

ANNEXURE: II

**INDIAN INSTITUTE OF TECHNOLOGY MADRAS
CENTRE FOR INDUSTRIAL CONSULTANCY & SPONSORED RESEARCH**

Norms to engage Project staff through outsourcing agency w.e.f 01 June 2018 ✓

DESIGNATION / EQUIVALENT POST /	AGE LIMIT (Years)	PAY RANGE (per month)		ANNUAL INCREMENT Annual Enhancement in multiples of	QUALIFICATION	RELEVANT EXPERIENCE
		Minimum Pay (INR)	Maximum Pay (INR)			
SENIOR EXECUTIVE (SR)/ SENIOR PROJECT ASSISTANT (SPA) /SENIOR SYSTEM ADMINISTRATOR (SSA)/SENIOR SOFTWARE DEVELOPER (SSD)	65	17,000	50,000	1,200	B.Tech/B.E/Master's Degree in Science/Humanities/M anagement/MCA or equivalent	Nil
					A Bachelor's degree in Science / Humanities / Management	02 years' experience in a regd.company / Academic Institution / Public & pvt sector
					A Diploma in the relevant Engineering field	03 years
					An ITI Certificate in the relevant field	06 years
JUNIOR EXECUTIVE (JE) / PROJECT ASSISTANT (PA) / SYSTEM ADMINISTRATOR (SA)/SOFTWARE DEVELOPER (SD)	28 (UR) 30 (SC/ST)	16,000	38,000	1,000	A Bachelor's Degree in Science / Arts / Humanities	Nil
TECHNICIAN (TE) / PROJECT TECHNICIAN (PT)	28 (UR) 30 (SC/ST)	16,000	38,000	1,000	Diploma in the relevant Engineering Field	Nil
					ITI Certificate in the relevant Trade	03 years relevant
OFFICE ASSISTANT (OA) / PROJECT ATTENDANT (PAT)	28 (UR) 30 (SC/ST)	13,000	25,000	750	Tenth standard exam appeared	Nil

Pay from project (100%)

Net salary of employee - (91.61%) | (71.03% - In case of PF applicability)

Employee contribution ESIC & PT - (2.73%)

Employee contribution PF, ESIC, & PT - (12.69%) (In case of PF applicability)

Employer (Project) contribution towards ESIC & Group Medical Health Insurance: (5.66%)

Employer (Project) contribution towards PF, ESIC&Group Medical Health Insurance: (16.27%) (In case of PF applicability)

Additional cost will be paid by
IC&SR **19.93%** (18% GST &
1.64% of service charge) of
Project Cost

- PF is applicable for the employees whose consolidated pay is ≤ **Rs.15,000**. ✓
- Ceiling wage limit for **ESIC is Rs.21,000 & Rs.25,000** (For disabled/ differently abled employees)
- Professional Tax will be as per the Tamilnadu State Government Slabs

G. Ramulu

Annexure: IIA**Pay Structure under Outsourcing**

Illustrations with the minimum consolidated pay :

S.No	Details	Office Assistant	Jr. Executive	Technician	Sr. Executive	Remarks
	Recommended Consolidated Pay (Gross pay)	13,000	16,000	16,000	17,000	
1	Consolidated Pay (Gross pay)	13,000	16,000	16,000	17,000	
	Deductions - Employee					
	PF (12% of GP)	1,560	-	-	-	
	ESIC (1.75% of GP)	228	280	280	298	
	Professional Tax	183	183	183	183	
2	Total Deduction (Employee)	1,971	463	463	481	
	Net Pay (1-2)	11,030	15,537	15,537	16,520	
	Contribution (Employer – Project)					
	PF (13.15% of GP)	1,710	-	-	-	<i>Cost to Project</i>
	ESIC (4.75% OF GP)	618	760	760	808	<i>Cost to Project</i>
	Group Medical Insurance & GPA	200	200	200	200	<i>Cost to Project</i>
3	Total contribution (project)	2,527	960	960	1,008	
4	(1+3) - CTC for staff	15,527	16,960	16,960	18,008	<i>Total cost to the project</i>
5	Agency fee (1.64%) (1+3 Total)	255	278	278	295	<i>Cost to ICSR</i>
6	Total (4+5)	15,782	17,238	17,238	18,303	
	GST (18%) on (6)	2,841	3,103	3,103	3,295	<i>Cost to ICSR</i>
7	Total (CTC - per month)	18,622	20,341	20,341	21,597	
8	CTC (per annum)	2,23,468	2,44,092	2,44,092	2,59,168	