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Government of Kerala  
2015



Regn. No. KERBIL/2012/45073  
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Reg. No. KL/TV(N)/634/2015-17

# കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം  
EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്  
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GOVERNMENT OF KERALA

Labour and Skills (E) Department

NOTIFICATION

G. O. (P) No. 84/2015/LBR. Dated, Thiruvananthapuram, 8th July, 2015  
23rd Mithunam, 1190.

**S. R. O. No. 458/2015.**—In exercise of the powers conferred by clause (d) of sub-section (2) of section 30 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Kerala after considering the suggestion received on the draft proposal published as Notification No. 35/EI/2015/LBR dated 9th April, 2015, in the Kerala Gazette Extraordinary No. 830, dated 13th April, 2015 as required under sub-section (1) of section 30 of the said Act, hereby make the following rules further to amend the Kerala Minimum Wages Rules, 1958, namely:—

## RULES

1. *Short title and commencement.*—(1) These rules may be called the Kerala Minimum Wages (Amendment) Rules, 2015.

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(2) They shall come into force at once.

2. *Amendment of the Rules.*—In the Kerala Minimum Wages Rules, 1958,—

(i) in rule 2, after clause (i), the following clause shall be inserted, namely:—

“(ia) “Wage Protection System” means an Information Technology enabled system provided in the Labour Commissionerate to ensure payment of minimum wages to all or any class of employees employed in any scheduled employment as specified in the Appendix.

(ii) after rule 21, the following rule shall be inserted, namely:—

“21A. *Payment of wages through I.T. enabled wages payment system.*—(1) Notwithstanding anything contained in these rules, employers of the scheduled employment as specified in the Appendix shall submit electronically or upload an I.T. enabled ‘Register of Employment and Wages’ in Form XIV through Labour Commissionerate Automation System.

(2) Employers of the scheduled employments specified under sub-section (1) shall pay and disburse the wages to the employees only through individual bank accounts”;

(iii) in rule 29,—

(a) in sub-rule (1), after the first proviso, the following proviso shall be inserted, namely:—

“Provided further that the ‘Register of Wages’ to be maintained by the employer in the case of scheduled employments covered by the Wage Protection System shall be in Form XIV”;

(b) after sub-rule (4), the following sub-rules shall be inserted, namely:—

“(4A) I.T. enabled ‘Register of employment and wages’ in Form XIV shall be authenticated by the employer or any person authorized by in this behalf prior to the submission or the uploading of the same through the Wage Protection System.

(4B) The Inspector authorized by the Labour Commissioner shall electronically authenticate Form XIV submitted or uploaded through the Wage Protection System. Such forms shall be maintained as duly signed hard copies by the employer, or maintained as such in an electronic media, provided that a printout of the Form XIV, duly signed by the employer shall be made available to the Inspector on demand.

(4C) Employers shall ensure that the bank account numbers of his employees are entered in Form XIV for effecting payment of wages through banks.

(4D) Register of employment and wages in Form XIV shall be electronically submitted or uploaded in the Wage Protection System three days prior to crediting of wages in the individual bank accounts of the employees.

(4E) Employers of the scheduled employments covered by the Wage Protection System shall issue electronically generated wage slip to all his employees through Wage Protection System at least a day prior to effecting payment of wages.”;

(c) after sub-rule (7), the following sub-rule shall be inserted, namely:—

“(7A) Notwithstanding anything contained in these rules, ‘the Register of employment and Wages’ in Form XIV and the wage slip generated through Wage Protection System shall be considered as records authenticated by the employer, for the purposes of the Act and Rules.”;

(d) in sub-rule (8), for the words “a visit book” the words “an inspection book” shall be substituted;

(iv) in rule 29A, after the word, figures and brackets “rule 21(4)” the word, figures and letter “rule 21A” shall be inserted.

(v) after rule 29B the following rules shall be inserted, namely:—

“29C. *Exemption.*—Notwithstanding anything contained in these Rules the employer submitting IT enabled Register of employment and wages in Form XIV and effecting payment through individual bank account of the employee, shall be exempted from maintaining Register of Fines in Form I, Register of Deduction for Damage or Loss Caused to the Employer in Form II, Over Time Register for Workers in Form V and Register of Wages in Form XI.

29D. *Making entries in the Register.*—No employer shall make, cause or allow in any record, register, notice or form in written or electronic format prescribed, an entry which is false to his knowledge in any material particulars, or not shall willfully omit, cause or allow to be omitted from any such record, register, notice or form, an entry required to be made therein.”;

(vi) before the existing Forms, the following Appendix shall be inserted, namely:—

#### “APPENDIX

[See rule 2(ia)]

#### *Name of Scheduled Employments:*

- (i) Employment in Shops and Establishments.
- (ii) Employment in Private Hospitals, Dispensaries, Pharmacies, Clinical Labs, Scanning Centres, X-ray Units and Other allied institutions.
- (iii) Employment in Star Hotels.
- (iv) Employment in Security Services.
- (v) Employment in Computer Software.
- (vi) Employment in Private Educational Institutions (Non-teaching).”.
- (vii) after Form XIII the following Form shall be inserted, namely:—

"FORM  
REGISTER OF  
**Kerala**  
(See

Name of District : Name and Address of :  
Establishment  
Name of Owner : Name of Employer :  
Bank Account  
Number of the Employer :  
Type of Employment : Type of Ownership :

Employee code	Employee Name	Name of father/ husband	Sex	Date of Birth	Designation	Designation code/grade as in Government order
(1)	(2)	(3)	(4)	(5)	(6)	(7)

Loss of pay days	Number of weekly off granted	Number of leave granted	Basic	DA	HRA	City Compensation Allowances
(15)	(16)	(17)	(18)	(19)	(20)	(21)

Advance	Total Amount	Employees Provident Fund	Employees State Insurance	Advances	Welfare Fund	Professional Tax
(30)	(31)	(32)	(33)	(34)	(35)	(36)

XIV

## EMPLOYMENT AND WAGES

## Minimum Wages Rules, 1958

rule 21A)

Month and Year :

(Wage Period)

e-mail ID of Employer :

Mobile Number of Employer:

Date of joining	Mobile Number	e-mail ID	Bank Name	IFSC Code	Bank Account Number	Days of attendance
(8)	(9)	(10)	(11)	(12)	(13)	(14)

Gross Monthly Wages	Overtime Wages	Leave Wages	National and Festival holidays Wages	Arrear paid	Bonus	Maternity Benefit	Other Allowances
(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29)

Tax Deducted at Source	Deduction of Fine	Deduction for loss and damages	Other Deduction	Total Deduction	Net Wages Paid	Date of Payment	Remarks
(37)	(38)	(39)	(40)	(41)	(42)	(43)	(44)

By order of the Governor,

TOM JOSE, IAS,

Principal Secretary to Government.

### Explanatory Note

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

Government have decided to implement "e-payment of wages" scheme which aims at providing wages to employees working in Small scale Banks, Textile Shops, Jewelleries, Private Hospitals, IT Sector, Self Financing Educational Institutions, Construction Sector etc. through banks by which the Labour Department Officials can effectively monitor the salary payments to the employees, periodically as and when required and take punitive measures for non-payment of minimum wages against the defaulters. In order to achieve this goal, the Government have decided to amend the Kerala Minimum Wages Rules, 1958.

The notification is intended to achieve the above object.

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