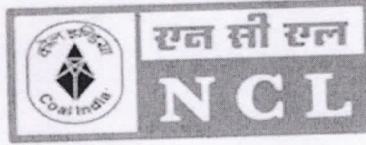
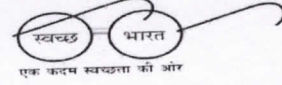


नॉदर्न कोलफील्ड्स लिमिटेड  
(मिनिरात कंपनी)  
(कोल इण्डिया लिमिटेड की अनुषंगी कंपनी)



**Northern Coalfields Limited**  
(A Miniratna Company)  
(A subsidiary of Coal India Limited)

**औद्योगिक अभियांत्रिकी विभाग / Industrial Engineering Department**



CIN- U10102MP1985GOI003160

An ISO: 9001, ISO: 14001 & OHSAS: 18001 Certified Company

पोस्ट- सिंगरौली कोलियरी, जिला- सिंगरौली, म.प्र., पिन 486889/ Post- Singrauli Colliery, Distt- Singrauli, M.P. PIN-486889  
Phone: 07805- 267403, (FAX) 266640 email: [gmie.ncl@coalindia.in](mailto:gmie.ncl@coalindia.in) website : [www.nclcil.in](http://www.nclcil.in)

No. NCL/SGR/IED/PIS/21-22/

Date: 29/04/2022

To,  
The Area General Manager-  
AML/BNA/DCH/JNT/JRD/KKR/KHD/NGH/KSL/BLB/CWS

**Subject: Implementation of Productivity Improvement Scheme (PIS) 2022-23 from 01.04.2022 to 31.03.2023**

Dear Sir,

Implementation of Productivity Improvement Scheme (PIS) 2022-23 has been approved in the 274<sup>th</sup> meeting of Board of Directors of NCL for implementation in all projects and service units from 01.04.2022 to 31.03.2023.

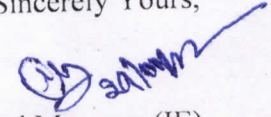
You are requested to initiate necessary action for successful implementation of PIS 2022-23 in your project / unit. A soft copy of PIS 2022-23 is being sent through e-office / e-mail.

Submitted for kind perusal and further needful action at your end.

Thanking you,

Encl. : As Above

Sincerely Yours,

  
General Manager (IE)

**Copy for kind information to:**

1. Director- (Tech./Oprns.)/(Personnel)/(Finance)/(Tech./P&P), NCL.
2. GM (Mining) /TS to Chairman and Managing Director, NCL.

**Distribution Through Email/E-Office**

1. General Manager-(Prod.)/(Pers.)/(Finance)/(System)/(M&S)/(Excv.)/(QC), NCL
2. CMS, NSC / Incharge, IWSS/ Depot Officer, Central Stores, NCL
3. Project Officer / Staff Officer (P) - AML/BNA/DCH/JNT/JRD/KKR/KHD/NGH/KSL/BLB

# **PRODUCTIVITY IMPROVEMENT SCHEME (PIS) 2022-23**

**उत्पादकता बढोततरी योजना 2022-23**

**(1<sup>st</sup> April 2022 To 31<sup>st</sup> March 2023)**



**NORTHERN COALFIELDS LIMITED  
SINGRAULI (MP) - 486889  
Industrial Engineering Department**

**नार्दर्न कोल्फील्ड्स लिमिटेड, सिंगरौली  
औद्योगिक अभियांत्रिक विभाग**

# Contents

Sl. No.	PARTICULAR	Page No.	
		From	To
	<b>Contents</b>	02	03
<b>1.0</b>	<b>Rationale for the Productivity Improvement Scheme (PIS)</b>	04	04
2.0	Objectives	04	04
3.0	Coverage	05	05
4.0	Different Categories of PIS	05	06
<b>5.0</b>	<b>PIS PART- I A (For Operators of major HEMMs ( D/L, Shovel, Dumper &amp; S/Miner)</b>	06	08
5.0.1	Pre-requisite for PIS payment to Dragline Operators	08	08
5.0.2	Pre-requisite for PIS payment to Dumper Operators	08	08
5.0.3	Survey Measurement	09	09
5.0.4	Re-handling	09	09
5.1	Over Time Clause for PIS Part-I A	09	09
5.2	Attendance Clause for PIS Part-I A	09	09
5.3	Earning Limit for Part-I A	09	09
<b>6.0</b>	<b>PIS PART- I B (Operators of Auxiliary Eqpt.viz Dozer, Drill, Grader , Water Tanker etc)</b>	09	10
6.1	Over Time Clause for Part-I B	10	10
6.2	Attendance Clause for Part-I B	10	10
6.3	Earning Limit for Part-I B	10	10
<b>7.0</b>	<b>PIS PART- I C (Mining Supervisors, mining workmen and E&amp;M Personnel deployed in the Mine)</b>	10	11
7.1	Over Time Clause for Part-I C	11	11
7.2	Attendance Clause for Part-I C	11	11
7.3	Earning Limit for Part-I C	12	12
<b>8.0</b>	<b>PIS PART-I D Loading inspector, loading supervisor , mazdoor and other non –executives who are deployed on wharfwall</b>	12	12
<b>8.1</b>	Over Time Clause for Part-I D	13	13
<b>8.2</b>	Attendance Clause for Part-I D	13	13
<b>8.3</b>	Earning Limit for Part-I D	13	13
<b>9.0</b>	<b>Motivation for Quality</b>	13	13

<b>10.0</b>	<b>PIS-PART-IIA (For Maintenance Personnel of Excavation Discipline.</b>	13	14
10.1	Over Time Clause for Part-II A	14	14
10.2	Attendance Clause for Part-II A	14	15
10.3	Earning Limit for Part-II A	15	15
<b>11.0</b>	<b>PIS-PART-IIB (For Operation &amp; Maintenance Personnel of CHP including their Supervisory Staffs)</b>	15	15
11.1	Over Time Clause for Part-II B	15	15
11.2	Attendance Clause for Part-II B	16	16
11.3	Earning Limit for Part-II B	16	16
<b>12.0</b>	<b>PIS - PART-II C (For Technical Inspector, Chemist and Coal Sampling Mazdoors)</b>	16	17
12.1	Over Time Clause for Part-II C	17	17
12.2	Attendance Clause for Part-II C	17	17
12.3	Earning Limit for Part-II C	17	17
<b>13.0</b>	<b>PIS - PART-II D (For the Non-Executive employees other than those who have already been covered under Part-I A, Part-I B, Part-I C &amp; Part-IIA , Part-II B &amp; Part-II C)</b>	18	19
13.1	Over Time Clause for Part-II D	19	19
13.2	Attendance Clause for Part-II D	19	19
13.3	Earning Limit for Part-II D	19	19
<b>14.0</b>	<b>Fatal Accident Clause</b>	20	20
<b>15.0</b>	<b>General guidelines for operation of the Scheme</b>	20	22
	Annexure-I-A: PIS Earning Table for Shovel Operators	23	24
	Annexure-I-B: PIS Earning Table for Dumper Operators	25	48
	Annexure-I-C: PIS Earning Table for Dragline Operators	49	49
	Annexure-I-D: PIS Earning Table for Surface Miner Operators	50	50
	Annexure – II A: Maintenance Productivity Index (MPI) vis-à-vis PIS as percentage of Basic for PIS-Part-IIA	51	51
	Annexure – II B: In respect of non-executives of CHP against Range of % achievement of Daily Target & PIS amount per attendance for PIS-Part-IIB	52	52
	Annexure – II D: Total Productivity Index (TPI) vis-à-vis PIS earning in terms of percentage of basic salary for PIS-Part-IID	53	53
	Annexure – III for Shovel/Dumper operators working in different combination.	54	54
	Expected Cost of Implementation of PIS 2022-23	55	55
	<b>Target of Coal Production and OB removal for PIS 2022-23</b>	56	56

# **PRODUCTIVITY IMPROVEMENT SCHEME 2022-23**

## **1.0 Rationale for the Productivity Improvement Scheme (PIS)**

Coal Industry is passing through a challenging time zone. Challenges are coming from many directions, Private coal mining, Rapid growth of non-conventional source of energy, Stringent Government's statutes, Challenging environmental measures, Quality conscious consumers and increasing Social obligations.

NCL is having all the ten mines as OC project is exposed to these challenges on greater scale. Maintaining the growth rate amongst these challenges is great tasking ahead NCL Management. Therefore Competitive Production cost has become our imperative and guidelines have been issued to control the non-productive cost in all form including Overtimes & unaccountable incentives.

A motivational scheme for non-executives, known as **Productivity Improvement Scheme (PIS)** is in vogue in all the OC Projects and service units of NCL since last couple of years. Now, low Capacity Shovels, Dumpers & Dozers are being replaced by that of higher capacities due to Change in Technology. Surface miners have been successfully introduced in the three OC Mines of NCL & management is making endeavors to minimize coal transportation through road by making Wharf walls and augmenting CHPs Capacities. In light of these developments maximizing the resource utilization is our main objective and it could be achieved with the ever greater contribution of the motivated workforce.

## **2.0 OBJECTIVES**

- PIS has been introduced with an objective to motivate the employees to maintain and improve the tempo, enthusiasm, zeal and encourage positive contribution resulting in consistent high performance of the company.
- The scheme is meant to increase the productivity of NCL's various projects/ departments/ sections/ individuals by increasing the productivity and output in terms of composite production to be achieved by better availability and utilization of HEMMs, improving quality of output with existing infrastructure and inbuilt constraints.
- To encourage employee for reduction in absenteeism and overtime and increase their earnings under the Scheme.
- To promote team spirit, belongingness and harmony amongst various working groups/ sections/ departments of NCL.

### 3.0 COVERAGE

- All Non-executives employees of NCL including newly recruited permanent employees are covered in the scheme.
- The non-executive employee working on deputation or on lien to the NCL from any other organization may be included in the scheme on specific recommendation of FDs on the basis of their contribution to the Company.
- Apprentices, outside trainees, contractual laborers, and casual laborers and temporary persons are excluded from the coverage under the *scheme*.
- The scheme will not cover the employees of NCL sent on deputation or on lien to other organizations.

### 4.0 DIFFERENT CATEGORIES OF PIS :

In PIS, Employees are covered in two parts, PIS- Part -I for Operators, mining supervisors and E&M Personnel deployed in Mines, PIS- Part -II for other than Operators, Mining supervisors & E&M Personnel deployed in Mines. Each Part has been further subdivided as:

**Part – IA:** Operators of Major HEMMs (Dragline, Shovel, Dumper & Surface Miner, Pay loaders)

**Part – IB:** Operators of Auxiliary equipment viz, Water tankers, Dozers, Drills, Graders. Pay loader (common).

**Part – IC:** Mining Supervisors & workmen, viz Over-men, Mining Sirdar, Safety-cum—Production Assistant, Cable- man, Trip-man, View point operators, Drivers deployed in Mines, E&M Personnel viz , Electrician, Fitters, Welders, Pump operators & Mazdoor including Power supply & Mine water Pumping (Except Township & CHP Maintenance) including supervisory personnel & E&T personnel deployed in Mine

**Part – ID :** Loading inspector, loading supervisor , mazdoor and other non –executives who are deployed on wharfwall and have been assigned a responsibility of wagon loading at wharfwall for controlling under loading, overloading and demurrages.

**Part – IIA:** Maintenance Personnel of Excavation discipline including their Foremen deployed in Mines & workshops.

**Part – IIB:** Personnel engaged in operation & Maintenance of CHPs including Foremen (Except Jhingurdah CHP)

**Part – IIC:** Personnel of quality control department viz Technical Inspector, Chemist, and Coal Sampling Mazdoors.

**Part – IID:** All the remaining non-executives including surveyors, township maintenance, office staffs of Mining, CHP , Work-shops, Finance, S&M, Personnel, MM , Quality Control, Secretariat , HQ, Central hospital, dispensaries, NSC,CWS, IWSS, NCL Desk Office etc.

## 5.0 PIS PART- I A (FOR OPERATORS OF MAIN HEMMs)

This Part covers Operators of direct Production equipment i.e. **Dragline, Shovel, Dumper, & Surface Miner.**

- PIS Earning Table for Shovel Operators have been placed at Annexure-I (A), for Dumper operators at Annexure-I (B), for Dragline operators at Annexure-I (C) and for Surface Miner operators at Annexure-I (D) of the Scheme.
- Annexure-1(A) & I(B) given performances are vis-à-vis earnings relationship for normal equipment only. However in case of surveyed-off equipments, the trips per shift in tables under annexure I (A) , I(B) will be multiplied by 0.70 Similarly in Annexure – I (C) given performance vis-à-vis earning relationship is for normal Draglines only. However the Draglines which have completed the survey-off norms and for whose survey-off proposal has been initiated by the concerned Project & is in process at HQ, the Capacity per shift in tables under annexure I (C) will be multiplied by 0.70 as in case of shovels.
- In a shift, if a shovel / dumper Operator works in two or more combinations due to change of shovel / dumper combination or lead or both, then the PIS Earning for that shift will be calculated on the basis of the table in which the operator devotes larger fraction of his shift timing (may be called pivot table), for this the trips achieved in other table is to be converted to equivalent no of trips in pivot table as per the guideline annexed in Annexure - III.
- With the objective to impart more thrust to the removal of OB through Department Shovel-Dumper combination & Draglines, it was agreed to assign 10% additional weightage to OB Production for calculating total PIS trips of Shovel, Dumper & Dragline operators.
- The Operators engaged in loading and transportation of coal from the coal-stock yards to CHPs should be treated as part transportation and their PIS earnings shall be decided similar to those engaged in loading and transportation of coal from the coal faces.

- There are time losses in late start, early close & extended tiffin of shifts by the shovel & Dumper operators. Therefore in order to reduce these time losses and make it productive first hour and last hour of shifts operation is vital and an additional motivational amount is proposed to be provided for those shifts only for which they qualify for normal earning.
- Therefore , for expediting shovel- dumper operation in first hour of each shifts (6.00 am to 7:00 am in 1<sup>st</sup> shift , 2.00 pm to 3:00 pm in 2<sup>nd</sup> & 10.00 pm to 11:00 pm in 3<sup>rd</sup> shift shift) Shovel /Loader operators are to be given additional Rs 15 / dumper trip and Dumper operators are to be given additional Rs 50 / dumper trip. Similarly , for expediting shovel- dumper operation in last hour of each shifts , (1.30 pm to 2:30 pm in 1<sup>st</sup> shift , 9.30 pm to 10:30 pm in 2<sup>nd</sup> & 5.30 am to 06:30 am in 3<sup>rd</sup> shift shift) Shovel / Loader operators are to be given additional Rs 15 / dumper trip and Dumper operators are to be given additional Rs 50 / dumper trip.
- Similarly for minimizing time losses due to extension of tea break , Production(Trips) during 09:30 to 11.00 am in 1<sup>st</sup> shift , 5:30 to 07:00 pm in 2<sup>nd</sup> shift & 01:30 to 03:00 am in 3<sup>rd</sup> shift, Shovel/Loader operators are to be given additional Rs 15 / dumper trip and Dumper operators are to be given additional Rs 50 / dumper trip. This additional amount is to be given only for those shifts in which they qualify for Normal PIS Earning.
- Nos. of trips made in first hour of shifts, last hour of shift and extended tea break i.e. during 09:30 to 11.00 am in 1<sup>st</sup> shift, 5:30 to 07:00 pm in 2<sup>nd</sup> shift & 01:30 to 03:00 am in 3<sup>rd</sup> shift is to be reported for every individual for every shift by the Joint signature of respective Shift In-Charges and Colliery Manager and is to be submitted to Project Officer on the shift basis in the following format.

Project:			Section:							
Employee detail			Date :				Shift:			
Sl no	Name	Employee no	Coal Trips				OB Trips			
			Special Trip			Total Trips	Special Trip			Total Trips
			1st hour of shift	Exten. Tiffin Break	Last hour of shift		1st hour of shift	Extended Tiffin Break	Last hour of shift	
Colliery Manager			(Shift In-Charge)							
Project Officer										

- In order to improve the working hour of Dragline in a shift, the Dragline operators who operate the machine for more than 7 hours but less than 7.5 hours in a shift, their PIS earnings is to be increased by 5% and the Dragline operators who operate the machine for equal to or more than 7.5 hours but less than 8 hours in a shift, their



PIS earning is to be increased by 10%. Shift-wise working hour of each dragline is to be submitted on daily basis by the joint signature of the respective **Dragline Manager & Project officer and submitted to the Area General Manager on regular basis.**

- PIS table for Shovel & Dumper Operators deployed with all the Hydraulic Shovels of bucket size 10-12 cum are common. Accordingly PC-2000-8 (11 cum), PC-2000 (12 cum), RH-90C, Tata Hitachi & EX1900V (11 cum), have been placed in common group.
- PIS table for Pay Loader & Dumper Operators deployed with all the Hydraulic Pay Loaders of bucket size 10-12 cum are common. Accordingly CAT 992G/K Pay-loader (11.5 cum) have been placed in common group.
- PIS payment in Part – I ( A, B & C ) of the New PIS 2022-23, it was agreed to release 75 % of the PIS amount of current month on the basis of reported production Trips from the Project itself and remaining 25% is to be released in subsequent month after completion of monthly measurement by the Project.

#### **5.0.1 Pre-requisite for PIS payment to Dragline/Surface Miner Operators:**

- Wherever there is deployment of two operators in a shift in one dragline/Surface Miner, duty timings must be staggered.
- Wherever there are two operators in a shift in a dragline/Surface Miner, both operators will be paid full earning as calculated under the scheme. In other words, there will be no division of calculated PIS earnings between two dragline/Surface Miner Operators.
- The PIS committee of the project will get confirm report from dragline/Surface Miner in-charge regarding physical presence of both operators of Dragline/Surface Miner throughout the shift before releasing the payment.
- The Dragline/Surface Miner Operators, who are deputed on extended hour OT for any reason what so ever, will not be paid any PIS amount for that period.

#### **5.0.2 Pre-requisite for PIS payment to Dumper Operators:**

- For payment of PIS earning to Dumper Operators engaged in production work for some period & in Water Tanker/Diesel Filling work etc. for remaining period in the same month, the attendance criteria of minimum attendance will not apply.
- The PIS earning of such Dumper Operators is to be calculated based on trips per shift for nos. of days engaged in production and for rest period on the basis of working as operators of auxiliary Equipment.

### 5.0.3 Survey Measurement:

- The survey measurement (Section-wise) is to be conducted on monthly basis. Any shortfall (-) or surplus (+) found would be adjusted by calculating an adjustment factor.
- The Adjustment Factor for a month is ratio of measured production to reported production of Coal & OB through departmental resources.
- The adjustment factor is to be multiplied to respective reported no. of trips per shift for finding the adjusted / corrected no. of trips per shift for each operator.
- Corrected nos. of trips = Adjustment factor x reported nos. of trips.
- The earnings is to be calculated on the basis of adjusted/ corrected trips.

### 5.0.4 Re-handling:

Re-handling of OB by shovel Dumper system will not be taken into consideration. However it is proposed that re-handling of OB by dragline is to be calculated on the basis of balancing diagram in the beginning of the cut for the whole duration of the cut & it should be certified by the Agent and Staff Officer (Mining) of the Project. The percentage re-handling should not exceed progressive re-handling for the whole cut and re-handling limited to maximum progressive re-handling is to be taken into account as production for the purpose of Calculation of Capacity Utilization only and not for Calculation of TPI. The reported re-handling is to be divided by 1.3 (if it is loose) and then added to the solid production in order to arrive at the total production by dragline in a shift.

### 5.1 Over Time Clause for PIS Part-I A:

No Extended hour overtime except in-place overtime is payable to any operator (covered under Part-I), for that a certificate has to be issued by concerned controlling officer and HOD towards release of earning under PIS.

### 5.2 Attendance Clause for PIS Part-I A

There is no restriction of minimum attendance for HEMM operators.

### 5.3 Earning Limit for Part-I A

There is no earning Limit for employees of this group.

## 6.0 PIS PART- I B (OPERATORS OF AUXILIARY EQPT.)

- Operators of the Auxiliary Equipments i.e. Dozer, Drill, Pay Loader (development), Grader & Water Tanker associated with operators of main HEMMs are eligible for 80% of the average earnings of the respective direct operators on roll basis as per the formula given in Table-I.
- The Target/Riders for the operators of Auxiliary Equipment is to be decided by PIS

Committee of the concerned Project followed by competent approval by the Head of the Project.

- Earning Ratio, Earning Distribution and Criteria for auxiliary operators are given in Table-I as below:

<b>Direct Operators Group</b> (Shovel operators, dumper operators, dragline operators & Surface Miner Operators)	100 % (as per annex 1A, 1B, 1C & 1D)	Performance of individual operator to be measured on shift basis by their output in terms of dumper trips per shift for Shovel & Dumper Operators , Capacity Utilization for Dragline Operators and production per shift for Surface Miner Operator and will be paid as per Annexure – I (A), I (B), I(C) & I(D) respectively 100% based on individual performance.
<b>Auxiliary Operators Group</b> (Dozer, Drill, Payloader, Grader & Water tanker operators)	80 %	Performance of individual auxiliary operators to be measured on daily basis by their output against <b>set daily Target/Rider by the Project.</b> Auxiliary equipment operators will be eligible for payment of full earning (i.e. 80% of avg. earning/operator shift on roll basis of their respective area) on achievement of 100% of their respective targets to be fixed by the Project depending upon mine condition, seasonal variations & requirement. Earning of auxiliary operator = 0.8 x avg. earning of respective direct operator per shift on roll basis (i.e. Shovel/Dumper or Dragline operator on roll) x no. of shifts worked.

### 6.1 Over Time Clause for PIS Part-I B:

No Extended hour overtime except in-place overtime is to be paid to any operator (covered under Part-I B), for that a certificate has to be issued by concerned controlling officer and HOD towards release of earning under PIS.

### 6.2 Attendance Clause for PIS Part-I B:

There is no restriction of minimum attendance for HEMM operators of auxiliary equipments.

### 6.3 Earning Limit for PIS Part-I B:

There is no earning Limit for employees of this group.

## 7.0 PIS PART- I C for: Mining Supervisors, Mining workmen, Cable man, Trip-man, Viewpoint operators , Drivers and E&M and E&T Personnel deployed in the Mine:

- **PIS for Mining Supervisors (Over-man, Mining Sirdar etc):** An employee of this group are entitled for PIS amount equal to average earning per operator per shift including, Dragline, Shovel, Dumper & Surface Miner in a particular month multiplied by a constant factor of 1.20 and multiplied by number of attendance in salary month multiplied by the attendance factor (0, 0.8 and 1) subject to his attendance of the respective supervisor in the month
- **Cable-man, Trip-man, View point operators and the drivers deployed in mines:** An employee of this group are entitled for PIS amount equal to average earning per operator per shift including, Dragline, Shovel, Dumper & Surface Miner in a particular month multiplied by a constant factor of 0.6 and multiplied by number of attendance in salary month multiplied by the attendance factor (0, 0.8 and 1) subject to his attendance of the respective supervisor in the month.
- **PIS for E&M Personnel deployed in the mine including power supply & mine water Pumping (Except Township & CHP Maintenance) including supervisory staffs (Foremen, Electrician, welder etc.) & E&T personnel deployed in Mine :** An Employee of this group is entitled for PIS amount equal to average earning per operator per shift including, Dragline, Shovel, Dumper & Surface Miner in a particular month multiplied by a constant factor of 0.8 and multiplied by number of attendance in salary month multiplied by the attendance factor (0, 0.8 and 1) subject to his attendance of the respective supervisor in the month.

