



**Monthly Remuneration received by officers & employees including system of compensation**

The remuneration payable to Executives of the Company is governed by the Guidelines issued by the Department of Public Enterprises (DPE), Government of India.

The remuneration payable to Workmen are fixed through negotiations with the recognised Trade Unions of Workmen, in accordance with the Guidelines issued by the Department of Public Enterprises, Government of India.

The prevailing Scales of Pay in respect of Executives and Workmen are given below:

**EXECUTIVES (W.E.F. 1.1.17)**

GRADE	SCALE OF PAY
I	30,000 - 1,20,000
II	40,000 - 1,40,000
III	50,000 - 1,60,000
IV	60,000 - 1,80,000
V	70,000 - 2,00,000
VI	80,000 - 2,20,000
VII	90,000 - 2,40,000
VIII	1,00,000 - 2,60,000
IX	1,20,000 - 2,80,000
X	1,50,000 - 3,00,000
CEOs / Directors	1,80,000 - 3,40,000
CMD	2,00,000 - 3,70,000

**WORKMEN (W.E.F. 1.1.17)**

SCALE	SCALE OF PAY
1	18,000 - 70,000
2	18,500 - 75,000
3	19,000 - 80,000
4	21,000 - 85,000
5	22,000 - 90,000
6	23,000 - 95,000
7	24,000 - 1,00,000
8	25,500 - 1,05,000
9	27,000 - 1,10,000
10	28,500 - 1,15,000
SS	30,000 - 1,20,000



**Hindustan Aeronautics Limited**

**NOTE:** In addition to the Basic Pay payable as per the Scales of Pay indicated above, employees are eligible for payment of Dearness Allowance; accommodation in Company Quarters on nominal rent or payment of House Rent Allowance; other Allowances / Benefits; Performance Related Pay / Productivity Incentives; Leave; Free Medical facilities for self and dependent family members; Canteen Facilities; Superannuation Benefits; other Welfare facilities; etc. as per Company's Rules.