



**Government of Karnataka**

Number: KAE 18 LWA 2022

Ministry of Government of Karnataka,  
Vikasa Soudha,  
Bangalore,dated: 28-07-2022

**Notification**

"Employment in Security Agencies (including all establishments and establishments employing office staff and security personnel through the agency)" for workers engaged in any work in a scheduled industry throughout the State of Karnataka" the following Published on 19.03.2022 in Part-4A of the Karnataka State Letter the draft proposal of the State Government to revise the minimum wage rates as specified in the "Minimum Wages Table" under clauses 3(1)(b) and 5(1)(b) of the Minimum Wages Act(Central Act No. II) of 1948 It has been brought to the notice of the affected/related persons and given two months time to receive suggestions/objections from them. The suggestions/objections received and the draft proposal were placed before the Karnataka State Minimum Wages Advisory Board.

The suggestions/objections received in connection with the meeting of the Karnataka State Minimum Wages Advisory Board have been discussed. Accordingly, in view of the provisions of the proceedings of the House, the State Government shall, in exercise of the powers conferred by clauses 3(1)(b) and 5(1)(b) of sections 3(1)(b) and 5(1)(b) of the Minimum Wages Act ( Central Act No. : XI) of 1948 and quash all the earlier notifications. "Employment in Security Agencies (including all establishments and establishments employing office staff and security personnel through the agency)" the minimum wage for the workers working in the industry has been revised as per the schedule of this notification with effect from the date of issue of this notification.

| <b>"Minimum Wage Table"</b> |  |                    |           |         |           |         |           |         |           |
|-----------------------------|--|--------------------|-----------|---------|-----------|---------|-----------|---------|-----------|
| Part-I : Field Staff        |  |                    |           |         |           |         |           |         |           |
| SL NO                       | Working Classes  | Minimum Wage Rates |           |         |           |         |           |         |           |
|                             |  | Zone-1             |           | Zone-2  |           | Zone-3  |           | Zone-4  |           |
|                             |  | per day            | per month | per day | per month | per day | per month | per day | per month |
| Highly skilled workers      |  |                    |           |         |           |         |           |         |           |
| 1                           | Security Officer, Field Officer and For other highly skilled classes of work | 668.68             | 17385.63  | 636.84  | 16557.74  | 606.51  | 15769.28  | 577.63  | 15018.36  |

| Highly skilled workers |   |        |         |        |          |        |          |        |          |
|------------------------|---|--------|---------|--------|----------|--------|----------|--------|----------|
| 2                      | Security Supervisor, Security Inspector, Weapons. An assistant with For security officer, intelligence and fireputtering and other skilled work | 617.63 | 16058.3 | 588.22 | 15293.62 | 560.21 | 14565.35 | 533.53 | 11008.00 |

| Semi-skilled workers |  |        |          |        |          |        |         |        |          |
|----------------------|--|--------|----------|--------|----------|--------|---------|--------|----------|
| 3                    | Unarmed security guard, headguard (male/female) security searcher, lift. Operators and For other semi-skilled work | 605.47 | 15742.26 | 576.64 | 14992.63 | 549.18 | 14278.7 | 523.03 | 13598.76 |

| Unskilled workers |   |        |          |        |          |        |         |        |          |
|-------------------|---|--------|----------|--------|----------|--------|---------|--------|----------|
| 4                 | peon, office boy, attender, helper 7 assistant, Dalayat, Mazur, Sweeper, Keener. and other unskilled work | 445.77 | 11590.14 | 424.55 | 11038.23 | 404.33 | 10512.6 | 493.31 | 12825.96 |

| Office Staff and Drivers   |         |           |         |           |         |           |         |           |
|--|---------|-----------|---------|-----------|---------|-----------|---------|-----------|
| Vacancy Details:   | Zone-1  |           | Zone-2  |           | Zone-3  |           | Zone-4  |           |
|  | per day | per month | per day | per month | per day | per month | per day | per month |
| Manager, Personal " Officer Marketing Manager/ Office Equivalent post of Supervisory | 702.10  | 18254.9   | 668.7   | 17385.6   | 636.84  | 16557.7   | 606.51  | 15769.30  |
| Assistant Manager Assistant Personal Manager, Senior Accountant and equivalent post, | 668.68  | 17385.63  | 636.84  | 16557.74  | 606.51  | 15769.28  | 577.63  | 15018.36  |

|   |        |          |        |          |        |          |        |          |
|---|--------|----------|--------|----------|--------|----------|--------|----------|
| "Senior clerk, cashier, judmint writer, cyanographer, sour keeper, Receptionist, (Receptionist) and equivalent post   | 617.63 | 16058.30 | 588.22 | 15293.62 | 560.21 | 14565.35 | 533.53 | 11008.00 |
| Junior Clerk, Booking Clerk, Computer Operator, Typist, Telephone, Operator, Data Entry Operator and equivalent posts | 605.47 | 15742.26 | 576.64 | 14992.63 | 549.18 | 14278.70 | 523.03 | 13598.76 |

|   |        |          |        |          |        |          |        |          |
|---|--------|----------|--------|----------|--------|----------|--------|----------|
| Heavy Vehicle Driver, Tax Driver Multi Achyle and Solid Vehicle Drivers, Earth Movers Drivers, Cane, Attached Vehicle Drivers, Tracker Drivers, Road Roar and Road Construction Works Vehicle Drivers | 617.63 | 16058.30 | 588.22 | 15293.62 | 560.21 | 14565.35 | 533.53 | 11008.00 |
| Car Driver Jeep Driver Light Vehicle Drivers, Tum tum, three wheeler drivers  | 605.47 | 15742.26 | 576.64 | 14992.63 | 549.18 | 14278.7  | 523.03 | 13598.76 |

