

Chapter 10: the monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulations;

The pay scales of employees (executive) are mentioned below. In addition to the basic pay, perquisites/ allowances up to 35% of the basic income, medical treatment and reimbursement, self-contributory superannuation fund, provident fund, and performance-related payment are also admissible as per company rules. The increment rate (E0-E9) is 3% of the basic pay drawn on the increment date.

Remuneration of Regular Employees of CESL

DPE Grades	Revised Pay Scale (in Rs.) w.e.f. 01.01.2017
E0	30000-120000
E1	40000-140000
E2	50000-160000
E3	60000-180000
E4	70000-200000
E5	80000-220000
E6	90000-240000
E7	100000-260000
E8	120000-280000
E9	150000-300000

Non-executive grade salary structure:

Grade	Starting basic (Rs.)
W0	20000
W1	20500
W2	21000
W3	21500
W4	22000
W5	22500
W6	23000
W7	24000
W8	25000
W9	26000
W10	27000
W11	28000

NOTE: In addition to the above, Company Lease accommodation, other perks & allowances up to 35% of Basic Pay, Leave as per Rule, Medical Treatment/ reimbursement, Self-Contributory Superannuation Benefit Fund, Provident Fund, Performance Related Payment are also admissible as per Company's Rules.