

OVERTIME ALLOWANCE

Overtime work shall be paid for at the rates mentioned below:-

% of hourly emoluments

	WEEKDAYS	SATURDAYS
Workmen other than members of Subordinate Staff:		
(i) First two quarter hours of overtime work	100%	100%
(ii) Next four quarter hours of overtime work	170%	170%
(iii) Next four quarter hours of overtime work	200%	170%
(iv) Rest of the overtime work	200%	200%
Subordinate Staff:		
(i) First four quarter hours of overtime work	150%	150%
(ii) Next four quarter hours of overtime work	170%	200%
(iii) Rest of the overtime work	200%	200%

(Para 14.14 of BPS dated 19.10.1966)

For the work done on Sundays or any other weekly off day and holidays, to which he may be entitled, a workman (including a peon who is asked to work as a watchman on such days) will be paid for the entire period of work at 200% of his hourly emoluments, unless any such day happens to be a working day for him.

(Para 14.15 of BPS dated 19.10.1966)

For the purpose of calculating the amount payable for overtime work (a) Work done for less than full quarter of an hour shall be deemed to be work done for quarter of an hour; (b) the expression "emoluments" shall mean aggregate of basic pay, special pay (if any), officiating pay (if any) and dearness allowance. (c) every month shall be deemed to consist of 150 working hours so that the monthly emoluments payable per hour will be deemed to be 1/150th of the monthly emoluments for all workmen.

(Para 14.16 of BPS dated 19.10.1966)

A workman who is guilty of any mistake which has resulted in his doing overtime work will not be entitled to receive payment for such overtime work. Before, however, a workman is held not to be so entitled, he must be given an opportunity at a suitable time to explain his lapse and to show cause why he should not be considered to be disentitled to receive such payment.

(Para 14.17 of BPS dated 19.10.1966)

Where the work entrusted to a workman on outstation duty is such that it does not involve night stay and enables him to return to headquarters the same day, but the "spread-over" of his work (i.e. the period between the time when he commences work on that day and the time at which he returns to his place or work from outstation duties) exceeds his normal working hours including the recess interval, appropriate allowance has been provided in the proviso to Clause 9.13 of this Settlement. In such cases the workmen concerned shall not be entitled to overtime allowance.

(Para 14.18 of BPS dated 19.10.1966)

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