



CENTRAL SILK BOARD

Ministry of Textiles – Govt. of India

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CIRCULAR

Sub: Implementation of Temporary Status Scheme of CSB – Reg.

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This is to inform that the Ministry of Textiles has considered the proposal of the Central Silk Board to extend the benefits of the Temporary Status Scheme (TSS) under the Casual Labourers (Grant of Temporary Status and Regularization) Scheme of Govt. of India, 1993 to the eligible Skilled Farm Workers (SFWs) of CSB subject to following the procedure as detailed below while implementing the conferment of temporary status in accordance with DoPT O.M. No.51016/2/90-Estt.(C) dated 10.09.1993.

- (i) CSB may proceed further under Rule-28 of the CSB Rules, 1955 to implement the Grant of Temporary Status Scheme in accordance with the DoPT's Casual Labourers (Grant of Temporary Status & Regularization) Scheme of Govt. of India, 1993.
- (ii) All Farm Workers who have filed Writ Petitions before various High Courts and other Courts all over the country, will withdraw these cases.
- (iii) No additional budgetary support for meeting the expenditure on account of conferment of Temporary Status will be provided by the ministry and CSB will have to meet the additional financial burden on this account within the existing budgetary allocation.
- (iv) The EFC/CCEA while approving the XII Plan schemes of the Central Silk Board decided to book the wages of Farm Workers under Plan Schemes. Govt. of India has sanctioned limited budget for Plan Schemes and diversion of more funds from Plan Schemes for meeting the wages of Farm Workers with retrospective effect will hamper the sericulture development activities in the form of Research and Development and Seed Organization Schemes thereby adversely affect the growth trajectory of Silk Industry. That is why financial benefit to TSWs accruing out of conferment of Temporary Status to TSWs will be granted from prospective effect, viz., with effect from the date of approval of the same by the Board.

2. As per the above instructions of the Ministry, the proposal to extend TSS to the SFWs of CSB has been considered by the Board under Rule-28 of the Central Silk Board

Rules, 1955 and the same has been approved for implementation w.e.f. 01.07.2015 vide its Resolution dated 13.07.2015.

3. With regard to condition No.(ii) above, an official letter dated 13.07.2015 was issued to the concerned Directors to see that the Farm Workers have withdrawn all the pending cases or otherwise to get the cases disposed of, thereafter it was proposed to implement the said Scheme w.e.f. 01.07.2015. In this regard, the pending cases on the issue of TSS filed by the Farm Workers working in Jammu & Kashmir, BSMTC, Bilaspur and CTR&TI, Ranchi have been withdrawn. As regards the W.P. No.19130/2007 (LABOUR) pending on the file of the H'ble High Court of Karnataka at Bangalore filed by Shri.S.Ramesh and 171 Others, the H'ble High Court of Karnataka, Bangalore has discharged 100 workers from the said case based on their Memo for withdrawal. The remaining workers are still continue to be the parties to the case. Besides this, there are two more Writ Petitions No.3535/2008 and No.20513/2008 filed by the Workers' Union pending before the H'ble High Court of Karnataka and the Union has not agreed to withdraw the said cases. There is one more case filed by two Workers in O.A. No.949/2012 pending on the file of CAT, Hyderabad which they have not so far withdrawn. As these cases are still pending, the CSB could not implement the scheme as resolved by the Board. This was again taken up with the Ministry and the Ministry of Textiles vide their letter dated 23.03.2016 have decided to grant the Temporary Status to those Skilled Farm Workers who are non-litigants and those who have withdrawn the cases pending on the issue of TSS and payment of wages and arrears to them w.e.f. 01.07.2015 (from the date of approval of the Board) from Non-Plan Budget allocation of CSB. The Ministry has made very clear that the implementation of the scheme to the litigants shall be operative as and when they withdraw the court cases.

4. According to the revised approval of the Ministry, the approval of the Competent Authority is hereby conveyed to implement the TSS to the eligible SFWs of the board w.e.f. 01.07.2015 who are non-litigants and to those who have withdrawn the cases. The list of litigants as per this office records is enclosed herewith as **Annexure-I**.

