

# NHPC LIMITED

## WAGES AND EMOLUMENTS (Under Right to Information Act 2005)

### 1. CLASSIFICATION OF POSTS

Cadre/Group	Post	Grade Code	Pay Scales (Rs.)
Management Cadre	Executive Director	E9	62000 – 3% - 80000
	General Manager	E8	51300 – 3% - 73000
	Chief Engineer/Chief	E7	51300 – 3% - 73000
	Senior Manager	E6	43200 – 3% - 66000
Executive Cadre	Manager	E5	36600 – 3% - 62000
	Deputy Manager	E4	32900 – 3% - 58000
	Assistant Manager	E3	29100 – 3% - 54500
	Engineer/Officer	E2A	24900 – 3% - 50500
	TE/TO	E2	20600 – 3% - 46500
	Asstt. Engr/Asstt. Officer	E1	16400 – 3% - 40500
Supervisory Cadre	Sr Supervisor Spl	S4	16300 – 3% - 40400
	Sr Supervisor Gr I	S3	16000 – 3% - 40000
	Sr Supervisor Gr II	S2	15500 – 3% - 39500
	Supervisor Gr III	S1	15000 – 3% - 37000
Workmen Cadre	Highly Skilled	W9/W10	W10: 16300 – 3% - 40400 W9: 16000 – 3% - 40000
	Skilled	W4/W5/W6/W7/ W8	W8: 15500 – 3% - 39500 W7: 15000 – 3% - 37000 W6: 14500 – 3% - 36000
	Un Skilled	W0/W1/W2/W3/ W4/W5	W5: 14000 – 3% - 34500 W4: 13500 – 3% - 29500 W3: 11500 – 3% - 26000 W2: 11000 – 3% - 24500 W1: 10500 – 3% - 23000 W0: 8700 – 3% - 20000

### 2. Dearness Allowance

DA rates are revised 4 times in a year w.e.f 1<sup>st</sup> January, 1<sup>st</sup> April, 1<sup>st</sup> July & 1<sup>st</sup> October.  
DA as on 01.01.2012 is 56.7 %.

### 3. City Compensatory Allowance

Dispensed w.e.f. 26.11.2008.

### 4. House Rent Allowance

Revised Classification of Cities/Towns	Rates of HRA (% of Revised Basic Pay)
X (Previously classified as A1)	30%
Y (Previously classified as A, B1 & B2)	20%
Z (Previously classified as C and un-classified Areas)	10%

\* Classification as per Govt. of India

Note: Facility to retain Project accommodation at the previous place of posting / residence or draw HRA of the previous place of posting / residence or draw HRA of

the new station where the employee intends to shift his family on transfer, is extended to all employees of the Corporation.

## 5. Leased Accommodation

Executives of NHPC (except TEs/TOs) are provided with the facility of Company Leased Accommodation. The rental ceiling of the lease amount is as under:

### Revised Monthly Rental Ceiling for Company Leased Residential Accommodation (Rs. / Month)

Grade	Classification as per GOI as has been followed for HRA		
	X *	Y	Z
E1	18230	14180	10130
E2	20930	16280	11630
E2A	22730	17680	12630
E3	24530	19080	13630
E4	26100	20300	14500
E5	27900	21700	15500
E6	29700	23100	16500
E7	31275	24325	17375
E8	32850	25550	18250
E9	36000	28000	20000

(Including \* Faridabad, Gaziabad, Noida & Gurgaon (MoF Department of Expenditure OM No. 2(13)/2008 - E(1) 8 dated 29th August, 2008).

The Lease Rent so determined by the Rent Assessment Committee (RAC) shall in no case be fixed beyond the existing lease rent entitlement ceilings as notified above.

## 6. Non-Practicing Allowance (NPA)

NPA is payable to Doctors @ 25 % of Basic Pay. NPA is not reckoned for any other purpose.

