



ABSTRACT

Minimum Wages Act, 1948 - Revision of minimum rates of wages for employment in Sea Food Processing Industry - Preliminary Notification – Confirmed.

LABOUR AND EMPLOYMENT (J1) DEPARTMENT

G.O.(2D) No.12

Dated:12.03.2013

Read:

- 1) G.O. (2D) No.47, Labour and Employment (J1) Department, dated 6.10.2008.
- 2) G.O. (2D) No.40, Labour and Employment (J1) Department, dated 13.8.2012.
- 3) From the Commissioner of Labour, Chennai-6, Letter No.Z3/48839/2011, dated.28.12.2012.

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ORDER :

In the Government Order Second read above, a Preliminary Notification containing proposals to revise further the minimum rates of wages for the employment in Sea Food Processing Industry 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, Religious Endowments 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-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 is requested to send 5 copies of the Notification to this Department for reference and record)

The Secretary to Government, Tamil Development Religious Endowments 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 for 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.  
Stock File / Spare Copy.

// 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/593/2008, published at pages 405 and 406 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 10 th December 2008, 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 Sea Food Processing Industry 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 Sea Food Processing Industry.**

<b>Classes of employees.</b>		<b>Minimum Rates of basic wages (per mensem) Rs. Ps.</b>
	<b>(1)</b>	<b>(2)</b>
<b>A.</b>	<b><u>ADMINISTRATIVE STAFF.</u></b>	
1	Manager.	3880.00
2	Assistant Manager.	3005.00
3	Cashier.	
4	Accountant.	2740.00
5	Assistant / clerk.	2655.00
6	Typist.	2565.00
7	Driver.	
8	Office Boy / Peon.	2390.00
9	Watchman.	2481.00
<b>B</b>	<b><u>FACTORY WORKERS.</u></b>	
1	Engineer.	4754.00
2	Production In-charge.	3880.00
3	Production Supervisor.	3356.00
4	Supervisors (Plant / Processing / Purchase / Packing).	3356.00

5	Assistant Supervisors.	3005.00
6	Plant Operator.	3356.00
7	Technologist.	3356.00
8	Electrician.	3005.00
9	Mechanic.	3005.00
10	Processing Worker.	2830.00
11	Peeling Worker.	2739.00
12	Grading Worker.	2739.00
13	Packer.	2565.00
14	Processing Assistant.	2565.00
15	Workers engaged in Washing / setting.	2565.00
16	Helpers (all categories).	2565.00
17	Workers engaged in loading / unloading operation.	2390.00
18	Workers not covered by any of the above categories.	2565.00

**Explanations.- (1) Dearness Allowance.-** In addition to the above minimum rate of basic wages, the employees shall be paid dearness allowance as follows:-

(i) The dearness allowance shall be linked to the Average Consumer Price Index Number for Chennai City 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 Rs.5.00 (Rupees Five 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 of the preceding twelve 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) Where the nature of work is the same, no distinction in the payment of wages shall be made in the case of men and women employees.

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

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

Mohan Pyare,  
Principal Secretary to Government

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Section Officer.