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Government of Kerala  
2014



Regn. No. KERBIL/2012/45073  
dated 5-9-2012 with RNI  
Reg. No. KL/TV(N)/634/2012-14

**കേരള ഗസറ്റ്**  
**KERALA GAZETTE**

**അസാധാരണം**  
**EXTRAORDINARY**

**ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്**  
**PUBLISHED BY AUTHORITY**

വാല്യം 3 Vol. III	തിരുവനന്തപുരം, വെള്ളി Thiruvananthapuram, Friday	2014 ഫെബ്രുവരി 7 7th February 2014	നമ്പർ No.	437
		1189 മകരം 25 25th Makaram 1189		
		1935 മാഘം 18 18th Magha 1935		

GOVERNMENT OF KERALA

Labour and Rehabilitation (E) Department

NOTIFICATION

G. O. (Ms.) No. 15/2014/LBR. Dated, Thiruvananthapuram, 5th February, 2014.

**S. R. O. No. 96/2014.**—In exercise of the powers conferred by clause (b) 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 notification G. O. (Rt.) No. 804/2009/LBR dated 12th June, 2009 published as S.R.O. No. 482/2009 in the Kerala Gazette Extraordinary No. 1055 dated 12th June, 2009, the Government of Kerala after considering the objections and suggestions received on the draft proposals published in Notification 25278/E1/2012/LBR dated 18th July 2013 in Kerala Gazette Extraordinary No. 2319 dated 3rd August, 2013 as required under clause (b) sub-section (1) of section 5 of the said Act and after consultation with the Minimum Wages

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AT THE GOVERNMENT CENTRAL PRESS, THIRUVANANTHAPURAM, 2014.

33/699/2014/DTP.

Advisory Board constituted under section 7 of the said Act hereby revise the minimum rates of wages payable to the classes of employees employed in Tea, Rubber, Coffee and Cardamom Plantations in the State of Kerala as specified in the Schedule hereto annexed. The rates as specified in Schedule I shall come into force with effect from 15-11-2011 and II to IV shall come into force with effect from 1-10-2011 respectively.

## SCHEDULE I

## TEA PLANTATIONS

1. Time Rated work	<i>Minimum Time Rates (Basic Wages) (₹)</i>
(a) Field Workers :	
(i) Adults	82.63
(ii) Adolescents	61.97
(b) Factory workers	85.88

The term 'Factory' for this purpose means any place where a manufacturing process is carried on irrespective of the number of workers employed.

## 2. Piece Rated work

- (a) Standard output :
1. In the months of January, February and August—16 Kgs of leaves per day.
  2. In the remaining months of the year 21 Kgs per day.
- (b) Guaranteed time rate : ₹ 49.68 per day.  
(Basic Wages)
- (c) Minimum piece Rate : Pluckers in the Plantations shall be paid the following piece rates over and above the guaranteed time rates.
1. ₹ 2.0656 per Kg for the 16 Kgs of harvested leaves during a day in January, February and August.



2. ₹ 1.5738 per Kg for the first 21 Kgs of leaves harvested a day in the other months of the year.
3. 60 paise per Kg. for the first 14 Kgs over and above the standard output and 85 paise per Kg for the next 14 Kgs and 110 paise per Kg thereafter.

(d) Adjustments of piece rates:

Where the plucking average for an estate over a month is found to be less than the standard output, the wages for the month shall be paid at a revised piece rate calculated on the basis of the actual average for the month which should be taken as the standard. The rate should be such that after deducting 10% from the revised standard output, the remaining quantity will be the standard output of the worker and an amount equal to the difference between the minimum wages and the guaranteed time rate of the worker shall be paid. A plucker shall be entitled to receive this rate for the leaves harvested on every day of that month up to the revised standard daily output for the month.

