03. Employment in Manufacturing of Agarbatti and Incense Products

Notification No. KAE 107 LWA 2021 dated 15-09-2023
Minimum Wages With effect from 15-09-2023
Cost of Living Allowance to be paid over and above 8398 points
Cost of Living Index: 10328-8398= 1930 points
Minimum wages and VDA from 01-04-2026 to 31-03-2027.

SCHEDULE

Sl.No.	Class of Employment	Minimum Rates of Wages		
1		Basic	VDA	Total
a	Supervisor	13,245.76	2316.00	15,561.76
b	Lab Technician	12,915.76	2316.00	15,231.76
c	Lab Assistant	12,695.76	2316.00	15,011.76
2	**Agarabathi Rollers (Rates per 1000 bathis rolled)**			
		Rates	VDA	
a	Grinded patti less than 9'' Grinded flora (durbar) patti upto 9" (thin,medium,thick)	75.15	VDA Rs. 89.08 Per Day	
b	Grinded patti 9''-10'' Grinded flora (durbar) patti more than 9" (thin,medium,thick)	87.12		
3	PACKERS:			
A	Packets	Rates per 12 packets		
a)	Packets of less than 15 grams	2.31	VDA Rs. 89.08 Per Day	
b)	Packs of 15 grams to 50 gms	2.44		
c)	Packs of 51 grams to 160 gms	2.87		
d)	Packs of more than 160 gms	3.47		
e)	2 in 1 packs	2.49		
f)	3 in 1 packs	2.89		
g)	4 in 1 packs	3.47		
h)	5 in 1 packs	4.10		
i)	7 in 1 packs	5.06		

B	Pouches	Rates per 12 packets	
1)	Packs of 15 grams to 50 gms	2.31	VDA Rs. 89.08 Per Day
2)	Packs of 51 grams to 170 gms	2.44	
3)	Packs of more than 171 grams to 50 gms	2.49	
C	**Hexa Packets**	Rates per 12 packets	
1	Packs of more than 15 grams	3.03	VDA Rs. 89.08 Per Day
4	Bundle Packing		
		Minimum wages rates per K G	
1	100 Grams Bundles	4.90	VDA Rs. 89.08 Per Day
2	100 Grams Bundles to 250 Grams Bundls		
3	above 250 Grams Bundles		
4	Grinders mixers, coaters, loaders and all employees Batti Machine Operators , Carton Packers, Fork Lift Operators, Mechakanic, Machine Operators, Electrician , Fitter, Management Technician	Daily Wages of not less than Rs. 473.83	VDA Rs. 89.08 Per Day
	Office Staff	Per month	
1	Manager/ Personal Officer	Basic	13520.76
		VDA	2316.00
		Total	**15836.76**
2	Assistant Manager/ Assistant Personal Manager	Basic	13245.76
		VDA	2316.00
		Total	**15561.76**
3	Accountant, Cashier/ Senior Clerk, Store Keeper/	Basic	12805.76
		VDA	2316.00
		Total	**15121.76**
4	Stenographer/ Computer Operator/ Receiptionist	Basic	12640.76
		VDA	2316.00
		Total	**14956.76**
5	Office Boy/ Peon/Watchman/ Attender/ Sweeper/House Keeping	Basic	11540.76
		VDA	2316.00
		Total	**13856.76**
	Drivers	Per month	
1	Lorry Driver	Basic	12585.76
		VDA	2316.00
		Total	**14901.76**

2	Car/Jeep Driver 3 Wheel Vechicle Drivers	Basic	12145.76
		VDA	2316.00
		Total	**14461.76**
Per day			
3	Loaders and Unloaders	Basic	473.91
		VDA	89.08
		Total	**562.99**
4	General Workers	Basic	457.41
		VDA	89.08
		Total	**546.49**

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 8398 points.