

## Wages Structure As per Minimum Wages(Zone-III) W.E.F 1st July,2024 to 31 st December 2024

B-20 Plant

## Minimum wages July 2024 - Dec 2024

| COMPONENTS                    | ITI Or Experienced | DME /Graduate | BE/HR-2   | HR -1     | Account   | PPC Exp 2 or 3 | Painter   |
|-------------------------------|--------------------|---------------|-----------|-----------|-----------|----------------|-----------|
| Basic                         | 13,805             | 15,225        | 15,225    | 13,805    | 12,795    | 12,795         | 13,805    |
| Special Allowance (DA)        | 1,736              | 1,736         | 1,736     | 1,736     | 1,736     | 1,736          | 1,736     |
| HRA (5% on Basic + DA)        | 777                | 848           | 848       | 777       | 727       | 727            | 777       |
| Other Allowance               | 500                | 2,400         | 2,950     | 2,500     | 4,500     | 1,200          | 2,258     |
| Total Monthly Gross ( A)      | 16,818             | 20,209        | 20,759    | 18,818    | 19,758    | 16,458         | 18,576    |
| PF@ 13% On Basic + DA         | 1,950              | 1,950         | 1,950     | 1,950     | 1,950     | 1,950          | 1,950     |
| ESIC @ 3.25% On Monthly Gross | 546.59             | 656.79        | 674.67    | 611.59    | 642.12    | 534.87         | 603.72    |
| Uniform & Safety Shoes        | 40                 | 40            | 40        | 40        | 40        | 40             | 40        |
| Fix Service Charges           | 800                | 800           | 800       | 800       | 800       | 800            | 800       |
| TOTAL (B)                     | 3,336.59           | 3,446.79      | 3,464.67  | 3,401.59  | 3,432.12  | 3,324.87       | 3,393.72  |
| TOTAL CTC (A+B)               | 20,154.64          | 23,655.84     | 24,223.72 | 22,219.64 | 23,189.67 | 19,782.42      | 21,969.77 |
| Man-Day Rate                  | 775.18             | 909.84        | 931.68    | 854.60    | 891.91    | 760.86         | 844.99    |
| OT Rate @ On Gross (Per Hrs)  | 80.86              | 97.16         | 99.80     | 90.47     | 94.99     | 79.12          | 89.31     |
| OT Rate @ ESIC 3.25%          | 2.63               | 3.16          | 3.24      | 2.94      | 3.09      | 2.57           | 2.90      |
| OT Rate With ESIC             | 83.48              | 100.32        | 103.05    | 93.41     | 98.08     | 81.69          | 92.21     |

Plant HR Head

Dy. GM - ER/IR

Ex VP Corporate ER/IR

Plant Head

Chandrashekhar Patle

Gajanan Birje

Kalyan Pawar

Jay Prakash Sah

Note :- These are prevailing rates of Minimum wages as per the Government notification however it is subject to change as per government wage declaration time to time