

PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY																			
Notification issued vide G.O.Ms.No.69 , LET&F (Lab.II) Dept., dt: 8.12.2011																			
Published in Gazette No. 82 , dated 2.2.2012																			
Wages Linked at 835 CPI points																			
CPI points notified as on 01-10-2019 = 1344 points																			
VDA to be paid from 01-10-2019 to 31-03-2020 = 1344 - 835 = 509 points																			
Per point rate of VDA notified as per the notification = Rs.7.75 Ps.																			
Minimum Wages and VDA payable from 01-10-2019 to 31-03-2020																			
Sl. No	Category of the Employee	Basic Wage						VDA						TOTAL					
		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory	
1	2	3						4						4					
		Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II
1	Highlv Skilled (Grade.I): Machine Driver, Welder Gr.I, Electrician Gr.I, Instrument Machine Moulder Gr.I, Patron Maker, Plumber, Lineman, Refrigeration Mechanic, Checker, Bleaching Operator, Winder, Boiler Attendant, Bank Tender, Cable Jointer, Turbine Attendant, Shift Supervisor and Chemist, Foreman (Ele.Mechanical) Instrumentation, Rewinder, Paper Machanic, Workshop Cutters, Pulp Mill aeronics Etc., Roll Grinder, Senior Mechanic, Senior Wireman.	9572	8652	9572	8652	9117	8446	3944.75	3944.75	3944.75	3944.75	3944.75	3944.75	13517	12597	13517	12597	13062	12391
2	Skilled (Grade-B):- Operator, Cuilloine Operator, Sampleman, Drillers, Electrician, Pump Attendant, Fitter Gr.II, Mechanic.II, Carpenter Gr.II, Moulder Gr.II, Blacksmith Gr.II, Welder Gr.II, Kalasi, Instrument Mechanic Gr.II, Grander Stone Crusher, Furnisher, Boiler Attendant Gr.II, Asst.Chemist, Draftsman, Turner, Turoine Operator Gr.II, Plumber Gr.II, Winder Gr.II, Sharper, Fabricator Attendant (Steam Control, Bleaching Digester, Furnace range), Electrician, Turner/Mechanist, Attender, Knife Grinder, Chipper, Calender and rope real rewinder, Cutter Machine, Cuillotine Machine, Boiler Turbine, Evaparator, D.M.Plant, Sueprvisor (Finishing work, Stock room, Soda Recovery, Chemist etc..) Blue Print Operator, Maistry cum Brosser Assistant, Inspector, Kalasi, Jamedar, Maistry, Fireglass Liner, Miller, Compositor, Wireman, Switch Board Operator etc.,	8412	7694	8412	7694	8031	7495	3944.75	3944.75	3944.75	3944.75	3944.75	3944.75	12357	11639	12357	11639	11976	11440

Sl. No	Category of the Employee	Basic Wage						VDA						TOTAL					
		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory	
1	2	3						4						4					
		Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II
3	Semi Skilled (Grade.C):- Laboratory Boys, Asst.Operator, Hammer Man, Mechanic Gr.III, Asst.Painter, Asst.Mason, Asst.Carpenter, Asst.Moulder, Store and Yard Boys, Finishers, Weighman and Cilman, Sardar, Attendant Chipper Oprator, Kinfe Grinder, Screening Tracer, Dye preparation, Size kitchen Chemical godown dyers and size press, rewinder, Cutter machine, Spout, Furnace range, Hiptop, Hipo bottom, Chloring Grassifier, Mul Filler, Testers, Effuent Sample, Water Carrier, Blacksmith, Kalasi, Plumber, Painter, Attendant (DFigester house bottom pulp mill, button, Chip, Silo pulper, Wire boy, Stamper and maker, Ash Coal, Draf and Scrapper, Wile liquor, Pump and plancing mukadam, Crane Driver, Press boy, Wet Boy, Asst.Compositor, Builder, Valva Operator, Asst.Checker, Pressman, Fireman, Kalasi, Pointsman, Water Pump Attendant, Feed Pump Attendant, Moulder, Helper, Asst.Welder, Asst.Turner, Asst.Fitter, Dryer, Attendant etc., Asst.Knife Changer, Asst.Digester, Cook, Asst.Washing Operator, Asst.Screening Operator, Asst.Bleach Plant Operator, Rag Breaker Attendant, Rag Beater Attendant, Rag Boiler Attendant.	7984	7359	7984	7359	7534	7043	3944.75	3944.75	3944.75	3944.75	3944.75	3944.75	11929	11304	11929	11304	11479	10988
4	Unskilled (Grade.D):- Casual Labour in loading and unloading operations including chemicals and in Bamboo yard, Chipper house feeding, brokefeeding finishing, lime supply, Paper Machine broke housing, Fitter house broker, rensing reem packing, Paper godown, Lime remover, Coal Feeding, Waste Paper binding and in other operations and similar operations, Token Boys, Sample Boys, Sample Petrol Bunk Attendant, Truck Boy etc., Mazdoor, Lableman, Attendant, Helpers, Cleaners, Sweepers, Scavenger, Chowkidars, Watchman and Ward Security Sardar or Guards (Whether by Contract or otherwise direct payment by management)	7381	6796	7381	6796	7003	6500	3944.75	3944.75	3944.75	3944.75	3944.75	3944.75	11326	10741	11326	10741	10948	10445
	OFFICE STAFF:-																		
1	Manager/ Superintendent	9572	8652	9572	8652	9177	8446	3944.75	3944.75	3944.75	3944.75	3944.75	3944.75	13517	12597	13517	12597	13122	12391
2	Accountant/ Senior Assistant (Accounts Personnel, Purchase material etc.)	8412	7694	8412	7694	8031	7495	3944.75	3944.75	3944.75	3944.75	3944.75	3944.75	12357	11639	12357	11639	11976	11440
3	Clerk, Typist, Statistical Assistant, Cashier, Stenographer, Office Assistant, Accounts Time Keepers, ESI Stores Purchase	7984	7359	7984	7359	7534	7043	3944.75	3944.75	3944.75	3944.75	3944.75	3944.75	11929	11304	11929	11304	11479	10988
4	Office Attendants (Unskilled)	7381	6796	7381	6796	7003	6500	3944.75	3944.75	3944.75	3944.75	3944.75	3944.75	11326	10741	11326	10741	10948	10445