



# KERALA WATER AUTHORITY

Jala Bhavan  
Thiruvananthapuram - 695 033  
Kerala, India

## PROCEEDINGS OF THE MANAGING DIRECTOR

Sub:- KWA – Over Time wages paid for extra duty for staff -Orders - issued

### KERALA WATER AUTHORITY

No.KWA/JP/E1/9625/2013

Dated, Thiruvananthapuram, 3.11.2017

Read

1. Letter No.RAO/KWA/II/IP/2-293/2014-15/986/1435 dated 04.03.2016 of the Resident Audit Officer, Kerala Water Authority, Thiruvananthapuram.
2. Discussion held in the chamber of undersigned on 16.09.2017 in the presence of the representatives of recognized trade unions.
3. Letter No.KWA/CE/SR/EGL/1821/2017 dated 07.08.2017 of the Chief Engineer, Southern Region, Thiruvananthapuram.
4. Resolution no.10599 at the 397<sup>th</sup> Authority Meeting of KWA held on 27/10/2017.

## ORDER

It has come to the notice that Over Time (OT) wages are being paid in excess of normal monthly salary to the employees of Kerala Water Authority who are deployed in a few Water Treatment Plants and Pump Houses for attending additional duty. The Financial Inspection Wing of Government of Kerala has objected the payment of Over Time wages being paid to the employees of Kerala Water Authority whose service conditions are regulated by

KSR and KS & SSR. The Audit by Accountant General has also objected to the payment of such Over Time wages being paid to employees of Kerala Water Authority. This has led to confusions and issues started cropping up in certain plants. A discussion was held with the representatives of recognized trade unions on 16.9.2017 to address the issue.

The matter has been placed before the 397<sup>th</sup> Board meeting of the Authority held on 27.10.2017. The Authority noted that as Kerala Water Authority has commissioned many new Water Supply Schemes since its inception from 1984 and posts for sufficient operating staff were not sanctioned to meet the demand of staff required, field officers are either engaging labourers on contract basis or continuing with additional duty for the regular employees. Considering the fact that there is severe shortage of operating staff and that some more time will be required to formulate and implement an alternative system, the Authority resolved to continue the engagement of regular employees for additional duty wherever overtime wages are being paid at present with the following modifications :

1. The maximum number of additional duty which can be assigned to a regular operating staff is limited to **four per month**.
2. The maximum wages applicable for this overtime duty will be the average per day salary of the employee.

The directions mentioned above shall be made applicable with effect from 01.10.2017 onwards. This type of arrangement will be strictly limited to places where overtime wages are being paid now. It is also directed that the system of engagement on additional duty shall be done away with as early as possible.

Under the above circumstances and as resolved by the Authority, orders are issued to continue the engagement of regular employees for additional duty wherever overtime wages are being paid at present with the following modifications :

1. The maximum number of additional duty which can be assigned to a regular operating staff is limited to **four per month**.
2. The maximum wages applicable for this overtime duty will be **the average per day salary of the employee**.

The directions mentioned above shall be made applicable with effect from 01.10.2017 onwards. This type of arrangement will be strictly limited to places where overtime wages are being paid now. It is also directed that the system of engagement on additional duty shall be done away with as early as possible.

All field officers concerned are directed to strictly adhere to the above directions.

The Chief Engineer (HRD and General) is directed to prepare and submit an alternative proposal for replacing the system in a time bound manner.

-Sd-  
MANAGING DIRECTOR

To  
The Chief Engineer, KWA, Southern Region  
Thiruvananthapuram

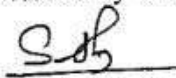
Copy to: The Chief Engineer, KWA, Central/ Northern Region  
Kochi/ Kozhikkode for information and necessary action

The Superintending Engineer,..... For n/a

The Executive Engineer, PH/WS/HW Division, .....

Copy to: PA to MD/CE(HRD&GL)/DCE(GL)/Sr.AO/AO(Admn)/SS.I&II/JSI&II/  
File/Stock File.

Copy to: DBA for publishing in the Website of Kerala Water Authority.

Forwarded by Order  
  
Deputy Chief Engineer