

## 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. 29-03-2018

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

Cost of Living Index: 9965- 6537 = 3428 points

Minimum wages and VDA from 1-4-2025 to 31-3-2026

### 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
<b>HIGH SKILLED WORKERS</b>									
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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
other high skilled	Total	19,537.00	751.43	18,802.55	723.18	18,103.08	696.28	17,436.91	670.66

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

### A KLJ PUBLICATION

<b>SKILLED WORKERS</b>									
Salesmen/ Sales Girl/ Compounder, Photo-artist Photographer Watch Mechanic/ Repairer Radio Mechanic / Repairer T V Mechanic/ Repairer T V Mechanic/ Repairer Optical Mechanic Repairer Skilled labour in lift fixing installing establishment	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
Technician/ Mechanical Instrument shop, Carpenter (Furniture shop) Polisher (Furniture shop) Refractionarian man (Optical shop) Hair Dresser (in hair dressing saloon) Air condition plant operator Umbrella / Suitcase maker other skilled labourer	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	18,134.87	697.50	17,467.19	671.82	16,831.31	647.36	16,225.70	624.07

**SEMI-SKILLED WORKERS**

Bill collector									
Bill clerk									
Godown Keeper, Booking clerk									
Assistant Sales man/Sales Girl									
Assistant Photo-artists									
Shop Assistant	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Packer	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Gas Supplier, Stove Repairer	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</b>
Painter									
Fruit Juice or Lassi maker in the shops									
other un-skilled labourer									

**Shops and Commercial Establishments****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,	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
Workers engaged in grinding establishment Services,	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Gunny Bag Stitcher	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</b>
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									

**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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>20,536.60</b>	<b>789.22</b>	<b>19,801.60</b>	<b>761.60</b>	<b>19,102.60</b>	<b>734.72</b>	<b>18,436.60</b>	<b>709.10</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>19,537.00</b>	<b>751.43</b>	<b>18,802.55</b>	<b>723.18</b>	<b>18,103.08</b>	<b>696.28</b>	<b>17,436.91</b>	<b>670.66</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>18,134.87</b>	<b>697.50</b>	<b>17,467.19</b>	<b>671.82</b>	<b>16,831.31</b>	<b>647.36</b>	<b>16,225.70</b>	<b>624.07</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</b>

Heavy Vehicle Drivers Tractor Drivers Multi Axel and Heavy Vehicle Drivers Earth Movers Drivers Assembled Crane Drivers Tractor Drivers Road Roller and Road Constructing Vehicle Drivers	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>18,134.87</b>	<b>697.50</b>	<b>17,467.19</b>	<b>671.82</b>	<b>16,831.31</b>	<b>647.36</b>	<b>16,225.70</b>	<b>624.07</b>
Car Driver Jeep Driver Light Vehicle Drivers	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</b>
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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</b>

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 18 LWA 2022 dated 28-7-2022, w.e.f. 29-8-2022

Cost of Living Allowance to be paid over and above 7616 points

Cost of Living Index: 9965- 7616 = 2349 points

Minimum wages and VDA from 1-4-2025 to 31-3-2026

### SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable								
		Zone-I		Zone-II		Zone-III		Zone-IV		
		Per Day	Per Month	Per Day	Per Month	Per Day	Per Month	Per Day	Per Month	
1	2	3	4	5	6					
<b>HIGHLY SKILLED WORKERS</b>										
1.	Security Officer	Basic	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
	Field Officer and other skilled Workers	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>777.10</b>	<b>20,204.43</b>	<b>745.26</b>	<b>19,376.54</b>	<b>714.93</b>	<b>18,588.08</b>	<b>686.05</b>	<b>17,837.16</b>
<b>SKILLED WORKERS</b>										
2.	Security Inspector, Security Supervisor	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
	Assistant Security Officer, Intelligence & Fire Fighting Officer and Other Skilled Workers	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>726.05</b>	<b>18,877.10</b>	<b>696.64</b>	<b>18,112.42</b>	<b>668.63</b>	<b>17,384.15</b>	<b>641.95</b>	<b>16,690.56</b>

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

### A KJ PUBLICATION

Security Agency (Industries and Establishments wherein Office Staff

247

<b>SEMI-SKILLED WORKERS</b>										
3.	Security Guard without Arms, Head Guard (Men / Women, Security Searcher, Lift Operator and Other Semi Skilled Workers	Basic	605.47	15742.26	576.64	14992.63	599.18	14278.70	523.03	13598.76
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>713.89</b>	<b>18,561.06</b>	<b>685.06</b>	<b>17,811.43</b>	<b>707.60</b>	<b>17,097.50</b>	<b>631.45</b>	<b>16,417.56</b>
<b>UNSKILLED WORKERS</b>										
4.	Peon, Office Boy, Attender, Helper / Assistant, Dalayat, Mazdoor, Sweeper, Cleaner and Other Un-skilled Workers	Basic	571.06	14847.65	543.87	14140.62	517.97	13467.26	493.31	12825.96
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>679.48</b>	<b>17,666.45</b>	<b>652.29</b>	<b>16,959.42</b>	<b>626.39</b>	<b>16,286.06</b>	<b>601.73</b>	<b>15,644.76</b>

<b>Office Staff and Drivers</b>										
1.	Manager / Personal Officer, Marketing Manager, Office Incharge and Equivalent Post	Basic	702.10	18254.90	668.70	17385.60	636.84	16557.70	606.51	15769.30
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>810.52</b>	<b>21,073.70</b>	<b>777.12</b>	<b>20,204.40</b>	<b>745.26</b>	<b>19,376.50</b>	<b>714.93</b>	<b>18,588.10</b>
2.	Assistant Manager, Asst. Personal Manager, Sr. Accountant and Equivalent Post	Basic	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>777.10</b>	<b>20,204.43</b>	<b>745.26</b>	<b>19,376.54</b>	<b>714.93</b>	<b>18,588.08</b>	<b>686.05</b>	<b>17,837.16</b>
3.	Sr. Attender, Cashier, Judgment Writer, Senographer, Storekeeper, Receptionist, and Equivalent Post	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>726.05</b>	<b>18,877.10</b>	<b>696.64</b>	<b>18,112.42</b>	<b>668.63</b>	<b>17,384.15</b>	<b>641.95</b>	<b>16,690.56</b>

4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic	605.47	15742.26	576.64	14992.63	599.18	14278.70	523.03	13598.76
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>713.89</b>	<b>18,561.06</b>	<b>685.06</b>	<b>17,811.43</b>	<b>707.60</b>	<b>17,097.50</b>	<b>631.45</b>	<b>16,417.56</b>
5.	Heavy Vehicle Driver, Tractor Driver, Multi Axel and Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>726.05</b>	<b>18,877.10</b>	<b>696.64</b>	<b>18,112.42</b>	<b>668.63</b>	<b>17,384.15</b>	<b>641.95</b>	<b>16,690.56</b>
6.	Car Driver, Jeep Driver, Light Vehicle Drivers, Tum Tum, Three Wheel Vehicle Drivers	Basic	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		<b>Total</b>	<b>713.89</b>	<b>18,561.06</b>	<b>685.06</b>	<b>17,811.43</b>	<b>657.60</b>	<b>17,097.50</b>	<b>631.45</b>	<b>16,417.56</b>

Zone-I: Bruhat Bangalore Mahanagara Palike and Designated Agglomeration Areas.

Zone-II: All City Corporations in State and Designated Agglomeration Areas.

Zone-III: All District Centers of the State other than places mentioned in Zone-I and Zone-II

Zone-IV: Other places of the State other than places mentioned in Zone-II and 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 7616 points.

### 143. Hotels/ Residential Hotels, Restaurants, Motels, Lodges, Eateries, Canteens, Dhabas, Outdoor Food Making and Catering and in Allied Esatblishments

Notification No. LD 90 LWA 2022 dated w.e.f. 13-1-2023  
Published in the Gazette dated 4-2-2023, Minimum Wages w.e.f. 4-2-2023

Cost of Living Allowance to be paid over and above 7973 points

Cost of Living Index: 9965- 7973 = 1992 points

Minimum wages and VDA from 1-4-2025 to 31-3-2026

#### 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
<b>HIGHLY SKILLED WORKERS</b>									
Cook, Sweet maker, Supervisor, Kitchen Supervisor	BASIC	17185.34	660.97	15623.04	600.89	14202.76	546.26	12782.48	491.63
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>19575.74</b>	<b>752.91</b>	<b>18013.44</b>	<b>692.83</b>	<b>16593.16</b>	<b>638.20</b>	<b>15172.88</b>	<b>583.57</b>
<b>SKILLED WORKERS</b>									
Barman, Electrician, Assistant Cook/ Dosa maker, Idli maker and Chapathi maker	BASIC	16320.19	627.70	14836.54	570.64	13487.76	518.76	12138.98	466.88
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>18710.59</b>	<b>719.64</b>	<b>17226.94</b>	<b>662.58</b>	<b>15878.16</b>	<b>610.70</b>	<b>14529.38</b>	<b>558.82</b>
<b>SEMI-SKILLED WORKERS</b>									
Room boy, Assistant, Coffee/Tea maker, server/Supplier, Beater/Waiter/Butler/ Grinder or Vegetable cutter, Mutton cutter, Parcel Boy, Lift Attender	BASIC	15801.10	607.73	14364.64	552.49	502.26	13058.76	11752.88	452.03
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>18191.50</b>	<b>699.67</b>	<b>16755.04</b>	<b>644.43</b>	<b>2892.66</b>	<b>13150.70</b>	<b>14143.28</b>	<b>543.97</b>

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

**UN-SKILLED WORKERS**

Water carriers, Gardeners, Dhobi Cleaner, Peon, Watchman, Sweeper, Office Assistant and doing a job similar to the categories mentioned above.	BASIC	14935.95	574.46	13578.14	522.24	12343.76	474.76	11109.38	427.28
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>17326.35</b>	<b>666.40</b>	<b>15968.54</b>	<b>614.18</b>	<b>14734.16</b>	<b>566.70</b>	<b>13499.78</b>	<b>519.22</b>

**OFFICE STAFF AND DRIVERS**

Manager, Personal Officer, Marketing Manager/Office Incharge and Equivalent Job	BASIC	17666.45	679.48	16099.35	619.21	14674.72	564.42	13250.09	509.6
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>20056.85</b>	<b>771.42</b>	<b>18489.75</b>	<b>711.15</b>	<b>17065.12</b>	<b>656.36</b>	<b>15640.49</b>	<b>601.54</b>
Assistant Manager, Assistant Personal Manager, Senior Accountant and Equivalent Job	BASIC	17078.15	656.85	15564.53	598.64	14188.52	545.72	12812.51	492.79
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>19468.55</b>	<b>748.79</b>	<b>17954.93</b>	<b>690.58</b>	<b>16578.92</b>	<b>637.66</b>	<b>15202.91</b>	<b>584.73</b>
Senior Clerk, Cashier, Judgment Writer, Steno-grapher, Store-keeper, Receptionist and Equivalent Job	BASIC	16420.63	631.57	14966.79	575.65	13645.12	524.82	12323.45	473.98
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>18811.03</b>	<b>723.51</b>	<b>17357.19</b>	<b>667.59</b>	<b>16035.52</b>	<b>616.76</b>	<b>14713.85</b>	<b>565.92</b>
Junior Clerk, Booking Clerk Computer Operator, Typist Telephone Operator, Data Entry Operator and Equivalent Job	BASIC	16005.36	615.59	14589.27	561.13	13301.92	511.62	12014.57	462.10
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>18395.76</b>	<b>707.53</b>	<b>16979.67</b>	<b>653.07</b>	<b>15692.32</b>	<b>603.56</b>	<b>14404.97</b>	<b>554.04</b>
Servant, Watchman, Lift Operator, Office Boy, Attender, Helper, Dalayat, Mazdoor, Sweepers and Equivalent Job	BASIC	14794.15	569.01	13488.17	518.78	12300.92	473.12	11113.67	427.45
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>17184.55</b>	<b>660.95</b>	<b>15878.57</b>	<b>610.72</b>	<b>14691.32</b>	<b>565.06</b>	<b>13504.07</b>	<b>519.39</b>

Heavy Vehicle Drivers, Tractor Drivers, Multi Axel and Heavy Vehicle Drivers, Earth Movers Drivers, Assembled Crane Drivers, Tractor Drivers, Road Roller and Road Constructing Vehicle Drivers	BASIC	16420.63	631.57	14966.79	575.65	13645.12	524.82	12323.45	473.98
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>18811.03</b>	<b>723.51</b>	<b>17357.19</b>	<b>667.59</b>	<b>16035.52</b>	<b>616.76</b>	<b>14713.85</b>	<b>565.92</b>
Car/Jeep Driver, Light Vehicle Drivers, Tum Tum Three Wheel Vehicle Drivers	BASIC	16005.36	615.59	14589.27	561.13	13301.92	511.62	12014.57	462.10
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	<b>Total</b>	<b>18395.76</b>	<b>707.53</b>	<b>16979.67</b>	<b>653.07</b>	<b>15692.32</b>	<b>603.56</b>	<b>14404.97</b>	<b>554.04</b>

Zone I: Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations)

Zone II: Shall comprise all District Head Quarters Except Zone I.

Zone III: Shall comprise other areas, which are not covered in Zone I & Zone II

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 7973 points.



## 132. General Engineering, Fabrication and Allied Works

Notification No. KAE 18 LMW 2017 dated 27-4-2017

Published in the Gazette 8-6-2017, Minimum Wages w.e.f. 8-6-2017

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

Cost of Living Index: 9965 – 6537 = 3428 points

Minimum Wages and VDA from 1-4-2025 to 31-3-2026.

