

**TEXCO SALARY STRUCTURE BASED ON TN MINIMUM WAGE w.e.f. 01-04-2018 ( Revised)**

Sl.No	PARTICULARS	Security Guard/OA /Watchmen	Supervisor/HSG/Elite Fireman Caretaker/Receptionist crew/DEO/Cook/Boat Clerks /JA/ Typist/Mechanic (Automobile)/Electric/ Radio/Wireless)/Drivers	Guard / Fireman /Asst Security Officer/Lorry shed Supervisor/ Gunmen /Assistant/Warden/Telephone Operator /Accountant /Computer Programmer /Literate/Automobile Supervisor	Project Officer
		(6448+3645)	(8173+3645)	(9323+3645)	(10473+3645)
1	Basic & VDA	10093.00	11818.00	12968.00	14118.00
2	Medical Allowance 8%	807.44	945.44	1037.44	1129.44
3	EPF 12%	1211.16	1418.16	1556.16	1694.16
4	EDLI & Admin Charges 1.00% (0.50 +0.50)	100.93	118.18	129.68	141.18
5	BONUS 8.33% on Basic+VDA or 7000/- whichever is higher	840.75	984.44	1080.23	1176.03
6	UNIFORM 8%	807.44	945.44	1037.44	1129.44
7	Sub Total	13860.72	16229.66	17808.95	19388.25
8	Leave Reserve 1/6 on Sub total	2310.12	2704.94	2968.16	3231.38
9	Total	16170.84	18934.60	20777.11	22619.63
10	ROUNDED OFF	16171.00	18935.00	20777.00	22620.00
11	Service Charges 12%	1940.52	2272.20	2493.24	2714.40
12	Sub Total	18111.52	21207.20	23270.24	25334.40
13	GST @ 18%	3260.07	3817.30	4188.64	4560.19
14	Gross Total	21371.59	25024.50	27458.88	29894.59
15	ROUNDED OFF	21372.00	25025.00	27459.00	29895.00



**TEXCO SALARY STRUCTURE BASED ON DGR WAGE APR 2018- w.e.f 01-04-2018 (REVISED)**

Sl.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			Asst Security Officer/Lorry shed Supervisor/Assistant/Warden/T elephone Operator /Accountant /Computer			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	17498.00	15912.00	13572.00	19032.00	17498.00	15912.00	23272.34	21162.96	18050.76	29747.00	27050.00	23072.00	32722.00	29755.00	25379.00
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	5585.36	3600.00	1800.00	7139.28	4328.00	1800.00	7853.28	4760.80	2030.32
3	Medical Allowance 8%	1399.84	1272.96	1085.76	1522.56	1399.84	1272.96	1861.79	1693.04	1444.06	2379.76	2164.00	1845.76	2617.76	2380.40	2030.32
4	EPF12%	2099.76	1909.44	1628.64	2283.84	2099.76	1909.44	2792.68	2539.56	2166.09	3569.64	3246.00	2768.64	3926.64	3570.60	3045.48
5	EDLI 0.5%	87.49	79.56	67.86	95.16	87.49	79.56	116.36	105.81	90.25	148.74	135.25	115.36	163.61	148.78	126.90
6	Administrative Charges 0.50%	87.49	79.56	67.86	95.16	87.49	79.56	116.36	105.81	90.25	148.74	135.25	115.36	163.61	148.78	126.90
7	BONUS 8.33% on Basic+VDA PM or Rs.7000/- PA whichever is higher and max wage ceiling is Rs. 21000/- pm	1457.58	1325.47	1130.55	1585.37	1457.58	1325.47	0.00	0.00	1503.63	0.00	0.00	0.00	0.00	0.00	0.00
8	UNIFORM	1087.66	926.82	730.17	1160.52	1002.16	841.32	1370.74	1176.24	942.91	1752.10	1490.46	1181.42	1927.33	1639.50	1301.94
9	Sub Total	29117.82	25105.81	20082.84	31174.61	27232.32	23220.31	35115.63	30383.42	26087.95	44885.26	38548.96	30898.54	49374.23	42403.86	34040.86
10	Relieving charges 1/6 on Sub total	4852.97	4184.30	3347.14	5195.77	4538.72	3870.05	5852.61	5063.90	4347.99	7480.88	6424.83	5149.76	8229.04	7067.31	5673.48
11	Rate per Head	33970.79	29290.11	23429.98	36370.38	31771.04	27090.36	40968.24	35447.32	30435.94	52366.14	44973.79	36048.30	57603.27	49471.17	39714.34
12	Service Charges 14%	4755.91	4100.62	3280.20	5091.85	4447.95	3792.65	5735.55	4962.62	4261.03	7331.26	6296.33	5046.76	8064.46	6925.96	5560.01
13	Sub Total	38726.70	33390.73	26710.18	41462.23	36218.99	30883.01	46703.79	40409.94	34696.97	59697.40	51270.12	41095.06	65667.73	56397.13	45274.35
14	GST 18%	6970.81	6010.33	4807.83	7463.20	6519.42	5558.94	8406.68	7273.79	6245.45	10745.53	9228.62	7397.11	11820.19	10151.48	8149.38
15	Gross Total	45697.51	39401.06	31518.01	48925.43	42738.41	36441.95	55110.47	47683.73	40942.42	70442.93	60498.74	48492.17	77487.92	66548.61	53423.73