



ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION

PANCHDEEP BHAWAN, WING NO. 4, SHIVPURI, PREM NAGAR, DEHRADUN, U.K. – 248007

(Regd.No. S/27858 of 1995)

EMAIL :heera@myesic.com & mahinder@myesic.com

www.myesic.com

"Affiliated with All India Confederation of SC/ST Organisations"

WORKING PRESIDENT
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VICE-PRESIDENT (NORTH)
MAHINDER SINGH

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HEERA SINGH
Mob. No. 9868241160

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SECRETARY (FOR NCR)
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JOINT SECRETARY
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LIAISON SECRETARIES
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K. SATYANARAYANA SWAMY
(S. ZONE)
SUDIP KUMAR SARKAR
(E. ZONE)
RAM CHANDRA JATIA
(W. ZONE)

INTERNAL AUDITORS
KULDEEP KUMAR
KAILASH CHAND

F.No.AIESIC.SC/ST.FED.2015-077 Dated 11th August, 2020.

To,

The Hon'ble Minister of State
for Labour and Employment
and Chairman of ESIC,
Ministry of Labour and Employment,
Shram Shakti Bhawan, Rafi Marg,
New Delhi 110001.

Subject: **Request for Observing of laid down Directions / Measures issued by Hon'ble Minister of State, Ministry of Labour and Employment, GoI and ESIC in view of COVID 19 Pandemic – for cancelling transfer of Mr. V. Srinivasan, UDC of the Tamilnadu Region. (Corruption in transfer/posting)**

Respected Sir,

1. With due regard, I would like to invite your kind attention on enclosed policy direction dated 20.05.2020 of Hon'ble Minister of State (Independent Charge), Ministry of Labour and Employment, Government of India directing "that no rotational transfers of officers / officials in different grades (Group 'A', 'B' and 'C') be carried till 30.04.2021 in Ministry of Labour and Employment, ESIC, EPFO, CLC(C), DGLW, VVGNLI, DGMS, DGFASLI, Labour Bureau etc" and "consideration of request by officers/staff on compassionate grounds i.e. medical emergency with self or family members etc." (**Annexure – I**).

2. In view of policy direction of Hon'ble Minister of State (Independent Charge) to ESIC many of the transfer posting had either been cancelled or deferred and many transfers are ordered on compassionate grounds. But the same has not been followed in the case of SC/ST employees and officers.

3. In view of direction of Hon'ble Minister of State and ongoing COVID 19 Pandemic, I submitted a distress call case of Mr. V. Srinivasan, UDC of the Tamilnadu Region vide my enclosed letter 02-07-2020 (**Annexure – II**) addressed to Additional Commissioner & Regional Director (AC & RD), Regional Office (RO), Chennai requesting him for cancelling transfer of Mr. V. Srinivasan, UDC of the Tamilnadu Region and releasing of his salary as per instruction enclosed.

4. Since, the policy direction was not followed by AC & RD, RO - Chennai, one more letter dated 16-07-2020 was written to the Director General (DG), Employees' State Insurance Corporation (ESIC), New Delhi requesting them to take remedial action. A copy is enclosed as **Annexure - III**.

5. I am sorry to say that in spite of raising the issue before the Director General the aggrieved person has not been provided any kind of relief. Rather he was forcefully made to join his present place of posting.

6. A part from above, the General Secretary of Regional Association of Tamilnadu was also removed from Regional Headquarters in vengeance. The conduct of Regional Administration had been grossly discriminatory and violative of all norms in this case also.

7. In view of above, you are requested to kindly use your good office for free and fair implementation of direction of Hon'ble Minister of State and allowing the aggrieved person posting near to his toddler son who is just two years old and for immediate release of his salary. Action may also be initiated against those who are involved in this kind of discrimination and violation of norms.

Since, the matter is of serious nature, an urgent action is solicited.

Yours faithfully



(Heera Singh)
Secretary General

Enclosed: as above.


