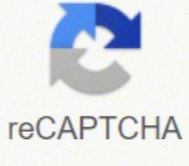
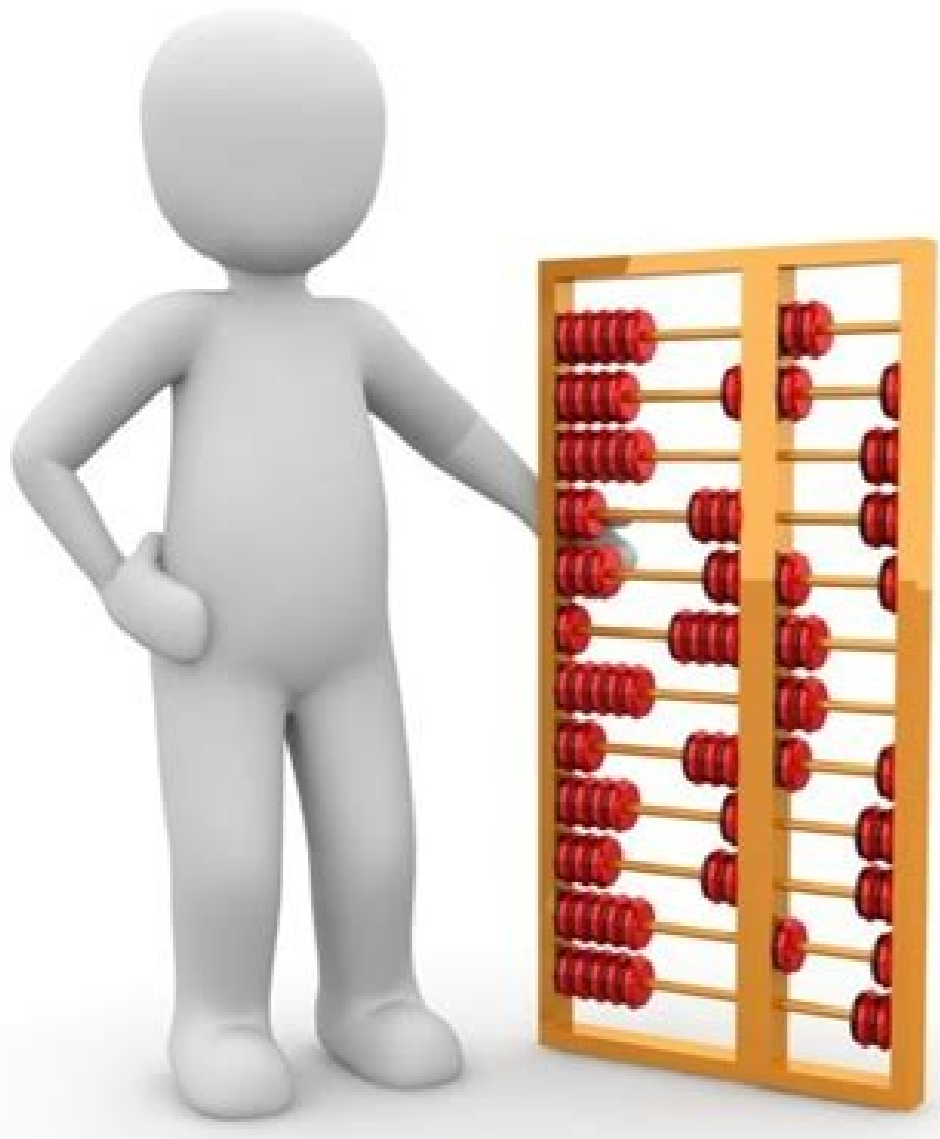




