PETPOOJA

GUIDE

Restaurant Industry Salary Benchmarking Guide for India

Role-wise salary ranges across city tiers, restaurant formats, and experience levels. Hiring budgets, benefits benchmarks, and compliance costs included.

Updated June 2026 18 Pages FY 2025-26

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01 Restaurant Salary Landscape in India

Why salary benchmarking matters for restaurant profitability

Labour cost is the second-largest expense for any restaurant, right after food. Most owners either overpay (and bleed cash) or underpay (and bleed staff). Getting salaries right is the difference between a restaurant that thrives and one that churns through employees every 3 months.

The Real Cost of Getting Salaries Wrong

Staff costs typically eat 25-35% of restaurant revenue. For a casual dine doing ₹12 lakh/month, that's ₹3-4 lakh going to payroll every month. Get it wrong by even 10%, and you're losing ₹30,000-40,000 monthly.

Underpaying is worse than overpaying. A cook who leaves after 2 months costs you recruitment fees, training time, inconsistent food quality, and lost customers. Annual attrition in Indian restaurants is widely put between 60-80%, partly because of below-market pay. Treat that as directional: it is quoted often in the trade but we cannot point you to a study behind it.

This guide gives you actual salary ranges by role, city, restaurant format, and experience level. Use it to budget accurately, make competitive offers, and stop losing good staff to the restaurant next door.

Key Benchmarks at a Glance

Labour cost as % of revenue	25-35% (industry benchmark for organised restaurants)
Annual attrition rate	60-80% (directional trade estimate, not a published figure)
Average hiring cost per employee	₹3,000-8,000 (recruitment + training)
Time to fill a chef vacancy	4-8 weeks in metros, 6-12 weeks in Tier-2
Minimum wage range (restaurant workers)	₹8,000-15,000/month (varies by state)

How to Use This Guide

Find your city tier and restaurant format. Look up each role you need to hire. Use the salary range as your starting offer. Add 10-15% for poaching from competitors. Factor in PF, ESI, and benefits on top of gross salary.

02 Kitchen Staff Salaries

From Executive Chef to Kitchen Helper, by city tier

Kitchen staff salaries vary wildly. A Head Chef at a fine dine in Mumbai earns 5-8x what a kitchen helper in a Tier-3 QSR makes. Here are the current market rates.

Kitchen Staff: Metro Cities (Mumbai, Delhi, Bangalore, Hyderabad, Chennai, Pune)

Role	Entry (0-2 yrs)	Mid (2-5 yrs)	Senior (5+ yrs)	Notes
Executive Chef / Head Chef	₹35,000-50,000	₹50,000-80,000	₹80,000-1,50,000	Fine dine pays top of range
Sous Chef	₹25,000-35,000	₹35,000-55,000	₹55,000-80,000	Second-in-command
Chef de Partie / Line Cook	₹18,000-25,000	₹25,000-35,000	₹35,000-50,000	Runs one station
Commis Chef (Junior Cook)	₹12,000-18,000	₹18,000-25,000	₹25,000-30,000	Prep and assist
Tandoor / Specialized Cook	₹15,000-22,000	₹22,000-35,000	₹35,000-50,000	Premium for tandoor, Chinese wok
Pastry / Bakery Chef	₹18,000-28,000	₹28,000-45,000	₹45,000-70,000	Standalone bakery pays less
Kitchen Helper / Dishwasher	₹8,000-12,000	₹12,000-15,000	₹15,000-18,000	Minimum wage applies

Ranges are gross monthly salary before PF/ESI deductions. Meals and uniform typically provided on top.

Kitchen Staff: Tier-2 Cities (Ahmedabad, Surat, Jaipur, Lucknow, Chandigarh, Kochi, Indore)

Role	Entry (0-2 yrs)	Mid (2-5 yrs)	Senior (5+ yrs)
Executive Chef / Head Chef	₹25,000-40,000	₹40,000-60,000	₹60,000-1,00,000
Sous Chef	₹18,000-28,000	₹28,000-42,000	₹42,000-60,000
Chef de Partie / Line Cook	₹14,000-20,000	₹20,000-28,000	₹28,000-38,000
Commis Chef (Junior Cook)	₹10,000-15,000	₹15,000-20,000	₹20,000-25,000
Tandoor / Specialized Cook	₹12,000-18,000	₹18,000-28,000	₹28,000-40,000
Pastry / Bakery Chef	₹14,000-22,000	₹22,000-35,000	₹35,000-55,000
Kitchen Helper / Dishwasher	₹7,000-10,000	₹10,000-13,000	₹13,000-15,000

Tier-2 salaries are 20-35% lower than metros. Accommodation is sometimes provided, especially for out-of-state hires.

