



**NOTICE OF REVISION OF MINIMUM WAGES FOR ONE DAY W.E.F. 01 APR 2015**

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 UNDERMENTIONED 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 2015

**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 (one per 20 security Guards)	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		385.00	424.00	512.05	SEE NOTE 1&5
(b)	Employees State Insurance (ESI)	4.75% of Basic plus VDA		As Applicable		SEE NOTE 2
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA		As Applicable		SEE NOTE 9
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	1.93	2.12	2.56	
(e)	Administrative Charges	1.11% of Basic plus VDA	4.27	4.71	5.68	
(f)	House Rent Allowance (HRA)	30% of Basic plus VDA		As Applicable		SEE NOTE 3&9
(g)	ESI on HRA	4.75% of HRA		As Applicable		SEE NOTE 2&9
(h)	Bonus	8.33% of Rs 3500(per month)		As applicable		SEE NOTE 4&9
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	19.25	21.20	25.60	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	11.55	12.72	15.36	
(k)	<b>TOTAL</b>		Sum of (a) to (j)			
(l)	Relieving Charges 1/6 <sup>th</sup> of total of serial (k) **			As Applicable		SEE NOTE 9
(m)	<b>Total Cost Per Head</b>		Sum of (k) to (l)			
(n)	Service Charge @ 14%			As Applicable		SEE NOTE 9
(o)	<b>Sum Total</b>		Sum of (m) and (n)			SEE NOTE 7&8
(p)	Service Tax	12.36% of sum total	SS	SS	SS	SS- 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

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10/4/15

## AREA - B

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 (one per 20 security Guards)	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		328.00	385.00	436.24	SEE NOTE 1&5
(b)	Employees State Insurance (ESI)	4.75% of Basic plus VDA		As Applicable		SEE NOTE 2
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA		As Applicable		SEE NOTE 9
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	1.64	1.93	2.18	
(e)	Administrative Charges	1.11% of Basic plus VDA	3.64	4.27	4.84	
(f)	House Rent Allowance (HRA)	20% of Basic plus VDA		As Applicable		SEE NOTE 3&9
(g)	ESI on HRA	4.75% of HRA		As Applicable		SEE NOTE 2&9
(h)	Bonus	8.33% of Rs 3500(per month)		As Applicable		SEE NOTE 4&9
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	16.40	19.25	21.81	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	9.84	11.55	13.09	
(k)	<b>TOTAL</b>		Sum of (a) to (j)			
(l)	Relieving Charges 1/6 <sup>th</sup> of total of serial (k) **			As Applicable		SEE NOTE 9
(m)	<b>Total Cost Per Head</b>		Sum of (k) to (l)			
(n)	Service Charge	14%		As Applicable		SEE NOTE 9
(o)	<b>Sum Total</b>		Sum of (m) and (n)			SEE NOTE 7&8
(p)	Service Tax	12.36% of sum total	\$\$	\$\$	\$\$	\$\$- or as notified from time to time

## AREA - B

Agra	(UA)	Durgapur		Kochi	(UA)	Srinagar	(UA)
Ajmer		Dhanbad	UA	Kolhapur	(UA)	Surat	(UA)
Alligarh		Dehradun	UA	Kozhikode	(UA)	Salem	(UA)
Allahabad	(UA)	Durg -Bhilai Nagal	UA	Kota		Thiruvananthapuram	(UA)
Amravati		Gorakhpur		Ludhiana		Tiruppur	(UA)
Aurangabad	(UA)	Guwahati Cty		Madurai	(UA)	Tiruchirappalli	(UA)
Amritsar	(UA)	Guntur		Meerut	(UA)	Vadodara	(UA)
Asansol	(UA)	Gwalior	(UA)	Moradabad	(UA)	Varanasi	UA
Bareilly	(UA)	HUBLI-Dharwad		Mysore	(UA)	Vijayawada	(UA)
Bhavnagar		Indore	(UA)	Mangalore	(UA)	Vishakhapatnam	(UA)
Bikaner		Jabalpur	UA	Nasik	(UA)	Warangal	
Bhopal		Jaipur	UA	Pune	(UA)		
Bhubaneshwar		Jodhpur	UA	Patna	(UA)		
Belgaum	UA	Jalandhar	UA	Puducherry	(UA)		
Bhwardi	UA	Jamshedpur	(UA)	Raipur	(UA)		
Chandigarh	(UA)	Jammu	UA	Rajkot			
Combatore	(UA)	Jalandhar Cantt		Ranchi	(UA)		
Cuttack	(UA)	Jam Nagar	UA	Solapur			

*[Signature]*  
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## AREA-C

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 (one per 20 Security Guards)	Remarks
(a)	Basic Wages (BW) plus Variable Dearness Allowance (VDA)		272.00	328.00	361.76	SEE NOTE 1 & 5
(b)	Employees State Insurance (ESI)	4.75% of Basic plus VDA		As Applicable		SEE NOTE 2
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA		As Applicable		SEE NOTE 9
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	1.36	1.64	1.81	
(e)	Administrative Charges	1.11% of Basic plus VDA	3.02	3.64	4.02	
(f)	House Rent Allowance (HRA)	10% of Basic plus VDA		As Applicable		SEE NOTE 3&9
(g)	ESI on HRA	4.75% of HRA		As Applicable		SEE NOTE 2&9
(h)	Bonus (ref notes)	8.33% of Rs 3500(per month)		As Applicable		SEE NOTE 4&9
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	13.60	16.40	18.09	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	8.16	9.84	10.85	
(k)	TOTAL		Sum of (a) to (j)			
(l)	Relieving Charges 1/6 <sup>th</sup> of total of serial (k)			As Applicable		SEE NOTE 9
(m)	Total Cost Per Head		Sum of (k) to (l)			
(n)	Service Charge	14 %		As Applicable		SEE NOTE 9
(o)	Sum Total		Sum of (m) and (n)			SEE NOTE 7&8
(p)	Service Tax	12.36% of sum total	₹	₹	₹	₹- or as notified from time to time

## AREA-C. AREAS NOT COVERED IN AREA-A AND AREA- B

## Note :-

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

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2. **ESI** The security guards 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 be taken as per the classification of areas for HRA promulgated by the Ministry of Finance, GOI.
4. **BONUS** Bonus is mandatory as per Payment of Bonus Act 1965(as amended). The minimum bonus has been calculated on the minimum wage of Rs 3500. The upper limit of bonus is 20 per cent. Bonus is applicable for wages between 3500(Lower limit) to Rs 10000(Upper Limit).
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. **Additional Charges** Additional charges will be levied in case of service being provided in remote/disturbed/hazardous areas as Field Allowance @ 25 percent on Basic Pay plus VDA 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.
7. The daily wages shall be the minimum wages below which the security agencies cannot bid. 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.
8. Wages are subject to amendments as and when promulgated from time to time.
9. Para 2(b),(c),(f),(g),(h),(l) and (n) shall be calculated by the security agencies and PSUs, as per the governing statutory provisions, as applicable.
10. Any welfare measures laid down by the Central / State Enactments shall be duly complied with by the security agencies and PSUs/ Principal employers.



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10/4/15  
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