



GOVERNMENT OF KERALA

No. 7029/E1/2002/LBR.

Labour and Rehabilitation (E) Department,
Thiruvananthapuram, Dated, 22.6.2005.

From

The Secretary to Government.

To

The Director of Printing,
Thiruvananthapuram.

Sir,

Sub: Labour and Rehabilitation Department – Revision of minimum rates of wages in Tea, Rubber, Coffee and Cardomom Plantations in Kerala – Preliminary notification publishing of – Regarding.

Ref: Notification No.7029/E1/02/LBR dated 22.6.2005.

I am directed to forward herewith the notification cited on the above subject and to request you to arrange to print and publish the same in the Gazette as extra ordinary dated 22.6.2005. I am also to request you to supply 100 copies each of the printed notification to the Labour Commissioner, Thiruvananthapuram, Chief Inspector of Plantations, Kottayam and Labour and Rehabilitation (E) Department, Secretariat, Thiruvananthapuram at the earliest. A floppy disk containing the above notification is also furnished herewith.

Yours faithfully,

C.MOHANAN,
Additional Secretary,
For Secretary to Government.

Copy with copy of the Notification to:

1. The Director, Information & Public Relations Department.
2. The Labour Commissioner, Thiruvananthapuram.
3. The P.S to Minister (Labour)

GOVERNMENT OF KERALA
Labour and Rehabilitation(E) Department

NOTIFICATION

No.7029/E1/2002/LBR

Thiruvananthapuram, 22nd June 2005.

The following proposal regarding the revision of Minimum rates of wages, which the Government of Kerala propose to make in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of Notification G.O.(Rt) No.2799/96/LBR dated 23rd October 1996, published as S.R.O No.773/96 in the Kerala Gazette Extra ordinary No.1273 dated 5th November,1996 and also the Notification No.8698/E1/2001/LBR dated 24th July 2001, published in the Kerala Gazette Extraordinary No.36 dated 11th September 2001 and as payable to the classes of employees employed in Tea, Rubber, Coffee and Cardamom Plantations in the State as specified in the Schedules below are hereby published for the information of all persons likely to be affected thereby as required by clause (b) of sub-section (1) of section (5) of the said Act.

Notice is hereby given that the said proposal will be taken for consideration on or after two months from the date of publication of this Notification in the Gazette and that the objections and suggestions, if any, that may be received from any person with respect to the said proposal on or before the date specified above will be considered by the Government. All objections and suggestions shall be addressed to the Secretary to Government, Labour and Rehabilitation (E) Department, Government Secretariat, Thiruvananthapuram, PIN.695 001.

SCHEDULE. I
Tea Plantations

1. Time rated work

<i>(a) Field Workers</i>	<i>Minimum Time Rates (Basic Wages)</i>
Adults	Rs.40.28
Adolescents	Rs.30.21
<i>(b) Factory Workers</i>	Rs.42.60

The term 'factory' for this purpose means any place where a manufacturing process is carried on irrespective of the number of workers employed

2. Piece rated work

(a) Standard output

(i) In the months of January, February and August, 12 Kgs of leaves per day.

(ii) In the remaining months of the year, 16 Kgs per day.

(b) Guaranteed time rate (Basic Wages) - Rs.24.28 per day

(c) Minimum piece rates:- Pluckers in the plantations shall be paid the following piece rates over and above the guaranteed time rates.

(i) Rs.1.611 Per Kg for the first 12 Kgs of plucked leaves during a day in January, February and August.

(ii) Rs. 1.1508 Per Kg for the first 16 Kgs of leaves plucked during a day in the other months of the year.

(iii) 46 paise per Kg for the first 12 Kgs over and above the standard output and 51 paise per Kg for the next 12 Kgs and 58 paise per Kg thereafter.

(d) *Adjustment of piece rates:-* Where the plucking average for an Estate over a month is found to be less than the standard output, the wages for the month shall be paid at a revised piece rate calculated on the basis of the actual average for the month which should be taken as the Standard. The rate should be such that after deducting 10% from the revised standard output, the remaining quantity will be the standard output of the worker and an amount equal to the difference between the minimum wages and the guaranteed time rate of the worker shall be paid. A plucker shall be entitled to receive this rate for the leaves plucked on every day of that month up to the revised standard daily output for that month.

3. (a) *Supervisory and selected special categories :*

- (1) Mechanic
- (2) Electrician
- (3) Wireman
- (4) Laboratory Technician
- (5) Fitters
- (6) Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine)

Scale of Pay:- The existing scale of pay of those listed above is revised as follows;
Rs.1248 - 16 - 1344 - 17 - 1446 - 19 - 1560 - 20 - 1680

(b) *Other Special Categories*

- (1) Carpenters
- (2) Masons
- (3) Blacksmiths
- (4) Midwives

- (5) Teachers in schools in Plantations which are not recognized and which do not receive grant from the Department of Education
- (6) Balasevikas and those doing similar work
- (7) Medical orderlies
- (8) Ward Boys and Ward Girls
- (9) Plumbers
- (10) Pump operators doing at least some maintenance work
- (11) Tappalmen
- (12) Estate Office Peon
- (13) Permanent Cook in Hospital

