2112/SA/MINIMUM WAGES/EMP
DIRECTORATE GENERAL OF RESETTLEMENT MINISTRY OF DEFENCE
GOVERNMENT OF INDIA, WEST BLOCK IV RK PURAM, NEW DELHI 110066

NOTICE OF REVISION OF MINIMUM WAGES FOR ONE DAY W.E.F. 01 OCT 2017

1. REFERENCE GOVERNMENT OF INDIA, MINISTRY OF DEFENCE OFFICE MEMORANDUM NO 28(3)/2012-D (RES-I) DATED 09 JUL 2012 AS AMENDED 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, VIDE GOVERNMENT OF INDIA, THE MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA ORDER F. NO. 1/13(6)/2017-LS-II DATED 06 OCT 2017 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 QUOTATIONS AT ALL STAGES OF TENDERING TO THE PRINCIPAL EMPLOYER AND 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 OCT 2017.**

AREA A

S.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 (skilled)	Security Guard with arms Gunman (Highly skilled)	Supervisor (Highly skilled)	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		**653**	**710**	**868.49**	1. Centre or state wages, whichever is higher, is payable. 2. See Notes 1 & 5
(b)	Employees State Insurance (ESI)/Medical Allowance and Workmen Compensation in areas not covered under 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	As applicable			or as notified from time to time
(e)	Administrative Charges(EPF & EDLI)	0.65% of Basic plus VDA	As applicable			or as notified from time to time
(f)	House Rent Allowance (HRA)	24% of Basic plus VDA or Rs 5400 (Whichever is higher)	207.69	207.69	208.44	See Notes 3, 9 & 10 or as notified from time to time
(g)	ESI/Medical Allowance on HRA	4.75% of HRA	As Applicable			See Notes 2,9 or 10 as notified from time to time
(h)	Bonus	8.33% per month (Basic+VDA)	54.39	59.14	-	See Notes 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	32.65	35.50	43.42	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	19.59	21.30	26.05	
(k)	**SUB TOTAL**	**Sum of (a) to (j)**				
(l)	Relieving Charges 1/6th 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.
(m)	**Total Cost Per Day**	**Sum of (k) to (l)**				
(n)	Service Charge	@ 14% (of serial 'm')	As Applicable			See Notes 9 & 10
(o)	**Sum Total**	**Sum of (m) and (n)**				See Notes 7 & 8
(p)	GST	As per prevailing rates	$$	$$	$$	$$- or as notified from time to time

AREA-A

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,PUNE

महानिदेशालय DGR Min. of Defence R.K. Puram, New Delhi-66 आर. के. पुरम नई दिल्ली-66

(Ganges [illegible])
Commodore
Principal Director (Employment)
Dte Gen Resettlement
Ministry of Defence
New Delhi-66
10/10/17

AREA –B

S.No	Description	Percentage (This is to be read in conjunction with latest rules/ acts/ regulations and policies promulgated by Competent Govt Authority)	Security Guard without arms (Skilled)	Security Guard with arms (Highly Skilled)	Supervisor (one per 20 security Guards) (Highly Skilled)	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		**593**	**653**	**788.69**	1. Centre or state wages, whichever is higher, is payable. 2. See Notes 1 & 5
(b)	Employees State Insurance (ESI)/Medical Allowance and Workmen Compensation in areas not covered under ESI	4.75% of Basic plus VDA	28.17	31.02	-	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	As Applicable			or as notified from time to time
(e)	Administrative Charges (EPF & EDLI)	0.65% of Basic plus VDA	As Applicable			or as notified from time to time
(f)	House Rent Allowance (HRA)	16% of Basic plus VDA or Rs 3600 (Whichever is higher)	138.46	138.46	138.46	See Notes 3, 9 & 10 or as notified from time to time
(g)	ESI/Medical Allowance on HRA	4.75% of HRA	As Applicable			See Notes 2 & 9 or as notified from time to time
(h)	Bonus	8.33% (Basic + VDA)	49.40	54.39	65.70	See Notes 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	29.65	32.65	39.43	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	17.79	19.59	23.66	
(k)	**SUB TOTAL**	**Sum of (a) to (j)**				
(l)	Relieving Charges 1/6th of total 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
(m)	**Total Cost Per Day**	**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)	GST	As per prevailing rates	$$	$$	$$	$$- or as notified from time to time

