

NUMALIGARH REFINERY LIMITED

Ref: NRL/COM/Circular/25/02

Date: 29th November 2025

GENERAL NOTIFICATION

This is for information of all Bidders / Contractors that Numaligarh Refinery Limited has revised Contract Labour Wage Rates vide internal circular reference **NRL/NR/WR/IR/2024** dated 17/11/2025.

Category-wise revised wage rates w.e.f. 01/01/2024 are shown in attached **Annexure - 1/2/3/4**.

DIGANTA DAS

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Date: 2025.11.29 16:14:19 +05'30'

Diganta Das
CGM (Commercial)

Annexure - 1

Revised rate w.e.f. from 01/01/2024.

Unskilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		578.00
2	Statutory Allowance	13.13	75.89
3	Non-Statutory Allowance	37.4	216.17
4	Total Wages Per Day		870.06
	Total (Round off)		870.00

Semi-Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		648.00
2	Statutory Allowance	13.13	85.08
3	Non-Statutory Allowance	42.3	274.10
4	Total Wages Per Day		1007.19
	Total (Round off)		1007.00

Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		756.00
2	Statutory Allowance	13.13	99.26
3	Non-Statutory Allowance	42	317.52
4	Total Wages Per Day		1172.78
	Total (Round off)		1173.00

Highly Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		873.00
2	Statutory Allowance	13.13	114.62
3	Non-Statutory Allowance	36	314.28
4	Total Wages Per Day		1301.90
	Total (Round off)		1302.00

Details calculation sheet for the year 2024

Sl.No	Particulars		Percentage	Un skilled	Semi Skilled	Skilled	Highly Skilled
1	Basic Wage			578.00	648.00	756.00	873.00
2	Statutory Allowance		13.13%	75.89	85.08	99.26	114.62
3	Non Statutory Allowance	Un Skilled	37.40%	216.17			
		Semi Skilled	42.30%		274.10		
		Skilled	42%			317.52	
		Highly Skilled	36%				314.28
4	Total Gross Wage per day			870.00	1007.00	1173.00	1302.00
5	Contractor's profit per day (15% of Sl. No. 4)		15%	130.50	151.05	175.95	195.30
6	Total payable to the contractors for the wage per day (4+5)			1000.50	1158.05	1348.95	1497.30
7	PF @ 12% to be deducted from the workmen (12% of Sl. No. 1)		12%	69.36	77.76	90.72	104.76
8	ESI @ 0.75% to be deducted from the workmen (0.75% of Sl. No. 4)	NA					
9	Actual wage to be paid to the Contract Workmen (Sl. No 4 – 7)			800.64	929.24	1082.28	1197.24
Leave (leave amount will be gross wage i.e. Sl. No. 4)							
10A	Earned Leave (EL) – 18 days / year		18	42.90	49.66	57.85	64.21
10B	Casual Leave (CL) – 12 days / year		12	28.60	33.11	38.56	42.81
10C	Sick Leave (SL) – 8 days / year		8	19.07	22.07	25.71	28.54
10D	Restricted Holiday (RH) – 2 days (with prior approval)		2	4.77	5.52	6.43	7.13
The following will be payable to the contractor on reimbursement basis							
11A	PF and EDLI and other administrative charges for employer contribution (13% of basic i.e. on Sl. No. 1)		13%	75.14	84.24	98.28	113.49
11B	ESI for employer contribution (3.25% on Sl. No. 4)	NA					
11C	Workmen Compensation Insurance(2.79% on basic i.e. on Sl. No. 1)Since ceiling of Rs21000.00/ month achieved for Unskilled, Semi-Skilled, Skilled and Highly Skilled category.)		2.79%	16.13	18.08	21.09	24.36
12	Total expenditure incurred by NRL for engaging of one contract workman per day (Sl.No.4+10A+10B+10C+10D+11A+11C)			1056.61	1219.68	1420.92	1582.53
Other Loading Elements							
13	Shift allowance to be considered @ Rs. 45.00 pe day for A & B Shift and @ Rs. 55.00 Per day for C shift (wherever is applicable)						
14	Tools & Tackles and PPE – as applicable						
15	Working on Holiday/Sunday is double the rate on basic of respective category and the hourly rates can be worked out proportionately.						
16	Height allowance to be calculated as per Central Government Circular (wherever applicable)						
Additional Information							
17	An annual Increment @ Rs.35.00 (Rupees Thirty five),Rs 40 (Rupees Fourty) & Rs 45 (Rupees Fourty Five) on the basic wage effective on 01.01.2025,01.01.2026 & 01.01.2027 respectively will be applicable for all categories of workmen till expiry of the settlement.						




