

**CENTRAL SILK BOARD  
BANGALORE – 560 068.**

No.CSB-9(1)/2013/wages/Labour/V01.II

Date : 12.06.2014

**CIRCULAR**

Sub:- Revision of Wages to TSFWs/SFWs working in different  
Units of Central Silk Board – reg.

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Pursuant to Ministry's approval conveyed vide their letter No.F.No.25011/9/2013-Silk dated 28<sup>th</sup> February 2014 and revised approval vide their letter dated 9<sup>th</sup> June 2014 for revision of wages of Skilled Farm Workers & Time Scale Farm Workers of Central Silk Board, the approval of the Competent Authority is accordingly conveyed to implement the revision of wage package of Skilled Farm Workers & Time Scale Farm Workers working in various units under Central Silk Board w.e.f 01.03.2014 as indicated below:-

**Wage Revision Package Applicable to Skilled Farm Workers.**

- (1) The existing wage scale of **Rs.2000-75-2750-100-3250** stands revised to **Rs.3600-150-5100-200-7100 w.e.f 01.03.2014**
- (2) The basic wages drawn by a Skilled Farm Worker as on **01.01.2013** is added to the Special Allowance being drawn by him at 50% of the basic wages and to the said amount a weightage of 30% is added to arrive at the new basic wages which would be fixed at the appropriate stage in the revised wage scale.
- (3) The Variable Dearness Allowance shall continue to be paid at the Skilled rate as applicable to "Skilled Agriculture Workers" as fixed by the Chief Labour Commissioner(Central), New Delhi from time to time under the provisions of the Minimum Wages Act, 1948 and the rules made thereunder.
- (4) The House Rent Allowance and Medical Allowance shall continued to be paid at the existing rates.
- (5) A SFW will not be eligible for separate Special Allowance of 50% of basic wages w.e.f 01.03.2014 once the new wage revision package is implemented.

**Wage Revision Package Applicable to Time Scale Farm Workers.**

- (1) A Time Scale Farm Worker is continued to be placed in the existing wage scale of **Rs.2000-75-2750-100-3250** till he is converted as a Skilled Farm Worker. Till such time he is converted as a Skilled Farm Worker, he will be paid an additional 50% Special Allowance equivalent to 50% of basic wages w.e.f **01.03.2014**, which will not be counted or reckoned for any purpose.
- (2) A Time Scale Farm Worker shall continue to get other allowances like VDA(Un-Skilled), HRA & Medical Allowances at the existing rates.

**General conditions:-**

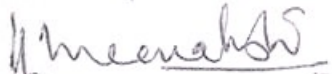
1. All other existing benefits like EPF, Gratuity, Gratuitous Relief, Bonus, Leave, Bicycle Advance, Festival Advance etc and other service conditions shall continue to apply.
2. Vide this office letter No.CSB-19(26)/2006-Labour dated 25.09.2007, instructions were issued for recovery of excess wages in installments ranging from 100.00 to Rs.400.00 per month calculated on the total amount of dues. Accordingly necessary action to be taken to recover the outstanding dues in installments at the rates indicated in the said letter. In case the entire dues cannot be recovered at the same rate of installments indicated therein owing to concerned worker retiring from the Board's service, then the rate of each installment may be re-worked on case to case basis to ensure that the entire dues is recovered before the concerned worker is relieved from the Board's services either on retirement or otherwise quitting the Board's services.
3. The ban imposed on fresh engagement of Casual Farm Worker will continue to apply.
4. The Temporary Status Scheme of 1993 and any Central Pay Commission recommendations will not be applicable to the farm workers of CSB.
5. With regard to extension of the above wage revision package to those TSFWs/SFWs who were to retire on attaining the age of 55 years on or after 06.11.2012 but continued in service in terms of interim orders of the Tribunal/High Court of Karnataka, a separate Circular No.CSB-6(5)/2010-Labour/Vol.II dated 10.06.2014 has been issued for necessary compliance.

6. There is no change in the date of next increment i.e July of each year.
7. There is no change in the nature of duties and responsibilities of the farm workers.
8. A TSFW/SFW against whom any disciplinary proceedings/criminal proceedings is pending, his case may not be considered for extension of the above revised wage package and each of such case will have to be examined separately.

The above wage package as per applicability as above to be extended to all the eligible Skilled Farm Workers/Time Scale Farm Workers working under the control of respective units **w.e.f 01.03.2014**. Therefore action may be taken to implement the above benefits immediately to the eligible Skilled Farm Workers and Time Scale Farm Workers working under your control & under the control of your nested units under intimation to this office. The total additional financial implication on account of extending the revised wage package to TSFWs/SFWs working under your control may be forwarded to this office for needful.

While implementing the benefits covered in the Circular, it may be ensured that no over payment is made due to any form of misinterpretation. Any such case of over payment will be viewed seriously and the concerned will be held personally liable to recover such over payments. Any clarification needed in implementing the above benefits, same may be referred to Central Office for a decision. A copy of illustration showing the wage fixation in the new wage scale of Skilled Farm Worker is enclosed herewith for ready reference.

This issues with the approval of the Competent Authority.

  
(K.N. MEENAKSHI)  
JOINT DIRECTOR (ADMN)

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