

GOVERNMENT OF PUDUCHERRY

Abstract

LABOUR – Acts & Rules - Minimum Wages Act, 1948 – Revision of Minimum rates of wages to the workers employed as Security Guards in the Union territory of Puducherry – Final Notification - Issued.

LABOUR DEPARTMENT

G.O. Ms No. 3 /Lab/AIL/G/2015

Puducherry, the 24 FEB 2015

READ: I.D.No.11699-3/Lab/AIL/G/05, dated 18.11.2014 of the Labour Department, Government of Puducherry.

ORDER:

The following Notification shall be published in the next issue of the Extra Ordinary Official Gazette of Puducherry:-

NOTIFICATION

WHEREAS the proposal for revision of minimum rates of wages payable to the workers in the field of Employment as Security Guards in the Union territory of Puducherry was published, as required under clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act No. 11 of 1948) in the Labour Department's Notification issued under G.O.Ms.No.18/AIL/Lab/G/2012, dated 5th December, 2012 and published in the Official Gazette No.51, dated 18th December, 2012, inviting objections and suggestions from all the persons likely to be affected thereby within sixty days from the date of publication of the said notification in the Official Gazette of Puducherry;

AND WHEREAS, the said Gazette Notification was notified for information of the general public on 18th December, 2012;

AND WHEREAS, pursuant to the said notification no objections or suggestions have been received within the above said stipulated time limit;

AND WHEREAS, the present proposal involves revision of minimum rates of wages in the field of Employment in Security Guards in the Union territory of Puducherry, the issue was placed before the Minimum Wages Advisory Board meeting for consultation;

AND WHEREAS, it was unanimously decided to revise the minimum rates of wages notified in all the preliminary notifications based on the existing Consumer Price Index and accordingly, the Government have decided to revise the minimum rates of wages for various classes of workers engaged in the employment of Security Guards in the Union territory of Puducherry;

NOW, THEREFORE, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 and sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act No.11 of 1948), the Lieutenant-Governor, Puducherry, is hereby pleased to approve and revise the minimum rates of wages payable to each category of employees employed in Security Guards in the Union territory of Puducherry as specified in the schedule :-

SCHEDULE

Classes of employees	Minimum rate of wages (8 Hours per day)	Amount of DA Rs. 1278 - 475 = 803 X 4.90 = 3935 (per month)	Total wages payable including DA
(1) Manager	Rs.4,189	Rs. 3935.00	Rs.8,124/-
(2) Assistant Manager	Rs.3,959	Rs. 3935.00	Rs.7,894/-
(3) Supervisor	Rs.3,154	Rs. 3935.00	Rs.7,089/-
(4) Helper	Rs.2,694	Rs. 3935.00	Rs.6,629/-
(5) Senior Security Inspector /Security Officer	Rs.3,959	Rs. 3935.00	Rs.7,894/-
(6) Corporal /Seargant /Assistant Security Officer	Rs.3,499	Rs. 3935.00	Rs.7,434/-
(7) Chief Watchman /Senior Watchman	Rs.3,039	Rs.3935.00	Rs.6,974/-
(8) Security Guard (Male /Female)	Rs.2,464	Rs.3935.00	Rs.6,399/-

NOTE:

Dearness Allowance :- In addition to the minimum wages fixed above, the employees shall be paid Dearness Allowance as indicated below :-

- (1) The Dearness Allowance is linked to the average Puducherry Consumer Price Index Number for the year 2000 i.e. 475 points (1982=100) and for every raise of one point over and above 475 points, an increase of Rs. 4.90 (Rupees Four and Ninety Paise only) per month shall be as Dearness Allowance.
- (2) The Dearness Allowance shall be calculated every year on the 1st April on the basis of the average of the indices for the preceding 12 months namely from January to December.
- (3) The first calculation shall thus be effective from the date of publication of the notification in the Puducherry Government Gazette based on the Puducherry Consumer Price Index Number for the previous year.
- (4) Where the nature of work is the same, no distinction in the payment of wages shall be made in the case of men and women employees.
- (5) To arrive at the daily wages, the monthly wages shall be divided by 26.
- (6) To arrive at monthly wages, the daily wages shall be multiplied by 30.
- (7) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

// BY ORDER OF THE LIEUTENANT-GOVERNOR //

(Signature)
22/2/2015
(GIDDI BALARAM)

UNDER SECRETARY TO GOVERNMENT
(LABOUR)

To

The Director of Stationery & Printing, - With a request to publish the said notification in the next issue of Extraordinary Gazette and supply 100 copies thereof to this Department for reference & record.

Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Joint Chief Inspector of Factories, Puducherry.
3. The Labour Officer (Enforcement), Puducherry
4. The Labour Officer (Conciliation), Puducherry.
5. The Labour Officer, Karaikal.
6. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
7. C.O. Copy. & Spare.

✓ 9. The Web Master, Labour Department, Puducherry