Annexure - 2

Revised rate w.e.f. 01/01/2025

Unskilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		613.00
2	Statutory Allowance	13.13	80.49
3	Non-Statutory Allowance	37.4	229.26
4	Total Wages Per Day		922.75
	Total (Round off)		923.00

Semi-Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		683.00
2	Statutory Allowance	13.13	89.68
3	Non-Statutory Allowance	42.3	288.91
4	Total Wages Per Day		1061.59
	Total (Round off)		1062.00

Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		791.00
2	Statutory Allowance	13.13	103.86
3	Non-Statutory Allowance	42	332.22
4	Total Wages Per Day		1227.08
	Total (Round off)		1227.00

Highly Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		908.00
2	Statutory Allowance	13.13	119.22
3	Non-Statutory Allowance	36	326.88
4	Total Wages Per Day		1354.10
	Total (Round off)		1354.00

Details calculation sheet for the year 2025

Sl.No	Particulars		Percentage	Un skilled	Semi Skilled	Skilled	Highly Skilled
1	Basic Wage			613.00	683.00	791.00	908.00
2	Statutory Allowance		13.13%	80.49	89.68	103.86	119.22
3	Non Statutory Allowance	Un Skilled	37.40%	229.26			
		Semi Skilled	42.30%		288.91		
		Skilled	42%			332.22	
		Highly Skilled	36%				326.88
4	Total Gross Wage per day			923.00	1062.00	1227.00	1354.00
5	Contractor's profit per day (15% of Sl. No. 4)		15%	138.45	159.30	184.05	203.10
6	Total payable to the contractors for the wage per day (4+5)			1061.45	1221.30	1411.05	1557.10
7	PF @ 12% to be deducted from the workmen (12% of Sl. No. 1)		12%	73.56	81.96	94.92	108.96
8	ESI @ 0.75% to be deducted from the workmen (0.75% of Sl. No. 4)	NA					
9	Actual wage to be paid to the Contract Workmen (Sl. No 4 – 7)			849.44	980.04	1132.08	1245.04
Leave (leave amount will be gross wage i.e. Sl. No. 4)							
10A	Earned Leave (EL) – 18 days / year		18	45.52	52.37	60.51	66.77
10B	Casual Leave (CL) – 12 days / year		12	30.35	34.92	40.34	44.52
10C	Sick Leave (SL) – 8 days / year		8	20.23	23.28	26.89	29.68
10D	Restricted Holiday (RH) – 2 days (with prior approval)		2	5.06	5.82	6.72	7.42
The following will be payable to the contractor on reimbursement basis							
11A	PF and EDLI and other administrative charges for employer contribution (13% of basic i.e. on Sl. No. 1)		13%	79.69	88.79	102.83	118.04
11B	ESI for employer contribution (3.25% on Sl. No. 4)	NA					
11C	Workmen Compensation Insurance(2.79% on basic i.e. on Sl. No. 1)Since ceiling of Rs21000.00/ month achieved for Unskilled, Semi-Skilled, Skilled and Highly Skilled category.)		2.79%	17.10	19.06	22.07	25.33
12	Total expenditure incurred by NRL for engaging of one contract workman per day (Sl.No.4+10A+10B+10C+10D+11A+11C)			1120.94	1286.23	1486.36	1645.76
Other Loading Elements							
13	Shift allowance to be considered @ Rs. 45.00 pe day for A & B Shift and @ Rs. 55.00 Per day for C shift (wherever is applicable)						
14	Tools & Tackles and PPE – as applicable						
15	Working on Holiday/Sunday is double the rate on basic of respective category and the hourly rates can be worked out proportionately.						
16	Height allowance to be calculated as per Central Government Circular (wherever applicable)						
Additional Information							
17	An annual Increment @ Rs.35.00 (Rupees Thirty five),Rs 40 (Rupees Fourty) & Rs 45 (Rupees Fourty Five) on the basic wage effective on 01.01.2025,01.01.2026 & 01.01.2027 respectively will be applicable for all categories of workmen till expiry of the settlement.						

