GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Manual Workers (Regulation of Employment and conditions of work) Act, 1982 - Framing of Scheme for Social Security and Welfare of Manual Workers included in the schedule of employments (other than employments in item No.6, 10 and 11 of the schedule) – Tamil Nadu Manual Workers' Social Security and Welfare Scheme, 1999 – Preliminary notification – Confirmed.

LABOUR AND EMPLOYMENT (I2) DEPARTMENT

G.O.Ms.No.56, Dated : 28.4.1999.

1) G.O.Ms.No.26, Labour and Employment Department, dated 8.3.1999.
2) From the Commissioner of Labour, Chennai 6 Letter No. 20775/98, dated 10.4.1999.

ORDER :

In the Government Order first read above, a preliminary notification regarding the Tamil Nadu Manual Workers Social Security and Welfare Scheme, 1999 was issued and objection and suggestions were invited from the persons likely to be affected by such scheme.

2. The Commissioner of Labour, in his letter second read above has reported that objections and suggestions with regard to the preliminary notification issued have been received. The Commissioner of Labour has offered his remarks on the objections and suggestions. After examining the objections and suggestions based on the remarks of the Commissione of Labour, the Government have decided to confirm the preliminary notification issued in the Government Order first read above.

3. Accordingly the notification appended to this order shall be publishedin the Extraordinary issue of Tamil Nadu government Gezette dated the Twenty Eighth April, 1999.

4. The Director, Tamil Development and culture (Translations) Department, Secretariat, Chennai 600 009 is requested to supply Tamil translation of the Notification direct to the works Manager, Government Central Press for publication in the Tamil Nadu Government Gazette.

5. The Work Manager, Government Central Press Chennai 600 079 is requested to supply 250 copies of the notification to the Government for reference and record.

He is also requested to send 1000 copies of the notification to the Commissioner of Labour, Chennai 600 006 direct.

(BY ORDER OF THE GOVERNOR)

S.P. ELANGOVAN,
SECRETARY TO GOVERNOR.

To
The Works Manager, Government Central Press, Chennai 600 006.
The Tamil Development and culture (Translations) Department Chennai 600 009.
The Commissioner of Labour, Chennai 600 006.
The Law Department, Chennai 600 009.
Copy to:
The Tamil Nadu Legislative Assembly Secretariat, Chennai 600 009
All Departments of Secretariat, Chennai 600 009
All District Collectors.
All Sections in Labour and Employment Department, Chennai 600 009.
The P.S. to Chief Minister, Chennai 600 009.
The P.A. to Minister of Labour, Chennai 600 009.
The P.S. to Secretary to Government, Labour and Employment Department, Chennai 600 009.
SF/SC.

/For arded by order/

SECTION OFFICER.

VS/28.4.

NOTIFICATION

In exercise of the powers conferred by section 4 read with section 3 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 (Tamil Nadu Act 33 of 1982), the Governor of Tamil Nadu hereby makes the following Scheme for scheduled employments under the said Act other than those specified in items 6, 10 and 11 in the schedule to the said Act, the draft of the same having been previously published as required by the said section of the said Act.

1. Short title, extent and application : -

(1) This scheme may be called the Tamil Nadu, Manual Workers, Social Security and Welfare Scheme, 1999.

(2) It extends to the whole of the State of Tamil Nadu.

(3) It shall apply to all the manual workers engaged in employments scheduled under the Tamil Nadu Manual workers ((Regulation of Employment and conditions of work) Act, 1982.

2. Scheme not to apply forcertain employments : -

Nothing in this scheme shall apply to any of the employments specified in item 6, 10 and 11 in the schedule to the Tamil Nadu Manual Workers (Regulation of Employment and conditions of work) Act, 1982.

3. Definitions : -

In this Scheme unless the context otherwise requires –

(a)“ Act” means the Tamil Nadu Manual Workers (Regulation of Employment and conditions of work) Act, 1982. (Tamil Nadu Act 33 of 1982).

(b) “Board” means the Tamil Nadu Manual Workers’ Social Security and Welfare Board established under section 6 of the Act;

©) “dependent” in relation to a registered manual worker means any of the relatives of such deceased workers as specified below :-

(i)Wife or husband as the case may be,

(ii) Children
(iii) Widow and children of the pre-deceased son, and
(iv) Parents.

