To

The Pr. Chief Engineer (Projects), PWD, MSO Bldg., New Delhi.
The Pr. Chief Engineer (M&F), PWD, MSO Bldg., New Delhi.
All Chief Engineers, PWD, GNCTD, New Delhi.
ALL PMs/SEs/EEs PWD, New Delhi.

Sub: Payment to contractual/outourced employees.

Instructions of the Chief Secretary, GNCTD on the subject matter vide their UO Note No./CS/2019/261 dated 03.01.2019 (copy enclosed) has already been endorsed vide this office letter even No.210 (H) dated 14.01.2019 for compliance.

Chief Secretary, GNCTD, vide their UO Note No.CS/2019/29838 dated 23.12.2019 (copy enclosed) has once again reiterated that "it is the personal responsibility of each HOD/Secretary to ensure due payment to all contractual/outsource employees whether employed directly by GNCTD or working through a Contractor. All concerned HoDs are directed to scrupulously follow the instructions in letter and spirit and send certificate on or before 20th day of each month. Any lapse in this regard shall be viewed seriously and appropriate action shall be taken against the defaulting officers in a time bound manner".

All concerned are, therefore, directed to comply with the said instructions without-fail.

This issues as per the instructions of Engineer-in-Chief, PWD.

Encl: As above.

Copy to:
1. PS to Engineer-in-Chief, PWD, GNCTD, New Delhi.

Director (Personnel)

[Signature]

Director (Personnel)

[Signature]
OFFICE OF THE CHIEF SECRETARY
GOVT. OF NATIONAL CAPITAL TERRITORY OF DELHI
5TH LEVEL, A-WING, DELHI SECRETARIAT, NEW DELHI – 110 002

Sub.: Payment to contractual / outsourced employees.

In pursuance of Cabinet Decision No.2323 dated 22.03.2016, regarding payment of wages to contractual / outsourced workers, Labour Department had issued Circular No. PA/JLC(HQ)/CLA/Lab/15/213 dated 02.05.2016 for ensuring timely payment of wages and submission of requisite certificate (copy enclosed). As per the Cabinet decision/standing instructions, each HOD/Secretary is required to send a certificate by 20th of the month that all employees have been paid due wages pertaining to previous month.

2. As per statutory provisions, the wages for previous month are required to be paid latest by (i) seventh day of next month if the establishment has engaged less than 1000 persons/workers and (ii) by tenth day of next month if the establishment has engaged more than 1000 workers.

3. It has been observed that some Departments/Organisations under GNCTD are defaulting in implementing these directions. Sometimes, delay is caused for want of requisite concurrence from Finance Department etc. Such cases necessitate proactive action on the part of the Departments / agencies to get their proposals cleared.

4. It is once again reiterated that it is the personal responsibility of each HoD/Secretary to ensure due payment to all contractual / outsourced employees, whether employed directly by GNCTD or working through a Contractor. All concerned HoDs are directed to scrupulously follow the instructions in letter and spirit and send certificate on or before 20th day of each month. Any lapse in this regard shall be viewed seriously and appropriate action shall be taken against the defaulting officers in a time bound manner.

5. Copy of the instructions issued by the undersigned on 03.01.2019 in this regard is enclosed.

Encl.: As above

(Vijay Kumar Dev)
Chief Secretary

Addl.Chief Secretaries / Principal Secretaries / Secretaries / HoDs of all the Departments, Public Sector Undertakings and Autonomous Bodies under GNCT of Delhi.

U.O.No.: CS/2019/29838

Dated: 23.12.19
OFFICE OF THE CHIEF SECRETARY, DELHI
GOVT OF NATIONAL CAPITAL TERRITORY OF DELHI
FTH LEVEL, A-WING DELHI SECRETARIAT, NEW DELHI-110002

Sub:- Payment to contractual/outsourced employees.

Attention of all concerned is drawn to the Labour Department communication no. F.No.PA/JLC(HQ)/CLA/Lab/15/213 dated 02.05.2016 in pursuance of Cabinet Decision No. 2323 dated 22.03.2016 regarding payment of wages to contractual/outsourced workers (copy enclosed).

2. It is the personal responsibility of each HoD/Secretary to ensure that all contract employees, whether employed directly by GNCTD or working with a contractor whose services have been hired by GNCTD are paid their wages for previous month latest by seventh day of next month if the establishment has engaged less than 1000 persons/workers and by tenth day of next month if the establishment has engaged more than 1000 workers. Each HOD/Secretary shall certify that all employees have been paid wages. The certificate should reach Chief Secretary by 5 PM on 20th day of each month so that Chief Secretary can submit a report by 11 AM on 22nd day of each month to the Chief Minister.

