

NHPC LIMITED

WAGES AND EMOLUMENTS (Under Right to Information Act 2005)

1. CLASSIFICATION OF POSTS

Cadre/Group	Post	Grade Code	Pay Scales (Rs.)
Management Cadre	Executive Director	E9	23750-900-950-980(2)-990-28550
	General Manager	E8	20500-670(2)-850-900-950-980(2)-26500
	Chief Engineer/Chief	E7	19500-750-810-845-880-910-945-960-25600
	Senior Manager	E6	18500-700(2)-730-750-780-850-890-23900
Executive Cadre	Manager	E5	17500-630-685(2)-700(4)-22300
	Deputy Manager	E4	16000-660-685(4)-700(2)-20800
	Assistant Manager	E3	13750-550-575-600-610-620-625-685(2)-18700
	Engineer/Officer	E2A	10750-420-430-450-470-490(2)-530-540(3)-550(2)-16750
	Trainee engineer/Trainee Officer	E2	8600-330(2)-350-370-380-400-420-430-450-470-490-510-530-540-14600
	Asstt.Engr./Asstt. Officer	E1	8000-290-300-330(2)-350-360-370-390-410-420-440-460-470-480-13400
Supervisory Cadre	Sr.Supervisor Spl	S4	10000-4%-16000
	Sr.Supervisor Gr-I	S3	9300-3.5%-15590
	Sr.Supervisor Gr-II	S2	8600-3.5%-14920
	Supervisor	S1	7900-3.5%-13700
Workmen Cadre	Highly Skilled Gr-II/I	W8/W9	9000-3.5%-15100(W9) 8550-3.5%-14850(W8)
	Skilled/Ministerial Gr-III/II/I/Spl	W4/W5/W6/W7	7900-3.5%-13700(W7) 7200-3.5%-13100(W6) 6700-3%-12500(W5)
	Semi Skilled Gr-III/II/I/Spl	W2/W4/W5/W6	5800-3%-10790(W4) 5000-3%-9590(W3)
	Un Skilled Gr-III/II/I/Spl	W0/W1/W2/W3/W4	4700-3%-9010(W2) 4400-3%-8430(W1) 3750-2.5%-5450(W0)

2. DEARNESS ALLOWANCE

- DA as on 01.10.2008 is 90.6% of Basic Pay.

2 (A). DEARNESS Pay

- (i) Dearness Allowance equal to 50% of Basic Pay with effect from 01.01.2007 shall be given as a separate component called "Dearness Pay".

(ii) Dearness Pay shall count for the following purposes:

- a. Allowances / Perquisites / Benefits
Dearness Allowance, House Rent Allowance, Field / Special Compensatory Allowance, Non-Practicing Allowance, Special Compensatory Allowances, Special (Duty) Allowance, Transfer Grant, PLGI and Leave Encashment.
- b. Retiral / Terminal Benefits
Gratuity, Retired Employees Health Scheme and contribution to Provident Fund.
- c. Advances linked to Pay

3. CITY* COMPENSATORY ALLOWANCE

City Compensatory Allowance is admissible in 'A', 'B-1' and 'B-2' class cities. The rates at which City Compensatory Allowance is admissible are as under:

Pay Range	Rate per month (Rs.)			
	A-1	A	B-1	B-2
Below 4000	90	65	45	25
4001-5250	125	95	65	35
5251-6499	200	150	100	65
6500 and above	300	240	180	120

4. HOUSE RENT ALLOWANCE

City*	Rates Per Month (Rs)
A1	30% of Pay
A	25% of Pay
B-1, B-2 & C	15% of Pay
Unclassified	10% Pay

* **Classification as per Govt. of India**

Note: Facility to retain Project accommodation at the previous place of posting/residence or draw HRA of the previous place of posting/residence or draw HRA of the new station where the employee intends to shift his family on transfer, is extended to all employees of the Corporation.