(d) “Form” means the form appended to this scheme and those specified by the Board from to time;

(e) “Fund” means the Tamil Nadu Manual Workers Social Security and Welfare Fund established under the scheme ;

(f) “Secretary” means the Secretary of the Board appointed by the Government and any other officer put in charge of the Secretary ;

(g) “Self-employed person means any person who has directly engaged himself in any scheduled employment for his livelihood ;

(h) The word and expressions not defined but used in this scheme shall have the respective meaning assigned to them in the Act.

4. **Object : -** The object of this scheme is to provided for the following social security and welfare measures for manual workers namely,

(1) Group Personal Accident Relief ;

(2) Maternity Benefies ; and

(3) Terminal Benefies

(5). Power duties and functions of the Board :-

(1) Subject to the othern provisions of the Act, the Board may take such measures as it may consider necessary for carrying out the objective of scheme set out in claues.

(2) The Board shall, -

(a) Maintain and administer the “Tamil Nadu Manual Workers’ Social Security and Welfare Fund”and recover the contributions towards that fund;

(b) Subject to the previsions of the scheme, any property vested with the Board shall be held and utilized by it only for the purpose of the scheme;

(c) have the authority to spend such sum as it thinks fit for the purposes of the scheme from out of the Fund;

(d) keep proper accounts for all receipts and expenses under the scheme;

(e) submit annual xx butget to the Government for sanction.

(f) submit annual report to the Government on the working of the scheme as laid down under sub-section (5) of section 8 of the Act.

(g) submit to the Government copies of all proceedings of the meetings of the Board:

(h) make all arrangements necessary for the annual and it of accounts of the Board in accordance with the instructions issued by the Government;

(i) furnish information to Government on such matters as the Government may refer to it from time to time.

(3) **The Board may:-**

(a) accept deposits from persons, authorities or establishments on such condition, as it deems fit;

(b) borrow money with the previous permission of the Government in order to augment the sources of funds;

(c) specify forms, records, registers and statements if so required, in addition to such of those forms, records, registers and statements appended to this scheme, for the administration of the scheme and revise any of such forms,records,registers,etc.,and also specify production of additional certificates, records along with such forms, statements etc..

(d) make recommendations to the Government about modifications which are considered necessary in the scheme.

6. Secretary of the Board:- (1) The Chief Executive Officer of the Board shall be the Secretary to the Board .

(2) The Secretary shall, with the approval of the Chairman issue notice to convene meetings of the Board and keep the record of minutes and shall take necessary steps for carrying out the decisions of the Board.

7.Appointment of Chief Executive Officer and other Officers and staff:-

(1) The Government may appoint an officer in the rank of a Joint Commissioner of Labour of the Labour Department as the Chief Executive Officer of the Board.

(2) The Government may appoint a Chief Accounts Officer in the cadre of Under Secretary,Finance Department and an Accounts Officer from the Treasuries and Accounts Department on foreign service terms and conditions

(3) The Government may also appoint as many officers as may be necessary not below the rank of a Labour Officer under the Tamil Nadu Labour Service, on deputation from the Labour Department or by direct recruitment as District Executive Officers for the purpose of implementing the scheme.

(4) The Government may also appoint as many Inspectors and staff as may be necessary on deputation from the Labour Department or by direct recruitment for the purpose of implementation of this Scheme.

8. **Chief Executive Officer of the Board etc. to be Public Servants:-**

The Chief Executive Officer and other officers and members of the staff of the Board appointed under this scheme shall be deemed to be public servant s within the meaning of section 21 of the Indian penal Code, 1860 (Central Act XLV of 1860).

9. **Administrative and financial powers of the chief Executive Officer:-**

(1) The Chief Executive 0fficer of the Board may without reference to the Board sanction expenditure and contingencies, purchase of articles, and services subject to the limit upto which he may be authorized to sanction expenditure expenditure with such restrictions imposed by the Board with the approval of the Government.

2. The Chief Executive 0fficer may also exercise such administrative and financial powers other than those specified in sub-clause (1) above, as may be delegater to him from time to time by the Board with the approved of the Government.

10. **Opening of district and local offices :-**

The Board may with the approval of the Government, open district and local offices as it may consider necessary for the purpose of implementing the scheme. It may also define the functions of such offices.

