



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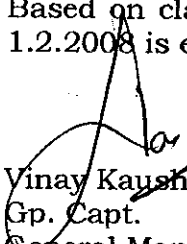
NHAI/13013/22/07-08/CMD-CO/DGR(Vol.IV)

22.5.2008

CIRCULAR NO: NHAI/COMMERCIAL OPERATIONS/95

Vide Circular No. 93 dated 17.4.2008, revised wage structure applicable w.e.f. 1.2.2008 has been circulated.

Based on clarification received from DGR, an amended wage structure effective from 1.2.2008 is enclosed.


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

Encls: As above

	Charges negotiable between (14%-20%) of j											
(m)	SUM TOTAL << “//”	(k+l)	(k+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 (1.2%) 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-35025/2/20004-SS-II dated 17.8.2004
- “//” The figure indicate 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.

Weekly off/ National Holidays/Other Holidays is not applicable for SO & CSO.

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.