Licencee-NESCO LTD.

OERC Form No. F. 21

EMPLOYEES COST (PREVIOUS YEAR, CURRENT YEAR & ENSUING YEAR)

SL.No	Account Code	Particulars	PREVIOUS YEAR 2007-08					CURRENT YEAR 2008-09					ENSUING YEAR 2009-10				
			Executive		Non-Executive			Executive		Non-Executive			Executive		Non-Executive		
			Technical	Non-Tech.	Technical	Non-Tech.	2007-08	Technical	Non-Tech.	Technical	Non-Tech.	2008-09	Technical	Non-Tech.	Technical	Non-Tech.	2009-10
1	Salaries		306.78	68.17	2590.55	443.12	3408.62	516.30	114.73	4359.82	745.76	5736.61	777.58	172.80	6566.25	1123.18	8639.81
2	Over-time																
3	Dearness Allowance		115.65	25.70	976.62	167.05	1285.02	170.15	37.81	1436.83	245.77	1890.56	164.80	36.62	1391.62	238.04	1831.08
4	Other Allowance		14.96	3.32	126.33	21.61	166.22	26.54	5.90	224.14	38.34	294.93	34.91	7.76	294.84	50.43	387.94
5	Bonus				56.46	16.87	73.33			30.00		30.00			40.00		40.00
6	**Sub Total (1 to 5)**		**437.39**	**97.20**	**3749.96**	**648.65**	**4933.19**	**712.99**	**158.44**	**6050.80**	**1029.87**	**7952.10**	**977.30**	**217.18**	**8292.72**	**1411.65**	**10898.84**
	OTHER STAFF COST																
7	Reimbursement of Medical Expenses		10.76	2.39	90.84	15.54	119.53	16.05	3.57	135.55	23.19	178.36	24.23	5.39	204.65	35.01	269.28
8	Leave Travel Concession		0.07	0.02	0.60	0.10	0.79	1.35	0.30	11.40	1.95	15.00	2.25	0.50	19.00	3.25	25.00
9	Reimbursement of House Rent		50.20	11.16	423.94	72.52	557.82	61.00	13.55	515.09	88.11	677.75	92.09	20.47	777.67	133.02	1023.25
10	Interim Relief to Staff																
11	Encashment of Earned Leave		32.25	7.17	272.37	46.59	358.38	22.05	4.90	186.20	31.85	245.00	23.94	5.32	202.16	34.58	266.00
12	Honorarium																
13	Payment under Workmen compensation Act				11.14		11.14			10.00		10.00			10.00		10.00
14	Ex-gratia																
15	Miscellaneous				1.03		1.03			1.50		1.50			2.00		2.00
16	Sub Total (7 to 15)		**93.29**	**20.73**	**799.93**	**134.75**	**1048.69**	**100.45**	**22.32**	**859.74**	**145.09**	**1127.60**	**142.52**	**31.67**	**1215.48**	**205.86**	**1595.53**
17	Staff Welfare Expenses		6.43	1.43	54.29	9.29	71.43	7.71	1.71	65.14	11.14	85.72	9.26	2.06	78.17	13.37	102.86
18	Terminal Benefits(P.F.and Pension)		399.22	88.72	3371.19	576.65	4435.78	210.46	46.77	1777.22	304.00	2338.45	217.23	48.27	1834.39	313.78	2413.67
19	Terminal Benefits(GRATUITY)		5.01	1.11	42.29	7.23	55.65	63.14	14.03	533.21	91.21	701.59	117.11	26.02	988.91	169.16	1301.20
20	**Total (6+16+17+18+19)**		**941.33**	**209.18**	**8017.66**	**1376.57**	**10544.74**	**1094.76**	**243.28**	**9286.11**	**1581.31**	**12205.46**	**1463.41**	**325.20**	**12409.68**	**2113.81**	**16312.10**
	Less:-Employee cost Capitalised		**5.43**	**1.21**	**45.87**	**7.85**	**60.35**	**6.29**	**1.40**	**53.09**	**9.08**	**69.85**	**8.40**	**1.87**	**70.95**	**12.14**	**93.36**
	Net Emplyoee Cost						**10484.39**	**1088.47**	**241.88**	**9233.02**	**1572.23**	**12135.60**	**1455.01**	**323.33**	**12338.73**	**2101.68**	**16218.74**
	ADDITIONAL INFORMATION																
1	No. of Employees as on :																
2	No. of Employees per MKWh sold																
3	No. of consumer as at																
4	No. of employees per 1000 consumers																