11. REGISTRATION OF MANUAL NUMBERS:- (1) Any manual worker who has completed the 960 of 18 Years but not completed 60 years, may register his name with the Board to become a member of the scheme.

(2) Application for such registration shall be made in the form SSW I appended to this scheme together with a certificate of employment issued by any of the persons or officers specified below **:-**

(a) Employer of any manual workerengaged in any of the employments specified in the schedule to the Act.

(b) President or the General Secretary of a registered trade union of the employment concerned.

© Any officer not below the rank of an Assistant Inspecter of Labour in the Labour Department and an officer not below the rank of an Assistant Inspector of Factories in the Department of Inspectorate of Factories.

(3) The fee for such registration shall be twenty rupees.

4) Every manual worker whose name has been registered under this clause will be issued with an identity card in form SSW II, free of cost by the Board/ district or Local office.

(5) In case of lose of the identity card a duplicate identity card will be issued by the Board or district or local office on an application mad by the Manual worker concerned and on payment of twenty rupees.

(6) Every registered manual worker shall file a nomination in Form SSW III and revise it in cases of either aequlring a family or having any legal change in his family status.

12. **SUSPENSION AND CANCELLATION OF MEMBERSHIP :-** (1) The district executive officer may, if he has any reasonable cause to believe that the membership under this scheme has been secured by a manual worker by making any statement in or in relation to any application for the registration , which is incorrect or false in any material particular or has contravened any of the provision of the Act, or any rule or scheme framed under the Act, suspend such membership pending the completion of any enquiry against the holder of such membership.

(2) The District Executive officer may, if he is satisfied, after making such inquiry as he may think fit, that the folder of a membership has made a false or incorrect statement of the nature referred to in sub –clause (1), or has contravened any provision of the Act or any rule or scheme framed union the Act, cancel such membership.

Provided that no such membership shall be one unless the holder thereof has been given a reasonable opportunity of showing cause against the proposed

(3) Every person whose membership has been an celled shall forfeit all the his claims under the scheme, except as provided under sub clause (19) of clause 15.

(4) Any registered manual Worker aggrieved by the orders passed by the authority referred to in sub- clause (2) on titled to prefer an appeal to the Chief Executive officer with in thirty days from the date of receipt of such orders. The chief Executive officer may, for value reasons to be recorded in writing allow preference of appeal after a pride of 30 days but not exceeding nine days. On such preference of appeal, the chief Executive officer shall dispose of the appeal within a period of three months from the date of filing of such appeal , a giving an opportunity to the aggrieved manual worker. The orders Passed by the Chief Executive officer shall be final.

13. MAINTENANCE OF REGISTERS:- (1) Every employer shall a register of contributions in such form as may be specified by the Board.

(2) Every employer shall maintain an inspection re in such from as my be prescribed by the Chief executive Officer in which the Inspector appointed for the purpose of the scheme my record his regarding any defects that may come to light at the time of his inspection.

(3) The records relating to a calendar year shall be preserved till the end of the subsequent three year.

(4) The board shall maintain a register in form SSW IV containing the names and complete addresses of all manual registered under the scheme together with a particulars regarding the date of registration and such other particulars as the Board may consider necessary.

14.MANUAL WORKERS SOCIAL SECURITY AND WELFARE FUND:- (1) The shall be constituted a fund called the " The Manual workers social security and welfare fund " to which shall be credited,-

(a) All contribution received by the Board from the Government as grant.

(b) all contributions received by the Board under the scheme,

(C) all money received by the Board by way of sale or disposal of properties and Other assets.

(d) interest on investments in securities and deposits and rents.

(e) All moneys received by way of interest levied on delayed payment of contribution under clause 20 of the scheme, and

(f) all moneys received by the Board in any other manner or from any other source.

(2) All moneys received by the Board and forming part of the Fund shall be kept in Current Account of any of the Nationalised banks and or any of the co-operative banks by the board with the approval of the Government from time to time. Such account shall be jointly operated by any two of the authorised signatories of the Board, one of them being the Secretary to the Board.

15. CONTRIBUTIONS:- (1) The contribution payable under this scheme shall comprise contribution payable by an employer (hereinafter referred to as "the worker's contribution") and the contribution payable by the State Government from time to time and shall be paid to the Board and form part of the fund.

