

GOVERNMENT OF KERALA

Labour and Rehabilitation (E) Department

NOTIFICATION

G. O. (Ms.) No. 100/2009/LBR. Dated, Thiruvananthapuram, 23rd July, 2009.

S. R. O. No. 643/2009.—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 and in supersession of the notification issued under G. O. (Rt.) No. 2267/97/LBR dated 4th August, 1997 and published as S. R. O. No. 644/97 in the Kerala Gazette Extraordinary No. III5 dated 14th August, 1997, the Government of Kerala, after considering the advice of the Committee appointed under clause (a) of sub-section (1) of section 5 of the said Act and after consultation with the Minimum Wages Advisory Board constituted under section 7 of the said Act, hereby revise the minimum rates of wages payable to the employees employed in Shops and Commercial establishments in the State of Kerala as specified in the Schedule I and also hereby fix the minimum rates of wages payable to the employees employed in Courier Services, D. T. P. Centers, Internet Cafes, Telephone Booths, Catering Services, House Boat Service as specified in the Schedule II hereto annexed. The rates as specified in the schedules I and II shall be deemed to have come into force with effect from 1st April, 2009.

SCHEDULE I

<i>Categories and Grades</i>	<i>Monthly rated basic wage Rs.</i>
(1)	(2)
Category 'A'	
1. <i>Special Grade</i>	
Manager	4204.00

(1)

(2)

2. Grade 'A'

- (1) Purchasing Manager/Purchasing Officer/ Purchaser
- (2) Head Clerk
- (3) Air Conditioning Mechanic/Operator
- (4) Electronic Mechanic
- (5) Sales Supervisor/Supervisor
- (6) Stenographer
- (7) Watch Mechanic
- (8) Radio and Electric Mechanic
- (9) Vaidyan (Ayurvedic)
- (10) Artist (Photo Studio)
- (11) Electrician
- (12) Photographer

4104.00

3. Grade 'B'

- (1) Accountant
- (2) Clerk
- (3) Typist
- (4) Cashier
- (5) Booking Clerk
- (6) Tally Clerk
- (7) Godown Keeper
- (8) Bill Collector
- (9) Salesman/Sales Woman
- (10) Assistant Photographer
- (11) Technician (Musical Instruments Shops)
- (12) Assistant Mechanic (Radio and Electric Shop)
- (13) Tailor
- (14) Compounder (Allopathy, Ayurvedic, Homoeopathy)
- (15) Baker, Forman/Mesthiri
- (16) Barber
- (17) Cutter (Hardware Shop)
- (18) Tinsmith

3954.00

(1)

(2)

(1) Coppersmith (Including Brass and Bronze smith)	}	3954.00
(20) Gold smith		
(21) Headload Worker (in shops)		
(22) Cycle Mechanic		
(23) Workers (Engaged in drying, storing, washing, measuring, packing, loading and unloading in Pandikasalas, warehouses, godown, store rooms and hill produce Merchants shops)		
(24) Skilled Workers (Ivory Shops)		
(25) Carpenter (Furniture and other Shops)		
(26) Position (Furniture and other Shops)		
(27) Ratton Worker (Furniture and other Shops)		
(28) Correspondent (In wholesale shops doing exclusively correspondence work)		
(29) Van salesman/Bill Clerk		

4. Grade 'C'

(1) Studio Assistant/Shop Assistant	}	3877.00
(2) Basket Stitcher (Bittel Shops)		
(3) Packer		
(4) Cart Puller		
(5) Washerman (Laundries)		
(6) Ironing Worker		
(7) Wireman (Radio and Electrical shops)		
(8) Machineman (Soda and Soft drinks manufacturing establishments)		
(9) Baker (Bakeries)		
(10) Cleaner		
(11) Civil Agent		
(12) Unskilled Workers (Ivory shop)		

(1)	(2)
5. Grade 'D'	
(1) Attender	} 3800.00
(2) Peon	
(3) Watchman	
(4) Ayurvedic Worker	
6. Grade 'E'	
(1) Cleaner (Bakeries and other shops)	} 3727.00
(2) Office Assistant/Sales Assistant (Commercial Establishments)	
(3) Sweeper	

Category 'B'

CHITTIES AND CURIES

1. Special Grade	
Manager	4204.00
2. Grade 'A'	
(1) Assistant Manager/Office Manager	} 4104.00
(2) Chief Accountant/Secretary	
(3) Office Superintendent	
(4) Auditor (Full time)	
(5) Development Officer	
3. Grade 'B'	
(1) Junior Office Manager	} 3954.00
(2) Personal Assistant	
(3) Junior Development Officer	
(4) Accountant	
(5) Legal Assistant	
(6) Cashier	
(7) Stenographer	
(8) Office Assistant/Clerk	
(9) Typist	
(10) Civil Agent	

(1)

(2)

4. *Grade 'C'*

- (1) Bill Collector
- (2) Field Assistant
- (3) Junior Assistant
- (4) Driver

3877.00

Category 'C'

SHOPS, COMMERCIAL ESTABLISHMENTS, LODGES ETC.

