



## ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

( Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016 )

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**AIACE/CENTRAL/2021 / 055**

**Dated 3.8.2023**

To  
The Secretary  
Department of Public Enterprises,  
160, Udyog Bhavan,  
New Delhi-110011.  
Email: secy-dpe@nic.in

Sub: Request for standardisation of designations of executives with grade across all CPSEs to remove fallacy

Dear Sir,

The Department of Public Enterprises acts as the nodal department for all the Central Public Sector Enterprises (CPSEs) and formulates policy pertaining to CPSEs. It lays down, in particular, policy guidelines on performance improvement and evaluation, autonomy and financial delegation and personnel management in CPSEs.

In OM No. 2/12/2009/-DPE(WC) dt 24-12-2012, referring to DPE's own refer to Annex-I of DPE O.M. dated 26.11.2008 you had stated that, ***"It has come into the notice of this Department that in violation of DPE O.Ms. dated 26.11.2008 and 02.04.2009 some CPSEs have adopted higher or different pay scales than those prescribed under 2007 pay revision, for their executives at below Board level."*** (Annexure-I).

Part of this above referred Annexure-I, included in the body of O.M. dated 26.11.2008, available at <https://dpe.gov.in/sites/default/files/Guideline-172.pdf> is reproduced in Annexure-II.

As per these guidelines, below board level executives of CPSEs have necessarily to be in the specified grades of E0 to E9 in a CPSE depending upon the schedule of their CPSE. CPSEs are free to recruit executives for each grade as per their functional requirement, and as per the rules framed therefor.

However, every CPSE has their executives divided in these 10 grades with slight adjustment but with varying names of Designations in every grade. This leads to fallacy on the part of an executive from one CPSE to try and explore opportunities for higher post in other CPSE.

To understand our submission, we have compiled and annexed a list of varying designations along with pay scales in different CPSE for all these 10 grades in Annexure – III.

In order to avoid fallacy of designations in different grades, we present in Annexure-IV, the Standardized designations for every 10 grades recommended by DPE for all officers in the Central Public Sector Enterprises (CPSEs) in India from E0 to E9 grades, along with the pay scales for different grades from E0 to E9 in Central Public Sector Enterprises (CPSEs) in India as revised by the Government of India in 2017 through 3<sup>rd</sup> PRC.

As such, it is requested that DPE may also undertake the job of strict adherence to standardized uniform Designations for all the 10 grades to eliminate confusion in the mindset of executives.

Further, it is requested that, honoring the recommendations of the government and decisions upheld by various courts, the Diploma Engineers with 10 years of experience in relevant discipline be treated equivalent to Degree holders and be absorbed in E0 grade of along with other executives without any departmental examination. The order **No. F 18-19/ 75/ T-2**, dated 26.05.1977 issued by the Ministry of Education & Social Welfare (Department of Technical Education), New Delhi had envisaged that a **Diploma in Engineering** in appropriate discipline **plus total 10 years of Technical experience** in the appropriate fields is equivalent to **Degree in Engineering** is available at [http://www.uadee.org/Degree\\_Note%20with%20RTI%20Replies.pdf](http://www.uadee.org/Degree_Note%20with%20RTI%20Replies.pdf)

We at AIACE hope that, our above request will be duly considered by DPE for further action in this regard.

Thanking you,

Regards,



P. K. Singh Rathor  
Principal General Secretary, AIACE

CC

1. Secretary, DOPT, Govt of India, New Delhi.
2. Secretary, Ministry of Finance, Govt of India, New Delhi.
3. Director General, SCOPE, New Delhi.

No. 2(12)/2009-DPE(WC)  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhawan,  
Block No. 14, CGO Complex,  
Lodhi Road, New Delhi-110 003  
Dated: 24th December, 2012

**OFFICE MEMORANDUM**

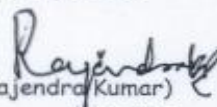
**Subject:-Scales of Pay and Grades of executives at below Board level in CPSEs.**

The undersigned is directed to refer to Annex-I of DPE O.M. dated 26.11.2008 which, inter-alia, provided different grades and corresponding pay scales in 2007 pay revision. It has come to the notice of this Department that in violation of DPE O.Ms. dated 26.11.2008 and 02.04.2009 some CPSEs have adopted higher or different pay scales than those prescribed under 2007 pay revision, for their executives at below Board level.