### 3 (a) Supervisors and selected Special Categories

<i>Category</i>	<i>Scale of Pay</i>
1. Supervisors	₹ 2560-31-2746-36-2962- 41-3208-47-3490-54-3814- 61-4180-69-4594
2. Mechanic	
3. Electrician	
4. Wireman	
5. Laboratory Technician	
6. Fitters	
7. Drivers (Lorry/Tractor/Ambulance/Cat/Jeep/Engine)	

**(b) Other Special Categories**

<i>Category</i>	<i>Scale of Pay</i>
1. Carpenters	₹ 2520-31-2706-36- 2922-41-3168-47-3450- 54-3774-61-4140-69-4554
2. Masons	
3. Blacksmiths	
4. Midwives	
5. Teachers in Schools in Plantations which are not recognized and which do not receive any grant from the Department of Education	
6. Balasevikas and those doing other similar works	
7. Medical Orderlies	
8. Ward boys and Ward girls	
9. Plumbers	
10. Pump Operators at least some maintenance work	
11. Tappalman	
12. Estate Office peon	
13. Permanent Cook in Hospitals	
<b>(c) Creche Attendants</b>	₹ 2480-31-2666-36- 2882-41-3128-47-3410- 54-3734-61-4100-69-4514

## SCHEDULE II

## RUBBER PLANTATIONS

**1. Time Rated work**

*Minimum time Rated  
(Basic Wages)  
(₹)*

**(a) Field Workers :**

(i) Adults	..	167.63
(ii) Adolescents	..	125.72

The wage differential of the time rated tappers shall be ₹ 7.00 per day.



(b) Factory workers : ₹ 172.50

The term 'Factory' for this purpose means any place where manufacturing process is carried on irrespective of the number of workers employed.

2. (i) The classification of Rubber fields and standard output are shown below:

<i>Classification of fields</i>	<i>Standard output</i>
Class—I Annual yield below 170 Kg.	2 Kgs. per day
Class—II Annual yield from 171 Kg. to 270 Kg.	4 Kgs. per day
Class—III Annual yield from 271 Kg. to 400 Kg.	6.5 Kgs. per day
Class—IV Annual yield above 400 Kg.	8 Kgs. per day

- (ii) For the purpose of computation of annual yield, the yield obtained from normal tapping for 6 days per week will alone be taken into account.
- (iii) For the purpose of classification of fields, one hundred tapping trees will be reckoned as one acre.
3. The over kilo rate for latex in Class I, II, III will be ₹ 4.30 per kilogram and that for Class IV will be ₹ 6.10 per kg.
4. The over kilo rate for scrape will be ₹ 1.12 per Kg.
5. The guaranteed time rate shall be ₹ 100.80 (basic wages) per day.
6. Tappers in Rubber Plantations shall be paid piece rates at the following rates over and above the guaranteed time rates.

Class—I	₹ 33.525 per kg.
Class—II	₹ 16.763 per kg.
Class—III	₹ 10.315 per kg.
Class—IV	₹ 8.381 per kg.

## 7 (a) Supervisors and selected Special Categories

<i>Category</i>	<i>Scale of Pay</i>
1. Supervisors	₹ 5200-60-5560-65- 5950-71-6376-77-6838- 84-7342-90-7882-100-8482
2. Mechanics	
3. Electricians	
4. Wireman	
5. Laboratory Technicians	
6. Fitters	
7. Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine)	

## (b) Other Special Categories

1. Carpenters	₹ 5115-60-5475-65- 5865-71-6291-77- 6753-84-7257-90- 7797-100-8397
2. Masons	
3. Blacksmiths	
4. Midwives	
5. Teachers in Schools in Plantations which are not recognized and which do not receive any grant from the Department of Education	
6. Balasevikas and those doing other similar works	
7. Medical Orderlies	
8. Ward boys and Ward girls	
9. Plumbers	
10. Pump Operators at least some maintenance work	
11. Tappalman	
12. Estate Office peon	
13. Permanent Cook in Hospitals	

## (c) Creche Attendants

₹ 5030-60-5390-65-  
5780-71-6206-77-  
6668-84-7172-90-  
7712-100-8312

SCHEDULE III  
COFFEE PLANTATIONS

1. For Time Rated work	<i>Minimum time Rates (Basic Wages) (₹)</i>
(i) Adult	.. 82.63
(ii) Adolescents	.. 61.97

In addition to the above basic wages of ₹ 82.63 a further sum of ₹ 5 per day will be paid as special allowance in pure coffee Plantations alone. The ₹ 5 will not have any other fringe benefits.

