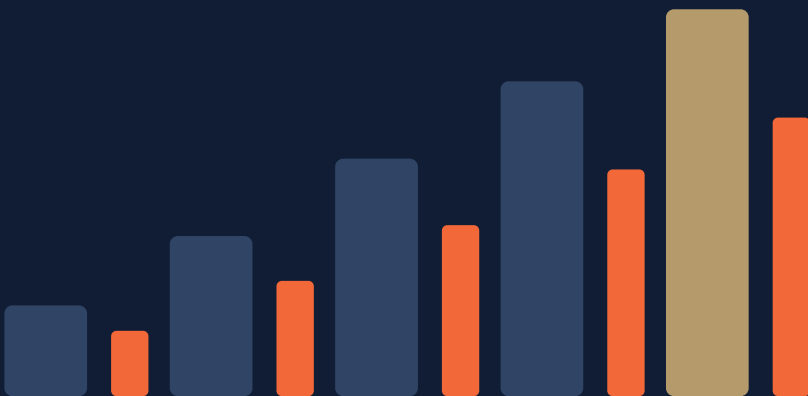


Wage restructuring for growing businesses

Clearer wages. Better decisions.

A practical wage-restructuring tool for MSME owners, HR teams and payroll professionals.



Understand the structure. Review the impact. Prepare the next step.

UNDERSTAND THE WAGE CODE

Two questions. Two different checks.

Minimum wages

What is the applicable minimum pay for this employee's location, employment and skill category?

The wage definition

Which salary components count as wages, and which exclusions require an add-back under the applicable definition?

50%

The 50% rule needs a closer look.

It is not a blanket instruction to set basic pay at exactly half of CTC. The statutory definition includes specified components and exclusions. Where the relevant exclusions cross the prescribed limit, the excess is added back to wages. Review the applicable treatment of each component.

Use the advisory to review the proposed structure, minimum-wage mapping and statutory cost implications before implementation.

PREPARE THE INPUTS

Start with four useful details.

The first two inputs are mandatory. The next two are strongly recommended for more accurate mapping.

01

Net Annual Salary

Mandatory

The salary input used by the restructuring workflow.

02

Pincode

Mandatory

The work-location PIN code used for location mapping.

03

Scheduled Employment

Recommended

The relevant employment classification.

04

Skill Category

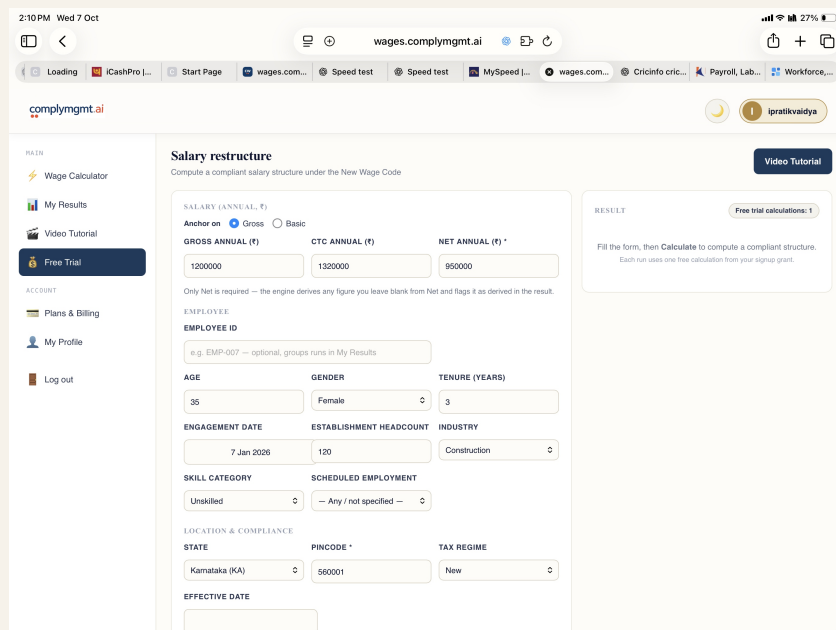
Recommended

The employee's applicable skill classification.

Use the current Excel template from the portal. Keep employee details consistent and check the location and classification before uploading.

THE PRODUCT WORKFLOW

From Excel to a reviewable structure.



The screenshot shows the 'Salary restructure' form on the wages.complymgmt.ai website. The form is designed to compute a compliant salary structure under the New Wage Code. It includes sections for 'SALARY (ANNUAL, ₹)', 'EMPLOYEE', 'LOCATION & COMPLIANCE', and 'EFFECTIVE DATE'. The 'SALARY' section has fields for 'GROSS ANNUAL (₹)', 'CTC ANNUAL (₹)', and 'NET ANNUAL (₹)'. The 'EMPLOYEE' section includes fields for 'EMPLOYEE ID', 'AGE', 'GENDER', 'TENURE (YEARS)', 'ENGAGEMENT DATE', 'ESTABLISHMENT HEADCOUNT', and 'INDUSTRY'. The 'LOCATION & COMPLIANCE' section includes fields for 'STATE', 'PINCODE *', and 'TAX REGIME'. The 'EFFECTIVE DATE' section has a field for the date. A 'Video Tutorial' button is located in the top right corner of the form.

wages.complymgmt.ai

01 Download the template

Enter the salary and PIN code. Add scheduled employment and skill category wherever available.

02 Upload the completed file

Use the template format and review your inputs before running the workflow.

03 Review the outputs

Compare the proposed salary structure, statutory cost implications and detailed employee advisory.

REVIEW THE RESULT

See what changes. Know what to review.

01 Proposed salary structure

Review the restructured components for each employee.

02 Statutory cost implications

Understand the relevant payroll-cost impact and assumptions.

03 Detailed employee advisory

Use the employee-wise guidance to support discussion and implementation.

The tool supports decision-making. It does not remove historical liabilities or replace a review of your organisation's facts and applicable obligations.

KARMA'S WAGE RESTRUCTURING EXPERIENCE

Domain experience, applied to wages.

70+

large companies supported in wage
restructuring

100,000+

employees in aggregate across those
companies

Karma combines labour-compliance expertise with practical technology to help
businesses work through wage restructuring.

Some of Karma's client relationships

sodexo

TAJ
HOTELS-PALACES-RESORTS-SAFARIS

TATA

VIACOM 18
STUDIOS

accenture

BASF
We create chemistry

BCG
THE BOSTON CONSULTING GROUP

DATAMATICS

Hilton
HOTELS & RESORTS

ITC
ITC Limited

JLL

JMBAXI
THE PORT SPECIALIST
Creating opportunities

TRY · REVIEW · ROLL OUT

Try one employee. Then plan your rollout.

Free trial

Exactly 1 employee · No card required

₹8,000 + applicable GST

For up to 1,000 employees

Includes one year of relevant labour-law updates, including Labour Code developments.

Open the portal and try it →

For larger requirements or implementation support, speak with the Karma team.



YOUR NEXT STEP

Make the next payroll decision clearer.

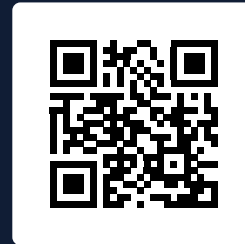
Try the tool, bring your questions and work through the proposed structure with your team.



Try wages.complymgmt.ai



Book a consultation



WhatsApp or call Karma

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The broader ComplyMgmt.ai platform upgrade is in progress, with AI-enabled features and expanded Labour Code capability.