

Bharat Heavy Electricals Limited

PAY SCALES & DESIGNATIONS

GRADE	DESIGNATION	SCALE (Rs.)		
	CHAIRMAN & MANAGING DIRECTOR	80000	-	125000
	DIRECTOR	75000	-	100000
E9	EXECUTIVE DIRECTOR	62000	-	80000
E8	GENERAL MANAGER	51300	-	73000
E7	ADDITIONAL GENERAL MANAGER	51300	-	73000
E6A	SR. DY. GENERAL MANAGER	51300	-	73000
E6	DY. GENERAL MANAGER	43200	-	66000
E5	SR. MANAGER	43200	-	66000
E4	MANAGER	36600	-	62000
E3	DY. MANAGER	32900	-	58000
E2	SR. ENGINEER/SR. ACCOUNTS OFFICER/SR. EXECUTIVE	29100	-	54500
E1	ENGINEER/ACCOUNTS OFFICER/EXECUTIVE	24900	-	50500
ET	ENGINEER TRAINEES/EXECUTIVE TRAINEES	20600	-	46500
JE	JUNIOR EXECUTIVE	12500	-	32200
S8*	TO BE INTRODUCED W.E.F. 25.06.2010	36600	-	62000
S7	SR. ADDL. ENGINEER GR. I / SR. ADDL. OFFICER GR.I	36600	-	62000
S6	SR. ADDL. ENGINEER GR. II / SR. ADDL. OFFICER GR.II	32900	-	58000
S5	ADDL. ENGINEER GR. I / ADDL. OFFICER GR. I	29100	-	54500
S4	ADDL. ENGINEER GR. II / ADDL. OFFICER GR. II	24900	-	50500
S3	DY. ENGINEER / DY. OFFICER	16400	-	40500
S2	ASSTT ENGINEER GR. I / ASSTT OFFICER GR. I	12600	-	32500
S1	ASSTT ENGINEER GR. II / ASSTT OFFICER GR. II	12400	-	30500
S0	SUPERVISORY TRAINEES / ASSTT ENG GR. III/ ASSTT OFFICER GR. III	12300	-	26000
A12/B12*	TO BE INTRODUCED W.E.F. 25.06.2010	30500	-	56000
A11/B11	CHIEF TECHNICIAN GR - II /CHIEF ASSISTANT GR-II	27500	-	53000
A10/B10	GENERAL TECHNICIAN/GENERAL ASSISTANT	24500	-	45000
A9/B9	MASTER TECHNICIAN/SR ASSISTANT GR-I	16400	-	40500
A8/B8	SR TECHNICIAN/SR ASSISTANT GR-II	12600	-	32500
A7/B7	TECHNICIAN/SR. ASSISTANT GR-III	12400	-	30500
A6/B6	ARTISAN GR-I/ASSISTANT GR-I/NURSES GR-I	12350	-	28000
A5/B5	ARTISAN GR-II/ NURSES GR-II	12200	-	25000
A4/B4	ARTISAN GR-III/ASSISTANT GR-II	12000	-	24000
A3/B3	ARTISAN GR-IV/CLERK/TYPIST	11700	-	23000
A2/B2	SEMI SKILLED WORKER/ATTENDANT GR-I	11000	-	22000
A1/B1	UNSKILLED WORKER/ATTENDANT GR-II	10500	-	21000

* Designations will be decided subsequently

In addition, other benefits as such:

Note: Annual increment will be @3% of the basic pay.

DA	Revised every quarter	
HRA	As per place of posting	
Leave, Medical Treatment, Provident Fund, Gratuity etc.		As per Company Rules in force from time to time
Other Allowances	"Cafeteria Approach" will be followed in respect of all employees	Maximum ceiling will be 46% of the Basic pay.