

# **169. Shops and Commercial Establishments**

Notification No. KAE 20 LMW 2017, dated 30-12-2017

Published in Gazette dated 29-3-2018, Minimum Wages w.e.f. 30-12-2017

Cost of Living Allowance to be paid over and above 6537 points

Cost of Living Index: 8398 – 6537 = 1861 points

Minimum wages and VDA from 1-4-2022 to 31-3-2023

## **SCHEDULE**

		ZONE-I		ZONE-II		ZONE-III		ZONE-IV	
		PER MONTH	PER DAY	PER MONTH	PER DAY	PER MONTH	PER DAY	PER MONTH	PER DAY
HIGH SKILLED WORKERS									
Pharmacist & Chemist	Basic	15,423.40	593.21	14,688.95	564.96	13,989.48	538.06	13,323.31	512.44
Technical Supervisor	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
other high skilled	Total	17,656.60	679.10	16,922.15	650.85	16,222.68	623.95	15,556.51	598.33

1 Substituted for the words "SHOPS AND COMMERCIAL ESTABLISHMENTS" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.





SEMI-SKILLED WORKERS									
Bill collector									
Bill clerk									
Godown Keeper, Booking clerk									
Assistant Sales man/Sales Girl									
Assistant Photo-artists	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Shop Assistant	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
Packer	Total	14,979.81	576.14	14,372.83	552.80	13,794.75	530.57	13,244.20	509.39
Gas Supplier, Stove Repairer									
Painter									
Fruit Juice or Lassi maker in the shops									
other un-skilled labourer									

UN-SKILLED WORKERS									
Messenger, Weighing man, Bicycle Fitter, Workers engaged in drying, storing, washing, Ironing (in Laundry), measuring, loading and unloading in warehousing godowns, storerooms, Workers engaged in grinding establishment Services, Gunny Bag Stitcher General workers (in all shops and commercial establishments other than in administration and clerical cadre and who are not covered in any of the above categories) other un-skilled labourer									
	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>13,821.03</b>	<b>531.58</b>	<b>13,269.23</b>	<b>510.35</b>	<b>12,743.70</b>	<b>490.14</b>	<b>12,243.20</b>	<b>470.89</b>
OFFICE STAFF AND DRIVERS									
Manager, Personal Officer, Marketing Manager, Office Incharge and Equivalent Job	Basic	16,423.00	631.00	15,688.00	603.38	14,989.00	576.50	14,323.00	550.88
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>18,656.20</b>	<b>716.89</b>	<b>17,921.20</b>	<b>689.27</b>	<b>17,222.20</b>	<b>662.39</b>	<b>16,556.20</b>	<b>636.77</b>
Assistant Manager, Assistant Personal Manager, Senior Accountant, and Equivalent Job	Basic	15,423.40	593.21	14,688.95	564.96	13,989.48	538.06	13,323.31	512.44
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>17,656.60</b>	<b>679.10</b>	<b>16,922.15</b>	<b>650.85</b>	<b>16,222.68</b>	<b>623.95</b>	<b>15,556.51</b>	<b>598.33</b>

Senior Clerk, Cashier, Judgment Writer, Steno-grapher, Store-keeper, Receptionist and Equivalent Job	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>16,254.47</b>	<b>625.17</b>	<b>15,586.79</b>	<b>599.49</b>	<b>14,950.91</b>	<b>575.03</b>	<b>14,345.30</b>	<b>551.74</b>
Junior Clerk, Booking Clerk Computer Operator, Typist Telephone Operator Data Entry Operator and Equivalent Job	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>14,979.81</b>	<b>576.14</b>	<b>14,372.83</b>	<b>552.80</b>	<b>13,794.75</b>	<b>530.57</b>	<b>13,244.20</b>	<b>509.39</b>
Servant, Watchman, Lift Operator, Office Boy Attender, Helper, Dalayat, Mazdoor, Sweeper and Equivalent Job	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>13,821.03</b>	<b>531.58</b>	<b>13,269.23</b>	<b>510.35</b>	<b>12,743.70</b>	<b>490.14</b>	<b>12,243.20</b>	<b>470.89</b>

A KLJ PUBLICATION





## LIST OF SCHEDULED EMPLOYMENTS MINIMUM WAGES FIXED

Heavy Vehicle Drivers									
Tractor Drivers									
Multi Axel and									
Heavy Vehicle Drivers	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
Earth Movers Drivers	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
Assembled Crane Drivers	Total	16,254.47	625.17	15,586.79	599.49	14,950.91	575.03	14,345.30	551.74
Tractor Drivers									
Road Roller and Road									
Constructing Vehicle Drivers									
Car Driver	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Jeep Driver	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
Light Vehicle Drivers	Total	14,979.81	576.14	14,372.83	552.80	13,794.75	530.57	13,244.20	509.39
Tum Tum Three Wheel Vehicle Drivers	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	Total	13,821.03	531.58	13,269.23	510.35	12,743.70	490.14	12,243.20	470.89

- Zone-I: Notified Areas under Bruhat Bangalore Mahanagara Palike.
- Zone-II: ALL Notified Areas under Bruhat Bangalore Mahanagara Palike other than the areas mentioned in Zone – I
- Zone-III: All District Places other than Areas Notified in Zone-I & Zone II.
- Zone-IV: All other parts of the State other than Areas Notified in Zone-I, Zone II & Zone III.
- VDA: In addition to the Basic wages, all Category of employees in the State shall be paid VDA @4 paise per point over and above 6537 points.



