

CLAIM/BENEFITS FOR EXECUTIVES @ GAIL INDIA LIMITED, <GOA.PATAOFFICE@GMAIL.COM>										
Salary Grade		Basic	Conveyance Advance (Lcs.)		Furnishing Household Items Adv.		HBA/Woodwork Advance (In Lakhs)		Mobile/Landline (Monthly)	
E0 - Assistant Engineer		40000-140000	E0	4.75	E0	97500	E0-E3	35/7	E0	1200
E1 - Engineer		50000-160000	E1	5.75	E1	1,05,000	E4-E6	41/7.5	E1-E2	1300
E2 - Senior Engineer		60000-180000	E2	6.25	E2	1,50,000	E7 & above	48/9	E3	1600
E3 -Manager		70000-200000	E3	6.75	E3	1,80,000	Spectacles Reimbursement (2020-2022)		E4	1800
E4 -Senior Manager		80000-220000	E4	7.75	E4	2,25,000	E0 to E1	22000	E5	2500
E5 - Chief Manager		90000-240000	E5	8.5	E5	3,00,000	E2 to E4	25000	E6	2800
E6 - DGM		100000-260000	E6	9	E6	3,45,000	E5 to E6	33000	E7	3800
E7 - GM		120000-280000	E7	9.5	E7	4,20,000	E7 to E8	35000	E8	4600
E8 - CGM		120000-280000	E8	10	E8	4,50,000	E9 & Above	40000	E9	5600
E9 - ED		150000-300000	E9 & Above	11	E9	5,10,000	Marriage Gift		Cellphone (Once/2 Yrs)	
Type of Leave					CMD/Dir	6,00,000	All Employee	10000	E0/E1	12000
Casual	12	Weekly off excluded		Hotel Stay				E2/E3/E4	18000	
Special Casual	30	Min. 1 Yr service		Grade	City X	City Y	City Z	E5/E6	26000	
Earned	30	Max. 120 at once		E1-E3	6500	4500	3500	E7/E8	36000	
Half Pay	20	6 commuted w/o medical		E4/E5	8000	5500	4000	E9	45000	
LND	90 (At once)	After 1 year/Max. 180		E6/E7	9500	6500	Limited to Y type City	HRA Allowance		
ExtraOrdinary	90	After 1 year		E8/E9	12000	8000	Limited to Y type City	X (50 lakh above)	24 % Basic	
Maternity	182	Full Pay		Daily Allowance				Y (5-50 lakh)	16 % Basic	
Quarantine	21	30 (Exceptional cases)		Grade	Self Arr.	GH/H w/o Meal	Hotel with Meal	Z (upto 5 lakh)	8 % Basic	
Disability	Not Defined	Max. 24 months		E1-E3	1500	800	400	Shift Allowance		
Paternity	15	15 days before < child birth < 6 months		E4-E6	1800	900	450	A (Morning)	125	
CCL (Paid)	730	Not less than 15 days		E7-E9	2050	1000	500	B (Evening)	125	
Hospital Room		Out of Pocket		CMD/Dir	2200	1100	550	C (Night)	200	
E0-E1	Twin Sharing	Upto 2 hours	Nil	Medical Consultation				Briefcase 2018-2020 (calender yr)		
E2-E4	Single AC Room	2-4 Hours	350	Type	X	Y	Z	E0-E3	5400	
E5-E6	Deluxe Room	4-6 Hours	700	MBBS	600	450	300	E4-E6	6800	
E7-E9	Super Deluxe	> 6 Hours	1000	Specialist	1000	750	500	E7 & above	8100	
LTER (per Km): 4-wheeler-Rs 7.4, 2-wheeler-Rs 3.7					Ayur/Homeo	350	300	250	Transfer Allowance	
Newspapers and Magazines (Monthly)			CMER/Month (Reviewed Half Yearly) OCT,19			Personal Computer (Once/4 yrs)		2 Months (Basic + DA)		
Grade	Office	Residence	Grade	Car	Scooter/MC	E7 & above	65000	CNG Kit Advance		
FD & CVO	Actuals	Actuals	E0/E1/E2	6050	2525	E0-E6	55000	All Employee	ACT/Max. 50000	
ED/GM	2 NP/Mag	2 NP/Mag	E3-E4	10757	2525	Upgradation	20000 (4 yr adv.)	VDA-2020 (JAN-MAR) = 17.2%		
DGM/CM	NA	2 NP/Mag	E5-E6	12039	2525	Maintenance	12200/annum	Fur. Maint./Yr : 10% of initial cost		
Higher Education Reward (One Time)		75000	E7 & above	15625	2525	EL Encashment: Multiple of 5 to any no. of times with remaining balance of 15				
Clothing & PPEs			Prof. membership/year		Long Service Award		Life Cover as on 01-JAN-2020			
Item	Qty.	Frequency	E 4 and below	3000 + Tax	Service (Yrs)	Amount	DRF (Increment 4L/yr)	All executives	60 L	
Shirt and Trouser	2 Pairs	Every year	E5 and above	4000 + Tax	15	15000	Group Insu. (EDLI)	All executives	6.25 L	
Rain Coat	1	Once in 2 year	Social Security (30% of BP+DA)		20	30000	GPA -provided by GAIL	All executives	18 L	
Wind Cheater	1 F, 1 H	Once in 4 year	EPF	12%	25	37500	GPA- provided by GOA	GOA MEMBERS	10 L	
Towels	1	Every year	NPS+SABF	15%	30	60000	Financial Assist by GAIL	S7 - E-1	55 L	
Cotton socks	2 Pairs	Every year	PRMS	3%	35	70000	<div><div>GAIL OFFICER'S ASSOCIATION</div><div>GOA</div><div>सत्यमेव जयते</div></div>		E2 - E4	60 L
Safety Shoes	1 pair	Every year	Gratuity	20 L	On Retirement	2500 x completed year			E5 - E7	65 L
Disclaimer: Although every effort has been made to ensure accuracy, May please refer the HR Manual/Circular for detailed information- GOA-PATA									E8 & ABOVE	70 L