Kitchen Staff: Tier-3 and Small Towns

Role	Entry (0-2 yrs)	Mid (2-5 yrs)	Senior (5+ yrs)
Head Cook (multi-role)	₹18,000-30,000	₹30,000-45,000	₹45,000-65,000

Role	Entry (0-2 yrs)	Mid (2-5 yrs)	Senior (5+ yrs)
Cook (general)	₹10,000-15,000	₹15,000-22,000	₹22,000-30,000
Helper / Dishwasher	₹6,000-9,000	₹9,000-12,000	₹12,000-14,000

Tier-3 restaurants often combine roles. One cook handles tandoor, curry, and Chinese. Roles are less specialised.

Tandoor and Wok Specialists Command a Premium

Good tandoor chefs and Chinese wok cooks are scarce. Expect to pay 15-25% above line cook rates for these specialisations. In metros, experienced tandoor chefs with 5+ years earn ₹35,000-50,000, sometimes more for hotel-trained candidates.

03 Front of House Salaries

Restaurant Manager to Waiter, by city tier

Front-of-house staff are your brand. They interact with customers directly. Good service staff reduce complaints, increase tips, and drive repeat visits. Underpaying FOH is a false economy.

Front of House: Metro Cities

Role	Entry (0-2 yrs)	Mid (2-5 yrs)	Senior (5+ yrs)	Notes
Restaurant Manager	₹25,000-35,000	₹35,000-55,000	₹55,000-80,000	P&L ownership
Assistant Manager	₹18,000-25,000	₹25,000-35,000	₹35,000-50,000	Floor operations
Captain / Floor Supervisor	₹15,000-22,000	₹22,000-30,000	₹30,000-40,000	Team lead
Waiter / Server	₹10,000-15,000	₹15,000-20,000	₹20,000-25,000	Tips add ₹2,000-8,000/month
Host / Hostess	₹12,000-18,000	₹18,000-25,000	₹25,000-32,000	Fine dine / premium casual
Bartender	₹15,000-22,000	₹22,000-35,000	₹35,000-55,000	Bars/breweries pay top
Barista	₹12,000-18,000	₹18,000-25,000	₹25,000-35,000	Specialty coffee premium

Tips are NOT included in salary figures. Waiters at fine dine can earn ₹5,000-10,000/month in tips on top of salary.

Front of House: Tier-2 Cities

Role	Entry (0-2 yrs)	Mid (2-5 yrs)	Senior (5+ yrs)
Restaurant Manager	₹18,000-28,000	₹28,000-42,000	₹42,000-60,000
Assistant Manager	₹14,000-20,000	₹20,000-28,000	₹28,000-40,000
Captain / Floor Supervisor	₹12,000-18,000	₹18,000-24,000	₹24,000-32,000
Waiter / Server	₹8,000-12,000	₹12,000-16,000	₹16,000-20,000
Bartender	₹12,000-18,000	₹18,000-28,000	₹28,000-42,000
Barista	₹10,000-15,000	₹15,000-20,000	₹20,000-28,000

Tier-2 tip culture is less established. Waiter tips average ₹1,000-4,000/month.

Bartenders Are Hard to Hire

Experienced bartenders with cocktail skills are in short supply across India. Bars and breweries in metros often poach from each other, pushing salaries up 20-30% above standard FOH rates. If you're opening a bar, budget ₹30,000-50,000 for a decent bartender from day one.

04 Management and Back Office Salaries

Area managers, ops heads, accountants, and support staff

Once you cross 2-3 outlets, you need a management layer. These roles don't serve food, but they keep the business running. Skimping here means chaos at scale.

