

Government Of Tamil Nadu

ABSTRACT

Minimum Wages Act, 1948- Revision of minimum rates of wages for employment in Security guards- Preliminary Notification-Confirmed.

LABOUR AND EMPLOYMENT(JI) DEPARTMENT

G.O.(2D) No. 38

Dated: 9.11.2005

Read:

1. G.O.(2D) No.36, Labour and Employment Department , dated 8.5.2003.
2. From the Commissioner of Labour, Chennai-6, letter No. Z1/58513/02, dated 2/3/2005 and letter dated 23.6.2005.

ORDER

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

2. The Commissioner of Labour has stated that objections were received from the Employers Federation of Southern India, Group 4 Securities Guarding Limited, SDB CISCO India Limited. The Government have examined the objections in detail and decided to reject the above objections and to confirm the Preliminary Notification issued in the G.O.first read above.

3. The appended Notification will be published in the Tamil Nadu Government Gazette both in English and Tamil. The Tamil Development Culture and Religious Endowments (Translation) Department , Secretariat, Chennai-600 009 is requested to

supply the Works Manager, Government Central Press, Chennai-600079 with the Tamil translation of the Notification.

(BY ORDER OF THE GOVERNOR)

R. SELLAMUTHU,

SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, . Chennai-79(for publication of the notification in the Tamil Nadu 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 , Culture and Religious Endowments(Translation) Department, Chennai-9 (2 copies)

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

The Chief Inspector of Factories,Chennai-600 005

The Director of Industries and Commerce, Chennai-600 005

The Employers' and Employees' Association through the

Commissioner of Labour, Chennai-600 006 (50 copies)

Copy to:

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

The Director, Labour Bureau, G.O.I., Min. of Labour, SCO 28-31, Sector 17A Chandigarh-160017

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-682555.

All Collectors.

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

The Private Secretary to Secretary to Government, Labour and Employment
Department, Chennai-600 009

The Law Department, Chennai-600 009

SF/SC s

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/869/2000, published at pages 399-400 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 9th August 2000, the Governor of Tamil Nadu hereby revises the minimum rates of wages payable to the classes of employees in the employment in Security Guard 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 SECURITY GUARDS.

classes of Employees Minimum rates of wages per month	Zone-A	Zone-B	Zone-C
	Rs. P.	Rs. P.	Rs. P.
(1) Manager	4534.00	4189.00	3614.00
(2) Assistant Manager	4189.00	3959.00	3384.00
(3) Supervisor	3384.00	3154.00	2809.00

(4) Helper	2809.00	2694.00	2464.00
(5) Senior Security Inspector/Security Officer	4189.00	3959.00	3384.00
(6) Corporal/Seargent/Assistant Security Officer	3729.00	3499.00	3269.00
(7) Chief Watchman/Senior Watchman	3269.00	3039.00	2809.00
(8) Security Guard (Male/Female)	2579.00	2464.00	2349.00

Explanations.- (1) The Classification of Zones shall be as follows:-

Zone-A shall include all Corporations.

Zone-B shall include all Municipalities.

Zone-C shall include all places other than those in Zones A and B.

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

The dearness allowance is linked to the average Chennai City Consumer Price Index Number for the year 2000 that is, 475 points (with base 1982=100) and for every raise of one point over and above 475 points, an increase of Rs.4.90 (Rupees four and ninety paise only) per month shall be paid as dearness allowance.

The dearness allowance shall be calculated every year on the 1st April on the basis of the average of the indices for the preceding 12 months namely from January to December.

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 of Chennai City Consumer Price Index Number for the previous year.

Where the nature of work is the same, no distinction in payment of wages shall be made between men and women workers.

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

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

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

**R. SELLAMUTHU,
SECRETARY TO GOVERNMENT**

//True Copy//

SECTION OFFICER.