

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)

19.10.2007

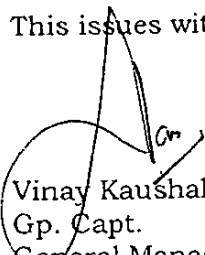
CIRCULAR NO: NHAI/COMMERCIAL OPERATIONS/91

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

Consequent upon revision of minimum wages w.e.f. 01.08.2007 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. 01.8.2007, 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.


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
5. Librarian

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

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

09 Oct-2007

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

Consequent to revision of minimum wages w.e.f. 01 Aug.'2007 as per Govt. of NCT of Delhi (Labour Department) Notification No. F.12(142)/02/MW/Lab./3436 dated 11th Sep.'2007, the agencies sponsored through DGR for Toll Collection & House Keeping work will be paid the revised wages with retrospective effect from 01 August'2007.

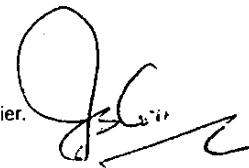
	Description	Unskilled	Security Guard	Skilled	Gunman	Supervisor	Accountant	A.S.O.	S.O.	C.S.O.
(a)	Basic including VDA	3516.00	3682.00 (D*)	3940.00	4565.68 (1.24D)	4897.06 (1.33D)	5523.00	6259.40 (1.70D)	22092.00 (6D)	25774.00 (7D)
(b)	ESI 4.75% "&" "///"	192.06	201.13	215.22	249.40	267.50	301.69	341.92		
(c)	EPF 13.61%	478.53	501.12	536.23	621.39	666.49	751.68	851.90		
(d)	Bonus 8.33% "#"	292.00	292.00	292.00	292.00	292.00	292.00	292.00		
(e)	Gratuity/Terminal Benefits 4.81%	169.12	177.10	189.51	219.61	235.55	265.66	301.08	1062.63	1239.73
(f)	Uniform and washing alw. 10%	351.60	368.20	394.00	456.57	489.71	552.30	625.94		
(g)	HRA^ 15% of a (ie Basic+VDA)	527.40	552.30	591.00	684.85	734.56	828.45	938.91	3313.80	3866.10
(h)	Health Hazard allowance @ 25% of a (ie Basic+VDA)	879.00	920.50	985.00	1141.42	1224.27	1380.75	1564.85	5523.00	6443.50
(i)	Total "///"	6405.71	6694.35	7142.97	8230.92	8807.13	9895.53	11176.00	31991.43	37323.33
(j)	Weekly Off/ National Holidays/ Other Holidays/ 28.98%	1856.37	1940.02	2070.03	2385.32	2552.31	2867.72	3238.81	9271.12	10816.30
(k)	Cost per head "///"	8262.08	8634.38	9213.00	10616.24	11359.44	12763.26	14414.81	41262.54	48139.63
(l)	Service Charges negotiable between (14%-20%) of k	\$	\$	\$	\$	\$	\$	\$	\$	\$
(m)	SUM TOTAL << "///"	(k+l)	(k+l)	(k+l)	(k+l)	(k+l)	(k+l)	(k+l)	(k+l)	(k+l)
(n)	SERVICE TAX^^									

LEGEND

- ^^ Service Tax (12%) and education cess (3% of Service Tax) amounting to 12.36% of Sum Total (or as revised from time to time).
 * 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. 3500/- 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.
 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.
 << Sum total in each column indicates figure shown plus service charges (\$) and all other allowances paid by the Principal Employer.

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