1. *Special Grade*
Manager

4204.00

2. *Grade 'A'*

- (1) Assistant Manager (Lodges)
- (2) Receptionist
- (3) Accountant/Clerk
- (4) Cashier
- (5) Fitter (Cycle dealer shops, repairing and hiring shops)
- (6) Reflectionary man (Optical shops)
- (7) Chemist (Soap, Candle and Soft drinks manufacturing establishments)
- (8) Inspector (Parcel Services)

4104.00

3. *Grade 'B'*

- (1) Glass Cutter (Glass & Photo framing shops)
- (2) Photo Framing man
- (3) Auctioner (Vegetable shops)
- (4) Mobile Salesman/Running Salesman/Cycle Salesman (Sweet stalls/Ice-fruits & Cool drinks/Soda factories/Soft drink establishments/Coffee and Tea works/Milk & Dairy Products, Bakeries & Confectionaries)
- (5) Mechanic (Ice, Ice fruits & Cool drinks and Soft drinks establishments)
- (6) Canvasser (Laundries and dry cleaners)
- (7) Cashier cum Bill Collector (Petrol Bunks)
- (8) Mixer (Perfumery works)
- (9) Service man (Fuel dealers shops)

3954.00

(1)

(2)

- | | | |
|--|---|---------|
| <ul style="list-style-type: none"> (10) Engraver cum Sales man (Steel and Aluminium Vessels shops) (11) Darkroom man (Photo studio) (12) Assistant Fitter (Cycle dealers and repairing and hiring shops) (13) Repairer (14) Fitter (Grinding cutter, Optical shops) (15) Head baker (Bakeries and Confectionaries) (16) Sweet maker (17) Mechanic Fitter (Parcel service) (18) Personal Assistant (Commission Agencies House) (19) Steamer Supervisor (Steamer Agency House) (20) Tally Supervisor (Steamer Agency House) (21) Ice, Ice Fruit and Soft Drinks maker (22) Umbrella Repairer (Umbrella Shops) (23) Electrician (Lodges) (24) Lift Operator (Lodges) (25) Security Guard (Lodges) (26) Driver (Lodges) | } | 3954.00 |
|--|---|---------|

4. Grade 'C'

- | | | |
|--|---|---------|
| <ul style="list-style-type: none"> (1) General Worker (Grocery shops and parcel services) (2) Polisher (Automobile dealers, shops) (3) Roster/Grinder (Coffee works) (4) Bottle Filler (Milk Dairy Products and Soft drinks manufacturing establishments) (5) Delivery man (Fuel Gas dealers shops) (6) Weighing man (Steel and Aluminium Vessels shops) (7) Medicine Manufacturing Worker (Unskilled) (Ayurvedic Vaidyasalas and Ayurvedic Medical Shops) (8) Marunnu vettukaran (9) Dark room Assistant (Photo Studio) (10) Retoucher (Photo Studio) (11) Finisher (Photo Studio) | } | 3877.00 |
|--|---|---------|

(1)

(2)

- | | | |
|---|---|---------|
| (12) Assistant Mechanic (Watch repairing and dealers, Radio sales and service, musical instruments and other shops) | } | 3877.00 |
| (13) Packer (Automobile Spare Parts, and tyre and tube shops and other shops) | | |
| (14) Assistant Wireman (Light and sound services) | | |
| (15) Mike operator | | |
| (16) Assistant Branch Manager (Parcel services) | | |
| (17) Room boy (Lodges) | | |
| (18) Head Gardener (Lodges) | | |
| (19) Head Watchman (Lodges) | | |
| (20) Plumber (Lodges) | | |

5. *Grade 'D'*

- | | | |
|--|---|---------|
| (1) Numbering man (Laundries and drycleaners and book binding shops) | } | 3800.00 |
| (2) Filling and Packingman (Perfumery works) | | |
| (3) Helper (Cycle dealers, cycle fitting and cycle repairing and hiring shops) | | |
| (4) Gardener (Lodges) | | |
| (5) Watchman (Lodges) | | |
| (6) Cleaner (Lodges) | | |
| (7) Dobby (Lodges) | | |
| (8) Scavenger (Lodges) | | |

