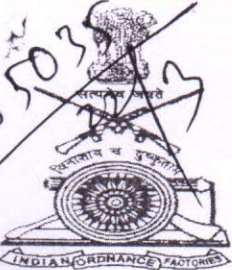

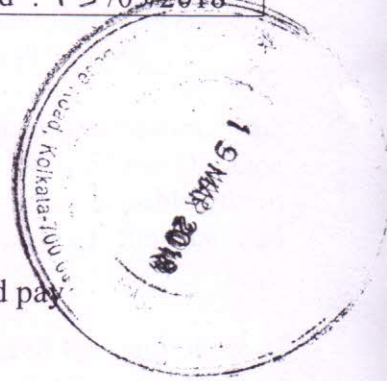


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	<p>Government of India Ministry of Defence Ordnance Factory Board Ayudh Bhavan 10-A, Shaheed Khudiram Bose Road Kolkata-700 001</p>	
TEL : (033) 22437822		FAX:(033) 22101667
No. 525/Genl/Per/Policy(VI)		Dated : 19/03/2018

To,
The Principal Controller of Accounts (Fys),
[Section: Pay/Tech]
10-A, S K Bose Road,
Kolkata - 700 001



Sub : Payment of Overtime Allowance (OTA) in the revised pay to the employees of Defence Industrial Establishments governed by the Factories Act, 1948 – regarding.

Ref : MOD OM No.13(3)/2016/D(Civ-II) dated 26/02/2018.

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26/3/18

Consequent upon revision of pay structure as per VII CPC recommendations, MOD vide its OM No.13(3)/2016/D(Civ-II) dated 26/02/2018 (copy enclosed) has issued order for payment of overtime allowance in the revised pay to the employees of Defence Industrial Establishments governed by the Factories Act, 1948. As per the said OM, overtime allowance shall be paid to the employees of the Defence Industrial Establishment governed by the Factories Act, 1948 on the basis of revised wages with effect from the date the wages have been revised i.e. 01/01/2016.

02. The above OM dated 26/02/2018 on OTA in the revised pay needs to be implemented in OFs being governed by the Factories Act, 1948. Hence, PC of A(Fys) is requested to take necessary action for suitable modification of the Wage Package operational in all OFs for facilitation of smooth payment of OTA and arrears as per the revised pay.

03. In this connection, attention is invited to Para-3 of the said MoD OM dated 26/02/2018 wherein it has been indicated that OTA will be paid to workers who come within the scope of Section 64 of the Factories Act and whose basic pay exceed the wage limit, as specified in sub-section (6) of Section (1) of the Payment of Wages Act, 1936, on the basis of wage limit notionally determined on the basis of old pay scales until the new wage limit is defined by the Ministry of Labour & Employment based on the consumer expenditure survey published by NSSO and thereafter the OTA will be paid to them on the basis of new wage limit notionally determined, if the basic pay exceeds the new wage limit. However, it is gathered that Ministry of Labour and Employment, vide Notification dated 28/08/2017 (copy enclosed), has already specified Rs.24000/- as the wages per month under the said sub-section(6).

04. In view of the above, it is requested to issue necessary instructions to Branch AOs accordingly under intimation to this office at the earliest.

Encl.: As above

[Dr.(Smt.)Vani A Singh]
Director/Admin

For Director General, Ordnance Factories