### 7.1 Over Time Clause for PIS Part-I C:

If an employee of this group has in place OT earning more than 30 hours in a month then his PIS earning will be reduced as follows:

OT Hours	% Reduction in PIS Earnings
≤ 30 Hours	Nil
>30 Hours ≤ 40 Hrs	50%
> 40 Hrs	100% Reduction ( i.e. No PIS earning will be payable)

### 7.2 Attendance Clause for PIS Part-I C:

- If nos of attendance in a particular salary month of an employee covered under this group are less than 20 days, then the PIS amount payable to him is Zero.
- If nos of attendance in a particular salary month of an employee covered under this group are equal to or greater than 20 days but less than 24 days, then he would be entitled for 80% of the amount calculated on the basis average per Direct Operator X no. Of attendance X 0.8
- If no. of attendance in a particular salary month of an employee covered under this group is equal to or greater than 24 days, then then he would be entitled for 100% of the amount calculated on the basis average per Direct Operator X no.

Of attendanceX1.0

### 7.3 Earning Limit for PIS Part-I C:

Maximum Earning limit for Non-Executive covered in Part-I C of PIS will be Rs 7,000/- per month.

**8.0 Part – ID: Loading inspector, loading supervisor, mazdoor and other non – executives who are deployed on wharfwall** and have been assigned a responsibility of wagon loading at wharfwall for controlling under loading, overloading and demurrages.

The accrued PIS amount in a month shall be calculated taking into consideration Incentive earned in Individual rakes. The quantity of Underloading &/or Overloading shall be calculated on PCC of a rake as per the prevalent railway rules. The incentive amount shall be computed by the Project month-wise and proposed to be paid to the direct employees involved in loading operations at sidings.

The PIS amount for each siding/wharfwall is to be calculated as:

#### Underloading & Overloading

SL. No.	Underloading & Overloading Parameters	Proposed Incentive
1	Underloading Qty less than 0.5% & Overloading Qty less than 0.5% of PCC (Both conditions to be satisfied)	Rs 1.0 /tonne of RR Qty
2	Underloading Qty less than 0.75% & Overloading Qty less than 0.75% of PCC (Both conditions to be satisfied)	Rs 0.75 /tonne of RR Qty
3	Underloading Qty less than 1.0% & Overloading Qty less than 1.0% of PCC (Both conditions to be satisfied)	Rs 0.50 /tonne of RR Qty
4	Underloading Qty less than 1.5% & Overloading Qty less than 1.5% of PCC (Both conditions to be satisfied)	Rs 0.25 /tonne of RR Qty

#### Demurrage

Sl. No.	Demurrage Parameters*	Proposed Incentive
1	Loading completed within free loading time of 3 hours with no levy of demurrage by Railways	Rs. 20/wagon loaded
2	Loading completed in 4 hours with levy of 1 hour demurrage by Railways	Rs. 15/wagon loaded
3	Loading completed in 5 hours with levy of 2 hours demurrage by Railways	Rs. 10/wagon loaded

**\*In case of Jhingurda siding where the free loading time is 5 hours the incentive shall be calculated at Sl no 1, 2,3 as per the actual loading hours**

The total accrued PIS amount calculated in a month on each wharfwall is distributed among them in proportion of their individual attendances of the non executives responsible for wagon loading at that wharfwall as per the following formula :

PIS of an individual =  $\frac{\text{Total accrued amount in a month}}{\text{Total no. of attendances of non-executives responsible for wagon loading in that month}} \times \text{no. of attendance of an employee}$

### 8.1 Over Time Clause for PIS Part-I D:

If an employee of this group has in place OT earning more than 30 hours in a month then his PIS earning will be reduced as follows:

OT Hours	% Reduction in PIS Earnings
≤ 30 Hours	Nil
>30 Hours ≤ 40 Hrs	50%
> 40 Hrs	100% Reduction ( i.e. No PIS earning will be payable)

### 8.2 Attendance Clause for PIS Part-I D:

As the Earning under PIS is calculated on the basis of each shift worked, separate attendance clause is not required.

### 8.3 Earning Limit for PIS Part-I D:

Maximum Earning limit for Non-Executive responsible for wagon loading at wharfwall will be Rs 7,000/- per month.

## 9.0 Motivation for Quality:

The Operators of Shovels pay loaders, Dozers, and Drills & Mining Supervisors working in Coal Faces / Stockyard/ Wharf wall/ CHP and Mining personnel involved in drilling and blasting of Coal who are responsible for ensuring quality of coal, will get 10% extra of their PIS earning if Coal Grade confirmation is above 90%.

## 10.0 PIS - PART-II A (For HEMM Maintenance Personnel of Excavation discipline):

- This Part covers all the Non-Executives engaged in Maintenance of HEMMs including Supervisory Personnel.
- For PIS payment under part – II A of the PIS, the amount is to be calculated monthly on the basis of monthly achievement of Availability & Utilization of HEMMs & Communicated by **GM (Excvn.)/HOD to the System Department of the NCL-HQ.**
- Employees of this group are eligible for PIS earning as percentage of his/her

basic salary as per the MPI (Maintenance Productivity Index for a Maintenance group) achieved by him in a particular salary month. MPI vis-à-vis PIS as percentage of Basic for this group is annexed as **Annexure – II A**.

- Maintenance Productivity Index (MPI): It is a Productivity parameter which defines Monthly contribution of the employees covered in Part - II A of the Scheme is defined as :

Sl. NO.	Maintenance Groups	MPI Definition
1	Dragline Maintenance	= $0.85X \text{ Utln.} + 0.15X \text{Avl}$
2	Shovel Maintenance including Payloaders & Surface Miners	= $0.80X \text{ Utln.} + 0.20X \text{Avl}$
3	Dumper maintenance (including water sprinkler)	= $0.70X \text{ Utln.} + 0.30X \text{Avl}$
4	Dozer Maintenance (including Grader Maintenance)	= $0.40X \text{ Utln.} + 0.60X \text{Avl}$
5	Maintenance group of Drill, Tyre handler, Fork lifter, Crane	= 70% earning of maintenance groups (1, 2, 3 & 4).

#### 10.1 Over Time Clause for PIS Part-II A:

If an employee of this group has in place OT earning more than 30 hours in a month then his PIS earning will be reduced as follows:

OT Hours	% Reduction in PIS Earnings
≤ 30 Hours	Nil
>30 Hours ≤ 40 Hrs	50%
> 40 Hrs	100% Reduction ( i.e. No PIS earning will be payable)

#### 10.2 Attendance Clause for PIS Part-II A:

- If nos of attendance in a particular Salary month of an employee covered under Part – II A of the Scheme is less than 20 days, then the PIS amount payable to him is Zero.
- If nos of attendance in a particular Salary month of an employee covered under Part – II A of the Scheme is equal to or greater than 20 days but less than 24 days, then he would be entitled for 80% of the PIS amount calculated on the basis of his MPI.
- If nos of attendance in a particular Salary month of an employee covered under Part – II A of the Scheme is equal to or greater than 24 days, then he would be entitled for 100% of the PIS amount calculated on the basis of his MPI.
- Number of attendance shifts or days will be counted for regular attendance only excluding overtime shifts or Sundays/Rest days & Holidays.
- For this purpose maximum physical attendance in a week shall not exceed 06 days

- Where weekly rest is given on other than Sunday, presence on Sunday will be counted as physical attendance otherwise not.
- Presence on any type of holidays shall not be counted as physical attendance for this purpose.
- For PIS payment purposes, attendance will mean physical presence at work place & days spent away from workplace on account of official duty, training, sports etc. will be counted in a month's attendance subject to maximum 10 days in a salary month.

### 10.3 Earning Limit for PIS Part-II A:

Maximum Earning limit for Non-Executive covered in Part-II A of PIS will be Rs 7,000/- per month.

## 11.0 PIS - PART-II B (For E&M Personnel deployed for Operation, Maintenance & Supervision in CHP)

- This Part covers all the Non-Executives engaged in operation & Maintenance of CHPs including supervisory staff, **(Except CHP Personnel of Jhingurdah Project)**
- An Employee of this group is eligible for PIS earning on the basis of %age achievement of daily dispatch target through respective CHPs of all the projects. All the Operation & Maintenance personnel present in that stream of CHP in regular shifts are entitled for a fixed amount in the form of PIS earning on the basis %age achievement of daily dispatch target through respective CHPs of all the projects. Project-wise PIS earning per day per attendance for regular shift employees against different slab of %age achievement of daily dispatch target through CHP is annexed as Annexure II-B.
- Employees (Operation & Maintenance both) present in the General shift are entitled for average earning of all the employees present in all the 3 shift on particular day.
- If a project achieves its month despatch target through CHPs in a particular month, then PIS amount for the days of the month on which it failed to achieve day target may be considered as per PIS slab -01 of the referred table. Inclusion of this change in PIS 2022-23 will motivate the employees to enhance their performance on the days on which working conditions become favorable in order to achieve month target.

### 11.1 Over Time Clause for PIS Part-II B:

If an employee of this group has in place OT earning more than 30 hours in a month then his PIS earning will be reduced as follows:

OT Hours	% Reduction in PIS Earnings
----------	-----------------------------



≤ 30 Hours	Nil
>30 Hours ≤ 40 Hrs	50%
> 40 Hrs	100% Reduction ( i.e. No PIS earning will be payable)

### 11.2 Attendance Clause for PIS Part-II B:

As the Earning under PIS is calculated on the basis of each shift worked, separate attendance clause is not required.

### 11.3 Earning Limit for PIS Part-II B:

Maximum Earning limit for Non-Executive working in General Shift will be Rs 7,000/- per month. However, there is no limit on PIS earning of the non-executive working in regular shifts.

## 12.0 PIS - PART-II C (For Technical Inspector, Chemist, and Coal Sampling Mazdoors)

PIS Earning for employees of this group comprises two parts as follows:

- a. **Earning for Percentage achievement of declared grade :** Based on % achievement of declared grade of coal employees of this group are entitled for PIS earning as per following table :

%Coal Grade Confirmation in a month	PIS Earning per Month (Rs.)
<80	0
≥80 to <90	1000
=90	5000
>90 to <100	5000+500x (% coal grade confirmation – 90)
=100	10000

- b. **Earning for percentage achievement above grade :** Provision has been made to give incentive for higher grade realization in addition to the declared grade realization. The rate of PIS amount vis-a-vis %age achievement above declared grade in a month is as under:

Sl no.	% above declared grade	Rate of bonus PIS in Rs
1	< or = 5 %	0
2	> 05 % and upto 10 %	500
3	>10 % and upto 15 %	1000
4	>15 % and upto 20 %	1500

5	>20 % and upto 25 %	2000
6	>25 % and upto 30 %	2500
7	>30 % and upto 35 %	3000
8	>35 % and upto 40 %	3500
9	>40 % and upto 45 %	4000
10	>45 % and upto 50 %	4500
11	>50 %	5000

PIS earnings will be subjected to OT clause, attendance clause & Earning Limits. The maximum monthly earning limit for the personnel of this group would be Rs 15000/-

- For PIS payment under part – II C of the PIS, the amount is to be calculated monthly on the basis of monthly achievement of Grade confirmation of Coal as Communicated by **GM (Quality)/HOD to the System Department of the NCL-HQ.**
- Percentage achievement of declared grade and above declared grade of coal should be decided on the basis of quantity of coal conforming to the declared grade and above declared grade out of total quantity.

#### 12.1 Over Time Clause for PIS Part-II C:

If an employee of this group has in place OT earning more than 30 hours in a month then his PIS earning will be reduced as follows

OT Hours	% Reduction in PIS Earnings
≤ 30 Hours	Nil
>30 Hours ≤ 40 Hrs	50%
> 40 Hrs	100% Reduction ( i.e. No PIS earning will be payable)

#### 12.2 Attendance Clause for PIS Part-II C:

- If no of attendance in a particular Salary month of an employee covered under this group is less than 20 days, then the PIS amount payable to him is Zero.
- If no of attendance in a particular Salary month of an employee covered under this group is equal to or greater than 20 days but less than 24 days, then he would be entitled for 80% of the calculated amount.
- If no of attendance in a particular Salary month of an employee covered under this group is equal to or greater than 24 days, then he would be entitled for 100% of the calculated amount.
- Number of attendance shifts or days will be counted for regular attendance only excluding overtime shifts or Sundays/Rest days & Holidays.
- For this purpose maximum physical attendance in a week shall not exceed 06 days

- Where weekly day of rest is given on other than Sunday, presence on Sunday will be counted as physical attendance otherwise not.
- Presence on any type of holidays shall not be counted as physical attendance for this purpose.
- For PIS payment purposes, attendance will mean physical presence at work place & days spent away from workplace on account of official duty, training, sports etc. will be counted in a month's attendance subject to maximum 10 days in a salary month.

### 12.3 Earning Limit for PIS Part-II C:

Maximum monthly earning limit for the personnel of this group would be Rs 15000/- .

### 13.0 PIS - PART-II D (For all the Non-Executives other than those who have already been covered under Part-I A, Part-I B, Part-I C & Part-IIA, Part-II B & Part-II C)

- This Part covers all the Non-Executives other than those who have already been covered under Part-I A, Part-I B, Part-I C & Part-II A, Part-II B & Part-II C. **Employees of this group are further sub-classified as :**
- **Direct Group:** Non-Executive personnel working in CWS-Jayant, Field Workshop, Sub-Station, Haul Road, Mine Development (including civil work), Field Maintenance, Fire Fighting, Survey, Sales, Safety (working in field), Security (working in Field/Workshop/CHP) & Stores have been placed in this group.
- **Indirect Group:** Non-Executive personnel working in Finance, Personnel & Administration, CGM's office, Medical, Telecommunication System (Offices), Purchase/Stores, Planning & Monitoring, Security (other than Field/Workshop/CHP) and Ministerial Staff of all the Technical Departments/Service Department and all those not covered in direct group have been placed under this group. This group also covers all the non-executive employees of NCL HQ & Service units (i.e. IWSS/ Desk office/NSC/CETI/Central hospital/central store etc.)
- An Employee of this group is eligible for PIS earning as percentage of his/her basic salary as per the TPI (Total Productivity Index) achieved by him in a particular salary month.

**Total Productivity Index (TPI):** It is a Productivity parameter which defines Monthly contribution of the employees covered in Part - II D of the Scheme.

$$\text{TPI (\%)} = [(0.9 \times \text{PI}) + (0.1 \times \text{AI})] \times 100$$

$$\text{PI} = \frac{\text{Actual Composite Production in a month}}{\text{Targeted Composite Production for the month}}$$

**AI = Attendance Index of the employee as defined under:**

- If no. of attendance in a particular Salary month of an employee covered under Part – II D of the Scheme is less than 20 days, then PIS earning of the employee for that month would be zero.
  - If no of attendance in a particular Salary month of an employee covered under Part – II D of the Scheme is equal to or greater than 20 days but less than 24 days, then Attendance Index of the employee would be equal to 1.0
  - If no. of attendance in a particular Salary month of a employee covered under Part – II D of the Scheme is equal to or greater than 24 days, then Attendance Index of the employee would be equal to 1.04
- TPI (%) vis-à-vis PIS earning in terms of percentage of basic salary has been placed under **Annexure-IID**. The cut-off TPI for this group is 90 % i.e. if an employee achieves less than 90 % TPI in a particular month, he will not be entitled for PIS in that month. The Necessary qualifying criterion for this group is 95% achievement of Coal target in a month.
  - On the other hand, the maximum TPI for this group is 105 % i.e if an employee achieves more than 105 % TPI in a particular month he will get PIS corresponding to 105 % TPI only.
  - For PIS payment under part – IID of the PIS, it was agreed that PIS amount will be released monthly on the basis of monthly submission of measured production figure by production department so that monthly PIS earning of non-executives covered under part-IID of PIS may be made in shortest possible time.

### 13.1 Over Time (OT) Clause for PIS Part-II D:

If an employee of this group has in place OT earning more than 30 hours in a month then his PIS earning will be reduced as follows:

OT Hours	% Reduction in PIS Earnings
≤ 30 Hours	Nil
>30 Hours ≤ 40 Hrs	50%
> 40 Hrs	100% Reduction ( i.e. No PIS earning will be payable)

### 13.2 Attendance Clause for PIS Part-II D:

- Number of attendance shifts or days will be counted for regular attendance only excluding overtime shifts or Sundays/Rest days & Holidays.
- For this purpose maximum physical attendance in a week shall not exceed 06 days
- Where weekly day of rest is given on other than Sunday, presence on Sunday will be counted as physical attendance otherwise not.
- Presence on any type of holidays shall not be counted as physical attendance for this purpose.
- For PIS payment purposes, attendance will mean physical presence at work place & days spent away from workplace on account of official duty, training, sports etc. will be counted in a month's attendance subject to maximum 10 days in a salary

month.

### **13.3 Earning Limit for PIS Part-II D:**

Maximum Earning limit for Non-Executive covered in Part-II D of PIS will be Rs 7,000/- per month.

### **14.0 Fatal Accident:**

In case of Fatal Accident in a mine /working area, the PIS earning for that month of all the employees covered under Part-I & Part-II will be reduced to 75% for that Project.

### **15.0 General guidelines for operation of the Scheme:**

- Amount earned under PIS will be payable on monthly basis.
- PIS month shall begin from the morning shift of the 1st day of the calendar month and close with end of 3rd shift on the last day of the calendar month for the Part-I of the schemes.
- For Monthly Rated Employees in Part-II of the scheme, their salary month will be treated as PIS month.
- The Production target for Coal & OB for the purpose of calculation of earning of PIS will be circulated by GM (IE).
- If adjusted or corrected no. of trips per shift (in case of shovel/dumper) comes in fraction then from 0.01 to 0.49 will be rounded off to ZERO and 0.5 and above will be rounded off to ONE.
- If actual %age capacity utilization per shift (in case of dragline) comes in fraction, then from 0.01 to 0.49 will be rounded off to ZERO and 0.50 and above will be rounded off to ONE.
- If the actual TPI calculated under clause 4.4.0 comes in fraction then 0.01 to 0.49 will be rounded off to ZERO and 0.50 and above will be rounded off to ONE.
- The scheme is applicable for existing technology & practices in vogue.
- **In case of any change in technology, modification or improvement in the facilities and equipments, variation in capacities, the scheme may be suitably modified accordingly.**
- The management may constitute a suitable committee to make amendments in this scheme.

- Employees transferred from one Department/ Section/ Project/ Unit/ Company to another Department/ Section/ Project/ Unit/ Company will be paid earning under the PIS on the basis of No. of days worked in their respective place of posting during the month.
- The actual fitment of individuals in various sections should be based on their real deployment on the job and not merely on designation. For example if an operator is designated as “Dumper Operator” but performs job of a water tanker operator then his earning should be considered based on “Water Tanker Operator” and not “Dumper Operator”.
- Annexure-1(A) & I(B) given performance vis-à-vis earnings relationship for normal equipment only. However in case of surveyed-off equipments, the trips per shift in tables under annexure I (A) & 1 (B) will be multiplied by 0.70.
- Similarly Annexure – I (C) given performance vis-à-vis earnings relationship for normal Draglines only. However the Draglines which have completed the survey-off norms and for whose survey-off proposal has been initiated by the concerned Project , the Capacity per shift in tables under annexure I (C) will be multiplied by 0.70.
- The pay loader is often used as replacement of shovel for coal loading at face, when shovels go under breakdown. The pay loader-dumper combination will be treated as shovel-dumper combination wherever & whenever it is deployed on face for direct loading of coal. The earnings of such pay loaders and dumper operators will be calculated as per table given in **Annexure-IA & IB** respectively.
- For payment of earning to pay loader operators engaged in production for some period and in development work for remaining period in the same month, the attendance Index will not apply to these pay loader operators.
- Management reserves the right to transfer an employee covered by this scheme to any other section/ department/projects/Units/Company where same earning of PIS may not be applicable. An employee cannot claim any compensation on this account. His/her earnings will be as per entitlement of the current place of posting.
- The project must ensure the statutory safety standards for operation of HEMM while implementing the PIS.
- The management gives no guarantee of work allotment to the employees to full capacity of plant/machine. An employee cannot claim for earning under PIS as a matter of right. The decision of the shift in-charge/ section manager to allot work to an operator/ workman will be final and binding on them.
- Notwithstanding any thing contained in the scheme, the concerned employee, may be deprived of the earning under PIS for the duration decided by the management for any of the following or similar acts: -
  - a) Damages or attempts to damage any plant, machinery and equipment or any other property of the company.
  - b) Operators who run machines faster than the specified speeds.

c) Falsifies records and reports used for the calculation of PIS amount.

- The scheme does not envisage payment of any compensation in case of withdrawal of the scheme. It is management's prerogative to modify or cancel partly or full, the said scheme during trial run or thereafter.
- Earning under this scheme shall not be regarded as basic earnings and therefore no Dearness Allowance will be payable on such payment.
- The PIS payment shall also not be included in the calculation of any leave pay, bonus, overtime, additional/off day work, compensatory pay and provident fund contributions under the P.F. act or contribution under the E.S.I. act or other similar payments.
- The earning under PIS will be released for payment only after checking & certification by all members of PIS committee of the project.
- After release of payment at projects & service units, the amount of PIS payment made to Personnel of Part-I & Part-II separately along with the number of persons on monthly basis should be submitted to the General Manager (IE)/ Hqrs. for records & monitoring of the scheme.
- **The management reserves the right to revoke this scheme at any time without assigning any reason thereof.**
- The management may authorize a committee to critically review and examine the productivity gains made in respective sections.
- In case of any clarification/addendum/modification not covered in any point given above & not given in the Scheme, the decision of the Chairman-cum-Managing Director, NCL will be final.