Annexure - 3

Revised rate w.e.f. 01/01/2026

Unskilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		653.00
2	Statutory Allowance	13.13	85.74
3	Non-Statutory Allowance	37.4	244.22
4	Total Wages Per Day		982.96
	Total (Round off)		983.00

Semi-Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		723.00
2	Statutory Allowance	13.13	94.93
3	Non-Statutory Allowance	42.3	305.83
4	Total Wages Per Day		1123.76
	Total (Round off)		1124.00

Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		831.00
2	Statutory Allowance	13.13	109.11
3	Non-Statutory Allowance	42	349.02
4	Total Wages Per Day		1289.13
	Total (Round off)		1289.00

Highly Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		948.00
2	Statutory Allowance	13.13	124.47
3	Non-Statutory Allowance	36	341.28
4	Total Wages Per Day		1413.75
	Total (Round off)		1414.00

Details calculation sheet for the year 2026

Sl.No	Particulars		Percentage	Un skilled	Semi Skilled	Skilled	Highly Skilled
1	Basic Wage			653.00	723.00	831.00	948.00
2	Statutory Allowance		13.13%	85.74	94.93	109.11	124.47
3	Non Statutory Allowance	Un Skilled	37.40%	244.22			
		Semi Skilled	42.30%		305.83		
		Skilled	42%			349.02	
		Highly Skilled	36%				341.28
4	Total Gross Wage per day			983.00	1124.00	1289.00	1414.00
5	Contractor's profit per day (15% of Sl. No. 4)		15%	147.45	168.60	193.35	212.10
6	Total payable to the contractors for the wage per day (4+5)			1130.45	1292.60	1482.35	1626.10
7	PF @ 12% to be deducted from the workmen (12% of Sl. No. 1)		12%	78.36	86.76	99.72	113.76
8	ESI @ 0.75% to be deducted from the workmen (0.75% of Sl. No. 4)	NA					
9	Actual wage to be paid to the Contract Workmen (Sl. No 4 – 7)			904.64	1037.24	1189.28	1300.24
Leave (leave amount will be gross wage i.e. Sl. No. 4)							
10A	Earned Leave (EL) – 18 days / year		18	48.48	55.43	63.57	69.73
10B	Casual Leave (CL) – 12 days / year		12	32.32	36.95	42.38	46.49
10C	Sick Leave (SL) – 8 days / year		8	21.55	24.64	28.25	30.99
10D	Restricted Holiday (RH) – 2 days (with prior approval)		2	5.39	6.16	7.06	7.75
The following will be payable to the contractor on reimbursement basis							
11A	PF and EDLI and other administrative charges for employer contribution (13% of basic i.e. on Sl. No. 1)		13%	84.89	93.99	108.03	123.24
11B	ESI for employer contribution (3.25% on Sl. No. 4)	NA					
11C	Workmen Compensation Insurance(2.79% on basic i.e. on Sl. No. 1)Since ceiling of Rs21000.00/ month achieved for Unskilled, Semi-Skilled, Skilled and Highly Skilled category.)		2.79%	18.22	20.17	23.18	26.45
12	Total expenditure incurred by NRL for engaging of one contract workman per day (Sl.No.4+10A+10B+10C+10D+11A+11C)			1193.83	1361.34	1561.48	1718.65
Other Loading Elements							
13	Shift allowance to be considered @ Rs. 45.00 pe day for A & B Shift and @ Rs. 55.00 Per day for C shift (wherever is applicable)						
14	Tools & Tackles and PPE – as applicable						
15	Working on Holiday/Sunday is double the rate on basic of respective category and the hourly rates can be worked out proportionately.						
16	Height allowance to be calculated as per Central Government Circular (wherever applicable)						
Additional Information							
17	An annual Increment @ Rs.35.00 (Rupees Thirty five),Rs 40 (Rupees Fourty) & Rs 45 (Rupees Fourty Five) on the basic wage effective on 01.01.2025,01.01.2026 & 01.01.2027 respectively will be applicable for all categories of workmen till expiry of the settlement.						