6. *Grade 'E'*

- | | | |
|-----------------------------|---|---------|
| (1) Cleaner | } | 3727.00 |
| (2) Office Attender | | |
| (3) Studio boy | | |
| (4) Messenger | | |
| (5) Steamer Watchman | | |
| (6) Steamer Godown Watchman | | |
| (7) Sweeper | | |

(1)

(2)

Category 'D'

HOTEL, CANTEEN, RESTAURANT

1. *Special Grade*

Manager

3500.00
(including food)2. *Grade 'A'*

- (1) Assistant Manager
- (2) Accountant
- (3) Cashier
- (4) Receptionist/Telephone Operator
- (5) Steward
- (6) Specialised Cook/Head Cook
- (7) Butler
- (8) Sweet maker
- (9) Tea maker
- (10) Grinder
- (11) Kitchen Supervisor
- (12) Room Supervisor

3400.00
(including food)3. *Grade 'B'*

- (1) Assistant Accountant
- (2) Assistant Steward
- (3) Cook
- (4) Pantryman
- (5) Supplier
- (6) Store Keeper
- (7) Bar Man
- (8) Canteen Outdoor Supplier
- (9) Clerk/Typist/Bill Clerk/Bill Collector
- (10) Driver
- (11) Waiter/Bearer

3246.00
(including food)

(1)

(2)

4. *Grade 'C'*

- (1) Roomboy
- (2) Canvasser/Vendor (Railway station, Bus station etc.)
- (3) Assistant Store Keeper
- (4) Mason
- (5) Plumber
- (6) Painter
- (7) Out door supplier
- (8) Kitchenmate
- (9) Assistant Bar Man
- (10) Head Gardener
- (11) Head Watchman

3173.00
(including food)

5. *Grade 'D'*

- (1) Gardener
- (2) Water Boy
- (3) Peon/Attender
- (4) Watchman
- (5) General Worker
- (6) Cleaner/Vehicle Cleaner
- (7) Helper, Watchman
- (8) Sweeper
- (9) Scavenger

3096.00
(including food)

Category 'E'

DAILY RATED WORKERS

*Grades and Categories**Daily wage*
Rs.

(1)

(2)

1. *Grade 'A'*

- (1) Sweet maker (Sweet stall)
- (2) Moulder (Copper and Brass vessels shops)
- (3) Highly skilled craftsman (Ivory, Horn Handy Crafts Article shops)
- (4) Works Supervisor (Tailoring, Readymade dresses and Embroidery works)

146.00

(1)

(2)

- | | | |
|---|---|--------|
| <ul style="list-style-type: none"> (5) Cutter (Western Style, Foreign Style, Indian Style in Tailoring, Readymade dresses and Embroidery works) (6) Soapmaker (7) Cattle maker (8) Chappals maker, Cobbler (9) Shoe maker (10) Suitcase maker | } | 146.00 |
|---|---|--------|

2. Grade 'B'

- | | | |
|---|---|--------|
| <ul style="list-style-type: none"> (1) Amble mixer (Fertilizers and Chemicals shops) (2) Cutting, Weighing, Measuring Worker (Building and other construction material shops) (3) Blender (mixing man) (Tea merchants shops) (4) Wood Cutter (Fire wood and fuel shops) (5) Helper (Gold smiths, Jewellery mart) (6) Engraver (Photo Block, Rubber Stamps making and other studios) (7) Block maker (Photo Block, Rubber Stamps making and other studios) (8) Tyre Shaper (Tyre re-soling, re-treading and tube vulcanising shops) (9) Machineman (Tyre re-soling, re-treading and tube vulcanising shops) (10) Garment maker (Tailoring, readymade dress and embroidery works) (11) Supervisor (Hair cutting and hair dressing shops) | } | 140.00 |
|---|---|--------|

3. Grade 'C'

- | | | |
|--|---|--------|
| <ul style="list-style-type: none"> (1) Hand Cart puller (Metal and other shops) (2) Flower maker (Flower shops) (3) Sales man (Fruits merchants shops) (4) Assistant Sweet maker (Sweet stall) (5) Frying man (Sweet stall) (6) Meat Dressing worker (Meat and Fish Stall) | } | 137.10 |
|--|---|--------|

(1)

(2)

