

## CTC CALCULATION FOR E-II GRADE

| Grade       | Monthly           |                   |  |   |  |                |                           |                            | Annual                    |
|-------------|-------------------|-------------------|--|---|--|----------------|---------------------------|----------------------------|---------------------------|
|             | Scale of Pay      | Basic<br>(in Rs.) | DA @<br>49.6%<br>as on<br>01.01.20<br>25 | HRA @ 27%<br>for 'X'<br>classified cities | Superannuation<br>Benefits (PF 12% +<br>Gratuity 4.81% +<br>Leave Encashment<br>8.33%) | Perks @<br>35% | Annual<br>Pension<br>@ 7% | Monthly<br>CTC<br>(in Rs.) | Annual<br>CTC<br>(in Rs.) |
| <b>E-II</b> | 40000- 3% -140000 | <b>40,000</b>     | 19,840                                   | 10,800                                    | 15,044   | 14,000         | 4,189                     | 1,03,873                   | <b>12,46,471</b>          |

The total CTC for E-II grade is 12.5 lacs – 13 lacs (approximately) which is inclusive of the total earning opportunity of Performance Related Pay (PRP) and DA rises in the year.

For the purpose of Calculating HRA, the following is considered:

| Classification of cities | HRA (%) of Basic |
|--------------------------|------------------|
| X'                       | 27%              |
| Y'                       | 18%              |
| Z'                       | 9%               |


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### NOTE:

- I.** Percentage of HRA payout will depend on the place of posting. The classification along with % DA payout is indicated in the table above.
- II.** Performance Review Pay (PRP) which also forms CTC is not included in the above calculations. PRP is the earning opportunity which is paid based on various parameters like MoU rating, Individual Performance, Unit Performance etc.
- III.** Dearness Allowance (DA) changes are based on Consumer Price Index (CPI) which is updated every quarter. In the above calculations, the percentage indicated is the prevailing DA.
- IV.** Perks which amount to 35% of Basic (yearly) is disbursed in the month of April, July, October of every year based on the option selected by the Executive. Perks include **PDA – Professional Development Allowance, LTA – Leave Travel Allowance, Furnishing allowance**. However, the amount shown in the table above is only for calculation purpose.
- V.** Superannuation benefits & Annual Pension are not paid on monthly basis. Only for the purpose of calculating CTC, they are included under monthly components.