Executives & SG Rs.500/- pm, W8-W11 & S1-S4 Rs.400/- pm W0-W7 - Rs.325/- pm Tpt. Allow to blind orthopaedically handicapped employees Exec. & SG - Rs.1000/- pm, W8 to W11 / S1 to S4 - Rs.800/- pm, W0 to W7 - Rs.650/- pm Conv. Reimbursement (pm) Car E7 & above Rs.3035/-, E5-E6 Rs.2690/-, E2A-E4	

	<p>Rs.2350/- E1-E2 Rs.1640/- Scooter / Motor Cycle Executives Rs.385/-, Selection Grade Rs.385/-, W8-W11 / S1-S4 Rs.80/- Conveyance Advance Car, Scooter, Motorcycle, Moped - 90% of the cost</p>
NHPC	<p>Tpt. Allowance Car/Scooter/Motor Cycle - Rs.800/- , Moped - Rs.645/- Spl. Gr.(S-4) Scooter/M.Cycle Rs.800/-, Moped Rs.510/-, S-1 to S-3 Scooter/M.Cycle Rs.800/-, Moped Rs.400/- W-6 to W-9 Scooter/M.Cycle Rs.800/- , Moped Rs.400/- W-1 to W-5 Scooter/M.Cycle Rs.585/- , Moped Rs.400/- Conveyance reimbursement (official) Car E-1 & E-2 Rs.1640/-, E-2A to E-4 Rs.2350/-, E-5 & E-6 Rs.2690/- E-7 & above Rs.3035/- Scooter / Motorcycle All Executives Rs.385/-, S-1 to S-3 Rs. 80/-, Spl. Gr.(S-4) Rs.385/- W-6 to W-9 Rs. 80/- Moped W-1 to W-5 Rs.235/-, W-6 & above Rs.280/- Employees not maintaining own vehicle All Executives Rs.500/-, S-1 to S-3 Rs.400/-, Spl. Grade Rs.500/- W-1 to W-5 Rs.325/-, W-6 & above Rs.400/-</p>
Satluj Jal Vidyut Nigam Ltd.	<p>Conveyance Reimburse. Car E7 & above 3452/-, E5 & E6 3147/-, E2 to E4 2836/- Scooter / Motor Cycle All Executives 1065/-, Supervisors 776/-, Workmen 528/- Moped All Executives 573/-, Supervisors 431/-, Workmen 359/-</p>

Children Education Allowance in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Paid to employees at Rs.200 p.m. if child is studying upto class-Xth; and beyond class Xth, it is Rs.250 p.m. Hostel subsidy is paid at Rs.625 p.m. The benefit is limited to only 2 children.	
ONGC	Executives E0 to E3: Rs.1800 p.m. E4 to E9: Rs.2400 p.m. Besides, eligible employees are also entitled to Merit scholarship, transport subsidy for children, hostel subsidy, subject to fulfillment of certain laid down terms and conditions.	S level employees & Workmen Rs.1800 p.m. Besides, eligible employees are also entitled to Merit scholarship, transport subsidy for children, hostel subsidy, subject to fulfillment of certain laid down terms and conditions.
IBP Co. Ltd.	Officers & Workmen Rs.200 per month per eligible child upto class X . Rs.250 per month beyond Class X . Hostel Subsidy is also paid to an officer @ Rs.625 per month whose children are staying in a hostel and pursuing professional/ non-professional course.	
Bharat Petroleum Corporation Limited	Management staff & Non Management Staff Rs.150 per child upto Std. X Rs.200 per child from Stad. XI onwards upto graduation/PG. Max. 2 children at any given time.	
Oil India Limited	Executives Children Education Reimbursement is made @ Rs.750 p.m.	
Engineers India Limited	Officers at levels 12-20 Children Education Allowance @ Rs.150 per child subject to a maximum of 2 children.	Employees at levels 1-9 Children Education Allowance @ Rs.150 per child subject to a maximum of 2 children.
Bongaingon Refinery & Petro Chemicals Ltd.	Officers & Workmen Rs.200 p.m. per child – up to Matriculation. Rs.250 per child	

