

No. U-12025/56/2022-NE
Government of India
Ministry of Health and Family Welfare
(North East Section)

Nirman Bhawan, New Delhi

Date: 05-01-2023

To

The Director
RIMS, Imphal
Manipur - 795004

Subject: Fixation of remuneration of Contract employees and Daily Wagers at RIMS, Imphal-reg


Sir,

I am directed to refer to your letter No. SFC-RIMS/2019: dated 19.10.2022 on the subject mentioned above and to say that the matter has been examined in respect of casual labours.

2. In this regard, the institute is advised to follow DOPT's OM No. 49014/1/2017-Estt. (C) dated 04.09.2019 (copy enclosed) and Minimum wages Act as applicable to casual labours for payment of wages to the Daily wagers.

Encl. as above

Yours faithfully,


05/1/2023

(Dr. Pulkesh Kumar)

Deputy Secretary to the Government of India

Telephone No: 23062744

No.49014/1/2017-Estt.(C) Pt.
Government of India
Ministry of Personnel, PG & Pensions
Department of Personnel & Training

North Block, New Delhi
Dated: 4th September, 2019

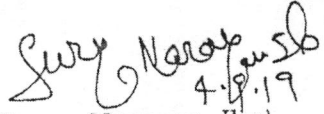
OFFICE MEMORANDUM

Subject : 'Equal pay for Equal Work' for Casual workers : Compliance with earlier instructions and Hon'ble Court's Judgements thereon

The undersigned is directed to refer to this Department's O.M.No.49014/2/86-Estt.(C) dated 07.06.1988 wherein it was, inter alia, stated that:

- 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.
- In cases where the work done by a casual worker is different from the work done by a regular employee, the casual worker may be paid only the minimum wages notified by the Ministry of Labour & Employment or the State Government/Union Territory Administration, whichever is higher, as per the Minimum Wages Act, 1948.
- Persons on daily wages (casual workers) should not be recruited for work of regular nature.

2. The above instructions have been issued keeping in view the judgements of the Hon'ble Supreme Court. It is reiterated that it is the responsibility of all Ministries/Departments to follow the above instructions in letter and spirit.


4.9.19
(Surya Narayan Jha)
Under Secretary to the Government of India
Telefax: 23094248

To
All Ministries/Departments of Government of India.
(As per standard List)