

2112/SA/MINIMUM WAGES/EMP
DIRECTORATE GENERAL OF RESETTLEMENT MINISTRY OF DEFENCE
GOVERNMENT OF INDIA, WEST BLOCK IV RK PURAM, NEW DELHI 110066

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NOTICE OF REVISION OF MINIMUM WAGES FOR ONE DAY W.E.F. 01 APR 16

1. REFERENCE GOVERNMENT OF INDIA, MINISTRY OF DEFENCE OFFICE MEMORANDUM NO 28(3)/2012-D(RES-I) DATED 09 JUL 2012 AND AMENDMENT ISSUED VIDE OM NO. 28(3)/2012/D(RES-I) DATED 16 JAN 2013 REGARDING GUIDELINES FOR FUNCTIONING OF DGR EMPANELLED EX-SERVICEMEN SECURITY SERVICES.
2. CONSEQUENT TO REVISION OF **MINIMUM WAGES** BY MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA, FOR EMPLOYMENT OF PERSONNEL OF THE CENTRAL SPHERE, FOR WATCH AND WARD DUTIES AND IBID OFFICE MEMORANDUM. THE UNDER MENTIONED **MINIMUM WAGES FOR ONE DAY** ARE THE WAGES BELOW WHICH THE PAYMENT TO THE GUARDS & OTHER STAFF EMPLOYED WILL NOT BE MADE BY DGR SPONSORED SECURITY AGENCIES/ COMPANIES/ CORPORATIONS THROUGHOUT THE COUNTRY **WITH EFFECT FROM 01 APR 16.**

AREA A

Sl No	Description	Percentage (This is to be read in conjunction with latest rules/ acts/ regulations and policies promulgated by Competent Government Authority)	Security Guard (without arms)	Security Guard (with arms)/ Gunman	Supervisor	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		407.00	448.00	541.31	See Notes 1&5
(b)	Employees State Insurance (ESI)	4.75% of Basic plus VDA	As Applicable			See Notes 2 & 10
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA	As Applicable			See notes 9 & 10
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	2.04	2.24	2.71	or as notified from time to time
(e)	Administrative Charges (EPF & EDLI)	0.86% of Basic plus VDA	3.50	3.85	4.66	or as notified from time to time
(f)	House Rent Allowance (HRA)	30% of Basic plus VDA	As Applicable			See Notes 3,9 & 10 or as notified from time to time
(g)	ESI on HRA	4.75% of HRA	As Applicable			See Notes 2,9 & 10 or as notified from time to time
(h)	Bonus	8.33% per month of Rs 7000 or (Basic+VDA) whichever is higher	33.90	37.32	45.09	See Notes 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	20.35	22.40	27.07	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	12.21	13.44	16.24	
(k)	SUB TOTAL	Sum of (a) to (j)				
(l)	Relieving Charges 1/6 th of serial 'k' **		As Applicable			1. All mandatory deductions as applicable at serial (b),(c) (d) (e) and (g) to be deposited with concerned Govt Departments. 2. See notes 6 & 10
(m)	Total Cost Per Head	Sum of (k) to (l)				
(n)	Service Charge (14% of Serial 'm')	@ 14% (of serial 'm')	As Applicable			See Notes 9 & 10
(o)	Sum Total	Sum of (m) and (n)				See Notes 7& 8
(p)	Service Tax	14.5% of sum total (serial 'o')	\$\$	\$\$	\$\$	\$\$- or as notified from time to time

AREA-A

AHMEDABAD(UA), BANGALURU(UA), KOLKATA(UA), DELHI(UA), GREATER MUMBAI(UA), NAVI MUMBAI, HYDERABAD(UA), KANPUR(UA), LUCKNOW(UA), CHENNAI(UA), NAGPUR(UA), FARIDABAD COMPLEX, GHAZIABAD, GURGAON, NOIDA & SECUNDRABAD

