

(v) EFFECTIVE DATE FOR REGULATION OF DAILY WAGE WITH REFERENCE TO THE REVISED SCALE OF PAY Rs.2550-3200/-

Consequent upon the V Pay Commission Revision of Pay Scales, an agenda item was submitted for the last E.C. meeting for consideration of regulation of Daily Wage with reference to the revised Scale of Rs.2550-3200/- with effect from 1.1.96 in respect of those casual labourers who were hitherto allowed wages @ 1/30th of the minimum of the relevant Group 'D' Pay Scale plus D.A. However, the EC resolution as notified reads as follows:-

"GOI/UGC Scheme on "Grant of Temporary Status and regularisation in respect of Casual labourers in Central Universities vis-a-vis Agenda item on the extension of Revised Daily Wages to Casual Labourers with effect from 1.1.1996".

EC:98:98:6:6:(v): The Council considered the Casual Labourers (Grant of Temporary Status and Regularisation) Scheme of Government of India, 1993, and RESOLVED to accept the Scheme and that it be extended to the Daily Wage workers with 6½ and 6 working hours per day that the total number of working hours per work be made not less than 40 hours."

With the E.C. resolution reading as above indicating the effective date 1.1.96 in the heading whereas the contents of the resolution is on a different Scheme-Temporary Status Scheme applicable only to pre-1993 entrants casual labourers with effect from 1.9.93, it was administratively maintained that the regulation of Daily Wage with reference to the revised pay scale should commence from the date of E.C. decision i.e. from 15.9.98.

In view of the confusion that transpired between the E.C. resolution and the administrative ruling, the latter is re-submitted to the E.C. for affirmation of the effective date and the following facts are submitted for consideration to facilitate towards adopting a firm effective date:-

1. Until 7-9-88, the casual labourers were paid daily wage on fixed rate per day without any link to the pay scale of the relevant Group 'D' post.
2. In 1988, pursuant to the GOI's order "where the nature of work entrusted to the casual workers and regular employees is the same, the casual workers may be paid at the rate of 1/30th of the pay at the minimum of the relevant pay scale plus dearness allowance for work of 8 hours a day", the EC in its 62nd meeting on 7.9.88 adopted a decision to pay daily wage @ 1/30th of the minimum of the relevant Group 'D' pay scale plus DA in respect of

In respect of casual workers. The notification to this effect may please be seen at Annexure - A.

3. Thus , from 7.9.88 onwards, in accordance with the decision of the 62nd meeting of the E.C., the Casual labourers engaged to perform duties similar to that of the corresponding Group 'D' employees, were allowed daily wage with reference to the minimum of the relevant Group 'D' pay scale plus DA. Since then, the engagement of casual labourers as such is being linked to the relevant Group 'D' pay scale.

4. With the announcement of the V Pay Commission Revised Pay Scales effective from 1.1.96, the 4th CPC Pay Scales have ceased to operate except in cases where specific option exist for continuance in the pre-revised scale.

The facts indicated above does not leave scope for the University to defer the effective date for regulation of daily wage with reference to the revised pay scale beyond 1.1.96. Furthermore, if the casual labourers hitherto linked to the relevant Group 'D' pay scale, are brought over to the Revised Scale Rs.2550-3200/- from the later date, then they are deemed to have continued in the pre-revised scale beyond 1.1.96 which would thereby imply enforcement of the pre-revised scale by this University even after 1.1.96. However, the facts are submitted to the E.C. for perusal and affirmation as to the effective date for commencement of the regulation of **daily wage** with reference to the UGC approved revised pay scale Rs.2550-3200/-

Whether it should be with effect from 1.1.1996 i.e. the effective date for the V Pay Commission Revised Pay Scales

OR

whether it should be with effect from 15.9.1998 i.e. the date of the E.C. meeting.

u/o No. 13-14/ESH-I/AA/96-525-

NORTH EASTERN HILL UNIVERSITY  
LOWER LACHUMIER :::: SHILLONG

NO: F: 4-16/Estt.I/88-8419 Dated, the 2.1.89

O R D E R

In pursuance of the decision of the 62nd Executive Council meeting vide Resolution No. EC: 62: 88: 6: 07: (ii) the Vice Chancellor, NEHU, Shillong is pleased to order revised wages of the Casual Workers/Persons on daily wages employed in the North-Eastern Hill University as per the instruction on Review of policy and recruitment of casual workers on daily wage basis issued by the Govt. of India Vide O.M. No. 49014/2/86-Estt. dated 7.6.1988.

