

TEXCO SALARY STRUCTURE BASED ON DGR WAGE OCTOBER 2019 - w.e.f 01-01-2020 (AFTER Reduction in EPF CONTRIBUTION)

SL.N o	PARTICULARS	Security Guard/OA /Watchmen			SECURITY GUARD (With Arms)			Supervisor/HSG/Elite Guard / Fireman / Caretaker/Receptionist /Fire crew/DEO/Cook/Boat taker/ Clerks /JAN Typist/Mechanic (Automobile)/Electric/ Radio/Wireless)/Drivers			Asst Security Officer/Lorry shed Supervisor/Assistant/Warden/Tele phone 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	19058.00	17316.00	14794.00	20722.00	19058.00	17316.00	25347.14	23030.28	19676.02	32398.60	29437.20	25149.80	35638.46	32390.92	27664.80
2	HRA 24% or 5400/- for Area-A/16% or 3600 for Area-B/8% or 1800 for Area-C on Basic + VDA	5400.00	3600.00	1800.00	5400.00	3600.00	1800.00	6083.31	3684.84	1800.00	7775.66	4709.95	2011.98	8553.23	5180.95	2213.18
3	Medical Allowance 8%	1524.64	1385.28	1183.52	1657.76	1524.64	1385.28	2027.77	1842.42	1574.08	2591.89	2354.98	2011.98	2851.08	2590.47	2213.18
4	EPF 12%	1800.00	1800.00	1775.28	1800.00	1800.00	1800.00	1800.00	1800.00	1800.00	1800.00	1800.00	1800.00	4276.62	3885.71	3319.78
5	EDLI 0.5% Max ceiling Rs. 15000/-	75.00	75.00	73.97	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 Char	95.29	86.58	73.97	103.61	95.29	86.58	126.74	115.15	98.38	161.99	147.19	126.75	178.19	161.90	138.32
7	BONUS 8.33% on Basic+VDA PM or Rs.7000/- PA whichever is higher and max wage ceiling is Rs. 21000/- pm	1587.53	1442.42	1232.34	1726.14	1587.53	1442.42	0.00	0.00	1639.01	0.00	0.00	0.00	0.00	0.00	0.00
8	UNIFORM	794.89	679.77	539.31	848.97	736.39	621.27	1021.49	866.24	697.97	1305.66	1109.78	862.78	-1040.40	-864.94	-548.75
9	Sub Total	30335.35	26385.05	21472.39	32333.48	26476.85	24526.55	36481.45	31415.93	27360.46	46106.80	39634.10	32057.27	50532.18	43410.01	35075.51
10	Relieving charges 1/6 on Sub total	5055.89	4397.51	3578.73	5388.91	4746.14	4087.76	6080.24	5235.99	4560.08	7684.80	6605.68	5342.88	8422.03	7235.00	5845.92
11	Rate per Head	35391.24	30782.56	25051.12	37722.39	33222.99	28614.31	42561.69	36651.92	31920.54	53793.60	46239.78	37400.15	56954.21	50845.01	40921.43
12	Service Charges 14%	4954.77	4309.56	3507.16	5281.13	4651.22	4006.00	5958.64	5131.27	4468.86	7531.10	6473.57	5238.02	8253.59	7090.30	5729.00
13	Sub Total	40346.01	35092.12	28558.28	43003.52	37874.21	32620.31	48520.33	41783.19	36389.42	61324.70	52713.35	42636.17	67207.80	57735.31	46650.43
14	GST 18%	7262.28	6316.58	5140.49	7740.63	6817.36	5871.66	8733.66	7520.97	6550.10	11038.45	9488.40	7674.51	12097.40	10392.36	8397.08
15	Gross Total	47608.29	41408.70	33698.77	50744.15	44691.57	38491.97	57253.99	49304.16	42939.52	72363.15	62201.75	50310.68	79305.20	68127.67	55047.51

TEXCO SALARY STRUCTURE BASED ON DGR WAGE OCTOBER 2019 - w.e.f 01-10-2019.