	above Matriculation Hostel Subsidy Rs.625 p.m. per child if studying in Boarding School/ College/ Institution. Children Merit award Rs.2000 (80%) marks, Rs.4500 for professional degree, Gold coin 10 gms for rank holders.	
Chennai Petroleum	Supervisory Employees & Non Supervisory Employees @ Rs.400 p.m.	
Balmer Lawrie & Co. Ltd.	Executives Rs.150 per child upto Class X and Rs.200 for XI and above.	Non Supervisory Rs.125 per child upto Class X and Rs.150 for Class XI and above.
Bienco Lawrie Ltd.	Officers Children Education Allowance per month Rs.100 per child (max 2 children)	
Mangalore Refinery & Petro Chemicals Ltd.	Executives M2:Rs.1000, M3-Rs.800, M4-Rs.700 M5- Rs.700, M6- Rs.450, M7-Rs.400 M8- Rs.400, M9- Rs.400	Workmen JM1- Rs.350, JM2- Rs.270, JM3- Rs.270 JM4- Rs.270, JM5- Rs.270, JM6- Rs.270
Rural Electrification Corporation Ltd.,	@ Rs.40/- p.m.per child from I to X, Rs.50/- p.m. per child from Xi and XII plus Rs.10/- p.m. per child as Science fee (upto 2 children) from IX to XII. For physically handicapped and mentally retarded children @ Rs.100/- p.m. upto XII. Hostel Subsidy @ Rs.300/- p.m. per child from I to XII (upto 2 children)	
NTPC	Over and above Rs.75/- pm per child reimbursement (Rs.225/- pm per child where CCA is not payable). Over and above Rs.75/- pm per child reimbursement (Rs.340/- pm per child where CCA is payable). Hostel subsidy @ Rs.675/- pm per child	
NHPC	Rs. 250/- p.m. per child Hostel subsidy @ Rs.1500/- p.m. per child	
Satluj Jal Vidyut Nigam Ltd.	Tuition Fee (where CCA is not payable) Rs.225/- pm per child Tuition Fee (where CCA is payable) Rs.340/- pm per child Hostel Subsidy @ Rs.675/- pm per child	

Leave Travel Concession in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Employees are entitled to travel to home town or anywhere in India, in lieu of home town, once in a block of 2 years. The journey is performed as per normal travel entitlement. During visit to a place other than home town and if guest house/holiday home facility is not availed, then DA at applicable rate is reimbursed for a maximum of 10 nights for hiring accommodation	
ONGC	Executives E0/E1/E2: Min. Rs.720 Max. Rs.7178 E3 to E9: Rs.7178 S level employees @ Rs.720 p.m.	Workmen W I to W V/A-III: @ Rs.233 p.m. W VI/A-IV & W VII: @ Rs720 p.m.
IBP Co. Ltd.	Officers Leave Travel Assistance is paid once in a block of two years for self and dependent family members for visiting any place in India, as per the entitlement of the officer.	Workmen Leave Travel Assistance is paid one in a block of two years for self and dependent family members for visiting any place in India, as per the entitlement of the Workmen.
Bharat Petroleum Corporation Limited	Management Staff Actual travel for self, spouse, dependent children and dependent parents provided they stay with staff member. A to C : 1 st class rail/Ind class A/C sleeper, air travel to specific locations. D & above: 1 st class AC rail/Air(economy class)	Non Management Staff Actual travel for self, spouse, dependent children and dependent parents staying with the employee. Workmen with Basic Rs.8700 and above per month: II AC/I Class by train. Workmen with Basic Rs.8699 and below per month: II Class by Train.
Oil India Limited		
Engineers India Limited	Employees at levels 1-9 & Officers at levels 12-20 Leave Travel Concession: i. If availed, then fare for shortest route by the entitled class by	