AREA -B

Sl.No	Description	Percentage (This is to be read in conjunction with latest rules/ acts/ regulations and policies promulgated by Competent Government Authority)	Security Guard (without arms)	Security Guard (with arms)/ Gunman	Supervisor	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		347.00	407.00	461.51	See Notes 1&5
(b)	Employees State Insurance (ESI)	4.75% of Basic plus VDA		As Applicable		See Notes 2 & 10
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA		As Applicable		See Notes 9 & 10
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	1.74	2.04	2.31	or as notified from time to time
(e)	Administrative Charges (EPF & EDLI)	0.86% of Basic plus VDA	2.98	3.50	3.97	or as notified from time to time
(f)	House Rent Allowance (HRA)	20% of Basic plus VDA		As Applicable		See Notes 3, 9 & 10 or as notified from time to time
(g)	ESI on HRA	4.75% of HRA		As Applicable		See Notes 2, 9 & 10, or as notified from time to time
(h)	Bonus	8.33% of Rs 7000(per month)	28.91	33.90	38.44	See Notes 4, 9 & 10, or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	17.35	20.35	23.08	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	10.41	12.21	13.85	
(k)	SUB TOTAL		Sum of (a) to (j)			
(l)	Relieving Charges 1/6 th of serial 'k' **			As Applicable		1. All mandatory deductions as applicable at serials (b),(c),(d), (e) and (g) to be deposited with concerned Govt Departments 2. See Notes 6 & 10
(m)	Total Cost Per Head		Sum of (k) to (l)			
(n)	Service Charge (14% of Serial 'm')	14% (of serial 'm')		As Applicable		See Notes 9 & 10
(o)	Sum Total		Sum of (m) and (n)			see notes 7 & 8
(p)	Service Tax	14.5% of sum total	\$\$	\$\$	\$\$	\$\$- or as notified from time to time

AREA - B

Agra	(UA)	Durgapur		Kochi	(UA)	Srinagar	(UA)
Ajmer		Dhanbad	UA	Kolhapur	(UA)	Surat	(UA)
Aligarh		Dehradun	UA	Kozhikode	(UA)	Salem	(UA)
Allahabad	(UA)	Durg -Bhilai Nagai	UA	Kota		Thiruvananthapuram	(UA)
Amravati		Gorakhpur		Ludhiana		Tiruppur	(UA)
Aurangabad	(UA)	Guwahati City		Madurai	(UA)	Tiruchirappalli	(UA)
Amritsar	(UA)	Guntur		Meerut	(UA)	Vadodara	(UA)
Asansol	(UA)	Gwalior	(UA)	Moradabad	(UA)	Varanasi	UA
Bareilly	(UA)	Hubli-Dharwad		Mysore	(UA)	Vijayawada	(UA)
Bhavnagar		Indore	(UA)	Mangalore	(UA)	Vishakhapatnam	(UA)
Bikaner		Jabalpur	UA	Nasik	(UA)	Warangal	
Bhopal		Jaipur	UA	Pune	(UA)		
Bhubaneswar		Jodhpur	UA	Patna	(UA)		
Belgaum	UA	Jalandhar	UA	Puducherry	(UA)		
Bhiwandi	UA	Jamshedpur	(UA)	Raipur	(UA)		
Chandigarh	(UA)	Jammu	UA	Rajkot			
Coimbatore	(UA)	Jalandhar Cantt		Ranchi	(UA)		
Cuttack	(UA)	Jam Nagar	UA	Solapur			

