



## ABSTRACT

The 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 (J 1) DEPARTMENT

G.O.(2D) No.116

Dated: 12.12.2018

விளம்பி, கார்த்திகை 26,  
திருவள்ளூர் ஆண்டு 2049.

Read:-

- 1) G.O. (2D) No.38, Labour and Employment (J1) Department, dated 08.07.2014.
- 2) G.O. (2D) No.18, Labour and Employment (J1) Department, dated 15.02.2018.
- 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z3/38976/2017, dated 18.09.2018.

### 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 employment in Salt Pans.

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 without any modification.

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 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-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-600 079.

(BY ORDER OF THE GOVERNOR)

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT.

To  
The Works Manager, Government Central Press, Chennai-600 079 (for publication in the Tamil Nadu Government Gazette).  
The Director, Tamil Development and Information (Translation) Department, Chennai-600 009.  
The Commissioner of Labour, Chennai - 600 006.  
The Director of Industrial Safety and Health, Chennai - 600 032.  
The Director of Industries and Commerce, Chennai -600 032.

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 Labour, Chennai-600 009.  
The Law (L&E-Sty.) Department, 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.  
Clean copy to file ( C.No.18376/J1/2018)  
Stock file/ Spare copy.

//FORWARDED BY ORDER//

Un. Singh  
19.12.2018  
SECTION OFFICER

J. J. J.  
19/12/18



**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/482/2014 published at pages 540 and 541 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 13th August 2014, 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.**

<b><u>Serial Number.</u></b>	<b><u>Classes of Employees.</u></b>	<b><u>Minimum rates of basic wages.</u></b> <b><u>(Rs.P.)</u></b>
(1)	(2)	(3)
(1)	Scraping	229.00 per day
(2)	Transporting from Crystalliser bunds to drying platform	226.00 per day
	(i) Guaranteed minimum basic rates of wages	226.00 per day
	(ii) Piece-Rate.-	
	(a) per metric tonne for a lead of upto 45 metres	34.37
	(b) per metric tonne for a lead of more than 45 metres and upto 105 metres	20.86
	(c) for every additional lead of 60 metres over and above 105 metres	20.86
(3)	Maramath	226.00 per day
(4)	Pumping Man	228.00 per day
(5)	Pump Attender	226.00 per day
(6)	Maistry	6682.00 per mensem
(7)	Watchman	6367.00 per mensem
(8)	(i) Tractor Driver (including Krishi Tractor)	6682.00 per mensem
	(ii) Pump Mechanic (Diesel or electrical Salt Crushing Machine)	

(9)	Clerk	6682.00 per mensem
(10)	Removal, weighing, filling up of bags	230.40 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)	650.72 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.226.00 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 raise of one point over and above 161 points, an increase of Rs.1.40 (Rupee one and paise forty 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.

SUNIL PALIWAL  
PRINCIPAL SECRETARY TO GOVERNMENT.

//TRUE COPY//

Un.   
14.12.2018  
SECTION OFFICER

  
19/12/18