Annexure - 4

Revised rate w.e.f. 01/01/2027

Unskilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		698.00
2	Statutory Allowance	13.13	91.65
3	Non-Statutory Allowance	37.4	261.05
4	Total Wages Per Day		1050.70
	Total (Round off)		1051.00

Semi-Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		768.00
2	Statutory Allowance	13.13	100.84
3	Non-Statutory Allowance	42.3	324.86
4	Total Wages Per Day		1193.70
	Total (Round off)		1194.00

Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		876.00
2	Statutory Allowance	13.13	115.02
3	Non-Statutory Allowance	42	367.92
4	Total Wages Per Day		1358.94
	Total (Round off)		1359.00

Highly Skilled Category:

Sl. No.	Components of daily wages	%	Wage per Day (Rs)
1	Basic Daily Wages		993.00
2	Statutory Allowance	13.13	130.38
3	Non-Statutory Allowance	36	357.48
4	Total Wages Per Day		1480.86
	Total (Round off)		1481.00

Details calculation sheet for the year 2027

Sl.No	Particulars		Percentage	Un skilled	Semi Skilled	Skilled	Highly Skilled
1	Basic Wage			698.00	768.00	876.00	993.00
2	Statutory Allowance		13.13%	91.65	100.84	115.02	130.38
3	Non Statutory Allowance	Un Skilled	37.40%	261.05			
		Semi Skilled	42.30%		324.86		
		Skilled	42%			367.92	
		Highly Skilled	36%				357.48
4	Total Gross Wage per day			1051.00	1194.00	1359.00	1481.00
5	Contractor's profit per day (15% of Sl. No. 4)		15%	157.65	179.10	203.85	222.15
6	Total payable to the contractors for the wage per day (4+5)			1208.65	1373.10	1562.85	1703.15
7	PF @ 12% to be deducted from the workmen (12% of Sl. No. 1)		12%	83.76	92.16	105.12	119.16
8	ESI @ 0.75% to be deducted from the workmen (0.75% of Sl. No. 4)	NA					
9	Actual wage to be paid to the Contract Workmen (Sl. No 4 – 7)			967.24	1101.84	1253.88	1361.84
Leave (leave amount will be gross wage i.e. Sl. No. 4)							
10A	Earned Leave (EL) – 18 days / year		18	51.83	58.88	67.02	73.04
10B	Casual Leave (CL) – 12 days / year		12	34.55	39.25	44.68	48.69
10C	Sick Leave (SL) – 8 days / year		8	23.04	26.17	29.79	32.46
10D	Restricted Holiday (RH) – 2 days (with prior approval)		2	5.76	6.54	7.45	8.12
The following will be payable to the contractor on reimbursement basis							
11A	PF and EDLI and other administrative charges for employer contribution (13% of basic i.e. on Sl. No. 1)		13%	90.74	99.84	113.88	129.09
11B	ESI for employer contribution (3.25% on Sl. No. 4)	NA					
11C	Workmen Compensation Insurance(2.79% on basic i.e. on Sl. No. 1)Since ceiling of Rs21000.00/ month achieved for Unskilled, Semi-Skilled, Skilled and Highly Skilled category.)		2.79%	19.47	21.43	24.44	27.70
12	Total expenditure incurred by NRL for engaging of one contract workman per day (Sl.No.4+10A+10B+10C+10D+11A+11C)			1276.39	1446.12	1646.25	1800.10
Other Loading Elements							
13	Shift allowance to be considered @ Rs. 45.00 pe day for A & B Shift and @ Rs. 55.00 Per day for C shift (wherever is applicable)						
14	Tools & Tackles and PPE – as applicable						
15	Working on Holiday/Sunday is double the rate on basic of respective category and the hourly rates can be worked out proportionately.						
16	Height allowance to be calculated as per Central Government Circular (wherever applicable)						
Additional Information							
17	An annual Increment @ Rs.35.00 (Rupees Thirty five),Rs 40 (Rupees Fourty) & Rs 45 (Rupees Fourty Five) on the basic wage effective on 01.01.2025,01.01.2026 & 01.01.2027 respectively will be applicable for all categories of workmen till expiry of the settlement.						

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