

**Government Of Tamil Nadu**

**ABSTRACT**

Minimum Wages Act, 1948- Revision of minimum rates of wages for employment in Hotels and Restaurants- Preliminary Notification-Confirmed.

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**LABOUR AND EMPLOYMENT DEPARTMENT**

G.O.(2D) No. 41

**Dated: 15.11.2005**

**Read:**

1. G.O.(2D) No.24, Labour and Employment Department dated 18.3.2003.
2. From the Commissioner of Labour, Chennai, letter No. Z1/39620/2002, dated 3.12.2004 and 17.3.2005.

**ORDER**

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

2. After examining the objection and suggestion with regard to the preliminary Notification, the Government have decided to confirm the preliminary Notification.

3. The appended Notification will be published in the Tamil Nadu Government Gazette both in English and Tamil. The Secretary to Government, Tamil Development Culture and Religious Endowments(Translation) 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)

**R. SELLANMUTHU,**

**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 Employers' and Employees' Organisations through the Commissioner of Labour, Chennai-60 006 (50 copies)

Copy to:

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

The Director, Labour Bureau, Government of India, Ministry of Labour, SCO-28-31 Sector 17-A, 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-682 555.

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

FORWARDED: BY ORDER

SECTION OFFICER

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**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/625/2000, published at pages 303 to 305 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 7th June 2000, 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 Hotels and Restaurants 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.

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**THE SCHEDULE.**

**EMPLOYMENT IN HOTELS AND RESTAURANTS.**

	Zone-A	Zone-B	Zone-C
Classes of employees.	(per month)	(per month)	(per month)
Minimum Rates of wages	Rs. P.	Rs. P.	Rs. P.
(1) Grade-I	2420.00	2394.00	2360.00
(2) Grade-II	2380.00	2334.00	2300.00
(3) Grade-III	2334.00	2300.00	2261.00
(4) Grade-IV	2295.00	2261.00	2247.00
(5) Grade-V	2261.00	2247.00	2235.00

Note.-

(1) (i) Zone-A shall comprise of all Municipal Corporations and Special Grade Municipalities.

Zone-B shall comprise of all Municipalities other than special Grade Municipalities.

Zone-C shall comprise of all areas other than Municipal Corporations and Municipalities.

(2) Where free food and Tiffin are not supplied to the employees, the employees shall be paid besides the wages specified above, cash equivalent of food and tiffin at the rate of Rs.24.30 per day for the total number of days in the month namely 28,29,30 and 31, as the case may be. The classes of employees who come under each of the above five grades shall be the employees as specified in note (4).

(3) A “residential hotel” and a “restaurant” shall have the meaning as defined under section 2(11) and 2(12) respectively of the Tamil Nadu Catering Establishments Act, 1958 (Tamil Nadu Act XIII of 1958).

(4) The Grades I, II, III, IV and V shall comprise of the following categories of employees, namely:-

**Grade-I:**

1. Head Cook
2. Head Baker
3. Sweet and Savoury Maker
4. Receptionist
5. Supervisor
6. Clerk (including Bill Writer)
7. Steno-typist
8. Typist
9. Telephone Operator
10. Cashier
11. Assistant Manager
12. Accountant
13. Purchase Officer
14. Biryani Master

**Grade-II:**

1. Assistant Cook
2. Baker
3. Steward
4. Barman
5. Head House keeper

6. Pantry-in-charge

**Grade-III:**

1. Assistant Cook (Chinna Aduppu)
2. Dosai Maker
3. Idly Makeer
4. Ice Cream, Coffee, Tea and Milk Preparer.
5. Parotta and Rotti Maker
6. Head Waiter
7. Grinder
8. Driver
9. Electrician
10. Air-Condition Mechanic
11. Plumber
12. Carpenter
13. Tailor
14. Watchman and Security Guard.

**Grade-IV:**

1. Supplier
2. Room Server
3. Waiter
4. Bearer
5. Store Assistant
6. Vegetable Cutter
7. Coffee Frayer and Grinder
8. Pantryman
9. Mikkals
10. Kitchen Assistant
11. Stall Server.

**Grade-V:**

1. Cleaner of all categories (such as vessel cleaners, Plate washers and Table Cleaners)
2. Room Attendant
3. Luggage Carriers
4. Lasker
5. Masalchi
6. Gardener
7. Chambermaid
8. Water Carrier
9. Office Boy
10. Page Boy.

## 11. Lift Operator.

Explanations.- (1) In addition to the Minimum wages fixed above, the employees shall be paid dearness allowance as indicated below:-

Dearness Allowance.- (i) The dearness allowance is linked to the

Average Chennai City Consumer Price Index Number for the year 2000 (i.e. 475 points with base 1982=100) and for every rise of one point over and above 475 points, an increase of Rs.6.20/- per month shall be paid as dearness allowance.

(ii) 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 this Notification in the Tamil Nadu Government Gazette, based on the average Chennai City Consumer Price Index Number for the previous year.

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

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

To arrive at monthly rates of wages, the daily rates of 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

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**SECTION OFFICER.**