

Annual Pay & Performance Statement

February 2020

Rajat Jain
7983924

Your current salary of INR 2,235,000 will increase by 5% on 1 April 2020.

New pay details effective from 1 April 2020

Your revised Total Fixed Pay effective 1 April 2020 is:

INR 2,346,750

Please find enclosed the compensation break-up sheet.

Your performance rating for 2019 is 3.

If you have any questions regarding the content of this pay statement, please discuss these with your line manager in the first instance.



Jaspreet Bakshi
Director - HR People Services, India

APPENDIX – YOUR TOTAL REWARD w.e.f. 1 April 2020			
Name	Rajat Jain	Job Title	Lead Engineer Niche I B8
Employee ID	7983924	Management Level	B
Grade	8	Corporate Title	Associate Vice President
PAY HEADS	AMOUNT (INR p.a.)		COMPONENTS OF PAY (INR p.a.)
Salary Funding (Basic & Cash Allowances)	1,056,037	Basic : 938,700	
		Supplementary Allowance : 117,337	
Benefit Funding (Benefits selected through RBSelect)	1,056,038	House Rent Allowance : 46,935	
		Other RBSelect Benefits as per Policy: 1,009,103	
Retirement Funding (Retirement plan options selected through RBSelect)	234,675	Provident Fund (Mandatory) : 112,644	
		Other Retiral Benefits as per Policy : 122,031	
NEW TOTAL FIXED PAY		2,346,750	
CORE BENEFITS			
Insurance Benefits	Hospitalisation Insurance		As per the Policy
	Group Personal Accident Insurance		As per the Policy
	Term Life Insurance		As per the Policy
OTHER RETIRALS			
Gratuity	Gratuity		As per the Policy
TOTAL REWARD		Total Fixed Pay + Gratuity + Insurance Benefits	

Note:

1. Unutilized Benefit Funding and Retirement Funding will be added to Supplementary Allowances.
2. Refer to policies on intranet for individual elements of Benefit Funding and Retirement Funding.
3. Elements of Benefit and optional Retiral along with policy and entitlements effective from 1 April 2020 will be communicated, after which employees will be able to review and reallocate their benefits on RBSelect for FY2020-21.
4. This appendix should be interpreted in conjunction with the relevant policies uploaded on RBS Intranet.