

**Monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulation.**

Details of the wage structure of employees in RINL/VSP are as given below. For details of individual employee and grade, please [click here](#).

<b>Non executives</b>		<b>Executives</b> (including Non-Unionised Supervisory Cadre)	
GRADE	SACLE OF PAY (Revised w.e.f. 1.1.2012)	GRADE	SACLE OF PAY (Revised w.e.f. 1.1.2007)
S-1	15830 - 3% - 22150	J-0	12600-3%-32500
S-2	16300 - 3% - 23200	E-0	16400-3%-40500
S-3	16800 - 3% - 24110	E-1	20600-3%-46500
S-4	17100 - 3% - 25540	E-2	24900-3%-50500
S-5	17300 - 3% - 27540	E-3	32900-3%-58000
S-6	17500 - 3% - 30070	E-4	36600-3%-62000
S-7	17600 - 3% - 31230	E-5	43200-3%-66000
S-8	17700 - 3% - 32420	E-6*	---
S-9	17800 - 3% - 35480	E-7*	---
S-10	17900 - 3% - 42030	E-8	51300-3%-73000
S-11	18000 - 3% - 43950	E-9	62000-3%-80000

\* Scales of E-6 & E-7 provisionally fixed at max of Rs.68,000/- and Rs.70,000/- respectively

**ALLOWANCES, PERKS & BENEFITS**

Besides basic pay in the respective grade as above, employees are entitled to Dearness Allowance as per IDA pattern as notified by Ministry of Labour, Annual Increment, Company quarters or House Rent Allowance at prescribed rates in lieu thereof, Company flat / leased accommodation at outstation marketing / liaison offices, Production Incentive, Traveling Allowance / Dearness Allowance on official tours, different kinds of Leave (CL, EL, HPL, CML, Spl.CL etc.), encashment of Leave (EL & HPL – on superannuation / VRS or resignation after 20 years of continuous service), comprehensive medical benefits for employees their dependents at Company’s hospital (VSGH)/ Company empanelled Hospitals, Performance Linked Benefit Scheme(PLBS), Advances like Motor Vehicle / Cycle Advance, House Building Advance, Medical Advance, Festival Advance, Incentive for acquiring prescribed Professional Qualifications, Night Shift Allowance to employees working in ‘C’ Shift, Split Duty Allowance to employees of Medical Department performing duties in split shifts, Mining Allowance in respect of employees working in mines, Bonus (as per Act), Superannuation Benefit Scheme, Employees’ Family Benefit Scheme for providing coverage in case of total permanent disablement / death, Contributory Provident Fund, Gratuity (as per Act), other retirement benefits like TA/ DA for final settlement, free treatment at Company’s hospital for self & spouse, Mediclaim etc.

Apart from the above, executives are also entitled to Non-Practicing Allowance for doctors, Study Leave and Perks & Allowances under Cafeteria Approach.

Additionally non-executives are also entitled to City Compensatory Allowance, Local Traveling Expenses within prescribed ceiling limits/ Transport Subsidy, Canteen Subsidy, School Fee Reimbursement for dependent children, LTC/ LTA, Annual Performance Reward.