

PROCEEDINGS OF THE STATE MISSION DIRECTOR, THIRUVANANTHAPURAM

Present : Keshvendra Kumar IAS

Sub:- Revision of wages for daily wages staff as per approval of the 31st Executive Committee meeting of State Health & Family Welfare Society - sanctioned - orders issued

Read:- 1. Minutes of 31st Executive Committee meeting held on 19th June 2018
2. This office order of even number dated 16.07.2018

ORDER NO: NHM/6253/ADMIN1/2016/SPMSU, Dated, 28.07.2018

The 31st Executive Committee meeting of State Health & Family Welfare Society in its meeting held on 19th April 2018 has decided the following.

The Committee decided to revise the daily wages rate by extending the principle of loyalty bonus for all staff on daily wages too subject to a minimum increase of Rs.75/-.

Under these circumstances, sanction is accorded for revising wages for the daily wages working in NHM as decided by the Executive Committee. The increment for the current year will be 8% on daily wages drawn on 31st March 2018 and loyalty bonus @ 10% for those with >3 years and 15% for those with >5 years of service in NHM. Consequently, the wages for these staff will be revised as per the format given below.

Process	Experience	Increment date (increment of 8%)	Loyalty Bonus date
A	0 – 2 years (as on 31 st March 2018)	1 st day of the month in which the individual started working on daily wages basis (increment of 8% on daily wages drawn on 31 st March 2018)	Nil
C	2 - 3 years (as on 31 st March 2018)	1 st day of the month in which the individual started working on daily wages basis (increment of 8% on daily wages drawn on 31 st March 2018)	10% loyalty bonus (on daily wages drawn as on 31 st March 2018) along with increment
D	3 - 4 years (as on 31 st March 2018)	1 st day of the month in which the individual started working on daily wages basis (increment of 8% on daily wages drawn on 31 st March 2018)	10% loyalty bonus (on daily wages drawn as on 31 st March 2018) on 3 rd April 2018.
		1 st day of the month in which the	10% loyalty bonus (on daily wages drawn as on 31 st March 2018) on 3 rd April

E	4 - 5 years (as on 31 st March 2018)	individual started working on daily wages basis (increment of 8% on pay drawn on 31 st March 2018)	2018. Additional 5% loyalty bonus (on daily wages drawn as on 31 st March 2018) on date of increment
F	More than 5 years (as on 31 st March 2018)	1 st day of the month in which the individual started working on daily wages basis (increment of 8% on pay drawn on 31 st March 2018)	15% loyalty bonus (on daily wages drawn as on 31 st March 2018) on 3 rd April 2018.

After working out increase of daily wages based on the above format, if the difference between the present wages and wages computed is less than Rs.75/-, Rs.75/- should be fixed as the increase of daily wages. However, if the difference is more than Rs.75/-, the higher amount is to be taken as the increase of daily wages. Amount will be rounded off to nearest multiple of 10 for convenience.

This is applicable to all staff working on daily wages in NHM. 3rd April 2018 is to be taken as the date of effect of the increase. All eligible individuals can be given arrears of wages also.


Keshvendra Kumar IAS
State Mission Director

To

All concerned