



MAHARASHTRA METRO RAIL CORPORATION LTD.
(A JOINT VENTURE OF GOVT. OF INDIA AND GOVT. OF MAHARASHTRA)



MAHA METRO PAY SCALES

Ser No.	Designation	Category	6 th CPC CDA Pay Scale (in Rs.)	Grade Pay	2 nd PRC IDA Pay Scale (in Rs.)	7 th CPC CDA Pay Scale (in Rs.)	3 rd PRC IDA Pay Scale (in Rs.)	Grade Code
NON-EXECUTIVES:-								
1.	Un-skilled - (Civil/ Elect/ S&T/Stores etc.)	Non-Supervisor	5200-20200	1800	6090-9300	7000	1	NS1
2.	Semi-skilled - (Civil/ Elect/ S&T/Stores etc.)		5200-20200	1800	6670-11470	7000	1	NS2
3.	Skilled/ Jr. Maintainer/ Jr./ Asstt. Driver/ Data Entry Operator/ Jr. Stn. Asstt.		5200-20200	2000	8000-14140	8460	3	NS3
4.	Steno/Asstt./Driver/Maintainers/Asstt. Station Contr./Stn. Asstt/Genl. Asstt.		5200-20200	2400	10170-18500	9910	4	NS4
5.	PA/Sr. Asstt./Driver Gr-I/MCM/Draftsman/JE/Stn. Controller/Train Op/Vig.Insp Gr-II		9300-34800	4200	13500-25520	13500	6	S1
6.	Jr Executive/SPA/SO/Legal Asstt/ Librarian/Dsl Driver/Shunter/Sr Stn. Contr., Sr. Train Op/Vig.Insp Gr-I/SE.	Sr. Supervisor	9300-34800	4600	16000-30770	17140	7	S2
7.	Sr.Executive/ S/SSE/SRSO/Stn Manger Gr-II/Time Table Insp/Revenue Inspector/Loco Inspector/ Sr. Vigilance Inspector/SSO.	Chief Supervisor	9300-34800	4800	18500-35600	18150	8	S3



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EXECUTIVES:-

1.	Assistant Manager (AM)	Managerial level	15600-39100	5400	20600-46500	21000	10	50000-160000	E1
2.	Manager		15600-39100	6600	24900-50500	25350	11	60000-180000	E2
3.	Dy. General Manager		15600-39100	7600	29100-54500	29500	12	70000-200000	E3
4.	Sr. Dy. General Manager								
5.	Jt. General Manager	Dy. level							
6.	Addl. General Manager/ Sr. Addl. General Manager*		37400-67000	8700	36600-62000	46100	13	90000-240000	E5
7.	General Manager/ Chief General Manager*		37400-67000	8900	43200-66000	49100	13A	100000-260000	E6
8.	Executive Director	HOD level	37400-67000	10000	51300-73000	53000	14	120000-280000	E7
					62000-80000			150000-300000	E8

BOARD LEVEL EXECUTIVES (BLE):-

9.	Director	Board level			75000-100000			180000-340000	E9
10.	Managing Director				80000-125000			200000-370000	E10

* The Officer on completion of 3 years service at AGM level will be eligible for special allowance of Rs.2500/- per month subject to APAR grading and will be designated as Sr. AGM.

* The senior-most HODs are designated as Chief GM with special allowance of Rs.2500/- per month subject to fulfillment of service requirement and APAR grading.

* The post of HOD/ Dy. HOD level for Project wing will be designated as CPM, Addl. CPM, Jt. CPM, Dy. CPM respectively.

Note:- However, the Executives/ Staff on deputation who are drawing pay in CDA scales in their parent cadre shall continue to draw their salary in Maha Metro in the CDA pay scales itself.



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MAHA METRO PERKS

1. All Regular/ Contract employees of Maha Metro in IDA pay scale will be eligible for a Perks equivalent to 45% of the Basic Pay per month. Employees on deputation/ Re-employed/ fixed pay/ lump sum amount Employees and Consultants of Maha Metro are not eligible for the Perks.
2. The Perks will form part of Salaries for Income Tax purposes.
3. The breakdown of various components applicable under Perks are as enumerated below. Eligible Employees will select every year these components as per their choice subject to the sum total ceiling limit of 45% of the basic pay and submit their choice annually in written as per the format given at Annexure-A below to the Finance Department.

