



ABSTRACT

Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Hotels and Restaurants - Preliminary Notification – Confirmation - Orders – Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O. (2D) No.35

Dated: 08.07.2014

ஐய-ஆனி 24,
திருவள்ளூர் ஆண்டு 2045.

Read:-

- 1) G.O. (2D) No.28, Labour and Employment (J1) Department, dated 17.6.2010.
 - 2) G.O. (2D) No.74, Labour and Employment (J1) Department, dated 29.10.2013.
 - 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z2/26609/2013, dated 13.03.2014.
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ORDER

In the Government Order first read above, the minimum rates of wages for the employment in Hotels and Restaurants 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 Preliminary Notification was issued in order to revise further the minimum rates of wages for the said employment in Hotels and Restaurants.

3. The Commissioner of Labour in his letter third read above, has stated that no objections and suggestions were received from the persons likely to be affected by such revision and has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the Preliminary Notification.

5. The appended Notification will, accordingly, be published in the Tamil Nadu Government Gazette both in English and Tamil. 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. The Works Manager, Government Central Press, Chennai-600 079 is requested to publish the Notification and send five copies of the Gazette to the Government for reference and record.

(BY ORDER OF THE GOVERNOR)

MOHAN PYARE
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, Chennai-600 079 (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 -600 028.

The Accountant General, Chennai - 600 018.

Copy to:

All Collectors. (through the Commissioner of Labour, Chennai 600 006).

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

The Secretary to Government of Karnataka, Labour Department, Bengaluru - 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, Shastri 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 Principal Secretary to Government, Labour and Employment Department, Chennai – 600 009.

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

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

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// 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)/413/2010, published on pages 569 and 570 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 7th July 2010, the Governor of Tamil Nadu, after consultation with the Advisory Board, hereby revises the minimum rates of wages payable to the classes of employees in the employment in Hotels and Restaurants in the State of Tamil Nadu specified in column (1) of the Schedule below, as specified in the corresponding entries in column (2) thereof, the draft of the same having been previously published as required by clause (b) of sub-section (1) of section 5 of the said Act.

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 Hotels and Restaurants.

<u>Classes of employees.</u> (1)	<u>Minimum rates of basic wages (per month)</u> (2)		
	Zone-A	Zone-B	Zone-C
	(Rs.P.)	(Rs.P.)	(Rs.P.)
(1) Grade – I	6306.00	6269.00	6220.00
(2) Grade – II	6249.00	6183.00	6135.00
(3) Grade – III	6183.00	6135.00	6079.00
(4) Grade –IV	6127.00	6079.00	6059.00
(5) Grade – V	6079.00	6059.00	6042.00

Note.-

- (1) (i) Zone – A: shall comprise of all Municipal Corporations and Special Grade Municipalities.
- (ii) Zone– B: shall comprise of all Grades of Municipalities other than the Special Grade Municipalities.
- (iii) Zone– C: shall comprise of all areas other than Municipal Corporations and Municipalities.
- (2) Where free food and tiffin are not supplied to the employees, the employees shall be paid besides the basic wages specified above, cash equivalent of food and tiffin at the rate of Rs.46.90 per day for the total number of days worked in a month. The classes of employees who come under each of the above five grades shall be the employees as specified in Note (4).

- (3) A “residential hotel” and a “restaurant” shall have the meaning as defined under section 2(11) and 2(12), respectively, of the Tamil Nadu Catering Establishments Act, 1958 (Tamil Nadu Act XIII of 1958).
- (4) The Grades I, II, III, IV and V shall comprise of the following categories of employees, namely:-

Grade – I :

- (1) Head Cook
- (2) Head Baker
- (3) Sweet and Savoury Maker
- (4) Receptionist
- (5) Supervisor
- (6) Clerk (including Bill Writer)
- (7) Steno-typist
- (8) Typist
- (9) Telephone Operator
- (10) Cashier
- (11) Assistant Manager
- (12) Accountant
- (13) Purchase Officer
- (14) Biryani Master

Grade – II :

- (1) Assistant Cook
- (2) Baker
- (3) Steward
- (4) Barman
- (5) Head House Keeper
- (6) Pantry-in-charge

Grade – III:

- (1) Assistant Cook (Chinna Aduppu)
- (2) Dosai Maker
- (3) Idly Maker
- (4) Ice Cream, Coffee, Tea and Milk preparer
- (5) Parotta and Rotti Maker
- (6) Head Waiter
- (7) Grinder
- (8) Driver
- (9) Electrician
- (10) Air-Condition Mechanic
- (11) Plumber
- (12) Carpenter
- (13) Tailor
- (14) Watchman and Security Guard

Grade – IV :

- (1) Supplier
- (2) Room Server
- (3) Waiter
- (4) Bearer
- (5) Store Assistant
- (6) Vegetable Cutter
- (7) Coffee Frayer and Grinder
- (8) Pantryman
- (9) Mikkals
- (10) Kitchen Assistant
- (11) Stall Server

Grade – V:

- (1) Cleaner of all categories (such as vessel cleaners, Plate washers and Table cleaners)
- (2) Room Attendant
- (3) Luggage Carriers
- (4) Lasker
- (5) Masalchi
- (6) Gardener
- (7) Chambermaid
- (8) Water Carrier
- (9) Office Boy
- (10) Page Boy
- (11) Lift Operator.

Explanations.-

Dearness Allowance.- (1) 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 161 points (with base 2001=100) and for every rise of one point over and above 161 points, an increase of Rs.46.26 (Rupees forty six and paise twenty six only) per month shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated every year on the first April, on the basis of the average of the consumer price indices for the preceding twelve months, that is, 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 Chennai City Consumer Price Index Number for the previous year.

- (2) Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women employees.
- (3) To arrive at daily rates of wages, the monthly wages shall be divided by 26.
- (4) 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

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SECTION OFFICER.