

20. FOOD PROCESSING

G. O. (P) No. 151/2011/LBR. *Dated, Thiruvananthapuram, 12th September, 2011.*

S. R. O. No. 608/2011.—In exercise of the powers conferred by clause (a) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act 11 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. 8754/E1/2010/LBR dated 3rd January, 2011 in the Kerala Gazette Extraordinary No. 28 dated 10th January, 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 the “Food Processing Industry—Toffee, Bakery coming under the Factories Act, Ice cream, Soft drinks etc.” 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. Rate of Basic Wages

<i>Sl. No.</i>	<i>Category/Posts</i>	<i>Monthly Basic Wages (₹)</i>
(1)	(2)	(3)
1	Manager	6,600
2	Marketing Controller, Chief Analyst, Accounts Officer	5,510
3	Assistant Manager, Supervisor, Production Supervisor, Purchase Supervisor, Packing Supervisor, Purchase Manager, Purchase Officer, Sales Manager, Sales Officer, Cleaning Supervisor	4,784
4	Icing Master, Sweet Master, Analyst	4,368

(1)	(2)	(3)
5	Plant Operator, Oven Operator, Mixing Machine Operator, Machine Operator, Boiler Operator, Lab Technician	4,238
6	Sales Executive, Sales Representative, Machanic, Electrician, Electrician-cum-Mechanic, Plumber	4,108
7	Accountant, Clerk, Storekeeper, Typist, Stenographer, Cashier, Computer Operator, Receptionist, Front Office Assistant, Salesman, Van Salesman, Driver, Sweet Maker, Icing Assistant	4,000
8	Production Workers, Plant Workers, Sales Assistant, Bottling Worker, Soda maker	3,926
9	Attender, Peon, Watchman, Security Guard, Packers, Labelling Workers, Loading and Unloading Workers	3,874
10	Cleaner, Sweeper	3,727

2. Dearness Allowance

(1) In addition to the basic rate of wages, the monthly paid employees, shall be eligible for Dearness Allowance at the rate of ₹ 24.90 (Rupees twenty four and nintety paise) for every increase of one point above 130 points (new series 1998-99=100) of the Consumer Price Index Number published by the Department of Economics and Statistics for each District Headquarters.

(2) Since Consumer Price Index for Idukki and Wayanad Districts have not been published the Dearness Allowance shall be given based on the Consumer Price Index of Munnar Centre for Idukki District and Meppadi Centre for Wayanad.

3. Service Weightage

The employees who have completed not less than five years continuous service in any establishment or under any employer, as on the date of commencement of this notification, shall be allowed service weightage at the rate of five per cent of the basic wages at the revised rate for the service above five years but up to ten years, ten per cent of the basic wages for the service above ten years but up to fifteen years and fifteen per cent of basic wages for the service which exceeds fifteen years or more by including the same in the basic wages.

4. Protection for higher wages

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

5. If any of the above posts is not seen included in the shown schedule above, they shall be sanctioned the scale of pay equivalent to the post.

6. For calculation of daily wages for categories under monthly pay, it shall be 1/26th part of the aggregate of the minimum pay of the Schedule of pay together with its Dearness Allowance.

By order of the Governor,

ANIL, X.,
Secretary to Government.

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 per No. 8754/E1/2010/LBR dated 3rd January 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 who are employed in "Food Processing Industry—Toffee, Bakery coming under the Factories Act, Ice Cream, Soft drinks, etc." areas in the State of Kerala.

This notification is intended to achieve the above object.