5. Subject to the above conditions, it may kindly be noted that (i) Temporary Status will be conferred on all the eligible SFWs who are in employment in CSB as on 01.09.1993 and who have rendered continuous service of at least one year as on the said date and continue to remain in the service of the Board as on 01.07.2015, (ii) the implementation of TSS to all such eligible SFWs is w.e.f. 01.07.2015 which is the date of approval of the Board for the implementation of the said scheme, (iii) the benefits available under the TSS are indicated in **Annexure-II** and (iv) an undertaking may be obtained from the eligible SFWs (if not already given) in the format enclosed as **Annexure-III**. All the annexures form part & parcel of this Circular.

6. The TSS cannot be implemented to a Farm Worker against whom disciplinary/criminal case is pending.

7. The ban imposed on fresh engagement of Casual Labour will continue to apply.

8. Accordingly, immediately action may be taken to implement the TSS as per the above instructions/guidelines and the arrears of wages may be settled on or before

30.03.2016 from out of the **Non-Plan** Budget allocation after deducting all the statutory dues and other dues if any. The fund requirement in this regard may be indented by the concerned Institute and its nested units immediately so as to provide the required funds for disbursement before 30.03.2016.

9. 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 officer will be held personally liable to make good the financial loss. Any clarification needed in implementing the above benefits, same may be referred to Central Office for a decision.

10. All those Farm Workers who do not come under the eligibility criteria, will continue to be paid wages and other allowances as per the existing Board's scheme. Action may be taken on **Top Priority basis** strictly as per the above guidelines.

This issues with the approval of the Member Secretary.

Encl: As above.

Sd/-
(K.N.MEENAKSHI)
JOINT DIRECTOR (ADMN)

To

All the Main Institutes & its nested units.

ANNEXURE-1

LIST OF UNION BEARERS/LITIGANTS

SL. NO.	NAME	STATUS	STATION	REMARKS
1.	Shri.Mudalaiah	SFW	SSPC, CSB, Bangalore.	W.P. No.20513/2008
2.	Shri.S.Sridhar	SFW	BSF, CSB, K.R.Pet.	W.P. No.3535/2008
3.	Shri.K.Mallaiah	SFW	SSPC, CSB, Hindupura.	W.P. No.19130/2007
4.	Shri.L.Anand	SFW	CSGRC, CSB, Hosur.	
5.	Smt.Sarojamma	SFW	SCTH, CSB, Bangalore.	
6.	Shri.Mariswamy	SFW	CSR&TI, CSB Mysore.	
7.	Shri.S.N.Murthy	SFW	SSPC, CSB, Hindupura.	
8.	Shri.J.Swamy Kannan	SFW	SSPC, CSB, Hindupur.	
9.	Ravish Kodancha	SFW	SSTL, CSB, Bangalore.	
10.	Smt.Kanthamma	SFW	REC, CSB, Bidaraguppe.	
11.	Shri.B.Basavalingaiah	SFW	SBRL, CSB, Kodathi.	
12.	Shri.Hombalaiah	SFW	SBRL, CSB, Kodathi.	
13.	Shri.Ramesh	SFW	Cold Storage, CSB, K.P.Doddi.	
14.	Shri.C.M.Jayaram	SFW	SSPC, CSB, Ramanagaram.	
15.	Shri.S.Shekar	SFW	CSR&TI, CSB, Mysore.	

16.	Shri.Thammanna	SFW	CSR&TI, CSB, Mysore.
17.	Shri.P.Chandrashekar	SFW	BSF, CSB, Ananthapura.
18.	Shri.M.R.Reddy	SFW	BSF, CSB, Ananthapura.
19.	Shri.K.Venkatesh	SFW	SSPC, CSB, Hindupur.
20.	Shri.Y.N.Murthy	SFW	SSPC, CSB, Hindupur.
21.	Shri.K.Ramanna	SFW	CSGRC, CSB, Hosur.
22.	Shri.C.G.Gopal	SFW	CSGRC, CSB, Hosur.
23.	Shri.Muniraju	SFW	CSGRC, CSB, Hosur.
24.	Shri.Sambandham	SFW	CSGRC, CSB, Hosur.
25.	Shri.Papanna	SFW	CSGRC, CSB, Hosur.
26.	Shri.K.Ramaswamy	SFW	BSF, CSB, Thirupathur.
27.	Shri.K.B.Doreswamy	SFW	CSR&TI, CSB, Mysore.
28.	Shri.V.Umesha	SFW	CSR&TI, CSB, Mysore.
29.	Shri.Sridhara	SFW	CSR&TI, CSB, Mysore.
30.	Shri.V.Ramaswamy	SFW	CSR&TI, CSB, Mysore.
31.	Shri.Ibrahim	SFW	CSR&TI, CSB, Mysore.
32.	Shri.S.Ramesha	SFW	SSPC, CSB, Mysore.

