



(A Government of India Enterprise)

CORPORATE OFFICE

INTER OFFICE MEMO

CHRD/IR/7.2/ 1845 /2023

16th October 2023

From:
Dy. Manager(HRD)

To:
All EDs/GGMs/GMs/RMs

Subject: Revision of Minimum rates of wages for the contract workers.

Consequent upon revision of Variable Dearness Allowance vide Ministry of Labour & Employment order No: F.No.1/8(2)/2023-LS-II dated 26.09.2023 of CLC (C) and further order of the Dy. Chief Labour Commissioner (Central), Bhubaneswar, Government of India revising the minimum rates of wages applicable for the above ground Bauxite Mines category, in respect of contract workers engaged in NALCO stand revised as under w.e.f 01.10.2023.

Category	Basic rate of wages	Rates of VDA w.e.f 01/10/2023	Total rate of minimum wages for open cast Mines	Additional element of wage and canteen subsidy	Total Minimum Wages
(01)	(02)	(03)	(04)	(05)	(06)
Unskilled	Rs. 350.00	Rs. 154.00	Rs. 504.00	Rs. 44/-	Rs. 564.00
Semi-skilled	Rs. 437.00	Rs. 191.00	Rs. 628.00	+	Rs. 688.00
Skilled/Clerical	Rs. 523.00	Rs. 228.00	Rs. 751.00	Rs. 16/-	Rs. 811.00
Highly skilled	Rs. 610.00	Rs. 265.00	Rs. 875.00		Rs. 935.00

As per the extant policy, the above rates as indicated in column No. 6 will be applicable for contract workers engaged in all units/offices of the company w.e.f 01/10/2023. Further, the additional element of wages and canteen subsidy as indicated in column No. 5 will also be applicable to all Regional offices/Port Facilities, Vizag as per our earlier IOM No. CHRD/IR/7.2/1181/2014, dated 17/05/2014.

All other guidelines and procedures on the subject remain unchanged.

This issues with the approval of the Competent Authority.

(S Sarbajna)

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