

ABSTRACT

Tamil Nadu Water Resources Conservation and Rivers Restoration Corporation Limited (TNWRC&RRC) –Sanction of minimum rate of wage to contract employees and Direction to Board of Directors to adopt and change wages with respect to Revised minimum wages with effect from 01.01.2024- Accorded - Orders – Issued.

Water Resources (WR1) Department

G.O. (Ms) No.38

Dated: 08.03.2024

சோபகிருது, மார்ச் 25

திருவள்ளூர் ஆண்டு 2055

Read:

1. G.O.(Ms)No.10, Public Works (WR1)Department, dated 06.01.2020.
2. G.O.(2D)No.36, Labour Welfare and Skill Development (J1) Department, dated 16.06.2023
3. From the Chairman-cum-Managing Director (FAC), Tamil Nadu Water Resources Conservation and Rivers Restoration Corporation Ltd, Letter No.23/2023/TNWRCRRC/SE(M),dt:10.05.2023 and 28.12.2023.

Order:

In the Government Order first read above, sanction has been accorded for 36 posts of various categories including 18 posts of lower level staff to Tamil Nadu Water Resources Conservation and Rivers Restoration Corporation Limited with monthly consolidated pay as detailed below. :-

| S.No | Designation | No. of Posts | Consolidated pay per month (Rs) |
|------|--|--------------|---------------------------------|
| 1 | Junior Assistant cum Data Entry operator | 3 | 20,000 |
| 2 | Driver | 4 | 15,000 |
| 3 | Office Assistant cum Driver | 4 | 15,000 |
| 4 | Office Assistant | 4 | 12,000 |
| 5 | Watchman | 2 | 12,000 |
| 6 | Sweeper | 1 | 12,000 |
| | Total | 18 | |

2. In the letter third read above, the Chairman-cum- Managing Director, TNWRC & RRC Ltd has stated that at present, 3 Nos. of Junior Assistant cum Data Entry Operators, 2 Nos. of Drivers, 1 No. of Office Assistant cum Driver, 2 Nos. of Office Assistant, 2 Nos. of Watchman and 1 No. of Sweeper (totally 11 persons) are being engaged to assist the day-to-day office work by outsourcing on the monthly payment of consolidated pay through contractor. The monthly consolidated pay is being paid to the outsourced personnel for the past 3 years.

3. The Chairman and Managing Director, TNWRC&RRC Ltd., has also stated that the Board of Directors on taking note of the information note in its 14th Board Meeting held on 24.01.2023 in respect of outsourced personnel, directed to ensure that the salary / remuneration payable to lower level staff being engaged through outsourcing is not less than the minimum rate of wages under the Minimum Wage Act and the same may be prescribed as one of the condition in the tender documents for outsourcing of man power to all the lower posts in future. Meanwhile, the outsourced persons have requested to increase their monthly consolidated pay considering the increase in cost of living.

4. The Chairman cum Managing Director, TNWRC&RRC, Chennai has also stated that (a) in the G.O. (2D) No.36, Labour Welfare and Skill Development (J1) Department, dated 16.06.2023, the Junior Assistant-cum-Data Entry Operator category has not been specified. Whereas, the category of Data Entry Operator has been specified as Grade-II of semi-skilled category and their minimum rate of wages for Data Entry Operator has been specified as Rs.14,000/- and the total wages have been worked out to Rs.19,022/- , but the existing consolidated pay for the post of Junior Assistant-cum-Data Entry Operator has been fixed as Rs.20,000/- vide G.O.(Ms) No.10, Public Works (WR1) Department, dated 6.1.2020. Hence, the Junior Assistant-cum-Data Entry Operators may be considered as Semi-skilled Grade-I as indicated in the G.O. (2D) No.36, Labour Welfare and Skill Development (J1) Department, dated 16.06.2023 and the minimum rate of wages for Junior Assistant-cum-Data Entry Operator may be specified as Rs.15,000/- (b) the Drivers (HMT/LMT) and the Office – Assistant- cum- Driver were classified under the category of Semi-skilled, Grade-I and their minimum rate of wage has been specified as Rs.15,000/- (c) the Office Assistant, Watchman and Sweeper are classified under the unskilled category and their minimum basic wages are specified as Rs.13,000/- (d) accordingly, the wages along with DA of the outsourcing staff have been worked out as per the G.O.(2D) No.36, Labour Welfare and Skill Development (J1) Department, dated 16.6.2023 as detailed below :-