### 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
<b>HIGH SKILLED WORKERS</b>									
Supervisor (Shift/works/Technical), Foreman, chargeman), mechanic, Senior Fitter	Basic	15,423.40	593.21	14,688.95	564.96	13,989.48	538.06	13,323.31	512.44
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Senior Welder, Senior Turner, Draftman, Computer programmer otherskilled Labourer	<b>Total</b>	<b>19537.00</b>	<b>751.43</b>	<b>18802.55</b>	<b>723.18</b>	<b>18103.08</b>	<b>696.28</b>	<b>17436.91</b>	<b>670.66</b>
<b>SKILLED WORKERS</b>									

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

Lab Technician, Assistant Foreman, Welder, Fitter	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
Mechanic Turner, Mechinist	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Electrical Wireman, Blacksmith Carpenter, Grinder, Driller, other skilled Labourer	<b>Total</b>	<b>18134.87</b>	<b>697.50</b>	<b>17467.19</b>	<b>671.82</b>	<b>16831.31</b>	<b>647.36</b>	<b>16225.70</b>	<b>624.07</b>
<b>SEMI-SKILLED</b>									
Assistant welder									
Assistant fitter									
Assistant mechanic									
Assistant turner									
Assistant mechinist	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Assistant electrical	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Assistant wireman	<b>Total</b>	<b>16860.21</b>	<b>648.47</b>	<b>16253.23</b>	<b>625.13</b>	<b>15675.15</b>	<b>602.90</b>	<b>15124.60</b>	<b>581.72</b>
Assistant Carpenter									
Assistant Blacksmith									
Assistant Grinder									
Assistant Driller									
other semi-skilled labourer									
<b>UN-SKILLED WORKERS</b>									
Helper, Loading and unloading, Cleaner, Hamali, Mazdoor, others unskilled labourer	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>15701.43</b>	<b>603.91</b>	<b>15149.63</b>	<b>582.68</b>	<b>14624.10</b>	<b>562.47</b>	<b>14123.60</b>	<b>543.22</b>
<b>OFFICE STAFF AND DRIVERS</b>									

Manager, Personal Officer, Marketing Manager, Office In-charge 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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>20536.60</b>	<b>789.22</b>	<b>19801.60</b>	<b>761.60</b>	<b>19102.60</b>	<b>734.72</b>	<b>18436.60</b>	<b>709.10</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>19537.00</b>	<b>751.43</b>	<b>18802.55</b>	<b>723.18</b>	<b>18103.08</b>	<b>696.28</b>	<b>17436.91</b>	<b>670.66</b>
Senior Clerk, Cashier, Judgment Writer, 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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>18134.87</b>	<b>697.50</b>	<b>17467.19</b>	<b>671.82</b>	<b>16831.31</b>	<b>647.36</b>	<b>16225.70</b>	<b>624.07</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>16860.21</b>	<b>648.47</b>	<b>16253.23</b>	<b>625.13</b>	<b>15675.15</b>	<b>602.90</b>	<b>15124.60</b>	<b>581.72</b>
Servant, Watchman, Lift Operator, Office Boy Attender, Helper, Dalayat, Mazdoor, Sweepers 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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>15701.43</b>	<b>603.91</b>	<b>15149.63</b>	<b>582.68</b>	<b>14624.10</b>	<b>562.47</b>	<b>14123.60</b>	<b>543.22</b>

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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Assembled Crane Drivers	Total	18134.87	697.50	17467.19	671.82	16831.31	647.36	16225.70	624.07
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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Light Vehicle Drivers	Total	16860.21	648.47	16253.23	625.13	15675.15	602.90	15124.60	581.72
Tum Tum Three Wheel Rickshaw Drivers (Battery Operated)	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	15701.43	603.91	15149.63	582.68	14624.10	562.47	14123.60	543.22

- Zone-I: Notified Areas under Bruhat Bangalore Mahanagara Palike.
- Zone-II: Other parts of the State 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.

**ಕರ್ನಾಟಕ ಸರ್ಕಾರ**

ಸಂಖ್ಯೆ: ಕಾಇ 18 ಎಲ್ ಡಬ್ಲ್ಯೂ ಎ 2022

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,

ವಿಕಾಸಸೌಧ,

ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 12.08.2022

**ತಿದ್ದುಪಡಿ**

ಸರ್ಕಾರದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ಕಾಇ 18 ಎಲ್ ಡಬ್ಲ್ಯೂ ಎ 2022 ದಿನಾಂಕ: 28.07.2022 ರಲ್ಲಿ "ಭದ್ರತಾ ಏಜೆನ್ಸಿಗಳಲ್ಲಿ ಉದ್ಯೋಗ (ಕಛೇರಿ ಸಿಬ್ಬಂದಿ ಹಾಗೂ ಭದ್ರತಾ ಸಿಬ್ಬಂದಿಗಳನ್ನು ಏಜೆನ್ಸಿಯ ಮೂಲಕ ನಿಯೋಜಿಸಿಕೊಳ್ಳುವ ಎಲ್ಲಾ ಸಂಸ್ಥೆಗಳು ಹಾಗೂ ಉದ್ಯಮಿಗಳ ಸಹಿತ)" ಅನುಸೂಚಿತ ಉದ್ಯಮಿಗೆ ಕನಿಷ್ಠ ವೇತನ ದರಗಳನ್ನು ಪರಿಷ್ಕರಿಸಿದ್ದು, ಸದರಿ ಅಧಿಸೂಚನೆಯ ಕನಿಷ್ಠ ವೇತನ ಕೋಷ್ಟಕದಲ್ಲಿ ಈ ಕೆಳಕಂಡ ತಿದ್ದುಪಡಿಗಳನ್ನು ಈ ಅಧಿಸೂಚನೆಯ ಮೂಲಕ ಹೊರಡಿಸಲಾಗಿದೆ.

- 1) ಪುಟ ಸಂಖ್ಯೆ: 2ರ ಕುಶಲ ಕಾರ್ಮಿಕರು ಶೀರ್ಷಿಕೆಯ ವಲಯ-4ರಲ್ಲಿ ತಿಂಗಳಿಗೆ ರೂ. 11008.00 ಎನ್ನುವ ಬದಲಿಗೆ ರೂ. 13871.76 ಎಂದು ತಿದ್ದಿ ಓದಿಕೊಳ್ಳತಕ್ಕದ್ದು.
- 2) ಪುಟ ಸಂಖ್ಯೆ: 2ರ ಅಕುಶಲ ಕಾರ್ಮಿಕರು ಶೀರ್ಷಿಕೆಯ ಕೆಳಕಂಡ ಕೋಷ್ಟಕವನ್ನು

ಅಕುಶಲ ಕಾರ್ಮಿಕರು									
		ವಲಯ-1		ವಲಯ-2		ವಲಯ-3-0		ವಲಯ-4	
4	ಜವಾನ, ಆಫೀಸ್ ಬಾಯ್, ಅಟೆಂಡರ್, ಹೆಲ್ಪರ್/ ಸಹಾಯಕ/ ದಲಾಯತ್, ಮಜ್ದೂರ್, ಸ್ವೀಪರ್, ಕ್ಲೀನರ್ ಮತ್ತು ಇತರೆ ಅಕುಶಲ ಕೆಲಸಕ್ಕೆ	445.77	11590.14	424.55	11038.23	401.33	10512.60	493.31	12825.96

**ಎನ್ನುವ ಬದಲಿಗೆ**

		ವಲಯ-1		ವಲಯ-2		ವಲಯ-3		ವಲಯ-4	
4	ಜವಾನ, ಆಫೀಸ್ ಬಾಯ್, ಅಟೆಂಡರ್, ಹೆಲ್ಪರ್/ ಸಹಾಯಕ/ ದಲಾಯತ್, ಮಜ್ದೂರ್, ಸ್ವೀಪರ್, ಕ್ಲೀನರ್ ಮತ್ತು ಇತರೆ ಅಕುಶಲ ಕೆಲಸಕ್ಕೆ	571.06	14847.65	543.87	14140.62	517.97	13467.26	493.31	12825.96

### ಎಂದು ತಿದ್ದಿ ಓದಿಕೊಳ್ಳತಕ್ಕದ್ದು.

ಪುಟ ಸಂಖ್ಯೆ: ೩ ರ ಕಛೇರಿ ಸಿಬ್ಬಂದಿಗಳು ಮತ್ತು ಚಾಲಕರು ಶೀರ್ಷಿಕೆಯ "ಹಿರಿಯ ಗುಮಾಸ್ತ, ಕ್ಯಾಷಿಯರ್, ಜಡ್ಡ್ ಮೆಂಟ್ ರೈಟರ್, ಸೈನೋಗ್ರಾಫರ್, ಸ್ಟೋರ್ ಕೀಪರ್, ರಿಸೆಪ್ಷನಿಸ್ಟ್ (ಸ್ವಾಗತಗಾರರು) ಮತ್ತು ತತ್ಸಮಾನ ಹುದ್ದೆ" ಹಾಗೂ "ಹೆವಿ ವೆಹಿಕಲ್ ಡ್ರೈವರ್, ಟ್ರ್ಯಾಕ್ಟರ್ ಡ್ರೈವರ್ ಬಹು ಆಕ್ಸೆಲ್ ಮತ್ತು ಘನ ವಾಹನ ಚಾಲಕರು, ಅರ್ಥ್ ಮೂವರ್ಸ್ ಚಾಲಕರು, ಕ್ರೇನ್ ಜೋಡಿಸಿದ ವಾಹನ ಚಾಲಕರು, ಟ್ರ್ಯಾಕ್ಟರ್ ಚಾಲಕರು, ರೋಡ್ ರೋಲರ್ ಮತ್ತು ರಸ್ತೆ ನಿರ್ಮಾಣ ಕಾಮಗಾರಿ ವಾಹನಗಳ ಚಾಲಕರು" ವರ್ಗಗಳ ವಲಯ 4 ರಲ್ಲಿ ತಿಂಗಳಿಗೆ 11008.00 ಎನ್ನುವ ಬದಲಿಗೆ 13871.76 ಎಂದು ತಿದ್ದಿ ಓದಿಕೊಳ್ಳತಕ್ಕದ್ದು. ಉಳಿದಂತೆ ಸದರಿ ಅಧಿಸೂಚನೆಯಲ್ಲಿ ಯಾವುದೇ ಬದಲಾವಣೆಗಳಿರುವುದಿಲ್ಲ.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆದೇಶಾನುಸಾರ  
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ

(ಎ. ಉಮಾದೇವಿ)

ಪೀಠಾಧಿಕಾರಿ-2

ಕಾರ್ಮಿಕ ಇಲಾಖೆ (ಕನಿಷ್ಠ ವೇತನ)

**PR-755**

### ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂಖ್ಯೆ: ನಅಇ 233 ಗುಅಪ್ರಾ 2021

ಕರ್ನಾಟಕ ಸರ್ಕಾರ ಸಚಿವಾಲಯ,  
ವಿಕಾಸಸೌಧ,  
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 26.08.2022.

### ಅಧಿಸೂಚನೆ

ಕರ್ನಾಟಕ ನಗರ ಮತ್ತು ಗ್ರಾಮಾಂತರ ಯೋಜನಾ ಕಾಯ್ದೆ, 1961 ರ ಕಲಂ 4-ಎ ರಡಿ ಪ್ರದತ್ತವಾದ ಅಧಿಕಾರದಂತೆ ಸರ್ಕಾರದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ನಅಇ 83 ಗುಅಪ್ರಾ 2017, ದಿನಾಂಕ:27-05-2021 ರಲ್ಲಿ ರಾಯಚೂರು ಜಿಲ್ಲೆ, ಲಿಂಗಸುಗೂರು ಪಟ್ಟಣಕ್ಕೆ "ಸ್ಥಳೀಯ ಯೋಜನಾ ಪ್ರದೇಶ" ಘೋಷಿಸಲಾಗಿರುತ್ತದೆ ಹಾಗೂ ಸದರಿ ಕಾಯ್ದೆಯ ಕಲಂ 4(ಸಿ)(1) ರನ್ವಯ ಮತ್ತು 4(ಸಿ) (3) (i) (ii) (iii) ರ (ಎ) ಹಾಗೂ (iv) ರಡಿಯಲ್ಲಿ ಪ್ರದತ್ತವಾದ ಅಧಿಕಾರ ಚಲಾಯಿಸಿ ಲಿಂಗಸುಗೂರು ಪಟ್ಟಣಕ್ಕೆ ಪ್ರತ್ಯೇಕ ಯೋಜನಾ ಪ್ರಾಧಿಕಾರ ರಚಿಸಿ ಆದೇಶಿಸಲಾಗಿರುತ್ತದೆ. ಮುಂದುವರಿದು, ಕರ್ನಾಟಕ ನಗರ ಮತ್ತು ಗ್ರಾಮಾಂತರ ಯೋಜನಾ ಕಾಯ್ದೆ, 1961 ರ ಕಲಂ 4-ಎ(4) ರಡಿ ಪ್ರದತ್ತವಾದ ಅಧಿಕಾರದಂತೆ ಲಿಂಗಸುಗೂರು ಯೋಜನಾ ಪ್ರಾಧಿಕಾರವು ಮಾನವಿ ಯೋಜನಾ ಪ್ರಾಧಿಕಾರದ ವಲಯ ನಿಯಮಾವಳಿಗಳಂತೆ ಸ್ಥಳೀಯ ಯೋಜನಾ ಪ್ರದೇಶದಲ್ಲಿ ಬರುವ ಅಭಿವೃದ್ಧಿಗಳಿಗೆ ಅನುಮತಿಸಲು ಆದೇಶಿಸಿದೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆದೇಶಾನುಸಾರ  
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ,

(ಲತಾ.ಕೆ)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,  
ನಗರಾಭಿವೃದ್ಧಿ ಇಲಾಖೆ.

