

NOTICE TO EMPLOYERS

Minimum and Maximum basic wage on which Contributions to the National Pensions Fund (NPF) & National Savings Fund (NSF) are payable

Effective Date : 1ST July 2009

| Pay Period | Minimum Wage | | Maximum Wage |
|--------------|---------------------------------|---------------------|-------------------|
| | For Private Household employees | For Other employees | For all employees |
| Daily | 37 | 59 | 388 |
| Weekly | 223 | 355 | 2330 |
| Fortnightly | 445 | 711 | 4659 |
| Half Monthly | 483 | 770 | 5048 |
| Monthly | 965 | 1540 | 10095 |

Note:

Contributions for NPF and NSF should be calculated on the Basic Wage or Salary not exceeding the above maximum.

The Human Resource Development Levy (HRD Levy) is payable on the total basic wage bill of all insured persons without any ceiling.

The Employees' and Employers' share of NPF and NSF contribution should each be calculated and rounded to the nearest rupee separately.

Example

Salary: Rs 7170

NPS Contribution

| | | | |
|----------------|----------------|---|----------------------------|
| Employee (3%): | $215.10 = 215$ | } | (rounded to nearest rupee) |
| Employer (6%): | $430.20 = 430$ | | |
| Total: → → → | 645 | | |

NSF Contribution

| | | | |
|-----------------|--------------------------|---|----------------------------|
| Employer (2.5%) | $179.25 = 179$ | } | (rounded to nearest rupee) |
| Employee (1%) | $71.70 = \underline{72}$ | | |
| Total: → → → | 251 | | |

Levy: (1.5%) → $107.55 = 108$ (rounded to nearest rupee)

→ **(Not applicable to Private Household Employees)**

