



GOVERNMENT OF KERALA
Labour and Rehabilitation (E) Department
NOTIFICATION

G.O.(MS)No. 66/2013/LBR

Dated, Thiruvananthapuram, 1st June 2013.

S.R.O. No./2013.- In exercise of the powers conferred by clause (a) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act XI of 1948) read with sub-section (2) of section 5 thereof, the Government of Kerala, after considering the objections and suggestions received on the draft proposal previously published under Notification No. 2766/E1/2011/LBR dated 18th August, 2011 in the Kerala Gazette Extraordinary No. 1621 dated 23rd August, 2011 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the Minimum Wages Advisory Board constituted under section 7 of the said Act, hereby fix the minimum rates of wages payable to the employees employed in "Breweries (including manufacture of beverages and distillation and rectification of spirit)" in the State of Kerala as specified in the Schedule hereto annexed and fix the date of publication of this notification in the Gazette as the date from which the rates shall come into force.

SCHEDULE

1. Basic Wage Rate

| Sl. No. | Category /Post | Basic Monthly Wage Rupees |
|---------|------------------------|------------------------------|
| (1) | (2) | (3) |
| | <u>Group - 1</u> | |
| 1. | Manager | 9813 |
| | <u>Group - 2</u> | |
| 1. | Quality Controller | 8525 |
| 2. | Chemist | |
| 3. | Administrative Officer | |
| 4. | Assistant Manager | |
| | <u>Group - 3</u> | |
| 1. | Supervisor | 7750 |
| 2. | Unit Head | |
| 3. | Store Officer | |

| | | <u>Group - 4</u> | |
|-----|--|---------------------|------|
| 1. | | Plant Operator | } |
| 2. | | Machine Operator | |
| 3. | | Boiler Operator | |
| 4. | | Compressor Operator | |
| 5. | | Cold room Operator | |
| 6. | | Mechanic | |
| 7. | | Electrician | |
| 8. | | Fitter | |
| 9. | | Accountant | |
| 10. | | Stenographer | |
| | | | 7044 |

| | | <u>Group - 5</u> | |
|-----|--|----------------------|------|
| 1. | | Accountant Assistant | } |
| 2. | | Cashier | |
| 3. | | Clerk | |
| 4. | | Computer Operator | |
| 5. | | Telephone Operator | |
| 6. | | D.T.P. Operator | |
| 7. | | Receptionist | |
| 8. | | Store Keeper | |
| 9. | | Store Assistant | |
| 10. | | Record Keeper | |
| 11. | | Record Assistant | |
| 12. | | Typist | |
| 13. | | Driver | |
| 14. | | Line Inspector | |
| | | | 6550 |

Group - 6

General Workers/Helpers (Plant Section, Blunting Section, Mixing Section, Breweries Section, Bottling Section, Bottle Cleaning Section, Filling Section, Sealing Section, Labelling Section, Packing Section, Store Section, Despatch Section, Loading and Unloading section, Canteen)

(A) Grade - 1 6238

(B) Grade - 2 5938

(C) Grade - 3 5644

Group 7

| | | |
|-------------------|---|------|
| 1. Attender | } | 5375 |
| 2. Peon | | |
| 3. Watchman | | |
| 4. Security Guard | | |

Group 8

| | |
|---------|------|
| Sweeper | 5119 |
|---------|------|

2) Fixation of Grade

Those employees who have completed five years service in the category of General Worker/Helper Grade III shall be eligible for the wage of Grade II and on completion of five years service in Grade II are eligible for the wages of Grade I. Those who have completed the eligible services in the respective category on the date of effect of this notification are admissible to the eligibility of the Grade and wage.

3) Dearness Allowance

In addition to the Basic Wage shown above all monthly waged employees are eligible for Dearness Allowance at the rate of Rs. 26/- (Rupees Twenty six only) and every daily waged employees are eligible for Dearness Allowance at the rate of Re.1 (Rupee one only) for each point exceeds above 130 points of new Price Index Number published in each month for the Thrissur District Centre of Economic and Statistics Department.

4) Service Weightage

The employees who have completed not less than 5 years of continuous services in an establishment or under an employer, as on the date of commencement of this notification, shall be allowed service weightage at the rate of 7% for the completion of first 5 years, 10% for 5 to 10 years, 15% for 10 to 15 years at a maximum of 15%.

5) Protection of Higher Wages

In case the employees of any establishment/ Industry are getting higher wages than the minimum wages fixed as per this notification, at present they shall be entitled to get such higher rates of wages.

6) Posts not included in the Schedule

In case any post/ category which is not included in the Scheduled above shall be eligible for the basic wages prescribed for equivalent post/category.

7) Daily Wages

The daily wage in respect of the category of employees for whom monthly rate is fixed as per this notification may be calculated by dividing the monthly rate by 26.

By order of the Governor,

Dr. Nivedita P. Haran
Additional Chief Secretary

Explanatory Note

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

After considering the objections and suggestions received on the preliminary notification issued as No. 2766/E1/2011/LBR dated 18th August 2011 as provided under clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 and in consultation with the Minimum Wages Advisory Board, Government have decided to fix the minimum rates of wages payable to the employees employed in "Breweries (including manufacture of beverages and distillation and rectification of spirit)" in the State of Kerala.

This notification is intended to achieve the above object.