10/10/17

(Gangesh Kumar)
Commodore
Principal Director (Employment)
Dte Gen Resettlement
Ministry of Defence
New Delhi-110066

पूर्नवास महानिदेशालय Min.of Defence R.K. Puram, New Delhi-66 रक्षा मंत्रालय आर. के. पुरम नई दिल्ली-66

AREA-B

Agra	(UA)	Indore	(UA)	Ranchi	(UA)
Ajmer	(UA)	Jabalpur	(UA)	Saharanpur	M.Corp
Aligarh	(UA)	Jaipur	M.Corp	Salem	(UA)
Allahabad	(UA)	Jalandhar	(UA)	Sangli	(UA)
Amravati	M.Corp	Jalandhar Cantt	(UA)	Shilong	
Aurangabad	(UA)	Jammu	(UA)	Siliguri	(UA)
Amritsar	(UA)	Jamnagar	(UA)	Solapur	M.Corp
Asansol	(UA)	Jamshedpur	(UA)	Srinagar	(UA)
Aurangabad	(UA)	Jhansi	(UA)	Surat	(UA)
Bareilly	(UA)	Jodhpur	(UA)	Thiruvanantapuram	(UA)
Belgaum	(UA)	Kannur	(UA)	Thrissur	(UA)
Bhavnagar	(UA)	Kochi	(UA)	Tiruchirappalli	(UA)
Bhiwandi	(UA)	Kolhapur	(UA)	Tiruppur	(UA)
Bhopal	(UA)	Kollam	(UA)	Ujjain	M.Corp
Bhubaneshwar	(UA)	Kota	M.Corp	Vadodara	(UA)
Bikaner	M.Corp	Kozhikode	(UA)	Varanasi	(UA)
Bokaro Steel City	(UA)	Ludhiana	M.Corp	Vasai-Virar City	M.Corp
Chandigarh	(UA)	Madurai	(UA)	Vijaywada	(UA)
Coimbatore	(UA)	Malappuram	(UA)	Vishakhapatnam	M.Corp
Cuttack	(UA)	Malegaon	(UA)	Warangal	(UA)
Dehradun	(UA)	Mangalore	(UA)		
Dhanbad	(UA)	Meerut	(UA)		
Durgapur	(UA)	Moradabad	M.Corp		
Durg-Bhilai Nagar	(UA)	Mysore	(UA)		
Erode	(UA)	Nanded Waghala	M.Corp		
Firozabad		Nasik	(UA)		
Goa		Nellore	(UA)		
Gorakhpur	(UA)	Panchkula	(UA)		
Greater Vishakhapatnam	(M.Corp)	Patna	(UA)		
Gulbarga	(UA)	Port Blair	(UA)		
Guntur	(UA)	Puducherry	(UA)		
Guwahati	(UA)	Raipur	(UA)		
Gwalior	(UA)	Raurkela	(UA)		
Hubli-Dharwad	M.Corp	Rajkot	(UA)		

