

राष्ट्रीय इलेक्ट्रॉनिकी एवं सूचना प्रौद्योगिकी संस्थान (रा.इ.सू.प्रौ.सं.)
National Institute of Electronics and Information Technology (NIELIT)
(An ISO 9001 : 2008 Certified Organisation)

इलेक्ट्रॉनिकी और सूचना प्रौद्योगिकी मंत्रालय, भारत सरकार

Ministry of Electronics and Information Technology, Government of India

Ref. No. NIELIT/HQ/MIS/03 (Vol - VII)/101

16/01/2017

OFFICE MEMORANDUM

Please refer to this office OM No. NIELIT/HQ/MIS/03/(Vol. VII)/1066 dated 22/06/2016 (copy enclosed), wherein it was stated that the Payment of Wages Act 1936 mandates that monthly wages of every person engaged on contractual basis, whether engaged directly or through an outsourcing agency, should be released before the expiry of 7th (seventh) day, wherever the persons so engaged are less than one thousand in number, and by 10th (tenth) day after the last day of the wage-period in respect of which wages are payable, where the number of persons so engaged is one thousand or more. The same was also informed to all Centre Directors during 19th Directors Meet held last year in Delhi.

2. However, it is observed that Centres make the payment to the Contractor by 7th of the month and Contractor makes the payment to contractual employees by 11th-12th of the month. This delay of payment to contractual staff may lead to legal problem to NIELIT, in future.

3. In view of the above, it is directed that all Centres should strictly abide the provisions contained in Payment of Wages Act, 1936, and a mechanism may be followed, wherein, the payment of Contractor may be released strictly by 1st-3rd day of every month, and the Contractor release the payment of contractual employees by 7th of every month.

4. This issues with the approval of Competent Authority.



(Janak Raj)
Registrar

To

**The Executive Directors/Directors/Directors-in-charge
All NIELIT Centres**

Copy to:

1. Addl. Director (P&A), NIELIT Headquarters
2. Joint Director (Finance), NIELIT Headquarters
3. IT Wing – *for updating the website accordingly*
4. Hindi Section – *with the request to issue Hindi Translation of OM*

Copy for kind information to:

1. Director General, NIELIT
2. CVO, NIELIT

राष्ट्रीय इलेक्ट्रॉनिकी एवं सूचना प्रौद्योगिकी संस्थान (रा.इ.सू.प्रौ.सं.)
National Institute of Electronics and Information Technology (NIELIT)
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इलेक्ट्रॉनिकी एवं सूचना प्रौद्योगिकी विभाग, संचार एवं सूचना प्रौद्योगिकी मंत्रालय, भारत सरकार
Department of Electronics and Information Technology (DeitY)
Ministry of Communications and Information Technology, Government of India

Ref. No. NIELIT/HQ/MIS/03/(Vol. VII) 11066

22/06/2016

OFFICE MEMORANDUM

The Payment of Wages Act 1936 mandates that monthly wages of every person engaged on contractual basis, whether engaged directly or through an outsourcing agency, should be released before the expiry of 7th (seventh) day, wherever the persons so engaged are less than one thousand in number, and by 10th (tenth) day after the last day of the wage-period in respect of which wages are payable, where the number of persons so engaged is one thousand or more.

2. It is the duty and responsibility of the principal employer to ensure that the provisions contained in the Payment of Wages Act are strictly adhered to. However, it is observed that some of the NIELIT offices are not abiding by the provisions contained in the Act, which as well may attract legal complications.

3. All NIELIT Offices are, therefore, requested to follow the provisions of the Payment of Wages Act, 1936 in letter and spirit.

(Janak Raj)
Registrar
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To
All NIELIT Centres

Copy to:

- (1) Addl. Director (P&A), NIELIT Headquarters — R. S. Mycmy 22/6/16
- (2) Jt. Director (Fin.), NIELIT Headquarters
- (3) IT Wing — for updating website accordingly 22/6/16
- (4) Hindi Section — with a request to issue Hindi Translation 22/6/16

Copy for information to:

- (1) TSO/ Sr. PS Director General, NIELIT
- (2) CVO, NIELIT

इलेक्ट्रॉनिकी एवं सूचना प्रौद्योगिकी विभाग, भारत सरकार की एक स्वायत्त वैज्ञानिक संस्था

An Autonomous Scientific Society under DeitY

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