

STREAMLINING OF DAILY WAGE ENGAGEMENTS IN NEHU -  
 MUSTER ROLL SYSTEM VIS-A-VIS THE GOI INSTRUCTIONS  
 GOVERNING CASUAL LABOUR ENGAGEMENTS FOR WORK OF  
 REGULAR NATURE.

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According to the G.O.I. Instructions governing Casual Labour, the Casual workers engaged for works of a regular borne establishment i.e. works of regular nature, are to be paid wages @ 1/30th of the minimum of the concerned Group 'D' scale of pay, plus DA. In the light of G.O.I. instruction, all the casual workers engaged to perform the duties of regular requirement like Peon, Safaiwallas, Cleaners, Kitchen staff etc. in the University, are allowed wages @ 1/30th of the minimum of the concerned scale of pay in the Group 'D' level. Casual labour to Group 'C' services is banned by the G.O.I.

In course of streamlining of the Daily Wage engagements, it was found that there are also Muster Roll labourers who were engaged prior to 1996 for the day to day maintenance work in the civil including Water Supply and electrical Wing of the Maintenance Cell. These labourers were engaged on Muster Roll basis i.e. they were paid fixed wages calculated on per day basis on the lines followed by the C.P.W.D./Government of Meghalaya for its Muster Roll Labourers. The rates payable in Maintenance cell as of now are Rs.52/- for skilled labour, Rs.40/- for semi-skilled labour and Rs.35/- for unskilled labour. No DA nor any allowances are admissible to them. It may kindly be noted that the Muster Roll system fits in only for works of a specific and tenure project. However, in so far NEHU is concerned it is observed that the Muster Roll system was applied in the work requirements which are of regular and not tenure in nature, hence the engagement of the labourers had to be extended from time to time. The names of the labourers, date of initial engagement, rate of wages per day and nature of work assigned are shown in Annexure 'A' for perusal of the Council.

In view of the regular nature of the work requirement for the maintenance services and the fact that the Muster Roll system does not suit for application in works of regular nature, it is felt necessary to set matters straight by bringing such kind of casual labour requirement under the G.O.I. instructions governing casual labour engagement in regular borne establishment. This will involve bringing all the existing Muster Roll Labourers engaged prior to 1996, to the mainstream of casual labour and payment of wages at the rate of 1/30th of the minimum of the relevant Group 'D' scale of pay plus DA, Interim Relief etc. and other financial benefits as may be allowed by the G.O.I. from time to time in respect of casual labourers of regular borne establishments.

The matter is placed before the Council for consideration and approval to bring all the Muster Roll Labourers shown at Annexure 'A' to the G.O.I. system of casual labour engagement as in regular borne establishments.