- (i) The full time casual workers and person on daily wages will be paid revised wages at the rate of 1/30th of the pay at the minimum of relevant pay scale plus dearness allowance for work of 8(eight) hours a day No. increment and other allowances will be admissible.
  - (ii) All such part-time and workers engaged on contingency basis are to be paid wages on pre-rata basis.
  - (iii) The wages will be restricted only to the days on which they actually perform duty. They will, however, in addition, be paid for a National Holidays if it falls on working day. They will also be entitled for one paid weekly off subject to continuous six days of working in each week.
2. The revised wages will come into force with effect from 7th September, 1988 till such time the clarification is received from the U.G.C.

Sd/-  
(D. C. Pant )  
Registrar

Copy to :-

1. The P.S. to V.C., NEHU, Shillong.
2. The Sr.P.A. to Registrar, NEHU, Shillong.
3. The Pro Vice-Chancellor, NEHU, Mizoram Campus/Kohima Campus.
4. The Finance Officer, NEHU, Shillong.
5. The Dean, SASRD, Medziphema, Nagaland.
6. The Asstt. Registrar, SASRD, Medziphema.
7. The Asstt. Registrar, NEHU, Kohima, Campus, Nagaland.
8. The Principalm, Pachhunga University College, Aizawl.
9. All Heads of the Deptt., NEHU, Shillong.

It is requested that the payment of revised wages should be made only on receipt of detailed statement from the Head Quarter which is under preparation.

in the scale of Rs.2200-4000/- and that he may be placed in the scale of Rs.3000-5000/- on making a fresh application and qualifying in the Selection.

- (ii) Condonation of late submission of Home Town LTC-Case of Dr. Assem Sinha. Lecturer, Deptt. of Chemistry, PUC, Aizawl.

EC:99:98:6:6:(ii): The Council considered the late submission of Home Town LTC in respect of Dr. Assem Sinha, Lecturer in Chemistry, Pachhunga University College and RESOLVED to condone the same, being the first time in his service period.

- (iii) Leave encashment for the period of re-employment on contract basis in respect of Prof. TSB Narasaraju.

EC:99:98:6:6:(iii): The Council considered the leave encashment during the period of re-employment on contract basis in respect of Prof. TSB Narasaraju and RESOLVED that he may be allowed encashment of a total of 240 days leave including the period he was on regular service.

- (iv) Adoption of the GOI / UGC Scheme of "Grant of Temporary status scheme and regularisation in respect of Casual labourers in Central Universities"- Condition stipulated on number of working hours per week.

EC:99:98:6:6:(iv): Further to its Resolution No.EC:98:98:6:6:(v) adopted in its 98<sup>th</sup> meeting, the Council RESOLVED that the same shall be applicable to such employees for those engaged for normal working time of 40 hours per week of the University effective from 15.9.1998. The Council further RESOLVED to move the University Grants Commission for effecting the said benefit w.e.f 1.9.1993 along with allocation of funds for the purpose.

- (v) Effective date for Regulation of Daily Wage with reference to the Revised Scale of Pay Rs.2550-3200/-.

EC:99:98:6:6:(v): Further to its resolution No:EC:98:98:6:6:(v) adopted in its 98<sup>th</sup> meeting read with Notification EC:98-3/Conf/98-1005 dt. 8.10.98, the Council RESOLVED to confirm the effective date of the implementation of revised wages as 15.9.98. The Council, further RESOLVED to move the University Grants Commission for effecting the said benefit w.e.f. 1.1.96 along with allocation of funds for the purpose.

- (vi) Recommendation of the Selection Committee for grant of advance increments to the JTAs of the RSIC.

EC:99:98:6:6:(vi): The Council considered the matter and RESOLVED that the same be further examined with reference to CCS Rules and report back to the Executive Council.