

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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G-5 & 6, Sector-10, Dwarka, New Delhi-110075

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

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17.4.2008

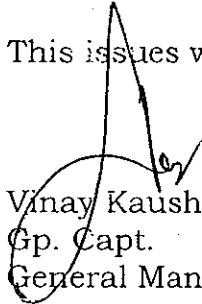
CIRCULAR NO: NHAI/COMMERCIAL OPERATIONS/93

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

Consequent upon revision of minimum wages w.e.f. 01.02.2008 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. 01.02.2008, 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 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

Tele/Fax: 011-26192356

Registered
Government of India
Ministry of Defence
Dte Gen Resettlement
West Block-4, RK Puram
New Delhi- 110 066

1786/DGR/Wages/Self-Emp

03 Apr 2008

Gp Capt Vinay Kaushal
General Manager (CO)
NHAI - HO
G-5 & 6, Sector 10
Dwarka, New Delhi-110075

REVISION OF MINIMUM WAGES

1. Ref DGR letter No. 1786/DGR/Wages/Self-Emp dated 09 Oct 2007.
2. Minimum wages have been revised wef 01 Feb 2008 as per Govt. of NCT of Delhi (Labour Department) Notification NO. F.12(142)/02/MW/Lab./3436 dated 3rd March 2008 (Copy attached) . Revised DGR wage structure applicable wef 01 Feb 2008 is forwarded herewith for your information and approval please.



(JS Gill)
Colonel
Director (Self Emp)
For Dir Gen Resettlement

Encls : one copy.

**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.

03 Apr-08

NOTICE OF REVISION OF MINIMUM WAGES W.E.F. 01 FEBRUARY 2008

Consequent to revision of minimum wages w.e.f. 01 Feb. 2008 as per Govt. of NCT of Delhi (Labour Department) Notification No. F.12(142)/02/MW/Lab./1108 dated 3rd March 2008, the agencies sponsored through DGR for Toll Collection & House Keeping work will be paid the revised wages with retrospective effect from 01 February 2008.

| | Description | Unskilled | Security Guard | Skilled | Gunman | Supervisor | Accountant | A.S.O. | S.O. | C.S.O. |
|-----|---|-----------|-----------------|---------|--------------------|--------------------|--------------------|--------------------|------------------|------------------|
| (a) | Basic including VDA | 3633.00 | 3799.00 (D*) | 4057.00 | 4710.76 (1.24D) | 5052.67 (1.33D) | 5698.50 (1.50D) | 6458.30 (1.70D) | 22794.00 (6D) | 26593.00 (7D) |
| (b) | ESI 4.75% "&" "/" | 198.45 | 207.52 | 221.61 | 257.33 | 276.00 | 311.28 | 352.78 | | |
| (c) | EPF 13.61% | 494.45 | 517.04 | 552.16 | 641.13 | 687.67 | 775.57 | 878.97 | | |
| (d) | Bonus 8.33% "#" | 292.00 | 292.00 | 292.00 | 292.00 | 292.00 | 292.00 | 292.00 | | |
| (e) | Gratuity/Terminal Benefits 4.81% | 174.75 | 182.73 | 195.14 | 226.59 | 243.03 | 274.10 | 310.64 | 1096.39 | 1279.12 |
| (f) | Uniform and washing allw. 10% | 363.30 | 379.90 | 405.70 | 471.08 | 505.27 | 569.85 | 645.83 | | |
| (g) | HRA^ 15% of a (ie Basic+VDA) | 544.95 | 569.85 | 608.55 | 706.61 | 757.90 | 854.78 | 968.75 | 3419.10 | 3988.95 |
| (h) | Health Hazard allowance @ 25% of a (ie Basic+VDA) | 908.25 | 949.75 | 1014.25 | 1177.69 | 1263.17 | 1424.63 | 1614.58 | 5698.50 | 6648.25 |
| (i) | Total "l" | 6609.15 | 6897.79 | 7346.41 | 8483.19 | 9077.71 | 10200.71 | 11521.85 | 33007.99 | 38509.32 |
| (j) | Weekly Off/ National Holidays/ Other Holidays/ 28.98% | 1915.33 | 1998.98 | 2128.99 | 2458.43 | 2630.72 | 2956.17 | 3339.03 | 9565.72 | 11160.00 |
| (k) | Cost per head "l" | 8524.48 | 8896.77 | 9475.40 | 10941.62 | 11708.43 | 13156.88 | 14860.88 | 42573.71 | 49669.32 |
| (l) | Service Charges negotiable between (14%-20%) of j | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| (m) | SUM TOTAL << "l" | (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 6 times of D (Basic + VDA)
 CSO Consolidated salary of the Chief Security Officer should be 7 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.

All Departments Employing DGR sponsored Agencies
 All DGR Empanelled agencies




 JS Gill
 Colonel
 Director