

**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 April 2019

- Reference Government of India, Ministry of Defence Office Memorandum no 28(3)/2012-D (RES-I) Dated 09 Jul 2012 and amended vide OM even number dated 16 Jan 2013 regarding Guidelines for functioning of DGR Empanelled Ex-Servicemen Security Agencies.
- 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. 1/8(6)/2019-LS-II dated 27th March 2019 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 rates (All components) **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 2019.**

AREA A

S.No	Description	Percentage (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)		710	772	944.30	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)	0.50 % 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	226.63	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)	59.14	64.31	-	See Notes 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	35.50	38.60	47.22	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	21.30	23.16	28.33	
(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

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 Secunrabad,Pune


(S K Chauhan)
 Commadore
 Principal Director (Employment)
 DGR Gen Resettlement
 Ministry of Defence
 New Delhi-110066

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)		645	710	857.85	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	30.64	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)	53.73	59.14	-	See Notes 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	32.25	35.50	42.89	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	19.35	21.30	25.74	
(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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16/5/19

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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6/5/19