		Allocation of Employee Cost for 2006-07				Allocation of Employee Cost for 07-08				Allocation of Employee Cost for 08-09			
		EHT	HT	LT	Total	EHT	HT	LT	Total	EHT	HT	LT	Total
	MU sold	1683.384	687.955	832.438	3203.777	1395.408	576.868	998.372	2970.648	1358.564	511.848	1233.249	3103.661
	Ex.salary	604.52	247.05	298.94	1150.52	628.52	259.83	449.69	1338.04	782.93	294.97	710.71	1788.61
	Non Ex.Salary		4250.75	5143.48	9394.22		3979.75	6887.67	10867.42		4259.83	10263.66	14523.49
	Total	**604.52**	**4497.80**	**5442.42**	**10544.74**	**628.52**	**4239.59**	**7337.35**	**12205.46**	**782.93**	**4554.80**	**10974.37**	**16312.10**
		5.73%	42.65%	51.61%	100.00%	5.15%	34.74%	60.12%	100%	4.80%	27.92%	67.28%	100.00%

ESTIMATION OF EMPLOYEE COST

1	**NOS OF EMPLOYEES AS ON 31-03-2007**	4123											
2	**ADD: RECRUITMENT DURING 2007-08**	131											
3	**LESS: RETIREMENT/EXP/RES'N DURING 2007-08**	260											
	NOS OF EMPLOYEES AS ON 31-03-2008	3994											
1	**ADD: RECRUITMENT MADE OR PROPOSED RECRUITMENT DURING 2008-09**	469											
2	**LESS: RETIREMENT/EXP/RES'N OR EXPECTED RETIREMENT DURING 2008-09**	210											
	NOS OF EMPLOYEES AS ON 31-03-2009	**4253**											
1	**ADD : PROPOSED RECRUITMENT DURING 2009-10**	175											
2	**LESS ; EXPECTED RETIREMENT DURING 2009-10**	217											
	NOS. OF EMPLOYEES ESTIMATED DURING 2009-10	**4211**											
		Rs. In lakhs											
2007-08	**TOTAL BASIC + DP DURING THE YEAR 2007-08**	3408.62			**2008-09**	**2009-10**							
2007-08	**LESS : ARREAR PAY HIKE PROVIDED IN THE BOOKS OF ACCOUNT**	0.00	**BASIC + DP**		3567.10	5385.54							
2007-08	**BALANCE**	3408.62							ARREAR OF 6TH PAY COMMISSION				
2007-08	**AVERAGE NOS. OF EMPLOYEES DURING 2007-08**	4059	**DA**		1890.56	1831.08		2005-06 (3 month	299.026				
2007-08	**AVERAGE BASIC PAY+DP PER EMPLOYEE(IN RUPEES) DURING 2007-08**	83976.84						2006-07	1286.129438				

