

GOVERNMENT OF TELANGANA
ABSTRACT

THE MINIMUM WAGES ACT, 1948 (Central Act 11 of 1948) – Revision of minimum rates of wages in the Employment in “**Security Services**” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Final Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LABOUR-I) DEPARTMENT

G.O.Ms.No. 21

Dated: 25-06-2021
Read the following:-

1. G.O.Ms.No.43, Labour, Employment, Training and Factories (Lab.II) Department, dated 28.03.2010 vide Gazette Notification No.251, dated 02.06.2010.
2. G.O.Rt.No.461 Labour, Employment, Training and Factories (Lab.II) Department, dated. 14.09.2015 vide Gazette Notification No.98, dated 27.03.2017.
3. From the Commissioner of Labour, Hyderabad Lr.No.H1/2491/2015, dated.19.01.2021.

ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Commissioner of Labour, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad,

All Collectors, through Commissioner of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:

The Law (B) Department.

The P.S. to Minister (Labour & Employment).

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

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FINAL NOTIFICATION

In exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and of all other powers hereunto enabling and after having consulted with the State Minimum Wage Advisory Board, the Governor of Telangana hereby revises the minimum rates of wages which shall consist of basic wage and cost of living allowance as specified in column (3) of the Schedule appended to this notification as payable to each category employees specified in the corresponding entry column (2) thereof and employed in the scheduled employment in "**Security Services**" included Part-I of the Schedule to the Minimum Wages Act, 1948 in the State of Telangana as the same having been previously published in the Telangana Gazette No.98, Part-I Extraordinary, dated 27.03.2017 vide G.O.Rt.No.461 Labour, Employment, Training and Factories (Labour) Department, dated.14.09.2015 as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. The minimum rates of wages so fixed shall come into force with effect from the date of publication of this notification in the Telangana Gazette.

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SCHEDULE

SECURITY SERVICES

Sl. No.	Name of the category	Basic wage	Cost of Living Allowance to be paid per each point of increase
(1)	(2)	(3)	(4)
I	Highly Skilled - I		
	1). Chief Security Officer	39,837	26.54
	2). Intelligence Officer		
	3). Administrative Manager		
	4). HR Manager or Personal Manager		
	5). Manager Accounts		
	6). Unit Incharge		
	7). Marshal (Ex. Serviceman)		
II	Highly Skilled –II		
	1). Security Field Officer	35,254	23.49
	2). Fire Fighting Personal		
	3). Marshal		
	4). Security Guard With Arms (Ex. Serviceman)		
	5). Accounts Officer		
	6). Assistant Accounts Manager		
	7). Assistant Administrative Manager		
	8). Assistant HR Manager or Assistant Personal Manager		
	9). Computer Programmer		
III	Highly Skilled – III		
	1). Security Officer	31,199	20.79
	2). Security Inspector		
	3). Security Incharge		
	4). Security Guard Without Arms (Ex. Serviceman)		
	5). Accountant		
IV	Highly Skilled - IV		
	1). Shift Coordinator	27,610	18.39
	2). Shift Incharge		
	3). Security Supervisor		
	4). Assistant Security Inspector		
	5). Assistant Security Officer		
	6). Security Head Guard		
	7). Security Guard With Arms		
	8). Management Information System Officer		
	9). Stenographer		

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V	Skilled		
	1). Security Guard Without Arms	24,434	16.28
	2). Head Watchman		
	3). Head Watch and Ward		
	4). Head Night-guard		
	5). Head Chowkidar		
	6). Head Jamedar		
	7). Accounts Clerk		
	8). Cashier		
	9). Clerk		
	10). Computer Operator		
	11). Data Entry Operator		
	12). Data Processing Operator		
	13). Muster Clerk		
	14). Time Keeper		
	15). Typist		
	16). Receptionist		
	17). Wireless Operator		
VI	Semi Skilled		
	1). Watchman	21,623	14.41
	2). Watch and Ward		
	3). Night-guard		
	4). Chowkidar		
	5). Jamedar		
	6). Messenger		
	7). Dispatch Boy		
	8). Telephone Operator		
VII	Un - Skilled		
	1). Floor Sweeper	18,019	12.00
	2). House Keeper		
	3). Safai Karmachari		
	4). Sweeper		
	5). Scavenger		
	6). Wash Room Cleaner		
	7). Water Boy		
	8). Attender		
	9). Office Assistant		
	10). Office Boys		
	11). Peon.		