**PR-756**

2	ಅಳ್ವಾವರ	ಉಪವಿಭಾಗಾಧಿಕಾರಿಗಳು, ಧಾರವಾಡ	ಉಪವಿಭಾಗಾಧಿಕಾರಿಗಳು, ಧಾರವಾಡ
3	ಹುಬ್ಬಳ್ಳಿ	ವಿಶೇಷ ಭೂಸ್ವಾಧೀನಾಧಿಕಾರಿಗಳು, ಕೆಐಎಡಿಬಿ, ಧಾರವಾಡ	ವಿಶೇಷ ಭೂಸ್ವಾಧೀನಾಧಿಕಾರಿಗಳು, ಕೆಐಎಡಿಬಿ, ಧಾರವಾಡ
4	ಹುಬ್ಬಳ್ಳಿ ನಗರ	ವಿಶೇಷ ಭೂಸ್ವಾಧೀನಾಧಿಕಾರಿಗಳು, ಕೆಐಎಡಿಬಿ, ಧಾರವಾಡ	ವಿಶೇಷ ಭೂಸ್ವಾಧೀನಾಧಿಕಾರಿಗಳು, ಕೆಐಎಡಿಬಿ, ಧಾರವಾಡ
5	ಕಲಘಟಗಿ	ಉಪ ಆಯುಕ್ತರು (ಆಡಳಿತ) ಹುಬ್ಬಳ್ಳಿ-ಧಾರವಾಡ ಮಹಾನಗರ ಪಾಲಿಕೆ ಹುಬ್ಬಳ್ಳಿ	ಯೋಜನಾ ನಿರ್ದೇಶಕರು, ಜಿಲ್ಲಾ ನಗರಾಭಿವೃದ್ಧಿ ಕೋಶ, ಧಾರವಾಡ
6	ನವಲಗುಂದ	ಉಪ ಆಯುಕ್ತರು (ಆಡಳಿತ) ಹುಬ್ಬಳ್ಳಿ-ಧಾರವಾಡ ಮಹಾನಗರ ಪಾಲಿಕೆ ಹುಬ್ಬಳ್ಳಿ	ವಿಶೇಷ ಭೂಸ್ವಾಧೀನಾಧಿಕಾರಿಗಳು, ರಾಷ್ಟ್ರೀಯ ಹೆದ್ದಾರಿ-4, ಮಿನಿ ವಿಧಾನ ಸೌಧ ಧಾರವಾಡ
7	ಅಣ್ಣಿಗೇರಿ	ಉಪ ಆಯುಕ್ತರು (ಆಡಳಿತ) ಹುಬ್ಬಳ್ಳಿ-ಧಾರವಾಡ ಮಹಾನಗರ ಪಾಲಿಕೆ ಹುಬ್ಬಳ್ಳಿ	ವಿಶೇಷ ಭೂಸ್ವಾಧೀನಾಧಿಕಾರಿಗಳು, ರಾಷ್ಟ್ರೀಯ ಹೆದ್ದಾರಿ-4, ಮಿನಿ ವಿಧಾನ ಸೌಧ ಧಾರವಾಡ
8	ಕುಂದಗೋಳ	ವಿಶೇಷ ಭೂಸ್ವಾಧೀನಾಧಿಕಾರಿಗಳು, ಕೆಐಎಡಿಬಿ, ಧಾರವಾಡ	ಯೋಜನಾ ನಿರ್ದೇಶಕರು, ಜಿಲ್ಲಾ ನಗರಾಭಿವೃದ್ಧಿ ಕೋಶ, ಧಾರವಾಡ

PR-749

**ಕರ್ನಾಟಕ ಸರ್ಕಾರ**

ಸಂಖ್ಯೆ: ಕಾಇ 18 ಎಲ್‌ಡಬ್ಲ್ಯೂಎ 2022

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,

ವಿಕಾಸಸೌಧ,

ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 28-07-2022

**ಅಧಿಸೂಚನೆ**

ಕರ್ನಾಟಕ ರಾಜ್ಯದಾದ್ಯಂತ “ಭದ್ರತಾ ಏಜೆನ್ಸಿಗಳಲ್ಲಿ ಉದ್ಯೋಗ (ಕಛೇರಿ ಸಿಬ್ಬಂದಿ ಹಾಗೂ ಭದ್ರತಾ ಸಿಬ್ಬಂದಿಗಳನ್ನು ಏಜೆನ್ಸಿಯ ಮೂಲಕ ನಿಯೋಜಿಸಿಕೊಳ್ಳುವ ಎಲ್ಲಾ ಸಂಸ್ಥೆಗಳು ಹಾಗೂ ಉದ್ದಿಮೆಗಳ ಸಹಿತ)” ಅನುಸೂಚಿತ ಉದ್ದಿಮೆಯಲ್ಲಿ ಯಾವುದೇ ಕೆಲಸದಲ್ಲಿ ತೊಡಗಿರುವ ಕಾರ್ಮಿಕರಿಗೆ ಈ ಕೆಳಕಂಡ “ಕನಿಷ್ಠ ವೇತನ ಕೋಷ್ಟಕ”ದಲ್ಲಿ ನಿರ್ದಿಷ್ಟಪಡಿಸಿರುವಂತೆ ಕನಿಷ್ಠ ವೇತನ ದರಗಳನ್ನು ಪರಿಷ್ಕರಿಸಲು ರಾಜ್ಯ ಸರ್ಕಾರದ ಕರಡು ಪ್ರಸ್ತಾವನೆಯನ್ನು ಕರ್ನಾಟಕ ರಾಜ್ಯ ಪತ್ರದ ಭಾಗ - 4ಎರಲ್ಲಿ 19.03.2022ರಂದು ಪ್ರಕಟಿಸಿ, 1948ರ ಕನಿಷ್ಠ ವೇತನ ಕಾಯ್ದೆಯ (ಕೇಂದ್ರ ಕಾಯ್ದೆ ಸಂಖ್ಯೆ: XI) ರ ಕಲಂ 3(1) (ಬಿ) ಮತ್ತು 5 (1) (ಬಿ) ಖಂಡದ ಮೇರೆಗೆ ಬಾಧಿತರಾಗುವ/ ಸಂಬಂಧವಿರುವ ವ್ಯಕ್ತಿಗಳ ಗಮನಕ್ಕೆ ತರಲಾಗಿದ್ದು, ಅವರಿಂದ ಸಲಹೆ/ ಆಕ್ಷೇಪಣೆಗಳನ್ನು ಸ್ವೀಕರಿಸಲು ಎರಡು ತಿಂಗಳ ಕಾಲಾವಕಾಶವನ್ನು ನೀಡಲಾಗಿತ್ತು. ಸ್ವೀಕೃತಗೊಂಡ ಸಲಹೆ/ ಆಕ್ಷೇಪಣೆಗಳು ಮತ್ತು ಕರಡು ಪ್ರಸ್ತಾವನೆಯನ್ನು ಕರ್ನಾಟಕ ರಾಜ್ಯ ಕನಿಷ್ಠ ವೇತನ ಸಲಹಾ ಮಂಡಳಿಯ ಮುಂದೆ ಮಂಡಿಸಲಾಗಿತ್ತು.

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಕನಿಷ್ಠ ವೇತನ ಸಲಹಾ ಮಂಡಳಿಯ ಸಭೆಯಲ್ಲಿ, ಸಂಬಂಧಪಟ್ಟಂತೆ ಸ್ವೀಕೃತವಾಗಿದ್ದ ಸಲಹೆ / ಆಕ್ಷೇಪಣೆಗಳ ಕುರಿತು ಚರ್ಚಿಸಲಾಗಿರುತ್ತದೆ. ಅದರನ್ವಯ, ಸಭೆಯ ನಡವಳಿಯಲ್ಲಿನ ಅಂಶಗಳನ್ನು ಗಮನದಲ್ಲಿಟ್ಟುಕೊಂಡು, ರಾಜ್ಯ ಸರ್ಕಾರವು 1948ರ ಕನಿಷ್ಠ ವೇತನ ಕಾಯ್ದೆಯ (ಕೇಂದ್ರ ಕಾಯ್ದೆ ಸಂಖ್ಯೆ: XI) ರ ಕಲಂ 3(1) (ಬಿ) ಮತ್ತು 5 (1) (ಬಿ) ಖಂಡದ ಮೂಲಕ ಪ್ರದತ್ತವಾದ ಅಧಿಕಾರವನ್ನು ಚಲಾಯಿಸಿ ಮತ್ತು ಈ ಹಿಂದಿನ ಎಲ್ಲಾ ಅಧಿಸೂಚನೆಗಳನ್ನು ರದ್ದುಪಡಿಸಿ, ಕರ್ನಾಟಕ ರಾಜ್ಯದಾದ್ಯಂತ “ಭದ್ರತಾ ಏಜೆನ್ಸಿಗಳಲ್ಲಿ ಉದ್ಯೋಗ (ಕಛೇರಿ ಸಿಬ್ಬಂದಿ ಹಾಗೂ

ಭದ್ರತಾ ಸಿಬ್ಬಂದಿಗಳನ್ನು ಏಜೆನ್ಸಿಯ ಮೂಲಕ ನಿಯೋಜಿಸಿಕೊಳ್ಳುವ ಎಲ್ಲಾ ಸಂಸ್ಥೆಗಳು ಹಾಗೂ ಉದ್ಯಮಗಳ ಸಹಿತ) ಉದ್ಯಮಿಯಲ್ಲಿ ಕೆಲಸ ಮಾಡುವ ಕಾರ್ಮಿಕರಿಗೆ ಈ ಅಧಿಸೂಚನೆ ಹೊರಡಿಸಿದ ದಿನಾಂಕದಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಕನಿಷ್ಠ ವೇತನವನ್ನು ಈ ಅಧಿಸೂಚನೆಯ ಅನುಸೂಚಿಯಲ್ಲಿ ಇರುವಂತೆ ಪರಿಷ್ಕರಿಸಲಾಗಿದೆ.

**“ಕನಿಷ್ಠ ವೇತನ ಕೋಷ್ಟಕ”**

ಭಾಗ-1 : ಕ್ಷೇತ್ರ ಸಿಬ್ಬಂದಿ (Field Staff)									
ಕ್ರ. ಸಂ	ಕೆಲಸದ ವರ್ಗಗಳು	ಕನಿಷ್ಠ ವೇತನ ದರಗಳು							
		ವಲಯ-1		ವಲಯ-2		ವಲಯ-3		ವಲಯ-4	
		ದಿನಕ್ಕೆ	ತಿಂಗಳಿಗೆ	ದಿನಕ್ಕೆ	ತಿಂಗಳಿಗೆ	ದಿನಕ್ಕೆ	ತಿಂಗಳಿಗೆ	ದಿನಕ್ಕೆ	ತಿಂಗಳಿಗೆ
<b>ಅತಿ ಕುಶಲ ಕಾರ್ಮಿಕರು</b>									
1	ಸೆಕ್ಯೂರಿಟಿ ಆಫೀಸರ್, ಫೀಲ್ಡ್ ಆಫೀಸರ್ ಮತ್ತು ಇತರೆ ಅತಿಕುಶಲ ವರ್ಗದ ಕೆಲಸಕ್ಕೆ	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36

<b>ಕುಶಲ ಕಾರ್ಮಿಕರು</b>									
2	ಸೆಕ್ಯೂರಿಟಿ ಸೂಪರ್ ವೈಸರ್, ಸೆಕ್ಯೂರಿಟಿ ಇನ್ಸ್ ಪೆಕ್ಟರ್, ಶಸ್ತ್ರಾಸ್ತ್ರ ಹೊಂದಿದ ಸಹಾಯಕ ಸೆಕ್ಯೂರಿಟಿ ಆಫೀಸರ್, ಇಂಟೆಲಿಜೆನ್ಸ್ ಮತ್ತು ಫೈರ್ ಪೆಟಿಂಗ್ ಮತ್ತು ಇತರೆ ಕುಶಲ ಕೆಲಸಕ್ಕೆ	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	11008.00

<b>ಅರೆ ಕುಶಲ ಕಾರ್ಮಿಕರು</b>									
3	ಶಸ್ತ್ರಾಸ್ತ್ರ ಹೊಂದಿರದ ಸೆಕ್ಯೂರಿಟಿ ಗಾರ್ಡ್, ಹೆಡ್‌ಗಾರ್ಡ್ (ಪುರುಷ / ಮಹಿಳೆ) ಸೆಕ್ಯೂರಿಟಿ ಸರ್ಚರ್, ಲಿಫ್ಟ್ ಆಪರೇಟರ್ಸ್ ಮತ್ತು ಇತರೆ ಅರೆಕುಶಲ ಕೆಲಸಕ್ಕೆ	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76

<b>ಅಕುಶಲ ಕಾರ್ಮಿಕರು</b>									
4	ಜವಾನ, ಆಫೀಸ್ ಬಾಯ್, ಅಟೆಂಡರ್, ಹೆಲ್ಪರ್ / ಸಹಾಯಕ, ದಲಾಯತ್, ಮಜ್ದೂರ್, ಸ್ವೀಪರ್, ಕ್ಲೀನರ್ ಮತ್ತು ಇತರೆ ಅಕುಶಲ ಕೆಲಸಕ್ಕೆ	445.77	11590.14	424.55	11038.23	404.33	10512.60	493.31	12825.96



ಕಛೇರಿ ಸಿಬ್ಬಂದಿಗಳು ಮತ್ತು ಚಾಲಕರು								
ಹುದ್ದೆಗಳ ವಿವರ	ವಲಯ-1		ವಲಯ-2		ವಲಯ-3		ವಲಯ-4	
	ದಿನಕ್ಕೆ	ತಿಂಗಳಿಗೆ	ದಿನಕ್ಕೆ	ತಿಂಗಳಿಗೆ	ದಿನಕ್ಕೆ	ತಿಂಗಳಿಗೆ	ದಿನಕ್ಕೆ	ತಿಂಗಳಿಗೆ
ಮ್ಯಾನೇಜರ್, ಪರ್ಸನಲ್ ಆಫೀಸರ್ ಮಾರ್ಕೆಟಿಂಗ್ ಮ್ಯಾನೇಜರ್/ ಕಛೇರಿ ಮೇಲ್ವಿಚಾರಣೆಯ ತತ್ಸಮಾನ ಹುದ್ದೆ	702.10	18254.90	668.70	17385.60	636.84	16557.70	606.51	15769.30
ಅಸಿಸ್ಟೆಂಟ್ ಮ್ಯಾನೇಜರ್ ಅಸಿಸ್ಟೆಂಟ್ ಪರ್ಸನಲ್ ಮ್ಯಾನೇಜರ್, ಸೀನಿಯರ್ ಅಕೌಂಟೆಂಟ್ ಮತ್ತು ತತ್ಸಮಾನ ಹುದ್ದೆ.	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
ಹಿರಿಯ ಗುಮಾಸ್ತ, ಕ್ಯಾಷಿಯರ್, ಜಡ್ಜ್‌ಮೆಂಟ್ ರೈಟರ್, ಸ್ಟೆನೋಗ್ರಾಫರ್, ಸ್ಟೋರ್ ಕೀಪರ್, ರಿಸೆಪ್ಷನಿಸ್ಟ್, (ಸ್ವಾಗತಗಾರರು) ಮತ್ತು ತತ್ಸಮಾನ ಹುದ್ದೆ	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	11008.00
ಕಿರಿಯ ಗುಮಾಸ್ತ, ಬುಕಿಂಗ್ ಗುಮಾಸ್ತ, ಕಂಪ್ಯೂಟರ್ ಆಪರೇಟರ್, ಟೈಪಿಸ್ಟ್, ಟೆಲಿಫೋನ್ ಆಪರೇಟರ್, ಡಾಟಾ ಎಂಟ್ರಿ ಆಪರೇಟರ್ ಮತ್ತು ತತ್ಸಮಾನ ಹುದ್ದೆ.	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76
ಹೆವಿ ವೆಹಿಕಲ್ ಡ್ರೈವರ್, ಟ್ರ್ಯಾಕ್ಟರ್ ಡ್ರೈವರ್ ಬಹು ಆಕ್ಸೆಲ್ ಮತ್ತು ಘನ ವಾಹನ ಚಾಲಕರು, ಅರ್ಥ್ ಮೂವರ್ಸ್ ಚಾಲಕರು, ಕ್ರೇನ್ ಜೋಡಿಸಿದ ವಾಹನ ಚಾಲಕರು, ಟ್ರ್ಯಾಕ್ಟರ್ ಚಾಲಕರು, ರೋಡ್ ರೋಲರ್ ಮತ್ತು ರಸ್ತೆ ನಿರ್ಮಾಣ ಕಾಮಗಾರಿ ವಾಹನಗಳ ಚಾಲಕರು	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	11008.00
ಕಾರ್ ಡ್ರೈವರ್ ಜೀಪ್ ಡ್ರೈವರ್ ಲಘು ವಾಹನ ಚಾಲಕರು, ಟಂ ಟಂ, ತ್ರಿಚಕ್ರ ವಾಹನ ಚಾಲಕರು	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76