| No. | Name of Labourer        | Date of entry | Rate of wages | Un-interrupted per day | Name of Master Roll Labourer | Date of entry | Rate of wages | Un-interrupted per day |
|-----|-------------------------|---------------|---------------|------------------------|------------------------------|---------------|---------------|------------------------|
| 1.  | Shri Elia Marantang     | 1.6.90        | 4.52.00       | 1.4.91                 | Shri Elia Marantang          | 1.6.90        | 4.52.00       | 1.4.91                 |
| 2.  | Shri Two Pydon          | 1.4.91        | 4.52.00       | 1.4.91                 | Shri Two Pydon               | 1.4.91        | 4.52.00       | 1.4.91                 |
| 3.  | Shri Jellison Pagon     | 1.4.90        | 4.35.00       | 1.4.91                 | Shri Jellison Pagon          | 1.4.90        | 4.35.00       | 1.4.91                 |
| 4.  | Shri Paul Muxin         | 1.4.91        | 4.35.00       | 1.4.91                 | Shri Paul Muxin              | 1.4.91        | 4.35.00       | 1.4.91                 |
| 5.  | Shri Raj Nisar          | 1.6.90        | 4.52.00       | 1.6.90                 | Shri Raj Nisar               | 1.6.90        | 4.52.00       | 1.6.90                 |
| 6.  | Shri Amar Kharmala      | 1.10.94       | 4.52.00       | 1.10.94                | Shri Amar Kharmala           | 1.10.94       | 4.52.00       | 1.10.94                |
| 7.  | Shri Lambokiang         | 1.10.94       | 4.52.00       | 1.10.94                | Shri Lambokiang              | 1.10.94       | 4.52.00       | 1.10.94                |
| 8.  | Shri Charles Massar     | 1.10.94       | 4.51.00       | 1.10.94                | Shri Charles Massar          | 1.10.94       | 4.51.00       | 1.10.94                |
| 9.  | Shri Gerdeas Massar     | 1.3.90        | 4.40.00       | 1.3.90                 | Shri Gerdeas Massar          | 1.3.90        | 4.40.00       | 1.3.90                 |
| 10. | Shri Newstar Pyndon     | 1.3.90        | 4.35.00       | 1.3.90                 | Shri Newstar Pyndon          | 1.3.90        | 4.35.00       | 1.3.90                 |
| 11. | Shri Roston Dhar        | 1.3.90        | 4.35.00       | 1.3.90                 | Shri Roston Dhar             | 1.3.90        | 4.35.00       | 1.3.90                 |
| 12. | Shri Boney Nongai       | Oct/91        | 4.51.00       | Oct/91                 | Shri Boney Nongai            | Oct/91        | 4.51.00       | Oct/91                 |
| 13. | Shri Donorlang Nongyur  | Nov/91        | 4.51.00       | Nov/91                 | Shri Donorlang Nongyur       | Nov/91        | 4.51.00       | Nov/91                 |
| 14. | Shri Profit Ghosh       | March/92      | 4.51.00       | March/92               | Shri Profit Ghosh            | March/92      | 4.51.00       | March/92               |
| 15. | Shri Geolleson Kharmali | July/92       | 4.51.00       | July/92                | Shri Geolleson Kharmali      | July/92       | 4.51.00       | July/92                |
| 16. | Shri Hestring Massar    | July/92       | 4.51.00       | July/92                | Shri Hestring Massar         | July/92       | 4.51.00       | July/92                |
| 17. | Shri Westeline Khartana | Oct/94        | 4.51.00       | Oct/94                 | Shri Westeline Khartana      | Oct/94        | 4.51.00       | Oct/94                 |
| 18. | Shri Nerbok Kharmongor  | Aug/91        | 4.35.00       | Aug/91                 | Shri Nerbok Kharmongor       | Aug/91        | 4.35.00       | Aug/91                 |
| 19. | Shri Khawok Syem        | Nov/91        | 4.35.00       | Nov/91                 | Shri Khawok Syem             | Nov/91        | 4.35.00       | Nov/91                 |
| 20. | Shri Jupiter Maxwell    | July/92       | 4.35.00       | July/92                | Shri Jupiter Maxwell         | July/92       | 4.35.00       | July/92                |
| 21. | Shri Ricky Kharmali     | Aug/92        | 4.35.00       | Aug/92                 | Shri Ricky Kharmali          | Aug/92        | 4.35.00       | Aug/92                 |

