

**35. Employment in Food Processing, Packing of Food Products (including all Processes in Ready to Eat Products, Beverages and Spices)**

Notification No. KAE 11 LMW 2015 dated 16.9.2016

Published in Gazette dated 6.10.2016

Minimum Wages with effect from 16.09.2016

Cost of Living Allowance to be paid over and above 6205 points

Cost of Living Index: 8398 - 6205 =2193 points

Minimum wages and VDA from 01.04.2022 to 29.11.2022

**SCHEDULE**

| Sl. No    | Class of Employments  | Minimum rates of wages payable |                |                  |                |                  |                |                  |
|-----------|-----------------------|--------------------------------|----------------|------------------|----------------|------------------|----------------|------------------|
|           |                       |                                | Zone.I         |                  | Zone.II        |                  | Zone.III       |                  |
| <b>I</b>  | <b>Highly Skilled</b> |                                |                |                  |                |                  |                |                  |
|           |                       |                                | <b>Per Day</b> | <b>Per Month</b> | <b>Per Day</b> | <b>Per Month</b> | <b>Per Day</b> | <b>Per Month</b> |
| 1         | Foreman               | Basic                          | 425.00         | 11050.00         | 415.00         | 10790.00         | 390.00         | 10140.00         |
|           |                       | VDA                            | 101.22         | 2631.60          | 101.22         | 2631.60          | 101.22         | 2631.60          |
|           |                       | <b>Total</b>                   | <b>526.22</b>  | <b>13681.60</b>  | <b>516.22</b>  | <b>13421.60</b>  | <b>491.22</b>  | <b>12771.60</b>  |
| 2         | Supervisor            | Basic                          | 415.00         | 10790.00         | 405.00         | 10530.00         | 380.00         | 9880.00          |
|           |                       | VDA                            | 101.22         | 2631.60          | 101.22         | 2631.60          | 101.22         | 2631.60          |
|           |                       | <b>Total</b>                   | <b>516.22</b>  | <b>13421.60</b>  | <b>506.22</b>  | <b>13161.60</b>  | <b>481.22</b>  | <b>12511.60</b>  |
| <b>II</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                          | 410.00         | 10660.00         | 400.00         | 10400.00         | 375.00         | 9750.00          |
| 10        | Mechanic              | VDA                            | 101.22         | 2631.60          | 101.22         | 2631.60          | 101.22         | 2631.60          |
| 11        | Technician            | <b>Total</b>                   | <b>511.22</b>  | <b>13291.60</b>  | <b>501.22</b>  | <b>13031.60</b>  | <b>476.22</b>  | <b>12381.60</b>  |
| 12        | Lab Technician        |                                |                |                  |                |                  |                |                  |
| 13        | Electrician           |                                |                |                  |                |                  |                |                  |
| 14        | Chemist               |                                |                |                  |                |                  |                |                  |
| 15        | Cutter/Mixer          |                                |                |                  |                |                  |                |                  |
| 16        | Sweet Maker           |                                |                |                  |                |                  |                |                  |
| 17        | Kova Maker            |                                |                |                  |                |                  |                |                  |
| 18        | Purchaser             |                                |                |                  |                |                  |                |                  |

