

BHARAT SANCHAR NIGAM LIMITED
A GOVERNMENT OF INDIA ENTERPRISE
CORPORATE OFFICE
5TH FLOOR, BHARAT SANCHAR BHAVAN, JANPATH, NEW DELHI-110 001
(LABOUR ESTABLISHMENT SECTION)

F. No. 269-11/2009-Pers-IV/LE

Dated: 1st January, 2010

To

All Heads of Circles/Units BSNL

Sub: Revision of wages for Temporary Status Mazdoors/Casual Labourers – reg.

1.0 The issue of revision of wages of Temporary Status Mazdoors and Casual labourers engaged for work of regular nature has been under the consideration of the BSNL Management for some time. It has been observed that the wages of Temporary Status Mazdoors and Casual Labourers engaged on work of regular nature are regulated by the below given orders.

- a. DOT's Letter No. 269-10/1989-STN dated 7.11.1989 vide which the "Casual Labourers (Grant of Temporary Status and Regularisation), Scheme, 1989" was circulated. As per the above said scheme, conferment of Temporary Status would inter alia, entitle the casual labourers to wages at daily rates with reference to the minimum of the pay scale for a regular Group D official including DA, HRA and CCA and to increments every year subject to performance of duty for at least 240 days in a year (206 days in the cases of offices observing five day week).
- b. DOT's Letter No. 269-11/98-STN-II dated 15.9.98 in which it has been specified that all the casual labourers engaged for work of regular nature may be paid wages at the rates of 1/30th of pay at the minimum of the relevant pay scale plus Dearness Allowance for work of 8 hours.

2.0 Keeping in view the above said orders and the need to revise the wages of casual labourers including TSMs, the following revision of wages effective from 1.1.2010 is decided.

1. Wages of Casual Labourers with Temporary Status shall be revised as per the provisions of the letter quoted at 1.0 (a) above and worked out on the basis of the revised CDA Pay Scales for Group D Cadre (-IS Pay Band) notified by the Government of India vide G.S.R. No. 622(E) dated 29.8.2008 (Central Civil Services (Revised Pay) Rules, 2008). The methodology for fixation of pay of the casual labourers with Temporary Status is enclosed as Annexure-1.
2. Wages of casual labourers engaged for work of regular nature shall be revised to 1/30th of the minimum of the pay plus Dearness Allowance on the basis of the revised CDA Pay Scales for Group D Cadre (-IS Pay Band) notified by the Government of India vide G.S.R. No. 622(E) dated 29.8.2008 (Central Civil Services (Revised Pay) Rules, 2008).

3. Wages of casual labourers engaged for work of intermittent/seasonal nature may be paid at rates of Minimum Wages notified from time to time by the Ministry of Labour and Employment, Government of India.

3.0 It has further been observed that despite of a complete ban on engagement of casual labourers for work of regular nature from the year 1988 which has been stressed upon by BSNL CO from time to time, instances of engagement of casual labourers for work of regular nature by various Circles/units have been reported. Flouting of the above said ban orders is a serious offence. It is therefore reiterated that casual labourers should not be engaged and strict action be taken against erring officers/officials who have engaged casual labourers for works of regular nature.

Necessary action may be taken as per the above guidelines.

BT

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Copy to:

1. PPS to CMD, BSNL
2. PS to all Directors of BSNL
3. PS to all Executive Directors of BSNL
4. All PGMs/GMs of BSNL CO
5. CS & GM (Legal), BSNL CO w.r.to his note No. BSNL/SECTT/EXTRACT/34 MCB/10 dated 18.12.2009.
6. Notice Board/Guard File


(SHIV SINGH RANA)
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Methodology for the fixation of pay of casual labourers with Temporary Status

The methodology, as given below, shall be adopted for the fixation of pay of casual labourers with Temporary Status (TSM):

1. Minimum of the Group 'D' CDA Pay Scale (-1S Pay Band) may be arrived at and that will be Rs. 4400+1300 (Grade Pay).
2. Total increments accounted for in pre-revised wages shall be added to the Basic as given in point 1. The rate of increment will be @ 3%.
3. HRA shall be calculated at applicable rate as per the classification of city i.e. "X", "Y", & "Z".
4. Amount of CDA shall be calculated at the applicable rate, notified by the Central Government from time to time.
5. All the four components (as mentioned in point 1 to point 4 above) shall be added and the total amount, so arrived, shall be divided by 30 to reach at wages/day.
6. Increment Date may remain same as in pre-revised wages.

Example – TSM is drawing wages on the basis of pre-revised Basic of Rs. 3020/- in CDA Pay Scale of Rs. 2550-55-2660-3200/- in Delhi. As on 1.1.2010, his/her revised wages may be calculated as under:-

- a. Minimum of basic of Group "D" pay scale is Rs. 4400 + 1300 = 5740/-
 - b. TSM is drawing wages on the pre-revised basic of Rs. 3020 in 2550-55-2660-60-3200/- scale (pre-revised CDA). It means wages are being paid after taking 8 increments into account (2550 + 2 x 55 + 6 x 60 = 3020). Hence revised basic will come to 5740 x (1.03)⁸ = 7271.
 - c. For Delhi, 30% HRA is applicable. Hence, admissible HRA will be 7271 x 30 % = 2181.
 - d. Applicable CDA as on 1.1.2010 is 27%. Hence CDA amount will come out as 7271 x 27% = 1963.
 - e. Wages in this case will be (7271 + 2181 + 1963)/30 = Rs. 380.50 or Rs. 381/- per day.
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