S.NO	PARTICULARS	Security Guard/OA/Watchmen			SECURITY GUARD (With Arms)			Supervisor/HSG/Elite Guard / Fireman / Caretaker/Receptionist /Fire crew/DEO/Cook/Boat lasker/ Clerks /JA/ Typist/Mechanic (Automobile)/Electric/ Radio/Wireless)/Drivers			Asst Security Officer/Lorry shed Supervisor/Assistant/Warden/Telephone Operator /Accountant /Computer Programmer /Literale/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	19058.00	17316.00	14794.00	20722.00	19058.00	17316.00	25347.14	23030.28	19676.02	32398.60	29437.20	25149.80	35638.46	32380.92	27064.80
2	HRA 24% or 5400/- for Area-A/16% or 3600 for Area-B/8% or 1800 for Area-C on Basic + VDA	5400.00	3600.00	1800.00	5400.00	3600.00	1800.00	6083.31	3684.84	1800.00	7775.66	4709.95	2011.98	8553.23	5180.95	2218.16
3	Medical Allowance 8%	1524.64	1385.28	1183.52	1657.76	1524.64	1385.28	2027.77	1842.42	1674.08	2591.89	2354.98	2011.98	2851.08	2590.47	2218.16
4	EPF12%	2286.96	2077.92	1775.28	2486.64	2286.96	2077.92	3041.66	2763.63	2361.12	3887.83	3532.46	3017.98	4276.62	3885.71	3316.76
5	EDLI 0.5% Max ceiling Rs.15000/-	75.00	75.00	73.97	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	76.00
6	Administrative Charges 0.50%	95.29	86.58	73.97	103.61	95.29	86.58	126.74	115.15	98.38	161.99	147.19	125.75	178.19	161.90	138.32
7	BONUS 8.33% on Basic+VDA PM or Rs.7000/- PA whichever is higher and max wage ceiling is Rs. 21000/- pm	1587.53	1442.42	1232.34	1726.14	1587.53	1442.42	0.00	0.00	1639.01	0.00	0.00	0.00	0.00	0.00	0.00
8	UNIFORM	794.89	679.77	539.31	848.97	736.39	621.27	1021.49	868.24	697.97	1305.66	1109.78	882.76	1436.22	1220.77	971.03
9	Sub Total	30822.31	26662.97	21472.39	33020.12	28963.81	24804.47	37723.11	32379.56	27921.58	48196.63	41366.56	33276.25	53008.80	45495.72	36595.29
10	Relieving charges 1/6 on Sub total	5137.05	4443.83	3578.73	5503.35	4827.30	4134.08	6287.19	5396.59	4653.60	8032.77	6894.43	5545.88	8834.80	7582.62	6099.22
11	Rate per Head	35959.36	31106.80	25051.12	38523.47	33791.11	28938.55	44010.30	37776.15	32575.18	56229.40	48260.99	38821.13	61843.60	53078.34	42694.51
12	Service Charges 14%	5034.31	4354.95	3507.16	5393.29	4730.76	4051.40	6161.44	5288.66	4560.53	7872.12	6756.54	5434.96	8658.10	7430.97	5977.23
13	Sub Total	40993.67	35461.75	28556.28	43916.76	38521.87	32989.95	50711.74	43064.81	37135.71	64101.52	55017.53	44256.09	70501.70	60509.31	48671.74
14	GST 18%	7378.86	6383.12	5140.49	7905.02	6933.94	5938.19	9030.91	7751.67	6684.43	11538.27	9903.16	7966.10	12690.31	10891.68	8760.91
15	Gross Total	48372.53	41844.87	33696.77	51821.78	45455.81	38928.14	59202.65	50816.48	43820.14	75639.79	64920.69	52222.19	83192.01	71400.99	57432.65