

### BHEL PAY SCALES & DESIGNATIONS

GRADE	DESIGNATION	Scale (Rs.)		
	CHAIRMAN & MANAGING DIRECTOR	200000	-	370000
	DIRECTOR	180000	-	340000
E9	EXECUTIVE DIRECTOR	150000	-	300000
E8	GENERAL MANAGER	120000	-	280000
E7	ADDITIONAL GENERAL MANAGER	120000	-	280000
E6A	SR. DY. GENERAL MANAGER	120000	-	280000
E6	DY. GENERAL MANAGER	100000	-	260000
E5	SR. MANAGER	100000	-	260000
E4	MANAGER	90000	-	240000
E3	DY. MANAGER	80000	-	220000
E2	SR. ENGINEER/SR. ACCOUNTS OFFICER/SR. EXECUTIVE	70000	-	200000
E1	ENGINEER/ACCOUNTS OFFICER/EXECUTIVE	60000	-	180000
ET	ENGINEER TRAINEES/EXECUTIVE TRAINEES	50000	-	160000
JE	JUNIOR EXECUTIVE	35000	-	125000
S8	EXECUTIVE ADDL. ENGINEER GR. II / EXECUTIVE ADDL. OFFICER GR.II	90000	-	240000
S7	SR. ADDL. ENGINEER GR. I / SR. ADDL. OFFICER GR.I	90000	-	240000
S6	SR. ADDL. ENGINEER GR. II / SR. ADDL. OFFICER GR.II	80000	-	220000
S5	ADDL. ENGINEER GR. I / ADDL. OFFICER GR. I	70000	-	200000
S4	ADDL. ENGINEER GR. II / ADDL. OFFICER GR. II	60000	-	180000
S3A	DY. ENGINEER / DY. OFFICER	48000	-	150000
S3	DY. ENGINEER / DY. OFFICER	42500	-	140000
S2	ASSTT ENGINEER GR. I / ASSTT OFFICER GR. I	37000	-	130000
S1	ASSTT ENGINEER GR. II / ASSTT OFFICER GR. II	33500	-	120000
S0	SUPERVISORY TRAINEES / ASSTT ENG GR. III/ ASSTT OFFICER GR. III	32000	-	100000
A12/B12	SR. CHIEF TECHNICIAN/SR. CHIEF ASSISTANT	59000	-	175000
A11/B11	CHIEF TECHNICIAN/CHIEF ASSISTANT	55500	-	170000
A10/B10	GENERAL TECHNICIAN/GENERAL ASSISTANT	53000	-	165000
A9/B9	MASTER TECHNICIAN/SR ASSISTANT GR-I	42500	-	140000
A8/B8	SR TECHNICIAN/SR ASSISTANT GR-II	37000	-	130000
A7/B7	TECHNICIAN/SR. ASSISTANT GR-III	33500	-	120000
A6/B6	ARTISAN GR-I/ASSISTANT GR-I/NURSES GR-I	31000	-	95000
A5/B5	ARTISAN GR-II/ NURSES GR-II	30500	-	85000
A4/B4	ARTISAN GR-III/ASSISTANT GR-II	30000	-	75000
A3/B3	ARTISAN GR-IV/CLERK/TYPIST	29500	-	65000
A2/B2	SEMI SKILLED WORKER/ATTENDANT GR-I	24000	-	55000
A1/B1	UNSKILLED WORKER/ATTENDANT GR-II	23000	-	50000

**Note: Annual increment will be 3% of the basic pay.**

DA	Revised every quarter	
HRA	As per place of posting	
Leave, Medical Facility, Provident Fund, Gratuity etc.		As per Company Rules in force from time to time
Other Allowances	Cafeteria Approach will be followed in respect of all employees	Maximum ceiling will be 31% of the Basic Pay.