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Part II—Section 2

**Notifications or Orders of interest to a section of the public
issued by Secretariat Departments.**

NOTIFICATIONS BY GOVERNMENT

LABOUR AND EMPLOYMENT DEPARTMENT

REVISION OF MINIMUM RATES OF WAGES FOR EMPLOYMENT IN CONSTRUCTION OF PANDALS
UNDER THE MINIMUM WAGES ACT.

[G.O. (2D) No. 14, Labour and Employment (J1), 16th March 2017, பங்குனி 3, துன்முகி, திருவள்ளூர் ஆண்டு 2048.]

No. II(2)/LE/184(g-1)/2017.

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/784/2012, Published at pages 673 and 674 of Part II-Section 2 of the *Tamil Nadu Government Gazette*, dated the 21st November 2012, the Governor of Tamil Nadu after consultation with the Advisory Board hereby revises the minimum rates of wages payable to the category of workers in the Employment in Construction of Pandals 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 Construction of Pandals

Serial No.	Category of workers	Minimum rates of basic wages per day			
		(1)		(3)	
		Zone "A"	Zone "B"	Zone "C"	Zone "D"
		Rs. P.	Rs. P.	Rs. P.	Rs. P.
1.	Supervisor	386.50	343.00	281.00	250.00
2.	Pit Digger, Pole Erector	374.00	312.00	268.50	237.50
3.	Thatch-tier	361.50	293.50	256.00	225.00

Serial No. (1)	Category of workers (2)	Minimum rates of basic wages per day (3)			
		Zone "A"	Zone "B"	Zone "C"	Zone "D"
		Rs. P.	Rs. P.	Rs. P.	Rs. P.
4.	Roof Thatcher, Asbestos/Glass/Lite Roof	349.00	287.00	250.00	213.00
5.	Ornamental Cloth Tier	349.00	287.00	250.00	213.00
6.	Flower Decorator, Ornamental Adorner	337.00	281.00	237.50	206.50
7.	Arch-Erector	324.50	275.00	231.50	200.50
8.	Shamiana Erector	312.00	262.50	225.00	194.00
9.	Coconut Leaves Braider	299.50	250.00	219.00	188.00
10.	Thatch Remover	287.00	237.50	213.00	182.00
11.	Carrier of Pandal Articles	275.00	231.50	200.50	175.50
12.	Mike set/Serial Set originator, Generator Operator	262.50	225.00	194.00	169.50
13.	Thatch Carrier <i>cum</i> Giver	250.00	219.00	188.00	163.00
14.	Watchman	250.00	219.00	188.00	163.00

Explanations.—(1) Classification of Zones.—Zones A, B, C and D shall comprise of the following areas:-

Zone A	—Municipal Corporations.
Zone B	—Municipalities.
Zone C	—Town Panchayats.
Zone D	—Villages.

(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* shall be 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 rise of one point over and above 161 points, an increase of Re.1.00 (Rupee one only) per day 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, that is, from January to December.

(iii) The first calculation of the *dearness allowance* shall be effective from the date of publication of this Notification in the *Tamil Nadu Government Gazette* based on the average Consumer Price Index of the previous year.

(3) Where the same work or work of a similar nature is performed by women, no distinction in the payment of wages shall be made between men and women employees.

(4) To arrive at monthly wages, the daily wages shall be multiplied by 30.

(5) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

REVISION OF MINIMUM RATES OF WAGES FOR EMPLOYMENT IN POLYTHENE MANUFACTORY AND PROCESSING FOAM ITEMS AND PLASTIC MANUFACTORY UNDER THE MINIMUM WAGES ACT.

[G.O. (2D) No. 15, Labour and Employment (J1), 16th March 2017, பங்குனி 3, துன்புழகி, திருவள்ளூர் ஆண்டு 2048]

No. II(2)/LE/184(g-2)/2017.

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.

Classes of Employees (1)	Minimum rates of basic wages (per month)	
	Rs.	P.
	(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	Do.	
(3) Weaver	Do.	
(4) Warper	Do.	
III. Skilled.-		
(1) Operator	6636.00	
(2) Extruder Operator	Do.	
(3) Printing Operator	Do.	
(4) Mechanical Operator	Do.	
(5) Jobbar	Do.	
IV. Highly Skilled.-		
(1) Shift Incharge	7616.00	
(2) Foreman	Do.	
(3) Supervisor	Do.	
V. Common Categories.-		
(1) Manager	9382.00	
(2) Assistant Manager	8205.00	
(3) Accountant	7224.00	
(4) Store Keeper or Godown Keeper	7028.00	
(5) Senior Assistant	Do.	
(6) Accounts Assistant	6832.00	
(7) Clerk or Office Assistant	Do.	
(8) Typist	6931.00	
(9) Steno-Typist	7028.00	
(10) Receptionist	6832.00	
(11) Attender	6047.00	
(12) Salesman	Do.	
(13) Office Boy / Peon	5853.00	
(14) Watchman	Do.	