**OFFICE OF MINISTER OF STATE (IC) FOR
LABOUR & EMPLOYMENT**

Sub: Moratorium on rotational transfers of officers/staff in view of COVID-19 Pandemic.

In view of the extraordinary situation prevailing in the country due to outbreak of COVID-19 Pandemic causing serious disruptions in the life, it would not be appropriate to dislocate officers/staff of Ministry of Labour & Employment/its attached offices/subordinate offices/autonomous organisations for one year. Therefore, it is directed that no rotational transfers of officers/officials in different grades (Group 'A', 'B' and 'C') be carried till 30.04.2021 in Ministry of Labour & Employment, ESIC, EPFO, CLC(C), DGLW, VVGNI, DGMS, DGFASLI, Labour Bureau etc. The exception to the moratorium on rotational transfers upto 30.04.2021 would be on following grounds:-

- (i) Administrative reasons to fill any vacancy due to promotion/retirement with general principles that minimum dislocation is caused to the officers/staff while deciding postings on promotion.
- (ii) Consideration of requests by officers/staff on compassionate grounds i.e. medical emergency with self or family members etc. However, the transfers being made on personal request and on compassionate ground will be without any cost to the Government i.e. no transfer grants/transfer allowance/travelling allowance would be paid to the officers/staff who have been transferred on their own request.

2. The transfer to be made in the above two categories would be recommended by the Transfer Committees and the transfer orders would be issued after the approval of the competent authority. These directions would come into effect with immediate effect and the necessary orders may be issued by different organisations accordingly. This step would lead to minimum inconvenience at this point of time of COVID-19 and would also curtail the expenditure of Government during this financial year.


(Santosh Kumar Gangwar)

MOS(IC), L&E

20.05.2020

Secretary(L&E)

Copy to:-

**DG,ESIC/CPFC/CLC(C)/DGLW/DG,VVGNI/DGMS/DG,FASLI/DG,
Labour Bureau**



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RAM CHANDRA JATIA
(W.ZONE)

INTERNAL AUDITORS
KULDEEP KUMAR
KAILASH CHAND

F.No.AIESIC.SC/ST.FED.2015-072 Dated 02nd July 2020.

To,

The Addl. Commissioner & Regional Director,
Regional Office,
Employees' State Insurance Corporation,
143, Sterling Road,
Nungambakkam,
Chennai - 600034,
Tamilnadu.

Subject: Request for Observing of laid down Directions / Measures issued by Government of India and ESIC – transfer of Mr. V. Srinivasan, UDC of the Tamilnadu Region.

Sir,

With due regard, I would like to invite your kind attention on enclosed letter/application received from our member of our Member Association from Region of Tamilnadu namely Mr. V. Srinivasan, UDC (Annexure – I) along with cover endorsement letter from our General Secretary of our local unit Shri V. Mahesh, addressed to your good office (Annexure-II).

The request consists of following facts:

1. The applicant Mr. V. Srinivasan, UDC was recently posted from SRO Madurai to SRO Coimbatore.
2. I am made to understand that the officials at Sr. No. 1,2,6,7,14,15 and 16 of transfer order were considered for retention at their present place of posting/nearest place.
3. Whereas, Mr. V. Srinivasan, UDC has not been considered for retention at SRO Madurai and was also directed to join duty at new place of posting at the earliest.

