



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 - Confirmation - Orders - Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(2D) No.108

Dated: 16.12.2024

குரோதி வருடம், மார்கழி - 1

திருவள்ளூர் ஆண்டு-2055.

Read:

1. G.O.(2D) No.57, Labour and Employment (J1) Department, dated 14.08.2019.
2. G.O.(D) No.448 Labour Welfare and Skill Development (J1) Department, dated 18.08.2023.
3. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No. Z3/6938/2023, dated 19.03.2024.

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 Preliminary Notification was published in order to revise the minimum rates of wages further for the above said employment.

3. The Principal Secretary / 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, without any modification.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification, without any modification.

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 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)

**K. VEERA RAGHAVA RAO
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, Chennai - 600 032.

Copy to:

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 Principal Private Secretary to the 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//

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16/12/24
SECTION OFFICER
16/12/24

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/748/2019 published at pages 773 and 774 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 11th September 2019, the Governor of Tamil Nadu, after consultation with the Advisory Board, 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 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 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 year 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.

**K. VEERA RAGHAVA RAO
SECRETARY TO GOVERNMENT**

//TRUE COPY//

[Handwritten Signature]
16/12/24
SECTION OFFICER
16/12/24