



Reliance Infrastructure Limited

## Grades & Designations

Prepared & Issued by	Date of Implementation	Version
Corporate HR Reliance Infrastructure Ltd.	01.06.2024	5.0



Title	Grades & Designations
Version	V 5.0
Creation Date	1 <sup>st</sup> June 2024
Business Scope	Reliance Infrastructure and Group / Associate Companies
Geographical	Across locations

Responsibility	<ul style="list-style-type: none"><li>a. HR is responsible for the maintenance and advocacy of the Policy</li><li>b. HR is responsible for compliance with local laws/ statutory requirements</li><li>c. HR and Competent Authority / HODs are responsible for implementing and ensuring communication of this policy to all staff with support of Business HR</li></ul>
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Assurance Check (Optional)	Head Audit
Policy Owner	HR Lead – Operations & Compliance
Final Approval	CHRO (Chief Human Resource Officer)
Topics	This document covers the policies and guidelines with respect to
	<ul style="list-style-type: none"><li>• Grades &amp; Designations</li></ul>
Deviation	Any deviation to the Policy shall be based on final approval of R-Infra CEO / CHRO

## Grades & Designations

### 1. Policy

- 1.1 Every employee shall be placed into various grades and shall be given a designation depending upon the job level assigned to the given position (which is assigned to the employee) in the Organisation Structure.
- 1.2 The job level shall depend upon various requirements / factors like educational, skills, work experience and job content.

### 2. Grades and Designations

- 2.1 The grades, cadre, and designations pertaining to various groups of employees are as given below:

Grade	Cadre	Designation
A-11	TMC	Sr. Executive Vice President
A-10	TMC	Sr. Vice President
A-9	SMC	Vice President
A-8	SMC	Additional Vice President
A-7	SMC	Assistant Vice President
A-6	MMC	General Manager
A-5	MMC	Dy. General Manager
A-4	MMC	Sr. Manager
A-3	JMC	Manager
A-2	JMC	Assistant Manager
A-1	JMC	Sr. Executive
D-2	JMC	Sr. Project Supervisor
D-1	JMC	Project Supervisor
U1	JMC	Driver Special Vehicle / Security Supervisor
U2	JMC	Technician / Assistant
U3	JMC	Sr. Assistant / Sr. Document Controller / Sr. Officer / Sr. Technician
M1	JMC	Customer Care Officer / Customer Service Officer
M2	JMC	Officer / Sr. Customer Care Officer / Sr. Customer Service Officer
M3	JMC	Engineer / Senior Officer / Shift Supervisor / Train Pilot
M4	JMC	Executive / Sr. Data Analyst / Sr. Engineer / Sr. Shift Supervisor / Sr. Train Pilot / Station Controller
M5	JMC	Assistant Manager / OCC Controller / Sr. Station Controller
M6	MMC	Manager / Chief Controller
M7	MMC	Senior Manager
M7A	MMC	Dr. General Manager
M8	SMC	General Manager
M9	SMC	Head

Grade	Cadre	Designation
S1	JMC	Technician
S2	JMC	Sr. Technician
SS1	JMC	Operator / Station Operator / Pointsmen
SS2	JMC	Sr. Pointsmen / Sr. Station Operator / Sr. Operator
T1	JMC	Intern Train Pilot
T1	JMC	Intern Engineer
T1-A	JMC	Engineer On Duty / Technician On Duty