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NOTIFICATIONS BY GOVERNMENT

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NOTIFICATIONS BY GOVERNMENT

LABOUR AND EMPLOYMENT DEPARTMENT

Draft Amendments to the Tamil Nadu Beedi and Cigar Workers (Conditions of Employment) Rules.

[G.O. Ms. No. 205, Labour and Employment (K2), 14th December 2015.]

No. SRO A-2/2016.—The following draft of amendments to the Tamil Nadu Beedi and Cigar Workers [Conditions of Employment] Rules, 1968 which it is proposed to make in exercise of the powers conferred by sub-sections (1) and (2) of Section 44 of the Beedi and Cigar Workers [Conditions of Employment] Act, 1966 (Central Act 32 of 1966), is hereby published for general information of all persons likely to be affected thereby as required by sub-section (3) of the said Section 44 of the said Act.

2. Notice is hereby given that the draft amendments will be taken into consideration on or after the expiry of three months 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 of Tamil Nadu. Objections and suggestions, if any, should be addressed to the 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 35, in sub-rule (ii), for the expression “an annual return”, the expression “a combined annual return” shall be substituted;

(2) for FORM No.XII, the following FORM, shall be substituted, namely:—

FORM No. XII

(See sub-rule (ii) of rule 35)

Combined annual return for the year ending the 31st March 20.....

1. Name of the Industrial Premises :
2. Full Postal Address of the Industrial Premises with
Phone No., Fax No. and E-mail :
3. Licence No. :
4. Validity of the Licence :
5. Name of the Employer with Mobile No. and E-mail :
6. Name and address of the Manager /
Authorised Person with Mobile No. and E-mail :
7. Average Number of employees employed daily in the industrial premises,-
 - (a) Men :
 - (b) Women :

(c) Young Person :

(i) Male :

(ii) Female :

Total

8. Average number of home workers employed monthly in the industrial premises :
9. Weekly Holiday :
10. Number of days worked during the year in the industrial premises :
11. Daily hours of work and spread over :
12. Normal hours worked per week :
13. Total Amount of salary / wages paid including Over Time wages and allowances :
14. No. 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 :
15. 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) Details of money value concession :

(iv) Particulars of Deductions made from wages,-

<i>Deductions as</i>	<i>Number of Employees Involved</i>	<i>Total Amount of Deductions Made</i>
(a) Fines		
(b) Damages / Loss		
(c) Breach of Contract		
(d) Others		
Total		
(v) Wage Period	:	
(vi) Total Wages paid in Cash	:	
(vii) Total cash value of the wages paid in kind	:	
(viii) 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	:	

16. Leave:—

(i) Number of employees eligible for earned leave	
(ii) Number of employees employed in the industrial premises who were granted leave during the calendar year	Young Persons: Others:
(iii) Number of employees paid Wages / Salary in lieu of earned leave	

17. Welfare Measures provided:—

(i) Creches	:
(ii) Washing Facilities	:
(iii) Fire Extinguisher	:
(iv) First-aid box	:

18. Maternity Benefits:—

(i) Benefits for	Number of Employees employed in Industrial premises / homes, received the Benefits	Total amount paid
(a) Miscarriage		
(b) Confinement		
(c) Illness		
(d) Medical Bonus		
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 :

19. Bonus:—

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

20. 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 :

21. 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 :
22. 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 :

Place :

Signature of Employer

Amendments to the Tamil Nadu Catering Establishments Rules

[G.O. Ms. No. 03, Labour and Employment (H1), 4th January 2016 மார்ச்சு 19, மன்மத, திருவள்ளூர் ஆண்டு-2046.]

No. SRO A-3/2016.—In exercise of the powers conferred by sub-section (1) and (2) of Section 29 of the Tamil Nadu Catering Establishments Act, 1958 (Tamil Nadu Act XIII of 1958), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Catering Establishments Rules, 1959.

2. The amendments hereby made shall come into force with effect on from the date of publication of this Notification in the *Tamil Nadu Government Gazette*.

AMENDMENTS

In the said Rules,—

- (1) in rule 42, for the expression, "an annual return", the expression "a combined annual return" shall be substituted;
- (2) for Form No.XIII, the following Form shall be substituted, namely:—

"FORM No. XIII

(See rule 42)

Combined Annual Return for the Year Ending the 31st December 20.....

1. Name of the Catering Establishment :
2. Full Postal Address of the Catering Establishment
with Phone No., Fax No. and E-mail :
3. Full Postal Address of the Registered Office /
Head Office with Phone No., Fax No.
and E-mail :
4. Registration Certificate No. :
5. Validity of the Registration Certificate :
6. Name of the Employer with Mobile No. and E-mail :
7. Name of the Manager /
Authorised Person with Mobile No. and E.mail :
8. Average Number of employees employed during the year,-
 - (a) Men :
 - (b) Women :
 - (c) Young Person :
 - (i) Male :
 - (ii) Female :
 Total
9. Weekly Holiday :
10. Number of days worked during the year :
11. Daily hours of work and spread over :
12. Normal hours worked per week :
13. Total Amount of salary / wages paid including
Over Time wages and allowances :
14. 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 :
15. 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) Details of money value concession:— :

(iv) Particulars of Deductions made from wages

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

(v) Wage Period :

(vi) Total Wages paid in Cash :

(vii) Total cash value of the wages paid in kind :

(viii) Disbursement from Fines Purpose Amount

(a)

(b)

(c)

(viii) Balance of fine amount 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 :

16. 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 :

17. Welfare Measures provided:—

- | | |
|-------------------------|---|
| (i) Uniform | : |
| (ii) Washing Facilities | : |
| (iii) Fire Extinguisher | : |
| (iv) First-aid box | : |

18. Maternity Benefits,—

- | (i) Benefits for | Number of Employees
received the Benefits | Total Amount Paid : |
|--|--|---------------------|
| (a) Miscarriage : | | |
| (b) Confinement : | | |
| (c) Illness : | | |
| (d) Medical Bonus : | | |
| 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 of the Maternity Benefit Act, 1961 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 : | | |

19. Bonus:—

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

20. 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 :
21. 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 :
22. 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 :

Certified that the informations furnished above are, to the best of my knowledge and belief, correct.

Date:

Place:

Signature of the Employer."

KUMAR JAYANT,
Secretary to Government.