

**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
GENERAL ADMINISTRATION DEPARTMENT
(CO-ORDINATION BRANCH)
DELHI SECRETARIAT, I.P. ESTATE, NEW DELHI**

No.F.3/3/2016/GAD/CN/dsgadiii/15/6-1526

Dated: 30-3-16

TABLED ITEM

CABINET DECISION NO.2323 DATED 22.03.2016

Subject: Payment to Contractual/Outsourced Workers in different Departments/Organizations under GNCTD.

Decision: The Cabinet noted with concern the delay occurring every month in releasing wages to the workers engaged by the Govt. Departments/Organizations directly or outsourced from private firms/agencies. It was noticed that in several cases either the contractor/outsourced agency has not raised any bill or in some cases where the bill has been raised, payment has not been released by the departments or where payments have been released, the workers have not been paid by the contractor. After deliberations, the following decisions were taken by the Cabinet:-

- (1) It shall be 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 15th of every month.
- (2) 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.
- (3) The Chief Secretary shall submit a report by 11 AM on 22nd day of each month to the Chief Minister.
- (4) Those HODs/Secretaries, who fail to ensure that payment has been made to all employees for the previous month, shall make themselves liable for imposition of penalty equal to deduction of pay upto 10% of their basic salary for that month. An officer shall be heard before such penalty is imposed.
- (5) In order to ensure that all employees get their salaries in time, HODs/Secretaries should use all powers at their disposal to ensure the same. If contractor fails to comply despite repeated attempts, HOD/Secretary shall be at liberty to cancel the contract.

*Given during
CS meeting on 4.4.2016
We
may forward
this to all
Sppl Addl Secy
of all MS
Directorates of
Medical
institutions*

*3/4/2016
Secy (HFW)
JS (DM)*

- (6) (a) If the contract is cancelled, immediate steps as warranted should be taken in that case to invite fresh tenders/bids and a new contractor/firm finalized.
- (b) For work already rendered by a worker(s), the Department may make payment of the due amount of wages to the worker(s) directly and adjust it against bills that would otherwise be due to the contractor.
- (c) In the interim and till a new contractor is selected, the Department shall take all the concerned willing workers into its fold as daily wage workers. This be done for a maximum period of 89 days in one go and only by way of interim measure.
- (7) If the contract is cancelled, the said firm/company and all those firms/companies in which the partners/Directors of the said firm/company are partners/Directors, shall be blacklisted from getting any work in GNCTD for a period of 3 years. Any amount due to them, including security, shall be forfeited.
- (8) To ensure that there is no delay in processing bills, the departments do not need to send the periodic bills to Finance Department for approval. The bills should be settled at their end only.
- (9) (a) The Labour Department shall issue a comprehensive circular on the above mentioned subject.
- (b) In addition, the Finance Department will take steps to empanel agencies which can supply workers to meet the requirements of different Departments. Department(s) shall be at liberty to engage requisite work force from such empanelled agencies.

-Sd/-

(K.K. Sharma)
Secretary to the Cabinet
Dated: 30-3-16

No.F.3/3/2016/GAD/CN/dsgadiii/ 1516 - 1526

1. Secretary to Lt. Governor, Govt. of NCT of Delhi.
2. Pr. Secretary to the Chief Minister, Govt. of NCT of Delhi.
3. Secretary to Dy. Chief Minister, Govt. of NCT of Delhi.
4. Secretary to Minister, Transport, Govt. of NCT of Delhi.
5. Secretary to Minister, Health, Govt. of NCT of Delhi.
6. Secretary to Minister, Women and Child, Govt. of NCT of Delhi.
7. Secretary to Minister, Tourism, Govt. of NCT of Delhi.
8. Secretary to Minister, Food and Supply, Govt. of NCT of Delhi.
9. Pr. Secretary (Finance), Govt. of NCT of Delhi.
10. Secretary-cum-Commissioner (Labour), Govt. of NCT of Delhi, with request to upload ATR on CDMS.
11. OSD to Chief Secretary, Govt. of NCT of Delhi.
12. Hindi Officer, Language Department, Govt. of NCT of Delhi for translation.
13. Guard file.

Jain
31-3-16
(P.C. JAIN)
Spl. Secretary (GAD)