- | | |
|--|--------|
| (7) Dry cleaner (Laundries and Dry cleaners establishments) | 137.10 |
| (8) Parppadam Maker (Parppadam Merchant shops) | |
| (9) Flour maker (Parppadam Merchant shops) | |
| (10) Cutting Salesman (Meat and Fish Stall) | |
| (11) Butcher-cum-Salesman (Meat and Fish Stall) | |
| (12) Polisher (Copper, Brass Vessels and other Shops) | |
| (13) Led Plater (Copper, Brass Vessels and other Shops) | |
| (14) Assistant Engraver (Photo Block, Rubber Stamp making and other Studios) | |
| (15) Painter (Photo Block, Rubber Stamp making and other Studios) | |
| (16) Artist (Photo Block, Rubber Stamp making and other Studios) | |
| (17) Tyre Grinder (Tyre resoling, retreading and tube vulcanising shops) | |
| (18) Semi skilled craftsman (Ivory, Horn and Handicrafts Articles shops) | |
| (19) Mechanic (Toy making and Sales Shops and Furniture marts) | |
| (20) Fitter (Toy making and Sales Shops and Furniture marts) | |
| (21) Painter (Toy making and Sales Shops and Furniture marts) | |
| (22) Measurer (Tailoring shops) | |
| (23) Assistant Carpenter (Furniture Marts) | |
| (24) General Worker (Areacanut shops) (General merchants and consumer stores) | |
| (25) Manual Labour (Automobile Spare parts—including tyre and tubes and other shops) | |

(1)	(2)
4. Grade 'D'	
(1) Assistant Tailor (Tailoring Shops)	} 134.35
(2) Out worker (Book binding shops)	
(3) Sorter (Gunny bags)	
(4) Packing man (Fruit merchant shops)	
(5) Packing and Labelling man (Soap and candle works)	
(6) Packing, Loading and Unloading worker (Tobacco and other shops)	

5. Grade 'E'	
(1) Helper (Tailoring shops, Book binding shops, Laundries and dry cleaners and furniture marts)	} 131.40
(2) Headload worker (Dry fish Merchants, Laundries and dry cleaners, Gunny bags, Oil merchants, General Merchants, Consumer Stores establishments etc.)	
(3) Loding and unloading man (Beetal shops, General Merchants, Consumer Stores establishments etc.)	
(4) Attender/Engraver (Photo Blocks, Rubber stamps making and other studios)	

Category 'F'

PIECE RATES

Categories and Grades	Piece Rate Rs. Ps.
(1)	(2)
1. Tobacco Shop	
(1) Weighing and Stacking (for one bundle)	8.62
(2) Stacking	4.62
(3) Bundle tightening	15.90
(4) Repacking	16.98
(5) Repacking, Reshuffling and weighing	24.94
(6) Loading	4.98
(7) Unloading	4.22

	(1)	(2)	
2. <i>Note ok Binding</i>			
(1)	Book binding (for one dozen)	12.84	
(2)	Book stitching	13.56	
(3)	Cutting (for one reem)	8.70	
(4)	Ruling	23.16	
3. <i>Leather and Goods shops</i>			
(1)	Childrens' chappel maker	9.26	
(2)	Chappel maker (Ordinary Pattern)	21.20	
(3)	Special Pattern chappel maker (Including designs and ladies cushion (and high-hield patterns)	32.14	
(4)	Slip on shoes and half shoes	125.28	
4. <i>Suitcase (Leather)</i>			
	Low quality	High quality	
	Rs.	Rs.	
(1)	16"-20" (40-50 cm)	3.56	4.22
(2)	22"-26" (55-65 cm)	4.12	4.98
(3)	28"-30" (70-75 cm)	4.98	5.64
			rate for one inch
(4)	Rexin suitcase		2.82
(5)	Fancy suitcase		4.22
(6)	Hand bag		4.22
(7)	Fancy hand bag		4.22
5. <i>Gunny bags</i>			
(1)	Stitching of gunny bag (for one)	1.56	
(2)	Bundling of gunny bag (for 110)	7.04	
6. <i>Oil Merchants Shops</i>			
(1)	Loading and unloading full barrel oil from lorry—(per barrel)	10.92	
(2)	Loading and unloading empty barrel from lorry—(per barrel)	2.16	