|                       |   |              |               |                 |               |                 |               |                 |
|-----------------------|---|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| 19                    | Store keeper &<br>other skilled<br>Labourer         |              |               |                 |               |                 |               |                 |
| <b>III</b>            | <b>Semi skilled</b>                                 |              |               |                 |               |                 |               |                 |
| 1                     | Production<br>Assistant                             | Basic        | 400.00        | 10400.00        | 390.00        | 10140.00        | 365.00        | 9490.00         |
| 2                     | Salesman  | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
| 3                     | Sorter /other<br>semi.skilled<br>labourer           | <b>Total</b> | <b>501.22</b> | <b>13031.60</b> | <b>491.22</b> | <b>12771.60</b> | <b>466.22</b> | <b>12121.60</b> |
| <b>IV</b>             | <b>Unskilled</b>                                    |              |               |                 |               |                 |               |                 |
| 1                     | Bottle Filler                                       |              |               |                 |               |                 |               |                 |
| 2                     | Packer  |              |               |                 |               |                 |               |                 |
| 3                     | Cold Room Boy                                       |              |               |                 |               |                 |               |                 |
| 4                     | Cleaning Room<br>Boy                                |              |               |                 |               |                 |               |                 |
| 5                     | Powdering and<br>Mixing                             |              |               |                 |               |                 |               |                 |
| 6                     | Packers   |              |               |                 |               |                 |               |                 |
| 7                     | Assistant   |              |               |                 |               |                 |               |                 |
| 8                     | Mazdoor   |              |               |                 |               |                 |               |                 |
| 9                     | General worker                                      | Basic        | 385.00        | 10010.00        | 375.00        | 9750.00         | 350.00        | 9100.00         |
| 10                    | Helper  | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
| 11                    | Cleaner   | <b>Total</b> | <b>486.22</b> | <b>12641.60</b> | <b>476.22</b> | <b>12381.60</b> | <b>451.22</b> | <b>11731.60</b> |
| 12                    | Loading and<br>un.loading                           |              |               |                 |               |                 |               |                 |
| 13                    | Peeler  |              |               |                 |               |                 |               |                 |
| 14                    | Any other un<br>skilled labourer<br>not shown above |              |               |                 |               |                 |               |                 |
| <b>Driver/Cleaner</b> |   |              |               |                 |               |                 |               |                 |
| 1                     | Lorry Driver  | Basic        | 449.00        | 11674.00        | 437.00        | 11362.00        | 407.00        | 10582.00        |
|                       |   | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|                       |   | <b>Total</b> | <b>550.22</b> | <b>14305.60</b> | <b>538.22</b> | <b>13993.60</b> | <b>508.22</b> | <b>13213.60</b> |
| 2                     | Car/Jeep Driver                                     | Basic        | 421.00        | 10946.00        | 410.00        | 10660.00        | 385.00        | 10010.00        |
|                       |   | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|                       |   | <b>Total</b> | <b>522.22</b> | <b>13577.60</b> | <b>511.22</b> | <b>13291.60</b> | <b>486.22</b> | <b>12641.60</b> |
| 3                     | Lorry/Car/Jeep<br>Cleaner                           | Basic        | 385.00        | 10010.00        | 375.00        | 9750.00         | 350.00        | 9100.00         |
|                       |   | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|                       |   | <b>Total</b> | <b>486.22</b> | <b>12641.60</b> | <b>476.22</b> | <b>12381.60</b> | <b>451.22</b> | <b>11731.60</b> |
| <b>Office Staff</b>   |   |              |               |                 |               |                 |               |                 |
| 1                     | Manager/Personal<br>Officer                         | Basic        | 515.00        | 13390.00        | 500.00        | 13000.00        | 465.00        | 12090.00        |
|                       |   | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|                       |   | <b>Total</b> | <b>616.22</b> | <b>16021.60</b> | <b>601.22</b> | <b>15631.60</b> | <b>566.22</b> | <b>14721.60</b> |

|    |   |              |               |                 |               |                 |               |                 |
|----|---|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| 2  | Asst.Manager/ Asst.<br>Personal Manager | Basic        | 495.00        | 12870.00        | 480.00        | 12480.00        | 450.00        | 11700.00        |
|    |   | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|    |   | <b>Total</b> | <b>596.22</b> | <b>15501.60</b> | <b>581.22</b> | <b>15111.60</b> | <b>551.22</b> | <b>14331.60</b> |
| 3  | Accountant                              | Basic        | 475.00        | 12350.00        | 465.00        | 12090.00        | 435.00        | 11310.00        |
|    |   | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|    |   | <b>Total</b> | <b>576.22</b> | <b>14981.60</b> | <b>566.22</b> | <b>14721.60</b> | <b>536.22</b> | <b>13941.60</b> |
| 4  | Cashier / Senior<br>Clerk               | Basic        | 465.00        | 12090.00        | 455.00        | 11830.00        | 425.00        | 11050.00        |
| 5  | Stenographer/<br>Computer Operator      | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
| 6  | Store Keeper<br>Telephone Operator      | <b>Total</b> | <b>566.22</b> | <b>14721.60</b> | <b>556.22</b> | <b>14461.60</b> | <b>526.22</b> | <b>13681.60</b> |
| 7  | Typist/Data Entry<br>Operator           | Basic        | 460.00        | 11960.00        | 445.00        | 11570.00        | 420.00        | 10920.00        |
| 8  | Attender/Junior<br>Clerk                | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|    |   | <b>Total</b> | <b>561.22</b> | <b>14591.60</b> | <b>546.22</b> | <b>14201.60</b> | <b>521.22</b> | <b>13551.60</b> |
| 9  | Watchman/ Security<br>Guard             | Basic        | 398.00        | 10348.00        | 385.00        | 10010.00        | 385.00        | 10010.00        |
|    |   | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|    |   | <b>Total</b> | <b>499.22</b> | <b>12979.60</b> | <b>486.22</b> | <b>12641.60</b> | <b>486.22</b> | <b>12641.60</b> |
| 10 | Office Boy/ Sweeper<br>/ Attender       | Basic        | 385.00        | 10010.00        | 375.00        | 9750.00         | 350.00        | 9100.00         |
|    |   | VDA          | 101.22        | 2631.60         | 101.22        | 2631.60         | 101.22        | 2631.60         |
|    |   | <b>Total</b> | <b>486.22</b> | <b>12641.60</b> | <b>476.22</b> | <b>12381.60</b> | <b>451.22</b> | <b>11731.60</b> |

Zone.I: Bangalore City Agglomeration Area and other Municipal Corporations and Agglomeration areas in the State.

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 6205 points



















