

## Wages means "All remuneration" either salaries, allowances or otherwise

| For General purpose                    | Include/Not Include | % of Total Wages         | For "Equal wage" and "Payment of wages" purposes | Wages in Kind % | Regular/E ventual   | Direct / indirect payment | EPF | ESIC | BONUS |
|----------------------------------------|---------------------|--------------------------|--------------------------------------------------|-----------------|---------------------|---------------------------|-----|------|-------|
| 1 Basic Pay                            | Include             | 50 or more               | Include                                          | Upto 15         | Regular             | Money to be in hand       | YES | YES  | YES   |
| 2 dearness allowance; and              | Include             |                          | Include                                          | Upto 15         | Regular             | Money to be in hand       | YES | YES  | YES   |
| 3 Retaining allowance                  | Include             |                          | Include                                          | Upto 15         | Regular             | Money to be in hand       | YES | YES  | YES   |
| 4 Statutory Bonus                      | Does not Include    | Less than or equal to 50 | Does not Include                                 |                 | Eventual            | Money to be in hand       |     |      |       |
| 5 Value of House Accomodation          | Does not Include    |                          | Does not Include                                 |                 | Regular             | Non-Cash benefit          | NO  | NO   | NO    |
| 6 supply of light,                     | Does not Include    |                          | Does not Include                                 |                 | Regular             | Non-Cash benefit          | NO  | NO   | NO    |
| 7 Supply of water                      | Does not Include    |                          | Does not Include                                 |                 | Regular             | Non-Cash benefit          | NO  | NO   | NO    |
| 8 medical attendance                   | Does not Include    |                          | Does not Include                                 |                 | Regular             | Non-Cash benefit          | NO  | NO   | NO    |
| 9 Other amenity or Any service excld   | Does not Include    |                          | Does not Include                                 |                 | Regular             | Non-Cash benefit          | NO  | NO   | NO    |
| 10 Provident Fund, and Interest        | Does not Include    |                          | Does not Include                                 |                 | Regular             | Money to be invested      | NO  | NO   | NO    |
| 11 Conveyance Allowance                | Does not Include    |                          | Include                                          |                 | Regular             | Money for Reimburshe      | NO  | YES  | NO    |
| 12 Travelling Concession               | Does not Include    |                          | NA                                               |                 | Regular             | Non-Cash benefit          | NO  | NO   | NO    |
| 13 Sum Paid to defray special expenses | Does not Include    |                          | Does not Include                                 |                 | Regular             | Money for Reimburshe      | NO  | NO   | NO    |
| 14 House Rent Allowance                | Does not Include    |                          | Include                                          |                 | Regular             | Money for Reimburshe      | NO  | YES  | NO    |
| 15 Remuneration under award or set     | Does not Include    | Include                  |                                                  | Eventual        | Money to be in hand | NO                        | NO  | NO   |       |
| 16 Overtime Allowance                  | Does not Include    | Include                  |                                                  | Eventual        | Money to be in hand | NO                        | YES | NO   |       |
| 17 Any Commission                      | Does not Include    | Does not Include         |                                                  | Eventual        | Money to be in hand | NO                        | YES | NO   |       |
| 18 Gratuity on the termination         | Does not Include    | Does not Include         |                                                  | Eventual        | Money to be in hand | NO                        | NO  | NO   |       |
| 19 Retrenchment Compensation           | Does not Include    | Does not Include         |                                                  | Eventual        | Money to be in hand | NO                        | NO  | NO   |       |
| 20 Any other Retirement Benefits       | Does not Include    | Does not Include         |                                                  | Eventual        | Money to be in hand |                           |     |      |       |
| 21 Ex gratia payment on termination    | Does not Include    | Does not Include         |                                                  | Eventual        | Money to be in hand | NO                        | NO  | NO   |       |

"Sum Paid to defray special expenses", is nothing but a special or other allowance or Laptop Allowance or Mobile Allownces paid to employees who incur special expence or take special responsibility

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