



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in Bricks and Tiles Manufactory - Preliminary Notification – Confirmed.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.15

Dated: 12.03.2013

Read:

- 1) G.O. (2D) No.52, Labour and Employment (J1) Department, dated 16.10.2008.
- 2) G.O. (2D) No.39, Labour and Employment (J1) Department, dated 13.8.2012.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z1/50611/2011, dated.28.12.2012.

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ORDER :

In the Government Order Second read above, a Preliminary Notification containing proposals to revise further the minimum rates of wages for the employment in Bricks and Tiles Manufactory was issued and objection and suggestion were invited from the persons likely to be affected by such revision.

2. No objection and suggestion were received from the either side with regard to the Preliminary Notification. The Government have decided to confirm the Preliminary Notification.

3. The appended Notification will accordingly be published in the Tamil Nadu Government Gazette both in English and Tamil. The Secretary to Government, Tamil Development, Religious Endowments 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-600079 .

(By Order of the Governor)

Mohan Pyare,
Principal Secretary to Government.

To

The Works Manager, Government Central Press, Chennai-600 079 (for publication in the Government Gazette) (2 Copies) (He is requested to

send 5 copies of the Notification to this Department for reference and record)

The Secretary to Government, Tamil Development, Religious Endowments and Information Department, Chennai-600 009. (2 copies)

The Commissioner of Labour, Chennai - 600 006. (5 copies)

The Director of Industrial Safety and Health, Chennai - 600 006. (5 Copies)

The Director of Industries and Commerce, Chennai -600 028.

Copy to:

All Collectors. (through the Commissioner of Labour, Chennai 600 006).

The Secretary to Government of India, Ministry of Labour, New Delhi.

The Director, Labour Bureau, Ministry of Labour, Government of India, SCO-28-31, Sector 17-A, Chandigarh-160 017.

The Secretary to Government of Andhra Pradesh, Labour Employment Training and Factories Department, Hyderabad.

The Secretary to Government of Karnataka, Labour Department, Bengaluru.

The Secretary to Government of Kerala, Labour Department, Trivandrum.

The Secretary to Government of Pondicherry, Labour Department, Pondicherry.

The Secretary (Labour) Administration of Union Territory of Lakshadweep, Kavarati Island-682 555.

The Employers' and Employees Association, through the Commissioner of Labour, Chennai-600 006 (25 copies)

The Regional Labour Commissioner, Sastri Bhavan, Chennai-600 006.

The Special Personal Assistant to Minister for Labour, Chennai-600 009.

The Private Secretary to Principal Secretary to Government, Labour and Employment Department, Chennai – 600 009.

The Law Department, Chennai - 600 009.

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// FORWARDED : BY ORDER //

SECTION OFFICER.

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/549/2008, published at pages 380 to 382 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 19th November 2008, 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 Bricks and Tiles Manufactory 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 Bricks and Tiles Manufactory.

| Serial Number. | Classes of Employees. | Minimum rates of basic wages |
|---------------------------------------|--------------------------------|------------------------------|
| (1) | (2) | (3) Rs. P. |
| <u>Group – I (Skilled Employees):</u> | | |
| 1 | Blacksmiths. | 2527.00 per month. |
| 2 | Carpenters. | |
| 3 | Fitters. | 2586.00 per month. |
| 4 | Electricians. | |
| 5 | Mechanic. | 2527.00 per month. |
| 6 | Masons. | |
| 7 | Operators. | |
| 8 | Engine Drivers. | |
| 9 | Welders. | 2586.00 per month. |
| 10 | Die Makers. | |
| <u>Group – II: Grade-I Employees:</u> | | |
| 1 | Mould Helpers. | |
| 2 | Press Man. | |
| 3 | Bricks Maker (or) Tile Makers. | |
| 4 | Die Pullers. | |

