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Government of West Bengal  
Irrigation & Waterways Department  
Jalasampad Bhavan, Western Block  
Salt Lake, Kolkata 700091

No. 948/SIW  
IW/N/I-51-04/2009

Dated, 30th June 2010.

ORDER

Modalities for execution of works by the Offices of the Irrigation & Waterways Directorate functioning as Project Implementing Authority (PIA) have been stated in this Department No.948-SIW dated 30.06.10.

Supervisors engaged for works taken up under MGNREGA are supposed to play a very crucial role in execution of the works as per specification, and within the specified time schedule. It has been felt on the basis of various practical considerations that after securing the minimum wage of the Supervisor at the specified rate as per the Act, some additional incentive needs to be provided to the Supervisors by linking their wage with the output of the group of labourers working under them from some other source of funding in case those cannot be accommodated within the provisions of MGNREGA. It has been observed that while the admissible wage of labourers are linked with the output, in accordance with the principle of proportionate payment for proportionate work, wage of Supervisor is fixed [1.5 times the unskilled wage (presently Rs.100.00 per day) per 25 labourers, irrespective of the output of the labourers]. Total earning of a Supervisor practically depends only on the number of days of works. In the present scenario, if labourers complete the work early in the interest of earning more wages in lesser time, Supervisors may lose their earning to some extent due to lesser number of working days. On the other hand, if output of the labourers gets reduced due to some reason or other, earning of Supervisors will increase due to more number of days required for completion of the work.

After careful consideration of the matter, it has been decided in the interest of work that;

- Supervisors shall be entitled to one full daily wage per 25 labourers, which shall be equivalent to 1.5 times the average daily wage earned per head by the group of unskilled labourers, working under their supervision, subject to a minimum of 1.5 times scheduled wage rate of the unskilled labourer (presently Rs.100.00 per day). Additional involvement over the 1.5 times scheduled unskilled wage rate, provided as an incentive to the Supervisor, in recognition of the additional output of the group of labourer working under his supervision, will be borne out of Non-Plan Works Budget Provisions of this Department. The issue has further been clarified below.

$$S = \frac{T_L}{25} \times W_N + \frac{T_L}{25} \times W_A$$

Where,

S = Total wage of a Supervisor per 25 labourers in a period of one week