	<p>rail for any place in India/home town in a block of two financial years.</p> <p>ii. If encashed, then 100%/ 50% fare for 5000 kms by entitled class by rail in respect of adult/minor dependent member.</p> <p>iii. Reimbursement in lieu of Holiday Home: 5 days Cash + Lodging Allowance for max. 4 members.</p>	
Bongaingon Refinery & Petro Chemicals Ltd.	<p>Officers Upto D grade: AC II tier E & Above: By Air/ AC 1st class LTC DA: 10 days maximum. DA for self+spouse+dependent children (max 2 for workmen)+dependant parents. DA not admissible when stay in company guest house. LTC encashment: Upto D grade: Rs.5118 per members E and above: Rs.10556 per member (except parents)</p>	<p>Workmen In case of LTC AC III tier entitlement allowed for those eligible in sleeper class. Air travel allowed once in lifetime to Andaman Nicobar/Lakshwadeep LTC DA: 10 days maximum. DA for self+spouse+dependent children (max 2 for workmen)+dependant parents. DA not admissible when stay in company guest house. LTC encashment: Those entitled in AC II- Rs.4110 per member except parents. DA not admissible when stay in company guest house.</p>
Chennai Petroleum	LTC benefits as per rules	LTC benefits as per rules
Balmer Lawrie & Co. Ltd.	<p>Executives Leave Travel Allowance D, E, F, G & H: Actual once every two years for self and dependents by economy air; option available to encash Rs.10556 per person. 02, A, B C Actual once every two years for self and dependents by AC Two tier; option available to encash Rs.5032 per person.</p>	<p>Non Supervisory S1 & S2 One month basic + DA every two years</p>

Bienco Lawrie Ltd.	Officers (Presently under suspension) Once in a block of two years for self and family. Staff LTA per annum @ Rs.700	Workers LTA per annum @ Rs.600
Mangalore Refinery & Petro Chemicals Ltd.	Executives & Workmen Leave Travel Allowance @ 1.5 months basic.	
Rural Electrification Corporation Ltd.,	(1800 kms/ Encashment 1400 kms) GM & above (J Class/2 yrs) lumpsum 6000/- DC to Chief (Y Class/2 yrs) lumpsum 5000/- SO to DD (2nd AC-Rail/2 yrs) lumpsum 4000/- UDC to Sr. Asstt. (2nd AC-Rail/2yrs) lumpsum 3500/- Peon (SG) to LDC (3rd AC-Rail/2yrs) lumpsum 2500/- Peon (3rd AC-Rail/2 yrs) lumpsum 2000/-	
NTPC		
NHPC	Cash Lump sum (1800 kms) E1-E3 Rs.4000/- E4-E6 Rs.5000/- E7 & above Rs.6000/- S1-S3 Rs.3500/- Spl. Grade Rs.3750/- W1-W2 Rs.2000/- W3-W5 Rs.2500/- W6-W7 Rs.3000/- W8-W9 Rs.3500/-	
Satluj Jal Vidyut Nigam Ltd.		

Medical benefits in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	At Refinery locations, Corporation maintains own hospitals at the townships attached to each refinery, where medical attendance can be received. At other places, expenses are reimbursed as per rules. For hospitalization, various hospitals have been placed on panel.	At Refinery locations, Corporation maintains own hospitals at the townships attached to each refinery, where medical attendance can be received. At other places, expenses are reimbursed as per rules. For hospitalization, various hospitals have been placed on panel
ONGC	Executives Rs.1500 p.m.	S level employees & Workmen Rs.1000 p.m.
IBP Co. Ltd.	Officers & Workmen Employees receive medical attendance from an Authorized Medical Attendant either under Allopathic or Homeopathic system. Employees and eligible dependents can obtain medical attendance both domiciliary and hospitalization in any Nursing Home/Hospital or from Specialist of their choice, subject to ceiling on reimbursement. However, Company has nominated a number of hospitals/nursing homes at various locations Bed entitlement linked to the grade of the employees and classification of city have been prescribed under the Medical Rules. The reimbursement of expenses incurred on hospitalization is made limited to the charges for such treatment related to the room entitlement of the employee.	
Bharat Petroleum Corporation Limited	Management Staff Actuals subject to certain item wise limits prescribed under the policy for self, spouse, dependent children and dependent parents.	Non Management Staff Medical reimbursement subject to two times the basic pay per year is available for domiciliary expenses for self, spouse, dependent children and dependent parents,