Management Roles: Metro Cities

Role	Entry (0-2 yrs)	Mid (3-5 yrs)	Senior (5+ yrs)	Notes
Area Manager (multi-outlet)	₹40,000-60,000	₹60,000-90,000	₹90,000-1,50,000	Oversees 3-8 outlets
Operations Manager	₹35,000-50,000	₹50,000-75,000	₹75,000-1,20,000	SOPs, quality, training
F&B Director	₹60,000-90,000	₹90,000-1,50,000	₹1,50,000-3,00,000	Large chains / hotels
HR Executive	₹18,000-25,000	₹25,000-40,000	₹40,000-60,000	Multi-outlet HR
Accountant	₹18,000-25,000	₹25,000-35,000	₹35,000-50,000	GST, Tally, reconciliation
Cashier	₹12,000-18,000	₹18,000-24,000	₹24,000-32,000	Billing counter, POS
Store / Inventory Manager	₹15,000-22,000	₹22,000-32,000	₹32,000-45,000	Wastage control
Marketing Executive	₹18,000-28,000	₹28,000-45,000	₹45,000-70,000	Social media, local marketing
Delivery Rider (in-house)	₹10,000-15,000	₹15,000-20,000	₹20,000-25,000	Per-delivery incentive extra

F&B Director roles exist mainly in hotel restaurants and chains with 10+ outlets.

Management Roles: Tier-2 Cities

Role	Entry (0-2 yrs)	Mid (3-5 yrs)	Senior (5+ yrs)
Area Manager (multi-outlet)	₹30,000-45,000	₹45,000-70,000	₹70,000-1,10,000
Operations Manager	₹28,000-40,000	₹40,000-60,000	₹60,000-90,000
HR Executive	₹14,000-20,000	₹20,000-32,000	₹32,000-48,000
Accountant	₹14,000-20,000	₹20,000-28,000	₹28,000-40,000
Cashier	₹10,000-15,000	₹15,000-20,000	₹20,000-26,000
Store / Inventory Manager	₹12,000-18,000	₹18,000-26,000	₹26,000-36,000
Delivery Rider (in-house)	₹8,000-12,000	₹12,000-16,000	₹16,000-20,000

05 Salaries by Restaurant Format

How format changes the pay scale for the same role

A Head Chef at a fine dine and a Head Chef at a QSR are different jobs with different pay. Format dictates complexity, hours, and expected skill level.

Head Chef / Head Cook Salary by Format (Metro Cities)

Format	Entry	Experienced (3+ yrs)	Top Tier (7+ yrs)	Why
Fine Dining	₹40,000-60,000	₹60,000-1,00,000	₹1,00,000-1,50,000	Complex menus, presentation skills
Casual Dining	₹30,000-45,000	₹45,000-70,000	₹70,000-1,00,000	Volume + quality balance
QSR / Fast Food	₹20,000-30,000	₹30,000-45,000	₹45,000-65,000	Speed, consistency
Cloud Kitchen	₹22,000-35,000	₹35,000-50,000	₹50,000-75,000	Multi-brand experience valued
Cafe / Bakery	₹18,000-28,000	₹28,000-42,000	₹42,000-60,000	Smaller menus, baking skills
Bar / Brewery	₹25,000-40,000	₹40,000-60,000	₹60,000-90,000	Food + drink pairing

Cloud kitchens value multi-brand experience because one chef often handles 2-3 virtual brands.

Waiter / Server Salary by Format (Metro Cities)

Format	Salary Range	Tips (avg/month)	Total Effective
Fine Dining	₹15,000-25,000	₹5,000-10,000	₹20,000-35,000
Casual Dining	₹12,000-18,000	₹2,000-5,000	₹14,000-23,000
QSR / Fast Food	₹10,000-14,000	₹500-1,500	₹10,500-15,500
Cafe	₹10,000-15,000	₹1,000-3,000	₹11,000-18,000
Bar / Brewery	₹12,000-20,000	₹3,000-8,000	₹15,000-28,000

Bar servers earn higher tips due to alcohol-driven bill values. Fine dine tips are highest but inconsistent.

