

**TEXCO SALARY STRUCTURE BASED ON DGR WAGE OCT 2017- w.e.f 01-10-2017.**

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 (Automobile)/Electric/ Radio/Wireless)/Drivers			Asst Security Officer/Lorry shed Supervisor/Assistant/Warden/T elephone 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 HRA 24% or 5400/- for Area-A/16% or 3600 for Area-B/8% or 1800 for Area-C on Basic + VDA	16978.00	15418.00	13156.00	18460.00	16978.00	15418.00	22580.74	20505.94	17497.48	28863.00	26211.00	22365.00	31749.00	28832.00	24602.00
2		5400.00	3600.00	1800.00	5400.00	3600.00	1800.00	5419.38	3600.00	1800.00	6927.12	4193.76	1800.00	7619.76	4613.12	1968.16
3	Medical Allowance 8%	1358.24	1233.44	1052.48	1476.80	1358.24	1233.44	1806.46	1640.48	1399.80	2309.04	2096.88	1789.20	2539.92	2306.56	1968.16
4	EPF12%	2037.36	1850.16	1578.72	2215.20	2037.36	1850.16	2709.69	2460.71	2099.70	3463.56	3145.32	2683.80	3809.88	3459.84	2952.24
5	EDLI 0.5%	84.89	77.09	65.78	92.30	84.89	77.09	112.90	102.53	87.49	144.32	131.06	111.83	158.75	144.16	123.01
6	Administrative Charges 0.65% BONUS 8.33% on Basic+VDA PM or Rs.7000/- PA whichever is higher and max wage ceiling is Rs. 21000/- pm	110.36	100.22	85.51	119.99	110.36	100.22	146.77	133.29	113.73	187.61	170.37	145.37	206.37	187.41	159.91
7		1414.27	1284.32	1095.89	1537.72	1414.27	1284.32	0.00	1708.14	1457.54	0.00	0.00	0.00	0.00	0.00	0.00
8	UNIFORM	1062.96	903.36	710.41	1133.35	977.46	817.86	1330.01	1145.03	916.62	1700.03	1444.23	1147.84	1870.02	1588.64	1262.08
9	Sub Total	28446.08	24466.59	19544.79	30435.36	26560.58	22581.09	34105.95	31296.12	25372.36	43594.68	37392.62	30043.04	47953.70	41131.73	33035.56
10	Relieving charges 1/6 on Sub total	4741.01	4077.77	3257.47	5072.56	4426.76	3763.52	5684.33	5216.02	4228.73	7265.78	6232.10	5007.17	7992.28	6855.29	5505.93
11	Rate per Head	33187.09	28544.36	22802.26	35507.92	30987.34	26344.61	39790.28	36512.14	29601.09	50860.46	43624.72	35050.21	55945.98	47987.02	38541.49
12	Service Charges 14%	4646.19	3996.21	3192.32	4971.11	4338.23	3688.25	5570.64	5111.70	4144.15	7120.46	6107.46	4907.03	7832.44	6718.18	5395.81
13	Sub Total	37833.28	32540.57	25994.58	40479.03	35325.57	30032.86	45360.92	41623.84	33745.24	57980.92	49732.18	39957.24	63778.42	54705.20	43937.30
14	GST 18%	6809.99	5857.30	4679.02	7286.23	6358.60	5405.91	8164.97	7492.29	6074.14	10436.57	8951.79	7192.30	11480.12	9846.94	7908.71
15	Gross Total	44643.27	38397.87	30673.60	47765.26	41684.17	35438.77	53525.89	49116.13	39819.38	68417.49	58683.97	47149.54	75258.54	64552.14	51846.01