

AS PER OLD WAGE CODE				
EXHIBIT 1				EMPLOYER SHARE
SNO.1	SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT
	BASIC (40%)	12000	PF	1560
	HRA	4800	ESI	0
	CA	1600		
	MED ALL	1250		
	SPL ALL	10350		
	TOTAL	30000		1560

AS PER OLD WAGE CODE				
EXHIBIT 2				EMPLOYER SHARE
SNO.2	SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT
	BASIC (40%)	10000	PF	1300
	HRA	4000	ESI	0
	CA	1600		
	MED ALL	1250		
	SPL ALL	8150		
	TOTAL	25000		1300

EXHIBIT 3				
				EMPLOYER SHARE
SNO.3	SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT
	BASIC (40%)	8000	PF	1040
	HRA	3200	ESI	650
	CA	1600		
	MED ALL	1250		
	SPL ALL	5950		
	TOTAL	20000		1690

EXHIBIT 4				
				EMPLOYER SHARE
SNO.4	SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT
	BASIC (40%)	6000	PF	780
	HRA	2400	ESI	488
	CA	1600		
	MED ALL	1250		
	SPL ALL	3750		
	TOTAL	15000		1268

EXHIBIT 5				
				EMPLOYER SHARE
SNO.5	SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT
	BASIC	4000	PF	520
	HRA	1600	ESI	325
	CA	1600		
	MED ALL	1250		
	SPL ALL	1550		
	TOTAL	10000		845

AS PER NEW WAGE CODE				
				EMPLOYER SHARE
SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT	
BASIC (50%)	15000	PF	1950	
HRA	6000	ESI	0	
CA	1600			
MED ALL	1250			
SPL ALL	6150			
TOTAL	30000		1950	

AS PER NEW WAGE CODE				
				EMPLOYER SHARE
SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT	
BASIC (50%)	12500	PF	1625	
HRA	5000	ESI	0	
CA	1600			
MED ALL	1250			
SPL ALL	4650			
TOTAL	25000		1625	

AS PER NEW WAGE CODE				
				EMPLOYER SHARE
SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT	
BASIC (50%)	10000	PF	1300	
HRA	4000	ESI	650	
CA	1600			
MED ALL	1250			
SPL ALL	3150			
TOTAL	20000		1950	

AS PER NEW WAGE CODE				
				EMPLOYER SHARE
SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT	
BASIC (50%)	7500	PF	975	
HRA	3000	ESI	488	
CA	1600			
MED ALL	1250			
SPL ALL	1650			
TOTAL	15000		1463	

AS PER NEW WAGE CODE				
				EMPLOYER SHARE
SALARY	AMOUNT	DEDUCTIONS	DED AMOUNT	
BASIC (50%)	5000	PF	650	
HRA	2000	ESI	325	
CA	1600			
MED ALL	1250			
SPL ALL	150			
TOTAL	10000		975	

NOTE:

- 1) PF IS MANDATORY UP TO THE SALARY OF RS 15000.00 (ALLOWANCES EXCLUDING HRA AND WASHING ALLOWANCE)
- 2) PF - EMPLOYEE SHARE 12% AND EMPLOYER SHARE 13%
- 3) ESI IS MANDATORY UP TO GROSS SALARY OF RS 21000.00
- 4) ESI - EMPLOYEE SHARE 0.75% AND EMPLOYER SHARE 3.25%
- 5) GRATUITY IS PAYABLE ON LAST BASIC
- 6) GRATUITY - AS PER PRESENT RULES, 5 YEARS OF SERVICE
- 7) GRATUITY - AS PER THE AMENDMENT GRATUITY IS PAYABLE FOR ONE YEAR OF SERVICE
- 8) GRATUITY - AMENDED ACTS MAY BE APPLICABLE FROM 01.04.2021. (STATE GOVT. MAY HAVE SOME CHANGES)
- 9) **New wage code 2019 passed in parliament but it has to be passed all 29 state Govt.in assembly to be implement by April 1st.**

For Old Wage Code
For New Wage Code