33.	Shri.S.K.Kalegowda	SFW	SSPC, CSB, Mysore.
34.	Shri.Thamanna	SFW	SSPC, CSB, Mysore.
35.	Shri.C.M.Jayarama	SFW	SSPC, CSB, Mysore.
36.	Shri.B.Nandeesh	SFW	SSPC, CSB, Mysore.
37.	Shri.T.R.Thimmappa	SFW	SSPC, CSB, Mysore.
38.	Shri.N.Govindaiah	SFW	BSF, CSB, Nagamangala.
39.	Shri.N.T.Venkatesh	SFW	BSF, CSB, Nagamangala.
40.	Shri.Hucheera	SFW	BSF, CSB, Nagamangala.
41.	Shri.NM.Javeregowda	SFW	BSF, CSB, Nagamangala.
42.	Shri.H.N.Govindraaj	SFW	P3, BSF, CSB, Mysore.
43.	Shri.H.L.Ramaiah	SFW	SCPC, CSB, Kunigal.
44.	Shri.K.R.Ravikumar	SFW	SSPC, CSB, K.R.Nagara.
45.	Shri.Shambanna	SFW	REC, CSB, Chithradurga.
46.	Shri.T.Chennappa	SFW	REC, CSB, Chithradurga.
47.	Shri.Hanumanthappa	SFW	REC, CSB, Chithradurga.
48.	Shri.T.Chidanandappa	SFW	REC, CSB, Chithradurga.
49.	Shri.Y.Shankaramurthy	SFW	REC, CSB, Chithradurga.

50.	Shri.Mahadevappa	SFW	REC, CSB, Chithradurga.	
51.	Sri.Rajappa	SFW	REC, CSB, Chithradurga.	
52.	Shri.P.Manjunatha	SFW	CSR&TI, CSB, Mysore.	
53.	Shri.Shivamurthy	SFW	REC, CSB, Chithradurga.	
54.	Shri.TGopalakrishna	SFW	REC, CSB, Chithradurga.	
55.	Shri.K.Raju	SFW	CSR&TI, CSB, Mysore.	
56.	Smt.Ningamma	SFW	CSR&TI, CSB, Mysore.	
57.	Shri.Uthanna	SFW	SSPC, CSB, Chithoor.	
58.	Shri.K.V.S.Ibrahim	SFW	SSPC, CSB, Chithoor.	O.A. No.949/2012 before CAT, Hyderabad.

Note : The above list of litigants is as per the records maintained in Central Office. If any other litigants are there as per the records of concerned Institute, same may be verified and Temporary Status Scheme benefits need not be extended to such workers as per the instructions of the Ministry.

ANNEXURE -II

Benefits after grant of CL-TS scheme to the eligible Skilled Farm Workers.

