

GOVERNMENT OF PUDUCHERRY

Abstract

LABOUR – Acts & Rules - Minimum Wages Act, 1948 – Revision of Minimum rates of wages to the employees employed in Hotels and Restaurants in the Union territory of Puducherry- Final Notification- Issued.

LABOUR DEPARTMENT

G.O.Ms.No. 13 /Lab/AIL/G/2015

9 OCT 2015  
Puducherry, the

READ: I.D.No.8139/AIL/Lab/G/2005, dated 14.8.2015 of the Labour Department, Puducherry.

ORDER:

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

NOTIFICATION

WHEREAS, the proposal to revise the minimum rates of wages payable to the employees employed in Hotels and Restaurants in the Union territory of Puducherry was hereby 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 vide G.O.Ms.No. 11/AIL/Lab/G/2013, dated 14<sup>th</sup> March, 2013 and published in the Official Gazette No.13, dated 26<sup>th</sup> March, 2013, inviting objections and suggestions from all persons likely to be affected thereby within sixty days from the date of publication of the said notification in the Official Gazette of Government of Puducherry;

2. AND WHEREAS, the said Gazette Notification was notified for information of the general public on 26<sup>th</sup> March, 2013;

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

4. AND WHEREAS, the present proposal for the revision of minimum rates of wages in the field of Employment in Hotels and Restaurants in the Union territory of Puducherry, the issue was placed before the Minimum Wages Advisory Board in the meeting held on 11.8.2014;

5. AND WHEREAS, in the said meeting, it was unanimously decided to revise the minimum rates of wages notified in all the preliminary notifications based on the then existing Puducherry Consumer Price Index and therefore, the Government have decided to revise the minimum rates of wages for various classes of workers engaged in the Employment of Hotels and Restaurants in the Union territory of Puducherry;

6. NOW, THEREFORE, in exercise of the powers conferred by clause (b) 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 11 of 1948), the Lieutenant-Governor, Puducherry, is pleased to revise the minimum rates of wages payable to each category of employees engaged in the Employment in Hotels and Restaurants of the Union territory of Puducherry as specified in column (2) of the schedule annexed hereto at the rates and for such hours of work per day as specified against each in column (3) of the said schedule :-

EMPLOYMENT IN HOTELS AND RESTAURANTS

THE SCHEDULE

Sl.No. (1)	Classes of employees (2)	Minimum rates of wages per month (8 hours per day) (3)
1	Grade – I	Rs. 8494/-
2	Grade – II	Rs. 8425/-
3	Grade – III	Rs. 8386/-
4	Grade – IV	Rs. 8341/-
5	Grade – V	Rs. 8325/-

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The Grades I, II, III, IV and V shall comprise of the following categories of employees, namely:-

**GRADE-I**

Sl. No.	Classes of employees	Minimum rates of wages per month (8 Hrs. per day)
(1)	(2)	(3)
(1)	Head Cook	Rs.8494/-
(2)	Head Baker	
(3)	Sweet and savory Maker	
(4)	Biryani Master	
(5)	Receptionist	
(6)	Supervisor	
(7)	Clerk (including Bill Writer)	
(8)	Steno-Typist	
(9)	Typist	
(10)	Telephone Operator	
(11)	Cashier	
(12)	Assistant Manager	
(13)	Accountant	
(14)	Purchase Officer	

**GRADE - II**

(1)	Assistant Cook	Rs. 8425/-
(2)	Baker	
(3)	Steward	
(4)	Barman	
(5)	Head House Keeper	
(6)	Pantry- in- charge	

**GRADE -III**

(1)	Assistant Cook (Chinna Aduppu)	Rs. 8386/-
(2)	Dosai Maker	
(3)	Idly Maker	
(4)	Ice Cream, Coffee, Tea and Milk Preparer	
(5)	Porotta and Rotti Maker	
(6)	Head Waiter	
(7)	Grinder	
(8)	Driver	
(9)	Electrician	
(10)	Air-Condition Mechanic	
(11)	Plumber	
(12)	Carpenter	
(13)	Tailor	
(14)	Watchman And Security Guard	

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**GRADE – IV**

(1)	Supplier	} Rs. 8341/-
(2)	Room Server	
(3)	Waiter	
(4)	Bearer	
(5)	Store Assistant	
(6)	Vegetable Cutter	
(7)	Coffee Fryer and Grinder	
(8)	Pantry man	
(9)	Mikkals	
(10)	Kitchen Assistant	
(11)	Stall Server	

**GRADE – V**

(1)	Cleaner or all categories (Such as vessel cleaners, Plate Washers and Table cleaners)	} Rs. 8325/-
(2)	Room Attendant	
(3)	Luggage Carriers	
(4)	Lasker	
(5)	Masalchi	
(6)	Gardener	
(7)	Chambermaid	
(8)	Water Carrier	
(9)	Office Boy	
(10)	Page Boy	
(11)	Lift Operator	

**Explanations:**

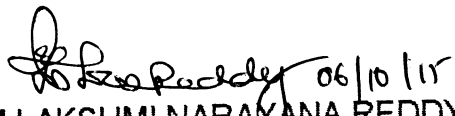
(1) **Dearness Allowance** :- In addition to the minimum wages fixed above, the employees shall be paid dearness allowance as follows :-

- (i) The dearness allowance is linked to the Puducherry City Consumer Price Index for the month of July, 2014 i.e. 262 points (with base year 2001=100) and for every raise of one point over and above 262 points an increase of Rs.7.15 (Rupees Seven and fifteen paise only) per point per month shall be paid as dearness allowance.
- (ii) The revision of dearness allowance shall be calculated every year on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceding 12 months, namely from January to December.
- (iii) The first calculation shall be effective from the date of publication of this notification in the Gazette of Government of Puducherry based on the average Puducherry Consumer Price Index Number of the previous year.

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2. 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 workers.
3. To arrive at the daily wages, the monthly wages shall be divided by 26.
4. Wherever the existing wages are higher than the minimum wages fixed herein, the higher wages shall be continued to be paid.

// BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
(YASAM LAKSHMI NARAYANA REDDY)  
ADDITIONAL SECRETARY TO GOVERNMENT  
(LABOUR)

To

The Director of Stationery & Printing,  
Puducherry.

Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Inspector of Factories, Puducherry/Karaikal.
3. The Labour Officer (Enforcement), Puducherry
4. The Labour Officer, Karaikal.
5. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
- ✓ 6. The Web Master, Labour Department, Puducherry.
7. G.O. Copy / Spare.