Ser No.	Perks/ allowance Name	% of basic pay
1.	Canteen Allowance	5%
2.	Professional Literature/ Newspaper Reimbursement	5%
3.	Children Education Allowance	10%
4.	Hostel Subsidy	10%
5.	Electricity Reimbursement (for Non-Executives)	5%
6.	Technical Self Development/ Professional Updation Allowance	10%
7.	Club membership (below Director level)	10%
8.	Entertainment Allowance (below Dy. HOD level)	5%
9.	Outdoor Medical Allowance or Cafeteria Allowance in lieu	20%
10.	Washing Allowance	5%
11.	Conveyance/ Transport Allowance (Applicable to all Non-Executives and those Executives who do not avail Transport (conveyance) facility)	10%
12.	Reimbursement of expenditure on vehicle repair and maintenance (Applicable to all Non-Executives and those Executives who do not avail Transport (conveyance) facility)	10%
13.	Driver Allowance (Applicable to all Non-Executives and those Executives who do not avail Transport (conveyance) facility)	5%
14.	Gardner Allowance	5%
15.	Crèche Reimbursement	5%
16.	House upkeep Allowance	5%
17.	Technical Self Development Allowance	10% ***
18.	Other Allowance	upto 15%



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***** Note:-**

1. The Technical Self Development Allowance will be 10% of the basic pay to meet the expenses towards reading, attending online courses, study material or any other expenses which will enhance the technical knowledge of employees; subject to:-

- (a) Employee will take two memberships of journals in technical field to enrich their development & knowledge.
- (b) No separate reimbursement towards membership will be admitted.
- (c) Presentation will have to be given by employee, as and when asked by Competent Authority (either in group or single handedly).

4. **INTERPRETATION AND RELAXATIONS:-** The decision of the Managing Director of the Corporation, on all interpretations and relaxations to this Policy, will be final. The power to interpret, modify, cancel, relax, and add to or amendment to any of these rules shall rest with the Managing Director, whose decision shall be final.



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MAHARASHTRA METRO RAIL CORPORATION LTD.

No: MAHA-Metro/HR/Various Perks/2017

Date: 1st July, 2017

OFFICE ORDER

Sub:- Option of Various perks upto 45% of the Basic pay.

With reference to above it is informed that the employee of MAHA-Metro shall be allowed to choose from the given set or cafeteria of perquisites and allowances subject to the condition that the sum total of these perquisites and allowances shall not exceed 45% of their individual Basic Pay.

Accordingly, the following shall form part of the cafeteria limited to 45% of the Basic pay with effect from 01-04-2017.

S.No	Item Name	% of Basic
1	Canteen Allowance/ Meal Vouchers	5%
2	News Paper/Professional Literature Reimbursement	5%
3	Children Education Reimbursement	10%
4	Hostel Subsidy	10%
5	Electricity Reimbursement (Below Executive)	5%
6	Professional Updation Allowance	10%
7	Club Membership(below Director)	10%
8	Entertainment Allowance(below HOD)	5%
9	Outdoor Medical	20%
10	Washing Allowance	5%
11	Conveyance/Transport Allowance	10%
12	Reimbursement of expenditure on Vehicle repair and Maintenance	10%
13	Driver Allowance (those entitled for car advance)	5%
14	Gardener Allowance	5%
15	Crèche Reimbursement	5%
16	House upkeep Allowance	10%
17	Self Development Allowance	10%
18	Other Allowance	Upto 15%

The concerned employee may submit their form (Attached) for option of perks to HR Department, latest by 08-07-2017. Employee are advised to tick such options, which are not being reimbursed/paid by Maha-Metro, so that necessary exemption under Income tax act(If any) could be claimed

This issue with the approval of Competent Authority.

Sd. xxxxxxxx/-
Manager (HR)



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Copy to:-

1. DP/DRSS/DF- For kind information please.
2. Sr. DGM (Finance)- For kind information please.
3. All HODs/Dy. HODs- For kind information please
4. Addl. CPM (Tele)- for uploading in intranet/HR Folder.
5. PA to MD- For kind information of MD.
6. Office order file.