ಮೇಲ್ಕಂಡ ಕನಿಷ್ಠ ವೇತನ ದರಗಳನ್ನು ಸರ್ಕಾರವು ಈ ಕೆಳಕಂಡ ಷರತ್ತುಗಳಿಗೊಳಪಟ್ಟು ನಿಗದಿಪಡಿಸಿದ್ದು, ಈ ಎಲ್ಲಾ ಷರತ್ತುಗಳನ್ನು ಯಥಾವತ್ತಾಗಿ ಉದ್ಯೋಗದಾತರು ಪಾಲಿಸಲು ಬಾಧ್ಯಸ್ಥರಿರುತ್ತಾರೆ;

1. ವ್ಯತ್ಯಾಸವಾಗುವ ತುಟ್ಟಿಭತ್ಯೆ:-

ತುಟ್ಟಿಭತ್ಯೆ ಲೆಕ್ಕಾಚಾರವನ್ನು ವರ್ಷಕ್ಕೊಮ್ಮೆ ಮಾಡಲಾಗುತ್ತದೆ. ಹಿಂದಿನ ಕ್ಯಾಲೆಂಡರ್ ವರ್ಷದ ಹನ್ನೆರಡು (12) ತಿಂಗಳುಗಳ ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕಗಳ ಸರಾಸರಿ ಆಧಾರದ ಮೇಲೆ ಏಪ್ರಿಲ್ ಮೊದಲನೇ ದಿನಾಂಕದಂದು ಪ್ರತಿ ವರ್ಷ ಲೆಕ್ಕಾಚಾರ ಮಾಡತಕ್ಕದ್ದು. ಅಲ್ಲದೇ ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕಗಳ ಸಂಖ್ಯೆಯ ವಾರ್ಷಿಕ ಸರಾಸರಿ ಆಧಾರದ ಮೇಲೆ ಹೆಚ್ಚುವರಿಯಾದ ಅಥವಾ ಕಡಿಮೆಯಾದ ಪ್ರಮಾಣವನ್ನು ಆಧರಿಸಿ ಲೆಕ್ಕ ಹಾಕಲಾಗುತ್ತದೆ. ಆದ್ದರಿಂದ ಮೊದಲ ಲೆಕ್ಕಾಚಾರವು ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕದ (ಜನವರಿ 2020 ರಿಂದ ಡಿಸೆಂಬರ್ 2020) ರ ಸರಾಸರಿ ಆಧಾರದ ಮೇಲೆ 2021 ಏಪ್ರಿಲ್ 1 ನೇ ತಾರೀಖಿನಿಂದ ಜಾರಿಗೆ ಬರುತ್ತದೆ. ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕ 7616 ಅಂಶಗಳಿಗಿಂತ ಹೆಚ್ಚಾಗುವ ಪ್ರತಿ ಅಂಶಕ್ಕೆ ಎಲ್ಲಾ ವರ್ಗದ ಕಾರ್ಮಿಕರಿಗೆ ದಿನ ಒಂದಕ್ಕೆ ನಾಲ್ಕು (4) ಪೈಸೆಯಂತೆ ತುಟ್ಟಿ ಭತ್ಯೆಯನ್ನು ಪಾವತಿಸತಕ್ಕದ್ದು.

ತುಟ್ಟಿಭತ್ಯೆಯನ್ನು ಲೆಕ್ಕಾಚಾರ ಮಾಡುವ ವಿಧಾನ:-

ಅ) ಮಾಸಿಕ ವೇತನವನ್ನು ಪಡೆಯುವವರು:-

ತಿಂಗಳ ತುಟ್ಟಿಭತ್ಯೆ = ಪ್ರತಿ ವರ್ಷ ಹೆಚ್ಚಾಗುವ ಅಥವಾ ಕಡಿಮೆಯಾಗುವ ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕದ ಅಂಶಗಳು (ಸಿ.ಪಿ.ಐ) x ತುಟ್ಟಿಭತ್ಯೆಯ ದರ x 30 ದಿನಗಳು

ದಿನಗೂಲಿ ಗಳಿಕೆದಾರರ ಸಂದರ್ಭದಲ್ಲಿ ಮಾಸಿಕ ವೇತನ ದರಗಳನ್ನು ಇಪ್ಪತ್ತಾರು (26) ದಿನಗಳಿಂದ ವಿಭಾಗಿಸಿ, ನಾಲ್ಕು (4) ರಜಾ ದಿನಗಳಿಗೆ ವೇತನವನ್ನು ನೀಡುವುದೂ ಸೇರಿದಂತೆ ಈ ಕೆಳಕಂಡಂತೆ ಲೆಕ್ಕ ಹಾಕತಕ್ಕದ್ದು. ಭಾಗಿಸಿದಾಗ ಬಂದ ದರವು ಭಿನ್ನಾಂಕವಾಗಿದ್ದಲ್ಲಿ ಅದನ್ನು ಸಮೀಪದ ರೂಪಾಯಿಗೆ ಪೂರ್ಣಗೊಳಿಸುವುದು.

ಆ) ದಿನಗೂಲಿ ವೇತನ ಪಡೆಯುವವರು :-

ದಿನದ ತುಟ್ಟಿಭತ್ಯೆ = ಪ್ರತಿ ವರ್ಷ ಹೆಚ್ಚಾಗುವ ಅಂಶಗಳು x ತುಟ್ಟಿಭತ್ಯೆಯ ದರ x 30 ದಿನಗಳು

26

2. ಮಹಿಳೆಯರು, ಪುರುಷರು ಮತ್ತು ತೃತೀಯ ಲಿಂಗಿಗಳು ಒಂದೇ ರೀತಿಯ ಕೆಲಸವನ್ನು ನಿರ್ವಹಿಸಿದ ಸಂದರ್ಭಗಳಲ್ಲಿ ಎಲ್ಲರಿಗೂ ಸಮಾನ ದರದ ವೇತನಗಳನ್ನು ಸಂದಾಯ ಮಾಡತಕ್ಕದ್ದು.
3. ಅಧಿಸೂಚನೆಯಲ್ಲಿ ವರ್ಗವನ್ನು ನಮೂದಿಸದೆ ಇರುವ ವರ್ಗಗಳ ಕಾರ್ಮಿಕರಿಗೆ ಅದೇ ಸ್ವರೂಪದ ಕೆಲಸ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಇತರೆ ವರ್ಗದ ಕಾರ್ಮಿಕರಿಗೆ ಪಾವತಿ ಮಾಡುತ್ತಿರುವ ವೇತನವನ್ನು ಸಂದಾಯ ಮಾಡತಕ್ಕದ್ದು.
4. ತುಂಡು ಆಧಾರದ ಮೇಲೆ ಕೆಲಸ ಮಾಡುವ ಕಾರ್ಮಿಕರ 8 ಗಂಟೆಗಳ ಕೆಲಸದ ವೇತನವು ಅದೇ ತರಹದ ಕೆಲಸ ಮಾಡುವ ಕಾರ್ಮಿಕರ ಒಂದು ದಿನದ ವೇತನಕ್ಕಿಂತ ಕಡಿಮೆ ಇರಕೂಡದು. ಒಂದು ದಿನದ ಕೆಲಸ ಎಂದರೆ 8 ಗಂಟೆಗಳ ಕೆಲಸ ಎಂದು ತಿಳಿಯತಕ್ಕದ್ದು. ಕಾರ್ಮಿಕರನ್ನು 8 ಗಂಟೆಗಳಿಗಿಂತ ಕಡಿಮೆ ಅವಧಿಯ ಕೆಲಸಕ್ಕೆ ನೇಮಿಸಿಕೊಂಡರೆ ಅಂತಹ ಕಡಿಮೆ ಅವಧಿಗೆ ಅನುಗುಣವಾಗಿ ವೇತನವನ್ನು ಆ ವರ್ಗದ ದಿನದ ಅಥವಾ ತಿಂಗಳ ವೇತನದ ಆಧಾರದ ಮೇಲೆ ಲೆಕ್ಕ ಹಾಕುವುದು.
5. ಸಂಸ್ಥೆಯಲ್ಲಿ ನಿಗದಿಪಡಿಸಿರುವ ವಾರದ ರಜೆ ಅಥವಾ ಹಬ್ಬದ ರಜಾ ದಿನಗಳಲ್ಲಿ ಕೆಲಸ ಮಾಡುವ ಕಾರ್ಮಿಕರಿಗೆ ಕನಿಷ್ಠ ವೇತನ ಕಾಯ್ದೆ ಮತ್ತು ನಿಯಮಗಳಿಗೆ ಒಳಪಟ್ಟು ಸಾಮಾನ್ಯ ವೇತನದ ಎರಡು ಪಟ್ಟು ವೇತನವನ್ನು ಪಾವತಿ ಮಾಡತಕ್ಕದ್ದು.
6. ಕೆಲಸಗಾರರು ದಿನದ ನಿಗದಿತ ಅವಧಿಗಿಂತ ಹೆಚ್ಚು ಸಮಯ ಕೆಲಸ ನಿರ್ವಹಿಸಿದಲ್ಲಿ ಅಂತಹ ಹೆಚ್ಚುವರಿ ಅವಧಿ ಕೆಲಸಕ್ಕೆ ಆತನ ವೇತನದ ಎರಡು ಪಟ್ಟು ವೇತನವನ್ನು ಪಾವತಿಸತಕ್ಕದ್ದು.

7. ಟ್ರೈನಿಗಳಿಗೆ ಆ ವರ್ಗದ ನೌಕರರು ಪಡೆಯುತ್ತಿರುವ ವೇತನದ ಪ್ರತಿಶತ 75 ರಷ್ಟು ವೇತನವನ್ನು ಶಿಷ್ಯ ವೇತನವನ್ನಾಗಿ ಪಾವತಿಸತಕ್ಕದ್ದು.
8. ನೌಕರರುಗಳ ವೇತನವನ್ನು ಚೆಕ್ ಮೂಲಕ ಪಾವತಿಸುವುದು ಅಥವಾ ನೌಕರರ ಬ್ಯಾಂಕ್ ಖಾತೆಗೆ ನೇರವಾಗಿ ಜಮೆ ಮಾಡತಕ್ಕದ್ದು.
9. ಒಂದು ದಿನದ ಕೆಲಸ ಎಂದರೆ ಎಂಟು (8) ಗಂಟೆಗಳ ಕೆಲಸ ಎಂದು ತಿಳಿಯತಕ್ಕದ್ದು. ಕಾರ್ಮಿಕರನ್ನು 4 ಗಂಟೆಗಳಿಗಿಂತ ಕಡಿಮೆ ಅವಧಿಯ ಕೆಲಸಕ್ಕೆ ನೇಮಿಸಿಕೊಂಡರೆ ಅಂತಹ ಕಡಿಮೆ ಅವಧಿಗೆ ಅನುಗುಣವಾಗಿ ಕನಿಷ್ಠ ವೇತನವನ್ನು ಕರ್ನಾಟಕ ಕನಿಷ್ಠ ವೇತನ ನಿಯಮಗಳು, 1958ರ ನಿಯಮ 27 (4) ರನ್ವಯ ಗಂಟೆಯ ಆಧಾರದ ಮೇಲೆ ಲೆಕ್ಕ ಹಾಕುವುದು.
10. ಈ ಅಧಿಸೂಚನೆಯ ವಲಯಗಳನ್ನು ಈ ಕೆಳಕಂಡಂತೆ ವಿಂಗಡಿಸಲಾಗಿದೆ.