5. LEASED ACCOMMODATION

Executives of NHPC (Except TEs/TOs) are provided with the facility of Company Leased Accommodation. The rental ceiling of the lease amount is as under:

Rental ceiling of Corporation's Leased accommodation in respect of employee on IDA pay pattern

Gr. Code	Pay Scale	Maximum of pay scale	Dearness pay on max. of pay scale	Total	Class of cities and rental ceilings			
					A-1 class	A-class	B-1, B-2 and C class	Un-classified
E-1	8000-13400	13400	6700	20100	8040	7035	5025	4020
E-2	8600-14600	14600	7300	21900	8760	7665	5475	4380
E-2A	10750-16750	16750	8375	25125	10050	8794	6281	5025
E-3	13750-18700	18700	9350	28050	11220	9818	7013	5610
E-4	16000-20800	20800	10400	31200	12480	10920	7800	6240
E-5	17500-22300	22300	11150	33450	13380	11708	8363	6690
E-6	18500-23900	23900	11950	35850	14340	12548	8963	7170
E-7	19500-25600	25600	12800	38400	15360	13440	9600	7680
E-8	20500-26500	26500	13250	39750	15900	13913	9938	7950
E-9	23750-28550	28550	14275	42825	17130	14989	10706	8565

6. NON PRACTISING ALLOWANCE (NPA)

NPA is payable to Medical Officers @25% of Pay with effect from 1.8.99. NPA is not counted for any purpose.

7. NIGHT SHIFT ALLOWANCE

Pay Grade	Rate per night shift (Rs)
E-5 and E-6	190
E-3 and E-4	150
E-1 to E-2A	115
Special Grade(S-4)	88
S-1 to S-3	65
W-6 and above	65
Upto W-5	40

8. TRANSPORT ALLOWANCE & CONVEYANCE REIMBURSEMENT

- A. Employees who maintain and utilize their own vehicle shall be allowed a monthly transport allowance and conveyance reimbursement as per following rates:

Category	Type of Vehicle owned by Executive/ Workmen	Transport Allowance (Rs.) (per month)
Executive	Car / Scooter / Motorcycle	800
	Moped	645
Special Grade (S4)	Scooter / Motorcycle	800
	Moped	510
Supervisors (S1-S3)	Scooter / Motorcycle	800
	Moped	400
Workmen W6 – W9	Scooter / Motorcycle	800
	Moped	400
Workmen W1 – W5	Scooter / Motorcycle	585
	Moped	400

Category	Reimbursement Limits (Rs./pm)
E7 & above	3035 (for Car)
E5 - E6	2690 (for Car)
E2A – E4	2350 (for Car)
E1 – E2	1640 (for Car)
Category	Reimbursement Limits (Rs./pm)
All Executives	385 (*for Motorcycle / scooter)
Special Grade (S4)	385 (*for Motorcycle / scooter)
Supervisors (S1 – S3)	80 (*for Motorcycle / scooter)
Workmen in W6 to W9	80 (*for Motorcycle / scooter)

- * NB: Scooters/Motor Cycles having a minimum Brake H.P of 5 or more will be considered for the grant of reimbursement under this scheme.

- B. (In respect of Executives, Supervisors and Workmen not maintaining own vehicles for official use)**

Category of employees Transport allowance per month (w.e.f. 01.11.2006)

- | | |
|---------------------------------|-------|
| i) Executives | : 500 |
| ii) Supervisors (Spl. Gr.) | : 500 |
| iii) Supervisors(S1-S3) | : 400 |
| iv) Workmen in W6 & above | : 400 |
| v) Other Workmen | : 325 |
| (In respect of W0 only at C.O.) | |

9. CONVEYANCE ALLOWANCE FOR BLIND AND ORTHOPAEDICALLY HANDICAPPED EMPLOYEES:

The Conveyance Allowance for Blind and Orthopaedically Handicapped Employees shall be paid at double the rate of transport allowance indicated above at S.N.8.(B).

10. CANTEEN SUBSIDY

Payable to employees posted at places other than Corporate Office at the following rates:

Class of City	Rate per month (Rs.)
A-1, A	325
B-1, B-2/Other locations	225

Note: At Corporate Office Tea Lunch Subsidy is being paid @ Rs.579.00 p.m.

