



TAMIL NADU GOVERNMENT GAZETTE

PUBLISHED BY AUTHORITY

No. 12]

CHENNAI, WEDNESDAY, MARCH 23, 2016
Panguni 10, Manmadha, Thiruvalluvar Aandu – 2047

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. .. 16-20

NOTIFICATIONS BY GOVERNMENT

LABOUR AND EMPLOYMENT DEPARTMENT

Draft Amendments to the Tamil Nadu Plantations Labour Rules, 1955.

[G.O. Ms. No. 54, Labour and Employment (K2), 25th February 2016, மாசி 13, மன்மத, திருவள்ளூர் ஆண்டு-2047.]

No. SRO A-6/2016.—The following draft of amendments to the Tamil Nadu Plantations Labour Rules, 1955 which it is proposed to make in exercise of the powers conferred by sub-section (1) of Section 43 of the Plantations Labour Act, 1951 (Central Act 69 of 1951), is hereby published for general information of all persons likely to be affected thereby as required by proviso to sub-section (1) of Section 43 of the said Act.

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

DRAFT AMENDMENTS

In the said rules:-

(1) in rule 83 in sub-rule (1) for the expression "an annual return in duplicate in Form No. 16" the expression "a combined annual return in Form No. 27" shall be substituted;

(2) in rule 83, in sub-rule (2) shall be omitted;

(3) The FORM No. 16 to Form No. 21 shall be omitted;

(4) After FORM No. 26 the following FORM shall be added, namely:-

FORM No. 27

[Prescribed under sub-rule (1) of Rule 83]

Combined annual return for the year ending the 31st December 20

1. Name of the Plantation:

2. Full Postal Address of the Plantation with Fax No. and E-mail:

3. Nature of Plantation:

4. Area of Plantation:

5. Registration No:

6. Name of the Employer with Mobile No. and E-mail:

7. Name and address of the Manager / Authorised Person with Mobile No. and E-mail:

8. Number of employees Employed during the year:	Men	Women	Adolescent	Total
--	-----	-------	------------	-------

9. Average Number of Employees employed daily:	Men	Women	Adolescent	Total
--	-----	-------	------------	-------

10. Weekly Holiday:
11. Number of days worked
During the year:
12. Normal hours worked per week:
13. Rest Interval given:
14. Total Amount of salary / wages
Paid including allowances:
15. Number of employees whose employment is ceased / suspended:—
- (i) Number of employees
discharged / dismissed /
terminated / resigned/retired /
expired during the year:
- (ii) Amount of compensation paid:
- (iii) Number of employees
suspended during the year:
- (iv) Amount of subsistence
allowance paid:

16 Wages:-

- (i) Total wages paid including
deductions,—
- (a) Basic wage:
- (b) Dearness Allowance:
- (c) Overtime Wage:
- (d) Non-profit sharing bonus:
- (e) Other allowances in cash:
- (f) Arrears of pay in respect of
previous year paid during the year:
- (ii) Number of persons whose
wages does not exceed
Rs.18000/-* per month
(*subject to change as and
when the Government of India Notifies)
- Men:
- Women:
- Young Person:
- (iii) Particulars of Deductions made from wages,—

Deductions as	Number of Employees involved	Total Amount of Deductions Made
(a) Fines		
(b) Damages / Loss		
(c) Breach of Contract		
(d) Others		
Total		

- (iv) Wage Period:
- (v) Total wages paid in cash:
- (vi) Total cash value of the wages
paid in kind:

(vii) Disbursement from Fines	Purpose	Amount
(a) (b) (c)		
(viii) Balance of fine in hand at the end of the year.		
(ix) Details of remittances of fines Collected towards Tamil Nadu Labour Welfare Fund:-		
(a) Mode of Payment: (b) Amount:		
17. Leave:-		
(i) Number of employees eligible for earned leave:		
(ii) Number of employees availed / granted earned leave:		
(iii) Number of employees paid wages / salary in lieu of earned leave:		
18. Welfare Measures provided:-		
(i) Whether canteen is run as per Section 11 of the Plantation Labour Act, 1951:		
(a) Whether providing cooked food and refreshment etc:		
(b) Whether providing cooked food alone:		
(c) Whether providing refreshment alone:		
(d) Whether sold below cost price. If so, state the items provided below the cost price.		
(ii) Whether Creche is provided as per Section 12 of the Plantation Labour Act, 1951:		
Number of children admitted:		
Facilities provided in creche:-		
(a) Milk (b) Food (c) Clothes (d) Toys (e) Medical aid (f) others		
Strength of Staff employed in each creche:-		
(a) Trained ayah (b) Sweepers		
19. Sickness Benefits:-		
(i) Number of persons who applied for sickness benefit:		
(ii) Number of cases in which the claim was rejected and the reason there for:		

(iii) Number of persons who were granted sickness benefit and the total amount paid:

20. Maternity Benefits:-

(i) Benefits for	Number of Employees received the Benefits	Total amount paid
(a) Miscarriage		
(b) Confinement		
(c) Illness		
(d) Medical Bonus		
(e) Total		
(ii) Number of women who gave notice under section 6 of the Maternity Benefit Act, 1961:		
(iii) Number of women who were granted permission to absent on receipt of notice of confinement:		
(iv) Cases in which payment was made to persons other than the woman concerned:	Number:	
	Amount Paid:	
(v) Cases in which payment was made on the order of the Appellate Authority or Inspector:	Number:	
	Amount Paid:	
(vi) Claims for maternity benefit rejected:	Number:	
	Amount not Paid:	
(vii) Claims for medical bonus rejected:	Number:	
	Amount not Paid:	
(viii) Cases in which leave for miscarriage was applied for but was rejected:	Number:	
	Amount not Paid:	
(ix) Cases in which additional leave for illness under section 10 was applied for but was rejected:	Number:	
	Amount not Paid:	
(x) Women deprived of maternity benefit and / or medical bonus under proviso to sub-section (2) of section 12 of the Maternity Benefit Act, 1961:	Number:	
	Amount not Paid:	
(xi) Number of cases where prenatal confinement and post-natal care was provided by the management free of charge under section 8 of the Maternity Benefit Act, 1961:		

21. Bonus:-

- (i) Number of employees benefited by bonus payments:
- (ii) Percentage of Bonus declared:
- (iii) Total amount of Bonus paid:
- (iv) Date of Payment:

22. Conferment of Permanent Status:-

- (i) Number of non-permanent workmen who have completed 480 days of continuous service:
- (ii) Number of workmen made permanent during the period:
- (iii) Number of workmen yet to be made permanent during the period:
- (iv) Reasons for delay:

23. Contract Labour:-

- (i) Name and addresses of the Contractors:
- (ii) Period of Contract:
- (iii) Nature of work / operations on which contract labour was employed:
- (iv) Maximum Number of workers employed by each contractor:
- (v) Number of days worked:
- (vi) Number of Mandays worked:

24. Inter-State Migrant Workmen:-

- (i) Name and addresses of the Contractors in Home State:
- (ii) Name of the Principal Employer in Host State (Tamil Nadu):
- (iii) Period of Contract:
- (iv) Nature of work / operations on which migrant labour was employed:
- (v) Maximum Number of migrant workmen employed by each contractor:
- (vi) Number of days worked:
- (vii) Number of Mandays worked:
- (viii) Amount of displacement allowance paid:
- (ix) Amount of outward and return Journey allowance paid:
- (x) Amount of wages for outward and return journeys paid:

Date:

Signature of Employer.

Place:

KUMAR JAYANT,
Principal Secretary to Government.