



TAMIL NADU GOVERNMENT GAZETTE

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NOTIFICATIONS BY GOVERNMENT

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NOTIFICATIONS BY GOVERNMENT

LABOUR AND EMPLOYMENT DEPARTMENT

Amendments to the Tamil Nadu Plantations Labour Rules.

[G.O. Ms. No. 239, Labour and Employment (K2), 8th December 2016, கார்த்திகை 23,
துன்முகி, திருவள்ளூர் ஆண்டு-2047.]

No. SRO A-3/2017.—In exercise of the powers conferred by sub-section (1) of Section 43 of the Plantations Labour Act, 1951 (Central Act 69 of 1951), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Plantations Labour Rules, 1955, the draft of the same have been previously published as required by the proviso to sub-section (1) of Section 43 of the said Act.

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, 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 plantations 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 Plantations 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 : Amount not Paid:	Number: Amount not Paid:	
(vii) Claims for medical bonus rejected : Amount not Paid:	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:

Amendment to the Tamil Nadu Industrial Disputes Rules.*[G.O. Ms. No. 242, Labour and Employment (D2), 8th December 2016, கார்த்திகை 23,**துன்முகி, திருவள்ளூர் ஆண்டு-2047.]*

No. SRO A-4/2017.—In exercise of the powers conferred by sub-section (1) of Section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Tamil Nadu hereby makes the following amendment to the Tamil Nadu Industrial Disputes Rules, 1958, the draft of the same having been previously published as required by the said sub-section (1) of Section 38 of the said Act.

AMENDMENT

In the said Rules, in rule 70, after sub-rule (2), the following sub-rule shall be inserted, namely:—

"(3) Where a party applies for a copy of orders in Inter-alia Application Petitions and who is a workman or workmen or trade union representing the workman or workmen as the case may be, he shall be provided with a copy of such orders at free of cost".

P. AMUDHA,
Secretary to Government.