



## **ABSTRACT**

**Minimum Wages Act, 1948 (Central Act XI of 1948) - Revision of minimum rates of wages for employment in Hotels and Restaurants - Preliminary Notification-Confirmation – Orders - Issued.**

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### **LABOUR AND EMPLOYMENT(JI) DEPARTMENT**

**G.O.(2D) No.28**

**Dated:17 .6.2010**

#### **Read:-**

- 1.G.O.(2D) No.41, Labour and Employment(JI) Department, dated 15.11.2005.**
- 2. G.O.(2D) No.67, Labour and Employment(JI) Department, dated 23.7.2009.**
- 3. From the Commissioner of Labour, Chennai -6, letter No. ௫௪2/62388/2008, dated 23.3.2010.**

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#### **ORDER:**

In the Government Order first read above, the minimum rates of wages for the employment in Hotels and Restaurants were revised under the provisions of the Minimum Wages Act, 1948 (Central Act XI of 1948). In the Government Order second read above, a Preliminary Notification containing proposals to revise further the minimum rates of wages for the employment in Hotels and Restaurants was issued and objection and suggestion were invited from the persons likely to be affected by such revision.

2. The Government, after examining the objections and suggestions with regard to the Preliminary Notification issued, have decided to confirm the preliminary Notification without any modification.

3. The appended Notification will accordingly be published in the Tamil Nadu Government Gazette, both in English and Tamil. The Works Manager, Government Central Press, Chennai-600 079 is requested to publish the Notification and send five copies of the Gazette to the Government for reference and record. The Secretary to Government, Tamil Development, Religious Endowments and Information Department, Secretariat, Chennai-600 009 is requested to send the Tamil translation of the Notification to the Works Manager,

Government Central Press, Chennai-600 079 for the publication in the Tamil Nadu Government Gazette.

(BY ORDER OF THE GOVERNOR)

T.PRABHAKARA RAO  
PRINCIPAL SECRETARY TO GOVERNMENT

To  
The Works Manager, Government Central Press, .  
Chennai-79(for publication of the notification in the Tamil Nadu Government Gazette) (2 copies)  
The Secretary to Government, Tamil Development , Culture and Religious Endowments(Translation) Department, Chennai-9 (2 copies)  
The Commissioner of Labour, Chennai-600 006 (5 copies)  
The Employers' and Employees' Organisations through the Commissioner of Labour, Chennai-60 006 (50 copies)

Copy to:

The Secretary to Government of India, Ministry of Labour and Rehabilitation, New Delhi-110 001

The Director, Labour Bureau, Government of India, Ministry of Labour, SCO-28-31 Sector 17-A, Chandigarh-160017

The Secretary to Government of Andhra Pradesh, Labour Employment Training and Factories Department, Hyderabad

The Secretary to Government of Karnataka, Labour Department, Bangalore

The Secretary to Government of Kerala, Labour Department, Thiruvananthapuram

The Secretary to Government of Pondicherry, Labour Department, Pondicherry.

The Secretary (Labour) Administration of Union Territory of Lakshadweep, Kavaratti Island-682 555.

All Collectors through the Commissioner of Labour, Chennai-6.

The Regional Labour Commissioner, Sastri Bhavan, Haddows Road, Chennai-600 006

The Private Secretary to Secretary to Government, Labour and Employment Department, Chennai-600 009

The Law Department, Chennai-600 009

SF/SC

//FORWARDED BY ORDER//

SECTION OFFICER

**APPENDIX.**  
**NOTIFICATION.**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) and in supersession of the Labour and Employment Department Notification No.II(2)/LE/ 910/2005, published at pages 512 and 513 of Part II-Section 2 of the Tamil Nadu Government Gazette, dated the 14<sup>th</sup> December 2005, the Governor of Tamil Nadu, after consultation with the Advisory Board, hereby revises the minimum rates of wages payable to the classes of employees in the employment in Hotels and Restaurants in the State of Tamil Nadu, specified in column (1) of the Schedule below, as specified in the corresponding entries in column (2) thereof, the draft of the same having been previously published as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. This Notification shall come into force with effect on and from the date of its publication in the Tamil Nadu Government Gazette.

