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OFFICE OF THE DIRECTOR (F&A)  
DELHI JAL BOARD : GOVERNMENT OF NCT OF DELHI  
VARUNALAYA PHASE - II : JHANDEWALAN  
NEW DELHI - 110005.

NO/DJB/AO (F&G)/2011/

53400

DATED: 18-05-2011

Subject: Regarding payment of Over Time /Additional Wages on enhance rate.

Payment of Overtime Allowance and Additional Wages to various categories of staff working in Delhi Jal Board is governed by the circular issued vide No.WSU / ACA (F&G) / OTA / 91/ 2687 dated 02.05.1991. Payment of overtime to employees working in Bulk Side is also paid as per provisions of the Revised Overtime Rules as amended by the Municipal Corporation of Delhi vide Resolution No. 10 of 19-01-1960 and as appeared Rules and Regulation of Municipal Corporation of Delhi.

As regards the staff working on to Distribution Side, Overtime allowance is being paid in terms of orders issued vide this office No. WSU / Dir (F&G) / 96/ 3604 dated 11.01.1996 for the work done after duty hours on the working days as well as for working on holidays. References as well as queries under the Right to Information Act have been received from various unions and officials of Delhi Jal Board for seeking clarifications on the entitlement of overtime allowance and additional wages and payment of arrears of overtime allowance to various categories of employees working in the Delhi Jal Board. The matter has been again examined and the following clarifications hereby are issued for information and compliance by all concerned.

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1. Over Time Allowance to the employees working on **Bulk side** is admissible as per provisions of Factory Act, 1948 that have been applicable to certain installations of Delhi Jal Board as amended and approved by the resolution No. 10 of the Municipal Corporation dated 19-01-1960.

2. Payment of Overtime Allowance to the employees working on **Distribution / Administration side** is admissible as per the recommendations of the Pay Commission and order issued by Govt. of India time to time. The Fifth Central Pay Commission have observed (Para 118.13 of their Report) that there is no justification for the continued payment of Overtime Allowance in the Central Government Offices, and have recommended its

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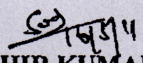
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discontinuance. Recommendations of 6<sup>th</sup> Central Pay Commission has been implemented in DJB mutatis mutandis. In Annexure III of recommendation of Sixth CPC, recommendations which will be examined separately have been listed. These relate to Bonus and Over Time Allowance. No Order of enhancement of rate of Overtime allowance has been issued under the VIth Pay Commissions by GOI till date. So **status quo is to be maintained, hence no order for enhancement of rates of O.T.A. can be issued at this stage.** However for calculation of emoluments for entitlement of rates of overtime allowance as per provision of IV C.P.C., corresponding Pay / DA as per recommendations of VI C.P.C. should be taken into account.

**It is advised to arrange their work in all offices in such a way as to finish it during the normal working hours. A new work culture has to be evolved in each office so as to obtain the optimum utilization of the office time and standards of supervision should be tightened to fulfil this objective.**

Here it is also, hereby, ordered that effort should be made that the staff is not deputed to work on Sundays and Holidays. In case, it is unavoidable, first option should be to grant them the compensatory leave therefor. Where, however, it is not possible in the exigencies of work, the overtime allowance may be paid as per rules.

3. As Overtime Allowance is paid to the staff engaged to work in late hours to complete the work which can not be postponed for the next day, this is payable on the basis of existing rate of Over Time as per pay and allowances of the employee concerned on that day. Therefore no arrear of Over Time Allowance / Additional Wages are payable.

4. Muster Roll employees are regularized from retrospective effect in phase manner as per policy of DJB to give them the benefit of qualifying services. Therefore, no arrear of overtime are payable to them like washing allowance and uniform attached with the post.

  
(SUDHIR KUMAR)  
ADDL. CEO / DIRECTOR (F&A)

All DDOs

Copy for information to:-

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5. AC(T) / (B ) / (G) / (D ) / (W) / (L&E) / (LW).
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7. All A.Os /AAOs.

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*16/3/11*  
(SUDHIR KUMAR)  
ADDL. CEO / DIRECTOR (F&A)