**This Productivity Improvement Scheme 2022-23 is effective from 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023**

**, however its effectiveness may be monitored by the PIS committee half yearly and after getting competent approval of FDs of the Company, the changes/alterations/modifications in the scheme, the ongoing PIS may be augmented accordingly.**

-----

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS OF SHOVEL OPERATORS**

**1)ER20 Cum. Shovel+190/205 Tes. Dumper**

Sl. No.	Trip/ Shift	Earning/ Shift (Rs.)	Rate/trip ( Rs. )	Remarks
1	46	108		-
2	57	197	8.10	Rs. 8.1 /Trips above 46 Trips
3	67	287	9.00	Rs. 9 /Trips above 57 Trips
4	80	404	9.00	Rs. 9 /Trips above 67 Trips
<b>5</b>	<b>92</b>	<b>523</b>	<b>9.90</b>	<b>Rs. 9.9 /Trips above 80 Trips</b>
6	121	836	10.80	Rs. 10.8 /Trips above 92 Trips

**2) ER 20 Cum.Shovel+ 120 Tes.Dumper**

Sl. No.	Trip/ Shift	Earning/ Shift (Rs.)	Rate/trip ( Rs. )	Remarks
1	51	108		-
2	65	221	8.10	Rs. 8.1 /Trips above 51 Trips
3	79	347	9.00	Rs. 9 /Trips above 65 Trips
4	93	473	9.00	Rs. 9 /Trips above 79 Trips
<b>5</b>	<b>107</b>	<b>612</b>	<b>9.90</b>	<b>Rs. 9.9 /Trips above 93 Trips</b>
6	128	839	10.80	Rs. 10.8 /Trips above 107 Trips

**3)ER 20 Cum.Shovel+ 100 Tes.Dumper**

1	81	108		-
2	104	212	4.50	Rs. 4.5 /Trips above 81 Trips
3	127	336	5.40	Rs. 5.4 /Trips above 104 Trips
4	148	468	6.30	Rs. 6.3 /Trips above 127 Trips
<b>5</b>	<b>162</b>	<b>594</b>	<b>9.00</b>	<b>Rs. 9 /Trips above 148 Trips</b>
6	184	832	10.80	Rs. 10.8 /Trips above 162 Trips

**4.) ER 10 Cum Shovel + 190/205 Tes. Dumper**

1	31	108		-
2	35	137	7.20	Rs. 7.2 /Trips above 31 Trips
3	41	234	16.20	Rs. 16.2 /Trips above 35 Trips
4	49	385	18.90	Rs. 18.9 /Trips above 41 Trips
<b>5</b>	<b>57</b>	<b>558</b>	<b>21.60</b>	<b>Rs. 21.6 /Trips above 49 Trips</b>
6	68	835	25.20	Rs. 25.2 /Trips above 57 Trips

**5.) ER 10 Cum/BE1600-9.5 cum.Shovel+120 Tes.Dumper**

1	43	108		-
2	49	140	5.40	Rs. 5.4 /Trips above 43 Trips
3	57	234	11.70	Rs. 11.7 /Trips above 49 Trips
4	68	392	14.40	Rs. 14.4 /Trips above 57 Trips
<b>5</b>	<b>79</b>	<b>571</b>	<b>16.20</b>	<b>Rs. 16.2 /Trips above 68 Trips</b>
6	94	841	18.00	Rs. 18 /Trips above 79 Trips

**6.) ER 10 Cum/BE1600-9.5 cum.Shovel+100 Tes.Dumper**

1	47	108		-
2	58	177	6.30	Rs. 6.3 /Trips above 47 Trips
3	68	285	10.80	Rs. 10.8 /Trips above 58 Trips
4	81	426	10.80	Rs. 10.8 /Trips above 68 Trips
<b>5</b>	<b>93</b>	<b>577</b>	<b>12.60</b>	<b>Rs. 12.6 /Trips above 81 Trips</b>
6	112	816	12.60	Rs. 12.6 /Trips above 93 Trips

**7.) ER 10 Cum/BE1600-9.5 cum.Shovel+85 Tes.Dumper**

1	52	108		-
2	66	221	8.10	Rs. 8.1 /Trips above 52 Trips
3	80	347	9.00	Rs. 9 /Trips above 66 Trips
4	94	473	9.00	Rs. 9 /Trips above 80 Trips
<b>5</b>	<b>108</b>	<b>612</b>	<b>9.90</b>	<b>Rs. 9.9 /Trips above 94 Trips</b>
6	129	839	10.80	Rs. 10.8 /Trips above 108 Trips

**8.)PC2000/RH-90C /Tata Hitachi( Ex-1900V) (10-12 Cum)+120 Tes.**

1	45	108		-
2	55	162	5.40	Rs. 5.4 /Trips above 45 Trips
3	66	251	8.10	Rs. 8.1 /Trips above 55 Trips
4	79	403	11.70	Rs. 11.7 /Trips above 66 Trips
<b>5</b>	<b>98</b>	<b>643</b>	<b>12.60</b>	<b>Rs. 12.6 /Trips above 79 Trips</b>
6	112	844	14.40	Rs. 14.4 /Trips above 98 Trips

**9.)PC2000/RH-90C /Tata Hitachi( Ex-1900V) (10-12 Cum)+100 Tes.**

1	53	108		-
2	62	157	5.40	Rs. 5.4 /Trips above 53 Trips
3	74	254	8.10	Rs. 8.1 /Trips above 62 Trips
4	87	406	11.70	Rs. 11.7 /Trips above 74 Trips
<b>5</b>	<b>102</b>	<b>595</b>	<b>12.60</b>	<b>Rs. 12.6 /Trips above 87 Trips</b>
6	120	854	14.40	Rs. 14.4 /Trips above 102 Trips

**10.)PC2000/RH-90C /Tata Hitachi( Ex-1900V) (10-12 Cum)+85 Tes.**

1	62	108		-
2	76	221	8.10	Rs. 8.1 /Trips above 62 Trips
3	91	343	8.10	Rs. 8.1 /Trips above 76 Trips
4	104	460	9.00	Rs. 9 /Trips above 91 Trips
<b>5</b>	<b>117</b>	<b>589</b>	<b>9.90</b>	<b>Rs. 9.9 /Trips above 104 Trips</b>
6	140	837	10.80	Rs. 10.8 /Trips above 117 Trips

**11.) Payloader (10-12) Cum. Shovel +120 Tes.**

1	42	108		-
2	52	162	5.40	Rs. 5.4 /Trips above 42 Trips
3	63	251	8.10	Rs. 8.1 /Trips above 52 Trips
4	76	403	11.70	Rs. 11.7 /Trips above 63 Trips
<b>5</b>	<b>95</b>	<b>643</b>	<b>12.60</b>	<b>Rs. 12.6 /Trips above 76 Trips</b>
6	109	844	14.40	Rs. 14.4 /Trips above 95 Trips



**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS OF SHOVEL OPERATORS**

**12.) Payloader (10-12) Cum. Shovel +100 Tes.**

1	50	108		-
2	59	157	5.40	Rs. 5.4 /Trips above 50 Trips
3	71	254	8.10	Rs. 8.1 /Trips above 59 Trips
4	84	406	11.70	Rs. 11.7 /Trips above 71 Trips
5	<b>100</b>	<b>608</b>	<b>12.60</b>	<b>Rs. 12.6 /Trips above 84 Trips</b>
6	118	867	14.40	Rs. 14.4 /Trips above 100 Trips

**13.) Payloader (10-12) Cum. Shovel +85 Tes.**

1	60	108		-
2	74	221	8.10	Rs. 8.1 /Trips above 60 Trips
3	89	343	8.10	Rs. 8.1 /Trips above 74 Trips
4	101	451	9.00	Rs. 9 /Trips above 89 Trips
5	<b>114</b>	<b>580</b>	<b>9.90</b>	<b>Rs. 9.9 /Trips above 101 Trips</b>
6	137	828	10.80	Rs. 10.8 /Trips above 114 Trips

**14.) Payloader 6.4Cum.+ 100Tes.Dumper**

1	16	108		-
2	19	140	10.80	Rs. 10.8 /Trips above 16 Trips
3	23	212	18.00	Rs. 18 /Trips above 19 Trips
4	27	299	21.60	Rs. 21.6 /Trips above 23 Trips
5	32	<b>425</b>	<b>25.20</b>	<b>Rs. 25.2 /Trips above 27 Trips</b>
6	36	662	59.40	Rs. 59.4 /Trips above 32 Trips

**15.) Payloader 6.4 Cum+85 T Dumper**

1	20	108		-
2	24	151	10.80	Rs. 10.8 /Trips above 20 Trips
3	29	241	18.00	Rs. 18 /Trips above 24 Trips
4	35	371	21.60	Rs. 21.6 /Trips above 29 Trips
5	<b>41</b>	<b>522</b>	<b>25.20</b>	<b>Rs. 25.2 /Trips above 35 Trips</b>
6	46	819	59.40	Rs. 59.4 /Trips above 41 Trips

**16.) Payloader 5.7Cum+100 T Dumper**

1	14	108		-
2	17	140	10.80	Rs. 10.8 /Trips above 14 Trips
3	19	194	27.00	Rs. 27 /Trips above 17 Trips
4	22	319	41.40	Rs. 41.4 /Trips above 19 Trips
5	<b>24</b>	<b>427</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 22 Trips</b>
6	<b>28</b>	<b>664</b>	<b>59.40</b>	Rs. 59.4 /Trips above 24 Trips

**17.) Payloader 5.7Cum+85 T Dumper**

1	18	108		-
2	22	151	10.80	Rs. 10.8 /Trips above 18 Trips
3	25	232	27.00	Rs. 27 /Trips above 22 Trips
4	28	356	41.40	Rs. 41.4 /Trips above 25 Trips
5	<b>31</b>	<b>518</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 28 Trips</b>
6	<b>36</b>	<b>815</b>	<b>59.40</b>	Rs. 59.4 /Trips above 31 Trips

**18.) BE - 1000 (5.5 Cum.) Shovel + 100 Tes.Dumper**

1	30	108		-
2	40	162	5.40	Rs. 5.4 /Trips above 30 Trips
3	50	252	9.00	Rs. 9 /Trips above 40 Trips
4	60	396	14.40	Rs. 14.4 /Trips above 50 Trips
5	<b>70</b>	<b>576</b>	<b>18.00</b>	<b>Rs. 18 /Trips above 60 Trips</b>
6	84	841	18.90	Rs. 18.9 /Trips above 70 Trips

**19.) BE - 1000 (5.5 Cum.) Shovel + 85 Tes.Dumper**

1	35	108		-
2	45	243	13.50	Rs. 13.5 /Trips above 35 Trips
3	55	387	14.40	Rs. 14.4 /Trips above 45 Trips
4	65	540	15.30	Rs. 15.3 /Trips above 55 Trips
5	<b>75</b>	<b>711</b>	<b>17.10</b>	<b>Rs. 17.1 /Trips above 65 Trips</b>
6	80	801	18.00	Rs. 18 /Trips above 75 Trips

**20.) BE 700( 3.5 cum) Shovel+100Tes. Dumper**

1	22	108		-
2	24	157	24.30	Rs. 24.3 /Trips above 22 Trips
3	28	265	27.00	Rs. 27 /Trips above 24 Trips
4	33	409	28.80	Rs. 28.8 /Trips above 28 Trips
5	<b>38</b>	<b>562</b>	<b>30.60</b>	<b>Rs. 30.6 /Trips above 33 Trips</b>
6	45	801	34.20	Rs. 34.2 /Trips above 38 Trips

**21.) BE 700( 3.5 cum) Shovel+85Tes. Dumper**

1	24	108		-
2	26	157	24.30	Rs. 24.3 /Trips above 24 Trips
3	30	265	27.00	Rs. 27 /Trips above 26 Trips
4	35	409	28.80	Rs. 28.8 /Trips above 30 Trips
5	<b>40</b>	<b>562</b>	<b>30.60</b>	<b>Rs. 30.6 /Trips above 35 Trips</b>
6	47	801	34.20	Rs. 34.2 /Trips above 40 Trips

**22.) L&TH-40/PC-650 (2.8cum) +100Tes.Dumper**

1	20	108		-
2	22	157	24.30	Rs. 24.3 /Trips above 20 Trips
3	26	265	27.00	Rs. 27 /Trips above 22 Trips
4	31	409	28.80	Rs. 28.8 /Trips above 26 Trips
5	<b>36</b>	<b>562</b>	<b>30.60</b>	<b>Rs. 30.6 /Trips above 31 Trips</b>
6	43	801	34.20	Rs. 34.2 /Trips above 36 Trips

**23.) L&T/H-40( 2.8 cum)/PC-650Shovel+85Tes. Dumper**

1	22	108		-
2	24	157	24.30	Rs. 24.3 /Trips above 22 Trips
3	28	265	27.00	Rs. 27 /Trips above 24 Trips
4	33	409	28.80	Rs. 28.8 /Trips above 28 Trips
5	<b>38</b>	<b>562</b>	<b>30.60</b>	<b>Rs. 30.6 /Trips above 33 Trips</b>
6	45	801	34.20	Rs. 34.2 /Trips above 38 Trips

**24.) PC - 300 Shovel(1.20cum)+85Tes.Dumper**

1	12	108		-
2	19	240	18.90	Rs. 18.9 /Trips above 12 Trips
3	23	392	37.80	Rs. 37.8 /Trips above 19 Trips
4	<b>26</b>	<b>554</b>	<b>54.00</b>	Rs. 54 /Trips above 23 Trips
5	31	824	54.00	<b>Rs. 54 /Trips above 26 Trips</b>

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**1. SHOVEL/DUMPER COMBINATION - ER-20 Cum.+ 190/205 Tes.**

(1 Trip = 70 cum.)

Lead (Kms)	>0-0.5				>0.5-1			
Std.Trip/Shift	21				21			
	Trip/Shift	Earning (Rs.)	Rate/trip (Rs.)	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip (Rs.)	Remarks
	11	108		-	11	108		-
	15	151	10.80	Rs. 10.8 /Trips above 11 Trips	15	158	12.60	Rs. 12.6 /Trips above 11 Trips
	18	200	16.20	Rs. 16.2 /Trips above 15 Trips	17	202	21.60	Rs. 21.6 /Trips above 15 Trips
	20	247	23.40	Rs. 23.4 /Trips above 18 Trips	20	315	37.80	Rs. 37.8 /Trips above 17 Trips
	21	<b>295</b>	<b>48.60</b>	<b>Rs. 48.6 /Trips above 20 Trips</b>	21	<b>391</b>	<b>75.60</b>	<b>Rs. 75.6 /Trips above 20 Trips</b>
	22	344	48.60	Rs. 48.6 /Trips above 21 Trips	23	542	75.60	Rs. 75.6 /Trips above 21 Trips

Lead (Kms)	>1-1.5				>1.5-2			
Std.Trip/Shift	22				21			
	10	108		-	10	118		-
	13	153	15.00	Rs. 15 /Trips above 10 Trips	12	148	15.00	Rs. 15 /Trips above 10 Trips
	16	221	22.50	Rs. 22.5 /Trips above 13 Trips	14	196	24.00	Rs. 24 /Trips above 12 Trips
	18	299	39.00	Rs. 39 /Trips above 16 Trips	17	345	49.50	Rs. 49.5 /Trips above 14 Trips
	20	<b>434</b>	<b>67.50</b>	<b>Rs. 67.5 /Trips above 18 Trips</b>	19	<b>489</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 17 Trips</b>
	22	569	67.50	Rs. 67.5 /Trips above 20 Trips	22	705	72.00	Rs. 72 /Trips above 19 Trips

Lead (Kms)	>2-2.5				>2.5-3			
Std.Trip/Shift	19				18			
	10	108		-	10	118		-
	12	151	21.60	Rs. 21.6 /Trips above 10 Trips	11	140	21.60	Rs. 21.6 /Trips above 10 Trips
	14	209	28.80	Rs. 28.8 /Trips above 12 Trips	14	237	32.40	Rs. 32.4 /Trips above 11 Trips
	17	360	50.40	Rs. 50.4 /Trips above 14 Trips	16	345	54.00	Rs. 54 /Trips above 14 Trips
	19	<b>533</b>	<b>86.40</b>	<b>Rs. 86.4 /Trips above 17 Trips</b>	18	<b>528</b>	<b>91.80</b>	<b>Rs. 91.8 /Trips above 16 Trips</b>
	22	792	86.40	Rs. 86.4 /Trips above 19 Trips	22	896	91.80	Rs. 91.8 /Trips above 18 Trips

Lead (Kms)	>3-3.5				>3.5-4			
Std.Trip/Shift	18				17			
	8	108		-	8	118		-
	10	151	21.60	Rs. 21.6 /Trips above 8 Trips	10	168	25.20	Rs. 25.2 /Trips above 8 Trips
	12	223	36.00	Rs. 36 /Trips above 10 Trips	12	248	39.60	Rs. 39.6 /Trips above 10 Trips
	15	396	57.60	Rs. 57.6 /Trips above 12 Trips	14	363	57.60	Rs. 57.6 /Trips above 12 Trips
	17	<b>583</b>	<b>93.60</b>	<b>Rs. 93.6 /Trips above 15 Trips</b>	16	<b>554</b>	<b>95.40</b>	<b>Rs. 95.4 /Trips above 14 Trips</b>
	20	869	95.40	Rs. 95.4 /Trips above 17 Trips	19	840	95.40	Rs. 95.4 /Trips above 16 Trips

Lead (Kms)	>4-4.5				>4.5-5			
Std.Trip/Shift	15				14			
	8	118		-	8	128		-
	9	145	27.00	Rs. 27 /Trips above 8 Trips	9	155	27.00	Rs. 27 /Trips above 8 Trips
	11	228	41.40	Rs. 41.4 /Trips above 9 Trips	10	196	41.40	Rs. 41.4 /Trips above 9 Trips
	13	347	59.40	Rs. 59.4 /Trips above 11 Trips	12	315	59.40	Rs. 59.4 /Trips above 10 Trips
	15	<b>541</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 13 Trips</b>	14	<b>510</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 12 Trips</b>
	18	838	99.00	Rs. 99 /Trips above 15 Trips	17	807	99.00	Rs. 99 /Trips above 14 Trips

Lead (Kms)	>5-5.5				>5.5-6			
Std.Trip/Shift	12				11			
	8	118		-	7	128		-
	9	145	27.00	Rs. 27 /Trips above 8 Trips	8	155	27.00	Rs. 27 /Trips above 7 Trips
	10	186	41.40	Rs. 41.4 /Trips above 9 Trips	9	196	41.40	Rs. 41.4 /Trips above 8 Trips
	11	246	59.40	Rs. 59.4 /Trips above 10 Trips	10	256	59.40	Rs. 59.4 /Trips above 9 Trips
	12	<b>343</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 11 Trips</b>	11	<b>353</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 10 Trips</b>
	17	838	99.00	Rs. 99 /Trips above 12 Trips	16	848	99.00	Rs. 99 /Trips above 11 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**3. SHOVEL/DUMPER COMBINATION - ER-20 Cum.+ 120 Tes.**

(1 Trip = 40cum.)

Lead (Kms)	>0-0.5				>0.5-1			
Std.Trip/Shift	39				27			
	Trip/Shift	Earning (Rs.)	Rate/trip (Rs.)	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip (Rs.)	Remarks
	20	108		-	14	108		-
	26	173	10.80	Rs. 10.8 /Trips above 20 Trips	18	158	12.60	Rs. 12.6 /Trips above 14 Trips
	31	254	16.20	Rs. 16.2 /Trips above 26 Trips	21	223	21.60	Rs. 21.6 /Trips above 18 Trips
	36	371	23.40	Rs. 23.4 /Trips above 31 Trips	25	374	37.80	Rs. 37.8 /Trips above 21 Trips
	<b>39</b>	<b>517</b>	<b>48.60</b>	<b>Rs. 48.6 /Trips above 36 Trips</b>	<b>27</b>	<b>526</b>	<b>75.60</b>	<b>Rs. 75.6 /Trips above 25 Trips</b>
	47	905	48.60	Rs. 48.6 /Trips above 39 Trips	32	904	75.60	Rs. 75.6 /Trips above 27 Trips

Lead (Kms)	>1-1.5				>1.5-2			
Std.Trip/Shift	22				21			
	11	108		-	11	118		-
	14	173	21.60	Rs. 21.6 /Trips above 11 Trips	14	183	21.60	Rs. 21.6 /Trips above 11 Trips
	17	254	27.00	Rs. 27 /Trips above 14 Trips	17	269	28.80	Rs. 28.8 /Trips above 14 Trips
	20	389	45.00	Rs. 45 /Trips above 17 Trips	19	388	59.40	Rs. 59.4 /Trips above 17 Trips
	<b>22</b>	<b>551</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>	<b>21</b>	<b>561</b>	<b>86.40</b>	<b>Rs. 86.4 /Trips above 19 Trips</b>
	26	875	81.00	Rs. 81 /Trips above 22 Trips	25	906	86.40	Rs. 86.4 /Trips above 21 Trips

Lead (Kms)	>2-2.5				>2.5-3			
Std.Trip/Shift	20				19			
	10	108		-	10	118		-
	13	173	21.60	Rs. 21.6 /Trips above 10 Trips	12	161	21.60	Rs. 21.6 /Trips above 10 Trips
	15	230	28.80	Rs. 28.8 /Trips above 13 Trips	15	258	32.40	Rs. 32.4 /Trips above 12 Trips
	18	382	50.40	Rs. 50.4 /Trips above 15 Trips	17	366	54.00	Rs. 54 /Trips above 15 Trips
	<b>20</b>	<b>554</b>	<b>86.40</b>	<b>Rs. 86.4 /Trips above 18 Trips</b>	<b>19</b>	<b>550</b>	<b>91.80</b>	<b>Rs. 91.8 /Trips above 17 Trips</b>
	24	900	86.40	Rs. 86.4 /Trips above 20 Trips	23	917	91.80	Rs. 91.8 /Trips above 19 Trips

Lead (Kms)	>3-3.5				>3.5-4			
Std.Trip/Shift	18				17			
	9	108		-	9	118		-
	12	173	21.60	Rs. 21.6 /Trips above 9 Trips	11	168	25.20	Rs. 25.2 /Trips above 9 Trips
	14	245	36.00	Rs. 36 /Trips above 12 Trips	13	244	37.80	Rs. 37.8 /Trips above 11 Trips
	16	360	57.60	Rs. 57.6 /Trips above 14 Trips	15	359	57.60	Rs. 57.6 /Trips above 13 Trips
	<b>18</b>	<b>551</b>	<b>95.40</b>	<b>Rs. 95.4 /Trips above 16 Trips</b>	<b>17</b>	<b>550</b>	<b>95.40</b>	<b>Rs. 95.4 /Trips above 15 Trips</b>
	21	837	95.40	Rs. 95.4 /Trips above 18 Trips	20	842	97.20	Rs. 97.2 /Trips above 17 Trips

Lead (Kms)	>4-4.5				>4.5-5			
Std.Trip/Shift	17				16			
	9	118		-	9	128		-
	11	172	27.00	Rs. 27 /Trips above 9 Trips	10	155	27.00	Rs. 27 /Trips above 9 Trips
	13	251	39.60	Rs. 39.6 /Trips above 11 Trips	12	234	39.60	Rs. 39.6 /Trips above 10 Trips
	15	366	57.60	Rs. 57.6 /Trips above 13 Trips	14	349	57.60	Rs. 57.6 /Trips above 12 Trips
	<b>17</b>	<b>561</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 15 Trips</b>	<b>16</b>	<b>544</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 14 Trips</b>
	20	858	99.00	Rs. 99 /Trips above 17 Trips	19	841	99.00	Rs. 99 /Trips above 16 Trips

Lead (Kms)	>5.0 - 5.5				>5.5 - 6.0			
Std.Trip/Shift	17				16			
	8	118		-	7	108		-
	11	199	27.00	Rs. 27 /Trips above 8 Trips	10	189	27.00	Rs. 27 /Trips above 7 Trips
	13	278	39.60	Rs. 39.6 /Trips above 11 Trips	12	268	39.60	Rs. 39.6 /Trips above 10 Trips
	15	393	57.60	Rs. 57.6 /Trips above 13 Trips	14	383	57.60	Rs. 57.6 /Trips above 12 Trips
	<b>17</b>	<b>588</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 15 Trips</b>	<b>16</b>	<b>578</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 14 Trips</b>
	20	885	99.00	Rs. 99 /Trips above 17 Trips	19	875	99.00	Rs. 99 /Trips above 16 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**4. SHOVEL/DUMPER COMBINATION - ER-20 Cum.+ 100 Tes.**

(1 Trip = 33cum.)

