



ABSTRACT

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

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.57

Dated: 14.08.2019.

விகாரி, ஆடி 29,
திருவள்ளூர் ஆண்டு 2050.

Read:-

1. G.O.(D) No.1304, Labour and Employment (J1) Department , dated 03.11.1995.
2. G.O.(Ms) No.87, Labour and Employment (J2) Department, dated 01.06.2015.
3. From the Commissioner of Labour, Letter No.Z3/44627/2014, dated 04.07.2018.

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).

2) In the Government Order second read above, a Committee was appointed under the Chairmanship of the Deputy Commissioner of Labour, Coonoor for revision of minimum rates of wages for the employment in Bought leaf tea factories. The said Committee conducted various meetings with the employers and employees and submitted a report to the Commissioner of Labour.

3) The Commissioner of Labour in his letter third read above, has sent the report of the said committee along with his recommendations to the Government for the revision of minimum rates of wages for the employment in Bought leaf tea factories.

4) The Government have carefully examined the report of the said committee and the recommendations of the Commissioner of Labour. The Government accepts the recommendations of the Commissioner of Labour and accordingly decided to revise the minimum rates of wages for the employment in Bought leaf tea factories.

5) 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 five copies of the Gazette to the Government and the Commissioner of Labour 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)

SUNIL PALIWAL.
PRINCIPAL SECRETARY TO GOVERNMENT.

To

The Works Manager, Government Central Press, Chennai - 600 001.

(for publication in the Tamil Nadu Government Gazette)

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

The Commissioner of Labour, Chennai - 600 006.

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

The Director of Industries and Commerce, Chennai - 600 032.

Copy to:

All Collectors (Through: The Commissioner of Labour, Chennai-6).

The Secretary to Government of India, Ministry of Labour, New Delhi.

The Director, Labour Bureau, Ministry of Labour, Government of India,
SCO-28-31, Sector 17-A, Chandigarh-160017.

The Employers' and Employees Association, (Through: The Commissioner of Labour,
Chennai-600 006).

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

The Special Personal Assistant to Hon'ble Minister for Labour, Chennai - 600 009.

The Law (L & E -Sty) Department, Chennai - 600 009.

The Private Secretary to the Principal Secretary to Government,
Labour and Employment Department, Chennai - 600 009.

Labour and Employment (OP-II) Department, Chennai 600 009.

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//FORWARDED BY ORDER//

On. 19.8.2019.
SECTION OFFICER.

J.P.w
19/8/19

APPENDIX.
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/3691/95 published at pages 1038 - 1040 of Part II-Section 2 of the Tamil Nadu Government Gazette, Dated 29th November 1995, the Governor of Tamil Nadu, after considering the advice of the Committee appointed under clause (a) of sub-section (1) of section 5 of the said Act, hereby revises the minimum rates of wages payable to the classes of employees in the employment in bought leaf tea factories in the State of Tamil Nadu specified in column (2) of the Schedule below as specified in the corresponding entries in column (3) thereof:-

(2) This Notification shall come into force with effect on and from the date of its publication in the Tamil Nadu Government Gazette.

THE SCHEDULE.

Employment in bought leaf tea factories.

<u>Serial Number.</u> (1)	<u>Classes of Employees.</u> (2)	<u>Minimum Rate of Basic Wages.</u> (3) (Rs. P)
1	Clerk – Cum- Computer Operator	6100.00 Per Month
2	Accountant	6527.00* Per Month
3	Cashier	7015.00 Per Month
4	Peon or Attender	5185.00 Per Month
5	Watchman	5185.00 Per Month
6	Mechanic	7015.00 Per Month
7	Electrician	7442.00 Per Month
8	Supervisor	6100.00 Per Month
9	Assistant Supervisor	5612.00 Per Month
10	Lorry Driver	6527.00 Per Month
11	Car Driver	6100.00 Per Month
12	Cleaner	5185.00 Per Month
13	Tea Maker	9272.00 Per Month
14	Assistant Tea Maker	7442.00 Per Month
15	Sweeper (full time)	5185.00 Per Month

16	* Sweeper (part- time)	2593.00 Per Month
17	Factory Workers	185.00 Per Day
18	Any other worker not covered above	185.00 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.1.10 (One rupee and ten paise only) per day shall be paid as dearness allowance.
 - (ii.) The dearness allowance shall be revised 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 daily rate of wages, the monthly rate of wages shall be divided by 26.
 - (b) To arrive at 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.

SUNIL PALIWAL.
PRINCIPAL SECRETARY TO GOVERNMENT.

//TRUE COPY//

Un. Singh
19-8-2019.
SECTION OFFICER.

J.P.
19/8/19