# **166. Security Agency (Industries and Establishments wherein Office Staff and Security Guards are appointed by such Agency)**

Notification No. KAE 123 LWA 2015 dated 29-02-2016,

Published in the Gazette, dated 24-09-2015; Minimum Wages w.e.f. 1-1-2016

Cost of Living Allowance to be paid over and above 5780 points

Cost of Living Index: 8398 – 5780 = 2618 points

Minimum wages and VDA from 1-4-2022 to 31-3-2023

Sl. No.	Class of Employment	Minimum rates of wages payable			
		Zone-I		Zone-II	
		Per Day	Per Month	Per Day	Per Month
1	2	3	4	5	6
<b>Part 1 – Field Staff</b>					
1.	Security Officer	Basic	475.38	12360.00	465.38
		VDA	120.83	3141.60	120.83
2.	Field Officer	<b>Total</b>	<b>596.21</b>	<b>15501.60</b>	<b>586.21</b>
					<b>15241.60</b>
3.	Security Inspector	Basic	437.38	11372.00	423.38
4.	Security Supervisor	VDA	120.83	3141.60	120.83
5.	Assistant Security Officer	<b>Total</b>	<b>558.21</b>	<b>14513.60</b>	<b>544.21</b>
					<b>14149.60</b>
6.	Head Guard	Basic	426.38	11086.00	413.38
		VDA	120.83	3141.60	120.83
7.	Intelligence & Fire Fighting	<b>Total</b>	<b>547.21</b>	<b>14227.60</b>	<b>534.21</b>
					<b>13889.60</b>
8.	Security Guard	Basic	398.00	10350.00	385.00
		VDA	120.83	3141.60	120.83
9.	Lady Guard / Lady Searchers	<b>Total</b>	<b>518.83</b>	<b>13491.60</b>	<b>505.83</b>
					<b>13153.60</b>

<b>(Drivers / Cleaners)</b>					
1.	Drivers	Basic	410.38	10670.00	397.38
		VDA	120.83	3141.60	120.83
		<b>Total</b>	<b>531.21</b>	<b>13811.60</b>	<b>518.21</b>
					<b>13473.60</b>
2.	Cleaners	Basic	375.38	9760.00	365.38
		VDA	120.83	3141.60	120.83
		<b>Total</b>	<b>496.21</b>	<b>12901.60</b>	<b>486.21</b>
					<b>12641.60</b>

1. Substituted for the words "SECURITY AGENCY" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.

A KLJ PUBLICATION



Part 2 — (Office Staff)						
1.	Manager / Personal Officer	Basic	508.38	13218.00	492.38	12802.00
		VDA	120.83	3141.60	120.83	3141.60
		<b>Total</b>	<b>629.21</b>	<b>16359.60</b>	<b>613.21</b>	<b>15943.60</b>
2.	Assistant Manager / Assistant Personal Manager	Basic	490.38	12750.00	475.38	12360.00
		VDA	120.83	3141.60	120.83	3141.60
		<b>Total</b>	<b>611.21</b>	<b>15891.60</b>	<b>596.21</b>	<b>15501.60</b>
3.	Accountant	Basic	470.38	12230.00	455.38	11840.00
		VDA	120.83	3141.60	120.83	3141.60
		<b>Total</b>	<b>591.21</b>	<b>15371.60</b>	<b>576.21</b>	<b>14981.60</b>
4.	Cashier / Sr. Clerk	Basic VDA <b>Total</b>	460.38 120.83 <b>581.21</b>	11970.00 3141.60 <b>15111.60</b>	437.38 120.83 <b>558.21</b>	11372.00 3141.60 <b>14513.60</b>
5.	Stenographer / Computer Operator					
6.	Store Keeper / Telephone Operator					
7.	Typist / Data Entry Operator	Basic	450.38	11710.00	427.38	11112.00
		VDA	120.83	3141.60	120.83	3141.60
		<b>Total</b>	<b>571.21</b>	<b>14851.60</b>	<b>548.21</b>	<b>14253.60</b>
8.	Attender (Gumasta)					
9.	Office Boy / Peon / Sweeper / Attender	Basic	360.00	9360.00	350.00	9100.00
		VDA	120.83	3141.60	120.83	3141.60
		<b>Total</b>	<b>480.83</b>	<b>12501.60</b>	<b>470.83</b>	<b>12241.60</b>

Zone-I: Shall comprise Bruhut Bangalore Mahanagara Palike, All City Corporations and Agglomeration Areas in the State (City Corporations).

Zone-II: Shall comprise all other areas which are not covered in Zone-I.

VDA: In addition to the Basic wages, all Category of employees in the State shall be paid VDA @ 4 paise per point over and above 5780 points.

Note: Security Officer & Security Guard once in a year one pair Boots and 2 pair Socks or Yearly Rupees 850.00 should be paid to purchase a pair of boots and 2 pair of socks.

Night time working guards every two years Mufflayer, Sweater or Rupees 300.00 should be given.

Every year, 2 pairs of Uniforms, Cap (Cap or Hat) and Belt or Rupees 1500.00 should be given.

Every month washing Allowance of Rs. 300.00 should be given.

For Night Guards, Battery and Torch should be given.

Facilities given already should be continued.

A KLJ PUBLICATION

