

## 1. PAY SCALES & SALARY

### 1.1. PAY SCALES

C-DOT follows Central Government pay scale pattern. The pay scales have been revised through the **Seventh Pay Commission Report**, which came into force **with effect from January 1, 2016**. Depending upon functions, C-DOT pay scales are classified into the following four categories.

#### TECHNICAL STAFF (Engineers & Scientists)

Grade	6 <sup>th</sup> PAY COMMISSION			7 <sup>th</sup> PAY COMMISSION	
	Pay Band	Scales of Pay	Grade Pay	Level	Pay Range in Matrix (in ₹)
EI	PB3	₹15600-39100	₹ 5400	10	56100-177500
EII	PB3	₹ 15600-39100	₹ 6600	11	67700-208700
EIII	PB3	₹ 15600-39100	₹ 7600	12	78800-209200
EIV	PB4	₹ 37400-67000	₹ 8700	13	123100-215900
EV	PB4	₹ 37400-67000	₹ 8900	13A	131100-216600
EVI	PB4	₹ 37400-67000	₹ 10000	14	144200-218200
EVII	HAG	₹ 67000-79000	NIL	15	182200-224100
EVIII	Apex Scale	₹ 80000 fixed	NIL	17	225000

#### ADMINISTRATIVE STAFF

(Registrar, CFO, Officers, Executives, Associates, etc.) in the HR, Admin. Purchase, Finance departments

Grade	6 <sup>th</sup> PAY COMMISSION			7 <sup>th</sup> PAY COMMISSION	
	Pay Band	Scales of Pay	Grade Pay	Level	Pay Range in Matrix (in ₹)
<b>Administrative Support</b>					
AI	PB1	₹ 5200-20200	₹ 2400	4	25500-81100
AII	PB1	₹ 5200-20200	₹ 2800	5	29200-92300
AIII	PB2	₹ 9300-34800	₹ 4200	6	35400-112400
AIV	PB2	₹ 9300-34800	₹ 4600	7	44900-142400
<b>AV</b>	<b>PB2</b>	<b>₹ 9300-34800</b>	<b>₹ 4600</b>	<b>7</b>	<b>44900-142400</b>

(No longer exists)					
AV(New)	PB2	₹ 9300-34800	₹ 4800	8	47600-151100

	6 <sup>th</sup> PAY COMMISSION			7 <sup>th</sup> PAY COMMISSION	
Administrative Executive	Pay Band	Scales of Pay	Grade Pay	Level	Pay Range in Matrix (in ₹)
AVI	PB3	₹ 15600-39100	₹ 5400	10	56100-177500
AVII	PB3	₹ 15600-39100	₹ 6600	11	67700-208700
AVIII	PB3	₹ 15600-39100	₹ 7600	12	78800-209200
AIX	PB4	₹ 37400-67000	₹ 8700	13	123100-215900
AX	PB4	₹ 37400-67000	₹ 8900	13A	131100-216600
AXI	PB4	₹ 37400-67000	₹ 10000	14	144200-218200

### SUPPORT STAFF

(Technical Support e.g. Research Associates, Associates, etc.)

	6 <sup>th</sup> PAY COMMISSION			7 <sup>th</sup> PAY COMMISSION	
Grade	Pay Band	Scales of Pay	Grade Pay	Level	Pay Range in Matrix (in ₹)
SI	PB1	₹ 5200-20200	₹ 2400	4	25500-81100
SII	PB1	₹ 5200-20200	₹ 2800	5	29200-92300
SIII	PB2	₹ 9300-34800	₹ 4200	6	35400-112400
SIV	PB2	₹ 9300-34800	₹ 4600	7	44900-142400
SV (No longer exists)	PB2	₹ 9300-34800	₹ 4600	7	44900-142400
SV (new)	PB2	₹ 9300-34800	₹ 4800	8	47600-151100
SVI	PB2	₹ 9300-34800	₹ 5400	9	53100-167800

### MISCELLANEOUS STAFF

(e.g. Despatchers, Couriers, etc.)

	6 <sup>th</sup> PAY COMMISSION			7 <sup>th</sup> PAY COMMISSION	
Grade	Pay Band	Scales of Pay	Grade Pay	Level	Pay Range in Matrix (in ₹)

MI	1S	₹ 4440-7440	₹ 1650		No Longer Exists
MII	PB1	₹ 5200-20200	₹ 1900	<b>2</b>	<b>19900-63200</b>
MIII	PB1	₹ 5200-20200	₹ 2400	<b>4</b>	<b>25500-81100</b>
MIV	PB1	₹ 5200-20200	₹ 2800	<b>5</b>	<b>29200-92300</b>