



**DELHI JAL BOARD: GOVT. OF N.C.T. OF DELHI**  
**OFFICE OF THE ACCOUNTS OFFICER (F&G)**  
**ROOM NO. 412, VARUNALAYA PHASE-II: NEW DELHI-110005**

No. DJB/AO (F&G)/2015/

71351

Dated: 11.06.2015

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The following instructions endorsed to Chief Executive Officer, DJB is circulated for information and strict compliance please.

Office Memorandum No.	Issued by	Subject
No. 3/03/2013/Misc./AR/ 3455-3614 dated 17.04.2015	Deputy Director (AR) Govt. of NCT of Delhi, Administrative Reforms Department	Ensuring welfare and justice to the poorest of the poor i.e. your own workers drawing less than ₹ 15000/-

**Note:** Competent Authority vide his orders dated 29.05.2015 has instructed to ensure the compliance of the above orders.

Encls. As above

  
Sr. Accounts Officer (F&G)

All DDO's

Copy to:-

- 1) CEO (DJB) for kind information Pl.
- 2) CVO (DJB) for kind information pl.
- 3) All Members of Delhi Jal Board for information Pl.
- 4) All Directors /Addl. CEO /Secy. DJB for information Pl.
- 5) All Chief Engineers for kind information pl.
- 6) All SEs/LO/All Assistant Commissioners/Jt. Director (F&A)-I/II/  
Dy. Dir. (F&A)- I/II/III/IV, Dy. Dir. (LW)/DTQC/Dy. Dir.(Vig.)-I/II  
EE (EDP), for upload on DJB website.
- 7) All Sr. AO/CSO, AOs
- 8) All A.A.O.s

  
Sr. Accounts Officer (F&G)



EE/EDP  
AETL W

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22.6.15

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**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI**  
**ADMINISTRATIVE REFORMS DEPARTMENT**  
**7TH LEVEL, C-WING, DELHI SECRETARIAT,**  
**I.P. ESTATE, NEW DELHI-110002**

email : [arupdate@nic.in](mailto:arupdate@nic.in) Fax: 23392621

No.3/03/2013/Misc./AR/3455-3614

Dated: 17/04/15

To

All Pr. Secretaries/Secretaries/ HODs ,  
GNCT of Delhi,  
Delhi / New Delhi

District & Session Judges,  
Tis Hazari, Karkardooma, Rohini,  
Dwarka, Saket, Patiala House Courts,  
Delhi / New Delhi

All MDs./Chairman of Local /Autonomous  
Bodies /Undertakings/Corporations,  
GNCT of Delhi,  
Delhi / New Delhi

The Commissioners, Municipal  
Corporation of Delhi,  
East, North, South Districts,  
Delhi / New Delhi

The Commissioner of Police,  
Delhi Police,  
Delhi/New Delhi

The Chairman/ CEO  
NDMC/DJB/  
Delhi / New Delhi

AC (F&G)  
BOARD

Diary No. 57/  
Dated 17/04/15

Chief Executive Officer  
DELHI JAL BOARD

22 APR 2015

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your own workers  
Dairy No. ....TG

**Sub: Ensuring welfare and justice to the poorest of the poor i.e. drawing less than Rs. 15000/-**

MEMBER (FINANCE)  
DELHI JAL BOARD  
DIARY NO. 1033  
DATE 23.4.15

Sir/Madam,

With reference to the subject cited above it is to bring you kind notice that it has been observed by EPF Organization that the contractors, who are providing human resources / outsource services to Govt. Offices/Organizations under GNCT of Delhi, claim provident fund on full salary/wages of employees from the Principal employer but do not deposit the same with the EPFO, thus cheat both the Principal employers as well as such employees which is a clear case of FIR u/s 418 of IPC. Under Para 29(3) of EPF Scheme, 1952 contribution for PF, Pension & Insurance benefits is payable on actual wages drawn. Subterfuge of law by showing monthly wages more than Rs. 15,000/- and actually paying lesser wages is not permissible.

In this era of contractualisation /actualization/outsourcing of various jobs, many poor employees actually drawing less than ₹ 15,000/- are being deprived from PF, Pension and Insurance benefits by contractors. Principal Employers may/ may be not involved in this major area of evasion and grievances but it does not absolve them from their statutory obligations under the law.

It is therefore, requested that all the employers/ offices under GNCT of Delhi taking such type of services or itself indulge in outsourcing of staff must ensure execution of legal provisions in true spirit by complying the following directions:

(i) Being Principal Employer you should ensure PF payments in respect of all the contractual employees, employed through contractors. In case the Principal employer is not covered under the EPF & MP Act, 1952, the dues can be deposited by the Principal Employer himself in PF Code No. allotted to such contractor after getting copy of separate Electronic Challan cum Return i.e. ECR and e-Challan from the contractor. ECR is employee wise monthly return showing PF wages & contributions etc.

(ii) Thus if it is not possible for Principal Employer to deposit PF dues in own code number/code number of Contractor then following actions be taken to ensure benefits to workers deployed through contractors.

Handwritten notes and signatures on the left margin:  
C/O  
M/F/12  
D/P/15  
22/4/15  
J/D/15  
D/P/15  
30/4/15  
AC (F&G)

