

Minimum Wage & Wage Code Guide

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Explains minimum-wage compliance and wage structuring for deployed staff — applicable minimums, components, the wage-code definition and overtime — so pay and billing are lawful. Use it to structure wages right. For billing impact use the Markup & Margin Calculator.

Purpose of this tool & output

Pay compliant, correctly structured wages

How the output is used

Use it to pay compliant, correctly structured wages — a minimum wage and wage code guide across components and revisions.

Important cautions

Minimum wages vary by state, skill category and zone and are revised periodically; paying below them is an offence. The Code on Wages restricts structuring basic too low to reduce PF. Ensure client rates cover fully-loaded compliant wages. Confirm current notifications for your states.

Companion documents

- Payroll Processing SOP
- Statutory Compliance Management
- Labour Compliance Calendar
- Full & Final Settlement Guide
- TDS & Form 16 Guide
- Labour Compliance Audit

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.