



स्टील अथॉरिटी ऑफ इण्डिया लिमिटेड
STEEL AUTHORITY OF INDIA LIMITED

No.PER/EC/1910
July 30, 2018

Asstt. General Manager (Pers.)
SAIL, Refractory Unit,
Bokaro-827 004.

Dear Sir,

S. S. Meena
13/08/18
All Plant Personnel Heads
of SRU

Please refer to the communication dated 4.8.2016 vide which decision relating to levying of water charges and practice of payment of wages in lieu of work performed on National Holidays/Festival Holidays/Restricted Holidays was conveyed.

2. In view of the observations by PDCA, the provision relating to practice of payment of wages for work on National Holiday has been examined again and following has been decided:

i) The provision of communication dated 4.8.2016 relating to payment of wages for work on National Holidays may be read as under :

“National Holidays will continue to be treated as paid holidays and employees who cannot be spared on National Holidays will be granted a compensatory holiday with wages on another day within a stipulated time or will be paid a day’s wages in lieu thereof at the convenience of the Management.”

ii) Where May Day is being declared as paid Holiday in view of State Act /State notification with provision of payment of extra wages at par with National Holidays the same may continue. In case of SAIL Foundation Day, the existing practice may continue.

iii) Further, where the practice of payment of two days’ wages for work on National Holiday is being followed in view of agreement/understanding with unions or practice or provision in Standing Orders, the same may be withdrawn after discussion with respective unions.

3. Other contents of the communication dated 4.8.2016 shall remain unaltered.

4. This issues with the approval of the competent authority.

Thanking you,

Yours faithfully,

Pawan Kumar
30/7/18
(Pawan Kumar)
DGM (P-W,R,IR&W)

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13/8

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