



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

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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