(2) All remittances payable to the fund shall be rounded off to the nearest rupee.

(3) Every manual worker registered under this scheme shall pay a monthly contribution of twenty rupees.

(4)Self-employed person shall remit his monthly contribution for being credited to the fund before notified by the Government.

(5) Every employer shall pay to the Board the employer's contribution payable by him under section 8 B of the Act before the 15th day of every month by means of a Demand draft drawn in favour of the "Secretary, Tamil Nadu Manual worker's Social Security and Welfare Board", accompanied by a statement in the form as may be specified by the Board.

(6) Every Officer on joined to collect contribution under sub-section (2) of Section 98B of the Act shall collect the same by means of a Demand Draft drawn in favour of the “Secretary, Tamil Nadu Manual worker’s Social Security and Welfare Board” payable at Chennai and remit the same to the Board within ninety days from the date of such collection.

(7) A registered manual workers in employment under an employment shall make payment of his contribution to the fund cites directly or through his employer before the 15th day every month.

(8) An employer shall pay before the 15th day of every month manual worker’s contribution, if paid through him, by of a Demand Draft drawn in favour o9f the “Secretary, Tamil Nadu Manual Worker’s, Social Security and Welfare Board accompanied by a statement indicating the name, address and registration number of such manual worker and shall bear the expenses of remitting to the Board such contributions.

(9) Any sum paid to the employer by a manual worker under sub-clause (7) shall be deemed to have been entrusted to the employer by such manual worker for the purpose of paying the contribution in respect of which it was paid.

(10) Notwithstanding any contract to the contrary, no employee shall deduct the employer’s contribution from any wage payable to a manual worker or otherwise recover it from manual workers.

(11) A registered manual worker who defaults payments of contributions for a continuous period of one year shall leave to be a member under this scheme, automatically. No specific orders on the cessation of membership need issued under this provision.

(12) A registered manual worker whose membership in the fund ceased under sub-clause(11) may be readmitted by the Chief Executive Officer or any other officer authorised in this behalf by the Board if he applies for such readmission paying the entered arrears of contribution from the date of application along with a fine at the rate of fine percent per month subject to minimum of five rupees.

(13) when the employment of a registered manual worker is terminated by the employer for any reason whatsoever including resignation or retirement on super-annotation the employer shall, within fifteen days of such termination intimate the same to the Chief Executive Officer or any other officer authorised by the Board in this behalf by a registered letter.

(14)Every registered manual worker who leaves or changes his service under an employer, shall, within thirty days puff his such leaving the service or changing the service under an employer intimate the chief executive Officer or any other officer authorised by the Board in this behalf by a letter sent by registered post or delivered in person.

(15) If a registered manual worker is placed under suspension or is an leave, his contribution shall be paid directly or through his employer, every month before the specified date.

(16) A registered manual worker when to debases to be a manual worker, shall cease to be a member also.

Provided that, if he is re-employed as a manual worker, he may be readmitted as a member, on payment of arrears of contribution for the intervening period.

Provided further that such intervening period shall no exceed one year. However in deserving ceases the District Executive Officer may permit requests for revival of membership beyond one year but not exceeding a period of two years and pass apportion to the orders.

(17) Any contribution made in excess of what is due to be paid by a manual worker or a self-employed person or an employer in accordance with the scheme, may be adjusted against future contribution payable such person.

(18) The contribution to the fund made by a manual worker is not refundable otherwise by way of refund ordered as Terminal Benefits Scheme or an account of cessation of membership.

(19) In the event of cancellation of membership under clause 12 who contribution to the Fund made by a manual worker as on the date of cessation of his membership shall be refunded without any interest.

16.UTILISATION OF FUNDS:- (1) The Fund of the scheme shall vest in and be held and applied by the Board as Trustees subject to the provisions and for the purpose of this scheme.

(2) it shall be lawful for the Board to invest the moneys in any Government Financial institution, Co-operative Banks, Nationalised Banks or Corporations authorised by the Government which offers the highest rate of interest an on the date of such investments.

(3) Without prejudice to the generality of sub-clause(1),the moneys in the Fund may be utilised by the Board for the objects specified on clause 4.

17. GROUP PERSONAL ACCIDENT RELIEF:- (1) Eligibility-All registered manual workers who have contributions at least for a period of12 months when not with the accident subsequently are eligible for Group personal accident relief.