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the Industrial workers at 1501 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index Numbers for half year ending December and June respectively shall be taken into account. The cost of living allowance for any rise in Cost of price index over and above 1501 points, shall be paid as specified at column No.4 to the schedule against each category

Note:-

1. "Ex-Serviceman" means one who in the past has served the Armed Forces, Airforce, Military force, Navy, CISF, BSF etc.
2. "Security Guard with or without arms, Chief Security Officer, Security Officer, Security Field Officer, Security Supervisor, Inspector, Intelligence Officer, Fire Fighting Personnel" means one who has been underwent training in any Private Security Agency registered under the Private Security Agencies (Regulation) Act, 2005.
3. Watchman, Watch and Ward, Night-guard, Chowkidar, Jamedar means an individual with or without a stick and not having any training.
4. Where food is provided by the employer to the workmen for all days of the month, an amount of Rs.540/- shall be deducted from his wages.
5. Where accommodation is provided by the employer to the workmen for all days of the month, an amount of Rs.136/- shall be deducted from his wages. Provided that the accommodation has a minimum area of at least 48 Sq. Feet per person and includes a place of safe storage for keeping their belongings.
6. Any category of employees not included in this scheduled employment, shall be paid the same notified wage of the similar categories in any other scheduled employment. If the same category exists in more than one employment the higher wages shall be paid.
7. Contract workers / Sub-contract workers / Casual workers / Manpower supply security personnel or otherwise shall be paid the same wages for the same work as that of regular workers and the contractor and the principal employer are jointly responsible for the payment to such workers and maintain registers thereto.
8. For work beyond normal hours of the employment and work during weekly off's shall be paid at double the ordinary rates of wages.
9. As per G.O.Rt.No.591 of Labour, Employment, Training & Factories (Lab.II) Department, dated 13.11.2011 published by Authority vide Gazette No.152 dated 01.04.2011, the employers of all the establishments shall pay the wages to the persons employed therein either by cheque or by crediting the wages in their Bank Accounts.

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10. There should be no discrimination of wages between men and women workers including transgender in any category of employment.
11. Any categories of employees are paid other allowances (i.e. other than the notified basic wage and cost of living allowance) they shall be continued to get the said allowances in addition to notified basic wage and cost of living allowance.
12. The wages are exclusive of "Bhatta" that may be paid to the workers by the nature of their employment, which takes them from their residence is an extra payment over and above the minimum wages and any other allowance paid towards uniform and shoes provided to the workers.
13. Employees actually in receipt of wages higher than the minimum rates of wages fixed as per this notification shall continue to get the benefit of such higher wages.
14. The principal employer is directly responsible for payment of wages to employees irrespective of employment through contractors or otherwise in case the contractors are not paid the minimum rates of wages or less payment to the workers.
15. If wages or wages regulated as per Award / Agreement / Settlement which are in force are more beneficial to the workmen, the worker shall be entitled to such rates of wages notwithstanding the rates of wages fixed under this notification.
16. In case if the worker is paid basic wage more than the notified basic wage, the cost of living allowance shall be calculated based on the actual highest basic wage paid to the worker notwithstanding the rates of wages fixed under this notification.
17. Where the worker is paid a daily wage the daily wage shall be arrived at by dividing the monthly wage by 26.
18. Wherever part time employees are employed, they should be paid prorated wages in accordance with the number of hours of work done and subject to the provisions of the minimum Wages Act, 1948.
19. Workers who work in night shifts should be paid twenty five percent of extra wages for the days they work in night shifts. ("Night shift" means work reckoned from 22.00 hours to 6.00 hours.)
20. During National Festivals and other holidays, workers are eligible for leave with wages. If they work during above holidays, they shall get their normal wages and additionally double the rates of normal wages.
21. Any worker after completion of five years of service, his wages shall be reckoned in the immediate next higher cadre of skill but his designation will be the same, i.e. an unskilled worker on completion of five years of service shall be paid the minimum wages of semi-skilled worker and so on.

I.RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT