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No.F.7(5)-E.III(A)/69
Government of India
Ministry of Finance
(Department of Expenditure)

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New Delhi, the 9th April, 1969.

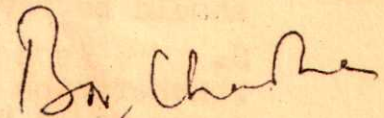
OFFICE MEMORANDUM

Subject:- Pay and allowances of contingency paid staff
not brought on to the regular establishment.

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The undersigned is directed to refer to this Ministry's O.M. No. 11(5)-E.III/61, dated the 15th December, 1962, (copy enclosed for ready reference) on the above mentioned subject, wherein it was stipulated that the position of casual labour may be reviewed and that of as a result of review, it was decided to continue such employees on casual basis, the remuneration in all such cases should be regulated in accordance with para 3 of this Ministry's O.M. No. 8(2)-Est.(Spl)/69 dated the 24th January, 1961. Since the review would have been completed by the 28th February, 1963, the orders contained in this Ministry's O.M. No. 11(5)-E.III/61 dated 10.2.61 (referred to in the O.M., of 15.12.62 cited above) have ceased to be in force.

∟ (copy enclosed)



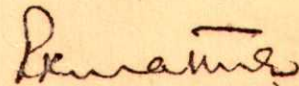
(B.N. CHANDRA)
Deputy Secretary to the Government of India.

To

All the Ministries of the Government of India etc.

No.F.7(5)-E.III(A)/69

Copy forwarded to all State Government etc.



(R.K. MATHUR)
Under Secretary to the Government of India.

Copy of Office Memorandum No. F.11(5)-EIII/61 dated the 15th December, 1962 from Ministry of Finance, Department of Expenditure, addressed to all Ministries of the Government of India.

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Subject:- Pay and allowances of contingency paid staff not brought on to the regular establishment.

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The undersigned is directed to refer to this Ministry's Office Memorandum No. 11(5)-EIII/62 dated the 10th February, 1961 and to clarify for the information of all concerned that the above Office Memorandum is intended to provide for the revision of emoluments of only those whole-time contingency paid staff who are not brought on to regular establishment, but whose emoluments were regulated under para 2(2)(c) of this Ministry's Office Memorandum No. F.1(10)-Est.(Spl)/49, dated the 16th June, 1949.

2. In accordance with the orders issued in this Ministry's Office Memorandum No. F.8(2)-Est.(Spl)/60 dated the 24th January, 1961, on the recommendations of the Pay Commission, the position of casual labour including those governed by para 2(2)(c) of the Office Memorandum of the 16th June, 1949 should be reviewed.
3. As a result of the decision taken after review, the remuneration of casual employees brought on to regular establishments would be regulated as for regular employees.
4. If, however, as a result of the review, it is decided to continue such employees on casual basis, the remuneration in all cases should be regulated in accordance with para 3 of the Office Memorandum No. F.8(2)-Est.(Spl)/60 dated the 24th January, 1961.
5. It is requested that the review in all cases should be completed before 28th February, 1963 and the result reported to this Ministry.

Sd/- RABI RAY

Copy of Office Memorandum No. F.8(2)-Est(Spl)/60
dated the 24th January 1961, addressed to All Ministries of
the Government of India, etc.

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Subject:- Casual Labour-Recommendations of the Pay Commission
regarding.

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In Section III of Chapter XLVI of their Report the
Pay Commission have made the following recommendations in
regard to the policy relating to the employment of casual
labour and regulation of the terms and conditions of their
employment:-

1. Casual employment should be restricted to work of
a truly casual nature and in order to ensure that
this is done, there should be a general review of
the existing position.
2. Same rates of wages should be fixed for casual
labour in unscheduled employments as are fixed for
comparable scheduled employments under the Central
Government, under the Minimum Wages Act. Or, if
it is considered that the rates should bear some
relationship to the local rates, they may be fixed
with reference to the minimum wages prescribed by
the respective State Governments for comparable
scheduled employments.
3. All casual labour under the Central Government
including those to whom the minimum wages law is
not applicable, should have the benefits and safe-
guards provided by rules 23-25 of the Minimum Wages
(Central) Rules, 1950, relating to weekly holidays,
working hours, night shifts and payment for overtime.
4. Long experience as casual labour should be taken
into consideration while making selections for appoint-
ment to regular establishments.

2. The President has been pleased to decide that except
where there are statutory rules or provisions in support of
the existing practice, the recommendations of the Pay Commission
regarding Casual Labour should be accepted.

3. Of the two alternatives mentioned in recommendation
(2) referred to in paragraph 1, the latter alternative may be
uniformly adopted by all the Ministries/Departments employing
casual labour, namely, that the casual labour should be remunerat-
ed at market rates subject to the condition that where the
market rates are lower than the minimum wages fixed by the respec-
tive State Governments for comparable scheduled employments,
the wages shall be the minimum wages fixed by the State Govern-
ments.

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4. Detailed instructions on recommendation No. (4) mentioned in para 1 would be issued in due course by the Ministry of Home Affairs.
5. The Ministries and Departments employing casual labour are requested to ensure that the terms and conditions of employment of casual labour are regulated accordingly.
6. These orders take effect from the date of issue.

Sd/- R.P. PADHI, Jt. Secy.