EXPLANATION:- For the purpose of this clause:Accident" any bodily injury or death of loss of limbs or loss of sight resulting solely and directly from accident arising out and in the course of his employment but does not includes international self injury, suicide, attempted suicide,injury caused wuile under the influence of intoxicating

liquor on drugs or resulting from the injured workor committing any breach of the law or rules or regulations or instructions applicable from time to time.

(2) The Board shall insure all the registered manual workers with an Insurance Company for the sum specified by the Insurance Company and shal pay the premium towards sum insurance. The Board shall be the policy holder on behalf of the registrated manual workers and shall renew the policy every year.

(3) The risk covered by the scheme and the amount of company payable shall be as follows:-

(a)	Death	Rs.1,00,000.00
(b)	Loss of actual physical separation of or total and irrecoverable loss of use of.- (i) Both hands; or (ii) Both feet;or (iii) One hand and one foot: or (iv) Total and irrecoverable loss of sight in both eyes	Rs.1,00,000.00
(C)	Loss of actual physical separation opf,or total and irrecoverable loss of use of,:- (i) One hand; or (ii) One foot; or (iii) Total and irrecoverable loss of sight in one eye	Rs.50,000.00
(d)	Permanent total disab;ement from injurious other than those specified in items (b) and (c) above:	Rs.25,000.00
(e)	Permanent partial disablement as specofoed in column (1) of the Schedule appended here under:	AT the rate specified in thencorresponding on transfer in cplumn (2) of the Table below:

TABLE

	Nature of disablement (1)	Compensation in percentage (to be applied in Rs.1,00,000/- (2)	
			Percent
(1)	Loss of toes	All Great bath phalanges Great on phalanx Other than great, if more than one toe loss cash	20 5 2 “
(2)	Loss of hearing	Both ears	50
(3)	Loss of hearing	One ear	15

(4)	Loss of four fingers and themb of onehand		40
(5)	Loss of four fingers		35
(6)	Loss of thumb	Both phalanges	25
(7)	Loss of index finger	Three phalanges Two phalanges One phalanx	10 5 4
(8)	Loss of middle finger	Three phalanges Two phalanges One phalanx	6 4 2
(9)	Loss of ring finger	Three phalanges Two phalanges One phalanx	5 4 2
(10)	Loss of little finger	Three phalanges Two phalanges One phalanx	4 3 2
(11)	Loss of Metacarpals 1st or 2nd 3rd,4th,5th	(additional) (additional)	3 2
(12)	Any pther permanent partial disablement		Percentage as assessed by the doctor

(4) Claim:-

(a) Immediately upon the happening of any accident while in pursuit of his employment resulting in death or loss of limps or loss of sight,the employer shall send a report to the Board and to the Ploce in form SSW V within three days of such occurence of the accident. On any other case of the report of accident may be sent to the Board either by the inhured worker or the nominee of the deceased worker or a representative of a trade union of the employment concerned. The Board shall investigate to the accident occurred in the workplace, either on the report of accident received from the deceased worker or a representative of a trade union of the employment concerned.

(b) In the case of injury ft loss of limbs or loss of eyesight specified in items(b) to(c) of sub-claused19. The claim shall be made by his nominee in form SSW VI.

(c) In case of death of the registered manual worker due to accident arising out of and in this course of employment certificate and post-mortem certificate issued by an/produced by the claimant. If there is delay more than thirty days in getting the post-mortem certificate the certificate given by the tahsildar this regard shall be produced.

(d) in case of loss of limbs or loss of eyesight or,part disablement/arising out of and in the course of comply the claimant should produce a medical certificate is by a medical officer not below the rank of a Civil Assistant Surgeon.

Provided that a certification issued by a registered female medical practitioner may also be accepted if those circumstances of any particular case so warrants.

(e) The Board shall after due verification, sanction the relief to the claimant.

18. MATERNITY BENEFITS:- (1) Eligibility- Every registered female manual worker who has contributed at least for a period twelve months t0o the Fund shall be eligible for the scheme if on the date of applying for the bebefit under the scheme, the applicant is not having more than two children living.

