



ABSTRACT

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

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O. (2D) No.38

Dated: 08.07.2014

ஐய-ஆனி 24,
திருவள்ளூர் ஆண்டு 2045.

Read:-

- 1) G.O. (2D) No.29, Labour and Employment (J1) Department, dated 17.6.2010.
- 2) G.O. (2D) No.66, Labour and Employment (J1) Department, dated 25.10.2013.
- 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z3/25898/2013, dated 14.03.2014.

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ORDER

In the Government Order first read above, the minimum rates of wages for the employment in salt pans 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 salt pans and objection and suggestion were invited from the persons likely to be affected by such revision.

3. After examining the objection and suggestion with regard to the Preliminary Notification, the Government have decided to confirm the Preliminary Notification.

4. 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-600 079. 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.

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

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

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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/414/2010, published on page 571 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 salt pans in the State of Tamil Nadu specified in column (2) of the Schedule below, as specified in the corresponding entries in column (3) 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 salt pans.

<u>Serial Number.</u>	<u>Classes of employees.</u>	<u>Minimum rates of basic wages.</u> <u>(Rs.P.)</u>
(1)	(2)	(3)
(1)	Scraping	185.00 per day
(2)	Transporting from Crystalliser bunds to drying platform .-	
	(i)Guaranteed minimum basic rates	182.00 per day
	(ii)Piece-Rate .-	
	(a) per metric tonne for a lead of up to 45 metres	27.72
	(b) per metric tonne for a lead of more than 45 meters and upto 105 metres	16.83
	(c) for every additional lead of 60 metres over and above 105 metres	16.83
(3)	Maramath	182.00 per day
(4)	Pumping Man	183.50 per day
(5)	Pump Attender	182.00 per day
(6)	Maistry	5389.00 per mensem
(7)	Watchman	5135.00 per mensem
(8)	(i) Tractor Driver (including Krishi Tractor)	
	(ii) Pump Mechanic (Diesel or Electrical) Salt crushing machine	5389.00 per mensem
(9)	Clerk	5389.00 per mensem
(10)	Removal, weighing, filling up of bags	185.81 per 100 bags

(11)	Removal, weighing, filling up of bags stitching and transporting of salt bags (75 kilograms to 80 kilograms with a lead of 30 metres)	524.78 per 100 bags
(12)	General Categories (not covered under any of the above categories)	Suitable piece rate subject to a guaranteed minimum basic wages of Rs.182.00 per day.

Explanations.-

(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, 161 points (with base 2001=100) and for every rise of one point over and above 161 points, an increase of Rs.1.10 (Rupees one and paise ten only) per day shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated on the first April of every year on the basis of the average of the indices for the preceding twelve months, that is, from January to December.
- (iii) The first calculation shall 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 in the case of men and women employees.

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

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

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

MOHAN PYARE
PRINCIPAL SECRETARY TO GOVERNMENT

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SECTION OFFICER.