3. It has been observed that some departments/organizations under GNCTD are not complying with the directions.

4. All concerned are directed to scrupulously follow the instructions & send certificate on or before 20th day of each month.

5. In case of non-compliance, the list of the defaulters will be sent to Vigilance Department, GNCTD for issuing show cause notice to the HoD concerned to explain as to why disciplinary proceedings should not be initiated against the officer.

Encl.: As above.

(Vijay Kumar Dev)
Chief Secretary

All Principal Secretaries/Secretaries/HoDs of all the Departments, Public Sector Undertakings and Autonomous Bodies under GNCTD.

UO NO. CS/2019/261
Dated:- 03/01/2019
OFFICE OF THE CHIEF SECRETARY, DELHI
GOVT OF NATIONAL CAPITAL TERRITORY OF DELHI
5TH LEVEL, A-WING DELHI SECRETARIAT, NEW DELHI-110002

Sub:- Payment to contractual/outsourced employees.

Attention of all concerned is drawn to the Labour Department communication F.No.PA/JLC(HQ)/CLA/Lab/15/213 dated 02.05.2016 in pursuance of Cabinet Decision No. 2323 dated 22.03.2016 regarding payment of wages to contractual/outsourced workers (copy enclosed).

It is the personal responsibility of each HoD/Secretary to ensure that all direct employees, whether employed directly by GNCTD or working with a contractor whose services have been hired by GNCTD are paid their wages for previous month latest by seventh day of next month if the establishment has engaged less than 1000 persons/workers and by tenth day of next month if the establishment has engaged more than 1000 workers. Each HOD/Secretary shall verify that all employees have been paid wages. The certificate should reach Chief Secretary by 5 PM on 20th day of each month so that Chief Secretory can submit a report by 11 AM on 22nd day of each month to the Chief Minister.

It has been observed that some departments/organizations under GNCTD are not complying with the directions.

All concerned are directed to scrupulously follow the instructions & send certificate on or before 20th day of each month.

In case of non-compliance, the list of the defaulters will be sent to Vigilance department, GNCTD for issuing show cause notice to the HoD concerned to explain to why disciplinary proceedings should not be initiated against the officer.

As above.

(Vijay Kumar Dev)
Chief Secretary

Principal Secretaries/Secretaries/HoDs
in the Departments, Public Sector Undertakings
and Autonomous Bodies under GNCTD.

FC/CS/2019/261

Dated:- 03/01/2019
दिल्ली सरकार
कार्यालय प्रमुख अभियोग, लोगनिर्मिति,
12वां तल, बहु-मिश्रित भवन, इंदिरपुर्ख संगदा, नई दिल्ली: 110002
अ/प 23490260, 23724560, 23311293 मैक्स 23319021
Toll Free Complaint No. 1800 11 0093
वेबसाइट: http://pwd.delhigovt.nic.in
ई-मेल: pwdhqdeldhi@gmail.com/dpppwdhqdeldhi@gmail.com

2 दिन-सी / पी / 48(2) / 2018 / 2104
दिनांक 16.01.2019

कार्यालय झापन

Regarding Payment to contractual/Outsourced employees and payment under Minimum Wages Act, 1948

उपरोक्त विषय मुख्य सचिव, दिल्ली सरकार कार्यालय से जारी यू.आ.प. दि. 2019 / 261 दिनांक 03.01.2019 एवं सचिव व अभियोग कार्यालय से जारी एडवर्डजरी 155 / पी.ए./अधि.अभियोग / अभियोग / एडवर्डजरी / 2018 / 3585 दिनांक 31.12.2018 की उपरोक्त तारीख के साथ सलाह की जा रही है। सलाह पत्रों में विभाग में अनुबंध आयार बताते कब दिन श्रमिकों का समय पर भरा भुगतान एवं भरा भुगतान का भुगतान किया जा सकता है। 1948 के अनुसार कर्मचारी को संबंध में निर्देश दिये गये हैं।

अनुरोध है कि मुख्य सचिव, दिल्ली सरकार एवं अभियोग कार्यालय द्वारा जारी का अनुसार कराया जाना सुनिश्चित कराए।

(संयुक्त)

(सहायक प्रशासनिक अधिकारी)

(भाषाय, प्रशासनिक अधिकारी)

(भाषाय, प्रशासनिक अधिकारी)

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(भाषाय, प्रशासनिक अधिकारी)

(भाषाय, प्रशासनिक अधिकारी)