10/10/17

(Gangesh Kumar)
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AREA-C

S.No	Description	Percentage (This is to be read in conjunction with latest rules/ acts/ regulations and policies promulgated by Competent Govt Authority)	Security Guard without arms (Skilled)	Security Guard (with arms)/ Gunman (Highly Skilled)	Supervisor (one per 20 Security Guards) (Highly Skilled)	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		**506**	**593**	**672.98**	1. Centre or state wages, whichever is higher, is payable. 2. See Notes 1 & 5
(b)	Employees State Insurance (ESI)/Medical Allowance and Workmen Compensation in areas not covered under ESI	4.75% of Basic plus VDA	24.04	28.17	31.97	See Notes 2 & 10
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA	60.72	As Applicable		See Notes 9 & 10
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	2.53	As Applicable		or as notified from time to time
(e)	Administrative Charges	0.65% of Basic plus VDA	3.29	As Applicable		or as notified from time to time
(f)	House Rent Allowance (HRA)	8% of Basic plus VDA or Rs 1800 (Whichever is higher)	69.23	69.23	69.23	See Notes 3 ,9 & 10 or as notified from time to time
(g)	ESI/Medical Allowance on HRA	4.75% of HRA	As Applicable			See Notes 2, 9 & 10 or as notified from time to time
(h)	Bonus (ref notes)	8.33% per month (Basic+VDA)	42.15	49.40	56.06	See Notes 4, 9 & 10 or as notified from time to time
(I)	Uniform Outfit Allowance	5% of Basic plus VDA	25.30	29.65	33.65	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	15.18	17.79	20.19	
(k)	**TOTAL**	**Sum of (a) to (j)**				
(l)	Relieving Charges 1/6th of total 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 Day**	**Sum of (k) to (l)**				
(n)	Service Charge(14% of serial 'm')	14 %	As Applicable			See Notes 9 & 10
(o)	**Sum Total**	**Sum of (m) and (n)**				See Notes 7 & 8
(p)	GST	As per prevailing rates	$$	$$	$$	$$- or as notified from time to time

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AREA –C: AREAS NOT COVERED IN AREA-A AND AREA-B

Notes:-

1. Wherever the state minimum wages are higher than the wages notified herein, the higher wages shall stand protected and would be payable.

2. **ESI** The employees employed in the watch & ward duties shall be covered under the Employees State Insurance Act 1948 as amended from time to time based on the gazette notifications by respective State Governments covering the areas under the ESI Act. Those areas which are not covered in the notification shall be covered under the Workmen Compensation Act 1923, as applicable.

3. **HRA** The classification of the areas for the purpose of calculation of HRA is to be taken as per the classification of areas for HRA promulgated by the Ministry of Finance, Govt. Of India.

4. **Bonus** Bonus is mandatory as per Payment of Bonus Act 1965 (as amended vide payment of bonus Amendment Act 2015), concerned month's wage as fixed by DGR or State Govt or Rs. 7000/- whichever is higher is payable to the security guard/supervisor w.e.f 01 April 2014.

5. ** **Paid Rest Day**. The security guards are entitled to a paid rest day in every period of seven days. (Refer Section 13 (b) of the Minimum Wages Act, 1948 and Rule 23 of the Wages (Central) Rules, 1950). When a security guard is requisitioned by the Principal Employer to work for more than 48 hours in a week, he is entitled to wages on overtime rates for the additional period at double the ordinary rates in addition to the wages for the rest day.

6. **Leave.** Payment for leave relief during the leave as mandated by centre/state Govts. / Principal employer/Service recipient will also be admissible by the Principal Employer/Service Recipients.

7. **Additional Charges**. Additional charges will be levied in case of service being provided in remote/disturbed/hazardous areas as Field Allowance @ 25 percent of Basic Pay plus VDA, and will be entitled to ESM security guards when working in remote / disturbed area such as Northern Eastern States, J&K etc, or when working in areas hazardous to health such as Coal Fields, Mines and Pipelines.

8. The daily wages shall be the minimum wages below which the the employees employed in the watch & ward duties shall not be paid. The security agencies shall acquaint themselves with the relevant statutory provisions and carry out the market survey before bidding/ quoting the rates of basic daily wage including the variable dearness allowance but the same will not be below the minimum wages as given above.

9. Wages are subject to amendments as and when promulgated by concerned authorities from time to time.

10. Para 2(b), (c,) (f), (g), (h), (I) and (n) of this Notice shall be calculated by the security agencies and PSUs/service recipients, as per the governing statutory provisions, as applicable.

11. Any welfare measures laid down by the Central/State Enactments shall be duly complied with by the security agencies and PSUs/Principal employers/service seekers.

10/10/17

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