



TAMIL NADU GOVERNMENT GAZETTE

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Part III—Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,
issued by Secretariat Departments.

NOTIFICATIONS BY GOVERNMENT

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NOTIFICATIONS BY GOVERNMENT

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

Draft Amendments to the Tamil Nadu Plantations Labour Rules.

[G.O. Ms. No. 3, Labour Welfare and Skill Development (K2), 6th January 2022, மார்கழி 22, பிலவ,
திருவள்ளூர் ஆண்டு-2052.]

No. SRO A-3/2022.—The following draft amendments to the Tamil Nadu Plantations Labour Rules, 1955 which are proposed to be made in exercise of the powers conferred by sub-section (1) of section 43 of the Plantations Labour Act, 1951 (Central Act 69 of 1951) and in supersession of the Labour and Employment Notification No. SRO A-57/2017, published at pages 183-185 of Part III-Section 1(a) of the *Tamil Nadu Government Gazette* dated the 13th December 2017, is hereby published for general information of all persons likely to be affected thereby, as required by said sub-section (1) of section 43 of the Act.

2. Notice is hereby given that the draft amendments will be taken into consideration on or after the expiry of six weeks from the date of publication of this Notification in the *Tamil Nadu Government Gazette* and that any objection or suggestion, which may be received from any person with respect thereto before the expiry of the aforesaid period will be considered by the Government. Objections and suggestions, if any, should be addressed to the Secretary to Government, Labour Welfare and Skill Development Department, Fort St. George, Chennai-600 009 through the Commissioner of Labour, Chennai-600 006.

DRAFT AMENDMENTS

In the said Rules,-

(1) rule 78 shall be omitted.

(2) in rule 82,-

(i) for sub-rule (1), the following sub-rule shall be substituted, namely:-

"(1) (a) Every employer shall maintain-

(i) an Employee Register in Form No. 29;

(ii) a Register of Employment in Form No. 30;

(iii) a Register of Wages in Form No. 31; and

(iv) a Register of Leave and Social Security Benefits in Form No. 32

(b) The registers referred in clause (a) shall be maintained either electronically or manually.

(c) Where the registers referred in clause (a) are maintained in electronic form, the layout and presentation of the registers may be adjusted without changing the integrity, serial number and contents of the columns of the registers".

(ii) in sub-rule (4),-

(a) Clause (b) shall be omitted

(b) in clause (c), for the expressions "rupee one" and "Register of Service Book", the expressions "rupees ten" and "Employee Register" shall, respectively, be substituted.

(3) Form Nos. 11,12,13,14,14-A,14-B and 26 shall be omitted.

(4) after Form No. 28, the following forms shall be added, namely:-

FORM No. 31
Register of Wages
[See rule 82 (1) (a)]

Name and Address of the Establishment:
Name and Address of the Employer:
Name of the Manager/Incharge:
Registration Certificate No:
Plantation Area (in Hectarese):
Wage Period From To

Total number of persons employed:

Men	Women	Male Adolescent	Female Adolescent

.....(Monthly / Fortnightly / Weekly / Daily / Piece Rated)

(1)	Serial Number	
(2)	Name of the employee	
(3)	Employee Identity No.	
(4)	Number of days worked	
(5)	Basic Wage	
(6)	Dearness Allowance	
(7)	House Rent Allowance	
(8)	Other Allowances (nature may be specified)	
(9)	Overtime Wages	
(10)	Leave Wages	
(11)	Gross Wages	
(12)	Provident Fund	
(13)	Employees State Insurance	
(14)	Labour Welfare Fund	
(15)	Advance paid	
(16)	Advance recovery pending at the beginning of the month	
(17)	Advance Recovered	
(18)	Pending Recovery	
(19)	Deduction imposed on Damages, Loss or Fines	
(20)	Deduction recovery pending at beginning of the month	
(21)	Deduction made on Damages, Loss or Fines	
(22)	Pending Recovery	
(23)	Any other Deductions	
(24)	Total Deductions	
(25)	Net Wages	
(26)	Date of payment	
(27)	Unpaid accumulations	
(28)	Rate at which subsistence allowance calculated and amount paid	
(29)	Receipt by Employee / Bank Transaction Identity and Date	
(30)	Remarks	

FORM No. 32

Register of Leave and Social Security Benefits

[See rule 82 (1) (a)].

Name and Address of the Plantation:

Name and Address of the Employer:

Name of the Manager/Incharge:

Registration Certificate No:

Plantation Area (in Hectares):

For the month of Year

Serial Number	Name of the employee	Employee Identity No.	Earned Leave				Medical Leave			Other Leave			Maternity Benefits				Gratuity Benefits			
			Leave at the beginning of the month	Leave earned during the period	Leave availed during the month	Leave balance at the end of the month	Leave at beginning of the month	Leave availed during the month	Leave balance at end of the month	Leave at beginning of the month	Leave availed during the month	Leave balance at end of the month	Date of giving notice of pregnancy / delivery	Amount of maternity benefit paid in advance of expected delivery and date of payment.	Subsequent Payment of Maternity benefit and date of payment	Amount paid as Medical Bonus and Date of payment	Leave with Wages as per Section 9 or 10 of the Maternity Benefit Act, 1961	Whether nomination received from the employee	Amount paid as Gratuity in case of exit of the employee	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)

R. KIRLOSH KUMAR,
Secretary to Government.