		widowed sister, widowed sister's children residing with the employee. The reimbursement is as per the schedule of rates in the medical scheme. Medical expenses incurred for hospitalization for major illnesses/surgeries are covered under a separate scheme called "Ex-Gratia Medical Assistance Scheme".
Oil India Limited	Executives Preventive Medicine Reimbursement is made in the range of Rs.500 (min) to Rs.800(max).	
Engineers India Limited	Employees at levels 1-9 & Officers at levels 12-20 Reimbursement towards medical Expenses: As per Contributory Medical Scheme of the Company.	
Bongaingon Refinery & Petro Chemicals Ltd.	Officers BRPL Hospital facility- free for self+family and dependant parents OPD treatment received outside-limits prescribed for consultation and investigations(not on actuals), Medicines actual. Referral Cases: Treatment on actuals. Bed charges limit prescribed Rs.500/850 to Rs.1600. Single AC room for DGM and above. Hospitalisation in non-referral cases: Reimbursement restricted to AIIMS/CMRI Kol rate. Referral hospitals prescribed at	Workmen BRPL Hospital facility- free for self+family and dependant parents OPD treatment received outside-limits prescribed for consultation and investigations(not on actuals), Medicines actual. Referral Cases: Treatment on actuals. Bed charges limit prescribed Rs.225/375 to Rs.650. Hospitalisation in non-referral cases: Reimbursement restricted to AIIMS/CMRI Kol rate. Referral hospitals prescribed at specified

	specified places. Spectacle reimbursement: Rs.4000 max. in a year for family.	places. Spectacle reimbursement: Rs.4000 max. in a year for family.
Chennai Petroleum	Supervisory Employees & Non Supervisory Employees Reimbursement of Medical benefits as per rules	
Balmer Lawrie & Co. Ltd.	Executives Actual expenses, subject to ceilings for individual tests/consultation, etc.	Non Supervisory 1 month basic + DA per annum plus mediclaim Insurance Rs.50000 each for hospitalization.
Bienco Lawrie Ltd.	Officers Limited to prescribed ceiling as set out in the Manual of Terms & Conditions of service for Officers. Hospitalisation (Medical Insurance) up to max. Gr.02 & Gr.A - Rs.8000 Gr.B to Gr.D - Rs.12000 Gr.E to Gr.H - Rs.16000 Staff Rs.1400 per annum	Workers Rs.1200 per annum
Mangalore Refinery & Petro Chemicals Ltd.	Executives & Workmen 1 month's basic	
Rural Electrification Corporation Ltd.,		
NTPC	Free treatment in NTPC Hospital / Dispensaries / Company Hospital / full reimbursement in notified or empanelled hospitals / in non-empanelled hospitals reimbursement limited to ceilings notified as per rules.	
NHPC	Outdoor - One months Basic + DA or Rs.15000/- whichever is more. Indoor - Actual expenditure incurred in Govt / empanelled Hospitals subject to entitlement.	
Satluj Jal Vidyut Nigam Ltd.	A Class - 100% of Holy Family Hospital B1 & B2 Class - 80% of Holy Family Hospital C Class / Unclassified - 60% of Holy Family Hospital	

Performance Linked Incentive in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	PLI scheme is linked to Corporation's performance as per MOU with the Government & profitability; and also linked to Basic+DA of the employees. For the year 2005-06, PLI has been distributed @ 9.45% of base pay to employees whose annual performance was minimum satisfactory. Employees, who are rated below satisfactory are paid a maximum of Rs.6,000 for full year.	
ONGC	<p>Executives Incentive/Reward: Calculated on an average rate of payment of 25% of maximum of the scale for last six years. E0: Rs.4188, E1: Rs.4375, E2: Rs.4675 E3: Rs.5200, E4: Rs.5575, E5: Rs.5975 E6: Rs.6400, E7/E8:Rs.6625, E9: Rs.7138</p> <p>S level employees Incentive/Reward Average rate of payment for last six years is 25%, which is paid on minimum basic pay raised by a factor of 40%. S I: Rs.3577, S II: Rs.3990, S III: 4575 S IV: Rs.5320</p>	<p>Workmen Incentive/Reward W I: Rs.1505, W II: Rs.1575, W III/ A-I: Rs.1645 W IV/ A-II: Rs.1785 W V/ A-III:Rs.2030 W VI/ A-IV:Rs.2275 W VII:Rs.3577</p>
IBP Co. Ltd.		
Bharat Petroleum Corporation Limited	<p>Management Staff Performance Linked Incentive Scheme: It is calculated @ 20% of minimum of the scale with weightage for seniority. It includes ex-gratia in lieu of Bonus. Max. Rs.6000/- p.a.</p>	<p>Non Management Staff Performance Linked Incentive Scheme: It is calculated @ 20% of minimum of the scale with weightage for seniority. It includes ex-gratia in lieu of Bonus. Max. Rs.6000 p.a.</p>