AREA-C

Sl.No	Description	Percentage (This is to be read in conjunction with latest rules/ acts/ regulations and policies promulgated by Competent Government Authority	Security Guard (without arms)	Security Guard (with arms)/ Gunman	Supervisor (one per 20 Security Guards)	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		288.00	347.00	383.04	See Notes 1 &5
(b)	Employees State Insurance (ESI)	4.75% of Basic plus VDA	As Applicable			See Notes 2 & 10
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA	As Applicable			See Notes 9 & 10
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	1.44	1.74	1.92	or as notified from time to time
(e)	Administrative Charges(EPF & EDLI)	0.86% of Basic plus VDA	2.48	2.98	3.29	or as notified from time to time
(f)	House Rent Allowance (HRA)	10% of Basic plus VDA	As Applicable			See Notes 3, 9 & 10, or as notified from time to time
(g)	ESI on HRA	4.75% of HRA	As Applicable			See Notes 2, 9 & 10, or as notified from time to time
(h)	Bonus (ref notes)	8.33% of Rs 7000(per month)	24.00	28.91	31.91	See Notes 4, 9 & 10, or as notified from time to time.
(I)	Uniform Outfit Allowance	5% of Basic plus VDA	14.4	17.35	19.15	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	8.64	10.41	11.49	
(k)	SUB TOTAL	Sum of (a) to (j)				
(l)	Relieving Charges 1/6 th of serial 'k' **		As Applicable			1. All mandatory deductions as applicable at serial (b), (c), (d), (e) and (g) to be deposited with concerned Govt Departments 2. Notes 6 & 10
(m)	Total Cost Per Head	Sum of (k) to (l)				
(n)	Service Charge (14% of Serial 'm')	14 %	As Applicable			See Notes 9 & 10
(o)	Sum Total	Sum of (m) and (n)				See Notes 7&8
(p)	Service Tax	14.5% of sum total	\$\$	\$\$	\$\$	\$-\$- or as notified from time to time

AREA-C. AREAS NOT COVERED IN AREA-A AND AREA- BNote :-

- Wherever the state minimum wages are higher than the wages notified herein, the higher wages shall stand protected and would be payable.
- ESI** The security guards shall be covered under the Employees State Insurance Act 1948 as amended from time to time based on the gazette notifications by respective State Governments covering the areas under the ESI Act. Those areas which are not covered in the notification shall be covered under the Workmen Compensation Act 1923, as applicable.
- HRA** The classification of the areas for the purpose of calculation of HRA be taken as per the classification of areas for HRA promulgated by the Ministry of Finance, GOI.



4. **BONUS** Bonus is mandatory as per Payment of Bonus Act 1965 (as amended). As per Payment of Bonus Amendment Act 2015, concerned months wage as fixed by DGR or State Govt or Rs 7000/- whichever is higher is payable to the Security guard/Supervisor with effect from 01 April 14.
5. **** Paid Rest Day** The security guards are entitled to a paid rest day in every period of seven days (Refer Section 13 (b) of the Minimum Wages Act, 1948 and Rule 23 of the Wages (Central) Rules, 1950). When a security guard is requisitioned by the Principal Employer to work for more than 48 hours in a week he is entitled to wages on overtime rates for the additional period at double the ordinary rates in addition to the wages for the rest day.
6. **Leave** Payment for leave relief during the leave as mandated by centre/state govts /Principal employer/service recipient will also be admissible by the Principal Employer / Service Recipients. This is not to be included in the quotation for bidding purposes.
7. **Additional Charges** Additional charges will be levied in case of service being provided in remote/disturbed/hazardous areas as Field Allowance @ 25 percent on Basic Pay plus VDA will be entitled to ESM security guards when working in remote/disturbed area such as Northern Eastern States, J&K etc, or when working in areas hazardous to health such as Coal Fields, Mines and Pipelines.
8. The daily wages shall be the minimum wages below which the security agencies cannot bid. The security agencies shall acquaint themselves with the relevant statutory provisions and carry out the market survey before bidding/ quoting the rates of basic daily wage including the variable dearness allowance but the same will not be below the minimum wages as given above.
9. Wages are subject to amendments as and when promulgated by concerned authorities from time to time.
10. Paras 2(b), (c), (f), (g), (h), (l) and (n) shall be calculated by the security agencies and PSUs / Service recipients, as per the governing statutory provisions, as applicable.
11. Any welfare measures laid down by the Central / State Enactments shall be duly complied with by the security agencies and PSUs/ Principal employers.



