



# BHARAT HEAVY ELECTRICALS LIMITED

## PAY SCALES & DESIGNATIONS

| GRD   | DESIGNATION                      |  | <---- | SCALE | Rs.     | ----->         |
|-------|----------------------------------|--|-------|-------|---------|----------------|
|       | CHAIRMAN & MANAGING DIRECTOR     |  | 27750 | 750   | 31500   |                |
|       | DIRECTOR                         |  | 25750 | 650   | 30950   |                |
| E9    | EXECUTIVE DIRECTOR               |  | 23750 | 950   | 28550   |                |
| E8    | GENERAL MANAGER                  |  | 20500 | 820   | 26500   |                |
| E7    | ADDITIONAL GENERAL MANAGER       |  | 20000 | 800   | 25700   |                |
| E6A   | SR. DY. GENERAL MANAGER          |  | 19500 | 780   | 25350   |                |
| E6    | DY. GENERAL MANAGER              |  | 19000 | 760   | 25300   |                |
| E5    | SR. MANAGER                      |  | 18500 | 740   | 23900   |                |
| E4    | MANAGER                          |  | 17500 | 700   | 22300   |                |
| E3    | DY. MANAGER                      |  | 16000 | 640   | 20800   |                |
| E2    | SR ENGR/SR AO/SR PO              |  | 13750 | 550   | 18300   |                |
| E1A   | ENGR/AO/PERS OFFICER             |  | 11225 | 450   | 17525   |                |
| E1    | ENGINEER TRAINEES/EXE TRAINEES   |  | 10750 | 430   | 16750   |                |
| JE    | JUNIOR EXECUTIVE                 |  | 6470  | 245   | 11270   |                |
| S7    | GEN EXE FOREMAN/GEN EXE SUP      |  | 16000 | 640   | 20800   |                |
| S6    | SR EXE FOREMAN/SR EXE SUP        |  | 14500 | 580   | 18700   |                |
| S5    | EXE FOREMAN/EXE SUP              |  | 13750 | 550   | 18300   |                |
| S4    | GEN FOREMAN/CHIEF SUP            |  | 11225 | 450   | 17525   |                |
| S3A   | FOREMAN/SR O S/SR ACCTT-I        |  | 8600  | 350   | 14600   |                |
| S3    | FOREMAN/SR O S/SR ACCTT-I        |  | 7000  | 245   | 7735 EB | 7900 260 12000 |
| S2    | ASSTT FOREMAN/OS/SR ACCTT GR -II |  | 6500  | 230   | 7190 EB | 7350 245 10640 |
| S1    | CHRGEMAN/AOS/SR ACCTT            |  | 6000  | 210   | 6630 EB | 6780 230 10160 |
| A/B11 | CHIEF TECH/CHIEF ASSTT           |  | 11580 | 460   | 18020   |                |
| A/B10 | GEN TECH/GEN ASSTT               |  | 10335 | 415   | 17390   |                |
| A/B9A | MASTER TECH/SR ASSTT GR-I        |  | 8600  | 350   | 14600   |                |
| A/B9  | MASTER TECH/SR ASSTT GR-I        |  | 7000  | 245   | 7735 EB | 7900 260 12000 |
| A/B8  | SR TECH/SR ASSTT GR-II           |  | 6500  | 230   | 7190 EB | 7350 245 10640 |
| A/B7  | TECH/SR ASSTT GR-III             |  | 6000  | 210   | 6630 EB | 6780 230 10160 |
| A6    | ARTISAN GR-I                     |  | 5750  | 190   | 6320 EB | 6415 205 9285  |
| B6    | ASSTT GR-I                       |  | 5775  | 190   | 6345 EB | 6440 210 9380  |
| A/B5  | ARTISAN GR-II/NURES GR-II        |  | 5350  | 175   | 5875 EB | 5965 190 8815  |
| A4    | ARTISAN GR-III                   |  | 5000  | 150   | 5450 EB | 5525 175 7975  |
| B4    | ASSTT GR-II                      |  | 5020  | 155   | 5485 EB | 5560 175 8535  |
| A3    | ARTISAN GR-IV                    |  | 4800  | 130   | 5190 EB | 5255 150 7805  |
| B3    | CLERK/TYPIST                     |  | 4800  | 130   | 5190 EB | 5255 150 7805  |
| A2    | SEMI SKILLED WORKER              |  | 4400  | 110   | 4730 EB | 4785 130 7125  |
| B2    | ATTENDANT GR-I                   |  | 4400  | 110   | 4730 EB | 4785 130 7125  |
| A/B1  | UNSKILLED WORKER/ATTENDANT GR-II |  | 4200  | 100   | 4500 EB | 4550 110 6530  |

In addition, other benefits as such:

|     |                         |
|-----|-------------------------|
| DA  | Revised every quarter   |
| HRA | As per place of posting |
| CCA |                         |

|  |   |
|--|---|
| Leave, Medical Treatment, Leave Travel Concession, Conveyance Reimbursement, Provident Fund, Gratuity etc. | As per Company Rules in force from time to time |
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