



ABSTRACT

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

LABOUR WELFARE AND SKILL DEVELOPMENT (J1) DEPARTMENT

G.O.(D) No. 470

Dated: 27.09.2022.

சுபகிருது வருடம், புரட்டாசி 10
திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(2D) No.39, Labour and Employment (J1) Department, dated 19.06.2019.
2. From the Principal Secretary / Commissioner of Labour, Chennai - 600 006, Letter No.௨௪3/21076/2022, dated 02.08.2022.

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). The Government have now proposed to further revise the minimum rates of wages for the above said employment.

2. 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 - 600 001 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 supply the Tamil translation of the Notification direct to the Works Manager, Government Central Press, Chennai-600 001.

(BY ORDER OF THE GOVERNOR)

**Md. NASIMUDDIN
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

To
The Works Manager,
Government Central Press, Chennai - 600 001. (for publication in the Government Gazette).

The Director, Tamil Development and Information (Translation) Department,
Chennai - 600 009.

The Principal Secretary / Commissioner of Labour, Chennai - 600 006.

The Director of Industrial Safety and Health, Chennai - 600 032.

Copy to:

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 Principal Secretary /Commissioner of Labour, Chennai - 600 006).

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

The Senior Personal Assistant to the Hon'ble Minister

(Labour Welfare and Skill Development), Chennai - 600 009.

The Senior Private Secretary to

the Additional Chief Secretary to Government,

Labour Welfare and Skill Development Department, Chennai – 600 009.

The Law (LW&SD-Sty.) Department, Chennai - 600 009.

The Labour Welfare and Skill Development (OP-II) Department,
Chennai – 600 009.

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//FORWARDED BY ORDER //

Un. Amjad.
28.9.2022

SECTION OFFICER

GMS
28.9.22

APPENDIX.
NOTIFICATION.

The following draft Notification, which is proposed to be issued 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), is hereby published for information of all persons likely to be affected thereby, as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that any objection or suggestion, which may be received from any person with respect thereto, on or before the 23.12.2022 will be considered by the Government of Tamil Nadu. Objection or suggestion, if any, should be addressed to the Additional Chief Secretary to Government, Labour Welfare and Skill Development Department, Secretariat, Chennai - 600 009 through the Commissioner of Labour, DMS Campus, Chennai - 600 006.

DRAFT 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/561/2019 published at pages 663 and 664 of Part II Section 2 of the Tamil Nadu Government Gazette dated the 10th July 2019, the Governor of Tamil Nadu, 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 SCHEDULE.
Employment in Security Guards.

Serial. Number. (1)	Classes of Employees. (2)	Minimum rates of basic wages per month. (3)		
		<u>Zone – A</u> (Rs.P.)	<u>Zone – B</u> (Rs.P.)	<u>Zone – C</u> (Rs.P.)
(1)	Manager.	17428.00	16104.00	13892.00
(2)	Assistant Manager.	16104.00	15220.00	13008.00
(3)	Supervisor.	13008.00	12123.00	10799.00
(4)	Helper.	10799.00	10355.00	9471.00
(5)	Senior Security Inspector / Security Officer.	16104.00	15220.00	13008.00
(6)	Corporal / Seargent / Assistant Security Officer.	14336.00	13452.00	12567.00
(7)	Chief Watchman / Senior Watchman.	12567.00	11683.00	10799.00
(8)	Security Guard. (Male / Female)	9915.00	9471.00	9031.00

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.56.00 (Rupees fifty six 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 of 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.

Md. NASIMUDDIN
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

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Un. Anis
28.9.2022

SECTION OFFICER.

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28.9.22