

## CHAPTER- X

### STATEMENT ON MONTHLY REMUNERATION OF OFFICERS AND EMPLOYEES INCLUDING SYSTEM OF COMPENSATION

OVL follows the policies of its parent Company ONGC for HR function. The remuneration of the Officers and Employees of the Company is governed by the guidelines of the Department of Public Enterprises, Government of India. The pay scales of officers and employees are on Industrial DA pattern. The standard designations, levels and scales of pay of officers and workmen at various grades are given below:

Level	Designations	Scales of pay
Schedule-B	Managing Director	75000-100000
Schedule-C	Director	65000-75000
E-9	Executive Director	Rs. 62000-80000
E-8	Group General Manager	Rs. 51300-73000
E-7	General Manager	Rs. 51300-73000
E-6	Deputy General Manager	Rs. 48600-71000
E-5	Chief Manager/Chief Geophysicist/Chief Geologist/ Chief Chemist/Chief Engineer	Rs. 43200-66000
E-4	Manager/Superintending Engineer/Superintending Geophysicist/ Superintending Geologist/ Superintending Chemist	Rs. 36600-62000
E-3	Deputy Manager/Deputy Superintending Geophysicist/ Deputy Superintending Geologist/ Deputy Superintending Chemist/Deputy Superintending Engineer	Rs. 32900-58000
E-2	Senior(**) Officer/Executive Engineer/Senior Geophysicist/ Senior Geologist/Senior Chemist	Rs. 29100-54500
E-1	(**) Officer/Assistant Executive Engineer/Geophysicist/ Geologist/Chemist	Rs. 24900-50500
E-0	Assistant(**) Officer/Assistant Engineer	Rs. 20600-46500
S-IV	Chief Superintendent/Senior Foreman	Rs. 15200 (OE)
S-III	Senior Superintendent/Senior Foreman	Rs. 13070 (OE)
S-II	Superintendent/Foreman	Rs. 11400 (OE)
S-I	Assistant Superintendent/Assistant Foreman	Rs. 10220 (OE)
A-V	Junior Engineer/Junior Superintendent/Junior Accountant	Rs. 7000 (OE)
A-IV	Topman/ Chageman/ Assistant Grade - I	Rs. 6500 (OE)
A-III	Junior Technician/Rigman/ Assistant	Rs. 5800 (OE)

	Grade - II	
A-II	Assistant Technician/Assistant Rigger/ Assistant Grade – III	Rs. 5100 (OE)
A-I	Junior Assistant Technician/Junior Assistant	Rs. 4700 (OE)
W-VII	Head Worker	Rs. 10220 (OE)
W-VI	Deputy Head Worker	Rs. 6500 (OE)
W-V	Senior Worker	Rs. 5800 (OE)
W-IV	Attendant Grade – I	Rs. 5100 (OE)
W-III	Attendant Grade –II	Rs. 4700 (OE)
W-II	Attendant Grade – III	Rs. 4500 (OE)
W-I	Junior Attendant	Rs. 4300 (OE)

Pay Scales from S-IV Level to W-I Level are yet to be revised w.e.f. 01.01.2007.

### Abbreviations in use

Superintending	–	S. /Suptdg	Superintendent	-	Suptdt.
Deputy	-	Dy.	Accountant	-	Acctt.
Executive	-	Ex.	Assistant Grade	-	A.G.
Senior	-	Sr.	Technician	–	Tech.
Assistant	-	Asstt.	Open Ended	-	OE

### Notes:

1. The above levels indicate the various levels applicable in ONGC and may not be represented in OVL.
2. In addition to the above, Dearness Allowance, House Rent Allowance, Medical Reimbursement, Provident Fund, Gratuity, Superannuation Benefits etc. are provided as per the Company's rules from time to time.