

Note

Dated : 16.02.2024

No. HQ/HR/Policy/RTI

RTI-158

Name of the Applicant- AVDESH Meena		Reply
S.No.	Information Sought	
1.	Cost to the company and other perks and Allowance- DFCCIL employees.	Copy of CTC & other P&A is attached. Applicable DA will as per GOI orders issued from time to time.
2.	Electrical executive yearly CTC package cost permanent employee.	

Ref: No. 2022/HQ/Admin/RTI-158

Danna
16/2/24
DGM/HR

AGM/HR

GM/HR/B&P

JGM/Admin(CPIO)

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No. 40379/2021/HR-COORD&Policy

Sub: - Cost to the Company and other Perks
and Allowances – DFCCIL employees

A Statement regarding Cost to the Company(CTC) along with other perks and allowances provided to the employees of DFCCIL at various grades is attached for information.


GGM/HR
22.03.2021

Cost to the Company

CTC at Minimum of pay scale								
Grade	Pay Scale	Pay Scale (Minimum)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/ HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA)	Monthly Cost (with minimum of pay scale)	Annual cost (with min of pay scale)
MD	200000-370000	200000	36800	70000	96305	71040	474145	5689740
Dir/CVO	180000-340000	180000	33120	63000	84975	63936	425031	5100372
E9	150000-300000	150000	27600	52500	36000	53280	319380	3832560
E8	120000-280000	120000	22080	42000	28800	42624	255504	3066048
E7	100000-260000	100000	18400	35000	24000	35520	212920	2555040
E6	90000-240000	90000	16560	31500	21600	31968	191628	2299536
E5	80000-220000	80000	14720	28000	19200	28416	170336	2044032
E4	70000-200000	70000	12880	24500	16800	24864	149044	1788528
E3	60000-180000	60000	11040	21000	14400	21312	127752	1533024
E2	50000-160000	50000	9200	17500	12000	17760	106460	1277520
E1	40000-140000	40000	7360	14000	9600	14208	85168	1022016
E0	30000-120000	30000	5520	10500	7200	10656	63876	766512
N7	29000-91000	29000	5336	10150	6960	10300.8	61747	740962
N6	28000-80000	28000	5152	9800	6720	9945.6	59618	715411
N5	25000-68000	25000	4600	8750	6000	8880	53230	638760
N4	22000-63000	22000	4048	7700	5280	7814.4	46842	562109
N3	21000-60000	21000	3864	7350	5040	7459.2	44713	536558
N2	18000-52000	18000	3312	6300	4320	6393.6	38326	459907
N1	16000-45000	16000	2944	5600	3840	5683.2	34067	408806

CTC at Mean of pay scale

Grade	Pay Scale	Pay Scale (Mean)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/ HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA) = 30%	Monthly Cost (with mean of pay scale)	Annual cost (with mean of pay scale)
MD	200000-370000	285000	52440	99750	96305	101232	634727	7616724
Dir/CVO	180000-340000	260000	47840	91000	84975	92352	576167	6914004
E9	150000-300000	225000	41400	78750	54000	79920	479070	5748840
E8	120000-280000	200000	36800	70000	48000	71040	425840	5110080
E7	100000-260000	180000	33120	63000	43200	63936	383256	4599072
E6	90000-240000	165000	30360	57750	39600	58608	351318	4215816
E5	80000-220000	150000	27600	52500	36000	53280	319380	3832560
E4	70000-200000	135000	24840	47250	32400	47952	287442	3449304
E3	60000-180000	120000	22080	42000	28800	42624	255504	3066048
E2	50000-160000	105000	19320	36750	25200	37296	223566	2682792
E1	40000-140000	90000	16560	31500	21600	31968	191628	2299536
E0	30000-120000	75000	13800	26250	18000	26640	159690	1916280

N7	29000-91000	60000	11040	21000	14400	21312	127752	1533024
N6	28000-80000	54000	9936	18900	12960	19180.8	114977	1379722
N5	25000-68000	46500	8556	16275	11160	16516.8	99008	1188094
N4	22000-63000	42500	7820	14875	10200	15096	90491	1085892
N3	21000-60000	40500	7452	14175	9720	14385.6	86233	1034791
N2	18000-52000	35000	6440	12250	8400	12432	74522	894264
N1	16000-45000	30500	5612	10675	7320	10833.6	64941	779287

CTC at Maximum of pay scale

Grade	Pay Scale	Pay Scale (Maximum)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/ HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA) = 30%	Monthly Cost (with maximum of pay scale)	Annual cost (with maximum of pay scale)
MD	200000-370000	370000	68080	129500	96305	131424	795309	9543708
Dir/CVO	180000-340000	340000	62560	119000	84975	120768	727303	8727636
E9	150000-300000	300000	55200	105000	72000	106560	638760	7665120
E8	120000-280000	280000	51520	98000	67200	99456	596176	7154112
E7	100000-260000	260000	47840	91000	62400	92352	553592	6643104
E6	90000-240000	240000	44160	84000	57600	85248	511008	6132096
E5	80000-220000	220000	40480	77000	52800	78144	468424	5621088
E4	70000-200000	200000	36800	70000	48000	71040	425840	5110080
E3	60000-180000	180000	33120	63000	43200	63936	383256	4599072
E2	50000-160000	160000	29440	56000	38400	56832	340672	4088064
E1	40000-140000	140000	25760	49000	33600	49728	298088	3577056
E0	30000-120000	120000	22080	42000	28800	42624	255504	3066048
N7	29000-91000	91000	16744	31850	21840	32323	193757	2325086
N6	28000-80000	80000	14720	28000	19200	28416	170336	2044032
N5	25000-68000	68000	12512	23800	16320	24154	144786	1737427
N4	22000-63000	63000	11592	22050	15120	22378	134140	1609675
N3	21000-60000	60000	11040	21000	14400	21312	127752	1533024
N2	18000-52000	52000	9568	18200	12480	18470	110718	1328621
N1	16000-45000	45000	8280	15750	10800	15984	95814	1149768

Note - (i) Pay scale has been taken at minimum of the scale, mean of the scale and maximum of the scale. Accordingly, monthly cost and annual cost have been calculated at these levels.

(ii) Additional perks and allowances (other than basket) are over and above the cost indicated in table above.

Other perks and allowances

1. Hard and soft furnishing (E0 and above)
2. Entertainment expenses (E3 and above)
3. Birthday gift
4. Reimbursement of expenses towards purchase of instruments (Mobile/ Landline) (once in two years)
5. Briefcase reimbursement (once in two years)
6. Call charges/telephone charges (E1 and above)
7. Uniform allowance
8. On tour (domestic and foreign) – TA/DA/Lodging
9. Reimbursement of membership/subscription fee: For National/International Institutions (E3 and above)
10. Caretaker for Office work at Residence (E5 and above)
11. Consolidate Travelling Allowance (Corporate Office)
12. Night Duty Allowance (NDA) (Rostered staff up to E1 level)
13. National Holiday Allowance (NHA) (Rostered staff up to E1 level)
14. Special Allowance (employees on deputation)
15. Leave Travel concession
16. Composite Transfer Grant

Besides above allowances, employees are also provided with following facilities-

1. Group Insurance Scheme
2. Medical facility (Indoor and Outdoor)