- A. Wages at daily rates with reference to the minimum of the pay scale for a corresponding regular Group-D official including DA, HRA & Transport Allowance.(OM No.51016/2/90 Estt.(C) dated 10.09.1993).
1. For Matriculates: - PB-I payband 5,200-20,200 with Grade Pay Rs.1,800/- and admissible DA, HRA & Transport Allowance(pay will be fixed at the minimum of PB-1 Rs.5,200/-).
 2. For non- matriculates:- I-S pay band 4,440-7,440 with Grade Pay of Rs.1,300.00(pay will be fixed at the 1S-Rs.4,440/-) and admissible DA,HRA & Transport Allowance. After imparting the requisite training for a period of 3 months they have to be extended the Payband Rs.5,200-20,200 with Grade Pay of Rs.1,800/-. Each Institute/Office will design a training curriculum suited to its requirements. As far as possible the training programme should not exceed 3 months w.e.f 01.04.2016and it may be imparted during working days for not more than 2 hours per day. The concerned Institutes/nested units will bear the expenditure for training.
 3. Annual increment at 3% of Pay + Grade Pay on 1st July 2016 and onwards subject to satisfactory performance of duty for at least 240 days in a year.
 4. Leave on pro-rata basis at one day for every 10 days for the days of duties attended. Leave accumulation upto 300 days. But they are not eligible for any other leave including Casual Leave as per OM No.49014/3/2007-Estt.(C) dated 18/10/2007. Not eligible for encashment of leave.
 5. Leave credited on 1st January & 1st July for the days of attendance in the preceding half-year on pro-rata basis at one day for every 10 days of work as per OM No.49014/2/93-Estt.(C) dated 12/7/1994.
 6. Transport Allowance – Rs.600.00 + DA admissible (for 'A-1 city) Rs.400.00 for other places as per O.M dated 01.04.1998. Conditions as that of regular employees
 7. Double the normal rate of Transport Allowance to physically handicapped persons. Conditions as that of regular employees as per OM No.49014/2/2008-Estt.(C) dated 04.08.2008.
 8. Eligible for bonus as applicable to Casual Labourers.
 9. Maternity leave to Lady farm workers as admissible to Group-D staff(OM No.51016/2/90 Estt.(C) dated.10.09.1993).

10. Paternity leave 15 days – conditions as that of regular employees(OM No.49014/1/98-Estt.(C) dated 01.04.1998)
11. Beneficial compensatory allowances(viz.SDA,HCA etc wherever applicable) can be taken for calculating wages to the eligible Skilled Farm Workers conferred with temporary status scheme only one compensatory allowances can be opted whichever beneficial to them as per OM No.3(2)/95-E.II(B),dated 15.01.1996
12. The Age of retirement is on attaining the age of 58 years till further orders in terms of Interim Order dated 30.04.2014 of the H'ble High Court of Karnataka in W.P.No.18693/2014.

B. In addition to the above, they are eligible for the following benefits as per **LABOUR MANUAL:-**

1. Medical Allowance- Rs.500/- and reimbursement of medical expenses in case of inpatient treatment in Govt.Hospital for self and dependent family members (Chapter-6)
 2. GSLIS benefits upto the age of 55 years (Chapter-7)
 3. Bicycle & Festival advance (Chapter-8)
 4. Shifting benefits, if shifted in public interest(Chapter-9)
 5. Traveling expenses, daily/fixd allowance in case of short period deputation/shifting(Chapter-9)
 6. Provident Fund Scheme(Chapter-10) EPF ceiling limit is Rs.15,000/-. In case of J & K State workers it is Rs.10,000/-
 7. Retirement/death gratuity(Chapter-11)
 8. Gratuitous relief to the nominee in case of death(Chapter-11)
 9. There is no change in the working/duties, holidays, weekly off, procedure for retrenchment/removal etc.,
 10. Once a Skilled Farm Worker is conferred with Temporary Status his designation will be “**Skilled Farm Worker(TS)**”
- C. No benefits other than those specified above and specified in the scheme will be admissible to Skilled Farm Workers with Temporary Status.**

UNDERTAKING

I, Shri./Smt. _____, Skilled Farm Worker
working at _____

do hereby state that I am a party to the case No. _____

and I have withdrawn the same further undertake to accept the benefits of
Temporary Status Scheme w.e.f. 01.07.2015

Place : []
Date :

UNDERTAKING

I, Shri./Smt. _____, Skilled Farm
Worker working at _____

do hereby state that I am not a party to any court case on the issue of
Temporary Status Scheme and I further undertake to accept the benefits
of the Temporary Status Scheme w.e.f. 01.07.2015 after all the cases are
withdrawn.

Place : []
Date :

DRAFT**MEMORANDUM**

Sub: Implementation of Temporary Status Scheme of 1993.

