

Cost to the Company (CTC)

The structure of pay scales and other benefits & allowances are given below:

ASSISTANT MANAGER (SCALE I)

<i>Details</i>	<i>Amount in Rs.</i>	
	<i>Per Month</i>	<i>Per Year</i>
Basic (14500– 600/7-18700–700/2-20100-800/8-26500)	14500.00	174000.00
DA @ 46.20%	6699.00	80388.00
CCA (if applicable - Maximum) *	540.00	6480.00
Reimbursement of House Rent Allowance (Max) *	6200.00	74400.00
Pension Fund @ 10% on Basic Pay & DA	2119.90	25438.80
Closing Allowance.	200.00	2400.00
Tea Expenses - Reimbursement Maximum	150.00	1800.00
Medical Aid - (Self Declaration)	425.00	5100.00
Fuel Expenses - Reimbursement (for 100 CC)	1118.40	13420.80
Entertainment Expenses - (Reimbursement)	250.00	3000.00
Water Charges - Reimbursement (1% on BP)	145.00	1740.00
Total Pay	32347.30	388167.60
Incentive (if permitted) *	1045.17	12542.00
Ex-Gratia (if permitted) *	3709.83	44517.90
Total Emoluments	37102.30	445227.50

*DA-Dearness Allowance: Subject to change every Quarter based on Consumer Price Index.

* Reimbursement of House Rent:- Subject to ceilings approved by Board from time to time

* Annual Ex-gratia at the rates to be approved by Board from time to time (2009-10 it is 17.5%)

* Annual Incentive for Wardrobe Improvement if permitted.

Cost to the Company (CTC)

The structure of pay scales and other benefits & allowances are given below:

MANAGER (SCALE II)

Manager	Amount in Rs.	
	Per Month	Per Year
Basic (19400-700/1- 20100-800/11-28900)	19400.00	232800.00
DA @ 46.20%	8962.80	107553.60
CCA (If applicable - Maximum)*	540.00	6480.00
Reimbursement of House Rent Allowance (Max) *	6800.00	81600.00
Pension Fund @ 10% on Basic Pay & DA	2836.28	34035.36
Closing Allowance	200.00	2400.00
Tea Expenses - Reimbursement Maximum	150.00	1800.00
Medical Aid - (Self Declaration)	425.00	5100.00
Fuel Expenses - Reimbursement (for 100 CC)	1118.40	13420.80
Entertainment Expenses - (Reimbursement)	250.00	3000.00
Water Charges - Reimbursement (1% on BP)	194.00	2328.00
Total Pay	40876.48	490517.76
Incentive (if permitted)*	1096.75	13161.00
Ex-Gratia (if permitted)*	4963.49	59561.88
Total Emoluments	46936.72	563240.64

*DA-Dearness Allowance: Subject to change every Quarter based on Consumer Price Index.

* Reimbursement of House Rent:- Subject to ceilings approved by Board from time to time

* Annual Ex-gratia at the rates to be approved by Board from time to time (2009-10 it is 17.5%)

* Annual Incentive for Wardrobe Improvement if permitted.