Contd. Page No. 2/-



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ANIL KUMAR

SECRETARY (FOR NCR)
JAGDISH

- 2 -

4. I am also made to understand that Mr. V. Srinivasan, UDC is suffering from Neuro Problem and is undergoing treatment from Meenakshi Mission Hospital, Madurai, he is the only earning member in his family and have to look after his aged & widowed dependent mother, wife and two daughter one of whom is a newly born baby.
5. In this regard, I would like to invite your kind attention on enclosed note issued under kind signature of Hon'ble Minister of State for Labour and Employment, Government of India dated 20-05-2020 with subject captioned as "Moratorium on rotational transfer of officers/staff in view of COVID-19 pandemic-regarding" (Annexure-III). Wherein, it has been clearly directed "that no rotational transfers of officers / officials in different grades (Group 'A', 'B' and 'C') be carried till 30.04.2021 in Ministry of Labour and Employment, ESIC, EPFO, CLC(C), DGLW, VVGNI, DGMS, DGFASLI, Labour Bureau etc".
6. ESIC Hqrs Office has also issued Office Memorandum No. A-22/13(T)/2020-Med-VI (Covid-19) dated 04th June, 2020 with subject "Moratorium on rotational transfer of officers/staff in view of COVID-19 pandemic-regarding" (Annexure-IV). It clearly states that, "in view of the extraordinary situation prevailing in the country due to outbreak of COVID-19 Pandemic causing serious disruptions in the life, it would not be appropriate to dislocate officers/staff of ESI Corporation for one year. It has, therefore, been decided that no rotational transfers of officers/officials in different grades (Group 'A', 'B' and 'C') be carried till 30-04-2021"

Sir, in view of above, the action of relieving the applicant is grossly in appropriate and against the spirit of policy approved by Hon'ble Minister of State for Labour and Employment and Chairman of Apex Body of ESIC and DG, ESIC.

Sir, during this period of Pandemic COVID 19, the applicant is in Pandemic Hardship. Hence, you are requested for following urgent actions:

1. Immediate consideration of requests for retention at their present place of posting.

Contd. Page No. 3/-



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-3-

2. Allowing all related officials to work from home where the officials concerned are not able to attend office due to various guidelines issued by DoP&T (GoI), Ministry of Home Affairs (GoI), Concerned State Government and local Authorities due to lockdown, declaration of their residence as containment zone or social distancing, etc. as per GoI guidelines.

Since, the matter is of serious nature, an urgent action is solicited, failing which the matter will be taken up with other platforms.

Yours faithfully,

(Heera Singh)
Secretary General

Enclosed: as above.

Copy to :

1. Shri V.M. Manickam, Dy CLC(C), email id: support-dylchn@nic.in
2. Shri Anna Durai, RLC(C), email id: support-dylchn@nic.in
3. Shri P.P. Mohandas, ALC(C), email id: support-dylchn@nic.in
4. Shri Ramanand Yadav, LEO(C), email id: support-dylchn@nic.in

- With a request to kindly enforce the Guidelines of GoI.



JAI BHRAM

ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION

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(W.ZONE)

INTERNAL AUDITORS
KULDEEP KUMAR
KAILASH CHAND

F.No.AIESIC.SC/ST.FED.2015-077 Dated 16th July 2020.

To,

The Director General,
Employees' State Insurance Corporation,
Panchdeep Bhawan,
CIG Road,
New Delhi - 110002.

Subject: Request for Observing of laid down Directions / Measures issued by Government of India and ESIC in view of COVID 19 Pandemic - for cancelling transfer of Mr. V. Srinivasan, UDC of the Tamilnadu Region.

Respected Madam,

1. With due regard, I would like to invite your kind attention on enclosed letter/application received from our member of one of our Member Association from Region of Tamilnadu namely Mr. V. Srinivasan, UDC (**Annexure - I**) along with cover endorsement letter from our General Secretary of our local unit Shri V. Mahesh, addressed to Additional Commissioner and Regional Director, RO, Chennai (**Annexure-II**).

2. The request consists of following facts:

- i. The applicant Mr. V. Srinivasan, UDC was recently posted from SRO Madurai to SRO Coimbatore.
- ii. I am made to understand that the officials at Sr. No. 1, 2, 6, 7, 14, 15 and 16 of transfer order were considered for retention at their present place of posting/nearest place in view of Pandemic COVID - 19.
- iii. Whereas, Mr. V. Srinivasan, UDC has not been considered for retention at SRO Madurai and was also directed to join duty at new place of posting at the earliest.

