



ABSTRACT

Minimum Wages Act, 1948 (Central Act XI of 1948) – Revision of minimum rates of wages for employment in Security Guards – Orders – Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No. 28

Dated: 19.06.2014.

ஐய-ஆனி 5,
திருவள்ளூர் ஆண்டு 2045.

Read:-

1. G.O.(2D) No.38, Labour and Employment (J1) Department, Dated 09.11.2005.
2. G.O.(Ms) No. 176, Labour and Employment (J2) Department, dated 27.12.2012.
3. G.O.(Ms) No.199, Labour and Employment, (J2) Department, dated 26.8.2013.
4. G.O.(Ms) No.242, Labour and Employment (J2) Department, dated 4.10.2013.
5. From the Commissioner of Labour, Letter No.Z3/3457/2013, dated 06.01.2014.

ORDER:

In the Government Order first read above, the minimum rates of wages were revised for the employment in Security Guards. In the Government Order second read above, a Committee was appointed under the Chairmanship of Deputy Commissioner of Labour, Dindigul to hold enquiries and advise in respect of revision of minimum rates of wages for the said employment. The said Committee conducted various meetings with the employers and employees and submitted a report to the Commissioner of Labour. The Commissioner of Labour in his letter fifth read above, has sent the report with his recommendations to the Government for the revision of minimum rates of wages for the said employment in Security Guards.

2) The Government have carefully examined the report with the recommendations of the Commissioner of Labour in detail and decided to accept the proposal of Commissioner of Labour. Accordingly, the appended Notification will be published in the Tamil Nadu Government Gazette.

3) 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-600 079 is requested to send fifteen copies of Gazette

Notification to the Government for reference and record purpose. The Secretary to Government, Tamil Development and Information Department, Secretariat, Chennai-600 009 is requested to send the Tamil translation of the Notification to the Works Manager, Government Central Press, Chennai-600079 .

(BY ORDER OF THE GOVERNOR)

MOHAN PYARE
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, Chennai-79 (for publication in the Government Gazette) (2 copies)

The Secretary to Government, Tamil Development and Information Department, Chennai-600 009 (2 copies)

The Commissioner of Labour, Chennai - 600 006 (5 copies)

The Director of Industrial Safety and Health, Chennai - 600 014. (5 Copies)

The Director of Industries and Commerce, Chennai - 600005.

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 Secretary to Government of Andhra Pradesh, Labour Employment Training and Facatories Department, Hyderabad.

The Secretary to Government of Karnataka, Labour Department, Bangaluru-560 029

The Secretary to Government of Kerala, Labour Department, Trivandrum.

The Secretary to Government of Pondicherry, Labour Department, Pondicherry.

The Secretary (Labour) Administration of Union Territory of Lakshadweep, Kavarati Island-682 555.

The Employers' and Employees Association, (through the Commissioner of Labour), Chennai-600 006 (25 copies)

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

The Senior Personal Assistant to the Hon'ble Minister for Rural Industries and Labour, Chennai-600 009.

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

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

The Law Department, Chennai - 600 009.

Stock File / Spare Copy.

// FORWARDED : BY ORDER //

SECTION OFFICER.

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/907/2005, published on pages 509 and 510 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 14th December 2005, 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 Security Guards 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 on and from the date of its publication in the Tamil Nadu Government Gazette.

THE SCHEDULE.
Employment in Security Guards.

Serial Number (1)	Classes of employees (2)	Minimum rates of basic wages per month (3)		
		Zone – A (Rs. P.)	Zone – B (Rs. P.)	Zone – C (Rs.P.)
(1)	Manager	11,335.00	10,473.00	9,035.00
(2)	Assistant Manager	10,473.00	9,898.00	8,460.00
(3)	Supervisor	8,460.00	7,885.00	7,023.00
(4)	Helper	7,023.00	6,735.00	6,160.00
(5)	Senior Security Inspector / Security Officer	10,473.00	9,898.00	8,460.00
(6)	Corporal / Seargent / Assistant Security Officer	9,323.00	8,748.00	8,173.00
(7)	Chief Watchman / Senior Watchman	8,173.00	7,598.00	7,023.00
(8)	Security Guard (Male / Female)	6,448.00	6,160.00	5,873.00

Explanations .- (1) The Classification of Zones shall be as follows:-

Zone – A : shall include all Municipal Corporations.

Zone – B : shall include all types of Municipalities.

Zone – C : shall include all areas other than those in Zones A and B.

(2) 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 Number for the year 2010, that is 161 points (with base year 2001=100) and for every rise of one point over and above 161 points, an increase of Rs.36.45 (Rupees thirty six and paise forty five only) per month shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated on the 1st April of every year on the basis of the average of the indices for the preceding twelve months, namely from January to December.
- (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 Average of Chennai City Consumer Price Index Number for the previous year.

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

(4) To arrive at daily wages, the monthly wages shall be divided by 26.

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

MOHAN PYARE
PRINCIPAL SECRETARY TO GOVERNMENT

//TRUE COPY//

SECTION OFFICER.

