



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for Employment in Bakeries and Biscuits Manufactory - Preliminary Notification – Confirmed.

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LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O. (2D) No: 19

Dated: 21.03.2013

Panguni, 8

Thiruvalluvar Aandu 2044

Read:-

- 1) G.O. (2D) No. 62, Labour and Employment (J1) Department, dated 10.11.2008.
- 2) G.O. (2D) No. 35, Labour and Employment (J1) Department, dated 31.7.2012.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z1/53779/2011, dated 28.12.2012.

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ORDER :

In the Government Order first read above, the minimum rates of wages for the employment in Bakeries and Biscuits Manufactory were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). In the Government Order second read above, a Preliminary Notification containing proposals to revise further the minimum rates of wages for the said employment in Bakeries and Biscuits 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 and Information Department, Secretariat, Chennai-600 009 is requested to

p.t.o.,

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 may be requested to publish the notification in the coming issue of the Tamil Nadu Government Gazette and also send 5 copies of the Notification to this Department for reference and record)

The Secretary to Government, Tamil Development 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 of 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/17/2009, published at pages 9 and 10 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 7<sup>th</sup> January 2009, 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 Bakeries and Biscuits 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 Bakeries and Biscuits Manufactory.

Serial Number. (1)	Classes of Employees. (2)	Minimum rates of basic wages. Rs. P. (3)
<b>1. General Categories:</b>		
(1)	Manager.	3627.00 per month.
(2)	Assistant Manager.	3357.00 per month.
(3)	Cashier/Clerk.	3016.00 per month.
(4)	Typist.	3016.00 per month.
(5)	Sales Man.	3016.00 per month.
(6)	Store Assistant.	2928.00 per month.
(7)	Driver.	2928.00 per month.
(8)	Watchman / Peon.	2701.00 per month.
<b>2. Other Categories:-</b>		
<b>Highly Skilled:</b>		
(1)	Bakery Maistry.	121.00 per day.
(2)	Any other highly skilled category.	
<b>Skilled:</b>		
(1)	Supervisor.	110.00 per day.
(2)	Head Baker.	
(3)	Any other skilled category not covered above.	

p.t.o.,

<b>Semi-skilled:</b>		
(1)	Baker.	101.00 per day.
(2)	Oven-keeper.	
(3)	Table Man.	
(4)	Dough Maker.	
(5)	Bun-Rounder.	
(6)	Bread-Moulder.	
(7)	Any other semi-skilled category not covered above.	
<b>Un-skilled:</b>		
(1)	Assistant Baker.	90.00 per day.
(2)	Helper/Assistants.	
(3)	Cleaner of all categories.	
(4)	Assistant of all categories.	
(5)	Any other un-skilled category not covered above.	

**Explanation.- (1) 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 is linked to the Average of Chennai City Consumer Price Index 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 18 paise (Eighteen paise only) per day shall be paid as dearness allowance.
  - (ii) The dearness allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceding 12 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.
- (2) (i) To arrive at daily wages, the monthly wages shall be divided by 26.  
(ii) To arrive at monthly wages, the daily wages shall be multiplied by 30.
  - (3) 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.
  - (4) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

Mohan Pyare  
Principal Secretary to Government

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Section Officer