

# Proficient Associates ( Labour Laws Consultants)

Rate of (Basic + Special Allowance) for the period **01.01.2017 to 30.06.2017.**

As declared by the office of the Commissioner of Labour, Kamgar Bhavan, BKC, Mumbai 400 051.

		For Zone I (For Maharashtra State)				
* Minimum 5% HRA is payable if you are having 50 or more workmen		HIGHLY SKILLED	SKILLED	SEMI SKILLED	UN SKILLED	
1	ADVOCATES & ATTORNEYS	BASIC	0	7900.00	7200.00	6700.00
		SPECIAL ALLOWANCE	0	3024.00	3024.00	3024.00
		<b>Total</b>	<b>0</b>	<b>10924.00</b>	<b>10224.00</b>	<b>9724.00</b>
		HRA @ 5% *	0	546.00	511.00	486.00
		<b>Grand Total</b>	<b>0</b>	<b>11470.00</b>	<b>10735.00</b>	<b>10210.00</b>
2	AUTOMOBILE REPAIRING WORKSHOP & GARAGES	BASIC	0	5500.00	5100.00	4800.00
		SPECIAL ALLOWANCE	0	3880.80	3880.80	3880.80
		<b>Total</b>	<b>0</b>	<b>9380.80</b>	<b>8980.80</b>	<b>8680.80</b>
		HRA @ 5% *	0	469.00	449.00	434.00
		<b>Grand Total</b>	<b>0</b>	<b>9849.80</b>	<b>9429.80</b>	<b>9114.80</b>
3	BAKERIES	BASIC	0	5200.00	4700.00	4200.00
		SPECIAL ALLOWANCE	0	3927.00	3927.00	3927.00
		<b>Total</b>	<b>0</b>	<b>9127.00</b>	<b>8627.00</b>	<b>8127.00</b>
		HRA @ 5% *	0	456.00	431.00	406.00
		<b>Grand Total</b>	<b>0</b>	<b>9583.00</b>	<b>9058.00</b>	<b>8533.00</b>
4	COTTON GINNING & PRESSING	BASIC	0	5200.00	4700.00	4200.00
		SPECIAL ALLOWANCE	0	3638.25	3638.25	3638.25
		<b>Total</b>	<b>0</b>	<b>8838.25</b>	<b>8338.25</b>	<b>7838.25</b>
		HRA @ 5% *	0	442.00	417.00	392.00
		<b>Grand Total</b>	<b>0</b>	<b>9280.25</b>	<b>8755.25</b>	<b>8230.25</b>
5	CLOTH DYENING & PRINTING	BASIC	0	4900.00	4400.00	4100.00
		SPECIAL ALLOWANCE	0	3927.00	3927.00	3927.00
		<b>Total</b>	<b>0</b>	<b>8827.00</b>	<b>8327.00</b>	<b>8027.00</b>
		HRA @ 5% *	0	441.00	416.00	401.00
		<b>Grand Total</b>	<b>0</b>	<b>9268.00</b>	<b>8743.00</b>	<b>8428.00</b>
6	CASHEW PROCESSING	BASIC	0	3000.00	2800.00	2600.00
		SPECIAL ALLOWANCE	0	1344.00	1344.00	1344.00
		<b>Total</b>	<b>0</b>	<b>4344.00</b>	<b>4144.00</b>	<b>3944.00</b>
		HRA @ 5% *	0	217.00	207.00	197.00
		<b>Grand Total</b>	<b>0</b>	<b>4561.00</b>	<b>4351.00</b>	<b>4141.00</b>
7	CHEMICAL FERTILISER	BASIC	0	5600.00	5100.00	4600.00
		SPECIAL ALLOWANCE	0	3701.50	3701.50	3701.50
		<b>Total</b>	<b>0</b>	<b>9301.50</b>	<b>8801.50</b>	<b>8301.50</b>
		HRA @ 5% *	0	465.00	440.00	415.00
		<b>Grand Total</b>	<b>0</b>	<b>9766.50</b>	<b>9241.50</b>	<b>8716.50</b>
8	CANTEEN & CLUBS	BASIC	0	7700.00	7000.00	6500.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>10500.00</b>	<b>9800.00</b>	<b>9300.00</b>
		HRA @ 5% *	0	525.00	490.00	465.00
		<b>Grand Total</b>	<b>0</b>	<b>11025.00</b>	<b>10290.00</b>	<b>9765.00</b>
9	CEMENT & CEMENT BASE	BASIC	1620.00	1360.00	1282.00	1204.00
		SPECIAL ALLOWANCE	4093.20	4093.20	4093.20	4093.20
		<b>Total</b>	<b>5713.20</b>	<b>5453.20</b>	<b>5375.20</b>	<b>5297.20</b>
		HRA @ 5% *	286.00	273.00	269.00	265.00
		<b>Grand Total</b>	<b>5999.20</b>	<b>5726.20</b>	<b>5644.20</b>	<b>5562.20</b>
10	CONSTRUCTION OF ROADS or BUILDING OPERATIONS	BASIC	0	10100.00	9400.00	8900.00
		SPECIAL ALLOWANCE	0	3550.00	3550.00	3550.00
		<b>Total</b>	<b>0</b>	<b>13650.00</b>	<b>12950.00</b>	<b>12450.00</b>
		HRA @ 5% *	0	683.00	648.00	623.00
		<b>Grand Total</b>	<b>0</b>	<b>14333.00</b>	<b>13598.00</b>	<b>13073.00</b>