	(1)	(2)
(3)	Loading and unloading empty tins (100 tins)	26.4
(4)	Filling oil in tins (per tin)	1.30
(5)	For transferring oil from full barrel to tin	9.02
(6)	Filling of oil in tin, sealing and loading (per tin)	4.22
(7)	For filling and stitching one sack of copracake (per sack)	6.44
7. <i>Loading and unloading workers in Shops and Commercial Establishment (appointed on regular basis)</i>		
(1)	Weighing of sack up to 75 kg (one sack/bundle)	1.56
(2)	Unloading of sack/bundle up to 75 kg (one sack/bundle)	2.06
(3)	Loading of sack/bundle up to 75kg (one sack/bundle)	2.82
(4)	Weighing of sack/bundle of chilly and pepper up to 75 kg (one sack/bundle)	3.56
(5)	Unloading of sack/bundle of chilly and pepper up to 75 kg (one sack/bundle)	4.98
(6)	Loading of sack/bundle of chilly and pepper up to 75 kg (one sack/bundle)	6.44
(7)	Stitching of sack (one sack)	1.56
(8)	Weighing, loading and unloading of tins	1.56
(9)	Loading of bundle of clothes from 60 to 75 kg (one bundle)	8.56
(10)	Unloading of bundle of clothes from 60 to 75 kg (one bundle)	14.16
(11)	Transferring of sack/bundle of goods weighing up to 75 kgs within 20 yards from one shop to another (one sack/bundle)	6.04
(12)	Setting sacks in lorry (per sack)	1.56
(13)	Unloading and resting the load from lorry to the worker on the ground (per sack)	2.16
(14)	Unloading of sack up to 50 kg (per sack)	1.56
(15)	Loading of sack up to 50 kg (per sack)	2.16

Note:—Employees not included in categories B,C,D,E,F are to be paid wages as per category A.

Dearness Allowance.—(1) In addition to the basic wages all employees shall be paid DA at the following rates calculated on the basis of the Consumer Price Index in respect of concerned District Headquarters Centre published by the Department of Economics and Statistics for the increase of every point above 130 points in the new series i.e., 1998-99=100

(i) Monthly rated workers

At the rate of Rs. 24.90 (Rupees Twenty four and ninety paise) for the increase of every one point above 130 points.

(ii) Daily Rated Workers

At the rate of 83 (Eighty three) paise for the increase of every one point above 130 points.

(iii) Piece Rated Workers

The same rate fixed above for the Daily Rated Workers for 8 hours work and for employees working less than 8 hours, DA will be applicable at the proportionate rate of DA for 8 hours (maximum of one DA per day).

(2) For Idukki and Wayanad Districts Dearness Allowance shall be paid on the basis of Consumer Price Index Number published for Munnar and Meppadi Centres respectively, until separate Consumer Price Index Numbers are published for the above Districts.

Special wages to Urban Areas.—Special wages of Rs. 100 per month to be added to monthly wages of the employees working in the Municipalities/ Corporation areas.

Service Weightage.—(1) The service weightage shall be given at the following rates considering not less than five years service completed under an employer or in an institution where the employee is doing the work:

- (i) Service period above 5 years and up to 10 years .. 5% of basic wages
- (ii) Service period above 10 years and up to 15 years .. 10% of basic wages
- (iii) Service period above 15 years .. 15% of basic wages

(2) The above mentioned service weightage shall be paid to the employees on completing the above service period, during the period of operation of this notification. However the employees are eligible to get, on completing 5 years service, a weightage of 5% of the basic wages, on completing 10 years a weightage of another 5% in addition to the 5% already given on completing 5 years service and on completing 15 years a total weightage of 15% including the weightage given on completing 10 years of service.

SCHEDULE II

(A) Courier establishments, D.T.P. Centres, Internet Cafes, Telephone Booths

<i>Categories and Grades</i>	<i>Monthly Basic wage Rs. Ps.</i>
(1)	(2)
1. Special Grade Manager	4204.00
2. Grade 'A'	
(1) Assistant Manager	} 4104.00
(2) Sales Executive	
(3) Supervisor	
(4) Marketing Executive	
3. Grade 'B'	
(1) Accountant	} 3954.00
(2) Computer Operator	
(3) Clerk	
(4) Cashier	
(5) D. T. P. Operator	
(6) Field Staff (including Pick up boy, Delivery boy, on train courier)	
(7) Operator	
(8) Driver	
4. Grade 'C'	
(1) Office Assistant	} 3877.00
(2) Collection Agent	
(3) Photo Copier Operator	
5. Grade 'D'	
(1) Booth Telephone Operator	} 3800.00
(2) Peon	
(3) Helper	
6. Grade 'E'	
(1) Sweeper	} 3727.00
(2) Cleaner	

