



(A Government of India Enterprise)

CORPORATE OFFICE

INTER OFFICE MEMO

CHRD/IR/7.2/ 854/2025

17th April 2025

From: Dy. Manager (HRD)	To: All EDs/GGMs/GMs/RMs
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Subject: Revision of Minimum rates of wages for the contract workers w.e.f. 01.04.2025.


Consequent upon revision of Variable Dearness Allowance vide Ministry of Labour & Employment order No: File. No. 1/6(1)/2025-LS-II dated 28.03.2025 of CLC (C) and further order of the Regional Labour Commissioner (Central), Bhubaneswar, Government of India revising the minimum rates of wages applicable for the above ground Bauxite Mines category, in respect of contract workers engaged in NALCO stand revised w.e.f. 01.04.2025. Further, as per IOM No. CHRD/7.2/1700/2024 dated 03.10.2024, the additional element and canteen subsidy has been also revised w.e.f. 01.04.2025.

Therefore, the revised NALCO defined Minimum wages w.r.t. Contract workers engaged through Contractors in NALCO will be as under:

Category	Basic rate of wages	Rates of VDA w.e.f 01/04/2025	Total rate of minimum wages for open cast Mines	Additional element of wage and canteen subsidy w.e.f. 01/04/2025	Total Minimum Wages
(01)	(02)	(03)	(04)	(05)	(06)
Unskilled	Rs. 350.00	Rs. 191.00	Rs. 541.00	Rs.55.08/- + Rs.30.04/-	Rs. 626.12
Semi-skilled	Rs. 437.00	Rs. 237.00	Rs. 674.00		Rs. 759.12
Skilled/Clerical	Rs. 523.00	Rs. 282.00	Rs. 805.00		Rs. 890.12
Highly skilled	Rs. 610.00	Rs. 328.00	Rs. 938.00		Rs. 1023.12

As per the extant policy, the above rates as indicated in column No. 6 will be applicable for contract workers engaged in all units/offices of the company w.e.f. 01/04/2025. Further, the additional element of wages and canteen subsidy as indicated in column No. 5 will also be applicable to all Regional offices/Port Facilities, Vizag as per our earlier IOM No. CHRD/IR/7.2/1181/2014, dated 17/05/2014.

All other guidelines and procedures on the subject remain unchanged.
This issues with the approval of the Competent Authority.


(S Sarbajna)

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