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Rate of (Basic + Special Allowance) for the period **01.01.2017 to 30.06.2017.**

As declared by the office of the Commissioner of Labour, Kamgar Bhavan, BKC, Mumbai 400 051.

		For Zone I (For Maharashtra State)				
* Minimum 5% HRA is payable if you are having 50 or more workmen		HIGHLY SKILLED	SKILLED	SEMI SKILLED	UN SKILLED	
11	CINEMA EXHIBITION	BASIC	0	5000.00	4500.00	4000.00
		SPECIAL ALLOWANCE	0	3632.68	3632.68	3632.68
		<b>Total</b>	<b>0</b>	<b>8632.68</b>	<b>8132.68</b>	<b>7632.68</b>
		HRA @ 5% *	0	432.00	407.00	382.00
		<b>Grand Total</b>	<b>0</b>	<b>9064.68</b>	<b>8539.68</b>	<b>8014.68</b>
12	CINEMA EXHIBITION (Multiplex)	BASIC	0	5500.00	5000.00	4500.00
		SPECIAL ALLOWANCE	0	3632.68	3632.68	3632.68
		<b>Total</b>	<b>0</b>	<b>9132.68</b>	<b>8632.68</b>	<b>8132.68</b>
		HRA @ 5% *	0	457.00	432.00	407.00
		<b>Grand Total</b>	<b>0</b>	<b>9589.68</b>	<b>9064.68</b>	<b>8539.68</b>
13	CYCLE MECHANIC WORKSHOP	BASIC	0	5500.00	5000.00	4500.00
		SPECIAL ALLOWANCE	0	3533.25	3533.25	3533.25
		<b>Total</b>	<b>0</b>	<b>9033.25</b>	<b>8533.25</b>	<b>8033.25</b>
		HRA @ 5% *	0	452.00	427.00	402.00
		<b>Grand Total</b>	<b>0</b>	<b>9485.25</b>	<b>8960.25</b>	<b>8435.25</b>
14	DISPENSARY	BASIC	0	4660.00	4560.00	4460.00
		SPECIAL ALLOWANCE	0	2900.00	2900.00	2900.00
		<b>Total</b>	<b>0</b>	<b>7560.00</b>	<b>7460.00</b>	<b>7360.00</b>
		HRA @ 5% *	0	378.00	373.00	368.00
		<b>Grand Total</b>	<b>0</b>	<b>7938.00</b>	<b>7833.00</b>	<b>7728.00</b>
15	DRUG & PHARMACEUTICALS	BASIC	0	7700.00	7000.00	6500.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>10500.00</b>	<b>9800.00</b>	<b>9300.00</b>
		HRA @ 5% *	0	525.00	490.00	465.00
		<b>Grand Total</b>	<b>0</b>	<b>11025.00</b>	<b>10290.00</b>	<b>9765.00</b>
16	DAIRY ( DUGDHALAYA)	BASIC	0	5500.00	5000.00	4500.00
		SPECIAL ALLOWANCE	0	3811.50	3811.50	3811.50
		<b>Total</b>	<b>0</b>	<b>9311.50</b>	<b>8811.50</b>	<b>8311.50</b>
		HRA @ 5% *	0	466.00	441.00	416.00
		<b>Grand Total</b>	<b>0</b>	<b>9777.50</b>	<b>9252.50</b>	<b>8727.50</b>
17	EXERCISE BOOK	BASIC	0	6000.00	5800.00	5600.00
		SPECIAL ALLOWANCE	0	2200.00	2200.00	2200.00
		<b>Total</b>	<b>0</b>	<b>8200.00</b>	<b>8000.00</b>	<b>7800.00</b>
		HRA @ 5% *	0	410.00	400.00	390.00
		<b>Grand Total</b>	<b>0</b>	<b>8610.00</b>	<b>8400.00</b>	<b>8190.00</b>
18	EATABLE TOBACO	BASIC	0	3700.00	3200.00	3000.00
		SPECIAL ALLOWANCE	0	3366.00	3366.00	3366.00
		<b>Total</b>	<b>0</b>	<b>7066.00</b>	<b>6566.00</b>	<b>6366.00</b>
		HRA @ 5% *	0	353.00	328.00	318.00
		<b>Grand Total</b>	<b>0</b>	<b>7419.00</b>	<b>6894.00</b>	<b>6684.00</b>
19	ENGINEERING	BASIC	0	7800.00	7100.00	6600.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>10600.00</b>	<b>9900.00</b>	<b>9400.00</b>
		HRA @ 5% *	0	530.00	495.00	470.00
		<b>Grand Total</b>	<b>0</b>	<b>11130.00</b>	<b>10395.00</b>	<b>9870.00</b>
20	FACTORIES RESIDUAL (Factory not Covered under Schedule)	BASIC	0	5500.00	5000.00	4500.00
		SPECIAL ALLOWANCE	0	3533.25	3533.25	3533.25
		<b>Total</b>	<b>0</b>	<b>9033.25</b>	<b>8533.25</b>	<b>8033.25</b>
		HRA @ 5% *	0	452.00	427.00	402.00
		<b>Grand Total</b>	<b>0</b>	<b>9485.25</b>	<b>8960.25</b>	<b>8435.25</b>