2. It is clarified that below board level executives of CPSEs have necessarily to be in the specified grades of E0 to E9 in a CPSE depending upon the schedule of their CPSE. CPSEs are free to recruit executives for each grade as per their functional requirement, and as per the rules framed therefor. However, each CPSE can only adopt and recruit executives to the 10 grades (E0 to E9) provided in the DPE guidelines. For example, in case if it is 'E0 Grade', the corresponding pay scale must be Rs. 12,600-32,500 and in case it is 'E6 Grade', it has to be Rs. 36,600-62,000/-. The grade and corresponding scale of pay cannot be altered by the CPSEs. Appropriate nomenclature for these Grades as per the standard practice of the CPSEs may be followed.

3. Further, no intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 2.4.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with its corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade.

4. Administrative Ministries/Departments may suitably issue instructions to the CPSEs under their administrative control for their information and necessary action.

  
(Rajendra Kumar)  
Director  
24360624

Annex. I  
(Para 1)REVISED SCALES OF PAY OF BOARD AND BELOW BOARD LEVEL  
EXECUTIVES IN CPSEs

1	2	3
Grade	Existing	Revised
E0	6550-200-11350	12,600-32,500
E1	8600-250-14600	16,400-40,500
E2	10750-300-16750	20,600-46,500
E3	13000-350-18250	24,900-50,500
E4	14500-350-18700	29,100-54,500
E5	16000-400-20800	32,900-58,000
E6	17500-400-22300	36,600-62,000
E7*	18500-450-23900	43,200-66,000
E8*	20500-500-26500	51,300-73,000
E9*	23750-600-28550	62,000-80,000
Grade	Existing	Revised
Director (D)	18500-450-23900	43200-66,000
CMD (D)	20500-500-25000	51300-73,000
Director (C)	20500-500-25000	51300-73,000
CMD (C)	22500-600-27300	65,000-75,000
Director (B)	22500-600-27300	65,000-75,000
CMD (B)	25750-650-30950	75,000-90,000
Director (A)	25750-650-30950	75,000-1,00,000
CMD (A)	27750-750-31500	80,000-1,25,000

\*E7 only in CPSEs of Schedule A, B & C.

\*E8 only in CPSEs of Schedule A & B.

\*E9 only in CPSEs of Schedule A.

**Executive Designation & Pay scales in  
CIL, SAIL, ONGC, NTPC, IRCON, NALCO, NMDC, BHEL, INDIAN OIL**

**CIL**

<b>DESIGNATION</b>	<b>GRADE</b>	<b>SCALE (IN RS.)</b>
Officer (In case of Dept. candidates)	E1	40,000 – 1,40,000
Sr.Officer (In case of Dept. candidates) / Management Trainee (In case of Fresh Recruitment)	E2	50,000 – 1,60,000
Asst. Manager	E3	60,000 – 1,80,000
Deputy Manager	E4	70,000 – 2,00,000
Manager	E5	80,000 – 2,20,000
Sr. Manager	E6	90,000 – 2,40,000
Chief Manager/ If designated HoD then Dy. General Manager	E7	1,00,000 -2,60,000
General Manager	E8	1,20,000 – 2,80,000
Executive Director	E9	1,50,000 – 3,00,000
Director	Sch B	1,60,000 – 1,90,000
CMD	Sch B	1,80,000 – 3,20,000
Director	Sch A	1,80,000 – 3,40,000
CMD	Sch A	2,00,000 – 3,70,000

**SAIL**

<b>DESIGNATION</b>	<b>GRADE</b>	<b>SCALE (IN RS.)</b>
Junior Manager	E0	30000-3%-120000
Assistant Manager	E1	50000-3%-160000
Deputy Manager	E2	70000-3%-200000
Manager	E3	80000-3%-220000
Senior Manager	E4	90000-3%-240000
Assistant General Manager	E5	100000-3%-260000
Deputy General Manager	E6	120000-3%-280000
General Manager	E7	120000-3%-280000
Executive Director	E8	120000-3%-280000
Chief Executive Officer (CEO)	E9	150000-3%-300000

**ONGC**

<b>DESIGNATION</b>	<b>GRADE</b>	<b>SCALE (IN RS.)</b>
Assistant Officer / Assistant Engineer / Personal Secretary	E-0	50,000 – 1,60,000
Officer / Assistant Executive Engineer / Geophysicist / Geologist / Chemist	E-1	60,000 – 1,80,000