	<p>Performance Related Incentive Scheme (PRISM): It considers individual performance and team performance while effecting payment. This scheme was introduced from the year 2003-04 in lieu of Productivity Incentive Scheme which entailed payments of incentive upto 15% of salary.</p>	<p>Productivity Incentive Scheme: It is calculated @ 15% of Basic + DA depending on the parameters laid down for Marketing and Refinery separately.</p>
Oil India Limited	<p>Executives i. Performance Linked Incentive is paid @ Rs.1243 (min) to Rs.3038(max). ii. REH @ Rs.500 iii. Performance Related Pay @ Rs.2800 (min) and Rs.7100 (max).</p>	
Engineers India Limited		
Bongaingon Refinery & Petro Chemicals Ltd.	<p>Officers & Workmen Performance Linked Incentive Scheme: Revised to allocable % of distributable profit (as approved by the BVoard - Maximum 2%) divided by gross base pay = % of PLI.</p>	
Chennai Petroleum	<p>Supervisory Employees & Non Supervisory Employees PLI benefits as per rules</p>	
Balmer Lawrie & Co. Ltd.	<p>Executive & Non Supervisory Performance Reward Those not eligible for bonus are paid performance reward on a reckonable salary of Rs.2500 subject to achieving MOU Rating between 1 and 2.49.</p>	
Biecco Lawrie Ltd.		
Mangalore Refinery & Petro Chemicals Ltd.	<p>Executives & Workman Performance related incentive @ 15% of BP</p>	
Rural Electrification Corporation Ltd.,		
NTPC	<p>Generation Incentive payable (% of BP) EAF 70% - Monthly 5.625, Quarterly 1.875, Total 7.50 EAF 90% and above - Monthly 22.500, Quarterly 7.500, Total 30.00</p>	

NHPC	
Satluj Jal Vidyut Nigam Ltd.	<p style="text-align: center;">Generation Incentive</p> <p style="text-align: center;">Target 100% - 114% Operation Staff - 10% Maintenance Staff - 7%</p> <p style="text-align: center;">Target 115% - 129% Operation Staff - 11% Maintenance Staff - 8%</p> <p style="text-align: center;">Target 130% - 144% Operation Staff - 12% Maintenance Staff - 9%</p> <p style="text-align: center;">Target 145% - 159% Operation Staff - 13% Maintenance Staff - 10%</p> <p style="text-align: center;">Target 160% - 174% Operation Staff - 14% Maintenance Staff - 10%</p> <p style="text-align: center;">Target 175% or more Operation Staff - 15% Maintenance Staff - 10%</p>

Productivity Incentive Scheme in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Annual Productivity Incentive admissible to officers is based on team and individual performance. The ratio may vary from year to year. Team performance depends upon achievement against listed parameters. Individual performance depends upon score achieved against targets mutually decided in advance with controlling officer. In the case of workmen, incentive is payable only on team performance and is restricted to 15% of BP+DA. The total incentive pay-out in a year inclusive of PLI does not exceed 5% of Distributable profit.	
ONGC	S level employees Productivity Allowance is paid @ Rs.825 p.m.	Workmen Productivity Allowance is paid @ Rs.575-675 p.m. based on pay slabs.
IBP Co. Ltd.		
Bharat Petroleum Corporation Limited		
Oil India Limited		
Engineers India Limited		
Bongaingon Refinery & Petro Chemicals Ltd.	Officers & Workmen Productivity Incentive Scheme: Maximum 15% of pay on fulfillment of MoU target.	
Chennai Petroleum	Supervisory Employees & Non Supervisory Employees PIS benefits as per rules	
Balmer Lawrie & Co. Ltd.	Executive & Non Supervisory 1. Productivity Linked Incentive Maximum of 12% of reckonable salary of Rs.3500 linked to achieving the required productivity levels. 2. Profit Sharing Incentive 5% of the distributable profit is granted.	

