



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

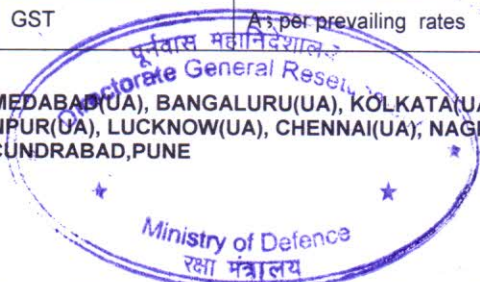
1. REFERENCE GOVERNMENT OF INDIA, MINISTRY OF DEFENCE OFFICE MEMORANDUM NO 28(3)/2012-D (RES-I) DATED 09 JUL 2012 AS AMENDED VIDE OM NO. 28(3)/2012/D (RES -I) DATED 16 JAN 2013 REGARDING GUIDELINES FOR FUNCTIONING OF DGR EMPANELLED EX-SERVICEMEN SECURITY SERVICES.
2. CONSEQUENT TO REVISION OF **MINIMUM WAGES** BY MINISTRY OF LABOUR AND EMPLOYMENT, VIDE GOVERNMENT OF INDIA, THE MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA ORDER F. NO. 1/38(6)/2018-LS-II DATED 28 Sep 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 SCALES 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 / CORPORATIONS THROUGHOUT THE COUNTRY WITH EFFECT FROM 01 OCT 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)   |   | 679                                   | 738  | 903.07                      | 1. Centre or state wages, whichever is higher, is payable.<br>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)   | 0.5% 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   | 216.74                      | 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                                 | 61.48  | -                           | See Notes 4, 9 & 10 or as notified from time to time                             |
| (i)  | Uniform Outfit Allowance  | 5% of Basic plus VDA  | 33.95                                 | 36.90  | 45.15                       |  |
| (j)  | Uniform Washing Allowance   | 3% of Basic plus VDA  | 20.37                                 | 22.14  | 27.09                       |  |
| (k)  | <b>SUB TOTAL</b><br>Sum of (a) to (j)   |   |                                       |  |                             | <b>Cost per Watch (8 Hours) for every Guard</b>                                  |
| (l)  | Relieving Charges 1/6 <sup>th</sup> of serial (k) **  | 1. To be incorporated only when a reliever is provided on paid rest days.<br>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)  | <b>Total Cost Per Day</b>   |   |                                       |  |                             |  |
| (n)  | Service Charge  | @ 14% (of serial 'm')   |                                       |  |                             | See Notes 9 & 10   |
| (o)  | <b>Sum Total</b>  |   |                                       |  |                             | 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



कनेल / Col  
 संयुक्त निदेशक (रोजगार) / J Director (Emp)  
 पुनर्वास महानिदेशालय / DG R  
 रक्षा मंत्रालय / Ministry of Defence  
 नई दिल्ली-110066 / New Delhi-110066

15 Oct 18

## 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)   |   | 617                                   | 679                                       | 820.61   | 1. Centre or state wages, whichever is higher, is payable.<br>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   | 29.31                                 | 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)   | 0.5% 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)   | 51.40                                 | 56.56                                     | -  | See Notes 4, 9 & 10 or as notified from time to time                             |
| (i)  | Uniform Outfit Allowance  | 5% of Basic plus VDA  | 30.85                                 | 33.95                                     | 41.03  |  |
| (j)  | Uniform Washing Allowance   | 3% of Basic plus VDA  | 18.51                                 | 20.37                                     | 24.62  |  |
| (k)  | <b>SUB TOTAL</b>  | <b>Sum of (a) to (j)</b>  |                                       |   |  | Cost per Watch (8 Hours) for every Guard   |
| (l)  | Relieving Charges 1/6 <sup>th</sup> of total of serial (k) **   | 1. To be incorporated only when a reliever is provided on paid rest days.<br>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)  | <b>Total Cost Per Day</b>   | <b>Sum of (k) to (l)</b>  |                                       |   |  |  |
| (n)  | Service Charge (14% of serial 'm')  | 14% (of serial 'm')   |                                       |   |  | See Notes 9 & 10   |
| (o)  | <b>Sum Total</b>  | <b>Sum of (m) and (n)</b>   |                                       |   |  | See Notes 7 & 8  |
| (p)  | GST   | As per prevailing rates   |                                       |   |  | As notified from time to time  |



*[Handwritten Signature]*  
15 Oct 18

रोमिल शर्मा / Romil Sharma  
कर्मल / Col  
संयुक्त निदेशक (सेवाएं) / Jt Director (Emp)  
पुनर्वास महानिदेशालय / DG R  
रक्षा मंत्रालय / Ministry of Defence  
नई दिल्ली - 110055 / New Delhi - 110055

**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 |
| Bhubaneswar            | (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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