## 7. Night Shift Allowance

The existing rate of night shift allowance shall be revised w.e.f 01.03.2011

Grade	Rs per night shift
E5 & above	280
E3-E4	225
E1/E2/E2A	170
All Supervisors / Workmen in Grade W6 & above	100
Upto W5	60

Note: Employees shall not be engaged in more than 8 night shifts per month as a general rule, in case the services of the employee are required in night shift for more than 8 days in a month in the interest of the Corporation, prior approval of the Head of Projects/Power Stations is required.

## 8. Transport Subsidy / Monthly Conveyance Reimbursement:

Scheme of Reimbursement of Expenditure on Local Travel for Official Purposes has been introduced at the rates as given below:

**Executives:**

Grade	Rate in Rs per Month
E1 – E2	3220
E2A – E4	4400
E5 – E6	5270
E7 & above	5860

**Supervisors**

Vehicle	Grade	Rate in Rs per Month
Car	S2 & above	1900
Motor/Scooter/other two wheeler	Spl. Grade (S4)	1700
	S1 – S3	1400

**Workmen**

Grade	Rate in Rs per Month
Upto W 5	350
W6 – W7	600
W8 & above	850

**9. Conveyance Allowance for Blind & Orthopaedically Handicapped Employees:**

Blind and Orthopaedically handicapped employees shall draw Conveyance Allowance w.e.f. 26.11.2008 in addition to the other perks & allowances under cafeteria approach for commuting from residence to office and back, as under:

Category of Employees	Rate p.m (Rs)
All Executives/ Supervisors in Spl Grade (S 4)	500
Supervisors in S1 – S3/ Workmen in W6 & above Grade	400
Other Workmen in W0 – W5	325

**10. Canteen Subsidy:**

Dispensed w.e.f 26.11.2008 subsequent to introduction of cafeteria allowances.

**11. Newspaper & Magazines Reimbursement:**

Dispensed w.e.f 26.11.2008 subsequent to introduction of cafeteria allowances.

**12. Washing Allowance:**

Dispensed w.e.f 26.11.2008 subsequent to introduction of cafeteria allowances.

### 13. Special Allowance to employees posted in Projects/Power Stations:

Special Allowance: Existing Special Compensatory Allowance and Special Allowance (pre-revised) has been revised and renamed as Special Allowance w.e.f 26.11.2008, as per rates & classification of remote areas as given below:

S.No.	Category	Criteria for Classification as per Govt. Orders	Rate p.m (% of Basic Pay)
1	A	Part A areas	10
2	B	Part B areas	8
3	C	Part C areas	6
4	D or U/C	Part D areas / Unclassified areas (Projects/Power Stations, Rural Roads Projects and Electrification Works Projects) only)	4

Note: Special Allowance in the Projects/Power Stations/Units which came into existence after 26.11.2008 shall be payable from the actual date of joining of the employee in that Project/Power Station/Unit

### 14. North East Allowance – Payable to Employees Posted in North-East Region/Ladakh Region of J&K.

North – East Allowance: Existing Special (Duty) Allowance has been revised and renamed as North East Allowance w.e.f 26.11.2008, which shall be payable to the employees as per details given below:

S.No.	Name of the Projects/Power Stations/Units	Rate p.m (%age of Basic Pay)
1	Projects/Power Stations/Units situated in Ladakh Region of J&K	12.5
2	Projects/Power Stations/Units situated in Manipur, Arunachal Pradesh & Assam	10
3	Projects/Power Stations/Units situated in Sikkim	5

### 15. Special Compensatory Allowance to Employees posted at Shimla and other such places (other than the Projects) i.e Guwahati, Gangtok, Imphal etc – Special\Compensatory (Remote Area) / (Hill Area) Allowance.

Dispensed w.e.f 26.11.2008.

### 16. Children Education Assistance

Dispensed w.e.f 26.11.2008 subsequent to introduction of cafeteria allowances. Now a part of cafeteria of allowances.

### 17. Electricity Charges for employees residing in Project/Power Station accommodation.

Dispensed w.e.f 26.11.2008 subsequent to introduction of cafeteria allowances.

### 18. Electricity Subsidy for employees not residing in Project/Power Station accommodation.

Dispensed w.e.f 26.11.2008 subsequent to introduction of cafeteria allowances.