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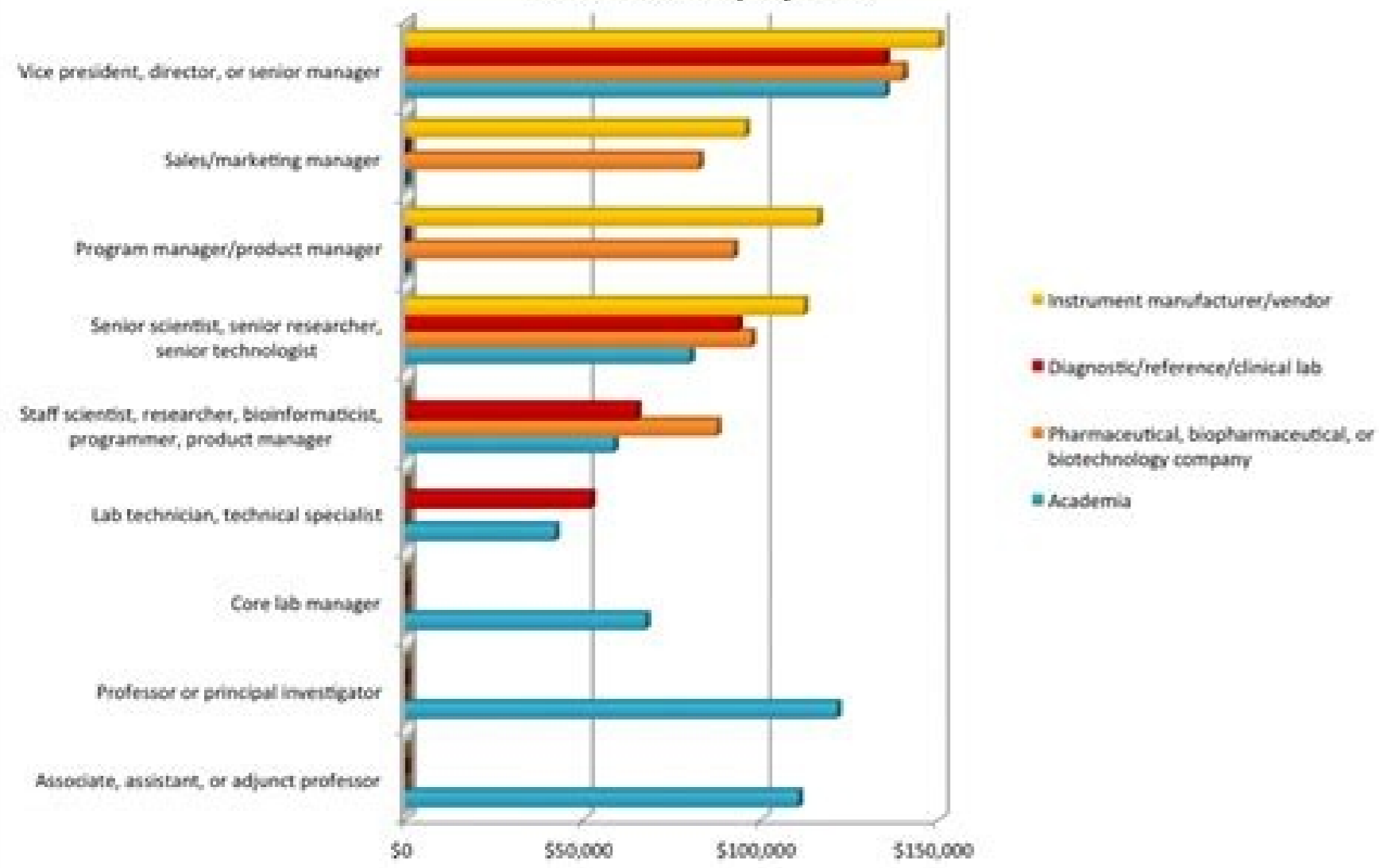
10.43. Matrix of new wage scales: Based on the recommended minimum wage for each category, the Committee recommends 3 wage Scales which will progress from minimum to maximum as shown in following matrix at Table 10.13

**Table – 10.13
New Wage Matrix**

Wage Scale-1		Wage Scale-2		Wage Scale-3	
Assistant Branch Postmaster / Dak Sevak LEVEL-1 10000-24470		(a) Assistant Branch Postmaster / Dak Sevak LEVEL-2 & (b) Branch Postmaster LEVEL-1 12000-29380		Branch Postmaster LEVEL-2 14500-35480	
Stage	wage	Stage	wage	Stage	wage
1	10000	1	12000	1	14500
2	10300	2	12360	2	14940
3	10610	3	12740	3	15390
4	10930	4	13130	4	15860
5	11260	5	13530	5	16340
6	11600	6	13940	6	16840
7	11950	7	14360	7	17350
8	12310	8	14800	8	17880
9	12680	9	15250	9	18420
10	13070	10	15710	10	18980
11	13470	11	16190	11	19550
12	13880	12	16680	12	20140
13	14300	13	17190	13	20750
14	14730	14	17710	14	21380
15	15180	15	18250	15	22030
16	15640	16	18800	16	22700
17	16110	17	19370	17	23390
18	16600	18	19960	18	24100
19	17100	19	20560	19	24830
20	17620	20	21180	20	25580
21	18150	21	21820	21	26350
22	18700	22	22480	22	27150
23	19270	23	23160	23	27970
24	19850	24	23860	24	28810
25	20450	25	24580	25	29680
26	21070	26	25320	26	30580
27	21710	27	26080	27	31500
28	22370	28	26870	28	32450
29	23050	29	27680	29	33430
30	23750	30	28520	30	34440
31	24470	31	29380	31	35480



Median Salary by Title



Weiss salary matrix 2023. Average clerk salary in Malaysia. Wellington avp salary. Well planner salary.

