

TEXCO SALARY STRUCTURE BASED ON DGR WAGE APRIL 2019 - w.e.f 01-04-2019.

| Sl.No | PARTICULARS | Security Guard/OA Watchmen | | | SECURITY GUARD (With Arms) | | | Supervisor/SG/Elite Guard / Fireman / Caretaker/Receptionist / Fire crew/DEO/Cook/Boat laker/ Clerks /JA/ Typist/Mechanic (Automobile)/Electric/ Radio/Wireless/Drivers | | | Asst Security Officer/Lorry shed Supervisor/Assistant/Warden/Telephone Operator /Accountant /Computer Programmer /Literate/Automobile Supervisor | | | Project Officer/Asst Manager | | |
|-------|---|----------------------------|----------|----------|----------------------------|----------|----------|---|----------|----------|--|----------|----------|------------------------------|----------|----------|
| | | Area-A | Area-B | Area-C | Area-A | Area-B | Area-C | Area-A | Area-B | Area-C | Area-A | Area-B | Area-C | Area-A | Area-B | Area-C |
| 1 | Basic & VDA HRA 24% or 5400/- for Area-A/16% or 3600 for Area-B/8% or 1800 for Area-C on Basic + VDA | 18460.00 | 16770.00 | 14326.00 | 20072.00 | 18460.00 | 16770.00 | 24551.80 | 22304.10 | 19053.58 | 31382.00 | 28509.00 | 24354.20 | 34520.20 | 31359.90 | 26789.20 |
| 2 | | 5400.00 | 3600.00 | 1800.00 | 5400.00 | 3600.00 | 1800.00 | 5892.43 | 3600.00 | 1800.00 | 7531.68 | 4561.44 | 1800.00 | 8284.85 | 5017.58 | 2143.14 |
| 3 | Medical Allowance 8% | 1476.80 | 1341.60 | 1146.08 | 1605.76 | 1476.80 | 1341.60 | 1964.14 | 1784.33 | 1524.29 | 2510.56 | 2280.72 | 1948.34 | 2761.62 | 2508.79 | 2143.14 |
| 4 | EPF 12% | 2215.20 | 2012.40 | 1719.12 | 2408.64 | 2215.20 | 2012.40 | 2946.22 | 2676.49 | 2286.43 | 3765.84 | 3421.08 | 2922.50 | 4142.42 | 3763.19 | 3214.70 |
| 5 | EDLI 0.5% Max ceiling Rs. 15000/- | 75.00 | 75.00 | 71.63 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 |
| 6 | Administrative Charges 0.50% BONUS 8.33% on Basic+VDA PM or Rs.7000/- PA whichever is higher and max wage ceiling is Rs. 21000/- pm | 92.30 | 83.85 | 71.63 | 100.36 | 92.30 | 83.85 | 122.76 | 111.52 | 95.27 | 156.91 | 142.55 | 121.77 | 172.60 | 156.80 | 133.95 |
| 7 | | 1537.72 | 1396.94 | 1193.36 | 1672.00 | 1537.72 | 1396.94 | 0.00 | 0.00 | 1587.16 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 8 | UNIFORM | 1133.35 | 967.58 | 765.99 | 1209.92 | 1047.85 | 882.08 | 1446.10 | 1230.44 | 990.55 | 1848.40 | 1570.85 | 1242.32 | 2033.24 | 1727.94 | 1374.29 |
| 9 | Sub Total | 30390.37 | 26247.37 | 21093.81 | 32543.68 | 28504.87 | 24361.87 | 36998.45 | 31781.88 | 27412.28 | 47270.39 | 40560.64 | 32464.13 | 51989.93 | 44609.20 | 35873.42 |
| 10 | Relieving charges 1/6 on Sub total | 5065.06 | 4374.56 | 3515.64 | 5423.95 | 4750.81 | 4060.31 | 6166.41 | 5296.98 | 4568.71 | 7878.40 | 6760.11 | 5410.69 | 8664.99 | 7434.87 | 5978.90 |
| 11 | Rate per Head | 35465.43 | 30621.93 | 24609.45 | 37967.63 | 33255.68 | 28422.18 | 43164.86 | 37078.86 | 31980.99 | 55148.79 | 47320.75 | 37874.82 | 60654.92 | 52044.07 | 41852.32 |
| 12 | Service Charges 14% | 4963.76 | 4287.07 | 3445.32 | 5315.47 | 4655.80 | 3979.11 | 6043.08 | 5191.04 | 4477.34 | 7720.83 | 6624.91 | 5302.47 | 8491.69 | 7286.17 | 5859.32 |
| 13 | Sub Total | 40419.19 | 34909.00 | 28054.77 | 43283.10 | 37911.48 | 32401.29 | 49207.94 | 42269.90 | 36458.33 | 62869.62 | 53945.66 | 43177.29 | 69146.61 | 59330.24 | 47711.64 |
| 14 | GST 18% | 7275.45 | 6283.62 | 5049.86 | 7790.96 | 6824.07 | 5832.23 | 8857.43 | 7608.58 | 6562.50 | 11316.53 | 9710.22 | 7771.91 | 12446.39 | 10679.44 | 8588.10 |
| 15 | Gross Total | 47694.64 | 41192.62 | 33104.63 | 51074.06 | 44735.55 | 38233.52 | 58065.37 | 49878.48 | 43020.83 | 74186.15 | 63655.88 | 50949.20 | 81593.00 | 70009.68 | 56299.74 |