Contd. Page No. 2/-

- iv. I am also made to understand that Mr. V. Srinivasan, UDC is suffering from Neuro Problem and is undergoing treatment from Meenakshi Mission Hospital, Madurai, he is the only earning member in his family and have to look after his aged & widowed dependent mother, wife and two daughter one of whom is a newly born baby.
3. In this regard, I would like to invite your kind attention on enclosed note issued under kind signature of Hon'ble Minister of State for Labour and Employment, Government of India dated 20-05-2020 with subject captioned as "Moratorium on rotational transfer of officers/ staff in view of COVID-19 pandemic-regarding" (Annexure-III). Wherein, it has been clearly directed "that no rotational transfers of officers / officials in different grades (Group 'A', 'B' and 'C') be carried till 30.04.2021 in Ministry of Labour and Employment, ESIC, EPFO, CLC(C), DGLW, VVCNLI, DGMS, DGFASLI, Labour Bureau etc".
4. ESIC Hqrs Office has also issued Office Memorandum No. A-22/13(T)/2020-Med-V1 (Covid-19) dated 04th June, 2020 with subject "Moratorium on rotational transfer of officers/ staff in view of COVID-19 pandemic-regarding" (Annexure-IV). It clearly states that, "in view of the extraordinary situation prevailing in the country due to outbreak of COVID-19 Pandemic causing serious disruptions in the life, it would not be appropriate to dislocate officers/ staff of ESI Corporation for one year. It has, therefore, been decided that no rotational transfers of officers/officials in different grades (Group 'A', 'B' and 'C') be carried till 30-04-2021"
5. The action of Regional Director, RO, Chennai regarding non-considering the request of aggrieved applicant is grossly in appropriate and against the spirit of policy approved by Hon'ble Minister of State for Labour and Employment and Chairman of Apex Body of ESIC and DG, ESIC.
6. Further to above, I have also been made to understand that the Officer In-charge of SRO Madurai had not disbursed the salary of aggrieved applicant for the month of June, 2020 during this covid -19 distress.
7. ESIC Headquarters have issued a letter bearing No. D/36/11/ARM/2018-Genl. Dated 15-05-2020 (Annexure - V) wherein the approval of DG, ESIC was communicated for payment of salary / wages to contractual manpower such as housekeeping, maintenance etc. deployed in the ESIC offices who could not attend the office due to either closure of office or lockdown measures implemented by the Government of India / State Government.
8. In this regard, I had tried to invite attention of Additional Commissioner and Regional Director, RO, Chennai on above facts and for compliance of orders of Minister of I&E and DG, ESIC vide my letter bearing No. AIESIC.SC/ST.FED.2015-072 dated 02nd July 2020 (Annexure- VI) for speedy action in the matter but yet no action is forthcoming.

9. Madam, during this period of Pandemic COVID 19, the applicant is in Pandemic hardship. Hence, you are requested to direct the Regional Director, Tamilnadu for following urgent actions:

1. Immediate release of salary of aggrieved person for the months of June, 2020 as such kind of punitive action cannot be done arbitrarily.
2. Immediate consideration of requests of aggrieved member for retention at their present place of posting.
3. Allowing all other officials to work from home where the officials concerned are not able to attend office due to various guidelines issued by DoP&T (GoI), Ministry of Home Affairs (GoI), Concerned State Government and local Authorities due to lockdown, declaration of their residence as containment zone or social distancing, etc. as per GoI guidelines.

Since, the matter is of serious nature, an urgent action is solicited.

Yours faithfully




(Heera Singh)
Secretary General

Enclosed as above.

Copy to :

1. Deputy Director, In charge, SRO, Madurai for advance information and necessary action please.



Secretary General

From

V.N. SRINIVASAN, UDC,
Pf: 3507, Employee No: 120032
ESIC Branch Office Sivakasi,
Sivakasi.

To

The Additional Commissioner,
ESI Corporation,
Regional Office,
143, Sterling road, Nungambakkam,
Chennai-34.



(Through Proper Channel)

Sir,

Sub : Request for retaining me at SRO Madurai itself-regarding.
Ref : R.O. Chennai Office Order No. 48(E) of 2020 dated 28.02.2020.

