पूर्व तट रेलवे/EAST COAST RAILWAY

मुख्य कार्मिक अधिकारी का कार्यालय/
Office of the Chief Personnel Officer
रेल सदन, द्वितीय तल, भुवनेश्वर- 751 017
Rail Sadan, IInd Floor, Bhubaneswar-751 017

स्थापना क्रमांक/ Estt. Srl. No. 47/2016
ECoR/Pers/R/Wages & Dearnes Allowance/21

आरबीई सं/RBE No. 37/2016
दिनांक/Date: 09.05.2016

सेवा मे,

सभी प्रमुख विभागाध्यक्षों/समन्वयक विभागाध्यक्षों, पू त रे/भुवनेश्वर
मं.रे.प्र/व.मं.का.अधिकरी/मं.का.अधिकारी-खोरधारोड,वालातेरू, संबलपुर,
मु;कारखाना प्रबंधक/कारखाना कार्मिक अधिकारी- मंचेश्वर, अतिरिक्त रजिस्ट्रार/रेल दावा अधिकरण,
व.का अधिकारी(नि)/भुवनेश्वर
महा सचिव/इकोर श्र. कां., महा सचिव/इकोर श्र. यू.,
महा सचिव/एआई ओ बी सी आर ई ए, महा सचिव/ ए आई एस सी एस टी आर ई ए

विषय/ **Sub:** **Revision of minimum rates of wages and variable dearness allowance w.e.f. 01.04.2016.**
पूतरे के विषय क्रमांक/ECoR's Subject Serial No. **ALC - 4/2016**

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उपर्युक्त विषय पर बोर्ड के दिनांक 29.04.2016 के पत्र की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of the Board's letter No. 2016/E (LL)/AT/MW/I, dated 29.04.2016 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

संलग्न/Encl: यथोक्त/As above,

(M.Ganga Bhavani)
उप मुख्य कार्मिक अधिकारी(औ.सं. व कल्याण)
Dy. Chief Personnel Officer(IR&Wel)
कृते मुख्य कार्मिक अधिकारी
For Chief Personnel Officer

प्रतिलिपि प्रेषित/Copy to :

1) महाप्रबंधक के सचिव/पूर्व तट रेलवे, भुवनेश्वर
2) मुकाधि/मुकाधि(प्रशा.), उप म.प्र, अध्यक्ष(रेलवे भर्ती प्रकोष्ठ)
3) उप मुख्य प्रबंधक(सू.प्रौ), उप मुकाधि(औ.सं.एवं कल्याण), वकाधि(इंजी.)
4) वकाधि(मुख्या.), वकाधि(स्टाफ), वकाधि(राज. एवं न्याया.)
5) मुकाधि के निजी सचिव/सहा.कार्मिक अधि.(मुख्या.-1),सहा.कार्मिक अधि.(कल्याण),
6) सहा.कार्मिक अधि.(बिल), सहा.कार्मिक अधि.(भर्ती),

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 37/ 2016

No. 2016/E (LL)/AT/MW/1 New Delhi dated: 29. 04.2016

The General Managers, Zonal Railways, Production Units and PSUs,
Metro Railway, Kolkata, CORE, Allahabad
The General Managers,(Construction), All Indian Railways
The Director General, RDSO, Lucknow
The DG/Railway Staff College, Vadodara
The Directors, IRICEN, IRIEEN, IRISET, IRIMEE, IRITM
The CAO, COFMOW, Tilak Bridge, New Delhi
The CAO, Rail Coach Factory / Raebareli, Kishan Ganj, Delhi-7
The CAO, Rail Wheel Plant, Bela

Sub: **Revision of minimum rates of wages and variable dearness allowance w.e.f. 01.04.2016.**

A copy each of Orders No.(i) 1/13(3)/2016-LS.II, (ii) 1/13/(4)/2016-LS.II, (iii) 1/13/(5)2016-LS.II, (iv) 1/13/(6)/2016-LS.II and (v) 1/13/(7)2016-LS.II dated 31.03.2016 revising the rates of variable dearness allowance for contract workers engaged in (i) Construction or maintenance of roads or in Building operations etc. (ii) Stone mines for Stone breaking & Stone Crushing, (iii) loading and unloading operations in railway goods sheds, parcel offices of Railways, (iv) Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993 and (v) employment of Watch and Ward respectively is sent herewith for information and strict compliance. **The rates are applicable w.e.f. 01.04.2016.**

2. Railways, being Principal Employer are required to ensure that the contractors are complying with the provisions of the Contract Labour(R&A) Act, 1970 and Minimum wages Act, 1948 strictly and arranging prescribed minimum wages to the contract labourers.