This calculation is performed automatically in the "Job Categories that receive benefits in kind" section, rather than the user. The IDH salary matrix allows the structures to evaluate how workers' remuneration is comparable to its benchmark of the wage of life. All rights reserved. It is important to consider that many structures do not maintain rigorous records of this information. The sharing of profits is not included. The bonuses are divided for the number of months worked to be compatible with the value Monthly of wages. If workers have to pay (even partially) for any benefit in nature, the value of their contribution will be subtracted from the cost of the employer to provide this advantage. Furthermore, some occupation schemes avoid paying overtime by requesting AI Workers produce a certain amount before receiving any remuneration. When these productivity amounts are s Voluppati with workers or workers representatives, there are likely violations of the work that must be resolved. More information on what benefits in nature can be included in the salary matrix. The wage of the standard working week is derived from the first collection or calculation of time payment (excluding extraordinary). To make such calculations, hours per week and hours worked per day must be recorded. Similarly, the individual benefits can be equal to no more than 10% of the total remuneration that is paid (apart from the accommodation, which can be equal to no more than 15% of remuneration). This includes an additional salary supplied for high productivity and bonuses that are normally provided during the year as the end of the year, the 13th or 14th month, held and vacation bonuses. In countries where standard working week exceeds the standard ILO work week of Hours, 48-hour work is applied. Some living wage benchmarks include reports that provide details over the benchmark of living wages for a region. If the employer provides cash for any of the underlying benefits directly to the worker, this will be considered in the Bonus category. Workers – The wage matrix measures remuneration for workers who can be listed individually or grouped into job categories. For example, most banana farms (with or without certifications) do not monitor the actual hours employees work each day. To measure worker compensation, the tool evaluates workers' wages earned during a standard work week, plus bonuses, in addition to the value of in-kind benefits. For this reason, we recommend including employees individually in the wage matrix – thus using each employee as a job category ... If the Payroll system facilitates this easily. Standard working hours are defined by the country or sector specific to the structure and are the number of hours before which overtime pay is mandatory by law. When workers whose pay varies significantly join in a single job category, on average these in a single figure can hide below-average wages. The remaining cost to the employer is divided by the number of workers in the job category. Standard working week wages – wages consist of gross wages earned during standard working hours (excluding overtime). Since the salary matrix V.2 already includes bonuses and benefits in kind that workers receive, there is no need to use this adjusted benchmark. These in-kind benefits include food, transportation, family housing, health care, child education and child care. For example, an alternative salary room amount for when typical industry bonuses or in-kind benefits are provided. This limit of 10% and stipulation for the membership of workers in a single job category is intended to The negative effects of the average. For employees who receive payments related to time as now per hour, day, week or month, the calculation is simply the total amount (excluding extraordinary) divided by the total worked hours (excluding extraordinary.) (Hours work a month are the same as worked hours worked To calculate the hourly rate when workers are paid per unit of productivity, the average productivity of the day (excluding overtime) is multiplied by the rate paid for that productivity. Therefore, there is no inclusion of overtime pay. In order to earn a living wage, workers must earn sufficient pay during a standard working week. If workers have to pay a subsidy for the benefit, this amount must be deducted from the total. Bonuses Monthly or yearly bonuses not required by law, but which employees can expect in advance and regularly paid out, are included in the calculation of remuneration in the salary matrix. Each job category can vary from an individual worker up to 10% of the workforce, provided that the above requirements are met. Then, similarly to the above, the total value is divided by the number of hours worked (excluding overtime). Base wage benchmark "Pay can be compared with any base wage benchmark published by a base wage benchmark methodology recognised by the International Human Rights Institute. If some workers are paid \$1 per box and others are paid \$1.10 per box, they will be in two different job categories. The salary matrix values the benefits in kind based on the total cost incurred by the employer to provide the benefit to all workers who receive the benefit. This severely limits the ability to measure wages with confidence against the reference value of the living wage: if hours are not plotted correctly, this adjustment cannot be done accurately. Summer 2022 Wisconsin Evangelical Lutheran Synod. Subsequently, each hourly rate is multiplied by standard work and by 4.35 weeks to represent a figure Therefore, where workers work more than 48 hours per week, the instrument does not take into account actual pay, but will only consider the pay received in 48 hours and will use this pro rata pay to compare it with the subsistence pay. A category of work includes any group of workers who: pay the same basic amount or piecemeal amount in the same way, generally perform the same tasks and receive the same benefits in kind. Except in extreme cases, the total amount of all benefits in kind may not exceed 30% of total remuneration (wages, bonuses and benefits in kind). Benefits in kind "Benefits in kind are considered to be earnings only if they are accepted by employees as value, directly reduce the basic cost of living of the employee, are provided during regular working hours, are provided on a regular basis, are provided in advance and are not compulsory by law. For example, if a group of workers picks bananas and receives a dollar a cash, they will find themselves in the same job category.

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