I submit the following for your kind consideration and favourable action. I joined the Corporation as MTS in the year 2008. Presently I am working as UDC at Branch Office Sivakasi. The Additional Commissioner-cum-The Regional Director, Regional Office Chennai vide R.O. Chennai Office Order No. 48(E) of 2020 dated 28.02.202, has ordered my transfer to SRO Coimbatore, with immediate effect.

I am the elder son of the family and the only earning member of my family. I am fully responsible to take care of my aged widowed mother, wife and my two daughters. Recently only on 22.01.2020 my second daughter is born and my presence to take care of the new born infant and feeble wife at home is inevitable.

I personally suffer from neuro problem and under treatment from local Neuro Surgeons, Dr. N. Murali and Dr. Selvamuthu kumaran, Madurai for a long time. I enclose the medical records in respect of my ailment for your kind perusal.

In these circumstances, I request you to kindly consider my representation and order to retain me at the present place of posting.

I hereby assure you that I will perform my duties to the fullest satisfaction of my superiors with utmost care.

Yours faithfully,

Date: 28.02.2020

Place: Sivakasi

Copy to:

The Joint Director (Incharge), ESI Corporation, Sub Regional Office, Madurai.

(V.N. Srinivasan)

Forwarded to
The Joint Director (Incharge)
Sub Regional Office, Madurai
28.02.2020

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TAMILNADU ESIC SC/ST OFFICERS' AND EMPLOYEES' WELFARE ASSOCIATION (REGN.NO.59 of 1993)

(AFFILIATED TO ALL INDIA ESIC SC/ST OFFICERS' AND EMPLOYEES' FEDERATION, NEW DELHI)
ESIC BHAVAN, 143, STRELING ROAD, NUNGAMBAKKAM, CHENNAI - 600 034.

PATRON : THIRU.THOL.THIRUMAVALAVAN, M.A.,B.L., M.P.

President
G. SELVAKUMAR

General Secretary
V. MAHESH

Treasurer
M.VAIRAMANI

TN/ESIC/SCT/EWA/2020

DATED:16.06.2020

To
The Addl. Commissioner & Regional Director,
ESI Corporation,
143, Sterling road,
Nungambakkam,
Chennai- 34.

15/6/20

Sub: Transfer of Officials - reg.

Ref: Our Association E-Mail dated 08/04/2020.

Sir,

Please refer to R.O. Office Order No.48 (E) of 2020 dated 28.02.2020 wherein the officials at Sl. No. 1 and 2 has been ordered transfer from Regional Office Chennai to SRO Tirunelveli, the officials at Sl. No. 6 to 8 is transferred from SRO Madurai to B.O Arakkonam, B.O Ambur, SRO Coimbatore and the officials at Sl.No.14 to 16 is transferred from SRO Salem to B.O Redhills, ESI Hospital K.K. Nagar, ESI-PGIMSR, K.K. Nagar etc. However it is understood that due to outbreak of COVID-19 Pandemic the officials at Sl.No 1,2,6,7,14,15 and 16 are considered for retention at their present place of posting/nearest place. But the official at Sl.No.8, Sri. V.N. Srinivasan, U.D.C has not been considered for retention at SRO Madurai and he has been directed to join duty at the earliest.

I thank the AC & RD for arranging disbursement of his salary up to May 2020 at SRO Madurai and I request that he may please be considered for retention at SRO Madurai, as considered in the cases of other officials. The official Sri. V.N. Srinivasan, UDC belongs to the **downtrodden ST community** and has already submitted a request in this regard.

Further, I have to bring to your kind notice the H.Qrts O.M. dated 04.06.2020 regarding Moratorium on rotational transfers. It is instructed that " In view of the extraordinary situation prevailing in the country due to outbreak of COVID-19 Pandemic causing serious disruptions in the life, it would not be appropriate to dislocate officers/staff of

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TAMILNADU ESIC SC/ST OFFICERS' AND EMPLOYEES' WELFARE ASSOCIATION (REGN.NO.59 of 1993)

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ESIC BHAVAN, 143, STRELING ROAD, NUNGAMBAKKAM, CHENNAI - 600 034.