3. This issues with the concurrence of the Finance Directorate of Ministry of Railways. Please acknowledge receipt.

(D.V.Rao)
Director Establishment (LL)

D.A.: As above (14 pages)

To

1. All Dy. CLCs(C)/RLCs(C) with a request to inform all the concerned Trade Unions and Employers. Also issue Press Note in English and in a local language to the News papers of the areas to give wide publicity to the above rates.
2. All Central Trade Unions.
3. Labour Departments of All State Governments/Union Territories.
4. C.P.W.D., Ministry of Urban Development, Nirman Bhavan, New Delhi.
5. Ministry of Labour & Employment (Wage Cell), New Delhi, (15Copies).
6. Ministry of Law, Legislative Department (GSRO Section), New Delhi (15 copies).
7. Ministry of Steel & Mines, Department of Mines, New Delhi.
8. Ministry of Steel, New Delhi.
9. Ministry of Railways, New Delhi (Sh. A.D.Ramachandran, Director Establishment L.I Room No. 454-A).
10. Ministry of Defence, New Delhi.
11. Ministry of Agriculture, Krishi Bhavan, New Delhi.
12. Ministry of Rural Development, Krishi Bhavan, New Delhi.
13. Ministry of Food Processing, Panchsheel Bhawan, Khel Gaon Complex, New Delhi.
14. Library, Parliament House, New Delhi.
15. Secretary General, Lok Sabha Secretariat, New Delhi.
16. Labour Bureau, Chandigarh.
17. Chairman & Members, Minimum Wages Advisory Board.
18. Indian Council of Agricultural Research (Coord. Section), Krishi Bhavan, New Delhi.
19. Executive Secretary, Federation of Mining Association of Rajasthan, Kalyan Bhavan, Shah Building, Chaura Rasta, Jaipur.
20. Federation of Indian Mineral Industries, 301, Bakshi House, 40-41, Nehru Place, New Delhi- 10019.
21. NIC Centre, Ministry of Labour & Employment New Delhi with a request to upload the order in the Ministry of labour & Employment and CLC (C) websites.

3

No.1/13(3)/2016-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

O R D E R

In exercise of the powers conferred by Central Government vide Notification 1285(E) dated 20-5-2009 of the Ministry of Labour and Employment the undersigned, hereby revise the rates of Variable Dearness Allowance on the basis of the average consumer price index number for the preceding period of six months ending on 31.12.2015 reaching 266.83 from 256 (base 2001 = 100) and thereby resulting in an increase of 10.83 points for Industrial Workers as under. This order shall come into force w.e.f. 01.04.2016

The rates of Variable Dearness Allowance for workers employed in **CONSTRUCTION OR MAINTENANCE OF ROADS OR RUNWAYS OR IN BUILDING OPERATIONS INCLUDING LAYING DOWN UNDERGROUND ELECTRIC, WIRELESS, RADIO, TELEVISION, TELEPHONE,TELEGRAPH AND OVERSEAS COMMUNICATION CABLES AND SIMILAR OTHER UNDERGROUND CABLING WORK, ELECTRIC LINES, WATER SUPPLY LINES AND SEWERAGE PIPE LINES** would be as under:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	188.00	157.00	126.00
Semi-Skilled/Unskilled Supervisory	207.00	177.00	148.00
Skilled/Clerical	228.00	207.00	177.00
Highly Skilled	247.00	228.00	207.00

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2016 will be as under :-

Category of worker	Rates of wages including V.D.A. per day (in Rupees)		
	A Area	B Area	C Area
Unskilled	180.00 + 188.00 = 368.00	150.00 + 157.00 = 307.00	120.00 + 126.00 = 246.00
Semi-Skilled/Unskilled Supervisory	200.00 + 207.00 = 407.00	170.00 + 177.00 = 347.00	140.00 +148 .00 = 288.00
Skilled/ Clerical	220.00 + 228.00 = 448.00	200.00 + 207.00 = 407.00	170.00 +177.00 = 347.00
Highly Skilled	240.00 + 247.00 = 487.00	220.00 + 228.00 = 448.00	200.00 + 207.00 = 407.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory board meeting held of 26-8-2008.

