

## EMPLOYEE COST SUMMARY

(Rs. million)

Description	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
<b>A. Salaries, wages &amp; benefits* (incl.Provident Fund and other contributions)</b>	<b>2,063</b>	<b>2,315</b>	<b>2,618</b>	<b>3,411</b>	<b>4,363</b>	<b>5,789</b>	<b>7,082</b>	<b>7,494</b>	<b>7,590</b>	<b>8,180</b>
<b>B. Other Benefits</b>										
1. Welfare expenses	318	403	531	783	733	772	1,044	1,359	1,352	1,430
2. Township	260	306	361	367	461	565	520	469	460	575
3. Educational & school facilities	37	58	90	111	116	125	140	121	119	158
4. Medical facilities	117	143	153	364	262	284	298	359	383	427
5. Subsidised transport	14	18	19	21	28	39	28	39	35	45
6. Social & cultural activities	38	47	54	60	87	67	133	79	79	109
7. Subsidised canteen	58	72	93	104	112	130	142	114	139	159
<b>Total ( B )</b>	<b>842</b>	<b>1,047</b>	<b>1,301</b>	<b>1,810</b>	<b>1,799</b>	<b>1,982</b>	<b>2,305</b>	<b>2,540</b>	<b>2,567</b>	<b>2,903</b>
<b>Total ( A+B )</b>	<b>2,905</b>	<b>3,362</b>	<b>3,919</b>	<b>5,221</b>	<b>6,162</b>	<b>7,771</b>	<b>9,387</b>	<b>10,034</b>	<b>10,157</b>	<b>11,083</b>
<b>8. Year end number of employees **</b>	<b>19,223</b>	<b>21,233</b>	<b>21,407</b>	<b>20,710</b>	<b>20,798</b>	<b>21,265</b>	<b>21,289</b>	<b>21,383</b>	<b>21,408</b>	<b>20,971</b>
<b>9. Average number of employees</b>	<b>19,025</b>	<b>20,228</b>	<b>21,320</b>	<b>21,059</b>	<b>20,754</b>	<b>21,032</b>	<b>21,277</b>	<b>21,336</b>	<b>21,396</b>	<b>21,190</b>
<b>10. Average Salary, wages &amp; benefits per employee per annum (Rs.)</b>	<b>108,436</b>	<b>114,445</b>	<b>122,795</b>	<b>161,974</b>	<b>210,225</b>	<b>275,247</b>	<b>332,848</b>	<b>351,237</b>	<b>354,747</b>	<b>386,040</b>
<b>11. Average cost of other benefits per employee per annum (Rs.)</b>	<b>44,258</b>	<b>51,760</b>	<b>61,023</b>	<b>85,949</b>	<b>86,682</b>	<b>94,237</b>	<b>108,333</b>	<b>119,048</b>	<b>119,979</b>	<b>137,002</b>
<b>12. Average cost of employees remuneration &amp; benefits per annum (Rs.)</b>	<b>152,694</b>	<b>166,205</b>	<b>183,818</b>	<b>247,923</b>	<b>296,907</b>	<b>369,484</b>	<b>441,181</b>	<b>470,285</b>	<b>474,726</b>	<b>523,042</b>

\* Excluding payment to personnel employed for social amenities

\*\* Excluding BTPS, BCPP and Joint Venture Companies.

## REVENUE EXPENDITURE ON SOCIAL OVERHEADS FOR THE YEAR ENDED 31st MARCH 2004

Particulars	Township	Educational and School Facilities	Medical facilities	Subsidised Transport	Social and Cultural Activities	Subsidised Canteen	Total	Land Scaping and Wasteland development	Previous Year
1 Payment to employees	118	2	270	15	20	15	440	-	516
2 Material consumed	66	3	-	2	-	-	71	-	125
3 Rates and taxes	48	-	-	1	-	-	49	-	22
4 Welfare expenses	26	108	431	35	89	156	845	3	681
5 Others including repairs & maintenance	305	40	9	3	17	1	375	8	313
6 Depreciation	238	7	12	7	3	2	269	-	197
7 Sub-total (1 to 6)	<b>801</b>	<b>160</b>	<b>722</b>	<b>63</b>	<b>129</b>	<b>174</b>	<b>2,049</b>	<b>11</b>	<b>1,854</b>
8 Less : Recoveries	108	-	25	3	-	-	136	-	123
9 Net expenditure (7-8)	<b>693</b>	<b>160</b>	<b>697</b>	<b>60</b>	<b>129</b>	<b>174</b>	<b>1,913</b>	<b>11</b>	<b>1,731</b>
10 Previous Year	622	145	647	47	99	171	1,731	19	



## FUND FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2004

	Current Year	Rs.million Previous Year
<b>A. STATEMENT OF SOURCES AND APPLICATIONS OF FUNDS</b>		
<b>SOURCES</b>		
Fund Generated from Operating Activities	47,136	59,321
Deferred Revenue on account of Advance Against Depreciation	1,320	271
Bonds Returned	-	2,800
Interest on Bonds received	35,930	3,460
Development Surcharge Fund	3,784	-
Dividend received on Investments	95	36
Proceeds from Long Term Borrowings	37,949	45,421
	<b>126,214</b>	<b>111,309</b>
<b>APPLICATIONS</b>		
Expenditure on Fixed Assets	45,368	35,757
Purchase of Investment	770	-
Investment in Subsidiaries	216	6
Bonds under One Time Settlement Scheme	135,720	-
Repayment of Long Term Borrowings	15,578	30,439
Interest	10,107	9,003
Dividend	10,823	7,080
Dividend Tax	1,387	395
	<b>219,969</b>	<b>82,680</b>
	<b>(93,755)</b>	<b>28,629</b>
<b>B. STATEMENT OF CHANGES IN WORKING CAPITAL</b>		
Cash and Bank balances	644	(6,601)
Inventories	(332)	(2,464)
Trade and Other Receivables	(119,650)	9,021
Trade Payables & Other Liabilities	(35,091)	2,296
Loans and Advances	5,800	6,746
Other Current Assets	54,874	19,631
Net Increase / Decrease in Working capital	<b>(93,755)</b>	<b>28,629</b>
<b>C. FUND FROM OPERATIONS</b>		
<b>Net Profit before tax, Prior Period Adjustments and Extra Ordinary Items</b>	<b>59,080</b>	<b>38,343</b>
<b>Adjustment for:</b>		
Depreciation	20,446	15,562
Interest	10,107	9,003
Interest on Bonds	(35,930)	(3,460)
Prior Period Adjustments (Net)	(183)	(803)
Dividend Income	(95)	(36)
Surcharge	-	2,176
	<b>(5,655)</b>	<b>22,442</b>
<b>Operating Profit</b>	<b>53,425</b>	<b>60,785</b>
Direct Taxes (net of Income Tax Recoverable)	(6,289)	(1,464)
<b>Fund generated from Operating Activities</b>	<b>47,136</b>	<b>59,321</b>

