

GOA SHIPYARD LIMITED
VASCO-DA-GAMA, GOA - 403802

INFORMATION UNDER RTI ACT 2005

Section 4 1(b) (x) - Monthly remuneration (Pay scales) received by each of its Officers and Employees, including the system of compensation as provided in its regulations

The remuneration of the Executives and Non-Unionised Supervisors of the Company is governed by the guidelines issued by the Department of Public Enterprises (DPE), Government of India. The pay scales are on Industrial DA (IDA) pattern.

The pay scales of Executives and Non-Unionised Supervisors effective from 01.01.2017 are as under:

DESIGNATION	REVISED SCALES OF PAY (in Rs.)
<u>BOARD LEVEL EXECUTIVES</u>	
CMD (B)	180000-3%-320000
Director (Sch-B)	160000-3%-290000
<u>BELOW BOARD LEVEL EXECUTIVES</u>	
CGM (E-8)	120000-3%-280000
GM (E-7)	100000-3%-260000
AGM (E-6)	90000-3%-240000
DGM (E-5)	80000-3%-220000
SM (E-4)	70000-3%-200000
MGR (E-3)	60000-3%-180000
DM (E-2)	50000-3%-160000
AM (E-1)	40000-3%-140000
JM (E-0)	30000-3%-120000
<u>NON – UNIONISED SUPERVISORS</u>	
S-1	21000-3%-70000
S-2	23000-3%-80000
S-3	25000-3%-90000
S-4	27000-3%-100000
S-5	29000-3%-110000

The remuneration of unionized workmen is fixed by way of negotiations held between Management and Workers Union subject to the overall guidelines in this regard which are promulgated by the Department of Public Enterprises, Government of India.

The pay scales of Workmen with effect from 01.01.2017 are as under:

DESIGNATION	REVISED SCALES OF PAY (in Rs.)
<u>WORKMEN</u>	
W-1	10100-3%-35000
W-2	10800-3%-39500
W-3	11400-3%-44000
W-4	14600-3%-48500
W-5	15100-3%-53000
W-6	15600-3%-57500
W-7	16100-3%-60500
W-8	16600-3%-63500
W-9	17600-3%-66500
W-10	18400-3%-69500
W-11	19200-3%-72500
W-12	20000-3%-75500
W-13	20800-3%-78500

In addition to the above, Dearness Allowance, House Rent Allowance, Perks & Allowances, Medical facilities, Provident Fund, Gratuity, Superannuation Benefits etc. are provided as applicable to the respective cadres in accordance to the Company's rules as applicable and amended from time to time.

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