The Classification of workers under different categories and the classification of cities under different areas will be same as in the notification referred to in para I as amended from time to time. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached

File No.1/13/(4)2016 LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

ORDER

In exercise of the powers conferred by Central Government vide notification No. S.O. 278 (E), dated 3rd March ,2006 of the Ministry of Labour& Employment, the undersigned orders the payment of Variable Dearness Allowance to workers engaged in stone mines for **stone breaking & stone crushing** w.e.f 01.04.2016 on the basis of rise in the average consumer price index number reaching 1235.43 from 1185.28 (Base: 1982 = 100) and thereby resulting in an increase of 50.15 points calculated on the basis of average for the period of six months ending on 31.12.2015 . The revised rates of Variable Dearness Allowance w.e.f **01.04.2016** shall be as under :-

Item of work	Rates of Variable Dearness Allowance as on 01-04-2016
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs. 143
(ii) Soft Soil with rock	Rs. 215
(ii) Rock	Rs.285
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.116
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs. 881
Above 1.5 inches to 3.0 inches	Rs. 754
Above 3.0 inches to 5.0 inches	Rs. 442
Above 5.0 inches	Rs. 363

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.04.2016 to the employees employed in Stone breaking or stone Crushing shall be as under:-

Category	Basic Wages	VDA	Total
1. Excavation & removal of over burden with 50 meters Lead/1.5 Meters lift. *			
(i) Soft Soil	Rs.103.53 +	Rs.143 =	Rs.247
(ii) Soft Soil with rock	Rs.157.78 +	Rs.215 =	Rs.373
(iii) Rock	Rs.208.09 +	Rs.285 =	Rs.494
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 82.44 +	Rs.116 =	Rs.199
3. Stone Breaking or Stone Crushing for stone size of category **			
	Basic Wages	**VDA**	**Total**
(i) 1.0 inch to 1.5 inches	Rs.646.44 +	Rs. 881 =	1528
(ii) Above 1.5 inches to 3.0 inches	Rs.552.12 +	Rs. 754 =	1307
(iii) Above 3.0 inches to 5.0 inches	Rs.322.69 +	Rs.442 =	765
(iv) Above 5.0	Rs.264.47 +	Rs.363 =	628

The workers employed on minimum guaranteed time rate of wages per day would be entitled to time rate of minimum wages plus special allowance, if any, for unskilled category of above ground workers revised from time to time by the Central Government in respect of scheduled employment in stone mines.

* Per 2.831 cube meters (100 cubic feet)
** Per truck of 5.662 cubic meters (200 cubic feet)

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER (C)

To

As per list attached.

No.1/13(5)/2016-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

ORDER

In Exercise of the powers conferred by Central Government vide notification No. S.O. 1284 (E), dated 20.05.2009, of the Ministry of Labour& Employment the undersigned, hereby revise the rates of Variable Dearness Allowance on the basis of the Average Consumer Price Index number for the preceding period of six months ending on 31.12.2016 reaching 266.83 from 256 (Base: 2001 = 100) and thereby resulting in an increase of 10.83 points for **Industrial workers** and direct that this order shall come into force w.e.f. 01.04.2016.

RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN **LOADING AND UNLOADING IN (i) GOODS SHEDS, PARCEL OFFICES OF RAILWAYS, (ii) OTHER GOODSHEDS, GODOWNS, WAREHOUSES ETC. AND (iii) DOCKS AND PORTS** would be as under:-

AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	188.00
'B'	157.00
'C'	126.00

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.04.2016 would be as under:-

AREA	RATES OF WAGES PLUS V.D. A. PER DAY				
	Basic Wages (Rs.)		V.D.A. (Rs.)		Total (Rs.)
'A'	180.00	+	188.00	=	368.00
'B'	150.00	+	157.00	=	307.00
'C'	120.00	+	126.00	=	246.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26-8-2008.