Senior Officer / Assistant Executive Engineer / Senior Geologist / Senior Chemist	E-2	70,000 – 2,00,000
Deputy Manager / Deputy Superintending Geophysicist / Deputy Superintending Geologist / Deputy Superintending Chemist / Deputy Superintending Engineer	E-3	80,000 – 2,20,000
Manager / Superintending / Geophysicist/ Superintending Geologist / Superintending Chemist / Superintending Engineer	E-4	90,000 – 2,40,000
Chief Manager / Chief Geophysicist / Chief Geologist / Chief Chemist / Chief Engineer	E-5	1,00,000 – 2,60,000
Deputy General Manager	E-6	1,20,000 – 2,80,000
General Manager	E-7	1,20,000 – 2,80,000
Group General Manager	E-8	1,20,000 – 2,80,000
Executive Director	E-9	1,50,000 – 3,00,000

<b>NTPC</b>		
<b>DESIGNATION</b>	<b>GRADE</b>	<b>SCALE (IN RS.)</b>
Engineer / Officer	E-1	50,000 – 1,60,000
Executive Trainee / Assistant Manager	E-2	60,000 – 1,80,000
Deputy Manager / Deputy Superintendent	E-3	70,000 – 2,00,000
Manager / Superintendent	E-4	80,000 – 2,20,000
Senior Manager / Senior Superintendent	E-5	90,000 – 2,40,000
Deputy General Manager	E-6	1,00,000 – 2,60,000
Additional General Manager	E-7	1,20,000 – 2,80,000
General Manager	E-8	1,20,000 – 2,80,000
Executive Director	E-9	1,50,000 – 3,00,000

## IRCON

<b>DESIGNATION</b>	<b>GRADE</b>	<b>SCALE (IN RS.)</b>
Assistant Manager	E-1	40000 - 140000
Dy. Manager	E-2	50000 - 160000
Manager	E-3	60000 - 180000
Dy. General Manager	E-4	70000 - 200000
Jt. General Manager	E-5	80000 - 220000
Addl. General Manager	E-6	90000 - 240000
General Manager	E-7	100000 - 260000
Chief General Manager	E-8	120000 - 280000
Executive Director	E-9	150000 - 300000
Director	Sch -A	180000 - 340000

CMD	Sch- A	200000 - 370000
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## NALCO

DESIGNATION	GRADE	SCALE (IN RS.)
Assistant Engineer/ Assistant Officer/ GET/MT	E-0	40000 -3% – 140000/-
Jr. Manager/ Medical Officer	E-1	60000 -3%- 180000/-
Assistant Manager/ Sr.Medical Officer	E-2	70000 -3% – 200000/-
Dy. Manager/Asst. Medical Supdt.	E-3	80000 -3% – 220000/-
Manager/Dy. Medical Supdt.	E-4	90000 -3% – 240000/-
Sr. Manager/Medical Supdt	E-5	100000 -3% – 260000/-
Asst. General Manager/ Asst. General Medical Supdt.	E-6	120000 -3% -280000/-
Dy. General Manager	E-7	120000 -3% -280000/-
General Manager	E-8	120000 -3% -280000/-
Executive Director	E-9	150000- 3%- 300000/-

## NMDC

DESIGNATION	GRADE	SCALE (IN RS.)
Junior Officer	JO	37000-3%-130000
Executive	M-1	40000-3%-140000
Jr.Manager/Executive Trainee	M-2	50000-3%-160000
Asst. Manager	M-3	60000-3%-180000
Dy. Manager	M-4	70000-3%-200000
Manager	M-5	80000-3%-220000
Sr. Manager	M-6	90000-3%-240000
Asst. General Manager	M-7	100000-3%-260000
Dy. General Manager	M-8	120000-3%-280000
General Manager	M-9	120000-3%-280000
Chief General Manager	M-10	120000-3%-280000
Executive Director	M-11	150000-3%-300000
Director	B	180000-3%-340000
CMD	A	200000-3%-370000

## BHEL

DESIGNATION	GRADE	SCALE (IN RS.)
ENGINEER TRAINEES/EXECUTIVE TRAINEES	ET	50000 - 160000
ENGINEER/ACCOUNTS OFFICER/EXECUTIVE	E1	60000 - 180000
SR. ENGINEER/SR. ACCOUNTS OFFICER/SR. EXECUTIVE	E2	70000 - 200000
DY. MANAGER	E3	80000 - 220000

