Annual - Cost to Company -Gr II		
Sl.No.	**Components of Pay**	
A. Fixed Componet		Gr II
1	Basic Pay (Rs.)	40000
2	DA @ 59.1% of Basic Pay as on 30.10.2026	23640
	Total (A)	**63640**
B. Allowances		
3	HRA (@ 30% of Basic Pay at Bangalore in lieu of Company Accommodation	12000
	HRA (@ 20% of Basic Pay at Mysore in lieu of Company Accommodation	8000
	HRA (@ 10% of Basic Pay at KGF in lieu of Company Accommodation	4000
4	Allowances under Cafeteria Approach @ 15.12% of Basic Pay	6040
	Total (B) without HRA	6040
	Total (B) with 30% HRA	18040
	Total (B) with 20% HRA	14040
	Total (B) with 10% HRA	10040
C. Statutory Benefits		
5	CPF Contribution @ 12 % of (A)	7637
6	Gratuity	3060
7	Leave Encashment	5303
8	Half pay leave	1768
	Total (C)	**17768**
D. Other benefits/allowances		
9	NPA @ 20% (only for Doctors) Max. Rs.6000/-	0
10	Executive Superannuation Pension Fund @7% of Basic & DA	4455
11	Hospitalisation (only at Company direct billing hospitals at the place of posting for self & family members as defined under rules)	At actuals
	Total (D)	**4455**
	CTC without HRA - Total (A+B+C+D)	91902
	CTC @ 30% HRA - Total (A+B+C+D)	103902
	CTC @ 20% HRA - Total (A+B+C+D)	99902
	CTC @ 10% HRA - Total (A+B+C+D)	95902
	Annual CTC without HRA	**1102828**

Apart from the above the executives are eligible for the following :

1. Insurance cover towards Death by Accident/ Natural Cause (where the executive pays 10% of the premium and Company pays 90% of the premium)
2. Performance related pay (PRP) as applicable.
3. Post superannuation medical scheme.