

Tamilnadu Ex-Servicemen's Corporation Limited (TEXCO)



(A Govt. of Tamilnadu Undertaking)
Major Parameswaran Memorial Building,

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Tmt P. Saradha,
District Revenue Officer/
General Manager, TEXCO

Lr. No.TEXCO/ / Revised VDA + Bonus 2016/ Dated: 09.06.2016

To,

Sir,

Sub: TEXCO – Tamil Nadu Minimum Wages –Variable Dearness Allowance & Bonus Payable w.e.f 01.04.2016 – Forwarding of Notification for Implementation / Concurrence-Requested - Reg.

- Ref:**
1. G.O.(Ms) No.1115, Public (Ex-Servicemen) Department, dated 25.09.2015.
 2. EPFO Notification Number WSU/4 (2) 97/Administrative Charges/40648 dated 02.03.2015.
 3. Commissioner of Labour Notification No. Z3/9329/2016 dated 24.03.2016.
 4. Gazette of India Payment Bonus Act 2015 (Amendment No. 6 of 2016) dated 31.12.2015.
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We wish to inform that TEXCO has been implementing the Tamil Nadu minimum wages to all the clients of State Government and PSUs from time to time. The Basic Pay is fixed by the Government at the interval of 5 years and VDA shall be fixed and announced by the Commissioner of Labour during every April of said financial year.

2. Similarly, the Government has accorded the approval for the revised Basic Pay + Variable Dearness Allowance in Tamil Nadu minimum wages w.e.f 01.04.2015 vide G.O. 1st cited and directed all the PSUs/ Boards/Departments/ Co-operative Societies and other government organizations to pay the following wage rates to the contract employees of TEXCO. Further, the GOI vide Notification 2nd cited has reduced the Administrative charges on EPF from 1.10% to 0.85% and total administrative charges is 0.86% (inclusive of administrative charges on EDLI @ 0.01%) which is one of the statutory component of Tamil Nadu minimum wages. The details of revised wage structure incorporating the revised Basic Pay + VDA & Admin charges on EPF w.e.f 01.04.2016 are as under:-

Categories	TN Minimum Wages w.e.f 01.04.2015 before reduction of EPF Admin Charges.	TN Minimum Wages w.e.f 01.04.2015 After reduction of EPF Admin Charges.
Security Guard/OA /Watchmen	13,893/-	13,867/-
Supervisor/HSG/Elite Guard / Fireman / Caretaker / Receptionist /Fire crew/ DEO /Cook/ Boat lasker/ Clerks /JA/ Typist/Mechanic (Automobile) /Electric/ Radio /Wireless)/Drivers	16,162/-	16,130/-
Asst Security Officer/Lorry shed Supervisor/ Gunmen /Assistant/Warden/Telephone Operator /Accountant /Computer Programmer /Literate/Automobile Supervisor	17,900/-	17,866/-
Project Officer	19,639/-	19,601/-

3. Subsequently, the Commissioner of Labour has revised the Variable Dearness Allowance from Rs 2515/- to Rs 3171/- vide Notification 3rd cited for implementation w.e.f 01.04.2016. As the Government vide Para 6(ii) of G.O 1st cited has already notified as that the VDA for the subsequent years shall be added, there is no need of separate G.O for such revision of VDA.

4. Moreover, the Government has also Notified the revised Annual ceiling of minimum Bonus from Rs 3500/- to Rs 7000/- per annum (or) 8.33% of Basic Pay + VDA as applicable to each category whichever is higher vide Gazette of India, Payment of Bonus Act 2015 (Amendment No.6 of 2016) dated 31.12.2015.

5. Based on the revised VDA & enhanced bonus w.e.f 01.04.2016, the Tamil Nadu minimum wage structure is enclosed in the Annexure. The details of revised wage rate for each category are appended as below:-

Categories	Tamil Nadu Minimum wages with revised VDA w.e.f 01.04.2016	Tamil Nadu Minimum wages with revised VDA+ Bonus w.e.f 01.04.2016
Security Guard/OA /Watchmen	14857/-	15452/-
Supervisor/HSG/Elite Guard / Fireman / Caretaker / Receptionist /Fire crew/ DEO /Cook/ Boat lasker/ Clerks /JA/ Typist/Mechanic (Automobile) /Electric/ Radio /Wireless)/Drivers	17120/-	18223/-

Asst Security Officer/Lorry shed Supervisor/ Gunmen /Assistant/Warden/Telephone Operator /Accountant /Computer Programmer /Literate/Automobile Supervisor	18856/-	20070/-
Project Officer	20591/-	21917/-

6. Hence, we request you to kindly arrange to furnish the concurrence for the revised wage rates w.e.f 01.04.2016. If it is already furnished by your organization, we request you again to furnish your concurrence on or before 30.06.2016 for the above revised wage structure with enhanced VDA & Bonus w.e.f 01.04.2016, so as to raise the claim bills/arrear claim bills accordingly. It is also informed that the Service Charge @ 12% is payable to TEXCO and the Service Tax chargeable @ 14.5% w.e.f 15.11.2015 and 15% w.e.f 01.06.2016 on gross monthly bills is payable to Central Excise Department (or) as applicable from time to time.

An early concurrence is highly solicited in this regard.

Thanking you.

Yours faithfully,


General Manager