

Section 4(b)-(x)

The monthly remuneration received by each officers and employee of MCL, including the system of regulation as provided in its regulations :

The remuneration of the officers of the company is governed by the guidelines of the Department of Public Enterprise, Government of India. The pay scales of the officers are of Industrial pattern. Whereas the wages of the Non Executives are fixed through negotiations with the Central Trade Unions.

The monthly emoluments of officers and workmen at various grades is as under:

**MANPOWER STATUS OF MCL AS ON 01.06.2011
(GRADE WISE)**

Executive	Func. Directors	E8	E7	E6	E5	E4	E3	E2	E1		Total
Numbers	04	77	164	521	196	111	40	98	313		1524
Pay Scale(Rs.)		51300-73000	43200-6600	36600-62000	32900-58000	29100-58000	24900-50500	20600-46500	16400-40500		
Non Executive	A1	A1SL U	TA	SPL	Gr.-I	Gr.-II	Gr.-III	TB	TC	TD	Total
MCL		1272		588	311	327	228	547	762	147	4182
Pay Scale	15199.08 *	15199.08 *	11785.22 *	10935.02 *	10127.7 *	9367.07 *	8979.97 *	10935.02 *	10127.70 *	9367.07 *	
Non Executive	TE	TF	TG	TH	Cat-VI	Cat-V	Cat-IV	Cat-III	Cat-II	Cat-I	Total
MCL	134	101	42	144	993	1445	2315	801	1470	4274	11719
Pay Scale	8979.97 *	8880.56 *	8757.06 *	8571.79 *	375.77 **	360.03 **	345.67 **	338.80 **	328.78 **	321.54 **	
Non Executive	Execv.(Spl. Grade)	Execv. (Gr.A)	Execv. (Gr.B)	Execv. (Gr.C)	Execv. (Gr.D)	Execv. (Gr.E)	PR (Gr.VA)				
MCL	483	778	781	773	637	483	52				3987
Pay Scale	442.99 **	421.51 **	397.06 **	380.20 **	366.93 **	342.99 **	354.19 **		G.Total		21412

N.B. :- * Initial Basic pay per month. Rate of increment is 3% of basic pay.

**** Initial Basic pay per day. Rate of increment is 3% of basic pay.**