

GOVERNMENT OF KERALA
Labour and Skills (E) Department

ORDER

G.O.(Ms.) No. 123/2015/LBR Dated. Thiruvananthapuram, 4th September, 2015.
19th Chingam, 1191.

S.R.O. No ----/2015.- In exercise of the powers conferred under section 6 A of the Kerala Motor Transport Workers' Payment of Fair Wages Act, 1971 (Act 23 of 1971) the Government of Kerala hereby make the following further amendment to Schedule A of the said Act with effect from the 1st day of January, 2015 namely:-

AMENDMENT

In the Kerala Motor Transport Workers' Payment of Fair Wages Act, 1971 (Act 23 of 1971), for Schedule A, the following Schedule shall be substituted, namely:-

SCHEDULE A

Category of Employees	Scale of Pay
Class of Employers - I (Employers owning 25 or less than 25 vehicles)	I 14600-40-14800-60-15100-80-15500-120-16100
	II 15100-60-15400-80-15800-100-16300-140-17000
	III A 15200-80-15600-100-16100-120-16700-160-17500
	III B 15600-120-16200-160-17000-190-17950-210-19000
	IV 15700-130-16350-170-17200-200-18200-220-19300
	V 15800-140-16500-180-17400-210-18450-230-19600
	VI 15900-150-16650-190-17600-220-18700-240-19900

Scale of Pay

Class of Employers - II (Employers owning 26 or more vehicles)	I	14600-40-14800-60-15100-80-15500-120-16100
	II	15100-60-15400-80-15800-100-16300-140-17000
	III A	15200-80-15600-100-16100-120-16700-160-17500
	III B	15600-120-16200-160-17000-190-17950-210-19000
	IV	15700-130-16350-170-17200-200-18200-220-19300
	V	15850-140-16550-180-17450-210-18500-230-19650
	VI	15950-150-16700-190-17650-220-18750-240-19950

2. Rules for fixation of pay. - (1) The initial pay of the motor transport worker who has not completed 1 year of service under an employer/motor transport undertaking as on 1st day of January, 2015 shall be fixed in the revised scale at the minimum of the scale of pay applicable to the respective category.

(2) The initial pay of the motor transport worker who has completed one year or more service under an employer/motor transport undertaking as on the 1st day of January, 2015 shall be computed in the revised scale by adding together the following, namely,

- (a) the basic pay as on 01.01.2015 in the existing scale,
- (b) an amount of Rs.5110 which is equivalent to the Dearness Allowance of 2271 points between 3000 and 5271 points.
- (c) 31% of total of 'a' and 'b' above

(3) If the aggregate amount computed under sub-rule (2) is an increment stage in the revised scale, the pay shall be fixed at that stage and if not at the stage, the pay shall be fixed at the next higher stage in the revised scale.

(4) For the purpose of this rule "the existing scale" means the scale of pay mentioned in the Schedule A prior to coming into force of this notification and the "revised scale" is the scale of pay substituted in the Schedule A as per this notification.

(5) Service weightage.- Every motor transport worker who has completed five years or more service under an employer/motor transport undertaking as on the 1st day of January, 2015 shall be allowed one increment eligible in the revised scale

after fixation of pay under sub-rule (3), for every completed five years of service subject to a maximum of 5 such increments. The pay of such workers shall be fixed in the revised scale after adding the weightage to the pay fixed under sub-rule (3).

Note:

- I. Dearness Allowance. - Every motor transport worker shall be paid Dearness Allowance on the basis of the All India Average Consumer Price Index Number published by the Labour Bureau, Shimla (2001=100) at the rate of rupees 57 (Rupees fifty seven only) per mensem for every point above 231 points. The amount of dearness allowance shall be calculated and paid on the basis of the average of the Index Numbers for the half year beginning from January to June with effect from October and the average of the half year beginning from July to December with effect from April every year.
- II. House Rent Allowance. - Every worker shall be paid House Rent Allowance at the rate of rupees 150 (Rupees One hundred and fifty only) per mensem.
- III. Washing Allowance. - Every worker shall be paid washing allowance at the rate of rupees 60 (Rupees Sixty only) per mensem.
- IV. Time Bound Higher Grade. - (1) Every motor transport worker, who has got 10 years of continuous service in a post under an employer/motor transport undertaking without any promotion shall be granted higher grade in the scale of pay of the immediate higher post. Those who got higher grade on the basis of the Kerala Motor Transport Workers' Payment of Fair Wages (Amendment) Act, 1997 (Act 5 of 1997) as modified under notification vide G.O.(Ms.) No. 12/2009/LBR dated 28th January, 2009 and who did not get any promotion shall be granted senior grade on completion of 10 years continuous service after the date of such higher grade, in the scale of pay of the immediate higher post. The pay of the motor transport worker who gets higher grade or the senior grade as the case may be, shall be fixed at that stage and if it is not a stage the pay shall be fixed at the next higher stage. The next increment shall be granted on the normal date of annual increment in the lower post.

(2) The pay of the motor transport workers in the category of VI who has completed 10 years continuous service becoming eligible for higher grade or senior grade, as the case may be, shall be fixed by allowing one additional increment in the respective stage of the scale of pay applicable to such worker.

V. Stagnation Increment.- Every motor transport worker whose basic pay has reached upto the maximum of the scale of pay shall be paid stagnation increment every year at such rate applicable immediately prior to the attainment of stagnation".

By order of the Governor,
Tom Jose,
Principal Secretary to Government.

Explanatory Note

(This does not form part of the order, but is intended to indicate its general purport.)

Section 6A of the Kerala Motor Transport Workers' Payment of Fair Wages Act, 1971 empowers the Government by order published in the official Gazette to revise the rate of wages payable to the motor transport workers specified in the Schedule to the Act by suitably amending the Schedule at any time at the expiry of five years from 15th day of January, 1997 and thereafter at the expiry of every five years. The last revision of fair wages was made with effect from the 1st day of September, 2008 vide notification issued under G.O.(Ms.) No. 12/2009/LBR dated 28th January, 2009 and published as S.R.O. No. 72/2009 in the Kerala Gazette Extraordinary No. 225 dated 29th January, 2009. Government have decided to revise the fair wages of motor transport workers by amending Schedule A of the said Act after considering the report submitted by the Fair Wages Committee.

This order is intended to achieve the above object.