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| 5 | Clay Slicers and Transplers. | 91.50 per day. |
| 6 | Clay Mixers. | |
| 7 | Klin Loaders and Un-Loaders. | |
| 8 | Burnt goods sorters and packers. (including stacking) | |
| 9 | Wheel tunners. | |
| 10 | Tile trimmers. | |
| 11 | Artificial drying fire attenders. | |
| 12 | Kiln Burners. | |
| 13 | Security Guard or Watchman. | |
| <u>Group – III: Grade -II Employees:</u> | | |
| 1 | Material Handling workers. | 85.00 per day. |
| 2 | Material Carriers. | |
| 3 | Helpers. | |
| 4 | Tile Carriers. | |
| 5 | Fuel Carriers. | |
| 6 | Clay Transporters and Carriers. | |
| 7 | Loading, Unloading helpers. | |
| 8 | Slab Cutters and Slab Carriers. | |
| 9 | Clay Feeders. | |
| 10 | General Coolies. | |
| 11 | Slab Placers. | |
| 12 | Sweepers. | |
| 13 | Raw tiles removers from frame. | |
| 14 | Raw Bricks and Tiles Carriers. | |
| 15 | Pallet Suppliers. | |
| 16 | Pallet Collectors. | |
| 17 | Water Carriers. | |
| 18 | Sand and Cement Mixers (Mosaic). | |
| 19 | Head Load Workers (Mosaic). | |
| 20 | Sand Suppliers (Mosaic). | |
| 21 | Tile Plasters (Mosaic). | |
| 22 | Box Removers (Mosaic). | |
| 23 | Colour Mixers (Mosaic) | |
| 24 | Chips Sorenmers (Mosaic) | |
| 25 | Other workers not specified in Groups I, II & IV | |
| <u>Group– IV:</u> | | |
| <u>Staff:</u> | | |
| 1 | Foreman. | 3188.00 per month. |
| 2 | Technical Supervisor. | 2952.00 per month. |
| 3 | Supervisor. | 2708.00 per month. |
| 4 | Clerk. | 2647.00 per month. |
| 5 | Accountant. | 2952.00 per month. |

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| 6 | Storekeeper. | 2708.00 per month. |
| 7 | Office Boy. | 2291.00 per month. |
| 8(i) | Maistry. | 2647.00 per month. |
| 8(ii) | Maistry (Maistries who have put in more than 12 years of service as Maistry). | 2754.00 per month. |
| <u>Wages for Brick Manufactory:</u> | | |
| 1 | Chamber Bricks 1000 numbers. | 255.05 |
| 2 | Country Bricks 1000 numbers. | 191.37 |
| 3 | Transporting Bricks in Kiln 1000 numbers. | 128.16 |
| 4 | Table Mould Bricks 1000 numbers. | 319.13 |
| 5 | Loading and Unloading from Kiln 1000 numbers. | 32.07 |
| | To bring sand to Kiln aspread/Chamber. | 76.05 |
| | To bring firewood or coal/ton. | 65.07 |
| (a) | Fireman Kiln. | 103.50 per day. |
| (b) | For cutting and arranging table mould bricks. | 320.24 (per 1000 numbers) |
| (c) | Chamber Bricks. | 255.05 (per 1000 numbers) |
| (d) | Bricks Standard (Standard bricks size 9" x 4 ½ x 3") 22.5 c.m. X 11.25 c.m. x 7.5. c.m. Load to be fixed within 100 feet, beyond 100 feet, the payment will be made on mutual agreements. | 191.36 (Per 1000 numbers) |
| <u>Wages for Mosaic Tiles Manufactory:</u> | | |
| 1 | Cement Special Tiles . | (i)Tile Makers. 114.00 per day. |
| 2 | Mosaic Tiles. | (ii)Mixer 91.50 per day. Mixing 13.20 per day. Allowance (iii)Helper 91.50 per day. |
| 3 | Cement Tiles Pressers. | 91.50 per day. |
| 4 | Mould Operators. | 91.50 per day. |

Explanations.- (1) During the rainy seasons, after the commencement of the work, if the workers are forced to stop the work on account of rain, they shall be allowed 50% of the wages normally they would have earned on completion of the work.

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

(i) The dearness allowance shall be linked to the Average Consumer Price Index Numbers for Chennai City for the year 2000(that is, 475 points with base

1982 = 100) and for every rise of one point over and above 475 points, an increase of 17 paise (Seventeen paise 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 of 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 Consumer Price Index of the previous year.

(3) The daily rates of wages and dearness allowance include the element of holiday wages also.

(4) (i) To arrive at the daily rates of wages, the monthly wages shall be divided by 26.

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

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

(6) The employees employed in Bricks and Tiles Manufactory, who are not governed by the Factories Act, 1948 (Central Act LXIII of 1948) and other Labour enactments and who do not enjoy leave benefits, sickness benefits or holidays under the Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958 (Tamil Nadu Act 33 of 1958) and Provident Fund and Employees State Insurance benefits, shall, in lieu of those benefits, be paid an additional wage of Rs. 18.99 per day in respect of employees falling under Group I and Group III and Rs.16.28 per day in respect of employees falling under Group II and Group IV .

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

Mohan Pyare,
Principal Secretary to Government

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Section Officer.