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	62				38			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	29	108		-	18	108		-
	39	162	5.40	Rs. 5.4 /Trips above 29 Trips	23	162	10.80	Rs. 10.8 /Trips above 18 Trips
	46	238	10.80	Rs. 10.8 /Trips above 39 Trips	28	243	16.20	Rs. 16.2 /Trips above 23 Trips
	54	382	18.00	Rs. 18 /Trips above 46 Trips	33	378	27.00	Rs. 27 /Trips above 28 Trips
	<b>62</b>	<b>583</b>	<b>25.20</b>	<b>Rs. 25.2 /Trips above 54 Trips</b>	<b>38</b>	<b>585</b>	<b>41.40</b>	<b>Rs. 41.4 /Trips above 33 Trips</b>
	74	886	25.20	Rs. 25.2 /Trips above 62 Trips	45	887	43.20	Rs. 43.2 /Trips above 38 Trips

Lead ( Kms. )	>1-1.5				>1.5 - 2			
Std. Trip/Shift	28				25			
	14	108			12	108		
	18	166	14.40	Rs. 14.4 /Trips above 14 Trips	16	166	14.40	Rs. 14.4 /Trips above 12 Trips
	22	252	21.60	Rs. 21.6 /Trips above 18 Trips	19	247	27.00	Rs. 27 /Trips above 16 Trips
	26	425	43.20	Rs. 43.2 /Trips above 22 Trips	23	434	46.80	Rs. 46.8 /Trips above 19 Trips
	<b>28</b>	<b>533</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 26 Trips</b>	<b>25</b>	<b>542</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 23 Trips</b>
	35	911	54.00	Rs. 54 /Trips above 28 Trips	31	866	54.00	Rs. 54 /Trips above 25 Trips

Lead ( Kms. )	>2 - 2.5				>2.5 - 3			
Std. Trip/Shift	23				21			
	11	108			10	108		
	14	162	18.00	Rs. 18 /Trips above 11 Trips	13	162	18.00	Rs. 18 /Trips above 10 Trips
	17	243	27.00	Rs. 27 /Trips above 14 Trips	15	216	27.00	Rs. 27 /Trips above 13 Trips
	20	383	46.80	Rs. 46.8 /Trips above 17 Trips	18	356	46.80	Rs. 46.8 /Trips above 15 Trips
	<b>23</b>	<b>556</b>	<b>57.60</b>	<b>Rs. 57.6 /Trips above 20 Trips</b>	<b>21</b>	<b>572</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 18 Trips</b>
	28	871	63.00	Rs. 63 /Trips above 23 Trips	25	860	72.00	Rs. 72 /Trips above 21 Trips

Lead ( Kms. )	>3 - 3.5				>3.5 - 4			
Std. Trip/Shift	20				19			
	10	108			9	108		
	13	162	18.00	Rs. 18 /Trips above 10 Trips	12	162	18.00	Rs. 18 /Trips above 9 Trips
	15	220	28.80	Rs. 28.8 /Trips above 13 Trips	15	248	28.80	Rs. 28.8 /Trips above 12 Trips
	18	360	46.80	Rs. 46.8 /Trips above 15 Trips	17	385	68.40	Rs. 68.4 /Trips above 15 Trips
	<b>20</b>	<b>522</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>	<b>19</b>	<b>547</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>
	24	846	81.00	Rs. 81 /Trips above 20 Trips	23	871	81.00	Rs. 81 /Trips above 19 Trips

Lead ( Kms. )	>4 - 4.5				>4.5 - 5			
Std. Trip/Shift	17				17			
	8	108			8	118		
	11	167	19.80	Rs. 19.8 /Trips above 8 Trips	11	183	21.60	Rs. 21.6 /Trips above 8 Trips
	13	225	28.80	Rs. 28.8 /Trips above 11 Trips	13	240	28.80	Rs. 28.8 /Trips above 11 Trips
	15	362	68.40	Rs. 68.4 /Trips above 13 Trips	15	377	68.40	Rs. 68.4 /Trips above 13 Trips
	<b>17</b>	<b>524</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>17</b>	<b>539</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>
	21	848	81.00	Rs. 81 /Trips above 17 Trips	21	863	81.00	Rs. 81 /Trips above 17 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std. Trip/Shift	17				17			
	7	118			6	118		
	11	197	19.80	Rs. 19.8 /Trips above 7 Trips	11	226	21.60	Rs. 21.6 /Trips above 6 Trips
	13	255	28.80	Rs. 28.8 /Trips above 11 Trips	13	284	28.80	Rs. 28.8 /Trips above 11 Trips
	15	392	68.40	Rs. 68.4 /Trips above 13 Trips	15	420	68.40	Rs. 68.4 /Trips above 13 Trips
	<b>17</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>17</b>	<b>582</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>
	21	878	81.00	Rs. 81 /Trips above 17 Trips	21	906	81.00	Rs. 81 /Trips above 17 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME  
EARNINGS FOR DUMPER OPERATORS**

**5. SHOVEL/DUMPER COMBINATION - ER-10 Cum./DH 10-12 Cum+ 190/205 Tes.**

(1 Trip = 70cum.)

Lead ( Kms. )	>0-0.5				>0.5 - 1			
Std. Trip/Shift	33				24			
	Trip/ Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/ Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	15	108		-	10	108		-
	20	162	10.80	Rs. 10.8 /Trips above 15 Trips	14	166	14.40	Rs. 14.4 /Trips above 10 Trips
	24	241	19.80	Rs. 19.8 /Trips above 20 Trips	17	241	25.20	Rs. 25.2 /Trips above 14 Trips
	29	394	30.60	Rs. 30.6 /Trips above 24 Trips	20	371	43.20	Rs. 43.2 /Trips above 17 Trips
	<b>31</b>	<b>513</b>	<b>59.40</b>	<b>Rs. 59.4 /Trips above 29 Trips</b>	<b>22</b>	<b>515</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 20 Trips</b>
	37	711	33.00	Rs. 33 /Trips above 31 Trips	27	875	72.00	Rs. 72 /Trips above 22 Trips

Lead ( Kms. )	>1 - 1.5				>1.5 - 2			
Std. Trip/Shift	20				19			
	8	108		-	8	118		-
	11	162	18.00	Rs. 18 /Trips above 8 Trips	11	183	21.60	Rs. 21.6 /Trips above 8 Trips
	14	248	28.80	Rs. 28.8 /Trips above 11 Trips	13	248	32.40	Rs. 32.4 /Trips above 11 Trips
	16	356	54.00	Rs. 54 /Trips above 14 Trips	15	366	59.40	Rs. 59.4 /Trips above 13 Trips
	<b>18</b>	<b>518</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>	<b>17</b>	<b>546</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 15 Trips</b>
	22	842	81.00	Rs. 81 /Trips above 18 Trips	21	906	90.00	Rs. 90 /Trips above 17 Trips

Lead ( Kms. )	>2- 2.5				>2.5 - 3			
Std. Trip/Shift	18				17			
	8	108		-	8	118		-
	11	173	21.60	Rs. 21.6 /Trips above 8 Trips	10	172	27.00	Rs. 27 /Trips above 8 Trips
	13	238	32.40	Rs. 32.4 /Trips above 11 Trips	12	248	37.80	Rs. 37.8 /Trips above 10 Trips
	15	356	59.40	Rs. 59.4 /Trips above 13 Trips	14	377	64.80	Rs. 64.8 /Trips above 12 Trips
	<b>17</b>	<b>551</b>	<b>97.20</b>	<b>Rs. 97.2 /Trips above 15 Trips</b>	<b>16</b>	<b>575</b>	<b>99.00</b>	<b>Rs. 99 /Trips above 14 Trips</b>
	20	842	97.20	Rs. 97.2 /Trips above 17 Trips	19	872	99.00	Rs. 99 /Trips above 16 Trips

Lead ( Kms. )	>3 - 3.5				>3.5 - 4			
Std. Trip/Shift	16				16			
	7	108		-	7	118		-
	9	162	27.00	Rs. 27 /Trips above 7 Trips	9	172	27.00	Rs. 27 /Trips above 7 Trips
	11	238	37.80	Rs. 37.8 /Trips above 9 Trips	11	255	41.40	Rs. 41.4 /Trips above 9 Trips
	13	367	64.80	Rs. 64.8 /Trips above 11 Trips	13	392	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>15</b>	<b>565</b>	<b>99.00</b>	<b>Rs. 99 /Trips above 13 Trips</b>	<b>15</b>	<b>590</b>	<b>99.00</b>	<b>Rs. 99 /Trips above 13 Trips</b>
	18	862	99.00	Rs. 99 /Trips above 15 Trips	18	887	99.00	Rs. 99 /Trips above 15 Trips

Lead ( Kms. )	>4 - 4.5				>4.5 - 5			
Std. Trip/Shift	15				15			
	6	108		-	6	118		-
	8	162	27.00	Rs. 27 /Trips above 6 Trips	8	172	27.00	Rs. 27 /Trips above 6 Trips
	10	245	41.40	Rs. 41.4 /Trips above 8 Trips	10	255	41.40	Rs. 41.4 /Trips above 8 Trips
	12	382	68.40	Rs. 68.4 /Trips above 10 Trips	12	392	68.40	Rs. 68.4 /Trips above 10 Trips
	<b>14</b>	<b>580</b>	<b>99.00</b>	<b>Rs. 99 /Trips above 12 Trips</b>	<b>14</b>	<b>590</b>	<b>99.00</b>	<b>Rs. 99 /Trips above 12 Trips</b>
	17	877	99.00	Rs. 99 /Trips above 14 Trips	17	887	99.00	Rs. 99 /Trips above 14 Trips

Lead ( Kms. )	>5 - 5.5				>5.5 - 6			
Std. Trip/Shift	14				14			
	5	108		-	5	118		-
	7	162	27.00	Rs. 27 /Trips above 5 Trips	7	172	27.00	Rs. 27 /Trips above 5 Trips
	9	245	41.40	Rs. 41.4 /Trips above 7 Trips	9	255	41.40	Rs. 41.4 /Trips above 7 Trips
	11	382	68.40	Rs. 68.4 /Trips above 9 Trips	11	392	68.40	Rs. 68.4 /Trips above 9 Trips
	<b>13</b>	<b>580</b>	<b>99.00</b>	<b>Rs. 99 /Trips above 11 Trips</b>	<b>13</b>	<b>590</b>	<b>99.00</b>	<b>Rs. 99 /Trips above 11 Trips</b>
	16	877	99.00	Rs. 99 /Trips above 13 Trips	16	887	99.00	Rs. 99 /Trips above 13 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME****EARNINGS FOR DUMPER OPERATORS****6. SHOVEL/DUMPER COMBINATION - ER-10Cum/BE-1600 (9.5/10 Cum.)+ 120 Tes.****(1 Trip = 40cum.)**

Lead ( Kms. )	>0-0.5				>0.5 - 1			
Std. Trip/Shift	37				25			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	19	108		-	13	108		-
	24	162	10.80	Rs. 10.8 /Trips above 19 Trips	17	173	16.20	Rs. 16.2 /Trips above 13 Trips
	29	243	16.20	Rs. 16.2 /Trips above 24 Trips	20	243	23.40	Rs. 23.4 /Trips above 17 Trips
	34	378	27.00	Rs. 27 /Trips above 29 Trips	23	373	43.20	Rs. 43.2 /Trips above 20 Trips
	<b>37</b>	<b>524</b>	<b>48.60</b>	<b>Rs. 48.6 /Trips above 34 Trips</b>	<b>25</b>	<b>517</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 23 Trips</b>
	45	913	48.60	Rs. 48.6 /Trips above 37 Trips	30	877	72.00	Rs. 72 /Trips above 25 Trips

Lead ( Kms. )	>1 - 1.5				>1.5 - 2			
Std. Trip/Shift	22				21			
	11	108		-	11	118		-
	14	162	18.00	Rs. 18 /Trips above 11 Trips	13	172	27.00	Rs. 27 /Trips above 11 Trips
	17	243	27.00	Rs. 27 /Trips above 14 Trips	16	269	32.40	Rs. 32.4 /Trips above 13 Trips
	20	378	45.00	Rs. 45 /Trips above 17 Trips	19	404	45.00	Rs. 45 /Trips above 16 Trips
	<b>22</b>	<b>540</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>	<b>21</b>	<b>566</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>
	26	864	81.00	Rs. 81 /Trips above 22 Trips	25	890	81.00	Rs. 81 /Trips above 21 Trips

Lead ( Kms. )	>2- 2.5				>2.5 - 3			
Std. Trip/Shift	20				19			
	10	108		-	10	118		-
	12	162	27.00	Rs. 27 /Trips above 10 Trips	12	172	27.00	Rs. 27 /Trips above 10 Trips
	15	259	32.40	Rs. 32.4 /Trips above 12 Trips	15	269	32.40	Rs. 32.4 /Trips above 12 Trips
	18	394	45.00	Rs. 45 /Trips above 15 Trips	17	388	59.40	Rs. 59.4 /Trips above 15 Trips
	<b>20</b>	<b>560</b>	<b>82.80</b>	<b>Rs. 82.8 /Trips above 18 Trips</b>	<b>19</b>	<b>554</b>	<b>82.80</b>	<b>Rs. 82.8 /Trips above 17 Trips</b>
	24	891	82.80	Rs. 82.8 /Trips above 20 Trips	23	885	82.80	Rs. 82.8 /Trips above 19 Trips

Lead ( Kms. )	>3 - 3.5				>3.5 - 4			
Std. Trip/Shift	18				17			
	9	108		-	9	118		-
	11	162	27.00	Rs. 27 /Trips above 9 Trips	11	172	27.00	Rs. 27 /Trips above 9 Trips
	14	259	32.40	Rs. 32.4 /Trips above 11 Trips	13	255	41.40	Rs. 41.4 /Trips above 11 Trips
	16	378	59.40	Rs. 59.4 /Trips above 14 Trips	15	381	63.00	Rs. 63 /Trips above 13 Trips
	<b>18</b>	<b>558</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 16 Trips</b>	<b>17</b>	<b>561</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 15 Trips</b>
	21	828	90.00	Rs. 90 /Trips above 18 Trips	20	831	90.00	Rs. 90 /Trips above 17 Trips

Lead ( Kms. )	>4.0 - 4.5				>4.5 - 5.0			
Std. Trip/Shift	16				16			
	8	108		-	8	118		-
	10	162	27.00	Rs. 27 /Trips above 8 Trips	10	172	27.00	Rs. 27 /Trips above 8 Trips
	12	245	41.40	Rs. 41.4 /Trips above 10 Trips	12	255	41.40	Rs. 41.4 /Trips above 10 Trips
	14	371	63.00	Rs. 63 /Trips above 12 Trips	14	384	64.80	Rs. 64.8 /Trips above 12 Trips
	<b>16</b>	<b>551</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 14 Trips</b>	<b>16</b>	<b>568</b>	<b>91.80</b>	<b>Rs. 91.8 /Trips above 14 Trips</b>
	19	821	90.00	Rs. 90 /Trips above 16 Trips	19	843	91.80	Rs. 91.8 /Trips above 16 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std. Trip/Shift	16				16			
	7	108		-	7	118		-
	10	189	27.00	Rs. 27 /Trips above 7 Trips	10	199	27.00	Rs. 27 /Trips above 7 Trips
	12	272	41.40	Rs. 41.4 /Trips above 10 Trips	12	282	41.40	Rs. 41.4 /Trips above 10 Trips
	14	398	63.00	Rs. 63 /Trips above 12 Trips	14	411	64.80	Rs. 64.8 /Trips above 12 Trips
	<b>16</b>	<b>578</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 14 Trips</b>	<b>16</b>	<b>595</b>	<b>91.80</b>	<b>Rs. 91.8 /Trips above 14 Trips</b>
	19	848	90.00	Rs. 90 /Trips above 16 Trips	19	870	91.80	Rs. 91.8 /Trips above 16 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME****EARNINGS FOR DUMPER OPERATORS****7. SHOVEL/DUMPER COMBINATION - ER-10Cum/BE-1600 (9.5/10 Cum.)+ 100 Tes.****(1 Trip = 33cum.)**

Lead ( Kms. )	>0-0.5				>0.5 - 1			
Std. Trip/Shift	38				26			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	20	108		-	14	108		-
	25	162	10.80	Rs. 10.8 /Trips above 20 Trips	18	173	16.20	Rs. 16.2 /Trips above 14 Trips
	30	243	16.20	Rs. 16.2 /Trips above 25 Trips	21	243	23.40	Rs. 23.4 /Trips above 18 Trips
	35	378	27.00	Rs. 27 /Trips above 30 Trips	24	373	43.20	Rs. 43.2 /Trips above 21 Trips
	<b>38</b>	<b>524</b>	<b>48.60</b>	<b>Rs. 48.6 /Trips above 35 Trips</b>	<b>26</b>	<b>517</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 24 Trips</b>
	45	864	48.60	Rs. 48.6 /Trips above 38 Trips	31	877	72.00	Rs. 72 /Trips above 26 Trips

Lead ( Kms. )	>1 - 1.5				>1.5 - 2			
Std. Trip/Shift	23				23			
	12	108		-	12	118		-
	15	162	18.00	Rs. 18 /Trips above 12 Trips	15	183	21.60	Rs. 21.6 /Trips above 12 Trips
	18	243	27.00	Rs. 27 /Trips above 15 Trips	18	264	27.00	Rs. 27 /Trips above 15 Trips
	21	378	45.00	Rs. 45 /Trips above 18 Trips	21	399	45.00	Rs. 45 /Trips above 18 Trips
	<b>23</b>	<b>540</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>23</b>	<b>561</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>
	27	864	81.00	Rs. 81 /Trips above 23 Trips	27	885	81.00	Rs. 81 /Trips above 23 Trips

Lead ( Kms. )	>2- 2.5				>2.5 - 3			
Std. Trip/Shift	22				21			
	11	108		-	11	118		-
	14	173	21.60	Rs. 21.6 /Trips above 11 Trips	13	172	27.00	Rs. 27 /Trips above 11 Trips
	17	254	27.00	Rs. 27 /Trips above 14 Trips	16	269	32.40	Rs. 32.4 /Trips above 13 Trips
	20	389	45.00	Rs. 45 /Trips above 17 Trips	19	404	45.00	Rs. 45 /Trips above 16 Trips
	<b>22</b>	<b>551</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>	<b>21</b>	<b>566</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>
	26	875	81.00	Rs. 81 /Trips above 22 Trips	25	890	81.00	Rs. 81 /Trips above 21 Trips

Lead ( Kms. )	>3 - 3.5				>3.5 - 4			
Std. Trip/Shift	20				19			
	10	108		-	10	118		-
	12	162	27.00	Rs. 27 /Trips above 10 Trips	12	172	27.00	Rs. 27 /Trips above 10 Trips
	15	259	32.40	Rs. 32.4 /Trips above 12 Trips	15	269	32.40	Rs. 32.4 /Trips above 12 Trips
	18	394	45.00	Rs. 45 /Trips above 15 Trips	17	388	59.40	Rs. 59.4 /Trips above 15 Trips
	<b>20</b>	<b>560</b>	<b>82.80</b>	<b>Rs. 82.8 /Trips above 18 Trips</b>	<b>19</b>	<b>554</b>	<b>82.80</b>	<b>Rs. 82.8 /Trips above 17 Trips</b>
	24	891	82.80	Rs. 82.8 /Trips above 20 Trips	23	885	82.80	Rs. 82.8 /Trips above 19 Trips

Lead ( Kms. )	>4.0 - 4.5				>4.5 - 5.0			
Std. Trip/Shift	18				17			
	9	108		-	9	118		-
	11	162	27.00	Rs. 27 /Trips above 9 Trips	11	172	27.00	Rs. 27 /Trips above 9 Trips
	14	259	32.40	Rs. 32.4 /Trips above 11 Trips	13	255	41.40	Rs. 41.4 /Trips above 11 Trips
	16	378	59.40	Rs. 59.4 /Trips above 14 Trips	15	381	63.00	Rs. 63 /Trips above 13 Trips
	<b>18</b>	<b>558</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 16 Trips</b>	<b>17</b>	<b>561</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 15 Trips</b>
	21	828	90.00	Rs. 90 /Trips above 18 Trips	20	831	90.00	Rs. 90 /Trips above 17 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std. Trip/Shift	16				15			
	8	118		-	7	118		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	9	172	27.00	Rs. 27 /Trips above 7 Trips
	12	255	41.40	Rs. 41.4 /Trips above 10 Trips	11	255	41.40	Rs. 41.4 /Trips above 9 Trips
	14	381	63.00	Rs. 63 /Trips above 12 Trips	13	381	63.00	Rs. 63 /Trips above 11 Trips
	<b>16</b>	<b>561</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 14 Trips</b>	<b>15</b>	<b>561</b>	<b>90.00</b>	<b>Rs. 90 /Trips above 13 Trips</b>
	19	831	90.00	Rs. 90 /Trips above 16 Trips	18	831	90.00	Rs. 90 /Trips above 15 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME  
EARNINGS FOR DUMPER OPERATORS**

**8. SHOVEL/DUMPER COMBINATION - ER-10Cum/BE-1600 (9.5/10 Cum.)+ 85 Tcs**

**(1 Trip = 27 Cum.)**

Lead ( Kms. )	<b>&gt;0-0.5</b>				<b>&gt;0.5-1</b>			
Std. Trip/Shift	<b>58</b>				<b>33</b>			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	29	108		-	17	108		-
	36	171	9.00	Rs. 9 /Trips above 29 Trips	21	166	14.40	Rs. 14.4 /Trips above 17 Trips
	43	259	12.60	Rs. 12.6 /Trips above 36 Trips	25	252	21.60	Rs. 21.6 /Trips above 21 Trips
	51	403	18.00	Rs. 18 /Trips above 43 Trips	29	382	32.40	Rs. 32.4 /Trips above 25 Trips
	<b>58</b>	<b>567</b>	<b>23.40</b>	<b>Rs. 23.4 /Trips above 51 Trips</b>	<b>33</b>	<b>540</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 29 Trips</b>
	70	869	25.20	Rs. 25.2 /Trips above 58 Trips	40	830	41.40	Rs. 41.4 /Trips above 33 Trips