Classification of workers under different categories and the classification of cities under different areas will be same as in the notification referred to in para I as amended from time to time. The present classification of cities into areas A, B &C is enclosed at Annexure I for ready reference.

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached.

No.1/13(7)/2016-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No.S.O.2288(E) dated 18th September, 2012 of the Ministry of Labour & Employment, the undersigned hereby revise the rates of Variable Dearness Allowance the employees engaged in "**Employment of Watch and Ward**" on the basis of rise in the average consumer price index number reaching 266.83 from 256 (Base 2001 – 100) and thereby resulting in an increase of 10.83 points calculated on the basis of average for the period of six months ending on 31.12.2015. The rates of Variable Dearness Allowance w.e.f. **01.04.2016** shall be as under:-

I. RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN **WATCH AND WARD** (**without arms**) would be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	207.00
B	177.00
C	148.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2016 to employees employed in **WATCH AND WARD** (**without arms**) would be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY				
	Basic Wages (Rs.)		V.D.A (Rs.)		Total Rs.)
A	200.00	+	207.00	=	407.00
B	170.00	+	177.00	=	347.00
C	140.00	+	148.00	=	288.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2016 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY				
	Basic Wages (Rs.)		V.D.A (Rs.)		Total (Rs.)
A	180.00	+	188.00	=	368.00
B	150.00	+	157.00	=	307.00
C	120.00	+	126.00	=	246.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

The classification of workers under different categories and the classification of cities under different areas will be same as in the notification referred to in para 1 as amended from time to time. The present classification of cities into areas A, B & C is enclosed at annexure 1 for ready reference.

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached

No.1/13(6)/2016-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No. S.O.1994(E) dated 7th Aug., 2008 of the Ministry of Labour & Employment, the undersigned hereby revise the rates of Variable Dearness Allowance for the employees engaged in **"Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993"**w.e.f. 31.12.2015 on the basis of rise in the average consumer price index number reaching 266.83 from 256 (Base 2001 – 100) and thereby resulting in an increase of 10.83 points calculated on the basis of average for the period of six months ending on 31.12.2015 The revised rates of Variable Dearness Allowance w.e.f. 01.04.2016 shall be as under:-

RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN "Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993" would be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	188.00
B	157.00
C	126.00

II. RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN **WATCH AND WARD (with arms)** would be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	228.00
B	207.00
C	177.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2016 to employees employed in **WATCH AND WARD (with arms)** would be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY				
	Basic Wages (Rs.)		V.D.A (Rs.)		Total (Rs.)
A	220.00	+	228.00	=	448.00
B	200.00	+	207.00	=	407.00
C	170.00	+	177.00	=	347.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

The classification of workers under different categories and the classification of cities under different areas will be same as in the notification referred to in para 1 as amended from time to time. The present classification of cities into areas A, B & C is enclosed at annexure 1 for ready reference.

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached.

Classification of towns for purposes of fixation of Minimum Wages of scheduled employments in the Central Sphere

AREA – "A"

1	Ahmedabad	(UA)
2	Bengaluru	(UA)
3	Kolkata	(UA)
4	Delhi	(UA)
5	Greater Mumbai	(UA)
6	Hyderabad	(UA)
7	Kanpur	(UA)
8	Lucknow	(UA)
9	Chennai	(UA)
10	Nagpur	(UA)
11	Faridabad Complex	
12	Ghaziabad	
13	Gurgaon	
14	Noida	
15	Secunderabad	
16	Navi Mumbai	

AREA – "B"

1	Agra	(UA)
2	Ajmer	
3	Aligarh	
4	Allahabad	(UA)
5	Amravati	
6	Amritsar	(UA)
7	Aurangabad	(UA)
8	Bareilly	(UA)
9	Bhavnagar	
10	Bikaner	
11	Bhopal	
12	Bhubaneswar	
13	Chandigarh	(UA)
14	Coimbatore	(UA)
15	Cuttack	(UA)
16	Durgapur	
17	Gorakhpur	
18	Guwahati City	
19	Guntur	
20	Gwalior	(UA)
21	Indore	(UA)
22	Hubli-Dharwad	
23	Jabalpur	(UA)
24	Jaipur	(UA)