

**Section 4(b)-(x)**

**The monthly remuneration received by each officers and employee of MCL, including the system of regulation as provided in its regulations :**

The remuneration of the officers of the company is governed by the guidelines of the Department of Public Enterprise, Government of India. The pay scales of the officers are of Industrial pattern. Whereas the wages of the Non Executives are fixed through negotiations with the Central Trade Unions.

The monthly emoluments of officers and workmen at various grades is as under:

**MANPOWER STATUS OF MCL AS ON 01.04.2010  
(GRADE WISE)**

Executive	Func. Directors	E8	E7	E6	E5	E4	E3	E2	E1		Total
Numbers	04	83	200	864				59	56		1262
<b>Pay Scale(Rs.)</b>		<b>51300 - 73000</b>	<b>43200 - 6600</b>	<b>36600 - 62000</b>	<b>32900 - 58000</b>	<b>29100 - 58000</b>	<b>24900-50500</b>	<b>20600 -46500</b>	<b>16400 -40500</b>		
Non Executive	A1	A1SL U	TA	SPL	Gr.-I	Gr.-II	Gr.-III	TB	TC	TD	Total
<b>MCL</b>		1370		589	334	373	198	526	866	138	4394
<b>Pay Scale</b>	15199.08 *	15199.08 *	11785.22 *	10935.02 *	10127.7 *	9367.07 *	8979.97 *	10935.02 *	10127.70 *	9367.07 *	
<b>Non Executive</b>	TE	TF	TG	TH	Cat-VI	Cat-V	Cat-IV	Cat-III	Cat-II	Cat-I	Total
<b>MCL</b>	125	156	45	142	994	1410	2353	874	1553	3607	11259
<b>Pay Scale</b>	8979.97 *	8880.56 *	8757.06 *	8571.79 *	375.77 **	360.03 **	345.67 **	338.80 **	328.78 **	321.54 **	
<b>Non Executive</b>	<b>Excv.(Spl . Grade)</b>	<b>Excv. (Gr.A)</b>	<b>Excv. (Gr.B)</b>	<b>Excv. (Gr.C)</b>	<b>Excv. (Gr.D)</b>	<b>Excv. (Gr.E)</b>	<b>PR (Gr.VA)</b>				
<b>MCL</b>	458	812	748	753	600	502	189				4062
<b>Pay Scale</b>	442.99 **	421.51 **	397.06 **	380.20 **	366.93 **	342.99 **	354.19 **				