(2) claim:- Every registered femal manual worker who is eligible for the benefit under the scheme shall,produce to the Board a certificate in proof of her miscarriage obtained within three weeks of such occurance ir a certificate in proof of her advanced stage of preganacy obtained with in a period of not loss than three months from the date of expected delivery or one month from the date of delivery. Certificate in proof of the claim shall not accepted unless it is issued by the respective medical officer-on-charge of the Government Hospital or Local Fund or municipal Hospital or Primary Health Centre or a recognised Nursing Home. A borth certificate issued by a competent authority shall also be treated as certificate in proof of the claim.

Explanation:-:miscarriage"means expulsion of the content of a pregnant utorus at any period prior to ot during the twenty-sixth week of pregnancy but does not onclude abny miscarriage.the causing opf which is punishable under the Indian Penal Code,1860(Central Act XLV of 1800): Amount opf cash Grant:-A cash grant of five hundred rupees for miscarriage aand a cash grant of one thopusand rupees for delivery of a child shall be paid towards maternity bebefits.

(19) TERMINAL BENEFITS:- (1).Eligibility::- Member of the scheme eligible for payment of ttorminal benefits are as follows:-

(a) a member of the scheme,who has completed the age of sixty years; and

(b) a member of ther scheme who has not completed sixty years of age but suffers from infirmity or permanent disablement resulting in his non-employments.

(2) Claims:-(i) A person under sub-clause (1)(a) shall produce along with his application extract of school records, if available to prove his age. In the absenced of school records,a certificate from a qualified medical practitioner in nGovernment service not below the rank of civil Assisstant Surgeons to the effect that the applicant has completed sixty years of age, will be sufficient.

(II)A person under sub-clause(1)(b) shall produce a medical certificate issued by a qualified medical practioner in Government Service not below the rank of a Civil Assisstant Surgein to the effect that the applicant is rendered unable to work due to infirmity or permanent disablement.

(3) Quantum of benefits:- The amount outstanding in the credit of a member by way of contributions paid by him shall be refunded to him with compound interest at the rate of twelve percent per annum calculated annually and an additional twenty five percent of the contribution remitted by the member as gratuity shall be paid as terminal benefits,,either to the member on his attaining the age of sixty years or sustaining infirmity or permanent disablement or to the nominee or nominees of the member on cessation of his membership caused by death before retirement.

Provided that if a nomination made by the member does not subsist the amount shall be paid to his legal heirs in equal shares:

Provided further that in the case of a member who has not contributed for three minimum period of three years, he shall not be eligible for any benefit under the scheme other than refund of contributions made by him t0p the Fund together with the interest standing at his credit.

(4) Benefits under the Scheme shall become payable only after one year of his booming a member of the fund.

20. RECOVERY OF MONEYS DUE FROM THE EMPLOYER:-(1) If an employee does not pay to the Board any amount of the employer's and manual worker's contributions under the scheme,within the time,he is required by or under the provisions of this scheme to pay it, the Chief Executives Officer or any other officer authorised in this behalf nay cause to be served to notice on the employer to pay amount within the period specified therein which shall not be less than thirty days from the date of service of such notice.

(2) If the employer fails without sufficient cause to pay any such amount within the period,specified in the notice, he shall,in addition to that amount pay to the board simple interest.

(a) in this case of failure to pay the contribution entrusted for payment by the manual worker under sub-clause (7) of clause 15,

(i) for the first three months at one percent of the said amount for each completed month after the last date by which he should not paid it according to the niotice, and

(ii) thereafter at two percent of that amount for each completed month during the time he continues to make default in the payment of that amount;

(b) in the case of failure to pay any amount of employer's contributions-

(i) for the first three months at two percent of the said amount for each completed month after the last date by which he should have paid 9it according to the notice; and

(ii) thereafter at three percent of that amount for each completed month during the time he continues to make default in the payment of that amount.

21. PENALTY:- (1) If any employer who,.for the purpose of avoid any payment tp be made by him under this Act or under the scheme or if any person who, for the purpose of enabling an employer to avoid such payment ,know- ingle makes or causes to be made any false statement or false representation, shall to be punishable with fine which may extend to five hundred rupees or with imprisonment for such term which shall not exceed three months and for ther second ir subsequent if fence, with fine which may extend to one thousand rupees or with imprisonment which shall not exceed in term of six months.