Cloud Kitchens Need Fewer Staff

A cloud kitchen with 3 brands can run with 4-6 people: 1 head cook, 2 cooks, 1 helper, 1-2 packaging staff. No FOH needed. Total monthly payroll: ₹60,000-1,00,000. That's 40-50% less than a same-revenue dine-in restaurant.

06 Benefits, Perks, and Incentives

What restaurants offer beyond base salary

Salary alone doesn't tell the full story. Meals, accommodation, tips, and incentives add 15-30% to effective compensation. Smart restaurants use perks to retain staff without blowing up the payroll budget.

Common Benefits in Indian Restaurants

Benefit	Who Gets It	Estimated Value	Tax Impact
Free meals (2 per shift)	All staff	₹2,000-4,000/month	Not taxable if reasonable
Uniform / grooming allowance	FOH, kitchen	₹500-1,500/month	Up to ₹1,000 exempt
Tips (pooled or individual)	FOH mainly	₹1,000-10,000/month	Taxable above ₹50,000/year
Accommodation	Out-of-state hires	₹3,000-8,000/month	Taxable as perquisite
Performance incentive	Managers, chefs	₹2,000-10,000/month	Fully taxable
Overtime pay	All staff	2x hourly rate (legal minimum)	Taxable
Annual bonus (ex-gratia)	All staff (20+ employees)	8.33-20% of basic	Payment of Bonus Act applies
Festival advance	All staff	₹2,000-5,000 (deducted from salary)	Interest-free loan

Payment of Bonus Act, 1965 mandates minimum 8.33% bonus for employees earning up to ₹21,000/month.

Retention Strategies That Work

- **Meal quality matters.** Staff who eat the same food they serve feel valued. Separate, lower-quality staff meals breed resentment.
- **Monthly performance bonuses beat annual ones.** A ₹2,000 bonus this month motivates more than a ₹24,000 bonus next December.
- **Promote from within visibly.** When staff see a waiter become a captain in 8 months, they stay. Clear career paths reduce attrition by 20-30%.
- **Pay on time, every time.** Late salary is the #1 reason restaurant staff leave. Never delay. Automate payroll processing.
- **Offer skill training.** Send your cook for a barista course. Cross-train waiters on billing. People stay where they're growing.

07 Payroll Compliance: The Hidden Costs

PF, ESI, Professional Tax, Bonus, and Gratuity add 15-22% to salary costs

When budgeting for staff, base salary is not your total cost. Statutory contributions add 15-22% on top. Miss these, and you're looking at penalties, prosecution, or both.

Employer Compliance Costs Per Employee

Component	Rate	Applies When	Monthly Cost Example (₹20,000 basic)
PF (Employer share)	12% of basic (3.67% PF + 8.33% EPS)	20+ employees	₹2,400
ESI (Employer share)	3.25% of gross	Gross ≤ ₹21,000/month	₹650
Professional Tax	₹150-200/month (varies by state)	All states except some NE states	₹200 (Maharashtra)
Bonus (statutory minimum)	8.33% of basic	Salary ≤ ₹21,000/month	₹1,666
Gratuity provision	4.81% of basic (monthly accrual)	After 5 years of service	₹962
EDLI (employer)	0.5% of basic (capped at ₹15,000)	All PF-covered employees	₹75
PF Admin charges	0.5% of basic (capped at ₹15,000)	All PF-covered employees	₹75

This table uses ₹20,000 basic as an example. The worked example below uses a different structure (₹12,000 basic out of ₹20,000 gross). PF is calculated on basic salary, capped at ₹15,000 for EPS.

Total Employer Cost Example

For a cook earning ₹20,000 gross salary (₹12,000 basic + ₹8,000 other components):

PF employer: ₹1,440 + ESI employer: ₹650 + PT: ₹200 + Bonus provision: ₹1,000 + Gratuity provision: ₹578 + EDLI + Admin: ₹120 = Total additional cost: ₹3,988/month.

That's roughly 20% on top of the ₹20,000 salary. Your real cost per cook is ₹23,988. For a team of 15 people earning ₹15,000-25,000 each, compliance costs alone run ₹40,000-60,000 per month.

Most restaurant owners discover this only after the first EPFO inspection. Don't be that owner.