ವಲಯ-1	ಬೃಹತ್ ಬೆಂಗಳೂರು ಮಹಾನಗರ ಪಾಲಿಕೆಯ ವ್ಯಾಪ್ತಿ ಮತ್ತು ಗೊತ್ತುಪಡಿಸಿದ ಆಗ್ಲೋಮರೇಷನ್ ಪ್ರದೇಶಗಳು
ವಲಯ-2	ರಾಜ್ಯದ ಎಲ್ಲಾ ಮಹಾನಗರಪಾಲಿಕೆಗಳು ಮತ್ತು ಇವುಗಳಿಗೆ ಗೊತ್ತುಪಡಿಸಿದ ಆಗ್ಲೋಮರೇಷನ್ ಪ್ರದೇಶಗಳು
ವಲಯ-3	ವಲಯ-2 ರಲ್ಲಿ ನಮೂದಿಸಿರುವ ಪ್ರದೇಶಗಳನ್ನು ಹೊರತುಪಡಿಸಿ ರಾಜ್ಯದ ಎಲ್ಲಾ ಜಿಲ್ಲಾ ಕೇಂದ್ರಗಳು.
ವಲಯ-4	ವಲಯ-2 ಮತ್ತು 3 ರಲ್ಲಿ ನಮೂದಿಸಿರುವ ಪ್ರದೇಶಗಳನ್ನು ಹೊರತುಪಡಿಸಿ ರಾಜ್ಯದ ಇತರೆ ಭಾಗಗಳು

11. ಈ ಅಧಿಸೂಚನೆಯಲ್ಲಿ ನಮೂದಿಸಿದ ಉದ್ಯೋಗಿಗಳನ್ನು ನಾಲ್ಕು ಪ್ರವರ್ಗಗಳನ್ನಾಗಿ ವಿಂಗಡಿಸಿದ್ದು, ಪ್ರತಿ ಪ್ರವರ್ಗದ ವ್ಯಾಖ್ಯಾನವು ಕೆಳಗಿನಂತಿರುತ್ತದೆ;

i) ಅಕುಶಲ ಕಾರ್ಮಿಕರು (Un-skilled Workers)

ಅಕುಶಲ ಕಾರ್ಮಿಕರೆಂದರೆ ದೈಹಿಕ ಶ್ರಮದ ಆಧಾರದ ಮೇಲೆ ಕೆಲಸ ನಿರ್ವಹಿಸುವ ಕಾರ್ಮಿಕರಾಗಿದ್ದು, ವೈಯಕ್ತಿಕ ನಿರ್ಣಯ ಹಾಗೂ ಪೂರ್ವ ಅನುಭವದ ಅವಶ್ಯಕತೆಯಿಲ್ಲದ ಸರಳ ಕರ್ತವ್ಯವನ್ನು ನಿರ್ವಹಿಸುವ ಕಾರ್ಮಿಕರಾಗಿರುತ್ತಾರೆ. ಉದ್ಯೋಗ / ವೃತ್ತಿಯ ಪರಿಸರದ ಪರಿಚಯ ಮತ್ತು ದೈಹಿಕ ಶ್ರಮ ಇಲ್ಲಿ ಮುಖ್ಯ ಅಂಶವಾಗಿರುತ್ತದೆ.

ii) ಅರೆ ಕುಶಲ ಕಾರ್ಮಿಕರು (Semi Skilled Workers)

ಅರೆ ಕುಶಲ ಕಾರ್ಮಿಕರೆಂದರೆ ವೈಯಕ್ತಿಕ ನಿರ್ಣಯಕ್ಕೆ ಹೆಚ್ಚು ಅವಕಾಶವಿಲ್ಲದ ನಿರ್ದಿಷ್ಟ ನಿಯತ ಕ್ರಮದ ಪುನರಾವರ್ತನೆಯ ಕೆಲಸಗಳನ್ನು ನಿರ್ವಹಿಸುವ ಕಾರ್ಮಿಕರಾಗಿರುತ್ತಾನೆ. ಕಾರ್ಮಿಕರ ಕೆಲಸವು ನಿರ್ದಿಷ್ಟ ಮಿತಿಯನ್ನು ಹೊಂದಿದ್ದು, ಇನ್ನೊಬ್ಬ ವ್ಯಕ್ತಿಯ ತೀರ್ಮಾನಕ್ಕೆ ಅನುಗುಣವಾಗಿ ನಿರ್ವಹಿಸುವ ಕೆಲಸವಾಗಿರುತ್ತದೆ. ಹಾಗೂ ಯಂತ್ರಗಳ ಸಹಾಯದಿಂದ ನಿರ್ವಹಿಸುವ ಸರಳ ಕೆಲಸಗಳನ್ನು ಮಾಡುವವರಾಗಿರುತ್ತಾರೆ.

iii) ಕುಶಲ ಕಾರ್ಮಿಕರು (skilled Workers)

ಕುಶಲ ಕಾರ್ಮಿಕರು ತಮ್ಮ ಸ್ವಂತ ನಿರ್ಣಯ, ತೀರ್ಮಾನ ಮತ್ತು ವಿವೇಚನೆಗೆ ಒಳಪಟ್ಟು ಜವಾಬ್ದಾರಿಯುತ ಕರ್ತವ್ಯಗಳನ್ನು ನಿರ್ವಹಿಸುವ ಕಾರ್ಮಿಕರಾಗಿರುತ್ತಾರೆ. ತಮ್ಮ ವೃತ್ತಿ ಮತ್ತು ಉದ್ಯೋಗದ ಬಗ್ಗೆ ಆಳವಾದ ಮತ್ತು ಅಮೂಲಾಗ್ರ ಜ್ಞಾನವನ್ನು ಹೊಂದಿದ ಕಾರ್ಮಿಕರಾಗಿರುತ್ತಾರೆ. ಸದರಿ ಉದ್ಯೋಗ ಮತ್ತು ವೃತ್ತಿಯ ಬಗ್ಗೆ ವಿದ್ಯಾರ್ಹತೆ ಪರಿಣಿತಿ ಮತ್ತು ಅನುಭವ ಹೊಂದಿರುತ್ತಾರೆ.

iv ) ಅತಿ ಕುಶಲ ಕಾರ್ಮಿಕರು (Highly Skilled Workers)

ಅತಿ ಕುಶಲ ಕಾರ್ಮಿಕರೆಂದರೆ ಕರ್ತವ್ಯವನ್ನು ನಿರ್ವಹಿಸಲು ದಕ್ಷತೆ ಮತ್ತು ಅತೀವ ಸಾಮರ್ಥ್ಯ ಇರುವ ಕಾರ್ಮಿಕರಾಗಿದ್ದು, ಕುಶಲ ಕಾರ್ಮಿಕರ ಸಹಿತ ಎಲ್ಲಾ ಕಾರ್ಮಿಕರ ಕರ್ತವ್ಯಗಳ ಮೇಲ್ವಿಚಾರಣೆ ನಡೆಸಿ ಪರಿಣಾಮಕಾರಿಯಾಗಿ ಫಲಿತಾಂಶವನ್ನು ಸಾಧಿಸಲು ಶಕ್ತರಾಗಿರುವ ಕಾರ್ಮಿಕರಾಗಿರುತ್ತಾರೆ ಹಾಗೂ ಸದರಿ ಉದ್ಯೋಗ ಮತ್ತು ವೃತ್ತಿಯ ಬಗ್ಗೆ ವಿಶೇಷ ಜ್ಞಾನ ಮತ್ತು ಪರಿಣಿತಿಯನ್ನು ಹೊಂದಿರುತ್ತಾರೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆದೇಶಾನುಸಾರ  
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ

(ಎ. ಉಮಾದೇವಿ)  
ಪೀಠಾಧಿಕಾರಿ-೨,  
ಕಾರ್ಮಿಕ ಇಲಾಖೆ (ಕನಿಷ್ಠ ವೇತನ)

ಕರ್ನಾಟಕ ಸರ್ಕಾರ : ಕಾರ್ಮಿಕ ಇಲಾಖೆ

ಸಂಖ್ಯೆ: ಆಸಾಸಂನಿ/ಎಸ್‌ಐಪಿ/ಬೆ.ಕಂ.ಸೂ/01/2022-23

ಆರ್ಥಿಕ ಮತ್ತು ಸಾಮಾಜಿಕ ನಿರ್ದೇಶನಾಲಯ,  
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ಡಾ|| ಬಿ.ಆರ್. ಅಂಬೇಡ್ಕರ್ ವೀದಿ,  
ಬೆಂಗಳೂರು-01, ದಿನಾಂಕ:19-02-2022

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಔದ್ಯಮಿಕ ಕಾರ್ಮಿಕರ ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕದ ವಾರ್ಷಿಕ ಸರಾಸರಿ ಬಿಡುಗಡೆ 2021ನೇ ಸಾಲಿನ ಕರ್ನಾಟಕ ರಾಜ್ಯದ ಔದ್ಯಮಿಕ ಕಾರ್ಮಿಕರ ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕದ ವಾರ್ಷಿಕ ಸರಾಸರಿ ಈ ಕೆಳಕಂಡಂತೆ ಇರುತ್ತದೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯದ ವಾರ್ಷಿಕ ಸರಾಸರಿ (ಆಧಾರಿತ ವರ್ಷ 1987-88=100)	988
1960 ರ ಆಧಾರದ ವರ್ಷಕ್ಕೆ ಪರಿವರ್ತಿ ಸೂಚ್ಯಂಕ (ಪರಿವರ್ತನಾ ಅಪವರ್ತ್ಯ-8.5)	8398

ಟಿಪ್ಪಣಿ:- 2021ನೇ ಸಾಲಿನ ಕರ್ನಾಟಕ ರಾಜ್ಯದ ಔದ್ಯಮಿಕ ಕಾರ್ಮಿಕರ ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕದ ವಾರ್ಷಿಕ ಸರಾಸರಿಯನ್ನು ರಾಜ್ಯದ ಈ ಕೆಳಕಂಡ 16 ಕೇಂದ್ರಗಳ ಮಾಸಿಕ ತೂಕದ ಸರಾಸರಿ ಸೂಚ್ಯಂಕದ ಆಧಾರದ ಮೇಲೆ ಲೆಕ್ಕ ಹಾಕಲಾಗಿದೆ.

ಕೇಂದ್ರ ಸರಣಿ:- 1)ಬೆಂಗಳೂರು 2)ಬೆಳಗಾವಿ 3)ಹುಬ್ಬಳ್ಳಿ-ಧಾರವಾಡ 4)ಮಡಿಕೇರಿ 5)ಮೈಸೂರು  
ರಾಜ್ಯದ ಸರಣಿ:- 1)ಬಳ್ಳಾರಿ 2)ಭದ್ರಾವತಿ 3)ದಾವಣಗೆರೆ 4)ದಾಂಡೇಲಿ 5)ಗುಲ್ಬರ್ಗಾ 6)ಹರಿಹರ 7)ಹಾಸನ 8)ಮಂಡ್ಯ  
9)ಮಂಗಳೂರು 10)ರಾಯಚೂರು 11)ತುಮಕೂರು.

ಸಹಿ:

ನಿರ್ದೇಶಕರು

“ನಕಲು”






ಕರ್ನಾಟಕ ಸರ್ಕಾರ : ಕಾರ್ಮಿಕ ಇಲಾಖೆ

ಸಂಖ್ಯೆ: ಪಿ&ಎಸ್/ಇತರೆ/ಸಿಆರ್-38/2021-22

ಕಾರ್ಮಿಕ ಆಯುಕ್ತರವರ ಕಛೇರಿ,  
ಕಾರ್ಮಿಕ ಭವನ,  
ಬನ್ನೇರುಘಟ್ಟ ರಸ್ತೆ, ಬೆಂಗಳೂರು-29,  
ದಿನಾಂಕ: 22-02-2022.

2020ನೇ ವರ್ಷದ ವಾರ್ಷಿಕ ಸರಾಸರಿ ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕ	7973
2021ನೇ ವರ್ಷದಲ್ಲಿನ ವಾರ್ಷಿಕ ಸರಾಸರಿ ಗ್ರಾಹಕ ಬೆಲೆ ಸೂಚ್ಯಂಕ	8398
2022ನೇ ವರ್ಷಕ್ಕೆ ಹೆಚ್ಚಿರುವ ಅಂಶಗಳು (ದಿನಾಂಕ: 01-04-2022 ರಿಂದ 31-03-2023ರ ಅವಧಿಯವರೆಗೆ)	425

  
ಆಯುಕ್ತರು

ಕಾರ್ಮಿಕ ಇಲಾಖೆ  
 

ಇವರಿಗೆ: ಎಲ್ಲಾ ಉಪ ಕಾರ್ಮಿಕ ಆಯುಕ್ತರು, 2) ಎಲ್ಲಾ ಸಹಾಯಕ ಕಾರ್ಮಿಕ ಆಯುಕ್ತರು 3) ಎಲ್ಲಾ ಕಾರ್ಮಿಕ ಅಧಿಕಾರಿಗಳು-ತಮ್ಮ ಅಧೀನದಲ್ಲಿ ಬರುವ ಎಲ್ಲಾ ಹಿಣ್ಣಿ/ಕಾನಿ ಗಳಿಗೆ ಈ ಬಗ್ಗೆ ತಿಳಿಸಲು ಸೂಚಿಸಲಾಗಿದೆ 4) ಕಛೇರಿ ಆದೇಶ 5) ಕಛೇರಿ ಪ್ರತಿ

## 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	12100.00	
2.	Field Officer	VDA	120.83	3141.60	120.83	3141.60	
		<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	11008.00	
4.	Security Supervisor		VDA	120.83	3141.60	120.83	3141.60
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	10748.00	
7.	Intelligence & Fire Fighting	VDA	120.83	3141.60	120.83	3141.60	
		<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	10012.00	
9.	Lady Guard / Lady Searchers	VDA	120.83	3141.60	120.83	3141.60	
		<b>Total</b>	<b>518.83</b>	<b>13491.60</b>	<b>505.83</b>	<b>13153.60</b>	

### (Drivers / Cleaners)

1.	Drivers	Basic	410.38	10670.00	397.38	10332.00
		VDA	120.83	3141.60	120.83	3141.60
		<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	9500.00
		VDA	120.83	3141.60	120.83	3141.60
		<b>Total</b>	<b>496.21</b>	<b>12901.60</b>	<b>486.21</b>	<b>12641.60</b>

## 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	460.38	11970.00	437.38	11372.00					
5.	Stenographer / Computer Operator						VDA	120.83	3141.60	120.83	3141.60
6.	Store Keeper / Telephone Operator						<b>Total</b>	<b>581.21</b>	<b>15111.60</b>	<b>558.21</b>	<b>14513.60</b>
7.	Typist / Data Entry Operator	Basic	450.38	11710.00	427.38	11112.00					
8.	Attender (Gumasta)	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>					
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.

