



भारत संचार निगम लिमिटेड
BHARAT SANCHAR NIGAM LIMITED

(भारत सरकार का उद्यम) / (A Govt. of India Enterprise)

From

The Chief General Manager
Bharat Sanchar Nigam Limited
Tamil Nadu Circle, Chennai - 600 006.

To

All Heads of SSAs
BSNL, Tamil Nadu Circle
CE (Civil), Chennai -6.

No. SR/ 50-1 /BSNLEU/2010-15/ dated at Chennai- 600006 the 27.07.2016

Sub :- Contract Workers engaged through Contractors -
Non-implementation of Corporate Office orders /
instructions - Complaint by Service Union - reg.

Ref :- This Office Letter of even No. dated 19/07/2016.

Kindly refer to the above cited letter and discussions held on the issues pertaining to Contract Labourers.

Item No. (1) "Payment of **wage arrears w.e.f. 20.05.2009** as per Chennai High Court Orders".

As per orders of Hon'ble High Court, Chennai and based on the instructions of Corporate Office, all Contract Labourers have to be paid minimum wages (if not paid already) from 20/05/2009. But, it is found that some SSAs have implemented the same giving effect from different date(s), which is in contravention of order of Hon'ble High Court, Chennai. Hence, such lapse is being viewed seriously by Circle Administration. In spite of repeated instructions / guidelines from Circle Office, it is seen that arrears of payment from 20/05/2009 has not been arranged to be paid to the contract labourers till now. As such, the following action may be taken immediately to settle the long pending issue so as to avoid Contempt proceedings in this regard.

- a) All contractors engaged at that time may be addressed suitably to submit their Claim for arrears of payment based on number of units engaged at that time.
- b) In the meantime, based on the available records, arrear amount to be paid to the Contractors may be calculated and financial concurrence obtained & kept ready for payment, so that on receipt of claim from the respective contractors, payment can be released immediately.

As regards item(s) No. (2) to (4), regarding timely payment of wages every month to the Contract Workers by the Contractor (i.e. on or before 7th of every month) duly deducting the EPF / ESI as per guidelines / instructions on the matter in the presence of Nodal Officer appointed by the SSA Head, it is requested to furnish report / comments immediately.

It may kindly be ensured that the "Wage Slip" showing the details of Wages, EPF/ESI etc. is furnished to all contract workers by the Contractors every month promptly. Contractors may be insisted to obtain e-passbook & UAN to all Contract Workers. A report may be obtained from the Contractors in this regard immediately.

As regards item No. 5), it may also be ensured from the Contractors that "Bonus" is being paid to the Contract Labourers as per the tender condition.

As the above mentioned cases are to be reviewed by the Circle Administration in a time-bound manner, say within a week, the **action taken report (point-wise) on the aforementioned issues may be sent to the undersigned within a week positively** so as to enable hold a "Review Meeting" in this regard.

MATTER MOST URGENT.

M. S. T. Sundari 27/7
(M.S. THIRUPURASUNDARI)

उप महाप्रबंधक प्रशासन(

Deputy General Manager (Admn.)

कृते मु.म.प्र.बी.एस.एन.एल. / For CGM,BSNL

तमिलनाडु परिमंडल,चेन्नै 6/Tamilnadu Circle,Chennai-6