



# TAMIL NADU GOVERNMENT GAZETTE

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## Part III—Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,  
issued by Secretariat Departments.

### NOTIFICATIONS BY GOVERNMENT

### CONTENTS

*Pages.*

#### LABOUR AND EMPLOYMENT DEPARTMENT

Draft Amendments to the Tamil Nadu Plantations Labour Rules 1955. .. 1-7

## NOTIFICATIONS BY GOVERNMENT

### LABOUR AND EMPLOYMENT DEPARTMENT

#### ***Draft Amendments to the Tamil Nadu Plantations Labour Rules 1955***

*[G.O. Ms No. 147, Labour and Employment (K2), 4th December 2014, Jaya, Karthigai 18, Thiruvalluvar Aandu-2045.]*

No. SRO A-1/2015.

The following draft of amendments to the Tamil Nadu Plantations Labour Rules, 1955, which is proposed to make, in exercise of the powers conferred by sub-section (1) of section 43 read with sub-section(2) of Section 18A and section 18B of the Plantations Labour Act, 1951 (Central Act 69 of 1951).

2. Notice is hereby given that the said draft amendments will be taken into consideration on or after the expiry of a period of six weeks from the date of publication of this Notification in the *Tamil Nadu Government Gazette*. Any objection or suggestion which may be received from any person with respect thereto, before the aforesaid period will be considered by the Government of Tamil Nadu. Objection or suggestion, if any, should be addressed to the Principal Secretary to Government, Labour and Employment Department, Chennai-600 009 through the Commissioner of Labour, Chennai-600 006 in duplicate.

#### DRAFT AMENDMENTS

In the said Rules, after CHAPTER VIII, the following chapter shall be added, namely:-

#### **CHAPTER IX PROVISIONS AS TO SAFETY**

**91. Transport and Storage of insecticides within the plantation.-** (1) No insecticides, chemicals and toxic substances shall be transported or stored in such a way as to come into direct contact with food stuffs or animal feeds or drinking water.

(2) If any insecticides, chemicals and toxic substances are found to be leaked out in transport or storage, it shall be the responsibility of the employer to take such measures urgently to prevent poisoning and pollution of soil or water, if any.

(3) The packages containing insecticides, chemicals and toxic substances shall be stored in separate rooms or premises away from the rooms or premises used for storing such articles or shall be kept in separate almirahs under lock and key depending upon the quantity and nature of the insecticides.

(4) The rooms or premises meant for storing insecticides, chemical and toxic substances shall be well built, dry, well lit, and ventilated with sufficient dimension.

**92.Restriction on employment of women and adolescent worker in handling insecticides, chemicals and toxic substances.-** No women worker or adolescent worker shall be permitted to be engaged in handling or storage or transport of insecticides, chemicals and toxic substances.

**93.Appointment and Qualification of Supervisors.-** The use, handling, storage and transportation of insecticides, chemicals and toxic substances shall be supervised by a competent person who should possess the following qualification:-

(i) He should be a graduate in Agriculture or in Science;

(ii) He should be given training from a designated Training Institute; and

(iii) He should also possess valid certificate from St. Johns Ambulance Institute for giving First Aid treatment to workers.

**94. Training.-** (1) The persons involved in handling insecticides, chemicals, and toxic substances shall be arranged for suitable training in observing safety precautions and handling safety equipments provided to them in the Institutes notified by the State Government from time to time.

(2) All the workers who apply, handle, transport or come into contact with agrochemicals or other chemical substances must be trained in at least in the following subjects :-

(i) General occupational health;

(ii) Formulations, names, and the biocide action, in the case of pesticides, of the substances used;

(iii) Correct use of personal protective clothing and equipment;

(iv) Preventive measures and measures for reducing damage to health and the environment, caused by the chemical substances, equipment, techniques, signage, medical examination etc.,

- (v) Emergency procedures, First Aid and medical attention for cases involving poisoning or undue contact with chemical substances;
- (vi) Techniques for handling chemical substances and for the correct application of agrochemicals;
- (vii) Secure handling and transportation of agrochemicals for drivers; and
- (viii) Other necessary training suitable for the plantation.

**95. Medical Examination to the workers.-** (1) Every worker who is engaged in the work of handling, dealing, or spraying or mixing insecticides, chemical and toxic substances shall be medically examined initially at the time of employment and thereafter once in six months in Group Hospital or Garden Hospital or any other hospital notified in this regard.

(2) The medical examination and tests shall be registered in Form 27.

(3) Any person showing symptoms of poisoning shall be immediately examined and given proper treatment

**96. Maintenance of Health Record.-** Every employer shall maintain health record of every worker such as bi-annual Medical Examination or any other examination when required, shall be kept in plantation and every such worker shall have access to such record.

**97. Washing, Bathing and Cloak Room Facilities.-** (1) Every employer shall provide washing, bathing and cloak room facilities to the workmen, who are employed in handling insecticides, chemicals and toxic substances.

(2) Protective clothing and equipment.- (a) Persons handling insecticides, chemicals and toxic substances during its operation, distribution, mixing, spraying shall be adequately protected with appropriate clothing.

(b) The protective clothing shall be made of materials which prevent or resist the penetration of any form of insecticide, chemical and toxic formulations. The materials shall also be washable so that the toxic elements may be removed after each use.

