

महाप्रबंधक(प्र/मा.सं)  
GENERAL MANAGER (ADMN/HR)  
मुख्य महाप्रबंधक दूरसंचार कार्यालय  
Office of the Chief General Manager  
केरल परिमंडल, पी एम जी जंक्शन, तिरुवनंतपुरम-695033  
Kerala Circle, PMG Jn., Trivandrum-695033



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

No. Genl/200-1/2014/I/26

Dated 6<sup>th</sup> June, 2016

### OFFICE ORDER

In accordance with the instructions contained in BSNL Corporate Office letter No.14-7/2015-WS&I dated 14.1.2016, Labour & Skill (E) Department, Government of Kerala, Notification No. 8397/E1/2013/Labour dated 15<sup>th</sup> September, 2015, and reports of the committee constituted vide CGMT Kerala letter No. Genl/200-1/2014-P-i/18 dated 10.2.2016, approval of competent authority is conveyed for re-categorisation of contract labours and revision of wages as under:

#### **I Re-categorisation of labours**

- 1) Unskilled  
The contract workers engaged for Housekeeping/ Room Attendants/ Office Attendant/ Helpers/ Sweepers.
- 2) Semiskilled  
The contract workers engaged in Infrastructure Maintenance, External Plant Maintenance for digging of pits for cable fault clearance and assisting in line fault clearance/ helpers of phone mechanics.
- 3) Skilled :  
The contract workers engaged as Drivers/ Cable Jointing/ MDF/ Pillar wiring/ Computer Data Entry/ Clerical works/ Electrician/Mechanic/ Technician/Telephone Operators/ in clearance of telephone fault, broadband fault and any other type of fault clearance independently in the absence of Telephone Mechanic.

The re-categorisation of the contract workers shall be applicable from the date of issue of this order.

#### **II Revision of wages.**

The revised basic wages for the three categories of contract workers engaged in BSNL Kerala Circle shall be as under:

| No. | Category    | Existing basic wage | Revised basic wage                                   |
|-----|-------------|---------------------|--|
| 1.  | Unskilled   | Rs.236/-            | Rs.318/- (Rupees Three hundred and eighteen only)    |
| 2.  | Semiskilled | Rs.258/-            | Rs.343/- (Rupees Three hundred and forty three only) |
| 3.  | Skilled     | Rs.258/-            | Rs.351/- (Rupees Three hundred and fifty one only)   |

In addition to basic wage, applicable VDA, ESI, EPF etc shall be payable. The above revised wages shall be applicable with effect from 1<sup>st</sup> August, 2015 as per existing categorization of labour.

### III . Transport Allowance.

Transportation allowance of Rs.17/- (Rupees Seventeen only) shall be paid per day per worker, who are actually engaged in the outdoor work that require transportation of materials and where the store materials are not transported by departmental vehicles.

In respect of transport allowance, the supervisory authority shall certify the transportation of material on the dates for which it is payable. For other dates, only applicable prescribed wage is payable without transport allowance. The transport allowance shall be payable from the date of issue of this order.

IV. While implementing the above recategorisation of wages, Unit Heads must ensure that the:

- i) contract worker maintains punctuality and discipline.
- ii) contract workers are deployed as per the requirement of the management.
- iii) contract workers maintains professionalism in their work
- iv) contract workers maintains good customer relations and desist from doing anything which tarnishes the image of the Company.
- v) contract workers are productive.

This is issued with the approval of the competent authority



D. MOHAN

महाप्रबंधक(प्र/मा.सं)

General Manager (Admn/HR)

मु.म.प्र.दू का०, भा.सं.नि.लि, तिरुवनंतपुरम

O/o CGMT, BSNL, Trivandrum

Copy to:-

1. All SSA Heads/Units, Kerala Circle.
2. All PGMs/GMs, Circle Office
3. PS to CGMT, Kerala.
4. Notice Board
5. All Unions/Associations
6. Kerala Intranet.