

**GOVERNMENT OF KERALA**  
**Labour and Rehabilitation (E) Department**

**NOTIFICATION**

G.O. Rt. No.377/2006/LBR

Dated, Thiruvananthapuram, 18th February, 2006.

S.R.O. No. ....../2006.- 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) read with sub-section (2) of section 5 thereof and in supersession of notification G.O. Rt. No. 2799/96/LBR dated 23<sup>rd</sup> October, 1996 published as S.R.O. No. 773/96 in the Kerala Gazette Extraordinary No. 1273 dated 5<sup>th</sup> November, 1996, the Government of Kerala after considering the objections and suggestions received on the draft proposals published in notification No. 7029/E1/2002/LBR. dated 22<sup>nd</sup> June, 2005 in Kerala Gazette Extraordinary No. 1394 dated 22<sup>nd</sup> June, 2005 as required under clause (b) of sub-section (1) of section 5 of the said Act and after consultation with the Minimum Wages Advisory Board constituted under section 7 of the said Act hereby revise the minimum rates of wages payable to the classes of employees employed in Tea, Rubber, Coffee and Cardamom Plantations in the State of Kerala as specified in the Schedules hereto annexed. The rates as specified in Schedules I and IV shall come into force with effect from the date of publication of this notification in the official Gazette and the rates specified in Schedules II and III shall be deemed to have come into force with effect from 1<sup>st</sup> April , 2002 and 1<sup>st</sup> January, 2006 respectively.

**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, 14 Kgs of leaves per day.

(ii) In the remaining months of the year, 18 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.1.61 Per Kg for the first 14 Kgs of plucked leaves during a day in January, February and August.

(ii) Rs. 1.15 Per Kg for the first 18 Kgs of leaves plucked during a day in the other months of the year.

(iii) 46 paise per Kg for the first 14 Kgs over and above the standard output and 51 paise per Kg for the next 14 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

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

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

<i>(b) 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:

<u>Classification of Fields</u>	<u>Standard Output</u>
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 work</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<sup>st</sup> March, 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 years	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 Dearness Allowance for the increase in the average Consumer Price Index Number of the Ernakulam Centre for the previous 3 months above 400.

The rate of Dearness Allowance 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 Dearness Allowance 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 1<sup>st</sup> January, 1<sup>st</sup> April, 1<sup>st</sup> July and 1<sup>st</sup> October of every year on the basis of the average Consumer Price Index Number published for Ernakulam Centre for the previous three months beginning 1<sup>st</sup> July, 1<sup>st</sup> October, 1<sup>st</sup> January and 1<sup>st</sup> 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,

C.K. VISWANATHAN,  
Secretary to Government.

### **Explanatory Note**

(This does not form part of the notification, but is intended to indicate its general purport)

Government have decided to revise the existing minimum rates of wages of the employees employed in Tea, Rubber, Coffee and Cardamom plantations in the State, as per section 5(1)(b) of Minimum Wages Act, 1948, and published the preliminary notification No.7029/E1/2002/LBR dated 22<sup>nd</sup> June, 2005. Meanwhile W.P.(C) No.33995/2005 was filed by the Association of Planters of Kerala and two others before the Hon'ble High Court of Kerala. The Hon'ble High Court has disposed of the W.P.(C) vide judgment dated 20<sup>th</sup> December, 2005, directing the Government before taking a final decision on Ext.P2 an opportunity has to be provided to the petitioners and to consider Ext.P11 as also any application pending at the instance of the petitioners following Ext.P6 judgment.

Accordingly petitioners were heard. Thereafter objections and suggestions received in this regard have been examined in consultation with Minimum Wages Advisory Board. Government have now decided to revise the minimum wages in this industry.

This notification is intended to achieve the above purpose.