11. NEWSPAPER & MAGAZINES REIMBURSEMENT

The amount of reimbursement of the cost of newspaper and magazines to employees is as under:

Grade	Rate p.m. (Rs.)
E5 & above	400
E1- E4	175
All Supervisors	125
W-6 & above	125
W1 – W5	100

12. WASHING ALLOWANCE:

All Workmen and Supervisors receiving uniform (livery) shall be eligible for washing allowance @ Rs. 100 per month.

13. SPECIAL COMPENSATORY ALLOWANCE TO EMPLOYEES POSTED IN PROJECTS / POWER STATIONS:

Category	Name of Projects/Power Stations	Rate per month (Rs.)
Cat – I	Salal, Tanakpur, Koel Karo, Bav (Stage-I&II), Teesta Low dam (Stage -III&IV), Lakhwar Vyasi & Kotli Bhel	@ 5% of Pay
Cat – II	Chamera (Stage-I,II&III), Baira Siul, Sewa-II and Parbati II & III.	@ 7.5% of Pay
Cat – III	Dhauliganga, Kalpong and Projects / Power Stations situated in Sikkim.	@ 10% of Pay
Cat – IV	North-east Projects/Power Stations except in Sikkim.	@ 20% of Pay
Cat – V	J&K Projects / Power Stations except Salal and Sewa-II.	@ 30% of Pay

14. SPECIAL (DUTY) ALLOWANCE – PAYABLE TO EMPLOYEES POSTED IN NORTH-EAST REGION

@ 10% of Pay without any ceiling limit.

15. SPECIAL COMPENSATORY ALLOWANCE TO EMPLOYEES POSTED AT SHIMLA AND OTHER SUCH PLACES (OTHER THAN THE PROJECTS) i.e. GUWAHATI, GANGTOK, IMPHAL etc.

Special Compensatory (Remote Areas) Allowance

Pay Range (Rs.)	Classification of areas* and Rate per month (Rs.)			
	Part – A	Part – B	Part – C	Part – D
Workmen and Supervisors				
Below 5500	300	250	150	40
5500 to 7199	500	400	300	80
7200 to 8999	700	550	450	120
9000 to 12874	1000	800	600	160
12875 and above	1350	1050	750	200
Executives				
Below 12625	1000	800	600	160
12625 and above	1350	1050	750	200

* 'Remote Areas' classification as per Govt. of India

OR

Special Compensatory (Hill Areas) Allowance -Payable at places situated at a height of 1000 meters or more above Mean Sea Level (MSL).

Pay Range (Rs.)	Rate per month (Rs.)
Workmen and Supervisors	
Below 5500	100
5500 to 7199	140
7200 to 8999	240
9000 and above	300
Executives	
All Executives	300

16. CHILDREN EDUCATION ASSISTANCE:

A. Children education expenditure reimbursement
@ Rs. 250/- pm per child restricted to 2 children

B. Hostel subsidy
@ Rs. 1500/- pm per child restricted to 2 children

17. ELECTRICITY CHARGES FOR EMPLOYEES RESIDING IN PROJECT/POWER STATION ACCOMMODATION:

Height above MSL of Project/Power Station	No. of units	Rates (Rs.)/unit
Upto 1000 mt.	up to 100	free
	101 – 200	1
	beyond 200	2
1000 mt – 1500 mt	up to 150	free
	151 – 250	1
	beyond 250	2
Above 1500 mt.	up to 250	free
	251 – 350	1
	beyond 350	2

18. ELECTRICITY SUBSIDY FOR EMPLOYEES NOT RESIDING IN PROJECT/POWER STATION ACCOMMODATION:

Height above MSL of Project/Power Station	Subsidy/month (Rs.)
below 1000 mt.	100
1000-1500 mt.	150
above 1500 mt.	250

Note: 'Pay' means Basic Pay, Special Pay Stagnation Pay, Personal Pay and Dearness Pay which shall be reckoned for computation of DA and other allowances linked to pay.