



उत्तराखण्ड पूर्व सैनिक कल्याण निगम (उपनल)
Uttarakhand Purv Sainik Kalyan Nigam (UPNL)

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PERSONAL ATTENTION OF DEPT HEADS

All Departments

REMITTANCE OF MONTHLY SALARY AMOUNT OF UPNL EMPLOYEES

1. Kindly refer to following letters of Govt of India for the duration of "Lockdown" period due to "Pandemic Covid-19" copies of letters are attached :-
 - (a) Ministry of Labour & Employment, New Delhi letter dated 20 Mar 20, addressed to all Chief Secretaries of States/ UTs.
 - (b) Ministry of Finance OM dated 23 Mar 20 addressed to all the Ministries and Depts of Govt of India.
2. Important aspects of the above letters are highlighted as under:-
 - (a) Neither services of contracted employees to be terminated nor wages to be reduced under present catastrophic situation.
 - (b) Lockdown period would be deemed to be 'On Duty'.
 - (c) Above instructions to be applicable till 30 Apr 20.
3. Under the prevailing circumstances, UPNL is committed to timely remittance of monthly salary to all its employees with due urgency so as to ameliorate the likely financial stress and strain on them.
4. The above requirement can be met with cooperation of all the 'Principal Employers' where by monthly attendance of respective employees, conforming with Govt Orders, be forwarded to UPNL office through e-mail address i.e salary@upnl.co.in or billing@upnl.net at the earliest. Based on the billing raised by the UPNL, salary amount be credited into UPNL Bank Account on priority so as to ensure timely disbursal of salary into employees bank account.
5. In the above context, all the departments are also requested to forward the required details of salary amount remitted to UPNL as per paid down format by e-mail address i.e accounts@upnl.net to facilitate identification of concerned departments and payment of salary to respective employees in time.
6. In view of the above, due cooperation from all the departments is solicited please.
7. Thanking You.

Col Manoj Rawat (Retd)

DGM (Fin)

30 Mar 20



हीरालाल सामरिया, आई०ए०एस०
भारत सरकार के सचिव
HEERALAL SAMARIYA, I.A.S.
Secretary to Govt. of India

MINISTRY OF LABOUR & EMPLOYMENT
SHRAM SHAKTI BHAVAN
NEW DELHI - 110001

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D.O. No. M-11011/08/2020-Media

March 20, 2020

Dear Chief Secretaries,

The World is facing a catastrophic situation due to outbreak of COVID-19 and in order to combat this challenge, coordinated joint efforts of all Sections of the Society is required. In view of the above, there may be incidence that employee's/worker's services are dispensed with on this pretext or the employee/worker are forced to go on leave without wage/salaries."

In the backdrop of such challenging situation, all the Employers of Public/Private Establishments may be advised to extend their coordination by not terminating their employees, particularly casual or contractual workers from job or reduce their wages. If any worker takes leave, he should be deemed to be on duty without any consequential deduction in wages for this period. Further, if the place of employment is to be made non-operational due to COVID-19, the employees of such unit will be deemed to be on duty.

The termination of employee from the job or reduction in wages in this scenario would further deepen the crises and will not only weaken the financial condition of the employee but also hamper their morale to combat their fight with this epidemic. In view of this, you are requested to issue necessary Advisory to the Employers/Owners of all the establishments in the State.

With regards,

Yours sincerely,

(Heeralal Samariya)

All Chief Secretaries of States/UTs
(As per list attached)

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North Block, New Delhi
Dated: 23.03.2020

OFFICE MEMORANDUM

Sub: Payment of wages to outsourced persons of Ministries/Departments and other organizations of Government of India during lockdown period due to COVID-19

As part of social distancing and isolation measures to contain the spread of COVID-19 in the country, various State/UT Governments have announced lockdown at different places. Instructions have been separately issued by DOP&T regarding maintenance of essential services in Ministries/Departments.

2. Due to these measures, there is a likelihood of a number of contractual, casual and outsourced staff such as house-keeping 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 hardships under the prevailing extraordinary circumstances, it has been decided that wherever 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 order 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.
3. These instructions shall also apply to Attached/Subordinate Offices, Autonomous/Statutory Bodies of Government of India.
4. These instructions shall apply till 30th April, 2020.

Annie G. Mathew
23/03/20

(Annie G. Mathew)
Additional Secretary to Government of India

To:

All the Ministries and Departments of Government of India