PATRON : THIRU.THOL.THIRUMAVALAVAN, M.A.,B.L., M.P.

President
G. SELVAKUMAR

General Secretary
V. MAHESH

Treasurer
M.VAIRAMANI

ESIC for one year and no rotational transfers of officers/officials in Group A,B and C be carried till 30.04.2021".

In view of the above mentioned details, I once again request that Sri. V.N. Srinivasan, UDC may please be retained at SRO Madurai.

Yours faithfully,

(V. MAHESH)

GENERAL SECRETARY

Encl: 1) Copy of Official's representation dated 04/03/2020.

2) Copy of H.Qris O.M. Dated 04.06.2020.

3) Copy of SRO Madurai Lr. Dated 05.06.2020.

Copy to : 1) The Dy. Director (Finance) SRO Madurai with a request to draw the Salary in t/o Sri. V.N. Srinivasan, UDC regularly.
2) The Secretary General, ALL INDIA ESIC SC/ST OFFICERS' & EMPLOYEES' FEDERATION for information.

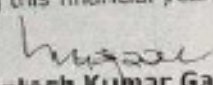
**OFFICE OF MINISTER OF STATE (IC) FOR
LABOUR & EMPLOYMENT**

Sub: Moratorium on rotational transfers of officers/staff in view of COVID-19 Pandemic.

In view of the extraordinary situation prevailing in the country due to outbreak of COVID-19 Pandemic causing serious disruptions in the life, it would not be appropriate to dislocate officers/staff of Ministry of Labour & Employment/its attached offices/subordinate offices/autonomous organisations for one year. Therefore, it is directed that no rotational transfers of officers/officials in different grades (Group 'A', 'B' and 'C') be carried till 30.04.2021 in Ministry of Labour & Employment, ESIC, EPFO, CLC(C), DGLW, VVGNI, DGMS, DGFASLI, Labour Bureau etc. The exception to the moratorium on rotational transfers upto 30.04.2021 would be on following grounds:-

- (i) Administrative reasons to fill any vacancy due to promotion/retirement with general principles that minimum dislocation is caused to the officers/staff while deciding postings on promotion.
- (ii) Consideration of requests by officers/staff on compassionate grounds i.e. medical emergency with self or family members etc. However, the transfers being made on personal request and on compassionate ground will be without any cost to the Government i.e. no transfer grants/transfer allowance/travelling allowance would be paid to the officers/staff who have been transferred on their own request.

2. The transfer to be made in the above two categories would be recommended by the Transfer Committees and the transfer orders would be issued after the approval of the competent authority. These directions would come into effect with immediate effect and the necessary orders may be issued by different organisations accordingly. This step would lead to minimum inconvenience at this point of time of COVID-19 and would also curtail the expenditure of Government during this financial year.


(Santosh Kumar Gangwar)
MOS(IC), L&E
20.05.2020

Secretary(L&E)

Copy to:-

DG,ESIC/CPFC/CLC(C)/DGLW/DG,VVGNI/DGMS/DG,FASLI/DG,
Labour Bureau



संख्या : ए-22/13(टी)/2020-चि VI(कोविड-19)

दिनांक: 4 जून, 2020

कार्यालय ज्ञापन

विषय: Moratorium on rotational transfers of officers/staff in view of COVID-19 pandemic-regarding.

In view of the extraordinary situation prevailing in the country due to outbreak of COVID-19 Pandemic causing serious disruptions in the life, it would not be appropriate to dislocate officers/staff of ESI Corporation for one year. It has, therefore, been decided that:

- 1- No rotational transfers of officers/officials in different grades (Group 'A' 'B' and 'C') be carried till 30.04.2021.
- 2- The exception to this moratorium on rotational transfers, would, however, be administrative reasons to fill up any vacancy due to promotion/retirement and consideration of requests by officers/staff on compassionate grounds i.e. medical emergency with self or family members etc with general principles that minimum dislocation is caused to the officers/officials while deciding postings on promotion.
- 3- Transfers being made on personal request and on compassionate ground will be without any cost to the government i.e. no transfer grants/transfer allowance/travelling allowance/daily allowance would be paid to the officers/staff who have been transferred on their own request
- 4- The transfer to be made in the above categories i.e. Para 2 would be recommended by the Transfer Committee.

