



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
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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 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/outourcing 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.

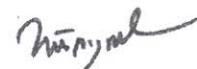
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30/4/15
A/C (F&G)

DELHI JAL BOARD

- (iii) Principal employers should obtain copies of salary/wages registers signed by employees indicating PF Account numbers along with soft copy of ECR and ask contractors to deposit separate e-challans in respect of employees employed through contractor. Depositing one challan for labour supplied at various establishments keeps principal employers in dark and gives opportunity to contractors to cheat principal employers and employees both. Many contractors show copy of one consolidated challan to several principal employers without linking it up with ECR.
- (iv) Many principal employers don't ask for copy of salary/wage register and ECR before releasing payments to contractors. Later on contractors fled away/vanish. Thus they don't ensure deposit of PF dues regarding employees employed through contractors. Negligence of principal employers doesn't absolve them from aforesaid statutory liability.
- (v) To avoid cheating through fake challans Principal Employers should also verify veracity of challans submitted by employers from the website of the EPFO with reference of TRRN No. and list of employees in whose accounts deposits have been received by EPFO.
- (vi) To cross check further, they should check e-passbooks generated by a few contractors/employees from EPFOs website to ensure deposit of full PF dues in the accounts of employees employed through contractors.
- (vii) In respect of the employees deployed in the uncovered establishments as well as their own office employees, contractors should report compliance in their own P.F. code number.
- (viii) It is made clear that making payment to contractors contrary to legal provisions will not tantamount to valid discharge of statutory obligations and principal employer will be liable for actions specified in the Act. It is not acceptable if simply some copies of challans of contractors by the principal employer are produced without specifically linking the same with copy of ECR showing employee wise P.F. dues regarding contractors employees working for him and ensuring compliance through credit of P.F. dues in their accounts.

All the Departments under GNCT of Delhi and Local Bodies/ Undertakings/ Autonomous Bodies/ Boards/ Corporations, Govt. of NCT of Delhi must ensure full compliance to these statutory obligations under the law and to avoid any legal action:

Yours faithfully



(AMITABH JOSHI)
DEPUTY DIRECTOR (AR)
PH.:23392726