



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण  
(पोत परिवहन, सड़क परिवहन और राजमार्ग मंत्रालय)  
**National Highways Authority of India**

(Ministry of Shipping, Road Transport and Highways)

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NHAI/13013/22/04-05/CMD-CO/DGR(Vol.IV)

October 17, 2005

**CIRCULAR NO: NHAI/COMMERCIAL OPERATIONS/066**

Consequent upon revision of minimum wages w.e.f. 01.8.2005 by Government of NCT of Delhi (Labour Department), revised wages payable to ex-servicemen/ex-servicemen agencies sponsored by Directorate General Resettlement (DGR), Ministry of Defence, Government of India w.e.f. 01.8.2005 is enclosed.

As per guidelines regarding revision of wages issued by DGR, in case the minimum wages prevalent in any State are not revised, notwithstanding the area of employment, the minimum wages to be paid in such state should not be less than 90% of the wages as applicable in Delhi and provided in the enclosed statement.

This issues with the approval of Competent Authority.

(M M Lohia)  
General Manager (CO)

Encl: As above

To  
All PIU's/CMU's

Copy to:

1. All Members/CGMs/CVO
2. All GMs
3. PS to Chairman
4. Director (Employment); Director General Resettlement, Government of India, Ministry of Defence, New Delhi
5. Librarian

2112/SA/MINIMUM WAGES/EMP

31 Aug-05

**REVISION OF MINIMUM WAGES W.E.F. 01 AUGUST '2005**

Consequent to revision of minimum wages w.e.f. 01 Aug '2005 as per Govt. of NCT of Delhi (Labour Department) Notification No. F.12(142)/04/MV/Lab/238 dated 31st August '2005, the security agencies sponsored through DGR will be paid the revised wages with retrospective effect from 01 Aug '2005

| Description  | Security Guard  | Gurman             | Supervisor         | A.S.O.             | S.O.             | C.S.O.           |
|--|-----------------|--------------------|--------------------|--------------------|------------------|------------------|
| (a) Basic including V.D.A.                                 | 3331.90<br>(D*) | 4131.58<br>(1.24D) | 4431.43<br>(1.33D) | 5664.23<br>(1.70D) | 18659.50<br>(6D) | 18991.40<br>(6D) |
| (b) ESI 4.75%  | 158.27          | 196.25             | 210.49             | 289.05             | -                | -                |
| (c) EPF 12%  | 399.83          | 495.79             | 531.77             | 679.71             | -                | -                |
| (d) Bonus 8.33%  | 208.00          | 208.00             | 208.00             | 208.00             | -                | -                |
| (e) Gratuity / Terminal Benefits 4.81%                     | 160.26          | 198.73             | 213.15             | 272.45             | 807.32           | 961.59           |
| (f) Uniform 10%  | 333.19          | 413.16             | 443.14             | 566.42             | -                | -                |
| (g) EDLI 0.5%  | 16.66           | 20.66              | 22.16              | 28.32              | -                | -                |
| (h) Adm. Charges 1.11%                                     | 36.98           | 45.86              | 49.19              | 62.87              | -                | -                |
| <b>TOTAL</b>   | <b>4845.09</b>  | <b>5709.99</b>     | <b>6109.33</b>     | <b>7751.06</b>     | <b>17460.82</b>  | <b>20952.99</b>  |
| (i) Weekly Off / National Holidays / Other Holidays 28.98% | 1346.15         | 1654.76            | 1770.48            | 2246.26            | 5060.15          | 6072.18          |
| (k) Cost Per Head  | 5991.24         | 7364.75            | 7879.82            | 9997.31            | 22520.97         | 27025.16         |
| (l) Service Charge negotiable between (12% - 18%) on (k)   | \$              | \$                 | \$                 | \$                 | \$               | \$               |
| (m) HRA 15% @ on (a)                                       | 499.79          | 319.73             | 664.71             | 849.63             | 2498.93          | 2998.71          |
| <b>SUM TOTAL &lt;&lt;</b>                                  | <b>6491.02</b>  | <b>7384.48</b>     | <b>8544.53</b>     | <b>10846.95</b>    | <b>25019.89</b>  | <b>30023.87</b>  |

Service Tax 10.2% of Sum Total in each case

Grand Total = (Sum Total + Service Tax in each case)

\* D is the minimum wage + V.D.A. of a semi-skilled worker in a state for an unarmed security guard.

SO Consolidated salary of the Security Officer should be 5 times of D (Basic + VDA)

CSO Consolidated salary of the Chief Security Officer should be 6 times of D (Basic + VDA)

# Presently upto maximum of Rs 2500/- in a year or as revised time to time as per Govt. Policy.

\$ Indicates Service Charges

@ HRA will be paid if suitable accommodation is not provided by the Principal Employer

Since Gds are on contractual basis all the statutory provisions mentioned above including PF are mandatory

<< sum total in each column indicates figure shown plus service charges(\$)

**Notes:**

Minimum wages cannot be rounded off by any authority other than labour department.

Minimum wages always calculate on the basis of the wage period.

Wage period means month days - Weekly off

Bonus as applicable to eligible employees to be paid as per bonus act.



*[Signature]*  
Lt Col  
Joint Director(Emp)  
For DGR