



ABSTRACT

Minimum Wages Act, 1948- (Central Act XI of 1948) Revision of minimum rates of wages for employment in Chemical Fertilizer Industry - Preliminary Notification- Confirmed – Orders – Issued.

LABOUR AND EMPLOYMENT(J1) DEPARTMENT

G.O.(2D) No.39

Dated: 15.09.2011

Read:

1. G.O(2D) No.33, Labour & Employment (J1) Department, dated 21.09.2005.
2. G.O. (2D) No.65, Labour and Employment (J1)Department, dated 23.7.2009.
3. From the Commissioner of Labour, Chennai-6 Letter No. Z1/9070/2009, dated 23.12.2010 and 21.2.2011.

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ORDER :

In the Government Order first read above, the minimum rates of wages for the employment in Chemical Fertilizer Industry were fixed under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). 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 Chemical Fertilizer Industry.

2. The Commissioner of Labour in his letter third read above has stated that neither objection nor suggestion has been received from the persons likely to be affected by such revision and has requested the Government to confirm the above said Preliminary Notification.

3. The Government have now decided to confirm the orders issued in the preliminary notification.

4. 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 600 079. The Works Manager, Government Central Press, Chennai, 600 079 is requested to publish the Notification and send 5 copies of the Gazette to the Government for reference and record.

(BY ORDER OF THE GOVERNOR)

VISHWANATH A.SHEGAONKAR
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, Chennai-600 079
(2 copies)

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 Chief Inspector of Factories, Chennai 600 005 (2copies)

The Employers' and Employees' Organisations (through the
Commissioner of Labour, Chennai-600 006 (30 copies)

The Director of Industries and Commerce, Chennai -600 005.

Copy to:

The Secretary to Government of India, Ministry of Labour,
New Delhi-110 001.

The Director, Labour Bureau, Government of India, Ministry of Labour,
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,
Bangalore,

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

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

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

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

The Regional Labour Commissioner, Shastri Bhavan, Haddows Road,
Chennai-600 006

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/ 797/2005, published at page 432 of Part II- Section 2 of the Tamil Nadu Government Gazette, dated the 19th October 2005, 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.

<u>Classes of employees.</u> (1)	<u>Minimum rates of basic wages</u> (per month) Rs.P (2)
<u>1) Administrative staff:</u>	
(1) Manager	3936.00
(2) Clerk/Typist/Accountant	3011.00
(3) Driver/Store keeper	2878.00
(4) Office Boy	2614.00
<u>2. Workers category:</u>	
(1) Highly skilled Technical Supervisor/ Chemist	3605.00
(2) Skilled Operator/Technician/ Electrician /Fitter	3143.00
(3) Unskilled common workmen/ Helper/Filler/Security Guard/ Watchman	2877.00

Explanations.- (1) Dearness allowance.- In addition to the minimum rates 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, 2000 that is, 475 points and for every rise of one point over and above 475 points, an increase of Rs.6.00 (Rupees six only) per month shall be paid as dearness allowance.
 - (ii) The dearness allowance shall thus be calculated every year on the 1st 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 the 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.

**VISHWANATH A.SHEGAONKAR
PRINCIPAL SECRETARY TO GOVERNMENT**

//TRUE COPY//

SECTION OFFICER