Lead ( Kms. )	<b>&gt;1-1.5</b>				<b>&gt;1.5-2</b>			
Std. Trip/Shift	<b>27</b>				<b>24</b>			
	14	108		-	13	108		-
	18	166	14.40	Rs. 14.4 /Trips above 14 Trips	16	167	19.80	Rs. 19.8 /Trips above 13 Trips
	21	252	28.80	Rs. 28.8 /Trips above 18 Trips	19	259	30.60	Rs. 30.6 /Trips above 16 Trips
	24	387	45.00	Rs. 45 /Trips above 21 Trips	22	394	45.00	Rs. 45 /Trips above 19 Trips
	<b>27</b>	<b>549</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 24 Trips</b>	<b>24</b>	<b>531</b>	<b>68.40</b>	<b>Rs. 68.4 /Trips above 22 Trips</b>
	32	819	54.00	Rs. 54 /Trips above 27 Trips	29	873	68.40	Rs. 68.4 /Trips above 24 Trips

Lead ( Kms. )	<b>&gt;2-2.5</b>				<b>&gt;2.5-3</b>			
Std. Trip/Shift	<b>23</b>				<b>22</b>			
	12	108		-	11	108		-
	15	167	19.80	Rs. 19.8 /Trips above 12 Trips	14	167	19.80	Rs. 19.8 /Trips above 11 Trips
	18	259	30.60	Rs. 30.6 /Trips above 15 Trips	17	259	30.60	Rs. 30.6 /Trips above 14 Trips
	21	394	45.00	Rs. 45 /Trips above 18 Trips	20	394	45.00	Rs. 45 /Trips above 17 Trips
	<b>23</b>	<b>556</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>22</b>	<b>556</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>
	27	880	81.00	Rs. 81 /Trips above 23 Trips	26	880	81.00	Rs. 81 /Trips above 22 Trips

Lead ( Kms. )	<b>&gt;3-3.5</b>				<b>&gt;3.5-4</b>			
Std. Trip/Shift	<b>21</b>				<b>20</b>			
	11	118		-	10	118		-
	14	177	19.80	Rs. 19.8 /Trips above 11 Trips	13	177	19.80	Rs. 19.8 /Trips above 10 Trips
	17	269	30.60	Rs. 30.6 /Trips above 14 Trips	16	269	30.60	Rs. 30.6 /Trips above 13 Trips
	19	402	66.60	Rs. 66.6 /Trips above 17 Trips	18	402	66.60	Rs. 66.6 /Trips above 16 Trips
	<b>21</b>	<b>564</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>	<b>20</b>	<b>564</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>
	25	888	81.00	Rs. 81 /Trips above 21 Trips	24	888	81.00	Rs. 81 /Trips above 20 Trips

Lead ( Kms. )	<b>&gt;4-4.5</b>				<b>&gt;4.5-5</b>			
Std. Trip/Shift	<b>20</b>				<b>19</b>			
	10	128		-	9	118		-
	13	187	19.80	Rs. 19.8 /Trips above 10 Trips	13	197	19.80	Rs. 19.8 /Trips above 9 Trips
	16	279	30.60	Rs. 30.6 /Trips above 13 Trips	15	280	41.40	Rs. 41.4 /Trips above 13 Trips
	18	416	68.40	Rs. 68.4 /Trips above 16 Trips	17	417	68.40	Rs. 68.4 /Trips above 15 Trips
	<b>20</b>	<b>578</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>	<b>19</b>	<b>579</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>
	24	902	81.00	Rs. 81 /Trips above 20 Trips	23	903	81.00	Rs. 81 /Trips above 19 Trips

Lead ( Kms. )	<b>&gt; 5.0 - 5.5</b>				<b>&gt;5.5 - 6.0</b>			
Std. Trip/Shift	<b>20</b>				<b>19</b>			
	8	118		-	8	128		-
	13	217	19.80	Rs. 19.8 /Trips above 8 Trips	13	227	19.80	Rs. 19.8 /Trips above 8 Trips
	16	309	30.60	Rs. 30.6 /Trips above 13 Trips	15	310	41.40	Rs. 41.4 /Trips above 13 Trips
	18	446	68.40	Rs. 68.4 /Trips above 16 Trips	17	447	68.40	Rs. 68.4 /Trips above 15 Trips
	<b>20</b>	<b>608</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>	<b>19</b>	<b>609</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>
	24	932	81.00	Rs. 81 /Trips above 20 Trips	23	933	81.00	Rs. 81 /Trips above 19 Trips



**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**9. SHOVEL/DUMPER COMBINATION - PC-2000/RH-90C/TATA HITACHI (Ex-1900V)-(10-12 Cum)+ 120 Tes. (1 Trip = 40cum.)**

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	51				34			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	23	108		-	15	108		-
	30	184	10.80	Rs. 10.8 /Trips above 23 Trips	20	180	14.40	Rs. 14.4 /Trips above 15 Trips
	37	297	16.20	Rs. 16.2 /Trips above 30 Trips	25	279	19.80	Rs. 19.8 /Trips above 20 Trips
	44	549	36.00	Rs. 36 /Trips above 37 Trips	29	423	36.00	Rs. 36 /Trips above 25 Trips
	<b>51</b>	<b>826</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 44 Trips</b>	<b>34</b>	<b>693</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 29 Trips</b>
	53	905	39.60	Rs. 39.6 /Trips above 51 Trips	38	909	54.00	Rs. 54 /Trips above 34 Trips

Lead ( Kms. )	>1-1.5				>1.5-2			
Std. Trip/Shift	28				23			
	12	108		-	10	108		-
	16	180	18.00	Rs. 18 /Trips above 12 Trips	13	162	18.00	Rs. 18 /Trips above 10 Trips
	20	288	27.00	Rs. 27 /Trips above 16 Trips	16	243	27.00	Rs. 27 /Trips above 13 Trips
	24	468	45.00	Rs. 45 /Trips above 20 Trips	20	423	45.00	Rs. 45 /Trips above 16 Trips
	<b>28</b>	<b>684</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 24 Trips</b>	<b>23</b>	<b>666</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>
	32	900	54.00	Rs. 54 /Trips above 28 Trips	26	909	81.00	Rs. 81 /Trips above 23 Trips

Lead ( Kms. )	>2-2.5				>2.5-3			
Std. Trip/Shift	22				21			
	10	108		-	9	108		-
	13	162	18.00	Rs. 18 /Trips above 10 Trips	12	162	18.00	Rs. 18 /Trips above 9 Trips
	16	243	27.00	Rs. 27 /Trips above 13 Trips	15	286	41.40	Rs. 41.4 /Trips above 12 Trips
	19	448	68.40	Rs. 68.4 /Trips above 16 Trips	18	491	68.40	Rs. 68.4 /Trips above 15 Trips
	<b>22</b>	<b>691</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>	<b>21</b>	<b>734</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>
	24	853	81.00	Rs. 81 /Trips above 22 Trips	23	896	81.00	Rs. 81 /Trips above 21 Trips

Lead ( Kms. )	>3-3.5				>3.5-4			
Std. Trip/Shift	19				17			
	9	118		-	8	108		-
	11	172	27.00	Rs. 27 /Trips above 9 Trips	10	162	27.00	Rs. 27 /Trips above 8 Trips
	14	296	41.40	Rs. 41.4 /Trips above 11 Trips	12	245	41.40	Rs. 41.4 /Trips above 10 Trips
	17	501	68.40	Rs. 68.4 /Trips above 14 Trips	15	450	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>19</b>	<b>663</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>	<b>17</b>	<b>612</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>
	22	906	81.00	Rs. 81 /Trips above 19 Trips	20	855	81.00	Rs. 81 /Trips above 17 Trips

Lead ( Kms. )	>4-4.5				>4.5-5			
Std. Trip/Shift	17				17			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	10	189	27.00	Rs. 27 /Trips above 7 Trips
	12	255	41.40	Rs. 41.4 /Trips above 10 Trips	12	272	41.40	Rs. 41.4 /Trips above 10 Trips
	15	460	68.40	Rs. 68.4 /Trips above 12 Trips	14	409	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>17</b>	<b>622</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>17</b>	<b>652</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	20	865	81.00	Rs. 81 /Trips above 17 Trips	19	850	99.00	Rs. 99 /Trips above 17 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std. Trip/Shift	17				17			
	7	118		-	6	118		-
	10	199	27.00	Rs. 27 /Trips above 7 Trips	10	226	27.00	Rs. 27 /Trips above 6 Trips
	12	282	41.40	Rs. 41.4 /Trips above 10 Trips	12	309	41.40	Rs. 41.4 /Trips above 10 Trips
	15	487	68.40	Rs. 68.4 /Trips above 12 Trips	14	446	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>17</b>	<b>649</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>17</b>	<b>689</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	20	892	81.00	Rs. 81 /Trips above 17 Trips	19	887	99.00	Rs. 99 /Trips above 17 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**10. SHOVEL/DUMPER COMBINATION - PC-2000/RH-90C/TATA HITACHI (Ex-1900V)-(10-12 Cum)+ 100 Tes. (1 Trip = 33cum.)**

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	53				36			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	25	108		-	17	108		-
	32	184	10.80	Rs. 10.8 /Trips above 25 Trips	22	180	14.40	Rs. 14.4 /Trips above 17 Trips
	39	297	16.20	Rs. 16.2 /Trips above 32 Trips	27	279	19.80	Rs. 19.8 /Trips above 22 Trips
	46	549	36.00	Rs. 36 /Trips above 39 Trips	31	423	36.00	Rs. 36 /Trips above 27 Trips
	<b>53</b>	<b>826</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 46 Trips</b>	<b>36</b>	<b>693</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 31 Trips</b>
	55	905	39.60	Rs. 39.6 /Trips above 53 Trips	40	909	54.00	Rs. 54 /Trips above 36 Trips

Lead ( Kms. )	>1-1.5				>1.5-2			
Std. Trip/Shift	30				25			
	14	108		-	12	108		-
	18	180	18.00	Rs. 18 /Trips above 14 Trips	15	162	18.00	Rs. 18 /Trips above 12 Trips
	22	288	27.00	Rs. 27 /Trips above 18 Trips	18	243	27.00	Rs. 27 /Trips above 15 Trips
	26	468	45.00	Rs. 45 /Trips above 22 Trips	22	423	45.00	Rs. 45 /Trips above 18 Trips
	<b>30</b>	<b>684</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 26 Trips</b>	<b>25</b>	<b>666</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 22 Trips</b>
	34	900	54.00	Rs. 54 /Trips above 30 Trips	28	909	81.00	Rs. 81 /Trips above 25 Trips

Lead ( Kms. )	>2-2.5				>2.5-3			
Std. Trip/Shift	24				23			
	12	108		-	11	108		-
	15	162	18.00	Rs. 18 /Trips above 12 Trips	14	162	18.00	Rs. 18 /Trips above 11 Trips
	18	243	27.00	Rs. 27 /Trips above 15 Trips	17	286	41.40	Rs. 41.4 /Trips above 14 Trips
	21	448	68.40	Rs. 68.4 /Trips above 18 Trips	20	491	68.40	Rs. 68.4 /Trips above 17 Trips
	<b>24</b>	<b>691</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>23</b>	<b>734</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>
	26	853	81.00	Rs. 81 /Trips above 24 Trips	25	896	81.00	Rs. 81 /Trips above 23 Trips

Lead ( Kms. )	>3-3.5				>3.5-4			
Std. Trip/Shift	21				19			
	11	118		-	10	108		-
	13	172	27.00	Rs. 27 /Trips above 11 Trips	12	162	27.00	Rs. 27 /Trips above 10 Trips
	16	296	41.40	Rs. 41.4 /Trips above 13 Trips	14	245	41.40	Rs. 41.4 /Trips above 12 Trips
	19	501	68.40	Rs. 68.4 /Trips above 16 Trips	17	450	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>21</b>	<b>663</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>	<b>19</b>	<b>612</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>
	24	906	81.00	Rs. 81 /Trips above 21 Trips	22	855	81.00	Rs. 81 /Trips above 19 Trips

Lead ( Kms. )	>4-4.5				>4.5-5			
Std. Trip/Shift	19				19			
	10	118		-	9	108		-
	12	172	27.00	Rs. 27 /Trips above 10 Trips	12	189	27.00	Rs. 27 /Trips above 9 Trips
	14	255	41.40	Rs. 41.4 /Trips above 12 Trips	14	272	41.40	Rs. 41.4 /Trips above 12 Trips
	17	460	68.40	Rs. 68.4 /Trips above 14 Trips	16	409	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>19</b>	<b>622</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>	<b>19</b>	<b>652</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>
	22	865	81.00	Rs. 81 /Trips above 19 Trips	21	850	99.00	Rs. 99 /Trips above 19 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std. Trip/Shift	19				19			
	9	118		-	8	118		-
	12	199	27.00	Rs. 27 /Trips above 9 Trips	12	226	27.00	Rs. 27 /Trips above 8 Trips
	14	282	41.40	Rs. 41.4 /Trips above 12 Trips	14	309	41.40	Rs. 41.4 /Trips above 12 Trips
	17	487	68.40	Rs. 68.4 /Trips above 14 Trips	16	446	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>19</b>	<b>649</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>	<b>19</b>	<b>689</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>
	22	892	81.00	Rs. 81 /Trips above 19 Trips	21	887	99.00	Rs. 99 /Trips above 19 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**11. SHOVEL/DUMPER COMBINATION - PC-2000/RH-90C/TATA HITACHI (Ex-1900V)-(10-12 Cum)+ 85 Tes.**

(1 Trip = 27 Cum.)

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	65				36			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	32	108		-	18	108		-
	39	171	9.00	Rs. 9 /Trips above 32 Trips	23	171	12.60	Rs. 12.6 /Trips above 18 Trips
	49	279	10.80	Rs. 10.8 /Trips above 39 Trips	28	261	18.00	Rs. 18 /Trips above 23 Trips
	57	409	16.20	Rs. 16.2 /Trips above 49 Trips	32	391	32.40	Rs. 32.4 /Trips above 28 Trips
	<b>65</b>	<b>596</b>	<b>23.40</b>	<b>Rs. 23.4 /Trips above 57 Trips</b>	<b>36</b>	<b>549</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 32 Trips</b>
	77	877	23.40	Rs. 23.4 /Trips above 65 Trips	44	866	39.60	Rs. 39.6 /Trips above 36 Trips

Lead ( Kms. )	>1-1.5				>1.5-2			
Std. Trip/Shift	30				26			
	15	108		-	13	108		-
	20	171	12.60	Rs. 12.6 /Trips above 15 Trips	17	173	16.20	Rs. 16.2 /Trips above 13 Trips
	24	272	25.20	Rs. 25.2 /Trips above 20 Trips	20	254	27.00	Rs. 27 /Trips above 17 Trips
	28	452	45.00	Rs. 45 /Trips above 24 Trips	24	434	45.00	Rs. 45 /Trips above 20 Trips
	<b>30</b>	<b>560</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 28 Trips</b>	<b>26</b>	<b>563</b>	<b>64.80</b>	<b>Rs. 64.8 /Trips above 24 Trips</b>
	36	884	54.00	Rs. 54 /Trips above 30 Trips	31	887	64.80	Rs. 64.8 /Trips above 26 Trips

Lead ( Kms. )	>2-2.5				>2.5-3			
Std. Trip/Shift	25				25			
	13	118		-	13	108		-
	17	183	16.20	Rs. 16.2 /Trips above 13 Trips	17	173	16.20	Rs. 16.2 /Trips above 13 Trips
	20	264	27.00	Rs. 27 /Trips above 17 Trips	21	281	27.00	Rs. 27 /Trips above 17 Trips
	23	399	45.00	Rs. 45 /Trips above 20 Trips	23	371	45.00	Rs. 45 /Trips above 21 Trips
	<b>25</b>	<b>543</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 23 Trips</b>	<b>25</b>	<b>515</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 23 Trips</b>
	30	903	72.00	Rs. 72 /Trips above 25 Trips	30	875	72.00	Rs. 72 /Trips above 25 Trips

Lead ( Kms. )	>3-3.5				>3.5-4			
Std. Trip/Shift	24				23			
	13	118		-	12	108		-
	17	183	16.20	Rs. 16.2 /Trips above 13 Trips	16	173	16.20	Rs. 16.2 /Trips above 12 Trips
	20	264	27.00	Rs. 27 /Trips above 17 Trips	19	254	27.00	Rs. 27 /Trips above 16 Trips
	22	397	66.60	Rs. 66.6 /Trips above 20 Trips	21	387	66.60	Rs. 66.6 /Trips above 19 Trips
	<b>24</b>	<b>559</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 22 Trips</b>	<b>23</b>	<b>549</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>
	28	883	81.00	Rs. 81 /Trips above 24 Trips	27	873	81.00	Rs. 81 /Trips above 23 Trips

Lead ( Kms. )	>4-4.5				>4.5-5			
Std.Trip/Shift	23				21			
	12	118		-	12	128		-
	16	183	16.20	Rs. 16.2 /Trips above 12 Trips	15	182	18.00	Rs. 18 /Trips above 12 Trips
	19	269	28.80	Rs. 28.8 /Trips above 16 Trips	17	265	41.40	Rs. 41.4 /Trips above 15 Trips
	21	406	68.40	Rs. 68.4 /Trips above 19 Trips	19	402	68.40	Rs. 68.4 /Trips above 17 Trips
	<b>23</b>	<b>568</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>21</b>	<b>564</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>
	27	892	81.00	Rs. 81 /Trips above 23 Trips	25	888	81.00	Rs. 81 /Trips above 21 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std.Trip/Shift	23				21			
	11	128		-	10	128		-
	16	209	16.20	Rs. 16.2 /Trips above 11 Trips	15	218	18.00	Rs. 18 /Trips above 10 Trips
	19	295	28.80	Rs. 28.8 /Trips above 16 Trips	17	301	41.40	Rs. 41.4 /Trips above 15 Trips
	21	432	68.40	Rs. 68.4 /Trips above 19 Trips	19	438	68.40	Rs. 68.4 /Trips above 17 Trips
	<b>23</b>	<b>594</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>21</b>	<b>600</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>
	27	918	81.00	Rs. 81 /Trips above 23 Trips	25	924	81.00	Rs. 81 /Trips above 21 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**12. SHOVEL/DUMPER COMBINATION - Payloader 10-12 Cum+ 120 Tes.**

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	<b>49</b>				<b>32</b>			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	21	108		-	13	108		-
	28	184	10.80	Rs. 10.8 /Trips above 21 Trips	18	180	14.40	Rs. 14.4 /Trips above 13 Trips
	33	265	16.20	Rs. 16.2 /Trips above 28 Trips	23	279	19.80	Rs. 19.8 /Trips above 18 Trips
	42	589	36.00	Rs. 36 /Trips above 33 Trips	27	423	36.00	Rs. 36 /Trips above 23 Trips
	<b>49</b>	<b>866</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 42 Trips</b>	<b>32</b>	<b>693</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 27 Trips</b>
	51	945	39.60	Rs. 39.6 /Trips above 49 Trips	36	909	54.00	Rs. 54 /Trips above 32 Trips

Lead ( Kms. )	>1-1.5				>1.5-2			
Std. Trip/Shift	<b>27</b>				<b>22</b>			
	11	108		-	10	108		-
	15	180	18.00	Rs. 18 /Trips above 11 Trips	13	162	18.00	Rs. 18 /Trips above 10 Trips
	18	261	27.00	Rs. 27 /Trips above 15 Trips	16	243	27.00	Rs. 27 /Trips above 13 Trips
	23	486	45.00	Rs. 45 /Trips above 18 Trips	19	378	45.00	Rs. 45 /Trips above 16 Trips
	<b>27</b>	<b>702</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 23 Trips</b>	<b>22</b>	<b>621</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>
	31	918	54.00	Rs. 54 /Trips above 27 Trips	25	864	81.00	Rs. 81 /Trips above 22 Trips

Lead ( Kms. )	>2-2.5				>2.5-3			
Std. Trip/Shift	<b>21</b>				<b>20</b>			
	9	108		-	8	108		-
	12	162	18.00	Rs. 18 /Trips above 9 Trips	11	162	18.00	Rs. 18 /Trips above 8 Trips
	15	243	27.00	Rs. 27 /Trips above 12 Trips	14	286	41.40	Rs. 41.4 /Trips above 11 Trips
	18	448	68.40	Rs. 68.4 /Trips above 15 Trips	17	491	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>21</b>	<b>691</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>	<b>20</b>	<b>734</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>
	23	853	81.00	Rs. 81 /Trips above 21 Trips	22	896	81.00	Rs. 81 /Trips above 20 Trips

Lead ( Kms. )	>3-3.5				>3.5-4			
Std. Trip/Shift	<b>18</b>				<b>16</b>			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	13	296	41.40	Rs. 41.4 /Trips above 10 Trips	11	245	41.40	Rs. 41.4 /Trips above 9 Trips
	16	501	68.40	Rs. 68.4 /Trips above 13 Trips	14	450	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>18</b>	<b>663</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>	<b>16</b>	<b>612</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	21	906	81.00	Rs. 81 /Trips above 18 Trips	19	855	81.00	Rs. 81 /Trips above 16 Trips

Lead ( Kms. )	>4-4.5				>4.5-5			
Std. Trip/Shift	<b>16</b>				<b>16</b>			
	7	118		-	7	108		-
	9	172	27.00	Rs. 27 /Trips above 7 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	11	255	41.40	Rs. 41.4 /Trips above 9 Trips	11	245	41.40	Rs. 41.4 /Trips above 9 Trips
	14	460	68.40	Rs. 68.4 /Trips above 11 Trips	14	450	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>16</b>	<b>622</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>	<b>16</b>	<b>612</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	19	865	81.00	Rs. 81 /Trips above 16 Trips	19	909	99.00	Rs. 99 /Trips above 16 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std. Trip/Shift	<b>17</b>				<b>15</b>			
	7	118		-	6	118		-
	9	172	27.00	Rs. 27 /Trips above 7 Trips	9	199	27.00	Rs. 27 /Trips above 6 Trips
	11	255	41.40	Rs. 41.4 /Trips above 9 Trips	10	240	41.40	Rs. 41.4 /Trips above 9 Trips
	14	460	68.40	Rs. 68.4 /Trips above 11 Trips	13	446	68.40	Rs. 68.4 /Trips above 10 Trips
	<b>17</b>	<b>703</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>	<b>15</b>	<b>608</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>
	19	865	81.00	Rs. 81 /Trips above 17 Trips	18	905	99.00	Rs. 99 /Trips above 15 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**13. SHOVEL/DUMPER COMBINATION - Payloader 10-12 Cum+100 Tes.**