Retirement benefits in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	<p>Provident Fund (PF) and EPS 95 IOC has its own Provident Fund run by PF Trusts. Employees are required to contribute @ 12% of pay & DA and the Company pays matching contribution. Out of the Company's contribution to PF, 8.33% of Rs.6,500 is diverted to DPS 95 scheme. The employee's and corporations contribution to PF, together with interest, is refunded at the time of retirement.</p> <p>Gratuity Gratuity rules are as per the Payment of Gratuity Act, 1972. Gratuity is payable at the time of separation @ 15/26 of the monthly emoluments for each completed year of service or part thereof in excess of six months subject to a maximum Rs.3,50,000.</p> <p>Post-retirement medical scheme The retired employees are enrolled under the scheme on one-time voluntary contribution. They are entitled to receive domiciliary and hospitalization treatment within the annual ceilings for each grade. If the hospitalization treatment is obtained in a Government/Nominated hospital, then full expenses are reimbursed for specified ailments; and for other than specified ailments, expenses upto 85%/75% to retired Officers/Workmen are reimbursed.</p>	
ONGC	<p>Provident Fund (PF) and EPS 95 Executives E0: Min. Rs.1590 Max. Rs.2779 E1:Min. Rs.1637 Max. Rs.2928 E2:Min. Rs.2184 Max. Rs.3166 E3:Min. Rs.2630 Max. Rs.3582 E4:Min. Rs.2928 Max. Rs.3879 E5:Min. Rs.3126 Max. Rs.4196 E6:Min. Rs.3324 Max. Rs.4533 E7/E8:Min. Rs.3522 Max. Rs.4712 E9:Min. Rs.4167 Max. Rs.5118 S level employees S I: Rs.1485, S II: Rs.1718, S</p>	<p>Provident Fund (PF) and EPS 95 Workmen W I: Rs.311,W II: Rs.351,W III/ A-I: Rs.390 W IV/ A-II:Rs.470, W V/ A-III:Rs.608 W VI/ A-IV:Rs.747, W VII: Rs.1485 Gratuity Workmen W I: Rs.342, W II: Rs.357, W III/ A-I: Rs.373, W IV/ A-II: Rs.405 W V/ A-III:Rs.461, W VI/</p>

	<p>III:Rs.2050 S IV:Rs.2472</p> <p>Gratuity Executives E0: Min. Rs.854 Max. Rs.1330 E1:Min. Rs.953 Max. Rs.1390 E2:Min. Rs.1092 Max. Rs.1485 E3:Min. Rs.1271 Max. Rs.1652 E4:Min. Rs.1390 Max. Rs.1771 E5:Min. Rs.1469 Max. Rs.1898 E6:Min. Rs.1549 Max. Rs.2033 E7/E8:Min. Rs.1628 Max. Rs.2105 E9:Min. Rs.1886 Max. Rs.2268</p> <p>S level employees S I : Rs.812, S II : Rs.905 S III: Rs.1036, S IV: Rs.1207</p> <p>Post retirement medical scheme Executives: Rs.1500 p.m. S level employees: Rs.1000 p.m.</p> <p>Leave encashment Executives E0:Rs.1085 – 1691, E1:Rs.1211 – 1787 E2:Rs.1388 – 1888, E3:Rs.1615 – 2100 E4:Rs.1767 – 2251, E5:Rs.1868 – 2413 E6: Rs.1969 – 2584, E7/E8:Rs.2070-2675 E9:Rs.2398 – 2882</p> <p>Company's contribution to pension Executives, S level employees & Workmen: Rs.541 p.m. (Calculated at 8.33% on Rs.6500)</p>	<p>A-IV: Rs.516 W VII:Rs.812</p> <p>Post retirement medical scheme Workmen: Rs.1000 p.m.</p> <p>Leave encashment Workmen W I: Rs.434,W II: Rs.454,W III/ A-I: Rs.474 W IV/ A-II: Rs.515,W V/ A-III:Rs.586, W VI/ A-IV:Rs.656, W VII:Rs.1032</p>
IBP Co. Ltd.	<p>Provident Fund (PF) and EPS 95 Officers & Workmen Benefit under Provident Fund under the provisions of Provident Fund Act</p> <p>Gratuity Officers & Workmen</p>	