2) if an employer who contravenes or makes default in complying with any of the provisions of this scheme shall for such contravention or non compliance, be punishable with fine which may extend to five hundred rupees or with imprisonment for such term which shall not exceed three months and for the second or subsequent offence, with fine which may extend to one thousand rupees or with imprisonment which shall not exceed a term of six month.

(22) POWER TO REMOVE DIFFICULTIES:- If in the opinion of the board, any difficulty or doubt arises as to the interpretation of any of the provisions of the scheme or in the implementation of the scheme, the board shall refer the same to the government and the decision of the government shall be final.

FORM NO.SSW I
(See clause 11 (2))

APPLICATION FOR REGISTRATION TAMILNADU MANUAL WORKERS' SOCIAL SECURITY AND WELFARE
SCHEMES,1999

Registration No……..
(to be filled in by office)

affix passport size photo

1) Name of the worker :

2) Name of the father / Husband :

3) Date of birth : day month year
(Employee evidence to proof age)

4) Personal marks of identification :

1)
2)

5) Marital status :
(whether married, unmarried, widow/ widower)

6) Permanent address :

7) Present address :

8) State whether self employed or employed :

From SSW III
(sec clause 1 1 (6))

TAMIL NADU MANUAL WORKERS SOCIAL SECURITY & WELFARE SCHEMES, 1999

NOMINATION FROM

Registration No.

I hereby nominate the person/persons below to receive the claims due to me from the fund in the of my death before any amount due to me becomes payable.

Name and address of the nominee/nominees	Nominee's relationship with the worker.	Age of the nominee	Amount of share to be paid to each nominee
1	2	3	4

place: signature or left hand thumb
date: impression of the manual worker.

Date whichever is not necessary

Certified that the above declaration has been signed thumb impressed by Thiru. Tmt…….Loyed by me as……../self employed as……..after he/she has read the entries (or) her the entries have been read over to him/her by me and understood by him/her.

Place: Signature and Name
Of the Person / Officer a testing
The Nomination.

Accepted

Signature /Designation.

FORM NO . SSW IV

(See Clause 13 (4))

MEMBERSHIP REGISTER TAMILNADU MANUAL WORKERS' SOCIAL SECURITY AND WELFARE FUND

SCHENE 1999

SI.No	Name and address of the Manual worker	Name and address of the estt in which employer(Not applicable in case of self employed worker)	Date of application	Date of registration	Registration no.	Regard and ignition of author office
1	2	3	4	5	6	7

FROM NO.SSW
(See Clause 17(4) (a))

GROUP PERSONAL ACCIDENT RELIET SCHEME FOR THE MANUAL WORKERS ENGAGED IN EMPLOYMENTS OTHER THEN THOSE SPECIFIED IN ITEM NO.6,10 AND 11 OF THE SCHEDULE TO THE ACT.

ACCIDENT INTIMATION FORM

To

The Secretary,

……

……

To

The Inspector / sub- Inspector of police

Sir

Thiru. / Thirumathi / selvi / Selvan ……Son of / wife of / daughter of…….. employed in the work place……..has suffered loss of limbs / loss of eye-sight / total disablement / partial injury / death due to accident while engaged in his / her ouucpation within or outside the work place.

(Signature of the Employer)
Address:
Signature of the worker /
Nominee / Representative
of a trade union.

FROM NO. SSW VI
(See Clause 17 (4) (b))
CLAIM FROM

To

The secretary,
…….

…….

1. Name of the worker :

Address :

Age :

Occupation :

2. Area name of the work place :

place :

Taluk :

District :

3. Name of the claimant :

4. Relationship with the injured
Member :

5. Whether the member himself
Herself or his / her nominee :

6. Date and time of Accident :

7. Place of accident
(a) At the work place :

(b) Outside the workplace :

8. Whether the accident resulted in
Death / loss of limbs / loss of eye
Sight / partial injury :

9. Date and time of death
(With documents specified in the scheme) :

Place :
Date :

Signature
(Manual worker / nominee)

FROM SSW VII
(See clause 15 (6))
MAINTENANCE FORM

SI.No	Name of the employer	Amount of Motor Vehicles tax collected	registration No of Vehicle	Amount of Contribution Collected for the Board	Method of remittance to Board (BY.D.D./ Cheque reticules.
1	2	3	4	5	6