| Sl. No. | Classes of employees | Minimum rate of wages per month in Rs. | Dearness Allowance w.e.f. 1.4.2023 | Total | Existing consolidated pay as per G.O.(Ms) No.10, Public Works (WR.1) Dept. dt.06.01.2020 in Rs. |
|-----------------------------|--|--|------------------------------------|------------------------|---|
| (1) | (2) | (3) | (4) | (5) | (6) |
| Semi-skilled Grade-1 | | | | | |
| 1 | Junior Assistant cum Data Entry Operator | 15,000 | 5,022 | 20,022 or 20,050 | 20,000 |

| Semi-skilled Grade-1 | | | | | |
|-----------------------------|-----------------------------------|--------|-------|------------------------|--------|
| 2 | Driver (HMV/LMV) | 15,000 | 5,022 | 20,022 or 20,050 | 15,000 |
| 3 | Office Assistant cum Driver | 15,000 | 5,022 | 20,022 or 20,050 | 15,000 |
| Unskilled | | | | | |
| 4 | Office Assistant | 13,000 | 5,022 | 18,022 or 18,050 | 12,000 |
| 5 | Watchman | 13,000 | 5,022 | 18,022 or 18,050 | 12,000 |
| 6 | Sweeper | 13,000 | 5,022 | 18,022 or 18,050 | 12,000 |

5. The Chairman and Managing Director, Tamil Nadu Water Resources Conservation and Rivers Restoration Corporation Limited (TNWRC&RRC) has therefore requested the Government to sanction the minimum rate of wage to the contract employees in TNWRC&RRC as indicated at para4 above and to direct the Board of Directors, TNWRC&RRC to adopt and change wages with respect to the revised minimum wages with effect from 01.01.2024.

6. The Government after careful examination have decided to accept the proposal of the Chairman-cum-Managing Director, TNWRC & RRC Ltd., and hereby accord sanction for the minimum rate of wage to the contract employees in TNWRC&RRC as indicated at para4 above .The Government have also directed the Board of Directors, TNWRC&RRC to adopt and change wages with respect to the revised minimum wages with effect from 01.01.2024. Also, it is pointed out that as result of this sanction, the additional cost to TNWRC&RRC would be Rs.5.47 lakhs per annum + Service Charges (as per tender) + 18% GST.

7. This order issues with the concurrence of the Finance Department vide its U.O.No. efile /2216/WR1/2023,dt:08.02.2024.

(BY ORDER OF THE GOVERNOR)

**SANDEEP SAXENA
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

To
The Chairman-cum-Managing Director (FAC),
Tamil Nadu Water Resources Conservation and
Rivers Restoration Corporation, Chennai-5.
The Additional Chief Secretary to Government,
Environment, Climate Change and Forests Department,
Secretariat, Chennai-9.

The Principal Secretary to Government,
Finance Department, Secretariat, Chennai-9.
The Principal Secretary to Government,
Municipal Administration and Water Supply Department,
Secretariat, Chennai-9.
The Secretary to Government,
Revenue and Disaster Management, Secretariat, Chennai-9.
The Engineer-in-Chief and Chief Engineer (General),
Water Resources Department, Chennai-5.
The Principal Accountant General (Audit/ A&E), Chennai-18.
The Pay and Accounts Officer (EAST), Chennai-8.

Copy to :-

The Office of the Hon'ble Chief Minister, Secretariat, Chennai-9.
The Finance (Infra II / BPE) Department, Chennai-9.
The Resident Audit Officer,
Office of the Principal Accountant General
(General and Social Sector Audit),
Secretariat, Chennai – 9.
Stock File / Spare Copy.

//FORWARDED BY ORDER//

S. Umair Khan
8/3/2024
SECTION OFFICER

7.3.24