



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
(पोत परिवहन, सड़क परिवहन और राजमार्ग मंत्रालय)
National Highways Authority of India

(Ministry of Shipping, Road Transport and Highways)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली-110 075

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

दूरभाष /Phone: 91-11-25074100/25074200

फैक्स /Fax: 91-11-25093507 / 25093514

एक्स. /Extn.: 2223 / 2318 / 2468 / 2553

NHAI/13013/22/04-05/CMD-CO/DGR(Vol.VI)

19.03.2009

CIRCULAR NO: NHAI/COMMERCIAL OPERATIONS/102

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

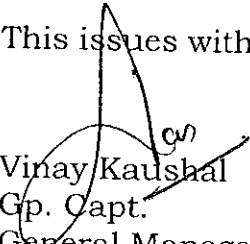
This is in continuation of earlier communication for withdrawal of cir. No. 102 dated 11.02.2009 for some correction; the circular is re-issued as under:-

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.

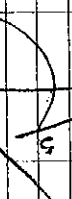

Vinay Kaushal
Gp. Capt.
General Manager (CO)

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

LEGENDS									
1	^^	Service Tax (12%) and education cess (3% of Service Tax) amounting to 12.36% of Sum Total (or as revised from							
2	•	D is the minimum wage + V.D.A. of a semi-skilled worker in a state for an unarmied security guard.							
3	SO	Consolidated salary of the Security Officer should be 5 times of D (Basic + VDA).							
4	CSO	Consolidated salary of the Chief Security Officer should be 6 times of D (Basic + VDA).							
5	#	Presently upto maximum of Rs. 3500/- in a year or as revised time to time as per Govt. policy.							
6	“#”	Bonus as applicable to eligible employees to be paid as per bonus act.							
7	\$	Indicates Service Charges.							
8	^	HRA will be paid @ 15% if suitable accommodation is not provided by the Principal Employer.							
9		Payment of EPF is mandatory vide Govt. of India Gazette notification No F No S-35025/2/20004-SS-II dated 17.8.2004							
10	&	ESI @ 4.75% will be also applicable on HRA and all such allowances deemed as wages as per ESI Act revised from							
11	“/”	The figure indicate will change as per figure of HRA & ESI. ESI computed actually based on ESI Act amended from time to							
12	<<	Sum total in each column indicates figure shown plus service charges (\$) and all other allowances paid by the							
13	“\$\$”	Weekly off/ National Holidays/Other Holidays allowance is applicable for SO & CSO if they are required to be present at the Toll Plaza for all 30 days of the month (Proportionate deduction should be made for any							
14	Notes:	Minimum wages cannot be rounded off by any authority other than labour department.							
15		Minimum wages always calculate on the basis of the wage period.							
16		The policy on computation of ESI is as per ESI act and is applicable to all wage revision notices issued by this							


 (Vinay Kashnal)
 Gp. Capt.
 General Manager (CO)