

**60. Employment in Establishments Engaged in Procurement, Processing and Distribution of Milk**

Notification No. KAE 53 LWA 2022 dated 30.11.2022  
 Minimum Wages With effect from 30.11.2022  
 Cost of Living Allowance to be paid over and above 7616 points  
 Cost of Living Index: 8398- 7616= 782 points  
 Minimum wages and VDA from 30.11.2022 to 31-03-2023

**SCHEDULE**

| Sl. No.                           | Class of Employment  | Minimum rates of wages |               |                 |               |                 |               |                 |               |                 |
|-----------------------------------|--|------------------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
|                                   |  | Zone-I                 |               | Zone-II         |               | Zone-III        |               | Zone-IV         |               |                 |
|                                   |  | Per Day                | Per Month     | Per Day         | Per Month     | Per Day         | Per Month     | Per Day         | Per Month     |                 |
| 1                                 | 2  | 3                      | 4             | 5               | 6             | 7               | 8             | 9               | 10            |                 |
| <b>I Highly Skilled</b>           |  |                        |               |                 |               |                 |               |                 |               |                 |
| 1                                 | Technical Officer, Veterinary Officer, Supervisor  | Basic                  | 666.35        | 17324.99        | 605.77        | 15749.99        | 550.70        | 14318.00        | 500.64        | 13016.52        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>702.44</b> | <b>18263.39</b> | <b>641.86</b> | <b>16688.39</b> | <b>586.79</b> | <b>15256.40</b> | <b>536.73</b> | <b>13954.92</b> |
| <b>II Skilled:</b>                |  |                        |               |                 |               |                 |               |                 |               |                 |
| 1                                 | Mechanic, Technician, Operator, & Other skilled labourers  | Basic                  | 659.03        | 17134.66        | 599.12        | 15577.00        | 544.65        | 14160.87        | 495.14        | 12873.52        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>695.12</b> | <b>18073.06</b> | <b>635.21</b> | <b>16515.40</b> | <b>580.74</b> | <b>15099.27</b> | <b>531.23</b> | <b>13811.92</b> |
| <b>III Semi-Skilled:</b>          |  |                        |               |                 |               |                 |               |                 |               |                 |
| 1                                 | Assistant Mechanic, Sales man, Other Semi skilled Labourer   | Basic                  | 644.38        | 16753.99        | 585.80        | 15230.9         | 532.55        | 13846.27        | 484.14        | 12587.52        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>680.48</b> | <b>17692.39</b> | <b>621.90</b> | <b>16169.30</b> | <b>568.64</b> | <b>14784.67</b> | <b>520.23</b> | <b>13525.92</b> |
| <b>IV Un-Skilled:</b>             |  |                        |               |                 |               |                 |               |                 |               |                 |
| 1                                 | Assistant, Supplier, Attender, Helper, Watchman, Cleaner, Mazdoor, Sweeper & Un-Skilled Labourers not mentioned above                                    | Basic                  | 607.78        | 15802.32        | 552.53        | 14365.74        | 502.30        | 13059.77        | 456.64        | 11872.52        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>643.87</b> | <b>16740.72</b> | <b>588.62</b> | <b>15304.14</b> | <b>538.39</b> | <b>13998.17</b> | <b>492.73</b> | <b>12810.92</b> |
| <b>Office Staff &amp; Drivers</b> |  |                        |               |                 |               |                 |               |                 |               |                 |
| 1                                 | Manager/ Personal Officer/ Mess Manager & other Equivalent jobs  | Basic                  | 663.00        | 17238.05        | 602.73        | 15670.95        | 547.94        | 14246.32        | 493.14        | 12821.69        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>699.09</b> | <b>18176.45</b> | <b>638.82</b> | <b>16609.35</b> | <b>584.03</b> | <b>15184.72</b> | <b>529.23</b> | <b>13760.09</b> |
| 2                                 | Assistant Manager/ Assistant Personal Manager/ Senior Accountant & other Equivalent jobs   | Basic                  | 640.38        | 16649.75        | 582.16        | 15136.13        | 529.24        | 13760.12        | 476.31        | 12384.11        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>676.47</b> | <b>17588.15</b> | <b>618.25</b> | <b>16074.53</b> | <b>565.33</b> | <b>14698.52</b> | <b>512.40</b> | <b>13322.51</b> |
| 3                                 | Senior Clerk, Cashier, Judgement Writer, Sonographer, Store Keeper, Receptionist & Other Equivalent Jobs   | Basic                  | 615.09        | 15992.23        | 559.17        | 14538.39        | 508.34        | 13216.72        | 457.50        | 11895.05        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>651.18</b> | <b>16930.63</b> | <b>595.26</b> | <b>15476.79</b> | <b>544.43</b> | <b>14155.12</b> | <b>493.59</b> | <b>12833.45</b> |
| 4                                 | Junior Clerk, Booking Clerk, Computer operator, Typist, Telephone Operator, Data Entry operator and Other equivalent Jobs.                               | Basic                  | 599.11        | 15576.96        | 544.65        | 14160.87        | 495.14        | 12873.52        | 445.62        | 11586.17        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>635.21</b> | <b>16515.36</b> | <b>580.74</b> | <b>15099.27</b> | <b>531.23</b> | <b>13811.92</b> | <b>481.71</b> | <b>12524.57</b> |
| 5                                 | Heavy Vehicle Driver, tractor Driver, multi-axle & Large Vehicle Driver, Earth movers, Crane Drivers, Road rollers, & road construction vehicle drivers. | Basic                  | 615.09        | 15992.23        | 559.17        | 14538.39        | 508.34        | 13216.72        | 457.50        | 11895.05        |
|                                   |  | VDA                    | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          |
|                                   |  | <b>Total</b>           | <b>651.18</b> | <b>16930.63</b> | <b>595.26</b> | <b>15476.79</b> | <b>544.43</b> | <b>14155.12</b> | <b>493.59</b> | <b>12833.45</b> |

|   |  |              |               |                 |               |                 |               |                 |               |                 |        |
|---|--|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|--------|
| 6 | Car Driver, Jeep Driver,<br>Light Vehicle Driver, Tum-<br>tum, three wheeler<br>Drivers. | Basic        | 599.11        | 15576.96        | 544.65        | 14160.87        | 495.14        | 12873.52        | 445.62        | 11586.17        |        |
|   |  | VDA          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 36.09         | 938.40          | 938.40 |
|   |  | <b>Total</b> | <b>635.21</b> | <b>16515.36</b> | <b>580.74</b> | <b>15099.27</b> | <b>531.23</b> | <b>13811.92</b> | <b>481.71</b> | <b>12524.57</b> |        |

**Zone I:** Notified areas of Bruhat Bengaluru Mahanagara Palike and Agglomeration Areas.

**Zone II:** Notified areas of all the Corporations in the State other than BBMP and Agglomeration Areas.

**Zone III:** All District Head Quarters Other than the places mentioned in Zone I and Zone -II

**Zone - IV:** All other Places of the State other than the places mentioned in Zone -I,

**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 7616 points.