TEXCO SALARY STRUCTURE BASED ON DGR APRIL 2016 WAGE - w.e.f 01-04-2016.

Sl.No	PARTICULARS	Security Guard/OA Matchmen			SECURITY GUARD (With Arms)			Supervisor/SG/Elite Guard / Fireman / Caretaker/Receptionist / Fire crew/EOC/Cook/Boat / Asst Security Officer/Army Head / Accountant / Computer Programmer / Librarian/Automobile Supervisor			Asst Security Officer/Army Head / Accountant / Computer Programmer / Librarian/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	10582.00	9022.00	7486.00	11646.00	10582.00	9022.00	14074.06	11999.26	9959.04	17989.00	15337.00	12730.00	19788.00	16871.00	14003.00
2	HRA 30% for Area-A/20% for Area-B/10% for Area-C on Basic + VDA	3174.60	1804.40	748.80	3494.40	2116.40	902.20	4222.22	2399.95	996.90	5396.70	3087.40	1273.00	5936.40	3374.20	1400.30
3	Medical Allowance 8%	846.56	721.76	599.04	931.84	846.56	721.76	1125.92	859.94	796.72	1438.12	1226.96	1018.40	1583.04	1349.68	1120.24
4	EPF 12%	1269.84	1082.64	896.56	1397.76	1269.84	1082.64	1688.89	1439.91	1195.08	2156.68	1840.44	1527.60	2374.56	2024.52	1680.36
5	EDLI 0.5%	52.91	45.11	37.44	58.24	52.91	45.11	70.37	60.00	49.80	89.95	76.69	63.65	98.94	84.36	70.02
6	Administrative Charges 0.86% BONUS 8.33% PM of Rs.7000/- of Basic+VDA whichever is higher	91.01	77.59	64.40	100.17	91.01	77.59	121.04	103.19	85.65	154.71	131.90	109.48	170.18	145.09	120.43
7		881.48	751.53	623.75	970.28	881.48	751.53	1172.37	999.54	829.59	1498.46	1277.57	1060.41	1648.34	1405.35	1166.45
9	UNIFORM	653.44	514.25	391.25	719.26	603.17	471.40	869.07	683.96	520.36	1110.82	874.21	665.14	1221.91	961.65	731.66
10	Sub Total	17551.84	14019.28	10851.24	19319.95	16443.37	13074.23	23343.94	18645.65	14432.14	29837.46	23832.17	18447.66	32821.37	26215.85	20292.46
11	Relieving charges 1/6 on Sub total	2925.31	2336.55	1808.54	3219.99	2740.56	2179.04	3890.66	3107.61	2405.36	4972.91	3972.03	3074.61	5470.23	4369.31	3382.08
12	Rate per Head	20477.15	16355.83	12659.78	22539.94	19183.93	15253.27	27234.60	21753.26	16837.50	34810.37	27804.20	21522.29	38291.60	30585.16	23674.54
14	Service Charges 14%	2866.80	2289.82	1772.37	3165.59	2685.75	2135.46	3812.84	3045.46	2357.25	4873.45	3892.59	3013.12	5360.82	4281.92	3314.44
15	Sub Total	23343.95	18645.65	14432.15	25695.53	21869.68	17388.73	31047.44	24788.72	19194.75	39683.92	31696.79	24535.41	43652.42	34867.08	26988.98
16	Service Tax 14.5%	3384.87	2703.62	2092.66	3725.85	3171.10	2521.37	4501.86	3595.81	2783.24	5754.15	4596.03	3567.53	6329.60	5056.73	3913.40
17	Gross Total	26728.82	21349.27	16524.81	29421.38	25040.78	19910.10	35548.32	28394.53	21977.99	45437.97	36292.82	28093.04	49982.02	39922.81	30902.36