



NOTICE OF REVISION OF MINIMUM WAGES FOR ONE DAY W.E.F. 01 April 2018

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.

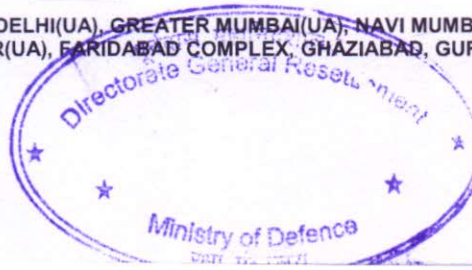
2. CONSEQUENT TO REVISION OF **MINIMUM WAGES** BY MINISTRY OF LABOUR AND EMPLOYMENT, VIDE GOVERNMENT OF INDIA, THE MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA ORDER F. NO. 1/13(6)/2017-LS-II DATED 03 April 2018 FOR EMPLOYMENT OF PERSONNEL OF THE CENTRAL SPHERE, FOR WATCH AND WARD DUTIES AND IBID OFFICE MEMORANDUM. THE UNDER MENTIONED **MINIMUM WAGES FOR ONE WATCH (8 hours)** 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 April 2018.**

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)		673	732	895.09	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	214.82	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)	56.06	60.98	-	See Notes 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	33.65	36.60	44.75	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	20.19	21.96	26.85	
(k)	SUB TOTAL Sum of (a) to (j)					Cost per Watch (8 Hours) for every Guard
(l)	Relieving Charges 1/6 th of serial (k) **	1. To be incorporated only when a reliever is provided on paid rest days. 2. All mandatory deductions in respect of the reliever as applicable at serial (b), (c), (d), (e) and (g) to be deposited with concerned Govt Departments.				
(m)	Total Cost Per Day					
(n)	Service Charge	@ 14% (of serial 'm')				See Notes 9 & 10
(o)	Sum Total					See Notes 7 & 8
(p)	GST	As per prevailing rates				As notified from time to time

AREA-A

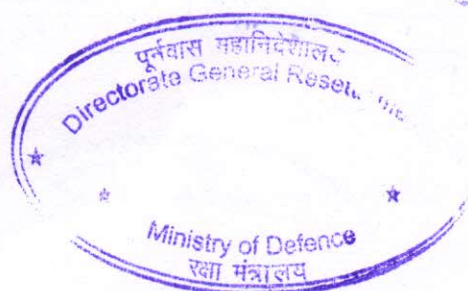
AHMEDABAD(UA), BANGALURU(UA), KOLKATA(UA), DELHI(UA), GREATER MUMBAI(UA), NAVI MUMBAI, HYDERABAD(UA), KANPUR(UA), LUCKNOW(UA), CHENNAI(UA), NAGPUR(UA), FARIDABAD COMPLEX, GHAZIABAD, GURGAON, NOIDA SECUNDRABAD,PUNE



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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)		612	673	813.96	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	29.07	As Applicable	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)	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	06.58	As Applicable	As Applicable	See Notes 2 & 9 or as notified from time to time
(h)	Bonus	8.33% (Basic + VDA)	50.98	56.06	-	See Notes 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	30.60	33.65	40.70	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	18.36	20.19	24.42	
(k)	SUB TOTAL	Sum of (a) to (j)				Cost per Watch (8 Hours) for every Guard
(l)	Relieving Charges 1/6 th of total of serial (k) **	1. To be incorporated only when a reliever is provided on paid rest days. 2. All mandatory deductions in respect of the reliever 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')				See Notes 9 & 10
(o)	Sum Total	Sum of (m) and (n)				See Notes 7 & 8
(p)	GST	As per prevailing rates				As notified from time to time



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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)	Thiruvananthapuram	(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)		



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