



ABSTRACT

Minimum Wages Act, 1948 - (Central Act XI of 1948) – Revision of minimum rates of wages for employment in Food Processing industry - Preliminary Notification – Confirmation - Orders – Issued.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.31

Dated: 01.07.2014

ஐய-ஆணி 17,
திருவள்ளூர் ஆண்டு 2045

Read:

- 1) G.O. (2D) No.20, Labour and Employment (J1) Department, dated 29.4.2010.
- 2) G.O. (2D) No.68, Labour and Employment (J1) Department, dated 25.10.2013.
- 3) From the Commissioner of Labour, Chennai-600 006, Letter No.Z2/25899/2013, dated 13.03.2014.

ORDER

In the Government Order first read above, the minimum rates of wages for the employment in Food Processing industry were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948).

2) In the Government Order second read above, a Preliminary Notification was issued in order to revise further the minimum rates of wages for the said employment in Food Processing industry.

3. The Commissioner of Labour in his letter third read above, has stated that no objections and suggestions were received from the persons likely to be affected by such revision and has requested the Government to confirm the above said Preliminary Notification.

4. The Government have now decided to confirm the orders issued in the said Preliminary Notification.

5. 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 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)

MOHAN PYARE
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Works Manager, Government Central Press, Chennai- 600 079 (for publication in the Government Gazette) (2 Copies)

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 - 600 014. (5 Copies)

The Director of Industries and Commerce, Chennai -600 028.

The Accountant General, Chennai – 600 018.

Copy to:

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

The Secretary to Government of India, Ministry of Labour and Employment,
New Delhi-110001.

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- 560 029.

Secretary to Government of Kerala, Labour Department, Trivandrum.

The

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, Shastri Bhavan, Chennai-600 006.

The Senior Personal Assistant to the Hon'ble Minister for Rural Industries and 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.

The Labour and Employment (OP-II) 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/397/2010 published at pages 559-560 of Part II Section 2 of the Tamil Nadu Government Gazette, dated the 30th June 2010, 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 Food Processing Industry in the State of Tamil Nadu as specified in Column (2) of the Schedule below, as specified in the corresponding entries in column (3) and (4) 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 FOOD PROCESSING INDUSTRY

SI. No.	Classes of Employees	Minimum rates of basic Wages	
		Zone – A	Zone – B
		(Rs.P.) (Per month)	(Rs. P.) (Per month)
(1)	(2)	(3)	(4)
A.COMMON CATEGORIES:			
1.	Manager	5783.00	5681.00
2.	Chemist	5077.00	5011.00
3.	Supervisor	5011.00	4945.00
4.	Accountant		
5.	Cashier		

6.	Clerk	}	4935.00	4879.00
7.	Collection Clerk			
8.	Typist			
9.	Sales Incharge			
10.	Storekeeper			
11.	Booking / Delivery Clerk	}	4887.00	4831.00
12.	Sales Assistant / Bill Clerk			
13.	Driver			
14.	Office Boy / Delivery Boy	}	4728.00	4680.00
15.	Security Guard / Watchman			
16.	Sweeper / Scavenger			

Sl. No. (1)	Classes of Employees (2)	Minimum rates of basic wages			
		Zone – A (3)		Zone – B (4)	
		Daily rated (a)	Monthly rated (b)	Daily rated (a)	Monthly rated (b)
		(Rs. P.)	(Rs. P.)	(Rs. P.)	(Rs. P.)
SPECIAL CATEGORIES					
B)	Pickles and Masala Power Manufacture:				
1.	Cutter	}	187.00	4886.00	184.00
2.	Mixer				
3.	Powdering and Mixing				
4.	Helper	}	182.00	4726.00	180.00

5.	Cleaner				
6.	Packer				
C)	FRUIT JAM AND PULP MANUFACTURE:				
1.	Mechanic	208.00	5425.00	205.00	5326.00
2.	Generator Operator	187.00	4886.00	185.00	4837.00
3.	Boiler Operator				
4.	Scamer Operator				
5.	Mixer / Cutter				
6.	Cleaner	181.00	4741.00	180.00	4690.00
7.	Sorter				
8.	Helper				
9.	Loading and Unloading				
D)	ICE CREAM MANUFACTURE:				
1.	Mix Room Operator	208.00	5425.00	205.00	5326.00
2.	Freezer Operator				
3.	Mechanic				
4.	Electrician	193.00	5034.00	190.00	4960.00
5.	Carpenter				
6.	Tinker				
7.	Cold Room Boy	187.00	4886.00	184.00	4837.00
8.	Cleaning Room Boy				
9.	Helper	181.00	4741.00	180.00	4690.00
E)	VERMICELLY MANUFACTURE:				
1.	Foreman	193.00	5034.00	190.00	4960.00

2.	Packer	}	181.00	4741.00	180.00	4690.00
3.	General Workers					
F)	COCONUT PRODUCTS MANUFACTURE:					
1.	Machine Operator		208.00	5425.00	205.00	5326.00
2.	Peeler	}	193.00	5034.00	190.00	4960.00
3.	Cracker					
4.	General Workers		181.00	4741.00	180.00	4690.00
G)	GROUNDNUT CAKES MANUFACTURE:					
1.	Cutter	}	187.00	4886.00	184.00	4837.00
2.	Master					
3.	Packer		181.00	4741.00	180.00	4690.00
H)	MILK GOVA MANUFACTURE:					
1.	Gova Maker		208.00	5425.00	205.00	5326.00
2.	Packer		181.00	4741.00	180.00	4690.00
I)	SWEETS AND SNACKS MANUFACTURE:					
1.	Sweet Master		208.00	5425.00	205.00	5326.00
2.	Purchaser	}	193.00	5034.00	190.00	4960.00
3.	Production Assistant					
4.	Packer		186.00	4886.00	184.00	4837.00
5.	Cleaner		181.00	4741.00	180.00	4690.00

Explanations

(1) Classification of Zones :-

Zone A and B Shall comprise of the following areas:-

Zone A : All Municipal Corporations

Zone B : All other areas other than areas of Municipal Corporation.

(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 for the year 2010, that is 161 points (with base 2001=100) and for every rise of one point over and above 161 points, an increase of Rs.29.05 (Rupees twenty nine and paise five only) per month shall be paid as Dearness Allowance.
- (ii) The Dearness Allowance shall be calculated on the 1st April of every year on the basis of the average of the indices for the preceding twelve months, i.e. from January to December.
- (iii) The first calculation shall be effective from the date of publication of the Notification in the Tamilnadu Government Gazette based on the Average Chennai City Consumer Price Index Number for the previous year.

(3) (i) To arrive at the daily rate of wages, the monthly rate of wages shall be divided by 26.

(ii) To arrive at the monthly rate of wages, the daily rate of wages shall be multiplied by 30.

(4) Where the nature of work is the same, no distinction in the payment of wages shall be made in the case of male and female employees.

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

MOHAN PYARE,

PRINCIPAL SECRETARY TO GOVERNMENT.

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SECTION OFFICER.