Non-Compliance Penalties

Late PF deposit: 12% annual interest + up to ₹1 lakh fine per instance. ESI non-registration: prosecution under Section 85 of ESI Act. Professional Tax default: penalty up to ₹1,000/month per employee in some states. These add up fast for a 20-person team.

08 Staffing Models by Restaurant Size

Team structures and monthly payroll budgets for different formats

Here are four real-world staffing models with monthly payroll costs. Use these as starting templates and adjust for your city and format.

Model 1: Cloud Kitchen (Delivery Only, Metro City)

Role	Qty	Salary Each	Monthly Total
Head Cook	1	₹30,000-40,000	₹35,000
Cook	2	₹15,000-20,000	₹35,000
Helper / Packaging	2	₹10,000-12,000	₹22,000
		Subtotal	₹92,000
		Compliance costs (18%)	₹16,560
		Total Monthly Payroll	₹1,08,560

5-person team. No FOH needed. Best for delivery-focused operations with 2-3 virtual brands.

Model 2: Casual Dine (30-40 seats, Metro City)

Role	Qty	Salary Each	Monthly Total
Head Chef	1	₹40,000-55,000	₹48,000
Cook / CDP	2	₹18,000-25,000	₹43,000
Helper / Dishwasher	2	₹10,000-12,000	₹22,000
Restaurant Manager	1	₹30,000-40,000	₹35,000
Waiter	3	₹12,000-15,000	₹40,500
Captain	1	₹18,000-22,000	₹20,000
Cashier	1	₹15,000-18,000	₹16,500
Cleaner	1	₹8,000-10,000	₹9,000
		Subtotal	₹2,34,000
		Compliance costs (18%)	₹42,120
		Total Monthly Payroll	₹2,76,120

12-person team. Revenue needed to sustain: ₹8-10 lakh/month minimum (payroll at 28-35% of revenue).

Model 3: QSR / Fast Casual (20 seats, Tier-2 City)

Role	Qty	Salary Each	Monthly Total
Head Cook	1	₹22,000–30,000	₹26,000
Cook	2	₹12,000–16,000	₹28,000
Helper	1	₹8,000–10,000	₹9,000
Counter / Cashier	1	₹10,000–14,000	₹12,000
Delivery Rider	2	₹10,000–13,000	₹23,000
		Subtotal	₹98,000
		Compliance costs (18%)	₹17,640
		Total Monthly Payroll	₹1,15,640

7-person team. Lean operation focused on speed and delivery volume.

Model 4: Fine Dine (60 seats, Metro City)

Role	Qty	Salary Each	Monthly Total
Executive Chef	1	₹70,000–1,00,000	₹85,000
Sous Chef	1	₹40,000–55,000	₹48,000
CDP / Line Cook	3	₹22,000–30,000	₹78,000
Commis	3	₹14,000–18,000	₹48,000
Pastry Chef	1	₹30,000–45,000	₹38,000
Kitchen Helper	3	₹10,000–12,000	₹33,000
Restaurant Manager	1	₹50,000–70,000	₹60,000
Asst. Manager	1	₹28,000–35,000	₹32,000
Captain	2	₹20,000–28,000	₹48,000
Waiter / Server	5	₹14,000–18,000	₹80,000
Hostess	1	₹18,000–25,000	₹22,000
Bartender	1	₹28,000–40,000	₹34,000
Cashier	1	₹18,000–22,000	₹20,000
Cleaner	2	₹8,000–10,000	₹18,000
Valet (outsourced)	2	₹8,000–10,000	₹18,000
		Subtotal	₹6,62,000
		Compliance costs (18%)	₹1,19,160

Role	Qty	Salary Each	Monthly Total
		Total Monthly Payroll	₹7,81,160

28-person team. Revenue needed: ₹22-30 lakh/month minimum. Labour cost target: 28-32% of revenue.

09 Hiring Trends and Talent Gaps

Which roles are hardest to fill and what's driving salary inflation

The restaurant labour market in India is tightening. Quick commerce, food delivery gigs, and manufacturing are all competing for the same entry-level workforce.