## STATEMENT SHOWING THE DETAILS ON ENGAGEMENT OF MUSTER ROLL LABOURERS.

| Sl. No. | Name of Muster Roll Labourers. | Date of entry/ joining to un-interrupted continous Muster Roll Labourers. | Rate of wages per day. | Nature of duty assigned.                                |
|---------|--------------------------------|---|------------------------|---|
| 1       | 2                              | 3   | 4                      | 5   |
| 1.      | Shri Eliar Marbaniang          | 1.6.90  | RS.52.00               | Routine Maintenance of carpentry works .                |
| 2.      | Shri Twon Lyngdoh              | 1.4.91  | RS.52.00               |   |
| 3.      | Shri Jeliston Mynton           | 1.4.90  | RS.35.00               | To assist in routine maintenance of carpentry works.    |
| 4.      | Shri Paul Mukhim               | 1.4.91  | RS.35.00               |   |
| 5.      | Shri Raj Mizar                 | 1.6.90  | RS.52.00               | Operation and maintenance of water supply.              |
| 6.      | Shri Amor Kharunnuid           | 1.10.94   | RS.52.00               |   |
| 7.      | Shri Lamboklang Kharpuri       | 1.10.94   | RS.51.00               | -do-  |
| 8.      | Shri Charles Massar            | 1.10.94   | RS.51.00               | -do-  |
| 9.      | Shri Gerbasis Massar           | March/90.   | RS.40.00               | To assist in operation and maintenance of water supply. |
| 10.     | Shri Newstar Lyngdoh           | 1.3.90  | RS.35.00               |   |
| 11.     | Shri Roston Dkhar              | 1.3.90  | RS.35.00               | -do-  |
| 12.     | Shri Boney Nongsiej            | Oct/91  | RS.51.00               | Maintenance of routine electrical works.                |
| 13.     | Shri Donborlang Nongpyiur.     | Nov/91  | RS.51.00               |   |
| 14.     | Shri Probir Ghosh              | March/92  | RS.51.00               | -do-  |
| 15.     | Shri Geofreeson Kharkanni.     | July/95.  | RS.51.00               | -do-  |
| 16.     | Shri Hembriing Massar          | July/95   | RS.51.00               | -do-  |
| 17.     | Shri Westerline Kharjana       | Oct/94.   | RS.51.00               | -do-  |
| 18.     | Shri Nehbok Kharkongor.        | Aug/91  | RS.35.00               | To assist in routine electrical works.                  |
| 19.     | Shri Khrawbok Syiem            | Nov/91  | RS.35.00               |   |
| 20.     | Shri Jupiter Maxwell Sungoh    | July/95   | RS.35.00               | -do-  |
| 21.     | Shri Ricky Kharbithai          | Aug/95  | RS.35.00               | -do-  |

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(xiii) Minutes of the Meeting held on 25.6.97  
Matters relating to appointment of Deputy  
Registrars/Assistant Registrars, NEHU, Shillong.

No:EC:93:97:6:6:(xiii): The Executive Council considered the report of the Committee held on 25.6.1997 and RESOLVED to accept the same. The Council further RESOLVED to reconstitute the Committee of the following members to study in depth regarding employees who joined NEHU from outside agencies/institutions who shall complete eight years service in 1977 and those who are purely NEHU employees who shall complete eight years in 1981.

Members of the Committee :

1. Prof R Lalhantluanga Chairman
2. Prof R. Gopalakrishnan Member
3. Prof J P Singh Member
4. Prof A.C Mohapatra Member
5. Shri R S Roychaudhury Member
6. Mr P S Rynjan, Registrar Member
7. Mr L Nampuii, Finance Officer Member (Convener)

(xiv) Streamlining of Daily wage engagements in NEHU Muster Roll system vis-a-vis the GOI Instructions Governing casual labour engagements for work on regular nature.

No:EC:93:97:6:6:(xiv): The Council considered the Government of India's instructions governing Casual labour the casual workers engaged for works of a regular nature which are to be paid @  $\frac{1}{30}$ th of the minimum of the concerned Group 'D' scale of pay plus D.A. and decided to streamline the daily wage engagements of Muster Roll labourers engaged prior to 1996 for the day to day maintenance work in the civil including water supply and electrical wing of the maintenance Cell of NEHU. In view of the regular nature of the work requirement for the maintenance services, the Council RESOLVED to bring all existing Muster Roll labourers (shown at Annexure 'A') engaged in maintenance Cell prior to 1996, to the mainstream of casual labour engagement of wages at the rate of  $\frac{1}{30}$ th of the minimum of the relevant Group 'D' scales of pay plus D A Interim Relief etc, and other financial benefits as may be allowed by the Government of India from time to time in respect of casual labourers of regular borne establishments.