## 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. 29-03-2018

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

Cost of Living Index: 9469 – 6537 = 2932 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025

### 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
<b>HIGH SKILLED WORKERS</b>									
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	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
other high skilled	Total	18,941.80	728.53	18,207.35	700.28	17,507.88	673.38	16,841.71	647.76

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



<b>SKILLED WORKERS</b>									
Salesmen/ Sales Girl/ Compounder, Photo-artist Photographer Watch Mechanic/ Repairer Radio Mechanic / Repairer T V Mechanic/ Repairer T V Mechanic/ Repairer Optical Mechanic Repairer Skilled labour in lift fixing installing establishment	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
Technician/ Mechanical Instrument shop,	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
Carpenter (Furniture shop) Polisher (Furniture shop) Refractionarian man (Optical shop) Hair Dresser (in hair dressing saloon) Air condition plant operator Umbrella / Suitcase maker other skilled labourer	<b>Total</b>	<b>17,539.67</b>	<b>674.60</b>	<b>16,871.99</b>	<b>648.92</b>	<b>16,236.11</b>	<b>624.46</b>	<b>15,630.50</b>	<b>601.17</b>



**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	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	<b>Total</b>	<b>15,106.23</b>	<b>581.01</b>	<b>14,554.43</b>	<b>559.78</b>	<b>14,028.90</b>	<b>539.57</b>	<b>13,528.40</b>	<b>520.32</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	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	<b>Total</b>	<b>19,941.40</b>	<b>766.32</b>	<b>19,206.40</b>	<b>738.70</b>	<b>18,507.40</b>	<b>711.82</b>	<b>17,841.40</b>	<b>686.20</b>



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	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
Assembled Crane Drivers	<b>Total</b>	<b>17,539.67</b>	<b>674.60</b>	<b>16,871.99</b>	<b>648.92</b>	<b>16,236.11</b>	<b>624.46</b>	<b>15,630.50</b>	<b>601.17</b>
Tractor Drivers Road Roller and Road Constructing Vehicle Drivers	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Jeep Driver	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
Light Vehicle Drivers	<b>Total</b>	<b>16,265.01</b>	<b>625.57</b>	<b>15,658.03</b>	<b>602.23</b>	<b>15,079.95</b>	<b>580.00</b>	<b>14,529.40</b>	<b>558.82</b>
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	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	<b>Total</b>	<b>15,106.23</b>	<b>581.01</b>	<b>14,554.43</b>	<b>559.78</b>	<b>14,028.90</b>	<b>539.57</b>	<b>13,528.40</b>	<b>520.32</b>

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.

## 41. Hospitals, Maternity Homes, Nursing Homes, Clinics and De-Addiction Centres

Notification No. LD 126 LDW 2022 dated 13-1-2023

Published in Gazette dated 4-2-2023, Minimum Wages w.e.f. 4-2-2023

Cost of Living Allowance to be paid over and above 7973 points

Cost of Living Index: 9469 - 7973 = 1496 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025.

### SCHEDULE

PART-I										
1.	Junior Doctors (Degree)	46894.76								
2.	Ayurvedic Doctors (Degree)									
3.	Homeo Doctors (Degree)									
PART 2										
Sl. No.	Class of Employment	Minimum Rates of Wages								
		Zone-1		Zone-2		Zone-3		Zone 4		
		Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month	
1	2	3	4	5	6	7	8	9	10	
1.	Ayurvedic Doctor (Diploma)	Basic	719.19	18698.90	653.81	16999.00	594.37	15453.64	540.30	14048.76
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		<b>Total</b>	<b>788.24</b>	<b>20494.10</b>	<b>722.86</b>	<b>18794.20</b>	<b>663.42</b>	<b>17248.84</b>	<b>609.35</b>	<b>15843.96</b>







8	Laboratory Assistant	Basic VDA Total	679.66	17671.10	617.87	16064.60	561.70	14604.22	510.60	13276.60
9	X-Ray Assistant		69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
10	E.C.G. Assistant		748.71	19466.30	686.92	17859.80	630.75	16399.42	579.65	15071.80
11	Tailor									
12	Carpenter									
<b>PART-VII</b>										
	Lift Operator	Basic VDA Total								
	Barber/Dresser		673.80	17518.83	612.55	15926.21	556.86	14478.376	506.20	13162.16
	Dhobi		69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
	Nursing Orderly		742.85	19314.03	681.60	17721.41	625.91	16273.38	575.65	14957.36
	Ward Boy									
<b>PART-VIII</b>										
1	Gardener / Gate keeper	Basic VDA Total								
2	Kitchen Assistant		660.62	17176.24	600.57	15614.75	545.97	14195.23	496.30	12904.76
3	Ayah/Laundry/ Attender		69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
4	Attender/Dark Room Attender		729.67	18971.44	669.62	17409.95	615.02	15990.43	565.35	14699.96
5	Table maid/Ward Supplier									
<b>PART IX</b>										
	Bath Room, Toilet and Gutter Cleaner / Scavenger / Waste and Hospital Waste Disposal	Basic VDA Total	731.90 69.05 800.95	19028.50 1795.20 20823.70	697.01 69.05 766.06	18122.37 1795.20 19917.57	663.82 69.05 732.87	17259.40 1795.20 19054.60	632.21 69.05 701.26	16437.52 1795.20 18232.72

Office Staff and Drivers										
1.	Manager / Personal Officer, Marketing Manager, Office Incharge and Equivalent Post	Basic VDA Total	679.48 69.05 748.53	17666.45 1795.20 19461.65	619.21 69.05 688.26	16099.35 1795.20 17894.55	564.41 69.05 633.47	14674.72 1795.20 16469.92	509.62 69.05 578.67	13250.09 1795.20 15045.29
2.	Assistant Manager, Asst. Personal Manager, Sr. Accountant and Equivalent Post	Basic VDA Total	656.85 69.05 725.90	17078.15 1795.20 18873.35	598.64 69.05 667.69	15564.53 1795.20 17359.73	545.72 69.05 614.77	14188.52 1795.20 15983.72	492.79 69.05 561.84	12812.51 1795.20 14607.71
3.	Sr. Attender, Cashier, Judgment Writer, Senographer, Storekeeper, Receptionist, and Equivalent Post	Basic VDA Total	631.57 69.05 700.62	16420.63 1795.20 18215.83	575.65 69.05 644.70	14966.79 1795.20 16761.99	524.82 69.05 593.87	13645.12 1795.20 15440.32	473.98 69.05 543.03	12323.45 1795.20 14118.65
4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic VDA Total	615.59 69.05 684.64	16005.36 1795.20 17800.56	561.13 69.05 630.18	14589.27 1795.20 16384.47	511.62 69.05 580.67	13301.92 1795.20 15097.12	462.10 69.05 531.15	12014.57 1795.20 13809.77
5.	Servant, Watchman, Lift Operator, Office boy, Attender, Helper, Asst. Dalayat, Mazdoor, Sweeper, and Equivalent Post	Basic VDA Total	569.01 69.05 638.06	14794.15 1795.20 16589.35	518.78 69.05 587.83	13488.17 1795.20 15283.37	473.12 69.05 542.17	12300.92 1795.20 14096.12	427.45 69.05 496.50	11113.67 1795.20 12908.87

6.	Heavy Vehicle Driver, Tractor Driver, Multi Axle and Luggage Vehicle Driver, Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic	631.57	16420.63	575.65	14966.79	524.82	13645.12	473.98	12323.45
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		<b>Total</b>	<b>700.62</b>	<b>18215.83</b>	<b>644.70</b>	<b>16761.99</b>	<b>593.87</b>	<b>15440.32</b>	<b>543.03</b>	<b>14118.65</b>
7.	Car Driver, Jeep Driver, Light Transport Vehicle Driver, Tum Tum, Three Wheel Vehicle Driver	Basic	615.59	16005.36	561.13	14589.27	511.62	13301.92	462.10	12014.57
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		<b>Total</b>	<b>684.64</b>	<b>17800.56</b>	<b>630.18</b>	<b>16384.47</b>	<b>580.67</b>	<b>15097.12</b>	<b>531.15</b>	<b>13809.77</b>

Zone-I: Bruhat Bangalore Mahanagara Palike and Designated Agglomeration Areas.

Zone-II: All City Corporations in State and Designated Agglomeration Areas.

Zone-III: All District Centers of the State other than places mentioned in Zone-II

Zone-IV: Other places of the State other than places mentioned in Zone-II and 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 7973 points.

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

Notification No. KAE 18 LWA 2022 dated 28-7-2022, w.e.f. 29-8-2022

Cost of Living Allowance to be paid over and above 7616 points

Cost of Living Index: 9469 - 7616 = 1853 points

Minimum wages and VDA from 1-04-2024 to 31-3-2025

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable							
			Zone-I		Zone-II		Zone-III		Zone-IV	
			Per Day	Per Month	Per Day	Per Month	Per Day	Per Month	Per Day	Per Month
1	2	3	4	5	6					
<b>HIGHLY SKILLED WORKERS</b>										
1.	Security Officer	Basic	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
	Field Officer and other skilled Workers	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>754.20</b>	<b>19,609.23</b>	<b>722.36</b>	<b>18,781.34</b>	<b>692.03</b>	<b>17,992.88</b>	<b>663.15</b>	<b>17,241.96</b>
<b>SKILLED WORKERS</b>										
2.	Security Inspector, Security Supervisor	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
	Assistant Security Officer, Intelligence & Fire Fighting Officer and Other Skilled Workers	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>703.15</b>	<b>18,281.90</b>	<b>673.74</b>	<b>17,517.22</b>	<b>645.73</b>	<b>16,788.95</b>	<b>619.05</b>	<b>16,095.36</b>

**SEMI-SKILLED WORKERS**

3.	Security Guard without Arms, Head Guard (Men / Women, Security Searcher, Lift Operator and Other Semi Skilled Workers)	Basic	605.47	15742.26	576.64	14992.63	599.18	14278.70	523.03	13598.76
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>690.99</b>	<b>17,965.86</b>	<b>662.16</b>	<b>17,216.23</b>	<b>684.70</b>	<b>16,502.30</b>	<b>608.55</b>	<b>15,822.36</b>

**UNSKILLED WORKERS**

4.	Peon, Office Boy, Attender, Helper / Assistant, Dalayat, Mazdoor, Sweeper, Cleaner and Other Un-skilled Workers	Basic	571.06	14847.65	543.87	14140.62	517.97	13467.26	493.31	12825.96
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>656.58</b>	<b>17,071.25</b>	<b>629.39</b>	<b>16,364.22</b>	<b>603.49</b>	<b>15,690.86</b>	<b>578.83</b>	<b>15,049.56</b>

**Office Staff and Drivers**

1.	Manager / Personal Officer, Marketing Manager, Office Incharge and Equivalent Post	Basic	702.10	18254.90	668.70	17385.60	636.84	16557.70	606.51	15769.30
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>787.62</b>	<b>20,478.50</b>	<b>754.22</b>	<b>19,609.20</b>	<b>722.36</b>	<b>18,781.30</b>	<b>692.03</b>	<b>17,992.90</b>
2.	Assistant Manager, Asst. Personal Manager, Sr. Accountant and Equivalent Post	Basic	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>754.20</b>	<b>19,609.23</b>	<b>722.36</b>	<b>18,781.34</b>	<b>692.03</b>	<b>17,992.88</b>	<b>663.15</b>	<b>17,241.96</b>
3.	Sr. Attender, Cashier, Judgment Writer, Senographer, Storekeeper, Receptionist, and Equivalent Post	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>703.15</b>	<b>18,281.90</b>	<b>673.74</b>	<b>17,517.22</b>	<b>645.73</b>	<b>16,788.95</b>	<b>619.05</b>	<b>16,095.36</b>

4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic	605.47	15742.26	576.64	14992.63	599.18	14278.70	523.03	13598.76
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>690.99</b>	<b>17,965.86</b>	<b>662.16</b>	<b>17,216.23</b>	<b>684.70</b>	<b>16,502.30</b>	<b>608.55</b>	<b>15,822.36</b>
5.	Heavy Vehicle Driver, Tractor Driver, Multi-Axle and Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>703.15</b>	<b>18,281.90</b>	<b>673.74</b>	<b>17,517.22</b>	<b>645.73</b>	<b>16,788.95</b>	<b>619.05</b>	<b>16,095.36</b>
6.	Car Driver, Jeep Driver, Light Vehicle Drivers, Tum Tum, Three Wheel Vehicle Drivers	Basic	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>690.99</b>	<b>17,965.86</b>	<b>662.16</b>	<b>17,216.23</b>	<b>634.70</b>	<b>16,502.30</b>	<b>608.55</b>	<b>15,822.36</b>

Zone-I: Bruhat Bangalore Mahanagara Palike and Designated Agglomeration Areas.

Zone-II: All City Corporations in State and Designated Agglomeration Areas.

Zone-III: All District Centers of the State other than places mentioned in Zone-I and Zone-II

Zone-IV: Other places of the State other than places mentioned in Zone-II and 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 7616 points.

### 143. Hotels/ Residential Hotels, Restaurants, Motels, Lodges, Eateries, Canteens, Dhabas, Outdoor Food Making and Catering and in Allied Establishments

Notification No. LD 90 LWA 2022 dated w.e.f. 13-1-2023  
Published in the Gazette dated 4-2-2023, Minimum Wages w.e.f. 4-2-2023

Cost of Living Allowance to be paid over and above 7973 points

Cost of Living Index: 9469 - 7973 = 1496 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025

#### 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
<b>HIGHLY SKILLED WORKERS</b>									
Cook, Sweet maker, Supervisor, Kitchen Supervisor	BASIC	17185.34	660.97	15623.04	600.89	14202.76	546.26	12782.48	491.63
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>18980.54</b>	<b>730.02</b>	<b>17418.24</b>	<b>669.94</b>	<b>15997.96</b>	<b>615.31</b>	<b>14577.68</b>	<b>560.68</b>
<b>SKILLED WORKERS</b>									
Barmen, Electrician, Assistant Cook/ Dosa maker, Idli maker and Chapathi maker	BASIC	16320.19	627.70	14836.54	570.64	13487.76	518.76	12138.98	466.88
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>18115.39</b>	<b>696.75</b>	<b>16631.74</b>	<b>639.69</b>	<b>15282.96</b>	<b>587.81</b>	<b>13934.18</b>	<b>535.93</b>
<b>SEMI-SKILLED WORKERS</b>									
Room boy, Assistant, Coffee/Tea maker, server/Supplier, Bearer/Waiter/Butler/ Grinder or Vegetable cutter, Mutton cutter, Parcel Boy, Lift Attender	BASIC	15801.10	607.73	14364.64	552.49	502.26	13058.76	11752.88	452.03
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>17596.30</b>	<b>676.78</b>	<b>16159.84</b>	<b>621.54</b>	<b>2297.46</b>	<b>13127.81</b>	<b>13548.08</b>	<b>521.08</b>

**UN-SKILLED WORKERS**

Water carriers, Gardeners, Dhobi Cleaner, Peon, Watchman, Sweeper, Office Assistant and doing a job similar to the categories mentioned above.	BASIC	14935.95	574.46	13578.14	522.24	12343.76	474.76	11109.38	427.28
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>16731.15</b>	<b>643.51</b>	<b>15373.34</b>	<b>591.29</b>	<b>14138.96</b>	<b>543.81</b>	<b>12904.58</b>	<b>496.33</b>