- - - - -

Shri/Smt.....,working as Skilled Farm Worker at..... is hereby informed that the Competent Authority has conveyed approval for grant of benefits under the Casual Labourers (Grant of Temporary Status and Regularisation) Scheme of Govt. of India, 1993 with effect from 01-07-2015 in accordance with DoPT O.M.No.51016/2/90-Estt.(C) dated 10.09.1993. Accordingly, he/she is eligible for the following benefits:

- A. 1.** Wages at daily rates with reference to the minimum of the pay scale for a corresponding regular Group-D official including DA, HRA & Transport Allowance which is regulated as below:
- (i) For Matriculates: - PB-I payband 5,200-20,200 with Grade Pay Rs.1,800/- and admissible DA, HRA & Transport Allowance (pay will be fixed at the minimum of PB-1 Rs.5,200.00 + Grade Pay of Rs.1,800/-).
- (ii) For non- matriculates:- I-S pay band 4,440-7,440 with Grade Pay of Rs.1,300.00 (pay will be fixed at the 1S-Rs.4,440.00 + G.P Rs.1,300/-) and admissible DA, HRA & Transport Allowance. After imparting the requisite training for a period of 3 months they have to be extended the Payband Rs.5,200-20,200 with Grade Pay of Rs.1,800/-. Each Institute/Office will design a training curriculum suited to its requirements. As far as possible the training programme should not exceed 3 months w.e.f 01.04.2016 and it may be imparted during working days for not more than 2 hours per day. The concerned Institutes/nested units will bear the expenditure for training.
- 2.** Annual increment at 3% of Pay + Grade Pay on 1st July 2016 and onwards subject to satisfactory performance of duty for at least 240 days in a year.
- 3.** Leave on pro-rata basis @ one day for every 10 days for the days of duties attended. Leave accumulation upto 300 days. But they are not eligible for any other leave including Casual Leave. Not eligible for encashment of leave.
- 4.** Leave credited on 1st January & 1st July for the days of attendance in the preceding half-year on pro-rata basis at one day for every 10 days of work.
- 5.** Transport Allowance – Rs.600.00 + DA admissible (for 'A-1 city) Rs.400.00 + DA for other places.
- 6.** Double the normal rate of Transport Allowance to physically handicapped persons.
- 7.** Eligible for bonus as applicable to Casual Labourers.
- 8.** Maternity leave to Lady farm workers as admissible to Group-D staff.
- 9.** Paternity leave 15 days.

- 10. Entitled to Compensatory allowances (viz.SDA,HCA etc wherever applicable conferred with temporary status scheme only one compensatory allowances can be opted whichever beneficial to them as per OM No.3(2)/95-E.II(B),dated 15.01.1996).
- 11. The Age of retirement is on attaining the age of 58 years till further orders in terms of Interim Order dated 30.04.2014 of the H'ble High Court of Karnataka in W.P.No.18693/2014.

B. In addition to the above, you are eligible for the following benefits as per **LABOUR MANUAL:-**

- 1. Medical Allowance- Rs.500/- and reimbursement of medical expenses in case of inpatient treatment in Govt.Hospital for self and dependent family members (Chapter-6);
- 2. GSLIS benefits upto the age of 55 years (Chapter-7);
- 3. Bicycle & Festival advance (Chapter-8);
- 4. Shifting benefits, if shifted in public interest(Chapter-9);
- 5. Traveling expenses, daily/fixed allowance in case of short period deputation/shifting(Chapter-9);
- 6. Provident Fund Scheme(Chapter-10) EPF ceiling limit is Rs.15,000/-. In case of J & K State workers it is Rs.10,000/-;
- 7. Retirement/death gratuity(Chapter-11);
- 8. Gratuitous relief to the nominee in case of death(Chapter-11);
- 9. There is no change in the working/duties, holidays, weekly off, procedure for retrenchment/removal etc.,;
- 10. Once a Skilled Farm Worker is conferred with Temporary Status his designation will be “**Skilled Farm Worker(TS)**”

C. No benefits other than those specified above and specified in the scheme will be admissible to Skilled Farm Workers with Temporary Status.

Accordingly, the wages of Shri/Smt..... has been fixed at Rs... ../- per month with effect from 01-07-2015 onwards in the wage scale of Rs.

(Signature of the In-charge of
Institute/Station)

To
Shri/Smt.....
Skilled Farm Worker,
.....
.....