



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/13013/22/07-08/CMD-CO/DGR(Vol.IV)

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30.04.2007

CIRCULAR NO: NHAI/COMMERCIAL OPERATIONS/86

Sub: Revision in wage structure payable to ex-servicemen

Consequent upon revision of minimum wages w.e.f. 01.02.2007 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. 01.2.2007, 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 will be paid. Hence the enclosed revised wage structure will be applicable at par for NCT and NCR and 90% of it for all other states (irrespective of revision of minimum wages in particular state).

This issues with the approval of Competent Authority.

(R C Palekar)

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 (Self Employment) Director General Resettlement, Government of India, Ministry of Defence, New Delhi
5. Librarian

**1786/NHAI/HK/MINIMUM WAGES/SELF EMP
GOVERNMENT OF INDIA, MINISTRY OF DEFENCE
DIRECTORATE GENERAL OF RESETTLEMENT**

West Block IV, RK Puram
New Delhi - 110 066.

02 Apr-07

NOTICE OF REVISION OF MINIMUM WAGES W.E.F. 01 FEBRUARY 2007

Consequent to revision of minimum wages w.e.f. 01 Feb.'2007 as per Govt. of NCT of Delhi (Labour Department) Notification No. F.12(142)/02/MW/Lab./1016 dated 13th March'2007, the agencies sponsored through DGR for Toll Collection & House Keeping work will be paid the revised wages with retrospective effect from 01 February'2007.

	Description	Unskilled	Security Guard (D*)	Skilled	Gunman (1.24D)	Supervisor (1.33D)	Accountant	A.S.O. (1.70D)	S.O. (5D)	C.S.O. (6D)
(a)	Basic including VDA	3470.00	3636.00	3894.00	4508.64	4835.88	5454.00	6181.20	18180.00	21816.00
(b)	ESI 4.75% "&" "/"	164.83	172.71	184.97	214.16	229.70	259.07	293.61		
(c)	EPF 13.61%	472.27	494.86	529.97	613.63	658.16	742.29	841.26		
(d)	Bonus 8.33% "#"	208.00	208.00	208.00	208.00	208.00	208.00	208.00		
(e)	Gratuity/Terminal Benefits 4.81%	166.91	174.89	187.30	216.87	232.61	262.34	297.32	874.46	1049.35
(f)	Uniform and washing allw. 10%	347.00	363.60	389.40	450.86	483.59	545.40	618.12		
(g)	Total "/"	4829.01	5050.06	5393.64	6212.16	6647.94	7471.10	8439.51	19054.46	22865.35
(h)	Weekly Off/ National Holidays/ Other Holidays/ 28.98%	1399.45	1463.51	1563.08	1800.28	1926.57	2165.12	2445.77	5521.98	6626.38
(i)	Health Hazard allowance @ 25% of a (ie Basic+VDA)	867.50	909.00	973.50	1127.16	1208.97	1363.50	1545.30	4545.00	5454.00
(j)	Cost per head "/"	7095.96	7422.57	7930.22	9139.60	9783.48	10999.72	12430.58	29121.44	34945.73
(k)	Service Charges negotiable between (14%-20%) of j	\$	\$	\$	\$	\$	\$	\$	\$	\$
(l)	SUM TOTAL	(j+k)	(j+k)	(j+k)	(j+k)	(j+k)	(j+k)	(j+k)	(j+k)	(j+k)

LEGEND

Service Tax including education cess 12.24% of Sum Total (or as revised from time to time) 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.

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

\$ Indicates Service Charges

HRA will be paid @ 15% if suitable accommodation is not provided by the Principal Employer.

HRA if paid will be between S. No. (f) and (g)

Payment of EPF is mandatory vide Govt. of India Gazette notification No F No S-35025/2//2004-SS-II dated 17 Aug 2004.

& ESI @ 4.75% will be also applicable on HRA and all such allowances deemed as wages as per ESI Act revised from time to time.

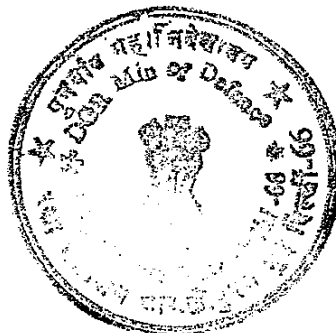
"/" The figure indicated will change as per figure of HRA & ESI. ESI computed actually based on ESI Act amended from time to time.

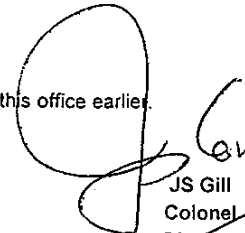
Notes:

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

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

The policy on computation of ESI is as per ESI act and is applicable to all wage revision notices issued by this office earlier.




 JS Gill
 Colonel
 Director

All Departments Employing DGR sponsored Agencies
All DGR Empanelled agencies