Scale of Pay - The existing scale of pay of these employees is revised as follows:
Rs.1228 - 16 - 1324 - 17 - 1426 - 19 - 1540 - 20 - 1660

- (c) *Creche Attendants* :- The existing scale of pay of Creche Attendants is revised as follows
Rs.1195 - 16 - 1291 - 17 - 1393 - 19 - 1507

SCHEDULE II Rubber Plantations

1. The time rated work

(a) <i>Field workers</i>	Minimum time rates
Adults	Rs.51.08
Adolescents	Rs.38.31

The wage differential of the time-rated tappers shall be Rs. 3.90 Per day

(b) <i>Factory workers</i>	Rs.54.00
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The term 'factory' for this purpose means any place where manufacturing process is carried on irrespective of the number of workers employed

2. (i) The classification of rubber fields and standard output are shown below:

Classification of Fields	Standard Output
Class I Annual yield below 170 Kg	2 Kgs per day
Class II Annual yield from 171 Kgs to 270 Kgs	4 Kgs per day
Class III Annual yield from 271 Kgs to 400 Kgs	6.5 Kgs per day
Class IV Annual yield above 400 Kgs	8 Kgs per day

- (ii) For the purpose of computation of annual yield, the yield obtained from normal tapping for 6 days per week will alone be taken into account

(iii) For the purpose of classification of fields, one hundred tapping trees will be reckoned as one acre

3. The Overkilo rate for latex in Classes I, II and III will be Rs.2.21 per Kilogram and that for Class IV will be Rs.2.93 Per Kilogram
4. The Overkilo rate for scrap will be enhanced to 78 Paise per Kilogram
5. The guaranteed time rate shall be Rs. 30.86 (basic wages) per day
6. Tappers in rubber plantations shall be paid piece rates at the following rates over and above the guaranteed time rates

Class I	Rs.10.22 per Kg	(For the first 2 Kgs of Rubber collected per day)
Class II	Rs.5.11 per Kg	(For the first 4 Kgs of Rubber collected per day)
Class III	Rs.2.7929 per Kg	(For the first 6.5 Kgs of Rubber collected per day)
Class IV	Rs.2.5545 Per Kg	(For the first 8 Kgs of Rubber collected per day)

7. (a) *Supervisors and selected special categories*

1. Mechanics
2. Electricians
3. Wireman
4. Laboratory Technician
5. Fitters
6. Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine)

Scale of Pay:- The existing scale of pay of those listed above is revised as follows;
Rs.1560 - 18 - 1668 - 20 - 1788 - 21 - 1914 - 22 - 2046

(b) *Other Special Categories*

1. Carpenters
2. Masons
3. Blacksmiths
4. Midwives
5. Teachers in schools in Plantations which are not recognized and which do not receive grant from the Department of Education
6. Balasevikas and those doing similar work
7. Medical orderlies
8. Ward Boys and Ward Girls
9. Plumbers
10. Pump operators doing at least some maintenance work

11. Tappalmen
12. Estate Office Peon
13. Permanent Cook in Hospital

Scale of Pay – The existing scale of pay of these employees is revised as follows:
Rs.1537 – 18 – 1645 – 20 – 1765 – 21 – 1891 – 22 – 2023

- (c) *Creche Attendants* :- The existing scale of pay of Creche Attendants is revised as follows
Rs.1499 – 18 – 1607 – 20 – 1727 – 21 – 1853

SCHEDULE III Coffee Plantations

- | | |
|---|---|
| 1. <i>For time-rated working</i> | <i>Minimum Time Rates (Basic Wages)</i> |
| Adult | Rs.39.93 |
| Adolescents | Rs.29.95 |
| 2. <i>For Piece-rated workers:-</i> 58 paise per litre of coffee picked over and above 70 litres per day. | |

(a) *Supervisors and selected special categories*

1. Mechanics
2. Electricians
3. Wireman
4. Laboratory Technician
5. Fitters
6. Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine)

Scale of Pay:- The existing scale of pay of those listed above is revised as follows;
Rs.1248 – 16 – 1344 – 17 – 1446 – 19 – 1560 – 20 – 1680

(b) *Other Special Categories*

1. Carpenters
2. Masons
3. Blacksmiths
4. Midwives
5. Teachers in schools in Plantations which are not recognized and which do not receive grant from the Department of Education
6. Balasevikas and those doing similar work
7. Medical orderlies
8. Ward Boys and Ward Girls
9. Plumbers

10. Pump operators doing at least some maintenance work
11. Tappalmen
12. Estate Office Peon
13. Permanent Cook in Hospital

Scale of Pay - The existing scale of pay of these employees is revised as follows:

Rs.1228 - 16 - 1324 - 17 - 1426 - 19 - 1540 - 20 - 1660

- (c) *Creche Attendants* :- The existing scale of pay of Creche Attendants is revised as follows
Rs.1195 - 16 - 1291 - 17 - 1393 - 19 - 1507