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	51				35			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	23	108		-	16	108		-
	30	184	10.80	Rs. 10.8 /Trips above 23 Trips	21	180	14.40	Rs. 14.4 /Trips above 16 Trips
	37	297	16.20	Rs. 16.2 /Trips above 30 Trips	26	279	19.80	Rs. 19.8 /Trips above 21 Trips
	44	549	36.00	Rs. 36 /Trips above 37 Trips	30	423	36.00	Rs. 36 /Trips above 26 Trips
	<b>51</b>	<b>826</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 44 Trips</b>	<b>35</b>	<b>693</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 30 Trips</b>
	53	905	39.60	Rs. 39.6 /Trips above 51 Trips	39	909	54.00	Rs. 54 /Trips above 35 Trips

Lead ( Kms. )	>1-1.5				>1.5-2			
Std. Trip/Shift	29				25			
	13	108		-	12	108		-
	17	180	18.00	Rs. 18 /Trips above 13 Trips	15	162	18.00	Rs. 18 /Trips above 12 Trips
	21	288	27.00	Rs. 27 /Trips above 17 Trips	18	243	27.00	Rs. 27 /Trips above 15 Trips
	25	468	45.00	Rs. 45 /Trips above 21 Trips	22	423	45.00	Rs. 45 /Trips above 18 Trips
	<b>29</b>	<b>684</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 25 Trips</b>	<b>25</b>	<b>666</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 22 Trips</b>
	33	900	54.00	Rs. 54 /Trips above 29 Trips	28	909	81.00	Rs. 81 /Trips above 25 Trips

Lead ( Kms. )	>2-2.5				>2.5-3			
Std. Trip/Shift	24				23			
	12	108		-	11	108		-
	15	162	18.00	Rs. 18 /Trips above 12 Trips	14	162	18.00	Rs. 18 /Trips above 11 Trips
	18	243	27.00	Rs. 27 /Trips above 15 Trips	17	286	41.40	Rs. 41.4 /Trips above 14 Trips
	21	448	68.40	Rs. 68.4 /Trips above 18 Trips	20	491	68.40	Rs. 68.4 /Trips above 17 Trips
	<b>24</b>	<b>691</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>23</b>	<b>734</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>
	26	853	81.00	Rs. 81 /Trips above 24 Trips	25	896	81.00	Rs. 81 /Trips above 23 Trips

Lead ( Kms. )	>3-3.5				>3.5-4			
Std. Trip/Shift	21				19			
	11	118		-	10	108		-
	13	172	27.00	Rs. 27 /Trips above 11 Trips	12	162	27.00	Rs. 27 /Trips above 10 Trips
	16	296	41.40	Rs. 41.4 /Trips above 13 Trips	14	245	41.40	Rs. 41.4 /Trips above 12 Trips
	19	501	68.40	Rs. 68.4 /Trips above 16 Trips	17	450	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>21</b>	<b>663</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>	<b>19</b>	<b>612</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>
	24	906	81.00	Rs. 81 /Trips above 21 Trips	22	855	81.00	Rs. 81 /Trips above 19 Trips

Lead ( Kms. )	>4-4.5				>4.5-5			
Std. Trip/Shift	19				19			
	10	118		-	9	108		-
	12	172	27.00	Rs. 27 /Trips above 10 Trips	12	189	27.00	Rs. 27 /Trips above 9 Trips
	14	255	41.40	Rs. 41.4 /Trips above 12 Trips	14	272	41.40	Rs. 41.4 /Trips above 12 Trips
	17	460	68.40	Rs. 68.4 /Trips above 14 Trips	16	409	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>19</b>	<b>622</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>	<b>19</b>	<b>652</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>
	22	865	81.00	Rs. 81 /Trips above 19 Trips	21	850	99.00	Rs. 99 /Trips above 19 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std. Trip/Shift	19				19			
	9	118		-	8	118		-
	12	199	27.00	Rs. 27 /Trips above 9 Trips	12	226	27.00	Rs. 27 /Trips above 8 Trips
	14	282	41.40	Rs. 41.4 /Trips above 12 Trips	14	309	41.40	Rs. 41.4 /Trips above 12 Trips
	17	487	68.40	Rs. 68.4 /Trips above 14 Trips	16	446	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>19</b>	<b>649</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>	<b>19</b>	<b>689</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>
	22	892	81.00	Rs. 81 /Trips above 19 Trips	21	887	99.00	Rs. 99 /Trips above 19 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**14. SHOVEL/DUMPER COMBINATION - Payloader 10-12 Cum+ 85 Tes.**

(1 Trip = 27 Cum.)

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	64				35			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	31	108		-	17	108		-
	38	171	9.00	Rs. 9 /Trips above 31 Trips	22	171	12.60	Rs. 12.6 /Trips above 17 Trips
	48	279	10.80	Rs. 10.8 /Trips above 38 Trips	27	261	18.00	Rs. 18 /Trips above 22 Trips
	56	409	16.20	Rs. 16.2 /Trips above 48 Trips	31	391	32.40	Rs. 32.4 /Trips above 27 Trips
	<b>64</b>	<b>596</b>	<b>23.40</b>	<b>Rs. 23.4 /Trips above 56 Trips</b>	<b>35</b>	<b>549</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 31 Trips</b>
	76	877	23.40	Rs. 23.4 /Trips above 64 Trips	43	866	39.60	Rs. 39.6 /Trips above 35 Trips

Lead ( Kms. )	>1-1.5				>1.5-2			
Std. Trip/Shift	29				26			
	14	108		-	13	108		-
	19	171	12.60	Rs. 12.6 /Trips above 14 Trips	17	173	16.20	Rs. 16.2 /Trips above 13 Trips
	23	272	25.20	Rs. 25.2 /Trips above 19 Trips	20	254	27.00	Rs. 27 /Trips above 17 Trips
	27	452	45.00	Rs. 45 /Trips above 23 Trips	24	434	45.00	Rs. 45 /Trips above 20 Trips
	<b>29</b>	<b>560</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 27 Trips</b>	<b>26</b>	<b>563</b>	<b>64.80</b>	<b>Rs. 64.8 /Trips above 24 Trips</b>
	35	884	54.00	Rs. 54 /Trips above 29 Trips	31	887	64.80	Rs. 64.8 /Trips above 26 Trips

Lead ( Kms. )	>2-2.5				>2.5-3			
Std. Trip/Shift	25				25			
	13	118		-	13	108		-
	17	183	16.20	Rs. 16.2 /Trips above 13 Trips	17	173	16.20	Rs. 16.2 /Trips above 13 Trips
	20	264	27.00	Rs. 27 /Trips above 17 Trips	21	281	27.00	Rs. 27 /Trips above 17 Trips
	23	399	45.00	Rs. 45 /Trips above 20 Trips	23	371	45.00	Rs. 45 /Trips above 21 Trips
	<b>25</b>	<b>543</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 23 Trips</b>	<b>25</b>	<b>515</b>	<b>72.00</b>	<b>Rs. 72 /Trips above 23 Trips</b>
	30	903	72.00	Rs. 72 /Trips above 25 Trips	30	875	72.00	Rs. 72 /Trips above 25 Trips

Lead ( Kms. )	>3-3.5				>3.5-4			
Std. Trip/Shift	24				23			
	13	118		-	12	108		-
	17	183	16.20	Rs. 16.2 /Trips above 13 Trips	16	173	16.20	Rs. 16.2 /Trips above 12 Trips
	20	264	27.00	Rs. 27 /Trips above 17 Trips	19	254	27.00	Rs. 27 /Trips above 16 Trips
	22	397	66.60	Rs. 66.6 /Trips above 20 Trips	21	387	66.60	Rs. 66.6 /Trips above 19 Trips
	<b>24</b>	<b>559</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 22 Trips</b>	<b>23</b>	<b>549</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>
	28	883	81.00	Rs. 81 /Trips above 24 Trips	27	873	81.00	Rs. 81 /Trips above 23 Trips

Lead ( Kms. )	>4-4.5				>4.5-5			
Std.Trip/Shift	23				21			
	12	118		-	12	128		-
	16	183	16.20	Rs. 16.2 /Trips above 12 Trips	15	182	18.00	Rs. 18 /Trips above 12 Trips
	19	269	28.80	Rs. 28.8 /Trips above 16 Trips	17	265	41.40	Rs. 41.4 /Trips above 15 Trips
	21	406	68.40	Rs. 68.4 /Trips above 19 Trips	19	402	68.40	Rs. 68.4 /Trips above 17 Trips
	<b>23</b>	<b>568</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>21</b>	<b>564</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>
	27	892	81.00	Rs. 81 /Trips above 23 Trips	25	888	81.00	Rs. 81 /Trips above 21 Trips

Lead ( Kms. )	>5.0 - 5.5				>5.5 - 6.0			
Std.Trip/Shift	23				21			
	11	128		-	10	128		-
	16	209	16.20	Rs. 16.2 /Trips above 11 Trips	15	218	18.00	Rs. 18 /Trips above 10 Trips
	19	295	28.80	Rs. 28.8 /Trips above 16 Trips	17	301	41.40	Rs. 41.4 /Trips above 15 Trips
	21	432	68.40	Rs. 68.4 /Trips above 19 Trips	19	438	68.40	Rs. 68.4 /Trips above 17 Trips
	<b>23</b>	<b>594</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>21</b>	<b>600</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>
	27	918	81.00	Rs. 81 /Trips above 23 Trips	25	924	81.00	Rs. 81 /Trips above 21 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**15. SHOVEL/DUMPER COMBINATION - Payloader (6.4 Cum.) + 100 Tes.****(1 Trip= 33cum.)**

Lead ( Kms. )	>0-0.5				>0.5-1.0			
Std. Trip/Shift	52				35			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	24	108		-	16	108		-
	31	184	10.80	Rs. 10.8 /Trips above 24 Trips	21	180	14.40	Rs. 14.4 /Trips above 16 Trips
	38	297	16.20	Rs. 16.2 /Trips above 31 Trips	26	279	19.80	Rs. 19.8 /Trips above 21 Trips
	45	549	36.00	Rs. 36 /Trips above 38 Trips	30	423	36.00	Rs. 36 /Trips above 26 Trips
	<b>52</b>	<b>826</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 45 Trips</b>	<b>35</b>	<b>693</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 30 Trips</b>
	54	905	39.60	Rs. 39.6 /Trips above 52 Trips	39	909	54.00	Rs. 54 /Trips above 35 Trips

Lead ( Kms. )	>1-1.5				>1.5-2.0			
Std. Trip/Shift	29				24			
	13	108		-	11	108		-
	17	180	18.00	Rs. 18 /Trips above 13 Trips	14	162	18.00	Rs. 18 /Trips above 11 Trips
	21	288	27.00	Rs. 27 /Trips above 17 Trips	17	243	27.00	Rs. 27 /Trips above 14 Trips
	25	468	45.00	Rs. 45 /Trips above 21 Trips	21	423	45.00	Rs. 45 /Trips above 17 Trips
	<b>29</b>	<b>684</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 25 Trips</b>	<b>24</b>	<b>666</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>
	33	900	54.00	Rs. 54 /Trips above 29 Trips	27	909	81.00	Rs. 81 /Trips above 24 Trips

Lead ( Kms. )	>2-2.5				>2.5-3.0			
Std. Trip/Shift	23				21			
	11	108		-	9	118		-
	14	162	18.00	Rs. 18 /Trips above 11 Trips	12	172	18.00	Rs. 18 /Trips above 9 Trips
	17	243	27.00	Rs. 27 /Trips above 14 Trips	15	296	41.40	Rs. 41.4 /Trips above 12 Trips
	20	448	68.40	Rs. 68.4 /Trips above 17 Trips	18	501	68.40	Rs. 68.4 /Trips above 15 Trips
	<b>23</b>	<b>691</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>	<b>21</b>	<b>744</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>
	25	853	81.00	Rs. 81 /Trips above 23 Trips	23	906	81.00	Rs. 81 /Trips above 21 Trips

Lead ( Kms. )	>3-3.5				>3.5-4.0			
Std. Trip/Shift	19				17			
	9	108		-	8	108		-
	11	162	27.00	Rs. 27 /Trips above 9 Trips	10	162	27.00	Rs. 27 /Trips above 8 Trips
	14	286	41.40	Rs. 41.4 /Trips above 11 Trips	12	245	41.40	Rs. 41.4 /Trips above 10 Trips
	17	491	68.40	Rs. 68.4 /Trips above 14 Trips	15	450	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>19</b>	<b>653</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>	<b>17</b>	<b>612</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>
	22	896	81.00	Rs. 81 /Trips above 19 Trips	20	855	81.00	Rs. 81 /Trips above 17 Trips

Lead ( Kms. )	>4-4.5				>4.5-5.0			
Std. Trip/Shift	17				17			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	10	189	27.00	Rs. 27 /Trips above 7 Trips
	12	255	41.40	Rs. 41.4 /Trips above 10 Trips	12	272	41.40	Rs. 41.4 /Trips above 10 Trips
	15	460	68.40	Rs. 68.4 /Trips above 12 Trips	14	409	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>17</b>	<b>622</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>17</b>	<b>652</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	20	865	81.00	Rs. 81 /Trips above 17 Trips	19	850	99.00	Rs. 99 /Trips above 17 Trips

Lead ( Kms. )	>5-5.5				>5.5-6.0			
Std. Trip/Shift	17				17			
	7	118		-	6	108		-
	10	199	27.00	Rs. 27 /Trips above 7 Trips	10	216	27.00	Rs. 27 /Trips above 6 Trips
	12	282	41.40	Rs. 41.4 /Trips above 10 Trips	12	299	41.40	Rs. 41.4 /Trips above 10 Trips
	15	487	68.40	Rs. 68.4 /Trips above 12 Trips	14	436	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>17</b>	<b>649</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>17</b>	<b>679</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	20	892	81.00	Rs. 81 /Trips above 17 Trips	19	877	99.00	Rs. 99 /Trips above 17 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**16. SHOVEL/DUMPER COMBINATION - Payloader (6.4 Cum.) + 85 Tes.****(1 Trip= 27cum.)**

Lead ( Kms. )	>0-0.5				>0.5-1.0			
Std. Trip/Shift	42				32			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	20	108		-	15	108		-
	25	180	14.40	Rs. 14.4 /Trips above 20 Trips	19	187	19.80	Rs. 19.8 /Trips above 15 Trips
	31	277	16.20	Rs. 16.2 /Trips above 25 Trips	23	295	27.00	Rs. 27 /Trips above 19 Trips
	37	407	21.60	Rs. 21.6 /Trips above 31 Trips	27	403	27.00	Rs. 27 /Trips above 23 Trips
	<b>42</b>	<b>542</b>	<b>27.00</b>	<b>Rs. 27 /Trips above 37 Trips</b>	<b>32</b>	<b>556</b>	<b>30.60</b>	<b>Rs. 30.6 /Trips above 27 Trips</b>
	45	839	99.00	Rs. 99 /Trips above 42 Trips	34	826	135.00	Rs. 135 /Trips above 32 Trips

Lead ( Kms. )	>1-1.5				>1.5-2.0			
Std. Trip/Shift	26				23			
	12	108		-	11	108		-
	16	187	19.80	Rs. 19.8 /Trips above 12 Trips	14	189	27.00	Rs. 27 /Trips above 11 Trips
	19	279	30.60	Rs. 30.6 /Trips above 16 Trips	17	278	29.70	Rs. 29.7 /Trips above 14 Trips
	22	409	43.20	Rs. 43.2 /Trips above 19 Trips	20	413	45.00	Rs. 45 /Trips above 17 Trips
	<b>26</b>	<b>581</b>	<b>43.20</b>	<b>Rs. 43.2 /Trips above 22 Trips</b>	<b>23</b>	<b>575</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 20 Trips</b>
	28	851	135.00	Rs. 135 /Trips above 26 Trips	25	874	149.40	Rs. 149.4 /Trips above 23 Trips

Lead ( Kms. )	>2-2.5				>2.5-3.0			
Std. Trip/Shift	21				21			
	10	108		-	10	118		-
	13	189	27.00	Rs. 27 /Trips above 10 Trips	12	172	27.00	Rs. 27 /Trips above 10 Trips
	15	272	41.40	Rs. 41.4 /Trips above 13 Trips	15	296	41.40	Rs. 41.4 /Trips above 12 Trips
	18	407	45.00	Rs. 45 /Trips above 15 Trips	18	431	45.00	Rs. 45 /Trips above 15 Trips
	<b>21</b>	<b>569</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 18 Trips</b>	<b>21</b>	<b>593</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 18 Trips</b>
	23	868	149.40	Rs. 149.4 /Trips above 21 Trips	23	890	148.50	Rs. 148.5 /Trips above 21 Trips

Lead ( Kms. )	>3-3.5				>3.5-4.0			
Std. Trip/Shift	19				18			
	9	108		-	8	108		-
	11	162	27.00	Rs. 27 /Trips above 9 Trips	11	189	27.00	Rs. 27 /Trips above 8 Trips
	14	286	41.40	Rs. 41.4 /Trips above 11 Trips	13	272	41.40	Rs. 41.4 /Trips above 11 Trips
	16	376	45.00	Rs. 45 /Trips above 14 Trips	15	380	54.00	Rs. 54 /Trips above 13 Trips
	<b>19</b>	<b>538</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 16 Trips</b>	<b>18</b>	<b>542</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 15 Trips</b>
	21	837	149.40	Rs. 149.4 /Trips above 19 Trips	20	839	148.50	Rs. 148.5 /Trips above 18 Trips

Lead ( Kms. )	>4-4.5				>4.5-5.0			
Std. Trip/Shift	16				16			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	262	45.00	Rs. 45 /Trips above 10 Trips	12	297	45.00	Rs. 45 /Trips above 9 Trips
	14	388	63.00	Rs. 63 /Trips above 12 Trips	14	423	63.00	Rs. 63 /Trips above 12 Trips
	<b>16</b>	<b>525</b>	<b>68.40</b>	<b>Rs. 68.4 /Trips above 14 Trips</b>	<b>16</b>	<b>560</b>	<b>68.40</b>	<b>Rs. 68.4 /Trips above 14 Trips</b>
	18	824	149.40	Rs. 149.4 /Trips above 16 Trips	18	859	149.40	Rs. 149.4 /Trips above 16 Trips



**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**17. SHOVEL/DUMPER COMBINATION - Payloader (5.7 Cum.) + 100 Tes.****(1 Trip= 33 cum.)**

Lead ( Kms. )	>0-0.5				>0.5-1.0			
Std. Trip/Shift	25				20			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	12	108		-	10	108		-
	16	166	14.40	Rs. 14.4 /Trips above 12 Trips	13	165	18.90	Rs. 18.9 /Trips above 10 Trips
	19	247	27.00	Rs. 27 /Trips above 16 Trips	16	246	27.00	Rs. 27 /Trips above 13 Trips
	23	376	32.40	Rs. 32.4 /Trips above 19 Trips	19	381	45.00	Rs. 45 /Trips above 16 Trips
	<b>25</b>	<b>513</b>	<b>68.40</b>	<b>Rs. 68.4 /Trips above 23 Trips</b>	<b>20</b>	<b>516</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 19 Trips</b>
	28	810	99.00	Rs. 99 /Trips above 25 Trips	22	813	148.50	Rs. 148.5 /Trips above 20 Trips

Lead ( Kms. )	>1-1.5				>1.5-2.0			
Std. Trip/Shift	18				17			
	9	108		-	9	118		-
	11	162	27.00	Rs. 27 /Trips above 9 Trips	11	172	27.00	Rs. 27 /Trips above 9 Trips
	14	254	30.60	Rs. 30.6 /Trips above 11 Trips	14	261	29.70	Rs. 29.7 /Trips above 11 Trips
	17	383	43.20	Rs. 43.2 /Trips above 14 Trips	16	391	64.80	Rs. 64.8 /Trips above 14 Trips
	<b>18</b>	<b>518</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 17 Trips</b>	<b>17</b>	<b>526</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 16 Trips</b>
	20	817	149.40	Rs. 149.4 /Trips above 18 Trips	19	823	148.50	Rs. 148.5 /Trips above 17 Trips

Lead ( Kms. )	>2-2.5				>2.5-3.0			
Std. Trip/Shift	17				16			
	9	118		-	8	108		-
	11	172	27.00	Rs. 27 /Trips above 9 Trips	10	162	27.00	Rs. 27 /Trips above 8 Trips
	13	255	41.40	Rs. 41.4 /Trips above 11 Trips	13	251	29.70	Rs. 29.7 /Trips above 10 Trips
	16	390	45.00	Rs. 45 /Trips above 13 Trips	15	381	64.80	Rs. 64.8 /Trips above 13 Trips
	<b>17</b>	<b>525</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 16 Trips</b>	<b>16</b>	<b>516</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 15 Trips</b>
	19	824	149.40	Rs. 149.4 /Trips above 17 Trips	18	813	148.50	Rs. 148.5 /Trips above 16 Trips

Lead ( Kms. )	>3-3.5				>3.5-4.0			
Std. Trip/Shift	15				14			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	255	41.40	Rs. 41.4 /Trips above 10 Trips	11	243	40.50	Rs. 40.5 /Trips above 9 Trips
	14	392	68.40	Rs. 68.4 /Trips above 12 Trips	13	378	67.50	Rs. 67.5 /Trips above 11 Trips
	<b>15</b>	<b>527</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 14 Trips</b>	<b>14</b>	<b>513</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 13 Trips</b>
	17	825	149.40	Rs. 149.4 /Trips above 15 Trips	16	810	148.50	Rs. 148.5 /Trips above 14 Trips

Lead ( Kms. )	>4-4.5				>4.5-5.0			
Std. Trip/Shift	14				13			
	7	108		-	6	108		-
	9	162	27.00	Rs. 27 /Trips above 7 Trips	8	162	27.00	Rs. 27 /Trips above 6 Trips
	11	245	41.40	Rs. 41.4 /Trips above 9 Trips	10	243	40.50	Rs. 40.5 /Trips above 8 Trips
	13	382	68.40	Rs. 68.4 /Trips above 11 Trips	12	378	67.50	Rs. 67.5 /Trips above 10 Trips
	<b>14</b>	<b>517</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 13 Trips</b>	<b>13</b>	<b>513</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 12 Trips</b>
	16	815	149.40	Rs. 149.4 /Trips above 14 Trips	15	810	148.50	Rs. 148.5 /Trips above 13 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**18. SHOVEL/DUMPER COMBINATION - Payloader (5.7 Cum.) + 85 Tes.****(1 Trip= 27cum.)**

Lead ( Kms. )	>0-0.5				>0.5-1.0			
Std. Trip/Shift	26				21			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	13	108		-	11	108		-
	17	166	14.40	Rs. 14.4 /Trips above 13 Trips	14	165	18.90	Rs. 18.9 /Trips above 11 Trips
	20	247	27.00	Rs. 27 /Trips above 17 Trips	17	246	27.00	Rs. 27 /Trips above 14 Trips
	24	376	32.40	Rs. 32.4 /Trips above 20 Trips	20	381	45.00	Rs. 45 /Trips above 17 Trips
	<b>26</b>	<b>513</b>	<b>68.40</b>	<b>Rs. 68.4 /Trips above 24 Trips</b>	<b>21</b>	<b>516</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 20 Trips</b>
	29	810	99.00	Rs. 99 /Trips above 26 Trips	23	813	148.50	Rs. 148.5 /Trips above 21 Trips