	<p>Payment of Gratuity under the provisions of Gratuity Act.</p> <p>Post retirement medical scheme Officers & Workmen: Post retirement medical benefit for self, spouse and dependent parents.</p> <p>Leave encashment Officers & Workmen: Encashment of unavailed Privilege Leave & Sick Leave.</p> <p>Company's contribution to pension Benefit under provisions of Employees Family Pension Scheme, 1995.</p> <p>Resettlement benefits after retirement Officers Resettlement benefits to settle down at a place other than the place of last posting- i) Travelling Allowance II) Settling Allowance iii) Transit Allowance iv) Displacement Allowance v) Transport arrangement etc.</p>
Bharat Petroleum Corporation Limited	<p>Provident Fund (PF) and EPS 95 Management Staff & Non Management Staff BPCL contributes @ 12% of Basic + DA to the fund.</p> <p>Gratuity Management Staff & Non Management Staff Gratuity is paid as per the Payment of Gratuity Act.</p> <p>Post retirement medical scheme Management Staff & Non Management Staff: Domiciliary treatment & Hospitalisation expenses are covered as per existing scheme.</p> <p>Company's contribution to pension Management Staff & Non Management Staff Employees Pension Scheme-1995. 8.33% of company's contribution to Provident fund is paid by Company to EPS-95 Scheme as per the provisions of the Scheme. Employee get pension on retirement/death.</p>
Oil India Limited	
Engineers India Limited	<p>Provident Fund (PF) and EPS 95 Employees at levels 1-9 & Officers at levels 12-20 10% of (Basic Pay + DA)</p> <p>Gratuity Employees at levels 1-9 & Officers at levels 12-20 As per payment of Gratuity Act.</p> <p>Post retirement medical scheme</p>

	<p>Employees at levels 1-9 & Officers at levels 12-20: Medical benefits/facilities as per contributory post retirement medical scheme of the company.</p> <p>Leave encashment Employees at levels 1-9 & Officers at levels 12-20 Employees allowed to encash earned leave upto 50% of the leave available in their credit once in a financial year.</p>	
Bongaingon Refinery & Petro Chemicals Ltd.	<p>Resettlement benefits after retirement Officers Settling allowance: 1 month BP + DA Displacement allowance: 30 days DA. Loading/unloading: Rs.1000 per truck at each end. Packing: Upto D grade: Rs.5000 E,E1 & F: Rs.7500, G & above: Rs.10000 Travel expenses for self & family. Transportation of goods - 1 truck upto D grade & 2 trucks for E & above Transport of own conveyance: If transported by road loaded on a truck - reimbursement limited to charges for transportation by passenger train. If transported by own power-mileage @ Rs.7.41/km in which case self TA not admissible. Octroi charges- Actuals</p>	<p>Resettlement benefits after retirement Workmen Settling allowance: 1 month BP + DA Loading/unloading: Rs.600 at each end. Packing- a&b Gr.:Rs.2300, c&d : Rs.2500 e & above:Rs.3300 Travel expenses for self & family + DA for the journey period + joining time leave 6 days. Transportation of goods: 1 wagon load by goods train/1 full truck load Transport of own conveyance: If transported by road loaded on a truck - reimbursement limited to charges for transportation by passenger train. If transported by own power - mileage @ Rs.2.45/km in which case self TA not admissible. Octroi charges- Actuals</p>
Chennai Petroleum	<p>Provident Fund (PF) and EPS 95 Supervisory Employees & Non Supervisory Employees Provident Fund as per Rules Gratuity Supervisory Employees & Non Supervisory Employees Gratuity as per Rules</p>	

Balmer Lawrie & Co. Ltd.	Provident Fund (PF) and EPS 95 Executives & Non Supervisory Interms of the EPF & MP Act – 12% of basic pay and DA Gratuity Executives & Non Supervisory In terms of Payment of Gratuity Act, 1972 Leave encashment Executives & Non Supervisory: Unavailed Privilege Leave is encashable in multiples of 5 Company's contribution to pension Executives Self contributed fund.	
Biecco Lawrie Ltd.	Gratuity Officers, Staff & Workers As per Gratuity Act.	
Mangalore Refinery & Petro Chemicals Ltd.	Provident Fund (PF) and EPS 95 Executives M2: Rs.3372, M3- Rs.2904, M4- Rs.2748, M5- Rs.2556, M6- Rs.2220, M7- Rs.1944, M8- Rs.1728, M9- Rs.1452	Provident Fund (PF) and EPS 95 Workman JM1- Rs.1218, JM2- Rs.1072, JM3- Rs.922 JM4- Rs.787, JM5- Rs.635, JM6- Rs.548
Rural Electrification Corporation Ltd.,		
NTPC		
NHPC	Provident Fund (PF) and EPS 95 12% of Basic pay + DA Post retirement medical scheme Post retirement benefit for both employee and his or her spouse (indoor and outdoor)	
Satluj Jal Vidyut Nigam Ltd.		