

From

The Financial Commissioner & Principal Secretary to Govt. Haryana,
Electronics and Information Technology Department.

To

1. All the Administrative Secretaries to Government of Haryana.
2. All the Heads of Departments in Haryana.
3. Registrar, Punjab & Haryana High Court.
4. All the Divisional Commissioners in Haryana.
5. Managing Directors/Chief Administrators/Chief Executive Officers of all the Boards, Corporations etc. in Haryana.
6. All the Deputy Commissioners in Haryana.
7. Registrars of all the Universities in Haryana.

Dated the 2nd of June 2010

Subject: Revision of the job work fee/ contract remuneration of computer professionals of various categories engaged for various Departments/ Boards/ Corporations through Haryana Informatics Limited(HIL) and policy decisions governing their service conditions. - clarifications regarding.

Sir/Madam,

I am directed to address you on the subject cited above and to say that a number of communications have been received from various Departments/ IT Professionals seeking clarifications regarding revision of the job work fee/ contract remuneration of computer professionals of various categories engaged for various Departments/ Boards/ Corporations in the State in terms of this Department letter No. Admn/254/1SIT/1077 dated 17.3.2010. The points raised in these communications have been clarified on pages 2 and 3 in the enclosed Annexure "A".




Administrative Officer
for Financial Commissioner & Principal Secretary to Govt. Haryana,
Electronics & Information Technology Department.

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Annexure 'A'

Sr. No	Issue raised by Dept.	Issue	Clarification																				
1	Health	As per policy 5% raise has been allowed annually to the Computer professionals. If 5% raise will be given every year to the Data Entry Operator on his/ her existing remuneration of Rs. 8000/- per month, then after 4 years department will pay Rs. 9,600/- and after 7 years department will pay Rs. 10,800/-. How it is possible because Data Entry Operator after 4 years will be eligible for Rs. 9,000/- per month as job work fee and Rs. 10,000/- after 7 years experience. Similar is the position for other categories also.	The Job Work fee of Rs. 8,000/-, Rs. 9,000/- and Rs. 10,000/- as specified under the said instructions for Category 1(i), 1(ii) and 1(iii) respectively is the <u>base rate</u> as on 1 st January, 2010 for placing the Computer Professionals in the appropriate sub-category. Wherever a contract is renewed on year to year basis, subject to the satisfaction of the engaging authority, an increase in the remuneration would be allowed @ 5 % on the base-rate prescribed for the category as on 01.01.2010. For example, the base rate of remuneration of the data entry operators who have been engaged for a period of 4 to 7 years as on 01.01.2010 will be Rs. 9,000/- as on 01.01.2010 and they would be allowed an increase of 5% i.e. Rs. 450/- on renewal of their contract on 01.01.2011 and so on and so forth.																				
2	Labour	Whether CPF and ESI will be deducted or not from the wages of computer professionals who are working in Government Departments?	Attention in this behalf is invited to para (ix) of para 1 of the instructions wherein it has clearly stated that the ESI contribution, wherever payable, will be paid by the employer over and above the fixed remuneration.																				
3.	Excise and Taxation	The Computer Professionals working in Category II (Old Category) have represented that their remuneration has not been increased, rather it has been decreased as compared to other IT professionals which they have enumerated as under:- <table border="1" data-bbox="558 1478 1005 1881"><thead><tr><th>Name of the post</th><th>Previous Remuneration</th><th>Revised Remuneration</th><th>Increase (%)</th></tr></thead><tbody><tr><td>DEO</td><td>4950-6050</td><td>8000-10000</td><td>61.61-65.28</td></tr><tr><td>Jr Prog.</td><td>7700-9900</td><td>13000-16000</td><td>68.83-61.61</td></tr><tr><td>Prog.</td><td>11040-13800</td><td>16000-18000</td><td>44.92-30.48</td></tr><tr><td>Syst. Anal.</td><td>25300-28750</td><td>25000</td><td>-1.18 - -13.04</td></tr></tbody></table>	Name of the post	Previous Remuneration	Revised Remuneration	Increase (%)	DEO	4950-6050	8000-10000	61.61-65.28	Jr Prog.	7700-9900	13000-16000	68.83-61.61	Prog.	11040-13800	16000-18000	44.92-30.48	Syst. Anal.	25300-28750	25000	-1.18 - -13.04	The remuneration/job work fee of the IT professionals had earlier been fixed on an adhoc basis, partly keeping in view the market trends. In certain categories, these were much lower. However, these have been rationalized now under the new guidelines, wherein the approximate linkages with counterpart regular posts have been used for determining the revised remuneration levels. For example, while determining the remuneration of a fresh Data Entry Operator, the regular pay scale of a Clerk has been used as the reference point. As such, the rate of increase cannot be uniform in all the categories. Moreover, the current level of remuneration drawn by an existing person has been protected under sub-para (x) of para 1 of the said guidelines and there is no reduction of the emoluments drawn earlier.
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4.	IT Professionals from Labour Department	<p>According to them, this policy will be applicable only after the expiry of previous contract and not from 01-01-2010. Kindly make it clear that the policy applicable from 01-01-2010 to all IT Professionals irrespective of the previous contact agreements.</p> <p>The second confusion is in Category I [(II) & (iii)] Wages - Rs.9000 & 10,000 respectively. For these categories, qualification are same, but requires more than 4 and 7 year contact experience. In this there is a need of clarification that whether the concerned office will upgrade the category or applicant has to submit the application to upgrade his category. How the experience will be counted, as previously the agreement was with the HIL and after 01-02-2009 the agreement is with the concerned department. The same case is with category 4(ii).</p>	<p>The policy has been made effective with effect from 1st January, 2010. As such, a fresh contract/ supplementary agreement can always be signed with the IT professional for the balance period of his tenure of contract, wherein a provision for revised rates of remuneration can be made.</p> <p>ii (a) It has already been made clear that in the Policy/ instructions that the IT professionals whose performance is 'Very good' and above, their case for up-gradation of the category shall be considered by the concerned Department/ organization itself;</p> <p>ii (b) The Computer Professionals have been engaged and deployed by HIL under the State Government policy, which was in existence before the new policy has been implemented. Accordingly, the contractual experience of the Computer Professionals deployed through HIL before 1st January, 2010 should be counted for placing the Computer Professionals in the appropriate category of the new policy.</p>
5	General	<p>On completion of 4/7 years contract services, from which date the job work fee is to be granted in next category</p>	<p>The Computer professionals normally join in between the month and increase in job fee for next category of 4 to 7 years or more than 7 years service contract is to be granted job work fee at a higher rate immediately from 1st of the next month. For example, if any IT Professional completes prescribed experience of contract service mentioned in policy on 7th of March then he/she shall be entitled for next category from the 1st day of the next month i.e. 1st April of that year.</p>

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