

**Salary Structure of the Contract Manpower for First Year**

Sl No	Discipline	Basic	Lodging / HRA	OA	Total Gross	ESI (Employer)	PF (Employer)	Bonus 8.33%	Insurance (WC policy 3.25% of Min wages (Upto 15000) + GPA + PMSBY + PMJJB)	Labour Welfare Fund LWF (Employer)	Statutory Payments	Cost to Company	Actual pay after deduction of statutory pay (Employee's ESI, PF, LWF shares)(Excluding Bonus)	Payment as per quantified output for above 2 hrs (in Rs.)	Travelling Expenses / Conveyance
1	Engineer/F&S officer	15000	6000	13763	34763	0	1950	1250	650	0	3850	38612	32,763	250	3674
2	Account Officer	15000	6000	13763	34763	0	1950	1250	650	0	3850	38612	32,763	250	3674
3	Jr Engineer	15000	6000	4578	25578	0	1950	1250	650	0	3850	29427	23,578	200	2799
4	Technician	15000	6000	904	21904	0	1950	1250	650	0	3850	25753	19,904	200	2449
5	Fire Safety officer (JE)	15000	6000	4578	25578	0	1950	1250	650	0	3850	29427	23,578	200	2799
6	Sr. Accountant	15000	6000	9170	30170	0	1950	1250	650	0	3850	34019	28,170	200	2799
7	Accountant	15000	6000	4578	25578	0	1950	1250	650	0	3850	29427	23,578	200	2799
8	HR Executive	15000	6000	13763	34763	0	1950	1250	650	0	3850	38612	32,763	250	0
9	Marketing Executive	15000	6000	13763	34763	0	1950	1250	650	0	3850	38612	32,763	250	3674
10	Office Assistant	15000	6000	904	21904	0	1950	1250	650	0	3850	25753	19,904	175	0
11	Office Subordinate	15000	6000	904	21904	0	1950	1250	650	0	3850	25753	19,904	200	2799
12	Office caretaker	12000	4800	1212	18012	585	1560	1000	163	0	2722	20734	16,372	175	0
13	House Keeper	12000	4800	602	17402	566	1560	1000	163	0	2722	20124	15,762	150	0

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1	Engineer/F&S officer	15000	6000	16852	37852	0	1950	1250	650	0	3850	41701	35,852	250	3968
2	Account Officer	15000	6000	16852	37852	0	1950	1250	650	0	3850	41701	35,852	250	3968
3	Jr Engineer	15000	6000	6932	27932	0	1950	1250	650	0	3850	31781	25,932	200	3023
4	Technician	15000	6000	2964	23964	0	1950	1250	650	0	3850	27813	21,964	200	2645
5	Fire Safety officer (JE)	15000	6000	6932	27932	0	1950	1250	650	0	3850	31781	25,932	200	3023
6	Sr. Accountant	15000	6000	11894	32894	0	1950	1250	650	0	3850	36743	30,894	200	3023
7	Accountant	15000	6000	6932	27932	0	1950	1250	650	0	3850	31781	25,932	200	3023
8	HR Executive	15000	6000	16852	37852	0	1950	1250	650	0	3850	41701	35,852	250	0
9	Marketing Executive	15000	6000	16852	37852	0	1950	1250	650	0	3850	41701	35,852	250	3968
10	Office Assistant	15000	6000	2964	23964	0	1950	1250	650	0	3850	27813	21,964	200	0
11	Office Subordinate	15000	6000	2972	23972	0	1950	1250	650	0	3850	27821	21,972	200	3023
12	Office caretaker	12000	4800	2871	19671	639	1560	1000	163	0	2722	22393	18,031	175	0
13	House Keeper	12000	4800	2211	19011	618	1560	1000	163	0	2722	21733	17,371	150	0

<b>Lodging / HRA</b>	40% of basic
<b>Total Gross</b>	CTC - Statutory Payments
<b>ESI (Employer)</b>	Total gross >21000 @3.25%
<b>PF (Employer)</b>	basic @12% + 1% Professional Charge
<b>Bonus</b>	basic @8.33% WC - @2.25% or 12000
<b>Insurance (WC policy 3.25% of Min wages (Upto 15000) + GPA + PMSBY + PMJJB)</b>	GPA - 1608 PER ANNUM or 134 PM PMSBY - @12 PER ANNUM AND 1 PER MONTH PMJJB - @330 PER ANNUM AND 28 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 pay (Employee's ESI, PF, LWF shares)(Excluding Bonus)</b>	CTC-Statutory payment-Professional Tax@ 200-12% FOR PF OF BASIC