**OFFICE STAFF AND DRIVERS**

Manager, Personal Officer, Marketing Manager/Office Incharge and Equivalent Job	BASIC	17666.45	679.48	16099.35	619.21	14674.72	564.42	13250.09	509.6
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>19461.65</b>	<b>748.53</b>	<b>17894.55</b>	<b>688.26</b>	<b>16469.92</b>	<b>633.47</b>	<b>15045.29</b>	<b>578.65</b>
Assistant Manager, Assistant Personal Manager, Senior Accountant and Equivalent Job	BASIC	17078.15	656.85	15564.53	598.64	14188.52	545.72	12812.51	492.79
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>18873.35</b>	<b>725.90</b>	<b>17359.73</b>	<b>667.69</b>	<b>15983.72</b>	<b>614.77</b>	<b>14607.71</b>	<b>561.84</b>
Senior Clerk, Cashier, Judgment Writer, Steno-grapher, Store-keeper, Receptionist and Equivalent Job	BASIC	16420.63	631.57	14966.79	575.65	13645.12	524.82	12323.45	473.98
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>18215.83</b>	<b>700.62</b>	<b>16761.99</b>	<b>644.70</b>	<b>15440.32</b>	<b>593.87</b>	<b>14118.65</b>	<b>543.03</b>
Junior Clerk, Booking Clerk Computer Operator, Typist Telephone Operator, Data Entry Operator and Equivalent Job	BASIC	16005.36	615.59	14589.27	561.13	13301.92	511.62	12014.57	462.10
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>17800.56</b>	<b>684.64</b>	<b>16384.47</b>	<b>630.18</b>	<b>15097.12</b>	<b>580.67</b>	<b>13809.77</b>	<b>531.15</b>
Servant, Watchman, Lift Operator, Office Boy, Attender, Helper, Dalayat, Mazdoor, Sweepers and Equivalent Job	BASIC	14794.15	569.01	13488.17	518.78	12300.92	473.12	11113.67	427.45
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>16589.35</b>	<b>638.06</b>	<b>15283.37</b>	<b>587.83</b>	<b>14096.12</b>	<b>542.17</b>	<b>12908.87</b>	<b>496.50</b>



Heavy Vehicle Drivers, Tractor Drivers, Multi Axel and Heavy Vehicle Drivers, Earth Movers Drivers, Assembled Crane Drivers, Tractor Drivers, Road Roller and Road Constructing Vehicle Drivers	BASIC	16420.63	631.57	14966.79	575.65	13645.12	524.82	12323.45	473.98
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>18215.83</b>	<b>700.62</b>	<b>16761.99</b>	<b>644.70</b>	<b>15440.32</b>	<b>593.87</b>	<b>14118.65</b>	<b>543.03</b>
Car/Jeep Driver, Light Vehicle Drivers, Tum Tum Three Wheel Vehicle Drivers	BASIC	16005.36	615.59	14589.27	561.13	13301.92	511.62	12014.57	462.10
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	<b>Total</b>	<b>17800.56</b>	<b>684.64</b>	<b>16384.47</b>	<b>630.18</b>	<b>15097.12</b>	<b>580.67</b>	<b>13809.77</b>	<b>531.15</b>

Zone I: Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations)

Zone II: Shall comprise all District Head Quarters Except Zone I.

Zone III: Shall comprise other areas, which are not covered in Zone I & Zone II

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 7973 points.

### 135. Food processing, Packing of Food Products (including all Processes in Ready to Eat Products, Beverages and Spices)

Notification No. LD 63 LWA 2022, 30-11-2022

Published in Gazette dated 30-12-2022, Minimum Wages w.e.f. 30-12-2022

Cost of Living Allowance to be paid over and above 7616 points

Cost of Living Index: 9469 - 7616 = 1853 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025.

#### SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages								
		Zone-1		Zone-2		Zone-3		Zone-4		
		Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month	
1	2	3	4	5	6	7	8			
	<b>HIGHLY SKILLED</b>									
1	Foreman	Basic	666.35	17324.99	605.77	15749.99	550.70	14318.17	500.64	13016.52
	Supervisor	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>751.87</b>	<b>19548.59</b>	<b>691.29</b>	<b>17973.59</b>	<b>636.22</b>	<b>16541.77</b>	<b>586.16</b>	<b>15240.12</b>

<b>SKILLED</b>										
1	Machine Operator									
2	Steamer Operator									
3	Boiler Operator									
4	Generator Operator									
5	Mix room operator									
6	Freezer operator									
7	Processing operator									
8	Senior operator									
9	Operator	Basic	644.38	16753.99	585.80	15230.90	532.55	13846.27	484.14	12587.52
10	Mechanic	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
11	Technician	<b>Total</b>	<b>729.90</b>	<b>18977.59</b>	<b>671.32</b>	<b>17454.50</b>	<b>618.07</b>	<b>16069.87</b>	<b>569.66</b>	<b>14811.12</b>
12	Lab Technician									
13	Electrician									
14	Chemist									
15	Cutter/Mixer									
16	Sweet Maker									
17	Kofa Maker									
18	Purchaser									
19	Store keeper & other skilled Labourer									
<b>SEMI-SKILLED</b>										
1	Production Assistant									
2	Salesman	Basic	629.74	16373.32	572.49	14884.84	520.45	13531.67	473.14	12301.52
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
3	Sorter /other semi-skilled labourer	<b>Total</b>	<b>715.26</b>	<b>18596.92</b>	<b>658.01</b>	<b>17108.44</b>	<b>605.97</b>	<b>15755.27</b>	<b>558.66</b>	<b>14525.12</b>

UN-SKILLED										
1	Bottle Filler									
2	Packer									
3	Cold Room Boy									
4	Cleaning Room Boy									
5	Powdering and Mixing									
6	Packers									
7	Assistant	Basic	607.78	15802.32	552.53	14365.75	502.30	13059.77	456.64	11872.52
8	Mazdoor	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
9	General worker	<b>Total</b>	<b>693.30</b>	<b>18025.92</b>	<b>638.05</b>	<b>16589.35</b>	<b>587.82</b>	<b>15283.37</b>	<b>542.16</b>	<b>14096.12</b>
10	Helper									
11	Cleaner									
12	Loading and un-loading									
13	Peeler									
14	Any other un skilled labourer not shown above									
OFFICE STAFF and DRIVERS										
1	Manager / Personal Officer	Basic	663.00	17238.05	602.73	15670.95	547.94	14246.32	493.14	12821.69
	Marketing Manager	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
	Office Supervisor and equivalent job	<b>Total</b>	<b>748.52</b>	<b>19461.65</b>	<b>688.25</b>	<b>17894.55</b>	<b>633.46</b>	<b>16469.92</b>	<b>578.66</b>	<b>15045.29</b>
2	Asst. Manager / Asst. Personal Manager	Basic	640.37	16649.75	582.16	15136.13	529.24	13760.12	476.31	12384.11
	Sr. Accountant and Equivalent job	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		<b>Total</b>	<b>725.89</b>	<b>18873.35</b>	<b>667.68</b>	<b>17359.73</b>	<b>614.76</b>	<b>15983.72</b>	<b>561.83</b>	<b>14607.71</b>

4	Cashier / Senior Clerk / Booking Clerk	Basic	615.09	15992.23	559.17	14538.39	508.34	13216.72	457.50	11895.05
	judgment writer	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
	<b>Total</b>		<b>700.61</b>	<b>18215.83</b>	<b>644.69</b>	<b>16761.99</b>	<b>593.86</b>	<b>15440.32</b>	<b>543.02</b>	<b>14118.65</b>
7	Senographer / Computer Operator	Basic	599.11	15576.96	544.65	14160.87	495.14	12873.52	445.62	11586.17
	Store Keeper / Receptionist and equivalent job	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
	<b>Total</b>		<b>684.63</b>	<b>17800.56</b>	<b>630.17</b>	<b>16384.47</b>	<b>580.66</b>	<b>15097.12</b>	<b>531.14</b>	<b>13809.77</b>

Heavy Vehicle Drivers	BASIC	615.09	15992.23	559.17	14538.39	508.34	13216.72	457.50	11895.05
Tractor Drivers	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Multi Axel and Heavy Vehicle Drivers	<b>Total</b>	<b>700.61</b>	<b>18215.83</b>	<b>644.69</b>	<b>16761.99</b>	<b>593.86</b>	<b>15440.32</b>	<b>543.02</b>	<b>14118.65</b>
Earth Movers Drivers									
Assembled Crane Drivers									
Tractor Drivers									
Road Roller and Road Constructing Vehicle Drivers									
Car Driver	BASIC	599.11	15576.96	544.65	14160.87	495.14	12873.52	445.62	11586.17
Jeep Driver	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Light Vehicle Driver, Tum Tum three Wheel Vehicle Driver	<b>Total</b>	<b>684.63</b>	<b>17800.56</b>	<b>630.17</b>	<b>16384.47</b>	<b>580.66</b>	<b>15097.12</b>	<b>531.14</b>	<b>13809.77</b>

Zone I: Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations)

Zone II: Shall comprise all District Head Quarters Except Zone I.

Zone III: Shall comprise other areas, which are not covered in  
Zone I & Zone II

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 7616 points.

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**31. Employment not covered under any Scheduled Employments**

Notification No. KAE 31 LMW 2017, dated 30-12-2017

Published in the Gazette 1-3-2018, Minimum Wages w.e.f. 1-3-2018

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

Cost of Living Index: 9469 - 6537 = 2932 points

Minimum Wages and VDA from 1-4-2024 to 31-3-2025.

**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
<b>HIGH SKILLED WORKER</b>									
Supervisor, (Shift works/Technical), foreman, plant incharge, chageman, senior Mechanic, senior fitter, senior welder, senior turner, Draftman, Computer programmer, Chemist, senior Operators, Analyst, Carpenter Class-I, any other high skilled labourer	Basic	15,423.40	593.21	14,688.95	564.96	13,989.48	538.06	13,323.31	512.44
	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	<b>Total</b>	<b>18,941.80</b>	<b>728.53</b>	<b>18,207.35</b>	<b>700.28</b>	<b>17,507.88</b>	<b>673.38</b>	<b>16,841.71</b>	<b>647.76</b>
<b>SKILLED WORKER</b>									

1. Substituted for the words "EMPLOYMENT NOT COVERED IN ANY OF THE SCHEDULED EMPLOYMENTS" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.

Lab Technician, Assistant foreman, Welder, Fitter, Mechanic, Turner, Machinist, Electrical Wireman, Carpenter, Blacksmith, Grinder, Driller, Carpenter Class-II, any other Skilled labourer	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	<b>Total</b>	<b>17,539.67</b>	<b>674.60</b>	<b>16,871.99</b>	<b>648.92</b>	<b>16,236.11</b>	<b>624.46</b>	<b>15,630.50</b>	<b>601.17</b>
<b>SEMI-SKILLED WORKER</b>									
Assistant Welder, Assistant Fitter, Assistant Mechanic, Assistant Turner, Assistant Machinist, Assistant Electrical, Assistant Wire man, Assistant Carpenter, Assistant Blacksmiths, Assistant Grinder, Assistant Driller, Fireman, Assistant Carpenter, Lab Assistant, Assistant Chemist	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	<b>Total</b>	<b>16,265.01</b>	<b>625.57</b>	<b>15,658.03</b>	<b>602.23</b>	<b>15,079.95</b>	<b>580.00</b>	<b>14,529.40</b>	<b>558.82</b>



Lab Assistant Chemist, Junior Technician Junior Supervisor Store Assistant Assistant Process Chemist Trainee operator D.G. Operator other semi-Skilled Labourer	Basic VDA Total	12,746.61 3518.40 16,265.01	490.25 135.32 625.57	12,139.63 3518.40 15,658.03	466.91 135.32 602.23	11,561.55 3518.40 15,079.95	444.68 135.32 580.00	11,011.00 3518.40 14,529.40	423.50 135.32 558.82
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### UN-SKILLED WORKERS

Helper, (Assistant), Loading/Unloading, Cleaners, Hamali, Mazdoor, Gardeners, other un-skilled labourer	Basic VDA Total	11,587.83 3518.40 15,106.23	445.69 135.32 581.01	11,036.03 3518.40 14,554.43	424.46 135.32 559.78	10,510.50 3518.40 14,028.90	404.25 135.32 539.57	10,010.00 3518.40 13,528.40	385.00 135.32 520.32
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### OFFICE STAFF AND DRIVERS

Manager, Personal Officer, Marketing Manager, Office Incharge and Equivalent Job	Basic VDA Total	16,423.00 3518.40 19,941.40	631.00 135.32 766.32	15,688.00 3518.40 19,206.40	603.38 135.32 738.70	14,989.00 3518.40 18,507.40	576.50 135.32 711.82	14,323.00 3518.40 17,841.40	550.88 135.32 686.20
Assistant Manager, Assistant Personal Manager, Senior Accountant, and Equivalent Job	Basic VDA Total	15,423.40 3518.40 18,941.80	593.21 135.32 728.53	14,688.95 3518.40 18,207.35	564.96 135.32 700.28	13,989.48 3518.40 17,507.88	538.06 135.32 673.38	13,323.31 3518.40 16,841.71	512.44 135.32 647.76
Senior Clerk, Cashier, Judgment Writer, Receptionist and Equivalent Job	Basic VDA Total	14,021.27 3518.40 17,539.67	539.28 135.32 674.60	13,353.99 3518.40 16,871.99	513.60 135.32 648.92	12,717.71 3518.40 16,236.11	489.14 135.32 624.46	12,112.10 3518.40 15,630.50	465.85 135.32 601.17

Junior Clerk, Booking Clerk Computer Operator, Typist Telephone Operator Data Entry Operator and Equivalent Job	Basic VDA Total	12,746.61 3518.40 16,265.01	490.25 135.32 625.57	12,139.63 3518.40 15,658.03	466.91 135.32 602.23	11,561.55 3518.40 15,079.95	444.68 135.32 580.00	11,011.00 3518.40 14,529.40	423.50 135.32 558.82
Servant, Watchman, Lift Operator, Office Boy Attender, Helper, Dalayat, Mazdoor, Sweepers and Equivalent Job	Basic VDA Total	11,587.83 3518.40 15,106.23	445.69 135.32 581.01	11,036.03 3518.40 14,554.43	424.46 135.32 559.78	10,510.50 3518.40 14,028.90	404.25 135.32 539.57	10,010.00 3518.40 13,528.40	385.00 135.32 520.32
Heavy Vehicle Drivers Tractor Drivers Multi Axel and Heavy Vehicle Drivers Earth Movers Drivers Assembled Crane Drivers Tractor Drivers Road Roller and Road Constructing Vehicle Drivers	Basic VDA Total	14,021.27 3518.40 17,539.67	539.28 135.32 674.60	13,353.59 3518.40 16,871.99	513.60 135.32 648.92	12,717.71 3518.40 16,236.11	489.14 135.32 624.46	12,112.10 3518.40 15,630.50	465.85 135.32 601.17
Car Driver Jeep Driver Light Vehicle Drivers	Basic VDA Total	12,746.61 3518.40 16,265.01	490.25 135.32 625.57	12,139.63 3518.40 15,658.03	466.91 135.32 602.23	11,561.55 3518.40 15,079.95	444.68 135.32 580.00	11,011.00 3518.40 14,529.40	423.50 135.32 558.82
Two Three Wheel Rickshaw Drivers (Battery Operated)	Basic VDA Total	11,587.83 3518.40 15,106.23	445.69 135.32 581.01	11,036.03 3518.40 14,554.43	424.46 135.32 559.78	10,510.50 3518.40 14,028.90	404.25 135.32 539.57	10,010.00 3518.40 13,528.40	385.00 135.32 520.32

Cost of Living Allowance to be paid over and above 7973 points

Cost of Living Index: 9469 - 7973 = 1496 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025

## SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages							
		Zone-1		Zone-2		Zone-3		Zone 4	
		Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month
1	2	3	4	5	6	7	8	9	10
1.	Engineering Graduate Employee	27864.76							
2.	Diploma in Engineering Employee	22199.76							

I. Highly Skilled										
		Basic	VDA	Total	Basic	VDA	Total	Basic	VDA	Total
	Litrate Labourer	647.15	69.05	716.20	588.32	69.05	657.37	534.84	69.05	603.89
		16825.97	1795.20	18621.17	15296.34	1795.20	17091.54	13905.76	1795.20	15700.96
								481.35	69.05	550.40
										12515.18
										14310.38

1. Substituted for the words "CONSTRUCTION OR MAINTENANCE OF ROADS AND BUILDING OPERATIONS" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.