Lead ( Kms. )	>1-1.5				>1.5-2.0			
Std. Trip/Shift	19				18			
	10	108		-	10	118		-
	12	162	27.00	Rs. 27 /Trips above 10 Trips	12	172	27.00	Rs. 27 /Trips above 10 Trips
	15	254	30.60	Rs. 30.6 /Trips above 12 Trips	15	261	29.70	Rs. 29.7 /Trips above 12 Trips
	18	383	43.20	Rs. 43.2 /Trips above 15 Trips	17	391	64.80	Rs. 64.8 /Trips above 15 Trips
	<b>19</b>	<b>518</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 18 Trips</b>	<b>18</b>	<b>526</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 17 Trips</b>
	21	817	149.40	Rs. 149.4 /Trips above 19 Trips	20	823	148.50	Rs. 148.5 /Trips above 18 Trips

Lead ( Kms. )	>2-2.5				>2.5-3.0			
Std. Trip/Shift	18				17			
	10	118		-	9	108		-
	12	172	27.00	Rs. 27 /Trips above 10 Trips	11	162	27.00	Rs. 27 /Trips above 9 Trips
	14	255	41.40	Rs. 41.4 /Trips above 12 Trips	14	251	29.70	Rs. 29.7 /Trips above 11 Trips
	17	390	45.00	Rs. 45 /Trips above 14 Trips	16	381	64.80	Rs. 64.8 /Trips above 14 Trips
	<b>18</b>	<b>525</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 17 Trips</b>	<b>17</b>	<b>516</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 16 Trips</b>
	20	824	149.40	Rs. 149.4 /Trips above 18 Trips	19	813	148.50	Rs. 148.5 /Trips above 17 Trips

Lead ( Kms. )	>3-3.5				>3.5-4.0			
Std. Trip/Shift	16				15			
	9	118		-	8	108		-
	11	172	27.00	Rs. 27 /Trips above 9 Trips	10	162	27.00	Rs. 27 /Trips above 8 Trips
	13	255	41.40	Rs. 41.4 /Trips above 11 Trips	12	243	40.50	Rs. 40.5 /Trips above 10 Trips
	15	392	68.40	Rs. 68.4 /Trips above 13 Trips	14	378	67.50	Rs. 67.5 /Trips above 12 Trips
	<b>16</b>	<b>527</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 15 Trips</b>	<b>15</b>	<b>513</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 14 Trips</b>
	18	825	149.40	Rs. 149.4 /Trips above 16 Trips	17	810	148.50	Rs. 148.5 /Trips above 15 Trips

Lead ( Kms. )	>4-4.5				>4.5-5.0			
Std. Trip/Shift	15				14			
	8	108		-	7	108		-
	10	162	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	245	41.40	Rs. 41.4 /Trips above 10 Trips	11	243	40.50	Rs. 40.5 /Trips above 9 Trips
	14	382	68.40	Rs. 68.4 /Trips above 12 Trips	13	378	67.50	Rs. 67.5 /Trips above 11 Trips
	<b>15</b>	<b>517</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 14 Trips</b>	<b>14</b>	<b>513</b>	<b>135.00</b>	<b>Rs. 135 /Trips above 13 Trips</b>
	17	815	149.40	Rs. 149.4 /Trips above 15 Trips	16	810	148.50	Rs. 148.5 /Trips above 14 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**19. SHOVEL/DUMPER COMBINATION - BE- 1000 ( 5.5 cum )+ 100 Tes.****(1 Trip = 33cum.)**

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	37				31			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	19	108		-	16	108		-
	24	162	10.80	Rs. 10.8 /Trips above 19 Trips	20	166	14.40	Rs. 14.4 /Trips above 16 Trips
	29	243	16.20	Rs. 16.2 /Trips above 24 Trips	24	245	19.80	Rs. 19.8 /Trips above 20 Trips
	33	387	36.00	Rs. 36 /Trips above 29 Trips	28	389	36.00	Rs. 36 /Trips above 24 Trips
	<b>37</b>	<b>545</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 33 Trips</b>	<b>31</b>	<b>551</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 28 Trips</b>
	45	721	22.00	Rs. 22 /Trips above 37 Trips	37	875	54.00	Rs. 54 /Trips above 31 Trips

Lead ( Kms. )	>1-1.5				>1.5-2			
Std. Trip/Shift	26				25			
	13	108		-	13	118		-
	16	162	18.00	Rs. 18 /Trips above 13 Trips	16	172	18.00	Rs. 18 /Trips above 13 Trips
	19	243	27.00	Rs. 27 /Trips above 16 Trips	19	253	27.00	Rs. 27 /Trips above 16 Trips
	22	378	45.00	Rs. 45 /Trips above 19 Trips	22	388	45.00	Rs. 45 /Trips above 19 Trips
	<b>26</b>	<b>594</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 22 Trips</b>	<b>25</b>	<b>631</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 22 Trips</b>
	31	864	54.00	Rs. 54 /Trips above 26 Trips	28	874	81.00	Rs. 81 /Trips above 25 Trips

Lead ( Kms. )	>2-2.5				>2.5-3			
Std. Trip/Shift	23				20			
	12	108		-	10	108		-
	15	162	18.00	Rs. 18 /Trips above 12 Trips	13	162	18.00	Rs. 18 /Trips above 10 Trips
	18	243	27.00	Rs. 27 /Trips above 15 Trips	15	245	41.40	Rs. 41.4 /Trips above 13 Trips
	20	380	68.40	Rs. 68.4 /Trips above 18 Trips	17	382	68.40	Rs. 68.4 /Trips above 15 Trips
	<b>23</b>	<b>623</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>	<b>20</b>	<b>625</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>
	26	866	81.00	Rs. 81 /Trips above 23 Trips	23	868	81.00	Rs. 81 /Trips above 20 Trips

Lead ( Kms. )	>3-3.5				>3.5-4			
Std. Trip/Shift	19				18			
	10	128		-	9	108		-
	12	182	27.00	Rs. 27 /Trips above 10 Trips	11	162	27.00	Rs. 27 /Trips above 9 Trips
	14	265	41.40	Rs. 41.4 /Trips above 12 Trips	13	245	41.40	Rs. 41.4 /Trips above 11 Trips
	16	402	68.40	Rs. 68.4 /Trips above 14 Trips	15	382	68.40	Rs. 68.4 /Trips above 13 Trips
	<b>19</b>	<b>645</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>	<b>18</b>	<b>625</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>
	22	888	81.00	Rs. 81 /Trips above 19 Trips	21	868	81.00	Rs. 81 /Trips above 18 Trips

Lead ( Kms. )	>4-4.5				>4.5-5			
Std. Trip/Shift	18				17			
	9	118		-	8	108		-
	11	172	27.00	Rs. 27 /Trips above 9 Trips	10	162	27.00	Rs. 27 /Trips above 8 Trips
	13	255	41.40	Rs. 41.4 /Trips above 11 Trips	12	245	41.40	Rs. 41.4 /Trips above 10 Trips
	15	392	68.40	Rs. 68.4 /Trips above 13 Trips	14	382	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>18</b>	<b>635</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>17</b>	<b>625</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	21	878	81.00	Rs. 81 /Trips above 18 Trips	20	868	81.00	Rs. 81 /Trips above 17 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**20. SHOVEL/DUMPER COMBINATION - BE- 1000 ( 5.5 cum )+ 85 Tes.****(1 Trip = 27cum.)**

Lead ( Kms. )	>0-0.5				>0.5-1			
Std. Trip/Shift	<b>41</b>				<b>30</b>			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	19	108		-	14	108		-
	25	173	10.80	Rs. 10.8 /Trips above 19 Trips	18	166	14.40	Rs. 14.4 /Trips above 14 Trips
	30	254	16.20	Rs. 16.2 /Trips above 25 Trips	22	245	19.80	Rs. 19.8 /Trips above 18 Trips
	36	470	36.00	Rs. 36 /Trips above 30 Trips	26	389	36.00	Rs. 36 /Trips above 22 Trips
	<b>41</b>	<b>668</b>	<b>39.60</b>	<b>Rs. 39.6 /Trips above 36 Trips</b>	<b>30</b>	<b>605</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 26 Trips</b>
	46	866	39.60	Rs. 39.6 /Trips above 41 Trips	35	842	47.40	Rs. 47.4 /Trips above 30 Trips

Lead ( Kms. )	>1-1.5				>1.5-2			
Std. Trip/Shift	<b>26</b>				<b>22</b>			
	12	108		-	10	108		-
	16	180	18.00	Rs. 18 /Trips above 12 Trips	13	162	18.00	Rs. 18 /Trips above 10 Trips
	19	261	27.00	Rs. 27 /Trips above 16 Trips	16	243	27.00	Rs. 27 /Trips above 13 Trips
	23	441	45.00	Rs. 45 /Trips above 19 Trips	19	378	45.00	Rs. 45 /Trips above 16 Trips
	<b>26</b>	<b>603</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 23 Trips</b>	<b>22</b>	<b>621</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>
	31	873	54.00	Rs. 54 /Trips above 26 Trips	25	864	81.00	Rs. 81 /Trips above 22 Trips

Lead ( Kms. )	>2-2.5				>2.5-3			
Std. Trip/Shift	<b>22</b>				<b>19</b>			
	10	118		-	9	108		-
	13	172	18.00	Rs. 18 /Trips above 10 Trips	12	153	15.00	Rs. 15 /Trips above 9 Trips
	16	253	27.00	Rs. 27 /Trips above 13 Trips	14	222	34.50	Rs. 34.5 /Trips above 12 Trips
	19	458	68.40	Rs. 68.4 /Trips above 16 Trips	17	393	57.00	Rs. 57 /Trips above 14 Trips
	<b>22</b>	<b>701</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>	<b>19</b>	<b>528</b>	<b>67.50</b>	<b>Rs. 67.5 /Trips above 17 Trips</b>
	24	863	81.00	Rs. 81 /Trips above 22 Trips	22	731	67.50	Rs. 67.5 /Trips above 19 Trips

Lead ( Kms. )	>3-3.5				>3.5-4			
Std. Trip/Shift	<b>18</b>				<b>17</b>			
	9	118		-	8	108		-
	11	163	22.50	Rs. 22.5 /Trips above 9 Trips	10	153	22.50	Rs. 22.5 /Trips above 8 Trips
	13	232	34.50	Rs. 34.5 /Trips above 11 Trips	12	222	34.50	Rs. 34.5 /Trips above 10 Trips
	16	403	57.00	Rs. 57 /Trips above 13 Trips	14	336	57.00	Rs. 57 /Trips above 12 Trips
	<b>18</b>	<b>538</b>	<b>67.50</b>	<b>Rs. 67.5 /Trips above 16 Trips</b>	<b>17</b>	<b>539</b>	<b>67.50</b>	<b>Rs. 67.5 /Trips above 14 Trips</b>
	21	741	67.50	Rs. 67.5 /Trips above 18 Trips	20	741	67.50	Rs. 67.5 /Trips above 17 Trips

Lead ( Kms. )	>4-4.5				>4.5-5			
Std. Trip/Shift	<b>17</b>				<b>16</b>			
	8	118		-	7	108		-
	10	163	22.50	Rs. 22.5 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	232	34.50	Rs. 34.5 /Trips above 10 Trips	11	245	41.40	Rs. 41.4 /Trips above 9 Trips
	14	346	57.00	Rs. 57 /Trips above 12 Trips	13	382	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>17</b>	<b>549</b>	<b>67.50</b>	<b>Rs. 67.5 /Trips above 14 Trips</b>	<b>16</b>	<b>625</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>
	20	751	67.50	Rs. 67.5 /Trips above 17 Trips	19	868	81.00	Rs. 81 /Trips above 16 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**21. SHOVEL/DUMPER - BE -700 (3.5 cum. ) + 100 T.****(1 Trip = 33cum.)**

Lead ( Kms. )	<b>&gt;0-0.5</b>				<b>&gt;0.5 - 1</b>			
Std. Trip/Shift	<b>29</b>				<b>22</b>			
	Trip/ Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/ Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	15	108		-	12	108		-
	19	166	14.40	Rs. 14.4 /Trips above 15 Trips	15	162	18.00	Rs. 18 /Trips above 12 Trips
	23	252	21.60	Rs. 21.6 /Trips above 19 Trips	18	243	27.00	Rs. 27 /Trips above 15 Trips
	26	382	43.20	Rs. 43.2 /Trips above 23 Trips	20	380	68.40	Rs. 68.4 /Trips above 18 Trips
	<b>29</b>	<b>544</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 26 Trips</b>	<b>22</b>	<b>542</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>
	35	868	54.00	Rs. 54 /Trips above 29 Trips	26	866	81.00	Rs. 81 /Trips above 22 Trips

Lead ( Kms. )	<b>&gt;1 - 1.5</b>				<b>&gt;1.5 - 2</b>			
Std. Trip/Shift	<b>20</b>				<b>18</b>			
	10	108		-	9	108		-
	13	162	18.00	Rs. 18 /Trips above 10 Trips	12	162	18.00	Rs. 18 /Trips above 9 Trips
	16	243	27.00	Rs. 27 /Trips above 13 Trips	14	245	41.40	Rs. 41.4 /Trips above 12 Trips
	18	380	68.40	Rs. 68.4 /Trips above 16 Trips	16	382	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>20</b>	<b>542</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>	<b>18</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>
	24	866	81.00	Rs. 81 /Trips above 20 Trips	21	787	81.00	Rs. 81 /Trips above 18 Trips

Lead ( Kms. )	<b>&gt;2- 2.5</b>				<b>&gt;2.5 - 3</b>			
Std. Trip/Shift	<b>17</b>				<b>16</b>			
	9	118		-	8	108		-
	11	172	27.00	Rs. 27 /Trips above 9 Trips	10	162	27.00	Rs. 27 /Trips above 8 Trips
	13	255	41.40	Rs. 41.4 /Trips above 11 Trips	12	245	41.40	Rs. 41.4 /Trips above 10 Trips
	15	392	68.40	Rs. 68.4 /Trips above 13 Trips	14	382	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>17</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>16</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	20	797	81.00	Rs. 81 /Trips above 17 Trips	19	787	81.00	Rs. 81 /Trips above 16 Trips

Lead ( Kms. )	<b>&gt;3 - 3.5</b>				<b>&gt;3.5 - 4</b>			
Std. Trip/Shift	<b>16</b>				<b>15</b>			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	255	41.40	Rs. 41.4 /Trips above 10 Trips	11	245	41.40	Rs. 41.4 /Trips above 9 Trips
	14	392	68.40	Rs. 68.4 /Trips above 12 Trips	13	382	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>16</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>	<b>15</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>
	19	797	81.00	Rs. 81 /Trips above 16 Trips	18	787	81.00	Rs. 81 /Trips above 15 Trips

Lead ( Kms. )	<b>&gt;4-4.5</b>				<b>&gt;4.5-5.0</b>			
Std. Trip/Shift	<b>16</b>				<b>15</b>			
	7	118		-	7	128		-
	10	199	27.00	Rs. 27 /Trips above 7 Trips	9	182	27.00	Rs. 27 /Trips above 7 Trips
	12	282	41.40	Rs. 41.4 /Trips above 10 Trips	11	265	41.40	Rs. 41.4 /Trips above 9 Trips
	14	419	68.40	Rs. 68.4 /Trips above 12 Trips	13	402	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>16</b>	<b>581</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>	<b>15</b>	<b>564</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>
	19	824	81.00	Rs. 81 /Trips above 16 Trips	18	807	81.00	Rs. 81 /Trips above 15 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME****EARNINGS FOR DUMPER OPERATORS****22. SHOVEL/DUMPER - BE 700 (3.5 cum.) + 85 T.****(1 Trip = 27cum.)**

Lead ( Kms. )	>0-0.5				>0.5 - 1			
Std. Trip/Shift	30				23			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	15	108		-	13	108		-
	20	180	14.40	Rs. 14.4 /Trips above 15 Trips	16	162	18.00	Rs. 18 /Trips above 13 Trips
	24	266	21.60	Rs. 21.6 /Trips above 20 Trips	19	243	27.00	Rs. 27 /Trips above 16 Trips
	27	396	43.20	Rs. 43.2 /Trips above 24 Trips	21	380	68.40	Rs. 68.4 /Trips above 19 Trips
	<b>30</b>	<b>558</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 27 Trips</b>	<b>23</b>	<b>542</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 21 Trips</b>
	36	882	54.00	Rs. 54 /Trips above 30 Trips	27	866	81.00	Rs. 81 /Trips above 23 Trips

Lead ( Kms. )	>1 - 1.5				>1.5 - 2			
Std. Trip/Shift	21				19			
	11	108		-	10	108		-
	14	162	18.00	Rs. 18 /Trips above 11 Trips	13	162	18.00	Rs. 18 /Trips above 10 Trips
	17	243	27.00	Rs. 27 /Trips above 14 Trips	15	245	41.40	Rs. 41.4 /Trips above 13 Trips
	19	380	68.40	Rs. 68.4 /Trips above 17 Trips	17	382	68.40	Rs. 68.4 /Trips above 15 Trips
	<b>21</b>	<b>542</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 19 Trips</b>	<b>19</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 17 Trips</b>
	25	866	81.00	Rs. 81 /Trips above 21 Trips	22	787	81.00	Rs. 81 /Trips above 19 Trips

Lead ( Kms. )	>2- 2.5				>2.5 - 3			
Std. Trip/Shift	18				17			
	10	118		-	8	108		-
	12	172	27.00	Rs. 27 /Trips above 10 Trips	10	162	27.00	Rs. 27 /Trips above 8 Trips
	14	255	41.40	Rs. 41.4 /Trips above 12 Trips	12	245	41.40	Rs. 41.4 /Trips above 10 Trips
	16	392	68.40	Rs. 68.4 /Trips above 14 Trips	15	450	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>18</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>	<b>17</b>	<b>612</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>
	21	797	81.00	Rs. 81 /Trips above 18 Trips	20	855	81.00	Rs. 81 /Trips above 17 Trips

Lead ( Kms. )	>3 - 3.5				>3.5 - 4			
Std. Trip/Shift	17				16			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	255	41.40	Rs. 41.4 /Trips above 10 Trips	11	245	41.40	Rs. 41.4 /Trips above 9 Trips
	15	460	68.40	Rs. 68.4 /Trips above 12 Trips	14	450	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>17</b>	<b>622</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>16</b>	<b>612</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	20	865	81.00	Rs. 81 /Trips above 17 Trips	19	855	81.00	Rs. 81 /Trips above 16 Trips

Lead ( Kms. )	>4-4.5				>4.5-5.0			
Std. Trip/Shift	17				16			
	7	118		-	7	128		-
	10	199	27.00	Rs. 27 /Trips above 7 Trips	9	182	27.00	Rs. 27 /Trips above 7 Trips
	12	282	41.40	Rs. 41.4 /Trips above 10 Trips	11	265	41.40	Rs. 41.4 /Trips above 9 Trips
	15	487	68.40	Rs. 68.4 /Trips above 12 Trips	14	470	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>17</b>	<b>649</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>16</b>	<b>632</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	20	892	81.00	Rs. 81 /Trips above 17 Trips	19	875	81.00	Rs. 81 /Trips above 16 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME****EARNINGS FOR DUMPER OPERATORS****23. SHOVEL/DUMPER - L&T/H-40 (2.8 cum. ) / PC - 650 + 100 T.****(1 Trip = 33cum.)**

Lead ( Kms. )	>0-0.5				>0.5 - 1			
Std. Trip/Shift	28				21			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	14	108		-	11	108		-
	18	156	12.00	Rs. 12 /Trips above 14 Trips	14	153	15.00	Rs. 15 /Trips above 11 Trips
	22	228	18.00	Rs. 18 /Trips above 18 Trips	17	221	22.50	Rs. 22.5 /Trips above 14 Trips
	25	336	36.00	Rs. 36 /Trips above 22 Trips	19	335	57.00	Rs. 57 /Trips above 17 Trips
	<b>28</b>	<b>471</b>	<b>45.00</b>	<b>Rs. 45 /Trips above 25 Trips</b>	<b>21</b>	<b>470</b>	<b>67.50</b>	<b>Rs. 67.5 /Trips above 19 Trips</b>
	34	741	45.00	Rs. 45 /Trips above 28 Trips	25	740	67.50	Rs. 67.5 /Trips above 21 Trips

Lead ( Kms. )	>1 - 1.5				>1.5 - 2			
Std. Trip/Shift	19				17			
	9	108		-	8	108		-
	12	153	15.00	Rs. 15 /Trips above 9 Trips	11	153	15.00	Rs. 15 /Trips above 8 Trips
	15	221	22.50	Rs. 22.5 /Trips above 12 Trips	13	222	34.50	Rs. 34.5 /Trips above 11 Trips
	17	335	57.00	Rs. 57 /Trips above 15 Trips	15	336	57.00	Rs. 57 /Trips above 13 Trips
	<b>19</b>	<b>470</b>	<b>67.50</b>	<b>Rs. 67.5 /Trips above 17 Trips</b>	<b>17</b>	<b>471</b>	<b>67.50</b>	<b>Rs. 67.5 /Trips above 15 Trips</b>
	23	740	67.50	Rs. 67.5 /Trips above 19 Trips	20	674	67.50	Rs. 67.5 /Trips above 17 Trips

Lead ( Kms. )	>2- 2.5				>2.5 - 3			
Std. Trip/Shift	16				15			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	255	41.40	Rs. 41.4 /Trips above 10 Trips	11	245	41.40	Rs. 41.4 /Trips above 9 Trips
	14	392	68.40	Rs. 68.4 /Trips above 12 Trips	13	382	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>16</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>	<b>15</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>
	19	797	81.00	Rs. 81 /Trips above 16 Trips	18	787	81.00	Rs. 81 /Trips above 15 Trips

Lead ( Kms. )	>3 - 3.5				>3.5 - 4			
Std. Trip/Shift	15				14			
	7	118		-	6	108		-
	9	172	27.00	Rs. 27 /Trips above 7 Trips	8	162	27.00	Rs. 27 /Trips above 6 Trips
	11	255	41.40	Rs. 41.4 /Trips above 9 Trips	10	245	41.40	Rs. 41.4 /Trips above 8 Trips
	13	392	68.40	Rs. 68.4 /Trips above 11 Trips	12	382	68.40	Rs. 68.4 /Trips above 10 Trips
	<b>15</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>	<b>14</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 12 Trips</b>
	18	797	81.00	Rs. 81 /Trips above 15 Trips	17	787	81.00	Rs. 81 /Trips above 14 Trips

