

**39th Meeting of the Board of Governors
(Agenda by Circulation)
National Institute of Technology, Uttarakhand**

BoG 39.01: Approval regarding enhancement of wages of the deployed outsourced staff through service provider.

An agenda item was placed before the Board vide agenda item no BoG 38.32 regarding enhancement of wages of the deployed outsourced staff through service provider. Resolution of the Board against this agenda item was as under:

Board directed that, detailed proposal including terms and conditions of contract and Labour laws of Uttarakhand Government will be placed before the Board by circulation. Accordingly detailed proposal is as under:

In NIT Uttarakhand, being a new Institution has limited number of sanctioned position of Ministerial staff and supporting staff. Details are as under:

S.No	Cadre	Designation with PB/GP	Total No Of Sanctioned Post
01	Ministerial (Lower)	Junior Assistant (PB-1/2000)	12
02	Supporting Staff	Attendant/Security Guard/Mali(PB-1/1800)	13

Due to less number of sanctioned strength in this category, for routine work following outsourced staff/security personnel of unskilled/skilled/high-skilled category is deployed in the Institute through service provider after tendering through GEM. These outsourced staff is engaged as office helpers, data entry operators, driver, electrician, carpenter, plumber, security personnel etc.

S.No	Name of the Agency	Contract Period	Service Provided	No. of Deployed Personnel
01	M/S Shakti Enterprises	01.12.2021 to 30.11.2022	Sanitation & Manpower	74
02	M/s Eagle Eye Security & Housekeeping services	01.08.2021 to 31.07.2022	Security Service	64

As per the terms and condition of the Gem contract **“the working hours and days of the outsourced manpower shall be as per the existing applicable rules of the Buyer. The deployed manpower shall get the benefit of holidays as notified/declared by the Buyer. However, outsourced manpower has to work on holidays, if necessary and required based on demand of work”**. Copy of GEM contract is also enclosed as (Annexure “A”).

Rates of Uttarakhand Government are also reviewed and it is observed that these rates are also too low and also not in similar category. Copy is enclosed as (Annexure "B")..

The Institute is functioning from a temporary campus and that too located in a remote area, in the Himalayas. There is acute shortage of competent manpower, and it is also very difficult to retain the employees presently deployed in the Institute on these wages. Sometimes these deployed personnel are also engaged on Sunday and late hours and no overtime allowance or any compensation is granted to them keeping in view the binding of labour act applicable to NIT being an Educational Institute.

Institute is growing and is in a need of competent, dedicated and sincere manpower that are ready to serve in such remote areas. **Being a remote location and keeping in view the expansion of Institute, It is proposed that either 20% hike in minimum wages for each category or payment of the minimum wages for all 30/31 days in a month for each category may be paid to outsourced staff.**


Registrar &
Secretary, BoG