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		For Zone I (For Maharashtra State)				
* Minimum 5% HRA is payable if you are having 50 or more workmen		HIGHLY SKILLED	SKILLED	SEMI SKILLED	UN SKILLED	
21	FOUNTAIN PEN	BASIC	0	5300.00	5050.00	4800.00
		SPECIAL ALLOWANCE	0	4226.25	4226.25	4226.25
		<b>Total</b>	<b>0</b>	<b>9526.25</b>	<b>9276.25</b>	<b>9026.25</b>
		HRA @ 5% *	0	476.00	464.00	451.00
		<b>Grand Total</b>	<b>0</b>	<b>10002.25</b>	<b>9740.25</b>	<b>9477.25</b>
22	FILM PRODUCTION (Cine studio lab)	BASIC	0	5700.00	5200.00	4700.00
		SPECIAL ALLOWANCE	0	4038.00	4038.00	4038.00
		<b>Total</b>	<b>0</b>	<b>9738.00</b>	<b>9238.00</b>	<b>8738.00</b>
		HRA @ 5% *	0	487.00	462.00	437.00
		<b>Grand Total</b>	<b>0</b>	<b>10225.00</b>	<b>9700.00</b>	<b>9175.00</b>
23	GLASS BULB	BASIC	0	3700.00	3600.00	3550.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>6500.00</b>	<b>6400.00</b>	<b>6350.00</b>
		HRA @ 5% *	0	325.00	320.00	318.00
		<b>Grand Total</b>	<b>0</b>	<b>6825.00</b>	<b>6720.00</b>	<b>6668.00</b>
24	GLASS INDUSTRY	BASIC	0	7700.00	7000.00	6500.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>10500.00</b>	<b>9800.00</b>	<b>9300.00</b>
		HRA @ 5% *	0	525.00	490.00	465.00
		<b>Grand Total</b>	<b>0</b>	<b>11025.00</b>	<b>10290.00</b>	<b>9765.00</b>
25	HOTELS & RESTAURANTS	BASIC	0	7700.00	7000.00	6500.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>10500.00</b>	<b>9800.00</b>	<b>9300.00</b>
		HRA @ 5% *	0	525.00	490.00	465.00
		<b>Grand Total</b>	<b>0</b>	<b>11025.00</b>	<b>10290.00</b>	<b>9765.00</b>
26	HAIR CUTTING SALOON	BASIC	0	7700.00	7000.00	6500.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>10500.00</b>	<b>9800.00</b>	<b>9300.00</b>
		HRA @ 5% *	0	525.00	490.00	465.00
		<b>Grand Total</b>	<b>0</b>	<b>11025.00</b>	<b>10290.00</b>	<b>9765.00</b>
27	HOSPITAL	BASIC	0	6200.00	5700.00	5300.00
		SPECIAL ALLOWANCE	0	3527.55	3527.55	3527.55
		<b>Total</b>	<b>0</b>	<b>9727.55</b>	<b>9227.55</b>	<b>8827.55</b>
		HRA @ 5% *	0	486.00	461.00	441.00
		<b>Grand Total</b>	<b>0</b>	<b>10213.55</b>	<b>9688.55</b>	<b>9268.55</b>
28	ICE & COLD DRINKS	BASIC	0	6000.00	5500.00	5000.00
		SPECIAL ALLOWANCE	0	3056.40	3056.40	3056.40
		<b>Total</b>	<b>0</b>	<b>9056.40</b>	<b>8556.40</b>	<b>8056.40</b>
		HRA @ 5% *	0	453.00	428.00	403.00
		<b>Grand Total</b>	<b>0</b>	<b>9509.40</b>	<b>8984.40</b>	<b>8459.40</b>
29	LAUNDRY	BASIC	0	7700.00	7000.00	6500.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>10500.00</b>	<b>9800.00</b>	<b>9300.00</b>
		HRA @ 5% *	0	525.00	490.00	465.00
		<b>Grand Total</b>	<b>0</b>	<b>11025.00</b>	<b>10290.00</b>	<b>9765.00</b>
30	OPTICAL FRAMES	BASIC	0	5600.00	5100.00	4600.00
		SPECIAL ALLOWANCE	0	3634.20	3634.20	3634.20
		<b>Total</b>	<b>0</b>	<b>9234.20</b>	<b>8734.20</b>	<b>8234.20</b>
		HRA @ 5% *	0	462.00	437.00	412.00
		<b>Grand Total</b>	<b>0</b>	<b>9696.20</b>	<b>9171.20</b>	<b>8646.20</b>