(B) Catering Services

(1) MONTHLY RATED WORKERS

<i>Categories and Grades</i>	<i>Monthly rated Basic wage</i>	
	<i>Rs.</i>	<i>Ps.</i>
1. Special Grade		
(1) Manager	}	4204.00
(2) Marketing Executive		
(3) Cook (Non vegetarian)		
2. Grade 'A'		
(1) Supervisors	}	4104.00
(2) Cook (Vegetarian)		
(3) Accountant		
(4) Clerk		
(5) Cashier		
3. Grade 'B'		
(1) Assistant Cook	}	3954.00
(2) Supplier		
(3) Driver		
4. Grade 'C'		
(1) Helper		3877.00
5. Grade 'D'		
(1) Sweeper	}	3800.00
(2) Cleaner		

(2) DAILY RATED WORKERS

<i>Categories and Grades</i>	<i>Daily wage</i>	
	<i>Rs.</i>	<i>Ps.</i>
(1) Cook (Non vegetarian)		146.00
(2) Cook (Vegetarian)		140.00
(3) Assistant Cook		137.10
(4) Supplier		137.10
(5) Helper		134.35
(6) Sweeper		131.40
(7) Cleaner		131.40

(C) House Boat Service

<i>Categories and Grades</i>	<i>Monthly Basic wage Rs. Ps.</i>
1. Special Grade Manager	4204.00
2. Grade 'A' (1) Marketing Executive	4104.00
3. Grade 'B' (1) Master (2) Engine Driver (3) Clerk (4) Cashier	3954.00
4. Grade 'C' (1) Lascar (2) Cook	3877.00
5. Grade 'D' Office Assistant	3800.00
6. Grade 'E' Helper	3727.00

Dearness Allowance.—(1) In addition to the basic wages all employees shall be paid DA calculated on the basis of the Consumer Price Index in respect of concerned District Headquarters Centre published by the Department of Economics and Statistics for the increase of every point above 130 points in the new series i.e. 1998-99=100

(i) Monthly Rated Workers

At the rate of Rs. 24.90 (Rupees Twenty four and ninety paise) for the increase of every one point above 130 points.

(ii) Daily Rated Workers

At the rate of 83 (Eighty three) paise for the increase of every one point above 130 points.

(iii) Piece Rated Workers

The same rate fixed above for the Daily Rated Workers for 8 hours work and for workers working less than 8 hours, DA will be applicable to the proportionate rate of DA for 8 hours (maximum of one DA per day).

(2) For Idukki and Wayanad Districts Dearness Allowance shall be paid on the basis of Consumer Price Index Number published for Munnar and Meppadi Centres respectively, until separate Consumer Price Index Numbers are published for the above Districts.

9. *Special wages to Urban areas.*—Special wages of Rs.100 per month to be added to monthly wages of the employees working in the Municipalities/ Corporation areas.

Service Weightage.—(1) The Service Weightage shall be given at the following rates considering not less than five years service completed under an employer or in an institution where the employee is doing the work:

- (i) Service period above 5 years and .. 5% of basic wages up to 10 years
- (ii) Service period above 10 years and .. 10% of basic wages up to 15 years
- (iii) Service period above 15 years .. 15% of basic wages

(2) The above mentioned service weightage shall be paid to the employees on completing the above service period, during the period of operation this notification. However the employees are eligible to get, on completing 5 years service, a weightage of 5% of the basic wages, on completing 10 years, a weightage of another 5% in addition to the 5% already given on completing 5 years service and on completing 15 years a total weightage of 15% including the weightage given on completing 10 years of service.

III. GENERAL CONDITIONS

- (1) For the calculation of daily wages for categories in respect of which monthly wages have been fixed in the notification shall be by dividing basic monthly wages by 26 and by including the Daily Rated Dearness Allowance.
- (2) The monthly rate in respect of those for whom daily rate is fixed may be arrived at by multiplying the daily rate by 26.
- (3) In case any employee of any establishment are at present getting higher wages than the minimum wages fixed as per this notification shall continue to be paid such higher rates.

By order of the Governor,

C. K. VISWANATHAN,

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 revise the minimum rates of wages payable to the employees employed in Shops and Commercial Establishments including hotels, restaurants and lodges and therefore appointed a Minimum Wages Committee. Considering the report of the committee and also on the advice of Minimum Wages Advisory Board. Government decided to revise the minimum rates of wages to the said categories and to fix the minimum rates of wages to certain other categories also in the said employment.

This notification is intended to achieve the above object.

171.24
131.40

39.84