



Minimum wage Policy

Effective Date: [01/04/2023]

1. Purpose and Scope

Rushabh Foundation is committed to fair and just compensation, ensuring all employees receive wages that meet or exceed legal minimum standards. This policy applies to all full-time, part-time, contractual, and temporary employees.

2. Policy Statement

Wages comply with:

- Minimum Wages Act, 1948 and state-level wage notifications.
- Industry standards and sectoral guidelines for the social sector.
- Annual reviews to align wages with inflation and cost of living.

3. Wage Structure and Payment

- Base Salary: Meets or exceeds minimum wages.
- Allowances and Benefits: For travel, food, and medical needs.
- Payment Frequency: Paid monthly through bank transfers with detailed payslips.

4. Compliance and Monitoring

- Regular Audits: To ensure wage compliance.
- Grievance Mechanism: To address wage-related concerns.
- Equal Pay: No discrimination in wage determination.

5. Policy Review and Amendment

This policy is reviewed annually to ensure compliance with labor laws and best practices. Amendments will be communicated promptly to all employees.

Approved By: Rushabh Foundation Board of Trustees