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		For Zone I (For Maharashtra State)			
* Minimum 5% HRA is payable if you are having 50 or more workmen		HIGHLY SKILLED	SKILLED	SEMI SKILLED	UN SKILLED
31	PAPER & PAPER BOARD	BASIC	0 6100.00	5600.00	5100.00
		SPECIAL ALLOWANCE	0 3467.25	3467.25	3467.25
		<b>Total</b>	<b>0 9567.25</b>	<b>9067.25</b>	<b>8567.25</b>
		HRA @ 5% *	0 478.00	453.00	428.00
		<b>Grand Total</b>	<b>0 10045.25</b>	<b>9520.25</b>	<b>8995.25</b>
32	PLASTIC	BASIC	0 5300.00	4800.00	4300.00
		SPECIAL ALLOWANCE	0 3533.25	3533.25	3533.25
		<b>Total</b>	<b>0 8833.25</b>	<b>8333.25</b>	<b>7833.25</b>
		HRA @ 5% *	0 442.00	417.00	392.00
		<b>Grand Total</b>	<b>0 9275.25</b>	<b>8750.25</b>	<b>8225.25</b>
33	PAINT & VARNISHES	BASIC	0 3940.00	3840.00	3740.00
		SPECIAL ALLOWANCE	0 2800.00	2800.00	2800.00
		<b>Total</b>	<b>0 6740.00</b>	<b>6640.00</b>	<b>6540.00</b>
		HRA @ 5% *	0 337.00	332.00	327.00
		<b>Grand Total</b>	<b>0 7077.00</b>	<b>6972.00</b>	<b>6867.00</b>
34	POHA / KURMURA	BASIC	0 4400.00	4250.00	3800.00
		SPECIAL ALLOWANCE	0 3927.00	3927.00	3927.00
		<b>Total</b>	<b>0 8327.00</b>	<b>8177.00</b>	<b>7727.00</b>
		HRA @ 5% *	0 416.00	409.00	386.00
		<b>Grand Total</b>	<b>0 8743.00</b>	<b>8586.00</b>	<b>8113.00</b>
35	PRINTING PRESS	BASIC	0 4600.00	4500.00	4400.00
		SPECIAL ALLOWANCE	0 3714.60	3714.60	3714.60
		<b>Total</b>	<b>0 8314.60</b>	<b>8214.60</b>	<b>8114.60</b>
		HRA @ 5% *	0 416.00	411.00	406.00
		<b>Grand Total</b>	<b>0 8730.60</b>	<b>8625.60</b>	<b>8520.60</b>
36	READYMADE--GARMENTS	BASIC	0 8600.00	7900.00	7400.00
		SPECIAL ALLOWANCE	0 2900.00	2900.00	2900.00
		<b>Total</b>	<b>0 11500.00</b>	<b>10800.00</b>	<b>10300.00</b>
		HRA @ 5% *	0 575.00	540.00	515.00
		<b>Grand Total</b>	<b>0 12075.00</b>	<b>11340.00</b>	<b>10815.00</b>
37	RUBBER	BASIC	0 7700.00	7000.00	6500.00
		SPECIAL ALLOWANCE	0 2800.00	2800.00	2800.00
		<b>Total</b>	<b>0 10500.00</b>	<b>9800.00</b>	<b>9300.00</b>
		HRA @ 5% *	0 525.00	490.00	465.00
		<b>Grand Total</b>	<b>0 11025.00</b>	<b>10290.00</b>	<b>9765.00</b>
38	RICE FLOUR & DAL MILL	BASIC	0 5300.00	4600.00	4200.00
		SPECIAL ALLOWANCE	0 3927.00	3927.00	3927.00
		<b>Total</b>	<b>0 9227.00</b>	<b>8527.00</b>	<b>8127.00</b>
		HRA @ 5% *	0 461.00	426.00	406.00
		<b>Grand Total</b>	<b>0 9688.00</b>	<b>8953.00</b>	<b>8533.00</b>
39	RUBBER BALLON	BASIC	0 4300.00	4100.00	3800.00
		SPECIAL ALLOWANCE	0 3927.00	3927.00	3927.00
		<b>Total</b>	<b>0 8227.00</b>	<b>8027.00</b>	<b>7727.00</b>
		HRA @ 5% *	0 411.00	401.00	386.00
		<b>Grand Total</b>	<b>0 8638.00</b>	<b>8428.00</b>	<b>8113.00</b>
40	STEEL FURNITURE	BASIC	0 7800.00	7100.00	6800.00
		SPECIAL ALLOWANCE	0 2800.00	2800.00	2800.00
		<b>Total</b>	<b>0 10600.00</b>	<b>9900.00</b>	<b>9600.00</b>
		HRA @ 5% *	0 530.00	495.00	480.00
		<b>Grand Total</b>	<b>0 11130.00</b>	<b>10395.00</b>	<b>10080.00</b>

