



ABSTRACT

The Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for the employment in Security Guards - Preliminary Notification - Confirmation - Orders - Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.39

Dated: 19.06.2019.

விகாரி, ஆனி 4,
திருவள்ளூர் ஆண்டு 2050.

Read:-

1. G.O.(2D) No.28, Labour and Employment (J1) Department, dated 19.06.2014.
2. G.O.(2D) No.74, Labour and Employment (J1) Department, dated 20.07.2018.
3. From the Commissioner of Labour, Chennai – 600 006, Letter No.Z3/43926/2017, dated 16.04.2019.

ORDER:

In the Government Order first read above, the minimum rates of wages for the employment in Security Guards 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 above said employment.

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

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 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-600 079.

(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 Private Secretary to Principal 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//

Un. Singh
24.6.2019.

SECTION OFFICER.

J. Gu
24/6/19

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/421/2014 published at pages 482 to 483 of Part II - Section 2 of the Tamil Nadu Government Gazette, dated the 16th July 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 Security Guards 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 Security Guards.

<u>Serial Number.</u> (1)	<u>Classes of Employees.</u> (2)	<u>Minimum rates of basic wages per month.</u> (3)		
		<u>Zone - A</u> (Rs.P.)	<u>Zone - B</u> (Rs.P.)	<u>Zone - C</u> (Rs.P.)
(1)	Manager	14055.00	12987.00	11203.00
(2)	Assistant Manager	12987.00	12274.00	10490.00
(3)	Supervisor	10490.00	9777.00	8709.00
(4)	Helper	8709.00	8351.00	7638.00
(5)	Senior Security Inspector / Security Officer	12987.00	12274.00	10490.00
(6)	Corporal / Seargent / Assistant Security Officer	11561.00	10848.00	10135.00
(7)	Chief Watchman / Senior Watchman	10135.00	9422.00	8709.00
(8)	Security Guard (Male / Female)	7996.00	7638.00	7283.00

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

- Zone - A : shall include all Municipal Corporations.
 Zone - B : shall include all types of Municipalities.
 Zone - C : shall include all areas other than those in Zones A and B.

(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 year 2001=100) and for every raise of one point over and above 161 points, an increase of Rs.45.20 (Rupees forty five and paise twenty only) per month 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 12 (twelve) months, namely from January to December.
 - (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 Average of 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 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.

**SUNIL PALIWAL
PRINCIPAL SECRETARY TO GOVERNMENT.**

//TRUE COPY//

Un. 
24.6.2019.
SECTION OFFICER.

J. Gu
24/6/19