Hardest Roles to Fill (2025-2026)

- **Experienced chefs (5+ years).** Demand far exceeds supply. Hotels and chains absorb most trained chefs. Independent restaurants struggle to compete.
- **Tandoor and Chinese wok specialists.** These are craft skills that take years to master. No formal training pipeline exists in most states.
- **Bartenders with cocktail skills.** Growing bar and brewery scene has created a talent shortage. Good bartenders job-hop frequently.
- **Restaurant managers with P&L experience.** Most managers are promoted servers, not trained operators. Finding someone who can read a P&L and manage a team is rare.
- **Delivery riders.** Zomato, Swiggy, Blinkit, and Zepto offer flexible gig pay. Convincing riders to work fixed hours for fixed salary is harder than it was 3 years ago.

What's Driving Salary Inflation

Three forces are pushing restaurant salaries up by 8-12% annually in metros:

First, the gig economy. A Swiggy delivery rider earns ₹18,000-25,000/month with flexible hours. Your kitchen helper earning ₹10,000 with fixed 10-hour shifts looks unattractive by comparison.

Second, quick commerce. Blinkit, Zepto, and BigBasket warehouses pay ₹15,000-20,000 for work that's physically easier than kitchen duty. They're draining the entry-level restaurant talent pool.

Third, new restaurant openings. India adds thousands of new restaurants yearly. Every new opening creates 5-15 job vacancies, mostly filled by poaching from existing restaurants.

> **Annual Increment Benchmark**
>
> Plan for 8-12% annual salary increases for kitchen and FOH staff in metros, 6-10% in Tier-2 cities. Top performers should get 12-15% to prevent poaching. If you haven't revised salaries in 12 months, expect your best people to start interviewing.

10 State-Wise Minimum Wages for Restaurant Workers

Reference rates for key states (updated FY 2025-26)

Minimum wages vary by state, zone (metro vs non-metro), and skill level. These are the rates most relevant to restaurant operators. Always check the latest state labour department notification.

Minimum Wages: Key States (Monthly, Unskilled/Semi-Skilled)

State	Unskilled (₹/month)	Semi-Skilled (₹/month)	Skilled (₹/month)	Zone
Maharashtra (Mumbai)	₹13,500–14,500	₹14,500–16,000	₹16,000–18,000	Zone I
Maharashtra (Pune/Nagpur)	₹12,000–13,000	₹13,000–14,500	₹14,500–16,000	Zone II–III
Delhi	₹17,494	₹19,279	₹21,215	All zones
Karnataka (Bangalore)	₹13,000–14,000	₹14,000–15,500	₹15,500–17,000	Zone I
Tamil Nadu (Chennai)	₹10,000–12,000	₹12,000–13,500	₹13,500–15,000	Zone I
Gujarat (Ahmedabad)	₹10,500–12,000	₹12,000–13,500	₹13,500–15,000	Zone I
Rajasthan (Jaipur)	₹9,500–11,000	₹11,000–12,500	₹12,500–14,000	Zone I
Telangana (Hyderabad)	₹12,000–13,500	₹13,500–15,000	₹15,000–17,000	Zone I
Kerala (Kochi)	₹12,500–14,000	₹14,000–15,500	₹15,500–17,000	All
Uttar Pradesh (Lucknow)	₹9,000–10,500	₹10,500–12,000	₹12,000–13,500	Zone I

Rates are approximate and subject to state government revisions. Delhi has the highest minimum wage in India. Always verify with the latest state notification before offering.

Paying Below Minimum Wage is a Criminal Offence

Under the Minimum Wages Act, 1948 (and proposed Code on Wages, 2019), paying below minimum wage can result in fines up to ₹50,000 and imprisonment up to 3 months. The labour inspector can visit unannounced. Ensure every employee, including helpers and dishwashers, earns at least the applicable minimum.

11 Salary Negotiation and Offer Strategies

How to make competitive offers without overpaying

Making the right offer is part data, part psychology. Pay fairly, structure smartly, and you'll hire better people for less than your competitors spend.

5 Rules for Restaurant Salary Offers

1. **Benchmark first, then offer**
   Use this guide's salary tables to find the market rate for the role, city, and format. Offer at the 50th–75th percentile if you want quality hires.

