



**Government of West Bengal**  
**Office of the Labour Commissioner**  
**6, Church Lane, 4<sup>th</sup> floor, Kolkata – 700 001.**

No.870/Stat/2RW/110/574/2012/LCS/JLC.

Dated 05.07.2016

**CIRCULAR**

The following shall be the minimum rates of wages in the employment of **Chartered/ Cost Accountants, Auditors, Tax-Consultants and other firms/ companies engaged in the Consultancy/ Advisory Services** in the State of West Bengal after due adjustment as per Labour Department Notification number 104-MW/2W-24/2010 Dated 04.04.2012. These rates will be effective for the period from **01<sup>st</sup> July, 2016 to 31<sup>st</sup> December, 2016.**

Category of Employees	Monthly Minimum Rate of Wage
Unskilled	Rs.7345.00
Semi-skilled	Rs.8080.00
Skilled	Rs.8888.00
Highly Skilled	Rs.9777.00

The classification of employees is as follows:-

**Unskilled Workers** : Peon, Bearer, Durwan, Khansama, Sweeper;

**Semi-skilled workers** : Cook, Duftry, Duplicating/Xerox Machine Operator;

**Skilled Workers** : Clerk, Office Assistant, Typist, Driver, Telephone Operator, Computer Operator;

**Highly Skilled workers** : Senior Assistant, Accountant, Stenographer, Cashier, Audit Assistant, Accountant Assistant;

- (a) There will be one minimum rates of wages for the whole of West Bengal.
- (b) To arrive at daily rates, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rate; daily rate will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

Contd.: P/2

- (f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).



(Md. A.Haque)  
Joint Labour Commissioner,  
West Bengal

MEMO. NO. 870/1(4) /Stat/2RW/110/574/2012/LCS/JLC

Dated 05.07.2016

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12<sup>th</sup> floor, 1, K.S. Roy Road, Kolkata – 700 001.
2. The Labour Commissioner, W.B., N.S. Bldgs., 11<sup>th</sup> floor, Kol.-1 - with reference to his kind approval dated 05.07.2016.
3. The Secretary (Central Trade Unions/All Chambers of Commerce),  
.....with request to circulate this among his constituents.
4. The Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.



(Md. A.Haque)  
Joint Labour Commissioner,  
West Bengal.