2. For piece Rated Workers: 110 paise per Kilo of Coffee picked over and above 50 kilo per day.

(a) Supervisors and selected Special Categories

<i>Category</i>	<i>Scale of Pay</i>
1. Supervisors	₹ 2560-31-2746-36- 2962 41-3208-47-3490-54 3814-61- 4180-69- 4594
2. Mechanics	
3. Electricians	
4. Wireman	
5. Laboratory Technicians	
6. Fitters	
7. Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine)	

(b) Other Special Categories

1. Carpenters	₹ 2520-31-2706-36-2922- 41-3168-47-3450-54- 3774-61-4140-69-4554
2. Masons	
3. Blacksmiths	
4. Midwives	
5. Teachers in Schools in Plantations which are not recognized and which do not receive any grant from the Department of Education	



<i>Category</i>	<i>Scale of Pay</i>
6. Balasevikas and those doing other similar works	₹ 2520-31-2706-36-2922-41-3168-47-3450-54-3774-61-4140-69-4554
7. Medical Orderlies	
8. Ward boys and Ward girls	
9. Plumbers	
10. Pump Operators doing at least some maintenance work	
11. Tappalman	
12. Estate Office peon	
13. Permanent Cook in Hospital	
(c) Creche Attendants ..	₹ 2480-31-2666-36-2882-41-3128-47-3410-54-3734-61-4100-69-4514

## SCHEDULE IV

## CARDAMOM PLANTATIONS

1. For Time Rated work	<i>Minimum time Rates (Basic Wages)</i>	
(i) Adult	₹ 117.63	₹ 82.63
(ii) Adolescents	₹ 88.22	₹ 61.97

(The higher rates are applicable to pure Cardamom Plantations other than mixed crop estates)

(a) Supervisors and selected Special Categories (For pure Cardamom estates only)

<i>Category</i>	<i>Scale of Pay</i>
1. Supervisors	₹ 3650-46-3926-51-4232-57-4574-63-4952-70-5372-77-5834-85-6344
2. Mechanics	
3. Electricians	
4. Wireman	
5. Laboratory Technicians	
6. Fitters	
7. Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine)	



**(b) Other Special Categories**

1. Carpenters
2. Masons
3. Blacksmiths
4. Midwives
5. Teachers in Schools in Plantations which are not recognized and which do not receive any grant from the Department of Education
6. Balasevikas and those doing other similar works
7. Medical Orderlies
8. Ward boys and Ward girls
9. Plumbers
10. Pump Operators doing at least some maintenance work
11. Tappalman
12. Estate Office peon
13. Permanent Cook in Hospital

₹ 3590-46-3866-51-  
4172-57- 4514-63-4892-  
70-5312-77-5774-85-6284

**(c) Creche Attendants**

₹ 3530-46-3806-51-4112-57-  
4454-63-4832-70-5252-77-  
5714-85-6224

For mixed crop estates the scale of pay for monthly rated category of workers will be same as mentioned in schedule I and III Tea, coffee respectively.

