

Date : 31 Jan 2023

B-20 Plant

QA Inspection - Wages Under Contract

PARTICULARS	ITI	DME	BE
BASIC	7100	7200	7200
SPECIAL ALLOWANCE /DA	5992	5992	5992
HRA (5% ON BASIC DA)	655	660	660
Bonus @8.33%	0	1099	1099
MONTHLY GROSS TOTAL-A	13746.60	14950.49	14950.49
OTHER ALLOWANCE	500	1000	1500
PF @13% ON BASIC +DA	1702	1715	1715
ESIC @3.25% ON MONTHLY GROSS	463	518	535
UNIFORM & SAFETY SHOES	40	40	40
OVER HEAD COST			
FIX SERVICES CHANGRS	675	675	675
LEAVES			
BONUS			
GRATUITY			
TRANSPORT ALLOWANCE			
ADMIN CHARGES 5%			
ATTENDANCE BONUS			
WASHING ALLOWANCE			
LWF			
TOTAL -B	3379.97	3948.35	4464.60
GROSS TOTAL MONTH (A+B)	17127	18899	19415
WAGE RATE PER DAY	658.71	726.88	746.73
OT Rate	68.49	76.69	79.09
ESIC @3.25% ON OT	2.23	2.49	2.57
OT RATE PER HRS (INCL. ESIC 3.25%)	70.72	79.18	81.66

HR & Admin Head

V P Corporate ER/IR
Kalyan PawarOperation Head
Plant

P-Operation

1) Above rate will be revise base on revision in minimum wages.