

Detail Calculation Sheet

Sl. No.	Particulars	%	Unskilled	Semi skilled	skilled	Highly Skilled
1	Basic Wages					
2	Statutory Allowances		233.00	272.00	328.00	385.00
3	Non Statutory Allowances	13.13	30.59	35.71	43.07	50.55
4	Fixed Special Allowance	24	55.92	65.28	78.72	92.40
5	Total Gross Wages		62.50	63.00	63.00	50.00
6	Total Gross Wage per day (Round off)		382.01	435.99	512.79	577.95
7	Contractor's profit per day (15% of Sl No. 6)		382.00	436.00	513.00	578.00
8	Total payable to the Contractors for the wages per day (6 + 7)	15	57.30	65.40	76.95	86.70
9	PF @ 12% to be deducted from the workmen (12% of Sl. no.1)		439.30	501.40	589.95	664.70
10	ESI @ 1.75% to be deducted from workmen (1.75% of Sl. No. 6)	12	27.96	32.64	39.36	46.20
11	Actual Wages to be paid to the Contract Workmen (Sl. no.6 - (9+10)	1.75	6.69	7.63	8.98	10.12
	Leave amount (on Sl. No. 6)		347.36	395.73	464.66	521.69
12a	Annual (Earned) Leave -18 days/year					
12b	Casual Leave – 12 days/year		18.84	21.50	25.30	28.50
12c	Sick Leave – 6 days/year		12.56	14.33	16.87	19.00
	The following will be payable to Contractor on reimbursement basis		6.28	7.17	8.43	9.50
13a	PF & EDLI & other administrative charges for employer contribution (13.61% of Sl. No 1)					
13b	ESI for employer contribution (4.75% of Sl. No. 6)	13.61	31.71	37.02	44.64	52.40
13c	Workmen Compensation Insurance (2.79 % on Sl No. 1) since ceiling of Rs.15,000.00/month achieved for skilled and highly skilled category	4.75	18.15	20.71	-	-
		2.79	-	-	9.15	10.74
14	Total expenditure incurred by NRL for engaging one contract workmen per day (sl. No. 8 + 12a + 12b + 12c + 13a + 13b + 13c)		526.83	602.13	694.34	784.85
Other Loading Elements						
Shift Allowance to be considered @ Rs. 16.00 per day for A&B shift and @ Rs. 20.00 per day for C shift (wherever is applicable).						
Tools & Tackles and PPE- as applicable						

Holiday/ Sunday working (per day overtime wages for working on Sunday/holiday is double the rate on basic of respective category and the hourly rates can be worked out proportionately)

Height Allowance as applicable (as per central Government Circular).

Additional Information

Provision for Annual Increment at the rate of Rs.20.00 to basic wages of all category of workers w.e.f. 01.01.16 and may also be kept while enhancing the value of the contract or estimating for fresh contracts.

Provision for Workmen Compensation Insurance (Sl. No. 13c) should be kept for initial minimum 1 month (gap period of ESI registration) and for balance period provision for ESI (Sl. No. 13b) may be kept anticipating the time required to implement ESI fully for contract workers

