

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.VI)

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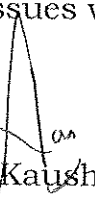
Sub: Revision in wage structure payable to ex-servicemen.

Consequent upon revision of minimum wages w.e.f. 01.08.2008 by Government of NCT of Delhi (Labour Department), revised wage structure payable to ex-servicemen/ex-servicemen agencies sponsored by Directorate General Resettlement (DGR), Ministry of Defence, Government of India w.e.f. 01.08.2008, is enclosed.

Revised wages for areas within NCT and NCR of Delhi will be at par with Delhi state minimum wages. In other states, 90% of Delhi state minimum wages or minimum wages as per the state which ever is higher will be paid.

While releasing the arrears to the collection agency, PDs will ensure that the arrears are paid by a/c payee cheque or through bank transfer to all the employees of the collection agency including those who have left/ removed from the service, if otherwise due.

This issues with the approval of Competent Authority.


Vinay Kaushal
Gp. Capt.
General Manager (CO)

To
All PIU's/CMU's

Copy to:

1. All Members/CGMs/CVO
2. All GMs
3. PS to Chairman
4. Director (Self Employment) Director General Resettlement, Government of India, Ministry of Defence, New Delhi in reference to your letter no. 1786/DGR/Wages/Self-Emp dated 29.01.2009. The factor value for gunmen and above scale is retained as of earlier order till further clarification is received from your end. The detailed letter in this regard follows.
5. Librarian

Statement of revision of minimum wages effective w.e.f. 01 Aug 2008

	Description	Unskilled	Security guard	Skilled	Gumman	Supervisor	Accountant	A.S.O.	S.O.	C.S.O.
(a)	Basic including VDA	3683.00	3849.00	4107.00	4772.76	5119.17	5965.95	6543.3	19245	23094
			(D)		(1.24D)	(1.33D)	(1.50D)	(1.70D)	(5D)	(6D)
(b)	ESI 4.75% "&" "/"	201.18	210.25	221.61	226.7061	243.1606	283.3826	310.8068		
(c)	EPF 13.61%	501.26	523.85	558.96	649.572636	696.719	811.9658	890.5431		
(d)	Bonus 8.33% "#"	292.00	292.00	292.00	397.57	426.43	496.96	545.06		
(e)	Gratuity/Terminal Benefits 4.81%	177.15	185.14	197.55	229.57	246.23	286.96	314.73	913.66	1096.39
(f)	Uniform and washing allw. 10%	363.30	384.90	410.70	477.28	511.92	596.60	654.33		
(g)	HRA 15% of a (ie Basic+VDA)	552.45	577.35	616.05	715.91	767.88	894.89	981.50	2886.75	3464.10
(h)	Health Hazard allowance @ 25% of a (ie Basic+VDA)	920.75	962.25	1026.75	1193.19	1279.793	1491.488	1635.825	4811.25	
(i)	Total "/"	6691.09	6984.74	7430.62	8662.56	9291.29	10828.20	11876.09	27856.66	27654.49
(j)	Weekly Off/ National Holidays/ Other Holidays 28.98%	1939.08	2024.18	2153.39	2510.41	2692.62	3138.01	3441.69		
(k)	Cost per head "/"	8630.17	9008.92	9584.01	11172.97	11983.91	13966.21	15317.78	27856.66	27654.49
(m)	SUM TOTAL << "/"	(k+1)	(k+1)	(k+1)	(k+1)	(k+1)	(k+1)	(k+1)	(k+1)	(k+1)

LEGENDS

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|---|-----------|--|
| 1 | ^^ | Service Tax (12%) and education cess (3% of Service Tax) amounting to 12.36% of Sum Total (or as revised from time to time). |
| 2 | • | D is the minimum wage + V.D.A. of a semi-skilled worker in a state for an unarmed security guard. |
| 3 | SO | Consolidated salary of the Security Officer should be 5 times of D (Basic + VDA). |

