

Item 4(1)(b)-(x)

The monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulations.

10. Please provide monthly remuneration received by each of its officers and Employees, including the System of Compensation as Provided in Regulations.

The employees are paid in accordance with the pay scales (IDA pattern) of executives and non-executives as per details below:

CLASSIFICATION OF POSTS

(Executives)	
Executive Director	1,50,000-3%-3,00,000
Chief General Manager	1,20,000-3%-2,80,000
Senior General Manager	1,20,000-3%-2,80,000
General Manager	1,20,000-3%-2,80,000
Deputy General Manager	1,00,000-3%-2,60,000
Chief Manager	90,000-3%-2,40,000
Manager	80,000-3%-2,20,000
Deputy Manger	70,000-3%-2,00,000
Assistant Manager	60,000-3%-1,80,000
Officer	50,000-3%-1,60,000
Deputy Officer	40,000-3%-1,40,000
Assistant Officer	30,000-3%-1,20,000
(Non-Executives)	
NE(SG)	29,000-3%-1,19,500
NE-11	28,000-3%-1,19,000
NE-10	27,000-3%-1,18,500
NE-9	26,000-3%-1,18,000
NE-8	25,000-3%-1,17,500
NE-7	24,000-3%-1,08,000
NE-6	23,000-3%-1,05,000
NE-5	22,500-3%-1,00,000
NE-4	22,000-3%-85,000
NE-3	21,500-3%-74,000
NE-2	21,000-3%-72,000
NE-1	20,500-3%-68,000

2. DEARNESS ALLOWANCE

DA rates are revised 4 times in a year w.e.f. 1st January, 1st April, 1st July and 1st October.

3. HOUSE RENT ALLOWANCE (HRA)

House Rent Allowance at the following rates shall be payable from the date of issue of Presidential Directives i.e. from 10.05.2018:

Revised Classification of Cities/ Towns	Rates of HRA
X-Class (Population of 50 Lakh & above)	24% of Basic Pay
Y-Class (Population of 5 Lakh to 50 Lakh & above)	16% of Basic Pay
Z-Class (Population below 5 Lakh)	8% of Basic Pay

Note: The rates of HRA will be revised to 27%, 18% & 9% for X, Y and Z class cities respectively when IDA crosses 25% and shall be further revised to 30%, 20% and 10% respectively when IDA crosses 50%.

4. LEASED ACCOMMODATION

Executives of REC are provided with the facility of Self-lease/Company Leased Accommodation. The monthly rental ceiling of company leased accommodation are as under:

Grade	Scale of Pay (IDA 2017) (in Rs.)	Rates in Rs. in Category of Cities		
		X (Delhi [#] , Greater Mumbai, Chennai, Bengaluru, Kolkata, Hyderabad)	Y / All Indian State Capital Cities/ Towns (Other than Category X)	Z (Other than Categories X, Y and All Indian Capital Cities/ Towns)
E-0	30,000-1,20,000	30,000	15,750	7,880
E-1	40,000-1,40,000	35,000	18,900	9,450
E-2	50,000-1,60,000	40,000	22,050	11,030
E-3	60,000-1,80,000	45,000	25,200	12,600
E-4	70,000-2,00,000	50,000	28,350	14,180
E-5	80,000-2,20,000	55,000	31,500	15,750
E-6	90,000-2,40,000	60,000	34,650	17,330
E-7	1,00,000-2,60,000	65,000	37,800	18,900
E-8	1,20,000-2,80,000	70,000	42,000	21,000
E-9	1,50,000-3,00,000	75,000	47,250	23,630

Including Faridabad, Ghaziabad, Noida & Gurgaon

House Rent Recovery (HRR)

- i. The HRR in respect of Leased Accommodation shall be at the following rates, or actual rent, whichever is lower:

Classification of Cities	Rates of HRR
X- Class	7.5% of Basic Pay (BP)
Y- Class	5% of Basic Pay
Z- Class	2.5% of Basic Pay

- ii. For staff quarters or pool of flats purchased by the Corporation and allotted to the employees, recovery is made @10% of Basic Pay or standard rent/ license fee, whichever is lower.

NOTE:

The leased accommodation other than self-leased accommodation allotted to an employee may be allowed to be retained by him subsequent to the happening of any of the events specified below for the period mentioned against each on payment of usual normal rent provided that the accommodation is required for bona fide use of the employee or members of his family.

Events	Permissible period for retention of accommodation
1) Retirement	4 months
2) Death	4 months
3) Transfer to a place outside headquarters	2 months
4) On being deputed by the company for training	Full period of leave
5) Any kind of leave which qualifies for payment of House Rent Allowance in Full	Full period of leave
6) Study leave, if any (including EOL)	6 months inclusive of various kinds of leave which may be due to the employee at the time of proceeding on study leave.
7) Leave on medical grounds (including EOL)	6 months inclusive of various kinds of leave which may be due to the employee at the time of proceeding on medical leave.
8) Reversion of a deputationist to his parent department	<ul style="list-style-type: none"> i. Two months (if served REC for a minimum period of one year) ii. One month (if served REC for a period of less than one year)

Provided, however, where an employee is transferred to a place outside station in the midst of an academic session, the period of two months as mentioned at (3) above may be extended not beyond the end of academic session by the Competent Authority in exceptional cases if the shifting of his family is likely to adversely affect the education of his children.

5. Perquisites and Allowances

Perquisites and Allowances are admissible to board level and below board level executives w.e.f. 01.01.2017 on the principles of “Cafeteria Approach” allowing the executive to choose from a given set of Cafeteria of Perquisites and Allowances subject to the condition that the total sum of these Perquisites and Allowances shall not exceed 35% of the revised basic pay.