

SYSTEM OF COMPENSATION OF STC EMPLOYEES

MANAGERIAL CADRES: Pay Scales of Managers are governed by the guidelines issued in Department of Public Enterprises (DPE) O.M. No. 2(70)/08-DPC(WC) dated 26.11.2008, 09.02.2009 & 02.04.2009 and are effective w.e.f. 01.01.2007 for a period of 10 years. The pay-scales of Managers are given here under:-

DESIGNATION	GRADE	PAY SCALES
Chairman-cum-Managing Director	---	` 80,000-1,25,000
Directors	---	` 75,000-1,00,000
Chief General Managers (& its equivalent)	E-8	` 51,300-73,000
General Managers (& its equivalent)	E-7	` 43,200-66,000
Joint General Managers (& and its equivalent)	E-6	` 36,600-62,000
Deputy General Managers (& and its equivalent)	E-5	` 32,900-58,000
Chief Managers (& and its equivalent)	E-4	` 29,100-54,500
Managers (& and its equivalent)	E-3	` 24,900-50,500
Deputy Managers (& its equivalent)	E-2	` 20,600-46,500
Assistant Managers (& its equivalent)	E-1	` 16,400-40,500

STAFF CADRES: Pay Scales of employees in Staff Cadres are governed by a Memorandum of Settlement signed between Federation of STC Employees' Unions and Management. The present Agreement dated 24.04.2010 is effective w.e.f. 01.01.2007 for a period of 10 years. The pay-scales of employees are given here under:-

GRADE	PAY SCALES
IV-B (SOM-II)	` 16,200-36,000
IV-A (SOM-I)	` 15,600-30,500
IV (OM)	` 14,000-27,500
SS-II	` 14,000-27,000
SS-I	` 12,100-25,000
ASS-I	` 12,100-24,500
III (Asstt./ Steno./ Insp.)	` 12,100-25,500
II-B	` 11,800-23,500
II-A	` 11,600-23,000
I-D	` 11,400-22,000
I-C	` 11,000-19,000
I-B	` 10,500-16,000
I-A	` 9,800-14,000

- **VDA:** Dearness Allowance linked to Consumer Price Index and is revised every quarter on the basis of rise and fall in the quarterly All India Average Consumer Price Index (2001 Base).
- **HRA:** As per DPE guidelines depending on the place of posting of employee.