

**CORPORATE OFFICE:**

5th Floor

Labour Establishment(LE) Section  
Establishment Branch

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Email:labouresttbsnlco@gmail.com



**भारत संचार निगम लिमिटेड**

(भारत सरकार का उपक्रम)

**BHARAT SANCHAR NIGAM LIMITED**

(A Govt. of India Enterprise)

No.11-3/2016-LE

Dated: 27.11.2018

To

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

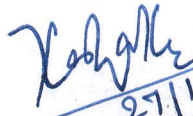
Sub: Compliance of Minimum Wages payable to Casual Labourers working in BSNL.

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.

  
27/11/2018  
(Keshav Kumar)

Asstt. General Manager (Estt.II)

Encl:A.A.