**THE SCHEDULE.**  
**EMPLOYMENT IN HOTELS AND RESTAURANTS.**

<b><u>Classes of employees.</u></b> (1)	<b><u>Minimum Rates of basic wages</u></b> <b><u>(per month)</u></b> (2)		
	<b><u>Zone-A</u></b> (i)	<b><u>Zone-B</u></b> (ii)	<b><u>Zone-C</u></b> (iii)
	Rs. P.	Rs. P.	Rs. P.
(1) Grade-I	2783.00	2753.00	2714.00
(2) Grade-II	2737.00	2684.00	2645.00
(3) Grade-III	2684.00	2645.00	2600.00
(4) Grade-IV	2639.00	2600.00	2584.00
(5) Grade-V	2600.00	2584.00	2570.00

**Note.-**

- (1) (i) Zone- A shall comprise of all Municipal Corporations and Special Grade Municipalities.
- (ii) Zone-B shall comprise of all Municipalities other than the Special Grade Municipalities.

- (iii) Zone-C shall comprise of all areas other than Municipal Corporations and Municipalities.
- (2) Where free food and tiffin are not supplied to the employees, the employees shall be paid besides the wages specified above, cash equivalent of food and tiffin at the rate of Rs.27.95 per day for the total number of days worked in a month. The classes of employees who come under each of the above five grades shall be the employees as specified in Note (4).
- (3) A “residential hotel” and a “ restaurant” shall have the same meaning as defined under section 2(11) and 2(12), respectively, of the Tamil Nadu Catering Establishments Act, 1958 (Tamil Nadu Act XIII of 1958).
- (4) The Grades I, II, III, IV and V shall comprise of the following categories of employees, namely:-

**Grade-I:**

- (1) Head Cook
- (2) Head Baker
- (3) Sweet and Savoury Maker
- (4) Receptionist
- (5) Supervisor
- (6) Clerk (including Bill Writer)
- (7) Steno-typist
- (8) Typist
- (9) Telephone Operator
- (10) Cashier
- (11) Assistant Manager
- (12) Accountant
- (13) Purchase Officer
- (14) Biryani Master

**Grade-II:**

- (1) Assistant Cook
- (2) Baker
- (3) Steward
- (4) Barman
- (5) Head House keeper
- (6) Pantry-in-charge

**Grade-III:**

- (1) Assistant Cook (Chinna Aduppu)
- (2) Dosai Maker
- (3) Idly Maker
- (4) Ice Cream, Coffee, Tea and Milk preparer
- (5) Parotta 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.

**Grade-IV:**

- (1) Supplier
- (2) Room Server
- (3) Waiter
- (4) Bearer
- (5) Store Assistant
- (6) Vegetable Cutter
- (7) Coffee Frayer and Grinder
- (8) Pantryman
- (9) Mikkals
- (10) Kitchen Assistant
- (11) Stall Server.

**Grade-V:**

- (1) Cleaner of all categories (such as vessel cleaners, Plate washers and Table Cleaners)
- (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 rate of basic wages fixed above, the employees shall be paid dearness allowance as indicated below:-

- (i) The dearness allowance is linked to the Average Chennai City Consumer Price Index Number for the year 2000 (i.e. 475 points with base 1982=100) and for every rise of one point over and above 475 points, an increase of Rs.7.15/- (Rupees Seven and paise fifteen only) per month shall be paid as dearness allowance.
- (ii) The dearness allowance shall be calculated every year on the 1<sup>st</sup> April., on the basis of the average of the consumer price indices for the preceding 12 months, namely, from January to December.
- (iii) The first calculation shall thus be effective from the date of publication of this Notification in the Tamil Nadu Government Gazette, based on the Average Chennai City Consumer Price Index Number for the previous year.

(2) Where the nature of work is the same, no distinction in the payment of wages shall be made as between men and women employees.

(3) To arrive at daily rates of wages, the monthly wages shall be divided by 26.

(4) To arrive at monthly rates of wages, the daily rates of wages shall be multiplied by 30.

(5) Wherever the existing wages are higher than the minimum wages fixed herein, the same shall be continued to be paid.

**T.PRABHAKARA RAO  
PRINCIPAL SECRETARY TO GOVERNMENT**

**//TRUE COPY//**

**SECTION OFFICER**