## GENERAL (APPLICABLE TO ALL CROPS)

**1. Fitment :**

(Applicable to Supervisors and selected special Categories, other special Categories and attendants in all crops)

₹ 1040 in respect of supervisors and selected categories and ₹ 1025 in respect of other special categories and creche attendants to be added. On the basic salary in the pre-revision scale on the respective days of operation in Tea, Coffee, and Cardamom plantations (Pure) and ₹ 2545 and ₹ 2500 respectively in respect of rubber plantations and ₹ 1800 and ₹ 1730 respective in respect of Pure Plantations and pay in the Revised Scale of pay will be fixed in the nearest higher incremental step. (Tea as on 15th November, 2011, Cardamom and Rubber as on 1st October 2011).

The job deferential of ₹ 3.25 per day will be eligible to the following categories of workers :

1. Pruners
2. Spraying Workers including mixing Workers
3. Tinkers
4. Telephone Operators
5. Dressers
6. Painters
7. Cooks
8. Sweepers
9. Tappalmen
10. Peons
11. Factory/Field/Gate Watchmen
12. Greasers
13. Cleaners
14. Porters
15. Foresters
16. Tea Chest makers
17. Vehicle Attenders
18. Workers employed in smoke house for drying and processing cardamom on days which they are actually employed for such work.



19. Workers employed in actual regulation of shade in Cardamom Plantations on days on which they are employed in such work. Pruners will be paid a job differential of 38 paise per day on all working days through out the year (Tappalmen, Permanent cooks of Hospitals and Estate office peons who at present in receipt of job differential will be on daily rate until completion of one year of service and are eligible for the differential as above during the one year period).

## II Service Weightage

### 1. Daily rated workers

- (i) Below 5 years—Nil
- (ii) Above 5 years and up to 10 years—60 paise
- (iii) Above 10 years and up to 15 years—90 paise
- (iv) Above 15 years and up to 20 years—120 paise
- (v) Above 20 years—150 paise

### 2. Monthly rated workers

- (i) Below 5 years—Nil
- (ii) Above 5 years and up to 10 years—One Additional increment
- (iii) Above 10 years and up to 15 years—Two Additional increment
- (iv) Above 15 years and up to 20 years—Three Additional increment
- (v) Above 20 years—Four Additional increment.

## III Dearness Allowances

The basic wages mentioned above are equated to 400 of the new Consumer Price Index Number (base 1970-100) published for Ernakulam Centre. The Workers shall be eligible for Dearness Allowances for the increase in the average Consumer Price Index Number of the Ernakulam centre for the penultimate 3 months above 400.

The Wage is including ₹ 6.06 of the previous Dearness Allowances (in Tea). The rate of Dearness Allowances shall continue as follows:

- (i) For Adults—₹ 0.065 per point per day.
- (ii) For Adolescents—₹ 0.0515 per point per day.

The supervisors and special categories of employees will be paid D.A. at the rate of ₹ 1.95 for increase over 400 points in the Consumer Price Index Number published for Ernakulam Centre for the previous 3 months. The above D.A. is subject to adjustments on 1st January, 1st April, 1st July and 1st October of every year on the basis of the average Consumer Price Index Number published for Ernakulam Centre for the previous three months beginning 1st July, 1st October, 1st January and 1st April respectively.

#### **Full Employment**

The minimum rates of wages notified above are based on the assumption that employers in Tea and Rubber Plantation will provide work for their Workers throughout the year, failing which the workers shall be given their minimum wages for the days on which they are involuntarily unemployed. But the obligation of the employers is only to offer some kind of work connected with the plantations and worker who refuses to accept that work will automatically forfeit his claim to the wages also. If the employees in any establishment are in receipt of wages higher than the rates said above, they shall continue to receive such higher wages.

By order of the Governor,

TOM JOSE,

*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 revise the existing minimum rates of wages of employees in Tea, Rubber, Coffee and Cardamom Plantations in the State of Kerala as per section 5(1) (b) of the Minimum Wages Act, 1948 after considering the objections and suggestions received on the Preliminary Notification and in consultation with the Minimum Wages Advisory Board. Government have now decided to revise in minimum wages in this industry.

This notification is intended to achieve the above object.



