



No. J-11011/05/2014-RE-I (FTS-36629)

**Government of India**  
**Ministry of Rural Development**  
**Department of Rural Development**  
**(Mahatma Gandhi NREGA Division)**

Krishi Bhavan, New Delhi-110114

Dated 11<sup>th</sup> June, 2014

To

The Principal Secretary/Secretary,  
(In-charge MGNREGA),  
All States/UTs.

**Sub: Guidelines on compensation for delayed wages payments-reg.**

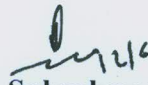
Sir/Madam,

Para 29 of the Revised Schedule II of MGNREGA, 2005 vide Notification No. S.O. 19(E) dated 3<sup>rd</sup> January, 2014 has laid down a detailed procedure for establishing a delay compensation system. As per the system, MGNREGA workers are entitled to receive delay compensation at a rate of 0.05% of the unpaid wages per day for the duration of the delay beyond the sixteenth day of the closure of the Muster Roll.

2. As per provisions under Para 29 of the Revised Schedule II, MGNREGA, 2005 draft guidelines on the delay compensation system were formulated and circulated to all States/UTs seeking comments vide letter No. FTS 17134/14-MGNREGA dated 22<sup>nd</sup> May, 2014. The same was also placed before Performance Review Committee (PRC) for detailed discussion in its meeting held on 5<sup>th</sup> June, 2014 at Vigyan Bhawan, New Delhi.

3. Accordingly, the Guidelines on the delay compensation system have been finalized and forwarded herewith with a request to take appropriate action for immediate compliance.

Yours faithfully,

  
(R. Subrahmanyam)  
Joint Secretary (MGNREGA)  
Tele. No. 23385027

Encl.: As above

## **GUIDELINES FOR COMPENSATION FOR DELAYED WAGE PAYMENTS**

### **1. Payment of wages**

The Section 3 of the MGNREG Act 2005 laid down that wages shall be paid to the MGNREGA workers within 15 days from the date of closure of the Muster Roll (MR). The Schedule of the Act provides that the wages are to be paid to the workers through their savings accounts in the relevant banks or post offices, unless any relaxation is granted by the Ministry of Rural Development.

### **2. Compensation due to delay in payment of wages**

Para 29, Schedule II of MGNREGA 2005 has laid down a detailed procedure for establishing a delay compensation system. As per the system, MGNREGA workers are entitled to receive delay compensation at a rate of 0.05% of the unpaid wages per day for the duration of the delay beyond the sixteenth day of the closure of the MR.

### **3. Calculation of compensation**

3.1 The Programme Management Information System – NREGASoft has a provision to automatically calculate the compensation payable to the MGNREGA workers based on the date of closure of the MR and the date of generation of the pay order for paying wages. The details of compensation payable in each case are displayed on [www.nrega.nic.in](http://www.nrega.nic.in) automatically updated daily.

3.2 The delay wage payment logic of NREGASoft examines the following in order to arrive at the compensation payable to MGNREGA workers:

- (a) date of payment of wages
- (b) date of closure of MR
- (c) the duration of such delay
- (d) total wage payable
- (e) rate of compensation (i.e. 0.05%)

### **4. Prompt Verification of the delay compensation**

4.1 Every Programme Officer (PO) shall, within 15 days from the date of the delay compensation became due, decide whether the compensation that has been automatically calculated by the NREGASoft is payable or not. The POs will ensure that compensation claims are settled during this time and such claims will not be allowed to be accumulated without decision. The DPC will monitor this regularly.

4.2 For the above purpose, compensation payable shall be decided by the PO except in case of the following circumstances:

- (a) Funds are not available at the paying authority level.
- (b) Compensation not due: (wages have been paid in time, but details not entered in MIS).
- (c) Natural calamities