"The aforesaid minimum wage rates have been fixed by the Government subject to the following conditions and all these conditions shall be duly enforced by the employer;

1. Varying Dearness Allowance:

The dearness allowance calculation is done once a year. It shall be calculated every year on the first date of April on the basis of the average of the consumer price indices for twelve (12) months of the previous calendar year, and based on the annual average of the number of consumer price indices, the amount of excess or decreased is calculated. So the first calculation is the average of the Consumer Price Index (January 2020 to December 2020)

Based on this, it will come into effect from 1st April, 2021. Dearness Allowance at the rate of four (4) paise per day shall be paid to all categories of workers for every factor which exceeds the consumer price index of 7616 points. Method of calculating Dearness Allowance:-

a) Those receiving monthly salary:

Monthly Dearness Allowance = Consumer price that increases or decreases every year

Index Items (CPI) x Rate of Dearness Allowance x 30 days -

In the case of daily wage earners, the monthly wage rates shall be divided into twenty-six (26) days and calculated as follows, including payment of wages for four {4} holidays. If the rate of dividing is a fraction, it will be completed to the nearest rupee.

(b) Daily wage earners:

Dearness Allowance for the day = Factors that increase every year x Rate of dearness allowance x 30 days.

26

2. Payment of equal rates of wages to all in cases where women, men and transgenders have performed the same kind of work to be done.

3. For the workers of the same nature for the categories of workers whose class is not mentioned in the notification

4. The 8-hour working wage of workers working on a piecemeal basis should not be less than one day's wages of workers doing the same kind of work. A day's work shall mean 8 hours of work, and if workers are employed for less than 8 hours, the wages will be calculated on the basis of the day or monthly wages of that class according to such a short period of time.

5. Workers working on weekly offs or festival holidays fixed in the establishment shall be paid twice the normal wage, subject to the Minimum Wages Act and rules.

6. If a worker has worked for more than the stipulated period of the day, he shall be paid twice his salary for such additional period of work.

7. 75 per cent of the salary received by the employees of that class shall be paid as scholarship to the trainees.

8. Payment of salaries of employees by cheque or employees' bank  
Should be credited directly to the account

9. A day's work shall mean eight (8) hours of work. If workers are employed for less than 4 hours of work, the minimum wages will be paid in accordance with such a short period of time.  
Calculation on hourly basis as per Rule 27(4) of Rules, 1958.

10. The zones of this notification are divided as follows.

|         |   |
|---------|---|
| Zone -1 | the jurisdiction of Bruhat Bengaluru Mahanagara Palike (BBMP) and designated  <br>The agglomeration areas           |
| Zone -2 | All municipal corporations of the state and the designated<br>All the areas of the State except the areas mentioned |
| Zone -3 | All district headquarters of the state except the areas mentioned in Zone-II.                                       |
| Zone -4 | excluding the areas mentioned in Zone-2 and 3 of the State<br>Other Parts   |

11. The employees mentioned in this Notification are divided into four categories,\* The definition of each category shall be as follows;

i) Un-skilled Workers

Unskilled workers are workers who work on the basis of manual labour and perform simple duties without the need for personal judgment and prior experience.

ii) Semi Skilled Workers: Semi Skilled Workers

Semi-skilled workers are workers who perform repetitive tasks of a particular regular order where there is not much room for personal judgment. A worker's work has a definite limitation and is a job performed in accordance with another person's decision. And those who do simple things done with the help of machines.


iii) Skilled Workers Skilled workers

are workers who perform responsible duties subject to their own judgment, judgment and discretion. They are workers who have in-depth and thorough knowledge about their profession and occupation. Have the qualifications, expertise and experience in the said job and profession.

IV ) Highly Skilled Workers (Highly Skilled Workers)

Highly skilled workers are workers who are efficient and highly capable of performing their duties, are workers who are able to supervise the duties of all workers, including skilled workers, and achieve results effectively and have special knowledge and expertise in the said occupation and profession.

As per the orders of the Governor of Karnataka'  
and Allindui in his name,

  
28/7/2022

(A. Umadevi) 29/12.  
Presiding Officer-2,

The Labour Department (Minimum Wages) to,  
Editor, Karnataka Gazette, Bangalore This notification is requested to be published in e-Gazzette.

1. Labour Commissioner, Shramik Bhavan, Bannerghatta Road, Bangalore-29.
2. To the Deputy Commissioners (through Labour Commissioner) of all districts of the State.
3. Chief Executive Officers of all Zilla Panchayats in the State (Through the Labour Commissioner)
4. Director. Information and Publicity Department, Vartha Bhavan, Infantry Road, Bangalore
5. Member Secretary, Karnataka Minimum Wages Advisory Board, Labour Commissioner
6. Labour officers of all districts (through labour commissioners).
7. Branch Protection File/ Additional Husband.

Copies:

1. Private Secretary to hon'ble Labour Minister, Vikasa Soudha, Bangalore
2. Private Secretary to the Government, Labour Department
3. Personal Assistant to deputy secretary to government, labour department  
this is how