2. **Structure salary to optimise PF and ESI**
   Keep basic salary at 40–50% of CTC. Higher basic = higher PF/ESI costs for you. But going too low on basic can create problems during inspections.

3. **Include meals and accommodation in the package**
   ₹2,000–4,000/month in meals is tax-free for the employee and costs you less than a cash equivalent. Accommodation for out-of-state hires is a strong retention tool.

4. **Use incentive-heavy structures for managers**
   Base salary at market rate + 10–20% variable linked to revenue targets, food cost control, or customer ratings. Aligns their interest with yours.

5. **Always give a written offer letter**
   Even for a kitchen helper. Mention CTC, basic, deductions, working hours, weekly off, and notice period. It's legally required and sets expectations.

Sample CTC Structures

Component	Cook (₹18,000 CTC)	Manager (₹40,000 CTC)	Chef (₹60,000 CTC)
Basic Salary	₹9,000 (50%)	₹20,000 (50%)	₹30,000 (50%)
HRA	₹3,600 (40% of basic)	₹8,000 (40% of basic)	₹12,000 (40% of basic)
Conveyance	₹1,600	₹1,600	₹1,600
Special Allowance	₹1,460	₹5,372	₹10,658
Employer PF	₹1,080	₹2,400 (on full basic)	₹1,800 (capped at ₹15K)
ESI (if applicable)	₹509	N/A (above ₹21K)	N/A
Bonus Provision	₹750	₹1,666 (ex-gratia)	₹2,499 (ex-gratia)
Gratuity Provision	N/A (accrues after 5 yrs)	₹962 (4.81%)	₹1,443 (4.81%)
In-Hand (approx.)	₹14,263	₹32,372	₹52,258

PF can be contributed on full basic or capped at ₹15,000 (employer's choice). Bonus Act applies up to ₹21,000/month salary; for higher earners, bonus is ex-gratia (voluntary). Exact in-hand depends on state PT, tax slab, and actual PF/ESI computation. Use a CTC calculator for precision.

12 Automate Payroll and Save Time

Stop doing salary calculations in Excel every month

You've got the salary data. Now the question is: how do you actually process payroll every month without losing your mind?

The Manual Payroll Problem

Most restaurant owners calculate salaries on a spreadsheet. For a 15-person team, that's 15 attendance records to verify, 15 PF calculations, 15 ESI calculations, Professional Tax lookups, overtime tracking, advance deductions, and bonus accruals. Every. Single. Month.

One missed PF payment triggers interest. One wrong ESI calculation triggers a notice. One late salary triggers staff turnover.

Payroll software automates all of this. Biometric attendance feeds directly into salary calculation. PF, ESI, PT are auto-computed based on the latest rates. Salary slips land in the employee app. Reports are one click away.

What Good Payroll Software Handles

- Biometric/face-recognition attendance (works with oily and wet fingerprints for kitchen staff)
- Auto PF/ESI/PT calculation based on latest government rates
- Salary slips in the employee app, for every employee
- Overtime calculation based on actual clock-in/out times
- Salary advance tracking with automatic deductions
- Multi-location dashboard for chain operators
- Flexible shift scheduling with overnight shift support
- Full & final settlement calculation for exits

Attendo

Built for restaurants and SMEs. Biometric hardware with lifetime warranty. Accepts oily, wet, and greasy fingerprints. Auto-calculates PF, ESI, PT, and TDS. In-app salary slips. Multi-location support. Implementation in 3-5 days. Trusted by 30,000+ businesses.

PETPOOJA

This guide is provided by Petpooja for informational purposes. Salary ranges are based on job market data and industry estimates as of FY 2025-26. Actual salaries vary by city, restaurant brand, candidate experience, and market conditions. Verify minimum wage and compliance rates with your state labour department before making offers.

www.petpooja.com

PETPOOJA

AUTOMATE PAYROLL

Stop guessing salaries. Start paying *right.*

Attendo auto-calculates PF, ESI, PT, and TDS for every employee. Biometric attendance, in-app salary slips, multi-location dashboard. Implementation in 3-5 days. Trusted by 30,000+ businesses across India.

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