Lead ( Kms. )	>4 - 4.5				>4.5 - 5			
Std. Trip/Shift	14				13			
	6	118		-	5	108		-
	8	172	27.00	Rs. 27 /Trips above 6 Trips	7	162	27.00	Rs. 27 /Trips above 5 Trips
	10	255	41.40	Rs. 41.4 /Trips above 8 Trips	9	245	41.40	Rs. 41.4 /Trips above 7 Trips
	12	392	68.40	Rs. 68.4 /Trips above 10 Trips	11	382	68.40	Rs. 68.4 /Trips above 9 Trips
	<b>14</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 12 Trips</b>	<b>13</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 11 Trips</b>
	17	797	81.00	Rs. 81 /Trips above 14 Trips	16	787	81.00	Rs. 81 /Trips above 13 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME**  
**EARNINGS FOR DUMPER OPERATORS**

**24. SHOVEL/DUMPER - L&T/H-40 (2.8 cum.) / PC - 650 + 85 T.****(1 Trip = 27cum.)**

Lead ( Kms. )	>0-0.5				>0.5 - 1			
Std. Trip/Shift	29				22			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	15	108		-	12	108		-
	19	166	14.40	Rs. 14.4 /Trips above 15 Trips	15	162	18.00	Rs. 18 /Trips above 12 Trips
	23	252	21.60	Rs. 21.6 /Trips above 19 Trips	18	243	27.00	Rs. 27 /Trips above 15 Trips
	26	382	43.20	Rs. 43.2 /Trips above 23 Trips	20	380	68.40	Rs. 68.4 /Trips above 18 Trips
	<b>29</b>	<b>544</b>	<b>54.00</b>	<b>Rs. 54 /Trips above 26 Trips</b>	<b>22</b>	<b>542</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 20 Trips</b>
	35	868	54.00	Rs. 54 /Trips above 29 Trips	26	866	81.00	Rs. 81 /Trips above 22 Trips

Lead ( Kms. )	>1 - 1.5				>1.5 - 2			
Std. Trip/Shift	20				18			
	10	108		-	9	108		-
	13	162	18.00	Rs. 18 /Trips above 10 Trips	12	162	18.00	Rs. 18 /Trips above 9 Trips
	16	243	27.00	Rs. 27 /Trips above 13 Trips	14	245	41.40	Rs. 41.4 /Trips above 12 Trips
	18	380	68.40	Rs. 68.4 /Trips above 16 Trips	16	382	68.40	Rs. 68.4 /Trips above 14 Trips
	<b>20</b>	<b>542</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 18 Trips</b>	<b>18</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>
	24	866	81.00	Rs. 81 /Trips above 20 Trips	21	787	81.00	Rs. 81 /Trips above 18 Trips

Lead ( Kms. )	>2- 2.5				>2.5 - 3			
Std. Trip/Shift	17				16			
	9	118		-	8	108		-
	11	172	27.00	Rs. 27 /Trips above 9 Trips	10	162	27.00	Rs. 27 /Trips above 8 Trips
	13	255	41.40	Rs. 41.4 /Trips above 11 Trips	12	245	41.40	Rs. 41.4 /Trips above 10 Trips
	15	392	68.40	Rs. 68.4 /Trips above 13 Trips	14	382	68.40	Rs. 68.4 /Trips above 12 Trips
	<b>17</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>	<b>16</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>
	20	797	81.00	Rs. 81 /Trips above 17 Trips	19	787	81.00	Rs. 81 /Trips above 16 Trips

Lead ( Kms. )	>3 - 3.5				>3.5 - 4			
Std. Trip/Shift	16				15			
	8	118		-	7	108		-
	10	172	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	255	41.40	Rs. 41.4 /Trips above 10 Trips	11	245	41.40	Rs. 41.4 /Trips above 9 Trips
	14	392	68.40	Rs. 68.4 /Trips above 12 Trips	13	382	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>16</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>	<b>15</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>
	19	797	81.00	Rs. 81 /Trips above 16 Trips	18	787	81.00	Rs. 81 /Trips above 15 Trips

Lead ( Kms. )	>4-4.5				>4.5-5.0			
Std. Trip/Shift	16				15			
	7	118		-	7	128		-
	10	199	27.00	Rs. 27 /Trips above 7 Trips	9	182	27.00	Rs. 27 /Trips above 7 Trips
	12	282	41.40	Rs. 41.4 /Trips above 10 Trips	11	265	41.40	Rs. 41.4 /Trips above 9 Trips
	14	419	68.40	Rs. 68.4 /Trips above 12 Trips	13	402	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>16</b>	<b>581</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>	<b>15</b>	<b>564</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>
	19	824	81.00	Rs. 81 /Trips above 16 Trips	18	807	81.00	Rs. 81 /Trips above 15 Trips



**PRODUCTIVITY IMPROVEMENT SCHEME****EARNINGS FOR DUMPER OPERATORS****25. SHOVEL/DUMPER COMBINATION - PC - 300 (1.2 cum.)+ 85 T****(1 Trip = 27cum.)**

Lead ( Kms. )	>0-0.5				>0.5 - 1			
Std. Trip/Shift	18				17			
	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks	Trip/Shift	Earning (Rs.)	Rate/trip ( Rs. )	Remarks
	10	108		-	9	108		-
	12	162	27.00	Rs. 27 /Trips above 10 Trips	11	162	27.00	Rs. 27 /Trips above 9 Trips
	14	245	41.40	Rs. 41.4 /Trips above 12 Trips	13	245	41.40	Rs. 41.4 /Trips above 11 Trips
	16	382	68.40	Rs. 68.4 /Trips above 14 Trips	15	382	68.40	Rs. 68.4 /Trips above 13 Trips
	<b>18</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 16 Trips</b>	<b>17</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 15 Trips</b>
	21	787	81.00	Rs. 81 /Trips above 18 Trips	20	787	81.00	Rs. 81 /Trips above 17 Trips

Lead ( Kms. )	>1 - 1.5				>1.5- 2			
Std. Trip/Shift	16				15			
	8	108		-	7	108		-
	10	162	27.00	Rs. 27 /Trips above 8 Trips	9	162	27.00	Rs. 27 /Trips above 7 Trips
	12	245	41.40	Rs. 41.4 /Trips above 10 Trips	11	245	41.40	Rs. 41.4 /Trips above 9 Trips
	14	382	68.40	Rs. 68.4 /Trips above 12 Trips	13	382	68.40	Rs. 68.4 /Trips above 11 Trips
	<b>16</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 14 Trips</b>	<b>15</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 13 Trips</b>
	19	787	81.00	Rs. 81 /Trips above 16 Trips	18	787	81.00	Rs. 81 /Trips above 15 Trips

Lead ( Kms. )	>2 - 2.5				>2.5 - 3			
Std. Trip/Shift	14				13			
	6	108		-	5	108		-
	8	162	27.00	Rs. 27 /Trips above 6 Trips	7	162	27.00	Rs. 27 /Trips above 5 Trips
	10	245	41.40	Rs. 41.4 /Trips above 8 Trips	9	245	41.40	Rs. 41.4 /Trips above 7 Trips
	12	382	68.40	Rs. 68.4 /Trips above 10 Trips	11	382	68.40	Rs. 68.4 /Trips above 9 Trips
	<b>14</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 12 Trips</b>	<b>13</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 11 Trips</b>
	17	787	81.00	Rs. 81 /Trips above 14 Trips	16	787	81.00	Rs. 81 /Trips above 13 Trips

Lead ( Kms. )	>3 - 3.5				>3.5 - 4			
Std. Trip/Shift	13				12			
	5	118		-	4	108		-
	7	172	27.00	Rs. 27 /Trips above 5 Trips	6	162	27.00	Rs. 27 /Trips above 4 Trips
	9	255	41.40	Rs. 41.4 /Trips above 7 Trips	8	245	41.40	Rs. 41.4 /Trips above 6 Trips
	11	392	68.40	Rs. 68.4 /Trips above 9 Trips	10	382	68.40	Rs. 68.4 /Trips above 8 Trips
	<b>13</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 11 Trips</b>	<b>12</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 10 Trips</b>
	16	797	81.00	Rs. 81 /Trips above 13 Trips	15	787	81.00	Rs. 81 /Trips above 12 Trips

Lead ( Kms. )	>4 - 4.5				>4.5 - 5			
Std. Trip/Shift	12				11			
	4	118		-	3	108		-
	6	172	27.00	Rs. 27 /Trips above 4 Trips	5	162	27.00	Rs. 27 /Trips above 3 Trips
	8	255	41.40	Rs. 41.4 /Trips above 6 Trips	7	245	41.40	Rs. 41.4 /Trips above 5 Trips
	10	392	68.40	Rs. 68.4 /Trips above 8 Trips	9	382	68.40	Rs. 68.4 /Trips above 7 Trips
	<b>12</b>	<b>554</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 10 Trips</b>	<b>11</b>	<b>544</b>	<b>81.00</b>	<b>Rs. 81 /Trips above 9 Trips</b>
	15	797	81.00	Rs. 81 /Trips above 12 Trips	14	787	81.00	Rs. 81 /Trips above 11 Trips

**PRODUCTIVITY IMPROVEMENT SCHEME****EARNINGS OF DRAGLINE OPERATORS****1. Dragline Model : 33/77 R, 24/96 , 20/90 ,15/90 ,10/70**

Sl. No.	Capacity Utilisation	Amount (Rs.)	Rate of earnings ( Rs )	Remarks
1	92%	108	-	-
2	100%	180	9.00	Rs. 9 per percent increase over 92 %
3	110%	288	10.80	Rs. 10.8 per percent increase over 100 %
4	120%	414	12.60	Rs. 12.6 per percent increase over 110 %
5	130%	558	14.40	Rs. 14.4 per percent increase over 120 %
6	146% & above	817	16.20	Rs. 16.2 per percent increase over 130 %

**2. Projectwise Modelwise per shift Capacity of Draglines**

Sl. No.	Project	Modelwise Capacity in Cum.				
		33/77R	24/96	20/90	15/90	10/70
1	Amlohri	-	3623	-	-	-
2	Bina	-	3596	-	-	1414
3	Dudhichua	-	3913	-	-	-
4	Jayant	-	3622	-	2264	-
5	Khadia	5420	-	3115	-	-
6	Krishnashila	-	-	-	-	-
7	Nigahi	-	3992	3281	-	-

**3. Modelwise voloume of OB per bucket in Cum.**

Model	33/77R	24/96	20/90	15/90	10/70
Volume of OB per bucket (Cum.)	23.91	16.70	13.70	10.09	6.59

PRODUCTIVITY IMPROVEMENT SCHEME

EARNINGS OF SURFACE MINER OPERATORS

1.SURFACE MINER : L&T 4000mm drum width

Sl. No.	Production per shift (Tes)	Amount (Rs.)	Rate of earnings (Rs/ Tes )	Remarks
1	2200	108.0	-	-
2	2400	178.0	0.35	Rs. 0.35 per Tes over 2200
3	2600	278.0	0.50	Rs. 0.5 per Tes over 2400
4	2800	408.0	0.65	Rs. 0.65 per Tes over 2600
5	3000	558.0	0.75	Rs. 0.75 per Tes over 2800
6	3200	818.0	1.30	Rs. 1.3 per Tes over 3000

PIS 2022-23

**NORTHERN COALFIELDS LIMITED, SINGRAULI**  
Industrial Engineering Department

**PIS Table for Maintenance Personnel per month (Part II A )**

Dragline		Shovel		Dumper		Dozer	
MPI	PIS @ % Basic	MPI	PIS @ % Basic	MPI	PIS @ % Basic	MPI	PIS @ % Basic
65	5	35	5	35	1	40	1
66	6	36	6	36	2	41	2
67	7	37	7	37	3	42	3
68	8	38	8	38	4	43	4
69	9	39	9	39	5	44	5
70	10	40	10	40	6	45	6
71	11	41	11	41	7	46	7
72	12	42	12	42	8	47	8
73	13	43	13	43	9	48	9
74	14	44	14	44	10	49	10
75	15	45	15	45	11	50	11
76	16	46	16	46	12	51	12
77	17	47	17	47	13	52	13
78	18	48	18	48	14	53	14
79	19	49	19	49	15	54	15
80	20	50	20	50	16	55	16
81	21	51	21	51	17	56	17
82	22	52	22	52	18	57	18
83	23	53	23	53	19	58	19
84	24	54	24	54	20	59	20
85	25	55	25	55	21	60	21
86	26	56	26	56	22	61	22
87	27	57	27	57	23	62	23
88	28	58	28	58	24	63	24
89	29	59	29	59	25	64	25
90	30	60	30	60	26	65	26

**NORTHERN COALFIELDS LIMITED, SINGRAULI**

**Industrial Engineering Department**

Annexure - II B

**Table of PIS Earning per attendance per employee in Rs. In respect of non-executives of CHP against Range of % achievement of Daily Target**

Project	Target per Day (000 Te)	PIS Slab-01		PIS Slab-02		PIS Slab-03		PIS Slab-04		PIS Slab-05		PIS Slab-06	
		% of Daily Target	PIS amount per attendance (Rs.)	% of Daily Target	PIS amount per attendance (Rs.)	% of Daily Target	PIS amount per attendance (Rs.)	% of Daily Target	PIS amount per attendance (Rs.)	% of Daily Target	PIS amount per attendance (Rs.)	% of Daily Target	PIS amount per attendance (Rs.)
AML	32.00	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
BNA	10.50	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
DCH	30.00	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
JNT	30.00	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
KKR	6.00	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
KHD	27.00	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
NGH	45.00	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
Blk-B	11.65	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
KSL	12.00	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
NCL	204.15	≥100- to <102	190	≥102- to <104	205	≥104- to <106	225	≥106- to <108	250	≥108 to <110	280	≥110	300
Annual Despatch in Million Te		74.51		76.01		77.50		78.99		80.48		81.97	
% Capacity Utilisation(expected)		107.22		109.36		111.50		113.65		115.79		117.94	

**PIS 2022-23**

**NORTHERN COALFIELDS LIMITED, SINGRAULI**  
**Industrial Engineering Department**

**(PIS Table for Personnel covered PIS -Part II D )**  
**( Necessary qualifying criterion : Achievement of 95 % Monthly Coal target)**

**Annexure -II D**

Sl. no.	TPI	PIS amount as % of Basic Pay	
		Group - A	Group- B
1	90	0.5	0.4
2	91	1.0	0.8
3	92	2.0	1.6
4	93	3.0	2.4
5	94	4.0	3.2
6	95	5.0	4.0
7	96	6.0	4.8
8	97	7.0	5.6
9	98	8.0	6.4
10	99	9.0	7.2
11	100	10.0	8.0
12	101	11.0	8.8
13	102	12.0	9.6
14	103	13.0	10.4
15	104	14.0	11.2
16	105 & above	15.0	12.0

**PIS 2022-23**

**Calculation of PIS earning for dumper operator working in different combinations at different lead in a shift**

A dumper operator made 14 trips in Table T1, 5 trips in Table T2, 3 trips in Table T3 and 2 trips in Table T4

Table T1:ER Shovel(10 cum)+ 85 T dumper				Table T2:ER Shovel(10 cum)+ 85 T dumper			
Lead (Kms.)	>2-2.5			>3-3.5			
Std. Trip/Shift	23			21			
	12	108	-	11	118	-	
	15	167	Rs. 19.8 /Trips above 12 Trips	14	177	Rs. 19.8 /Trips above 11 Trips	
	18	259	Rs. 30.6 /Trips above 15 Trips	17	269	Rs. 30.6 /Trips above 14 Trips	
	21	394	Rs. 45 /Trips above 18 Trips	19	402	Rs. 66.6 /Trips above 17 Trips	
	<b>23</b>	<b>556</b>	<b>Rs. 81 /Trips above 21 Trips</b>	<b>21</b>	<b>564</b>	<b>Rs. 81 /Trips above 19 Trips</b>	
	27	880	Rs. 81 /Trips above 23 Trips	25	888	Rs. 81 /Trips above 21 Trips	

Table T3:ER Shovel(10 cum)+ 100T dumper				Table T4:ER Shovel(10 cum)+ 100T dumper			
Lead (Kms.)	>2- 2.5			>2.5 - 3			
Std. Trip/Shift	22			21			
	11	108	-	11	118	-	
	14	173	Rs. 21.6 /Trips above 11 Trips	13	172	Rs. 27 /Trips above 11 Trips	
	17	254	Rs. 27 /Trips above 14 Trips	16	269	Rs. 32.4 /Trips above 13 Trips	
	20	389	Rs. 45 /Trips above 17 Trips	19	404	Rs. 45 /Trips above 16 Trips	
	<b>22</b>	<b>551</b>	<b>Rs. 81 /Trips above 20 Trips</b>	<b>21</b>	<b>566</b>	<b>Rs. 81 /Trips above 19 Trips</b>	
	26	875	Rs. 81 /Trips above 22 Trips	25	890	Rs. 81 /Trips above 21 Trips	

As he spent larger fraction of his shift time as per **table-1**, so it is called **pivot table** and the trips made in other table is to be changed in equivalent no. of trips in pivot table as per following formula:

Table	Actual No of trips(A)	Standard no. of trips(N)	Equivalent no. of trips	Formula	
T1	14	23	14.0	T1 is Pivot table	14
T2	5	21	5.5	Equivalent trips = $(A-T2)*(N-T1)/(N-T2)$	"=5*23/21
T3	3	22	3.1	Equivalent trips = $(A-T3)*(N-T1)/(N-T3)$	"=3*23/22
T4	2	21	2.2	Equivalent trips = $(A-T4)*(N-T1)/(N-T4)$	"=2*23/21
<b>Total equivalent no. of trips</b>			<b>25</b>		

Therefore, his earning is to be calculated on the basis of total equivalent trips and as per pivot table ie. T1

Accordingly his earning for the shift is=

$$=556+2*81 \text{ Rs.}$$

718 Rs.

# NORTHERN COALFIELDS LIMITED, SINGRAULI

## Expected Cost of Implementation of PIS 2021-22

Amount in Rs. Lakhs

Sl. No.	Particulars	PIS Amount for Groups of Employess								
		IA	IB	IC	ID	IIA	IIB	IIC	IID	Total Expected PIS Amount
1	Approximate Expenditure (Prog Dec'20)	1037.84	271.09	698.55	8.70	1143.11	178.11	35.50	752.70	4125.61
2	Approximate Expenditure (2020-21)	1505.47	393.24	927.17	11.55	1517.22	239.70	47.12	999.04	5640.51
3	Expected Expenditure (2021-22)	1533.9826	400.691	944.723	11.766	1545.95	244.237	48.015	1017.955	5747.32

<b>Expected Cost of Implementation of PIS 2021-22 in Rs. Crores =</b>	<b>57.47</b>
---	--------------

**PIS 2022-23**



**NORTHERN COALFIELDS LIMITED , SINGRAULI**  
Industrial Engineering Department

**Projectwise Monthwise Target of Coal Production For PIS 2022-23 (wef from April 2022)**

Figures in "000" Tes.

Project	1st. Qtr.			2nd. Qtr.			3rd. Qtr.			4th. Qtr.			Annual
	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	
AML	1172.5	1211.9	1172.8	1037.7	1037.8	1004.3	1160.0	1122.6	1160.4	1350.2	1219.6	1350.2	14000.0
BNA	879.6	908.9	879.6	778.4	778.4	753.3	870.0	841.9	869.8	1012.7	914.7	1012.7	10500.0
DCH	1926.7	1990.9	1926.7	1705.0	1705.0	1650.0	1905.7	1844.3	1905.7	2218.3	2003.5	2218.2	23000.0
JNT	2261.7	2337.2	2261.8	2001.5	2001.5	1937.0	2237.1	2165.0	2237.2	2604.1	2351.9	2604.0	27000.0
JRD	211.9	219.0	212.0	187.6	187.6	181.4	209.6	202.9	209.6	244.0	228.3	236.1	2530.0
KAK	125.7	129.8	125.6	111.2	111.2	107.6	124.3	120.3	124.3	144.7	130.6	144.7	1500.0
KHD	1340.3	1385.0	1340.3	1186.0	1186.1	1147.9	1325.7	1283.0	1325.7	1543.1	1393.8	1543.1	16000.0
NGH	2094.2	2164.0	2094.3	1853.2	1853.2	1793.6	2071.4	2004.7	2071.4	2411.1	2177.7	2411.2	25000.0
KSL	586.4	605.9	586.4	518.9	518.9	502.2	580.0	561.3	580.0	675.1	609.8	675.1	7000.0
Block-B	458.3	473.5	458.2	405.5	405.5	392.4	453.2	438.6	453.3	527.5	476.5	527.5	5470.0
<b>NCL</b>	<b>11057.3</b>	<b>11426.1</b>	<b>11057.7</b>	<b>9785.0</b>	<b>9785.2</b>	<b>9469.7</b>	<b>10937.0</b>	<b>10584.6</b>	<b>10937.4</b>	<b>12730.8</b>	<b>11506.4</b>	<b>12722.8</b>	<b>132000.0</b>

**Projectwise Monthwise Target of OB Removal For PIS 2022-23 (wef from April 2022)**

Figures in "000" Cum.

Project	1st. Qtr.			2nd. Qtr.			3rd. Qtr.			4th. Qtr.			Annual
	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	
AML	1675.4	1731.2	1662.5	1482.6	1482.6	1434.8	1657.2	1603.7	1724.5	1928.9	1742.2	1874.4	20000.0
BNA	628.3	649.2	627.9	556.0	556.0	538.1	621.4	601.4	621.8	723.3	653.3	723.3	7500.0
DCH	1382.2	1428.3	1290.5	1223.2	1223.2	1183.7	1367.2	1323.1	1458.8	1591.3	1437.3	1591.2	16500.0
JNT	921.5	952.2	830.9	815.4	815.4	789.1	911.4	882.0	1002.0	1060.9	958.2	1061.0	11000.0
JRD	125.7	129.8	125.7	111.2	111.2	107.6	124.3	120.3	124.3	144.7	130.7	144.5	1500.0
KAK	293.2	303.0	293.2	259.5	259.5	251.1	290.0	280.7	280.7	337.5	304.9	346.7	3500.0
KHD	1047.1	1082.0	948.0	926.6	926.6	896.7	1035.7	1002.3	1101.4	1205.6	1088.9	1239.1	12500.0
NGH	1424.1	1471.5	1341.1	1260.2	1260.2	1219.6	1408.6	1363.2	1491.5	1639.5	1480.9	1639.6	17000.0
KSL	41.9	43.3	41.9	37.1	40.1	35.9	41.4	40.1	41.4	48.2	43.6	45.1	500.0
Block-B	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>NCL</b>	<b>7539.4</b>	<b>7790.5</b>	<b>7161.7</b>	<b>6671.8</b>	<b>6674.8</b>	<b>6456.6</b>	<b>7457.2</b>	<b>7216.8</b>	<b>7846.4</b>	<b>8679.9</b>	<b>7840.0</b>	<b>8664.9</b>	<b>90000.0</b>

GM (IE)