(c) A complete suit of protective clothing shall consist of the following dresses, namely:-

- (i) Protective outer garment with hat.
- (ii) Rubber gloves or such other protective gloves extending of way upto the fore arm made of materials impermeable to liquids.
- (iii) Dust proof goggles.
- (iv) Boots.
- (v) Reusable cloth masks.

**98. List of Insecticides, Chemicals and Toxic Substances.-** Every employer shall display in plantations the list of insecticides, chemicals and toxic substances as notified by the Central Government from time to time. under the Insecticides Act, 1968(Central Act 46 of 1968).

**99.-Precautionary notices.-** Every employer in the plantations shall display the following precautionary notices at or near the place where the insecticides, chemicals and toxic substances are handled: -

- (i) Use protective clothing's like overalls, gloves, goggles, rubber gum-boots and wide-rimmed hats.
- (ii) Do not wear clothes contaminated with insecticides and pesticides.
- (iii) Clean the protective clothing by washing with soap and water.
- (iv) Do not allow children, sick persons and pregnant women and nursing mothers to handle insecticides and pesticides.
- (v) Do not eat, drink, smoke or chew while handling insecticides and pesticides.
- (vi) Never blowout clogged nozzles with mouth.
- (vii) Do not use leaking sprayers. Avoid contamination of the skin, mouth and eyes.
- (viii) Do not inhale the insecticides unattended in the fields.
- (ix) Never spray insecticides and pesticides against the wind.
- (x) Do not leave insecticides and pesticides unattended in the fields.
- (xi) Do not allow humans and livestock to enter the insecticides and pesticides sprayed fields for a period of time, suggested by the manufacturers.

- (xii) Do not wash insecticides and pesticides containers near a well or running stream.
- (xiii) Keep clean water, soaps and towels ready for use.
- (xiv) Wash hands and exposed skin thoroughly with soap and water before eating, drinking, smoking or, chewing  
and after work.
- (xv) Keep the insecticides and pesticides locked in store room and out of reach of children and other unauthorized persons.
- (xvi) Do not enter sprayed field. Follow the re-entry periods for all insecticides and pesticides including herbicides, suggested by the manufacturers.
- (xvii) Keep insecticides and pesticides in their original, labeled containers.
- (xviii) Do not decant insecticides and pesticides into unlabeled containers except for immediate use.
- (xix) Dispose the containers safely after thoroughly emptying and washing. They may be buried in a place away from water source.
- (xx) Never reuse the container for any other purposes if it is impossible to remove the traces of insecticides and pesticides from the containers.

(2) after FORM No.26, the following Form shall be added, namely:-

**FORM No. 27**

*(Prescribed under sub-rule(2) of Rule 95)*

REGISTER OF PERSONS ENGAGED IN CONNECTION WITH INSECTICIDES, CHEMICALS AND TOXIC SUBSTANCES, AND THEIR PERIODICAL MEDICAL EXAMINATION FOR THE YEAR. ...

Sl. No.

Name:

Age:

Father's / Husband's Name:

Full Address:

Sex: Male/Female:

Identification Marks:

Date of Appointment:

Designation:

**PAST HISTORY:**

Illness	Poisoning	Allergy	Exposure to Pesticides	No.of years/ Seasons	Remarks if any
1	2	3	4	5	6

**FAMILY HISTORY:**

Allergy	Psychological Disorders	Heamorrhagic Disorder
1	2	3

**PERSONAL HISTORY:**

Smoking	Alcohol	Other addiction
1	2	3

**OBSERVATIONS**

Medical Examination	Pre-Employment Examination	End of Year	Remarks
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**I. General Examination.-**

- General Body limit:
- Weight and Height:
- Blood Pressure:
- Respiration:
- Anaemia:
- Dadema:
- Jaundice:
- Skin Condition:
- Temperature:
- Fatigablity :
- Sweating:
- Sleep:
- Urination:

**II. Gastro - Intestinal.-**

- Nausea:
- Vomiting:
- Appetite:
- Taste:
- Pain in abdomen:
- Bowel movement:
- Liver:
- Spleen:

**III. Cardio-Respiratory.-**

Nasal discharge:  
Wheeze:  
Cough:  
Expectoration:  
Tightness of chest:  
Dyspnoea:  
Palpitation:  
Heart:  
Cyanosis:  
Tachycardia:

**IV. Neuro-Muscular.-**

Headache:  
Dizziness:  
Irritability:  
Pulse:  
Twitchings:  
Tremors:  
Convulsion:  
Paresthesia:  
Hallucination:  
Unconsciousness:  
Deep reflexes:  
Superficial reflexes:  
Coordination:

**V. Eye.-**

Pupil:  
Lachrymation:  
Double vision:  
Clumped vision:

**VI. Psychological.-**

Temperament:  
Judgment:  
Nervousness:

**VII. Kidney.-**

Kidney condition:

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**VIII. Investigation.-**

Blood HB%:

Blood DC:

Serum Cholinesterage:

Serum Bilirubin:

Urine Routine examination:

Urine Microscopic:

X ray of Chest:

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Advice given to

1. The patient
  2. The employer
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Steps taken by the employer as per doctor's advice

1. Patient
  2. Employer
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M. VEERA SHANMUGHA MONI,  
*Secretary to Government.*