



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Coaching academies that is to say, Tutorial colleges, Technical Institutes, Primary or Nursery Schools, English Medium Schools run on commercial lines without Government grant other than those run by Government and local bodies as the case may be - Preliminary Notification - Confirmation - Orders - Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(2D) No.87

Dated: 01.10.2024

குரோதி வருடம், புரட்டாசி - 15

திருவள்ளூர் ஆண்டு-2055.

Read:

1. G.O.(2D) No.61, Labour and Employment (J1) Department, dated 26.06.2018.
2. G.O.(D) No.87, Labour Welfare and Skill Development (J1) Department, dated 04.03.2022.
3. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.Z1/29775/2021, dated 02.08.2023.

ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Coaching academies that is to say, Tutorial Colleges, Technical Institutes, Primary or Nursery Schools, English medium Schools run on commercial lines without Government grant other than those run by Government and local bodies as the case may be 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 further revise the minimum rates of wages for the above said employment.

3. The Principal Secretary / Commissioner of Labour in his letter third read above, has stated that objections and suggestions were received from the persons likely to be affected by such revision and which were placed in the Minimum Wages (State) Advisory Board and was decided to confirm the said Preliminary Notification without any modification. Hence, the Principal Secretary / Commissioner of Labour has requested the Government to confirm the above said Preliminary Notification.

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 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 Employers' and Employees' Association.

(through the 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//

SECTION OFFICER

01/10/24
01/10/24

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/619/2018, published at pages 643 - 644 of Part II Section 2 of the Tamil Nadu Government Gazette, dated the 18th July 2018, 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 Coaching academies that is to say, Tutorial colleges, Technical Institutes, Primary or Nursery Schools, English medium Schools run on commercial lines without Government grant other than those run by Government and local bodies as the case may be, 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 Coaching academies that is to say, Tutorial colleges, Technical Institutes, Primary or Nursery schools, English medium Schools run on commercial lines without Government grant other than those run by Government and local bodies as the case may be.

<u>Classes of employees.</u>	<u>Minimum rates of basic wages.</u>		
	<u>(per month)</u>		
(1)	<u>(Rs. P.)</u>		
	Zone-A	Zone-B	Zone-C
Non – Teaching Staff			
(a) Clerk / Typist / Cashier / Librarian	8506.00	8241.00	7977.00
(b) Driver	8241.00	7977.00	7713.00
(c) Office Assistant /Gardener / Ayah / Watchman	6919.00	6787.00	6655.00
(d) Scavenger	6787.00	6655.00	6522.00

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

Zone A : All Municipal Corporations.

Zone B : All Grades of Municipalities.

Zone C : Town Panchayats, Panchayats and other areas.

(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 2001=100) and for every raise of one point over and above 161 points, an increase of Rs.40.50 (Rupees Forty and paise fifty 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 indices for the preceding twelve months, namely from January to December.
- (iii) The first calculation shall be effective from the date of publication of the Notification in the Tamil Nadu Government Gazette based on the Average 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 the daily rates of 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.

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

//TRUE COPY//

Handwritten signature: K. Veera Raghava Rao
Handwritten date: 11/01/24
SECTION OFFICER