MANAGER	E4	90000 - 240000
SR. MANAGER	E5	100000 - 260000
DY. GENERAL MANAGER	E6	100000 - 280000
SR. DY. GENERAL MANAGER	E6A	120000 - 280000
ADDITIONAL GENERAL MANAGER	E7	120000 - 280000
GENERAL MANAGER	E8	120000 - 280000
EXECUTIVE DIRECTOR	E9	150000 - 300000
DIRECTOR	Sch-A	180000 - 340000
CHAIRMAN & MANAGING DIRECTOR	Sch-A	200000 - 370000

## INDIAN OIL

DESIGNATION	GRADE	SCALE (IN RS.)
Assistant Officer	A0	Rs. 50,000 – 1,60,000/-
Officer	A	Rs. 60,000 – 1,80,000/-
Assistant Manager	B	Rs. 70,000 – 2,00,000/-
Deputy Manager	C	Rs. 80,000 – 2,20,000/-
Manager	D	Rs. 90,000 – 2,40,000/-
Senior Manager	E	Rs. 1,00,000 – 2,60,000/-
Chief Manager	F	Rs. 1,20,000 – 2,80,000/-
Dy. General Manager	G	Rs. 1,20,000 – 2,80,000/-
General Manager	H	Rs. 1,20,000 – 2,80,000/-
Executive Director	I	Rs. 1,50,000 – 3,00,000/-
Director	Sch-A	Rs. 1,80,000 – 3,40,000/-
Chairman	Sch-A	Rs. 2,00,000 – 3,70,000



## Annexure – IV

The Department of Public Enterprises (DPE) has recommended standardised designations for all officers in the Central Public Sector Enterprises (CPSEs) in India from E0 to E9 grades. It's important to note that while these are the suggested standardised designations, individual CPSEs may choose to modify or adopt different designations based on their specific needs and requirements. The recommended designations are as shown in Table-1 below:

Similarly, the paycales for different grades from E0 to E9 in Central Public Sector Enterprises (CPSEs) in India have been revised by the Government of India in 2017 through 3<sup>rd</sup> PRC. It is important to note that these paycales are subject to change and may vary depending on the specific CPSE and the nature of the job. The paycales may also include additional benefits such as allowances, perks, and bonuses. Here are the paycales for each grade as shown in Table-1 below:

**Table-1**

<b>DESIGNATION STANDARDISED BY DPE</b>		<b>3RD PRC PAYSCALES FOR CPSEs</b>
<b>GRADE</b>	<b>DESIGNATION</b>	<b>SCALE (IN RS.)</b>
E-0	Junior Executive	Rs. 30,000 - Rs. 1,20,000
E-1	Assistant Manager	Rs. 40,000 - Rs. 1,40,000
E-2	Deputy Manager	Rs. 50,000 - Rs. 1,60,000
E-3	Manager	Rs. 60,000 - Rs. 1,80,000
E-4	Senior Manager	Rs. 70,000 - Rs. 2,00,000
E-5	Chief Manager	Rs. 80,000 - Rs. 2,20,000
E-6	Deputy General Manager	Rs. 90,000 - Rs. 2,40,000
E-7 (only in Schedule A, B & C)	General Manager	Rs. 1,00,000 - Rs. 2,60,000
E-8 (only in Schedule A & B)	Executive Director	Rs. 1,20,000 - Rs. 2,80,000
E-9 (only in Schedule A)	Director	Rs. 1,50,000 - Rs. 3,00,000
Board level Post	Director (Sch-D)	Rs. 1,00,000- Rs. 2,60,000
Board level Post	CMD (D)	Rs. 1,20,000- Rs. 2,80,000
Board level Post	Director (Sch-C)	Rs. 1,20,000- Rs. 2,80,000
Board level Post	CMD (C)	Rs. 1,60,000- Rs. 2,90,000
Board level Post	Director (Sch-B)	Rs. 1,60,000- Rs. 2,90,000
Board level Post	CMD (B)	Rs. 1,80,000- Rs. 3,20,000
Board level Post	Director (Sch-A)	Rs. 1,80,000- Rs. 3,40,000
Board level Post	CMD( A)	Rs. 2,00,000- Rs. 3,70,000