Floor Polisher

Electrician

Mason

Pump Driver

Stone Polisher

Bar Bender

Stone Revetment

Builder

Maistry or

Supervisor/Clerk

Grade-I

Horticulture Supervisor

Shovel and Scraper

Basic

633.84

16479.91

576.22

14981.74

523.84

13619.76

471.45

12257.78

VDA

69.05

1795.20

69.05

1795.20

69.05

1795.20

69.05

1795.20

Total

702.89

18275.11

645.27

16776.94

592.89

15414.96

540.50

14052.98

### III. Semi-Skilled

Cleaner

Asphalt sprayer

Driller

Savgani or chavli

White Washer

Colour Washer

Sawyer

Helper to Fitter

Gardener

Cook

Dhobi

Care-taker

Hammer-man

Lift Operator

Bamboo maker

Basic

613.88

15960.82

558.0706

14509.84

507.34

13190.76

456.6

11871.68

VDA

69.05

1795.20

69.05

1795.20

69.05

1795.20

69.05

1795.20

Total

682.93

17756.02

627.12

16305.04

576.39

14985.96

525.65

13666.88



**IV. UNSKILLED**

Unskilled (Heavy Work)										
Unskilled (Light Work)										
Watchman	Basic	600.57	15614.76	545.97	14195.24	496.34	12904.76	446.7	11614.28	
Sweeper / Scavenger	VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	
Billover	<b>Total</b>	<b>669.62</b>	<b>17409.96</b>	<b>615.02</b>	<b>15990.44</b>	<b>565.39</b>	<b>15699.96</b>	<b>515.75</b>	<b>13409.48</b>	
Chief Mazdoor										
Blue Printer										

**Office Staff and Drivers**

1.	Manager / Personal Officer, Marketing Manager, Office Incharge and Equivalent Post	Basic	679.48	17666.45	619.21	16099.35	564.42	14674.72	509.62	13250.09
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		<b>Total</b>	<b>748.53</b>	<b>19461.65</b>	<b>688.26</b>	<b>17894.55</b>	<b>633.47</b>	<b>16469.92</b>	<b>578.67</b>	<b>15045.29</b>
2.	Assistant Manager, Asst. Personal Manager, Sr. Accountant and Equivalent Post	Basic	656.85	17078.15	598.64	15564.53	545.72	14188.52	492.79	12812.51
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		<b>Total</b>	<b>725.90</b>	<b>18873.35</b>	<b>667.69</b>	<b>17359.73</b>	<b>614.77</b>	<b>15983.72</b>	<b>561.84</b>	<b>14607.71</b>

3.	Sr. Attender, Cashier, Judgment Writer, Senographer, Storekeeper, Receptionist, and Equivalent Post	Basic VDA Total	631.57 69.05 <b>700.62</b>	16420.63 1795.20 <b>18215.83</b>	575.65 69.05 <b>644.70</b>	14966.79 1795.20 <b>16761.99</b>	524.82 69.05 <b>593.87</b>	13645.12 1795.20 <b>15440.32</b>	473.98 69.05 <b>543.03</b>	12323.45 1795.20 <b>14118.65</b>
4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic VDA Total	615.59 69.05 <b>684.64</b>	16005.36 1795.20 <b>17800.56</b>	561.13 69.05 <b>630.18</b>	14589.27 1795.20 <b>16384.47</b>	511.62 69.05 <b>580.67</b>	13301.92 1795.20 <b>15097.12</b>	462.10 69.05 <b>531.15</b>	12014.57 1795.20 <b>13809.77</b>
5.	Servant, Watchman, Lift Operator, Office boy, Attender, Helper, Asst. Dalayat, Mazdoor, Sweeper, and Equivalent	Basic VDA Total	569.01 69.05 <b>638.06</b>	14794.15 1795.20 <b>16589.35</b>	518.78 69.05 <b>587.83</b>	13488.17 1795.20 <b>15283.37</b>	473.12 69.05 <b>542.17</b>	12300.92 1795.20 <b>14096.12</b>	427.45 69.05 <b>496.50</b>	11113.67 1795.20 <b>12908.87</b>



6.	Heavy Vehicle Driver, Tractor Driver, Multi Axel and Luggage Vehicle Driver, Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic	631.57	16420.63	575.65	14966.79	524.82	13645.12	473.98	12323.45
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		<b>Total</b>	<b>700.62</b>	<b>18215.83</b>	<b>644.70</b>	<b>16761.99</b>	<b>593.87</b>	<b>15440.32</b>	<b>543.03</b>	<b>14118.65</b>
7.	Car Driver, Jeep Driver, Light Transport Vehicle Driver, Tum Tum, Three Wheel Vehicle Driver	Basic	615.59	16005.36	561.13	14589.27	511.62	13301.92	462.10	12014.57
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		<b>Total</b>	<b>684.64</b>	<b>17800.56</b>	<b>630.18</b>	<b>16384.47</b>	<b>580.67</b>	<b>15097.12</b>	<b>531.15</b>	<b>13809.77</b>

Zone-I: Bruhat Bangalore Mahanagara Palike and Designated Agglomeration Areas.

Zone-II: All City Corporations in State and Designated Agglomeration Areas.

Zone-III: All District Centers of the State other than places mentioned in Zone-II

Zone-IV: Other places of the State other than places mentioned in Zone-II and 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 7973 points.

### 30. Electronics and Electroplating Enterprise

Notification No. LD 67 LWA 2022, 30-11-2022

Published in Gazette dated 30-12-2022, Minimum Wages w.e.f. 30-12-2022

Cost of Living Allowance to be paid over and above 7616 points

Cost of Living Index: 9469 - 7616 = 1853 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025.

#### SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages								
		Zone-1		Zone-2		Zone-3		Zone-4		
		Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month	
1	2	3	4	5	6	7	8			
<b>HIGHLY SKILLED</b>										
Foreman	BASIC	666.35	17324.99	605.77	15749.99	550.70	14316.17	500.64	13016.52	
Workshop Supervisor	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60	
Supervisor and Equivalent Job	Total	751.87	19548.59	691.29	17973.59	636.22	16539.77	586.16	15240.12	



<b>UNSKILLED</b>									
Assistant Packing person Helper	Basic	607.78	15802.32	552.53	14365.75	502.30	13059.77	456.64	11872.52
Attender	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Mazdoor	<b>Total</b>	<b>693.30</b>	<b>18025.92</b>	<b>638.05</b>	<b>16589.35</b>	<b>587.82</b>	<b>15283.37</b>	<b>542.16</b>	<b>14096.52</b>
Cleaner									
Gardner / Mali									
Sweeper/Scavenger									
<b>OFFICE STAFF and DRIVERS:</b>									
Manager / Personal Officer	Basic	663.00	17238.05	602.73	15670.95	547.94	14246.32	493.14	12821.69
Officer Marketing Manager	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Office Supervisor and equivalent job	<b>Total</b>	<b>748.52</b>	<b>19461.65</b>	<b>688.25</b>	<b>17894.55</b>	<b>633.46</b>	<b>16469.92</b>	<b>578.66</b>	<b>15045.29</b>
Asst. Manager / Asst. Personal Manager	Basic	640.37	16649.75	582.16	15136.13	529.24	13760.12	476.31	12384.11
Manager Senior Accountant and equivalent job	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
	<b>Total</b>	<b>725.89</b>	<b>18873.35</b>	<b>667.68</b>	<b>17359.73</b>	<b>614.76</b>	<b>15983.72</b>	<b>561.83</b>	<b>14607.71</b>
Cashier / Senior Clerk / Booking Clerk	Basic	615.09	15992.23	559.17	14538.39	508.34	13216.72	457.50	11895.05
Judgment writer, Senographer / Store Keeper / Receptionist	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Telephone Operator and equivalent job	<b>Total</b>	<b>700.61</b>	<b>18215.83</b>	<b>644.69</b>	<b>16761.99</b>	<b>593.86</b>	<b>15440.32</b>	<b>543.02</b>	<b>14118.65</b>
Booking Clerk / Typist / Data Entry Operator / Computer Operator	Basic	599.11	15576.96	544.65	14160.87	495.14	12873.52	445.62	11586.17
Clerk / Junior Clerk and equivalent job	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
	<b>Total</b>	<b>684.63</b>	<b>17800.56</b>	<b>630.17</b>	<b>16384.47</b>	<b>580.66</b>	<b>15097.12</b>	<b>531.14</b>	<b>13809.77</b>

Heavy Vehicle Drivers									
Tractor Drivers									
Multi Axel and									
Heavy Vehicle Drivers	Basic	615.09	15992.23	559.17	14538.39	508.34	13216.72	457.50	11895.05
Earth Movers Drivers	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Assembled Crane Drivers	<b>Total</b>	<b>700.61</b>	<b>18215.83</b>	<b>644.69</b>	<b>16761.99</b>	<b>593.86</b>	<b>15440.32</b>	<b>543.02</b>	<b>14118.65</b>
Tractor Drivers									
Road Roller and Road									
Constructing Vehicle Drivers									
Car Driver	Basic	599.11	15576.96	544.65	14160.87	495.14	12873.52	445.62	11586.17
Jeep Driver	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Light Vehicle Driver, Tum Tum three	<b>Total</b>	<b>684.63</b>	<b>17800.56</b>	<b>630.17</b>	<b>16384.47</b>	<b>580.66</b>	<b>15097.12</b>	<b>531.14</b>	<b>13809.77</b>
Wheel Vehicle Driver									

Zone I: Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations)

Zone II: Shall comprise all District Head Quarters Except Zone I.

Zone III: Shall comprise other areas, which are not covered in Zone I & Zone II

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 7616 points.

## 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. 29-03-2018

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

Cost of Living Index: 9965- 6537 = 3428 points

Minimum wages and VDA from 1-4-2025 to 31-3-2026

### 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
<b>HIGH SKILLED WORKERS</b>									
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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
other high skilled	Total	19,537.00	751.43	18,802.55	723.18	18,103.08	696.28	17,436.91	670.66

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

### A KLJ PUBLICATION

<b>SKILLED WORKERS</b>									
Salesmen/ Sales Girl/ Compounder, Photo-artist Photographer Watch Mechanic/ Repairer Radio Mechanic / Repairer T V Mechanic/ Repairer T V Mechanic/ Repairer Optical Mechanic Repairer Skilled labour in lift fixing installing establishment	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
Technician/ Mechanical Instrument shop, Carpenter (Furniture shop) Polisher (Furniture shop) Refractionarian man (Optical shop) Hair Dresser (in hair dressing saloon) Air condition plant operator Umbrella / Suitcase maker other skilled labourer	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	18,134.87	697.50	17,467.19	671.82	16,831.31	647.36	16,225.70	624.07

**SEMI-SKILLED WORKERS**

Bill collector									
Bill clerk									
Godown Keeper, Booking clerk									
Assistant Sales man/Sales Girl									
Assistant Photo-artists									
Shop Assistant	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Packer	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Gas Supplier, Stove Repairer	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</b>
Painter									
Fruit Juice or Lassi maker in the shops									
other un-skilled labourer									

**Shops and Commercial Establishments****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,	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
Workers engaged in grinding establishment Services,	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Gunny Bag Stitcher	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</b>
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									

**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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>20,536.60</b>	<b>789.22</b>	<b>19,801.60</b>	<b>761.60</b>	<b>19,102.60</b>	<b>734.72</b>	<b>18,436.60</b>	<b>709.10</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>19,537.00</b>	<b>751.43</b>	<b>18,802.55</b>	<b>723.18</b>	<b>18,103.08</b>	<b>696.28</b>	<b>17,436.91</b>	<b>670.66</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>18,134.87</b>	<b>697.50</b>	<b>17,467.19</b>	<b>671.82</b>	<b>16,831.31</b>	<b>647.36</b>	<b>16,225.70</b>	<b>624.07</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</b>

Heavy Vehicle Drivers Tractor Drivers Multi Axle and Heavy Vehicle Drivers Earth Movers Drivers Assembled Crane Drivers Tractor Drivers Road Roller and Road Constructing Vehicle Drivers	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>18,134.87</b>	<b>697.50</b>	<b>17,467.19</b>	<b>671.82</b>	<b>16,831.31</b>	<b>647.36</b>	<b>16,225.70</b>	<b>624.07</b>
Car Driver Jeep Driver Light Vehicle Drivers	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</b>
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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</b>

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.