This is in compliance to directions received from Government of India and meets approval of competent authority. All the immediate cadre controlling authorities are advised to circulate & bring contents of this O.M. to knowledge of all the concerned of their respective units.


(दीपक मरिह)
उप निदेशक(चि.प्रशा.)

ज्ञेय में,

1. नि.चि./दि./नि.चि./नाॅण्डा,
2. निगम के सनस अस्पताल/ शिक्षण संस्थानों के चिकित्सा अधीक्षक/डीन,
3. सभी क्षेत्रीय कार्यालयों के क्षेत्रीय निदेशक - उनके नियंत्रण में तैनात चिकित्सा, नर्सिंग व पैरामेडिकल स्टाफ के नियंत्रण हेतु।
4. वैबसाइट कंटेंट प्रबन्धक - इस ज्ञापन को निगम की वैबसाइट पर अपलोड करने हेतु

	<p>Headquarters Office Employees' State Insurance Corporation (Ministry of Labour & Employment, Govt. of India) Panchdeep Bhavan C.I.G. Marg, New Delhi-110002 (email general.hq@esic.nic.in, Phone 011 23216407)</p>
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G.NO.D/30/11/ARM/2018-Genl.

Date : 16.05.2020

To,

1. All Additional Commissioners / Regional Directors, Regional offices
2. All Medical Superintendents, ESIC Hospitals
3. All Deans, ESIC Medical Colleges / Dental Colleges, Paramedical College
4. DMD/DMN/NTA

Subject : Payment of salary/wages to contractual manpower for the period of lockdown

Madam / Sir,

As you are aware that our country is combating with the threat of COVID-19 and Government of India took several measures starting first week of March 2020 for containing the spread of this pandemic. One among these measures, undertaken for this purpose, was complete lockdown declared by Government of India effective from 25.3.2020. Vide MHA order dated 24.3.2020, offices of the Government of India, its Autonomous / Subordinate offices were closed down in the country bearing few exceptions wherein essential services were allowed to be continued. Gradually, based on the detection of COVID-19 positive cases, containment area / zones were identified in cities/districts and those areas were sealed for any movement to contain the spread of virus.

Department of Expenditure, Ministry of Finance issued directions vide OM No. 23(4)/E. Coord / 2020/1 dated 23.3.2020 stating that due to complete lockdown measures, there is a likelihood of a number of contractual, casual and outsourced staff such as housekeeping staff etc. being required to stay at home, which under normal circumstances would result in deduction in their pay / wages. In order to avoid any undue hardship under the prevailing extraordinary circumstances, it has been decided that whenever any such contractual, casual and outsourced staff of Ministries / Departments and other organizations of Government of India is required to stay at home in view of lockdown orders regarding COVID-19 prevention, as announced by various States / UT Governments, they shall be treated as "on duty" during such period of absence and necessary pay / wages would be paid accordingly.

In view of above, I am directed to inform that DIRECTOR General has accorded approval for

Sd/-

payment of salary / wages to contractual manpower such as housekeeping, maintenance etc. deployed in the ESIC offices who could not attend the office due to either closure of office or lockdown measures implemented by Government of India / State Governments. However, it may be ensured that the strength of contractual employees will remain same which was prevailing as on 24.3.2020 i.e. only those employees will be paid who were under deployment as on the date of declaration of lockdown. In case of ESIC Hospitals which are functioning during the lockdown period being essential services, the payment of wages may be made on the basis of attendance since manpower working in hospitals are supposed to perform duties during this period also. Only those contractual employees of hospitals can be considered on duty for payment of wages whose residential areas were sealed as containment zone and no movement was allowed in those areas due to which they could not attend their duties.

Yours faithfully,


(Sanjeev Kumar Shahi)
Assistant Director