SCHEDULE IV Cardamom Plantations

- | | | |
|-------------------------------|---|-----------|
| 1. <i>For time rated work</i> | <i>Minimum Time Rates (Basic Wages)</i> | |
| Adult workers | Rs.40.28 | *Rs.39.58 |
| Adolescents | Rs.30.21 | *Rs.29.51 |
- (*The lower rates are applicable to Cardamom Plantations other than mixed crop Estates)

2. (a) *Supervisors and selected special categories*

1. Mechanics
2. Electricians
3. Wireman
4. Laboratory Technician
5. Fitters
6. Drivers (Lorry/Tractor/Ambulance/Car/Jeep/Engine)

Scale of Pay:- The existing scale of pay of those listed above is revised as follows;

Rs.1248 - 16 - 1344 - 17 - 1446 - 19 - 1560 - 20 - 1680

- (b) *Other Special Categories*

1. Carpenters
2. Masons
3. Blacksmiths
4. Midwives
5. Teachers in schools in Plantations which are not recognized and which do not receive grant from the Department of Education
6. Balasevikas and those doing similar work
7. Medical orderlies
8. Ward Boys and Ward Girls

9. Plumbers
10. Pump operators doing at least some maintenance work
11. Tappalmen
12. Estate Office Peon
13. Permanent Cook in Hospital

Scale of Pay - The existing scale of pay of these employees is revised as follows:
Rs.1228 - 16 - 1324 - 17 - 1426 - 19 - 1540 - 20 - 1660

(c) *Creche Attendants* :- The existing scale of pay of Creche Attendants is revised as follows
Rs.1195 - 16 - 1291 - 17 - 1393 - 19 - 1507

General (Applicable to all crops)

Fitment:- (Applicable to supervisors and selected special categories, other special categories and Creche Attendants in all crops)

Rs.225.00 will be added to the basic salary drawn as on 31.03.2002 in the pre-revision scale of pay in respect of supervisors and selected special categories and Rs.205.00 in respect of other special categories and Creche Attendants respectively and the pay in the revised scale of pay will be fixed accordingly if the amount so arrived is at a stage in the new scale. If not, the pay in the revised scale will be fixed at the next higher stage. Those who reach the maximum of the scale of pay will be allowed to draw annual increments without stagnation at the highest rate admissible.

The existing job differential of Rs.1.75 payable to the following categories of workers will be enhanced to Rs.2.00 per day.

- (1) Pruners
- (2) Spraying Workers including mixing workers
- (3) Tinkers
- (4) Telephone operators
- (5) Dressers
- (6) Painters
- (7) Cooks
- (8) Sweepers
- (9) Tappalmen
- (10) Peons
- (11) Factory/Field/Gate Watchmen
- (12) Greasors
- (13) Cleaners
- (14) Porters
- (15) Foresters

(16) Tea Chest Makers

(17) Vehicle Attenders

(18) Workers employed in Smoke House for drying and processing cardamom on days on which they are actually employed for such work

(19) Workers employed in actual regulation of shade in Cardamom Plantation on days on which they are employed in such work. Pruners will be paid a job differential of 25 paise per day on all working days through out the year (Tappalmen, Permanent Cooks of Hospitals and Estate Office Peons who at present in receipt of the job differential will be on daily rate until completion of one year of service and are eligible for the differential as above during the one year period.)

Service Weightage

1. Daily Rated Workers

(i) Below 5 years	Nil
(ii) Above 5 years and up to 10 years	25 paise
(iii) Above 10 years and up to 15 years	40 paise
(iv) Above 15 years and up to 20 yrsrs	50 paise
(v) Above 20 years	75 paise

2. Monthly Rated Workers

(i) Below 5 years	Nil
(ii) Above 5 years and up to 10 years	One Additional Increment
(iii) Above 10 years and up to 18 years	Two Additional Increments
(iv) Above 18 years	Three Additional Increments

Dearness Allowance

The basic wages mentioned above are equated to 400 of the new Consumer Price Index Number (base 1970 - 100) published for Ernakulam Centre. The workers shall be eligible for D.A for the increase in the average Consumer Price Index Number of the Ernakulam Centre for the previous 3 months above 400.

The rate of D.A shall be as follows: -

For Adults	: 6 paise per point per day
Adolescents	: 4.75 paise per point per day

The Supervisors and Special Categories of employees will be paid D.A. at the rate of Rs.1.80 for increase over 400 points in the Consumer Price Index Numbers published for Ernakulam Centre for the previous three months. The above D.A. is subject to adjustments on 1st January, 1st April, 1st July and 1st October of every year on the basis of the average Consumer Price Index Number

published for Ernakulam Centre for the previous three months beginning 1st July, 1st October, 1st January and 1st April respectively.

Full Employment

The minimum rates of wages notified above are based on the assumption that employers in Tea and Rubber Plantations will provide work for their workers throughout the year, failing which the workers shall be given their Minimum Wages for the days on which they are involuntarily unemployed. But the obligation of the employers is only to offer some kind of work connected with the plantations and worker who refuses to accept that work will automatically forfeit his claim to the wages also. If the employees in any establishment are in receipt of wages higher than the rates said above, they shall continue to receive such higher wages.

By order of the Governor



G. RAJASEKHARAN
Secretary to Government