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

Classes of Employees	Minimum rates of basic wages (per month) Rs. P.
(1)	(2)
II. Semi-Skilled.-	
(1) Operator	6244.00
(2) Lathe Operator	Do.
(3) Machine Assistant	Do.
(4) Turner	Do.
(5) Printer	Do.
(6) Welder	Do.
(7) Assembler	Do.
(8) Cutter	Do.
(9) Machinist	Do.
(10) Tailor	Do.
(11) Laboratory Assistant	Do.
III. Skilled.-	
(1) Operator	6636.00
(2) Setter- <i>cum</i> -Operator	Do.
(3) Moulder	Do.
(4) Electrician	Do.
(5) Dye Maker	Do.
IV. Highly Skilled.-	
(1) Foremen	7616.00
(2) Supervisor	Do.
V. Common Categories.-	
(1) Manager	9382.00
(2) Assistant Manager	8205.00
(3) Accountant	7224.00
(4) Computer Programmer	7028.00
(5) Store Keeper or Godown Keeper	Do.
(6) Senior Assistant	Do.
(7) Accounts Assistant	6832.00
(8) Clerk or Office Assistant	Do.
(9) Receptionist	Do.
(10) Typist	6931.00
(11) Steno-Typist	7028.00
(12) Attender	6047.00
(13) Salesman	Do.
(14) Office Boy / Peon	5853.00
(15) Watchman	Do.

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.

REVISION OF MINIMUM RATES OF WAGES FOR EMPLOYMENT IN PRINTING PRESSES UNDER THE
MINIMUM WAGES ACT.

[G.O. (2D) No. 16, Labour and Employment (J1), 16th March 2017, பங்குனி 3, துன்முகி, திருவள்ளூர் ஆண்டு 2048]

No. II(2)/LE/184(g-3)/2017.

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)/99/2013, Published at pages 63 and 64 of Part II - Section 2 of the *Tamil Nadu Government Gazette*, dated the 23rd January 2013, 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 Printing Presses 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 under 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 Printing Presses

Classes of Employees (1)	Minimum rates of basic wages per Month (2)		
	Zone "A"	Zone "B"	Zone "C"
	Rs. P. (i)	Rs. P. (ii)	Rs. P. (iii)
GROUP – I: Accountant, Foreman And Supervisor.	5260.00	5015.00	4913.00
GROUP – II: Clerk, Cashier, Typist, Steno-typist, Time-Keeper, Mono-operator, Mono-caster, Line-Operator, Off-set printer, Artist, Cameraman, Imposer and Automatic Machine man.	5119.00	4883.00	4762.00
GROUP – III: Proof reader, Cylinder treadle Machine man, Plate maker, Electrician, Compositor, Binder, Ruler, Grinder and Feeder.	4979. 00	4742.00	4629.00
GROUP – IV: Wheeler, Helper, Office -boy, Peon, Watchman, Packer and Apprentice.	4790.00	4543.00	4516.00

Explanations.-(1)Classification of Zones.-Zones - A, B and C shall comprise of the following areas:-

- (i) **Zone - A** : All Municipal Corporations and Special Grade Municipalities.
(ii) **Zone - B** : All Municipalities other than Special Grade Municipalities.
(iii) **Zone - C** : All other areas excluding those specified in Zone-A and Zone -B.

(2) **Dearness Allowance.-** In addition to the above minimum rates of basic wages, the employees shall be paid *dearness allowance* as indicated below:-

(i) The dearness allowance shall be linked to the average Chennai City Consumer Price Index Number for the year, 2010, that is 161 points with base 2001=100 and for any future raise of every one point over and above 161 points, an increase of Rs.28.00 (Rupees twenty eight 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 consumer price 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 payment of wages shall be made in the case of men and women employees.

(4) To arrive at daily 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.

REVISION OF MINIMUM RATES OF WAGES FOR EMPLOYMENT IN CHEMICAL FERTILIZER INDUSTRY
UNDER THE MINIMUM WAGES ACT.

[G.O. (2D) No. 17, Labour and Employment (J1), 16th March 2017, பங்குனி 3, துன்முகி, திருவள்ளூர் ஆண்டு 2048.]

No. II(2)/LE/184(g-4)/2017.

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 / 444 / 2011 Published on page 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 Chemical Fertilizer Industry 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 Chemical Fertilizer Industry

Classes of Employees (1)	Minimum rates of basic wages (per month)	
	Rs.	P.
	(2)	
1) Administrative staff:		
(1) Manager		7276.00
(2) Clerk / Typist / Accountant		6129.00
(3) Driver / Storekeeper		5964.00
(4) Office Boy		5637.00

Classes of Employees (1)	Minimum rates of basic wages (per month)	
	Rs.	P.
(2) Workers category :		
<i>(1) Highly skilled :</i>		
Technical Supervisor / Chemist	6866.00	
<i>(2) Skilled :</i>		
Operator /Technician / Electrician / Fitter	6293.00	
<i>(3) Unskilled :</i>		
Common workmen / Helper / Filler	5963.00	

Explanations .-(1) Dearness Allowance .- In addition to the minimum rate of basic wages as 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 161 points, an increase of Rs.35.00 per month (Rupees thirty five only) 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 Consumer Price Index for the preceding twelve months, that is, 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 Chennai City Consumer Price Index for the previous year.

(2) To arrive at the daily wages, the monthly wages shall be divided by 26.

(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) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

(5) For the categories of Security services in the Employment in Chemical Fertilizer Industry, the minimum wages fixed/ revised in the Employment in Security Guard shall be applicable.

P. AMUDHA,
Secretary to Government.