2008-09	**AVERAGE BASIC PAY+DP PER EMPLOYEE(IN RUPEES) DURING 2008-09 CONSIDERING 03% NORMAL HIKE**	86496.15			0			2007-08	1500.556708								
	AVERAGE NOS. OF EMPLOYEES DURING 2008-09	4124						2008-09	2338.063547								
	TOTAL BASIC + DP DURING THE YEAR 2008-09 (RS. IN LAKHS)	**3567.10**	**HRA**		677.75	1023.25		TOTAL ARREAR	5423.775693								
2009-10	**AVERAGE BASIC PAY+DP PER EMPLOYEE(IN RUPEES) DURING 2009-10 CONSIDERING 03% NORMAL HIKE**	89091.03	**M.A**		178.36	269.28											
	AVERAGE NOS OF EMPLOYEES DURING 2009-10	4232	**TOTAL**		**6313.77**	**8509.16**											
	TOTAL BASIC + DP DURING THE YEAR 2009-10 (RS. IN LAKHS)	**3770.33**	**ADD 40 % OF ARREAR ON 6TH PAY IMPACT**		2169.51	3254.27											
			SALARY INCLUDING Arrear PAY HIKE		**5736.61**	**8639.81**											
			Incentive		123.72	211.6											
			PROVISION FOR TERMINAL BENEFITS (PF)					4/1/2008	PENS	GRA	IN LAKHS						
								INVT	7331	1425							
				2007-08	2008-09	2009-10											
			SALARY	4693.64	7627.17	10470.89		PAYMENTS	2006-07	2007-08							
			PF-EMPL'R CONTRI	57.45	93.36	128.16		PENSION	976.33	1370.16	40%						
								GRATUITY	272.92	390.71	43%						
			FOR 2008-09														
			ACTUARIAL LIABILITIES		3/31/2008	3/31/2008	DIFF	INT. ON INVT.	PAYMENT	PROVISION							
			PENSION		20232	21861	1629	659.79	1918.224	2887.43							
			GRATUITY		2999	3379	380	128.25	558.7153	810.47							
			LEAVE ENCASHMENT		2400	2592	192	0	0	192.00							
			FOR 2009-10	2008-09	2009-10												
			SALARY	3567.10	5385.54												
			PROVISION														
			PENSION	2887.43	4359.39												
			GRATUITY	810.47	1223.63									Estimated payment during 2008-09	Provision for 2008-09		
			LEAVE	192.00	289.88									0.00	0.00		
														0.00	0.00		
														0.00	0.00		
			Statement of Provision of Employees Terminal Benefits												0.00		
				Valuation as on 31/03/2008 by Bhudev	Valuation as on 31/03/2009 by Bhudev		Diff in 2008-09	Investment in bonds & securities as on 01-04-2008	Interest on invstmnt during 2008-09 @ 8.5 %	Estimated payment during 2008-09	Provision for 2008-09						
			Pension	23755	24705		950	7331	623.14	1918.22	2245.09						
			Gratuity	2139	2403		264	1425	121.13	558.72	701.59						
			Leave encashment	2474	2719		245	0	0.00		245.00						
			Provident fund								93.36						
			Statement of Provision of Employees Terminal Benefits (Pension & Gratuity)										***Rs. In lakh***				
				Valuation as on 31/03/2009 by Bhudev	Valuation as on 31/03/2010 by Bhudev	Diff in 2009-10	Investment as on 01-04-2008	Interest on Investment during 2008-09 @ 8.5%	Estimated payment during 2008-09	Approval of OERC for 2008-09	Fund Receivable from NESCO & GRIDCO	Trust Corpus as on 31-03-2009					
			1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10=(5+6-7+9)**					
			Pension	24705	25693	988.00	7331	623.14	1918.22	2200.0	17157.04	23192.95					
			Gratuity	2403	2688	285.00	1425	121.13	558.72	316.0	771.56	1758.97					
			Leave encashment	2719	2985	266.00											
			Provident fund	0													
			Estimated Investment available as on 01-04-2009	Estimated Interest on Investment during 2009-10 @ 8.5%	Estimated payment during 2009-10	Estimated Trust Corpus as on 31-03-2010	Provision for 2009-10										
			11(5+6-7+8)	**12**	**13**	**14(9+12+13-14)**	**16(4-15)**										
			8235.91	700.05	2685.51	23407.49	2285.51										
			1303.41	110.79	798.96	1386.80	1301.20										
							266.00										
							128.16										
			Statement of Provision of Employees Terminal Benefits (ILeave Encashment)					Rs. In crore									
				Valuation as on 31/03/2007 by Bhudev	Valuation as on 31/03/2008 by Bhudev	Estimation of Valuation as on 31 03-2009	Provision for 2007-08	Provision for 2008-09									
			1	2	3	4	5	6									
			Leave encashment	24.00	25.92	27.99	1.92	2.07									