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		For Zone I (For Maharashtra State)				
* Minimum 5% HRA is payable if you are having 50 or more workmen		HIGHLY SKILLED	SKILLED	SEMI SKILLED	UN SKILLED	
41	SEEPZ	BASIC	0	6300.00	5800.00	5300.00
		SPECIAL ALLOWANCE	0	3628.50	3628.50	3628.50
		<b>Total</b>	<b>0</b>	<b>9928.50</b>	<b>9428.50</b>	<b>8928.50</b>
		HRA @ 5% *	0	496.00	471.00	446.00
		<b>Grand Total</b>	<b>0</b>	<b>10424.50</b>	<b>9899.50</b>	<b>9374.50</b>
42	SOAPS & COSMETICS	BASIC	0	7700.00	7000.00	6500.00
		SPECIAL ALLOWANCE	0	2800.00	2800.00	2800.00
		<b>Total</b>	<b>0</b>	<b>10500.00</b>	<b>9800.00</b>	<b>9300.00</b>
		HRA @ 5% *	0	525.00	490.00	465.00
		<b>Grand Total</b>	<b>0</b>	<b>11025.00</b>	<b>10290.00</b>	<b>9765.00</b>
43	SHOP & ESTABLISHMENT	BASIC	0	5800.00	5400.00	5000.00
		SPECIAL ALLOWANCE	0	3256.20	3256.20	3256.20
		<b>Total</b>	<b>0</b>	<b>9056.20</b>	<b>8656.20</b>	<b>8256.20</b>
		HRA @ 5% *	0	453.00	433.00	413.00
		<b>Grand Total</b>	<b>0</b>	<b>9509.20</b>	<b>9089.20</b>	<b>8669.20</b>
44	SWEEPER & SCAVENGERS	BASIC	0	4600.00	4600.00	4600.00
		SPECIAL ALLOWANCE	0	3638.25	3638.25	3638.25
		<b>Total</b>	<b>0</b>	<b>8238.25</b>	<b>8238.25</b>	<b>8238.25</b>
		HRA @ 5% *	0	412.00	412.00	412.00
		<b>Grand Total</b>	<b>0</b>	<b>8650.25</b>	<b>8650.25</b>	<b>8650.25</b>
45	SAW MILL	BASIC	0	5400.00	4900.00	4400.00
		SPECIAL ALLOWANCE	0	3533.25	3533.25	3533.25
		<b>Total</b>	<b>0</b>	<b>8933.25</b>	<b>8433.25</b>	<b>7933.25</b>
		HRA @ 5% *	0	447.00	422.00	397.00
		<b>Grand Total</b>	<b>0</b>	<b>9380.25</b>	<b>8855.25</b>	<b>8330.25</b>
46	TANNERIES & LEATHER MANUFACTORY	BASIC	0	9000.00	8500.00	8000.00
		SPECIAL ALLOWANCE	0	1512.00	1512.00	1512.00
		<b>Total</b>	<b>0</b>	<b>10512.00</b>	<b>10012.00</b>	<b>9512.00</b>
		HRA @ 5% *	0	526.00	501.00	476.00
