

**Government of Odisha**  
**General Administration and Public Grievance Department**

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No. **GAD-SC-GCS-0225-2023-8365** /Gen. Bhubaneswar, dated **12-Mar-2024**

From

Shri Ganesh Chandra Patra,  
O.S.D. - cum - Additional Secretary to Government

To

All Departments

Sub:- Monthly Remuneration to Outsourced Employees- clarification

I am directed to say that Resolution No 7982/7.3.2024 has been issued by GA & PG Department prescribing the enhancement of monthly remuneration of the outsourced employees which will be paid to the Service Providing Agencies (SPA) for subsequent credit to the account of the outsourced employees.

Some confusion has come up with regard to applicability of the above Resolution. It is clarified that:

- i) The Resolution No 7982/7.3.2024 of GA & PG Department is applicable to the outsourced employees who have been engaged by the SPA on signing of annual agreement with the SPA and Government.
- ii) The remuneration was earlier paid to such outsourced employees through SPA as per Finance Department Letter No 30722/6.11.2021. As per the latest Resolution issued by the GA & PG Department, an increase of 25% on the remuneration of 2021 along with experience based enhancement has been allowed.
- iii) Some outsourced employees are receiving remuneration at a rate which does not fit to the revised remuneration fixed by the FD in their Letter no 30722/6.11.2021. Such outsourced employees will also not fit to the slabs fixed by GA & PG Department now. In such cases, the revised remuneration will be calculated by enhancement of 25% on the existing remuneration and will be fixed at the nearest higher slab as per the new Resolution of GA & PG Department.
- iv) This revised remuneration shall not be applicable to the daily wage employees, NMR, DLR who are paid remuneration as prescribed by the Labour & ESI Department. The wages of such labourers is fixed and enhanced by the L& ESI Department basing of the type

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of workers ( Skilled, Semi-skilled or Unskilled). Hence L & ESI Department will take appropriate steps for enhancement of wages, if required, as per rules.

- v) The employers' contribution towards EPF and ESI for personnel outsourced through service provider will be reimbursed over and above the amount of consolidated remuneration subject to satisfactory proof of such contribution made.
- vi) This revision will be effective from 01.02.2024 uniformly for all existing outsourcing contracts as well as new contracts after 01.02.2024. The existing contracts may be modified accordingly.
- vii) GA & PG Department may be consulted for clarification on any doubts in this regard.

By order of Governor

*Gata*  
*12-3-2024*  
OSD-cum-Additional Secretary to Government

Memo No. 8366 /GAD

Dated 12.03.2024

Copy forwarded to the Odisha Gazettee Cell in-charge, Odisha Gazettee Cell, C/o, Commerce Department for information with request to publish the resolution in the extraordinary issue of Odisha Gazettee and supply 200 copies of all the same to this department for official use.

*Gata*  
*12-3-2024*  
OSD-cum-Additional Secretary to Government

Memo No. 8367 /GAD

Dated 12.03.2024

Copy forwarded to All Heads of the Department/All RDCs/All Collectors for information and necessary action.

*Gata*  
*12-3-2024*  
OSD-cum-Additional Secretary to Government