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കേരള സർക്കാർ
Government of Kerala
2017



Regn. No. KERBIL/2012/45073
dated 5-9-2012 with RNI
Reg. No. KL/TV(N)/634/2015-17

കേരള ഗസറ്റ്
KERALA GAZETTE

അസാധാരണ
EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
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		1192 മേടം 14 14th Medam 1192	
		1939 വൈശാഖം 7 7th Vaisakha 1939	

GOVERNMENT OF KERALA

Labour and Skills (E) Department

NOTIFICATION

G. O. (P) No. 30/2017/LBR.

Dated, Thiruvananthapuram, 26th April, 2017
13th Medam, 1192.

S. R. O. No. 217/2017.—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 publishing the draft rules for general information as per

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33/1479/2017/S-23.

Notification No. 43/E1/2016/LBR, dated 17th December, 2016 in the Kerala Gazette Extraordinary No. 2253 dated 24th December, 2016, 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, 2017.

(2) They shall come into force at once.

2. *Amendment of the Rules.*—In the Kerala Minimum Wages Rules, 1958, for Form XIV, the following Form shall be substituted, namely:—

FORM XIV
REGISTER OF EMPLOYMENT AND WAGES

KERALA MINIMUM WAGES RULES, 1958

(See rule 21A)

Name of District : *Name and Address of Establishment* : *Month and Year (Wage Period)* :
Name of Owner : *Name of Employer* : *e-mail ID of Employer* :
Type of Employment : *Type of Ownership* : *Mobile Number of Employer* :

<i>Employee Code</i>	<i>Employee Name</i>	<i>Name of Father/Husband</i>	<i>Sex</i>	<i>Date of Birth</i>	<i>Designation</i>	<i>Designation code/grade as in Govt. Order</i>	<i>Date of Joining</i>	<i>Mobile Number</i>	<i>e-mail ID</i>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)

<i>Name of Bank</i>	<i>IFS Code</i>	<i>Bank A/c No.</i>	<i>Days of attendance</i>	<i>Loss of pay days</i>	<i>No. of Weekly off granted</i>	<i>No. of Leave granted</i>	<i>Basic</i>	<i>DA</i>	<i>HRA</i>
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)

<i>City Comp- ensatory Allowances</i>	<i>Gross monthly Wages</i>	<i>Overtime Wages</i>	<i>Leave Wages</i>	<i>Arrear paid</i>	<i>Other Allowances</i>	<i>Advance</i>	<i>Total Amount</i>	<i>EPF</i>	<i>ESI</i>
(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)

<i>Advances</i>	<i>Welfare Fund</i>	<i>Professional Tax</i>	<i>TDS</i>	<i>Deduction of Fine</i>	<i>Deduction for Loss and Damages</i>	<i>Other Deduc- tion</i>	<i>Total Deduc- tion</i>	<i>Net Wages paid</i>	<i>Date of Pay- ment</i>	<i>Remarks</i>
(31)	(32)	(33)	(34)	(35)	(36)	(37)	(38)	(39)	(40)	(41)

By order of the Governor,

TOM JOSE,
Additional Chief Secretary to Government.

Explanatory Note

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

The Government have decided to implement "e-payment of wages" scheme which aims for providing wages to employees working in small scale banks, textile shops, jewelleryes, 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. Accordingly the Kerala Minimum Wages (Amendment) Rules, 2015 was issued as per G. O. (P) No. 84/2015/LBR, dated 8th July, 2015 and published as S. R. O. No. 458/2015 in the Kerala Gazette Extraordinary No. 1689 dated 13th July, 2015, which *inter alia* prescribed Register of Employment and Wages in Form XIV. The entries in Columns 25, 27, 28 in Form XIV are regarding statutory payments which are to be paid to the employee as per the Kerala Industrial Establishments (National and Festival Holidays) Act, 1958, the Payment of Bonus Act, 1965 and the Maternity Benefit Act, 1961. Therefore, the Government have decided to omit those Columns which necessitated amendment to the said rules.

The notification is intended to achieve the above object.
