



ABSTRACT

Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Polythene Manufactory and Processing Foam items and Plastic Manufactory - Preliminary Notification – Confirmation - Orders – Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.15.

Dated: 16.03.2017

சூன்முகி- பங்குனி 3,
திருவள்ளூர் ஆண்டு 2048.

Read:-

- 1) G.O. (2D) No.32, Labour and Employment (J1) Department, dated 9.08.2011.
- 2) G.O. (2D) No.54, Labour and Employment (J1) Department, dated 18.11.2015.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z2/54777/2014, dated 20.12.2016.

ORDER :

In the Government Order first read above, the minimum rates of wages for the employment in Polythene Manufactory and Processing Foam items and Plastic Manufactory 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 employment in Polythene Manufactory and Processing Foam items and Plastic Manufactory.

3. The Commissioner of Labour in her 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, she 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.

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-600 079 is requested to publish the Notification and send five copies of the Gazette to the Government and the Commissioner of Labour, Chennai-6 for reference and record. 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.

(BY ORDER OF THE GOVERNOR)

P.AMUDHA
SECRETARY TO GOVERNMENT.

To

The Works Manager, Government Central Press, Chennai-600 079
(for publication in the Government Gazette).

The Secretary to Government, Tamil Development and Information
Department, Chennai-600 009.

The Commissioner of Labour, Chennai - 600 006.

The Director of Industrial Safety and Health, Chennai - 600 014.

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 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 for Rural Industries and Labour,
Chennai-600 009.

The Private Secretary to 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//

[Signature]
20/3/17
SECTION OFFICER.
20/3/17

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/443/2011, published at pages 381 to 383 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 9th November 2011, 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 Polythene Manufactory and Processing Foam items and Plastic Manufactory 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 POLYTHENE MANUFACTORY AND PROCESSING FOAM ITEMS AND PLASTIC MANUFACTORY.

<u>Classes of Employees</u>	<u>Minimum rates of basic wages (per month)</u> Rs. P.
(1)	(2)
A. EMPLOYMENT IN POLYTHENE MANUFACTORY .-	
I. Unskilled.-	
(1) Operator	6047.00
(2) Helper	5853.00
II. Semi-Skilled.-	
(1) Operator	6244.00
(2) Winder	
(3) Weaver	
(4) Warper	
III. Skilled.-	
(1) Operator	6636.00
(2) Extruder Operator	
(3) Printing Operator	
(4) Mechanical Operator	
(5) Jobbar	
IV. Highly Skilled.-	
(1) Shift Incharge	7616.00
(2) Foreman	
(3) Supervisor	

<u>V. Common Categories.-</u>	
(1) Manager	9382.00
(2) Assistant Manager	8205.00
(3) Accountant	7224.00
(4) Store Keeper or Godown Keeper	
(5) Senior Assistant	7028.00
(6) Accounts Assistant	
(7) Clerk or Office Assistant	6832.00
(8) Typist	
(9) Steno-Typist	6931.00
(10) Receptionist	7028.00
(11) Attender	6832.00
(12) Salesman	
(13) Office Boy / Peon	6047.00
(14) Watchman	5853.00
<u>B. EMPLOYMENT IN PROCESSING FOAM ITEMS MANUFACTORY .-</u>	
<u>I. Unskilled.-</u>	
(1) Operator	
(2) Worker Grade-III	6244.00
(3) Cleaner	
(4) Packer	
(5) Helper	5853.00
<u>II. Semi-Skilled .-</u>	
(1) Operator	
(2) Boiler Operator	
(3) Worker – Grade-II	6439.00
<u>III. Skilled.-</u>	
(1) Operator	
(2) Worker Grade – I	6636.00
<u>IV. Highly Skilled.-</u>	
(1) Junior Executive	8597.00
(2) Foremen	
(3) Supervisor	
(4) Section Head	7616.00
<u>V. Common Categories.-</u>	
(1) Manager	9382.00
(2) Assistant Manager	8205.00
(3) Accountant	7224.00
(4) Store Keeper or Godown Keeper	
(5) Senior Assistant	7028.00
(6) Accounts Assistant	
(7) Clerk or Office Assistant	6832.00
(8) Receptionist	
(9) Typist	6931.00
(10) Steno-Typist	7028.00

(11) Attender	
(12) Salesman	6047.00
(13) Office Boy / Peon	
(14) Watchman	5853.00
C. EMPLOYMENT IN PLASTIC MANUFACTORY.-	
I. Unskilled.-	
(1) Operator	6047.00
(2) Helper	
(3) Finisher	5853.00
(4) Packer or Despatch Assistant	
II. Semi-Skilled .-	
(1) Operator	
(2) Lathe Operator	
(3) Machine Assistant	
(4) Turner	
(5) Printer	
(6) Welder	6244.00
(7) Assembler	
(8) Cutter	
(9) Machinist	
(10) Tailor	
(11) Laboratory Assistant	
III. Skilled.-	
(1) Operator	
(2) Setter-cum-Operator	6636.00
(3) Moulder	
(4) Electrician	
(5) Dye Maker	
IV. Highly Skilled.-	
(1) Foremen	7616.00
(2) Supervisor	
V. Common Categories.-	
(1) Manager	9382.00
(2) Assistant Manager	8205.00
(3) Accountant	7224.00
(4) Computer Programmer	
(5) Store Keeper or Godown Keeper	7028.00
(6) Senior Assistant	
(7) Accounts Assistant	6832.00
(8) Clerk or Office Assistant	
(9) Receptionist	6931.00
(10) Typist	7028.00
(11) Steno-Typist	
(12) Attender	6047.00
(13) Salesman	

(14) Office Boy / Peon	5853.00
(15) Watchman	

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 161 points (with base 2001=100) and for every rise of one point over and above 161points, an increase of Rs.36.35 (Rupees thirty six and paise thirty five only) per point per month shall be paid as dearness allowance.
 - (ii) The revision shall be effective from the 1st April of every year on the basis of the indices for the preceeding twelve months, namely from January to December.
 - (iii) The first calculation shall thus be effective from the date of issue of this Notification in the Tamil Nadu Government Gazette based on the Average Consumer Price index of the previous year.
- (2) Where the same work or work of a similar nature is performed by women, no distinction in payment of wages shall be made between men and women employees.
 - (3) To arrive at the 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 existing wages shall be continued to be paid.

**P.AMUDHA
SECRETARY TO GOVERNMENT.**

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[Handwritten Signature]
SECTION OFFICER
29/3/17