		<b>Grand Total</b>	<b>0</b>	<b>11038.00</b>	<b>10513.00</b>	<b>9988.00</b>
47	UTENSILS	BASIC	0	9200.00	8500.00	8000.00
		SPECIAL ALLOWANCE	0	3200.00	3200.00	3200.00
		<b>Total</b>	<b>0</b>	<b>12400.00</b>	<b>11700.00</b>	<b>11200.00</b>
		HRA @ 5% *	0	620.00	585.00	560.00
		<b>Grand Total</b>	<b>0</b>	<b>13020.00</b>	<b>12285.00</b>	<b>11760.00</b>
48	WATCH STRIPS MFG.	BASIC	0	5500.00	5100.00	4800.00
		SPECIAL ALLOWANCE	0	3927.00	3927.00	3927.00
		<b>Total</b>	<b>0</b>	<b>9427.00</b>	<b>9027.00</b>	<b>8727.00</b>
		HRA @ 5% *	0	471.00	451.00	436.00
		<b>Grand Total</b>	<b>0</b>	<b>9898.00</b>	<b>9478.00</b>	<b>9163.00</b>
49	HANDLOOM	BASIC	0	4000.00	3500.00	3000.00
		SPECIAL ALLOWANCE	0	1288.00	1288.00	1288.00
		<b>Total</b>	<b>0</b>	<b>5288.00</b>	<b>4788.00</b>	<b>4288.00</b>
		HRA @ 5% *	0	264.00	239.00	214.00
		<b>Grand Total</b>	<b>0</b>	<b>5552.00</b>	<b>5027.00</b>	<b>4502.00</b>
50	SILVER INDUSTRIES	BASIC	0	5500.00	5000.00	4500.00
		SPECIAL ALLOWANCE	0	3701.50	3701.50	3701.50
		<b>Total</b>	<b>0</b>	<b>9201.50</b>	<b>8701.50</b>	<b>8201.50</b>
		HRA @ 5% *	0	460.00	435.00	410.00
		<b>Grand Total</b>	<b>0</b>	<b>9661.50</b>	<b>9136.50</b>	<b>8611.50</b>

# Proficient Associates ( Labour Laws Consultants)

Rate of (Basic + Special Allowance) for the period **01.01.2017 to 30.06.2017.**

As declared by the office of the Commissioner of Labour, Kamgar Bhavan, BKC, Mumbai 400 051.

		For Zone I (For Maharashtra State)				
* Minimum 5% HRA is payable if you are having 50 or more workmen		HIGHLY SKILLED	SKILLED	SEMI SKILLED	UN SKILLED	
<b>51</b>	SALT INDUSTRIES	BASIC	5000.00	4600.00	4300.00	4000.00
		SPECIAL ALLOWANCE	3533.25	3533.25	3533.25	3533.25
		<b>Total</b>	<b>8533.25</b>	<b>8133.25</b>	<b>7833.25</b>	<b>7533.25</b>
		HRA @ 5% *	427.00	407.00	392.00	377.00
		<b>Grand Total</b>	<b>8960.25</b>	<b>8540.25</b>	<b>8225.25</b>	<b>7910.25</b>