

Tender Ref. No.: HNGPL/HARIDWAR/BILLING SERVICES/23-24/01

**Salary Structure of the Contract Manpower for 1st Year**

Sl No	Discipline	Basic	Lodging / HRA	Total Gross	ESI (Employer)	PF (Employer) [13% of Basic]	Bonus 8.33% of Basic	Insurance (WC policy 3.25% of Min wages (Upto 15000) + GPAI + PMSBY + PMJJB)	Labour Welfare Fund LWF (Employer)	Statutory Payments	Net Amount=Total Gross+Statutory Payments	Actual pay after deduction of statutory pay (Employee's ESI, PF, LWF shares)(Excluding Bonus)	Travelling Expenses / Conveyance	Cost to Company (Net Amount +Travel Expenses)	Payment as per quantified output for above 2 hrs (in Rs.)
1	Manager	25719	10288	36007	0	3343	2142	635	0	6121	42128	32920	3858	45986	200
2	CRM	19596	7838	27434	0	2547	1632	635	0	4815	32249	25082	0	32249	200
3	Data Entry Operator	17146	6858	24005	0	2229	1428	635	0	4292	28297	21947	0	28297	200
4	Meter Reader	14697	5879	20575	669	1911	1224	148	0	3951	24526	18657	2939	27466	0
5	Tele Caller	17146	6858	24005	0	2229	1428	635	0	4292	28297	21947	0	28297	200

**Salary Structure of the Contract Manpower for 2nd Year**

Sl No	Discipline	Basic	Lodging / HRA	Total Gross	ESI (Employer)	PF (Employer) [13% of Basic]	Bonus 8.33% of Basic	Insurance (WC policy 3.25% of Min wages (Upto 15000) + GPA + PMSBY + PMJJB)	Labour Welfare Fund LWF (Employer)	Statutory Payments	Net Amount=Total Gross+Statutory Payments	Actual pay after deduction of statutory pay (Employee's ESI, PF, LWF shares)(Excluding Bonus)	Travelling Expenses / Conveyance	Cost to Company (Net Amount +Travel Expenses)	Payment as per quantified output for above 2 hrs (in Rs.)
1	Manager	27005	10802	37807	0	3511	2250	635	0	6395	44202	33270	4051	48253	200
2	CRM	20575	8230	28805	0	2675	1714	635	0	5024	33829	25349	0	33829	200
3	Data Entry Operator	18003	7201	25205	0	2340	1500	635	0	4475	29680	22180	0	29680	200
4	Meter Reader	15431	6173	21604	0	2006	1285	635	0	3927	25531	19012	3086	28617	0
5	Tele Caller	18003	7201	25205	0	2340	1500	635	0	4475	29680	22180	0	29680	200

<b>Lodging / HRA</b>	40% of basic
<b>Total Gross</b>	Basic + Lodging / HRA
<b>ESI (Employer)</b>	Total gross <21000 @3.25%
<b>PF (Employer)</b>	basic @12% + 1% Professional Charge
<b>Bonus</b>	basic @8.33%
<b>Insurance (WC policy 3.25% of Min wages (Upto 15000) + GPA + PMSBY + PMJJB)</b>	WC - 3.25% of 15000 GPA - 1316 PER ANNUM or 109.6667 PM PMSBY - @20 PER ANNUM AND 1.6667 PER MONTH PMJJB - @436 PER ANNUM AND 36.33334 PM
<b>Statutory Payments</b>	ESI (Employer) +PF (Employer) + Bonus +Insurance (WC policy 3.25% of Min wages (Upto 15000) + GPA + PMSBY + PMJJB)
<b>Actual pay after deduction of statutory payments (Employee's ESI, PF, LWF shares) (Excluding Bonus)</b>	Total Gross-12% of Basic
<b>Maximum Limit for Extra Hours Work for Per Employee</b>	Rs. 2000/- Per Month
<b>Maximum Limit for Recovery Work for Per Employee</b>	Rs. 2400/- Per Month
<b>Cost to Company</b>	Net Amount + Travelling expenses