

भारत संचार निगम लिमिटेड  
 ( मा.सं.एवं प्रशासन विंग )  
 मुख्य महाप्रबंधक का कार्यालय,  
 महाराष्ट्र परिमंडल, मुंबई - 400 054.  
 (स्थापना अनुभाग)


सं-ए/ पी.पी.ई-4/बीएसएनएल -आदेश/2018-19/म. परिमंडल/119 दिनांक 02/01/2019

बी.एस.एन.एल.निगम कार्यालय, नई दिल्ली पत्र सं. 11-3/2016/-LE दिनांक 27/11/2018 (copy enclosed) forwarded for information and necessary action please.

Sub :- Compliance of Minimum Wages payable to Casual Labourers working in BSNL.

प्रतिलिपि जानकारी तथा आवश्यक कारवाई के लिए प्रेषित:-

१. सभी वरिष्ठ महाप्रबंधक / महाप्रबंधक, महाराष्ट्र दूरसंचार परिमंडल कार्यालय, मुंबई- 54 ।
२. प्रधान मुख्य अभियंता (सिविल), सर्किल कार्यालय, महाराष्ट्र परिमंडल, मुंबई- 400 054 ।
३. महाप्रबंधक (वित्त) सर्किल कार्यालय, महाराष्ट्र परिमंडल, मुंबई- 400 054 ।
४. सभी एस.एस.ए. प्रमुख महाराष्ट्र दूरसंचार परिमंडल ।
५. सभी बीज़नेस ऐरीया हेड, महाराष्ट्र दूरसंचार परिमंडल ।
६. सभी युनिट हेड महाराष्ट्र दूरसंचार परिमंडल ।
७. वरिष्ठ महाप्रबंधक (एन.डब्ल्यू.ओपी-1) सीएम पुणे ।
८. महाप्रबंधक (मोबइल ) नोडल. पुणे ।
९. महाप्रबंधक एन.डब्ल्यू ( ओपी-11 ) सी.एम. नागपूर ।
१०. मुख्य अभियंता (सिविल) / स्थापत्य बाह्य परियोजना / सिविल माध्यस्थम ,भूमि एवं इमारत / विद्युत, महाराष्ट्र दूरसंचार परिमंडल ।
११. मुख्य वास्तुविद बी.एस.एन.एल.सर्किल कार्यालय, महाराष्ट्र परिमंडल, मुंबई- 400 054 ।
१२. उप महाप्रबंधक (सतर्कता) सर्किल कार्यालय, महाराष्ट्र परिमंडल, मुंबई- 400 054 ।
१३. वरिष्ठ अधीक्षक तारपरियात. बी.एस.एन.एल. केन्द्रिय तारघर, मुंबई ।
१४. एस.एन.ई.ए. (आय), ए.आय. बी.एस.एन.एल.ई.ए., बी.एस.एन.एल.ई यु.,एस.सी.एस.टी. असोसिएशन,एन.एफ.टी.ई. महाराष्ट्र परिमंडल।
१५. महाप्रबंधक (आय. टी.) सर्किल कार्यालय, महाराष्ट्र परिमंडल, मुंबई- 400 054 ।

  
 ( एम..एम. आपटे )

सहायक महाप्रबंधक (स्थापना)  
 महाराष्ट्र परिमंडल, मुंबई-54.

**CORPORATE OFFICE:**

5th Floor

Labour Establishment(LE) Section

Establishment Branch

TEL: 011-23734364, 23734051(Fax)

Email:labouresttbsnlco@gmail.com



**भारत संचार निगम लिमिटेड**

(भारत सरकार का उपक्रम)

**BHARAT SANCHAR NIGAM LIMITED**

(A Govt. of India Enterprise)

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No.11-3/2016-LE

Dated: 27.11.2018

To

All Heads of Telecom Circles/  
All Heads of Telecom Districts/  
Other Administrative Units,  
BSNL.

Sub: Compliance of Minimum Wages payable to Casual Labourers working in BSNL.

The undersigned is directed to refer to this office letter of even number dated 22.08.2017 wherein guidelines have been issued in the light of the Gazette notification dated 19.01.2017 issued by Ministry of Labour and Employment, Govt. of India revising the minimum wages payable to the labour. The issue of compliance, in this regard, has been coming up in meetings at Labour Commission, New Delhi. It is reiterated that the wages to Casual Labourers are paid as per the order No.269-11/2009-Pers.IV/LE dated 01.01.2010 and whenever it is less than the wages prescribed under the minimum wages Act as notified by Govt. of India on dated 19.01.2017 including the state amendments, the higher of the two may be paid as per order No.11-3/2016-LE dated 22.08.2017.

Field units, where Casual Labourers are working, under any existing provision, have a duty to ensure payment of wages as per BSNL Corporate Office's order No 11-3/2016-LE dated 22.08.2017 underlined by the Minimum Wages Act. Any violation shall make the concerned authority liable to statutory/departmental penalties.

It is requested to all field units that the payment of minimum wages to Casual Labourers may be ensured as per this office letter dated 22.08.2017 and a compliance report in this regard may be furnished to this office.

This is issued with the approval of competent authority.

*Keshav Kumar*  
27/11/2018

(Keshav Kumar)

Asstt. General Manager (Estt.II)

*20/11/18*  
*Asstt. Genl. Mgr (Estt.II)*

Encl:A.A.





File No.11-3/2016-LE

Dated: 22.08.2017

To

All Heads of Telecom Circles/  
All Heads of Telecom Districts/  
Other Administrative Units.  
BSNL.

Sub: Revision of Wages of Casual Labourers in BSNL in view of revision of Minimum Wages notified by Government of India dated 19.01.2017.

Sir,

Reference is invited to the Gazette notification dated 19.01.2017 issued by Ministry of Labour and Employment, Govt. of India revising thereby the Minimum daily wages payable to the labour.

In view of the aforesaid Government of India Notification the approval of the competent authority is hereby conveyed to the following:-

- A. The wages of Casual Labour continue to be engaged in BSNL should continue to be calculated on the basis of basic pay plus applicable DA on the minimum of lowest CDA pay scale of Government of India [6<sup>th</sup> Central Pay Commission CDA pay scales] i.e. in terms of this office letter no 269-11/2009-Pers.IV/1 E dated 01.01.2010.
- B. Wherever the wages so calculated are less than the wages prescribed under the Minimum Wages Act as notified including the State amendments, the higher of the two should be paid.

Necessary action may be taken accordingly.

Yours Faithfully,

*J.K.*  
22/08/17

(J. K. Mishra)

Asstt. General Manager (Estt.II)