

ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for Employment in Bought Leaf Tea Factories - Preliminary Notification – Orders Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No.448

Dated: 18.08.2023

சோபகிருது வருடம், ஆவணி 01

திருவள்ளூர் ஆண்டு-2054

Read:

1. G.O.(2D) No.57, Labour and Employment (J1) Department, dated 14.08.2019.
2. From the Principal Secretary/Commissioner of Labour, Chennai-600 006, Letter No.Z3/6938/2023, dated 13.04.2023 and 30.06.2023.

ORDER:

In the Government Order first read above, the minimum rates of wages for the Employment in Bought Leaf Tea Factories were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Government have now proposed to revise further the minimum rates of wages for the above said employment.

2. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. The Works Manager, Government Central Press, Chennai - 600 001 is requested to publish the Notification and send each five copies of the Gazette to the Government and to the Commissioner of Labour, Chennai – 600 006 for reference and record. The Director, Tamil Development and Information (Translation) Department, Secretariat, Chennai - 600 009 is requested to send the Tamil Translation of the Notification to the Works Manager, Government Central Press, Chennai-600 001.

(BY ORDER OF THE GOVERNOR)

**Md.NASIMUDDIN,
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT.**

To
The Works Manager, Government Central Press, Chennai - 600 001.
(for publication in the Government Gazette).

The Director, Tamil Development and Information (Translation) Department,
Chennai - 600 009.

The Principal Secretary / Commissioner of Labour, Chennai - 600 006.

The Director of Industrial Safety and Health (FAC), Chennai - 600 032.

Copy to:

The Secretary to Government of India, Ministry of Labour and Employment,
New Delhi -110 001.

The Director, Labour Bureau, Ministry of Labour, Government of India, SCO-28-31,
Sector 17-A, Chandigarh - 160 017.

The Employers' and Employees' Association.

(through the Principal Secretary / Commissioner of Labour, Chennai - 600 006).

The Regional Labour Commissioner, Shastri Bhavan, Chennai - 600 006.

The Senior Personal Assistant to the Hon'ble Minister
(Labour Welfare and Skill Development), Chennai - 600 009.

The Senior Private Secretary to the Additional Chief Secretary to Government,
Labour Welfare and Skill Development Department, Chennai – 600 009.


The Law (LW&SD-Sty.) Department, Chennai - 600 009.

The Labour Welfare and Skill Development (OP-II) Department, Chennai – 600 009.

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//FORWARDED BY ORDER//


SECTION OFFICER

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22.8.23

APPENDIX.
NOTIFICATION.

The following draft Notification, which is proposed to be issued in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all persons likely to be affected thereby, as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that the draft Notification will be taken into consideration on or after the expiry of two months from the date of publication of this Notification in the Tamil Nadu Government Gazette and that any objection or suggestion, which may be received from any person with respect thereto, on or before the expiry of the aforesaid period will be considered by the Government of Tamil Nadu. Objection or suggestion, if any, should be addressed to the Additional Chief Secretary to Government, Labour Welfare and Skill Development Department, Secretariat, Chennai - 600 009 through the Commissioner of Labour, DMS Campus, Chennai - 600 006.

DRAFT NOTIFICATION.

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of the Labour and Employment Department Notification No.II(2)/LE/748/2019 published at pages 773-774 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 11th September 2019, the Governor of Tamil Nadu hereby revises the minimum rates of basic wages payable to the classes of employees in the Employment in Bought Leaf Tea Factories in the State of Tamil Nadu as specified in column (2) of the Schedule below, as specified in the corresponding entries in column (3) thereof.

THE SCHEDULE

Employment in Bought Leaf Tea Factories.

Sl.No. (1)	Classes of Employees. (2)	Minimum rates of Basic Wages. (3) (Rs. P)
1.	Clerk-Cum-Computer operator	7564 Per month.
2.	Accountant	8093 Per month.
3.	Cashier	8699 Per month.
4.	Peon or Attender	6429 Per month.
5.	Watchman	6429 Per month.
6.	Mechanic	8699 Per month.
7.	Electrician	9228 Per month.
8.	Supervisor	7564 Per month.
9.	Assistant Supervisor	6959 Per month.
10.	Lorry Driver	8093 Per month.
11.	Car Driver	7564 Per month.

12.	Cleaner	6429 Per month.
13.	Tea Maker	11497 Per month.
14.	Assistant Tea Maker	9228 Per month.
15.	Sweeper (full time)	6429 Per month.
16.	*Sweeper (part time)	3215 Per month.
17.	Factory Workers	229.50 Per day.
18.	Any other worker not covered above	229.50 Per day.

***Note:** Employee who works for 4 hours or less than 4 hours during a day shall be treated as a part-time worker.

Explanation.- (1) Dearness Allowance: In addition to the minimum rates of basic wages fixed above, the employees shall be paid dearness allowance as indicated below:-

- (i) The dearness allowance is linked to the Average Chennai City Consumer Price Index for the year 2010, that is for Chennai 161 points with base year 2001=100 and for every raise of one point over and above 161 points, an increase of Rs.1.37 (One rupee and thirty seven paise only) per day shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated on the first January, first April, first July and first October of every year based on the average Consumer Price Index of Chennai City with base 2001=100, for the second previous quarter beginning from first July, first October, first January and first April respectively.
- (iii) The first calculation shall thus be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette, based on the method as prescribed above

(2) (a) To arrive at the daily rate of wages, the monthly rate of wages shall be divided by 26.

(b) To arrive at the monthly rate of wages, the daily rate of wages shall be multiplied by 30.

(3) Where the same work or work of a similar nature is performed, no distinction in the payment of wages shall be made as between men and women employees.

(4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

**Md.NASIMUDDIN,
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

//TRUE COPY//

[Signature]
SECTION OFFICER
[Signature]
22-8-23