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GOVERNMENT OF TAMIL NADU
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TAMIL NADU GOVERNMENT GAZETTE

PUBLISHED BY AUTHORITY

No. 13]

CHENNAI, WEDNESDAY, MARCH 30, 2022 Panguni 16, Pilava, Thiruvalluvar Aandu–2053

Part III—Section 1(a)

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

NOTIFICATIONS BY GOVERNMENT

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LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

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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. 22, Labour Welfare and Skill Development (K2), 3rd March 2022, மாசி 19, பிலவ, திருவள்ளுவர் ஆன்டு-2053,]

- No. SRO A-7/2022.—The following draft amendments to the Tamil Nadu Plantations Labour Rules, 1955 which is proposed to be issued in exercise of the powers conferred by sub-section (1) of Section 43 read with section 18 of the Tamil Nadu Plantations Labour Act, 1951 (Central Act LXIX of 1951) is hereby published for information of all persons likely to be affected thereby, as required under sub-section (1) of Section 43 of the Act.
- 2. Notice is hereby given that the draft amendment 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 of Tamil Nadu. Objections or 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, DMS Campus, Chennai-600 006.

DRAFT AMENDMENT

In the said Tamil Nadu Plantations Labour Rules, 1955, in Rule 68-B after clause (i) the following clause shall be added, namely:-

(j) A Diploma in Labour Laws with Administrative Law awarded by the Tamil Nadu Institute of Labour Studies, Chennai

Amendments to the Tamil Nadu Shops and Establishments Rules.

[G.O. Ms. No. 23, Labour Welfare and Skill Development (K2), 3rd March 2022, மாசி 19, பிலவ, திருவள்ளுவர் ஆண்டு–2053.]

No. SRO A-8/2022.—In exercise of the powers conferred by sub-section (1) of Section 49 of the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Shops and Establishments Rules, 1948, the draft of the same having been previously published in the Labour and Employment Department Notification No. SRO A-4/2021 published at pages 8 to 12 of Part III - Section 1 (a) of the *Tamil Nadu Government Gazette*, dated the 17th February 2021, as required under sub-section (3) of Section 49 of the said Act.

AMENDMENTS.

In the said Rules.-

- (1) sub-rules (4) and (5) of Rule 11 shall be omitted;
- (2) in rule 16, for sub-rule (1), the following sub-rule shall be substituted, namely:-
 - " (1) (a) Every employer shall maintain.-
 - (i) a Register of persons employed in Form-U;
 - (ii) a Register of Employment in Form-V;
 - (iii) a Register of Wages in Form-W; and
 - (iv) a Register of Leave and Social Security Benefits in Form-X.
 - (b) The registers referred to in clause (a) shall be maintained either electronically or manually.
- (c) Where the registers referred to 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.
 - (3) Forms 'P', Q' and 'R' shall be omitted;
 - (4) After Form T, the following Forms shall be added, namely:-

Remarks

FORM-U.

EMPLOYEE REGISTER.
[See sub-rule (1) of rule (16)]

Name and Address of the Establishment:

Registration Certificate No:

Reason for Exit	(23)
Date of Exit	(22)
Specimen Signature / Thump Impression	(21)
e-mail I.D	(20)
Mobile Mumber	(19)
Ороф	(18)
Bank A/c Number, Name of Bank, Branch (Indian Financial System Code) (IFSC Code)	(17)
Period of Suspension if any	(16)
Date on which made permanent	(15)
Date on which completion of 480 days of service	(14)
ои таварае.	(13)
Employee's State Insurance Corporation No.	(12)
Employee's Provident Fund No.	(11)
Permanent address	(10)
Present Address	(6)
Designation	(8)
Date of entry into service	(7)
Date of Birth	(9)
Father / Spouse Name	(2)
Gender	(4)
Employee Identification No.	(3)
Name of the employee	(2)
Serial Number	(1)

FORM-V.

REGISTER OF EMPLOYMENT.

[See sub-rule (1) of rule (16)]

For the period from to

Festival Holidays Approval Proceedings No. and Date:

Name and Address of the Establishment:

Name and Address of the Employer:

Name of the Manager/Incharge:

Registration Certificate No:

Approved Festival Holidays:

(2)	
(4)	
(3)	
(2)	
(1)	

(3) Gental Number (**) (5) Alame of the Employee (**) (6) Time at which work commences (**) (7) Alame of the Employee (**) (8) Total Days Worked (**) (9) Total Days Worked (**) (10) Alametric availed for working on Restival Holiday (**) (11) Benefit availed for working on Restival Holiday (**) (12) Benefit availed for working on Restival Holiday (**) (13) Remarks (14) Benefit availed for working on Restival Holiday (**) (15) Gemarks (16) Gemarks (17) Gemarks				
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Mame of the Employee				
Mame of the Employee	-	Time at which work ends	9)	
Mame of the Employee		Rest Interval		
Name of the Employee		Time at which work commences		
Name of the Employee		Employee Identification No.	(3)	
Setial Number		Name of the Employee	(2)	
		Serial Number	(1)	

* Abbreviations to be used: H-Weekly Holiday FH - Festival Holiday NH - National Holiday EL - Earned Leave ML - Medical Leave HW - Holidays with Wages MBL - Maternity Leave SH - Substituted Holidays SP - Suspension LOP - Loss of Pay

'N/E' if not eligible for wages.

^{**} Abbreviations to be used:- H- for holidays allowed W/D – for work on double wages W/H – for work with substituted holiday

FORM-W.

[See sub-rule(1) of rule (16)] REGISTER OF WAGES

Name and Address of the Establishment:

Name and Address of the Employer: Name of the Manager/Incharge: Registration Certificate No:

Female young person	
Male young person	
Women	
Men	

Total number of persons employed:

Wage Period from to (Monthly / Fortnightly / Weekly / Daily / Piece Rated)

	,	Т		
		Kemarks	(30)	
		Receipt by Employee / Bank Transaction Identify and Date	(53)	
		Rate at which subsistence allowance calculated and amount paid	(28)	
		Unpaid accumulations	(27)	
		Date of payment	(26)	
		sageW 19N	(25)	
		Total Deductions	(24)	
		Any other Deductions	(23)	
	Je	Pending Recovery		
	s / Fir	Deduction made on Damages, Loss or Fines	(21) (22)	
	Damages / Fine	Deduction recovery pending at beginning of the month	(20)	
SUS		Deduction imposed on Damages, Loss or Fines	(19)	
Deductions		Pending Recovery	(17) (18)	
De	nces	Advance Recovered	(17)	
	Advances	Advance recovery pending at the beginning of the month	(14) (15) (16)	
		Advance Paid	(15)	
		Labour Welfare Fund	(13) (14)	
		Employee's State Insurance Corporation No.		
		Provident Fund Mo.	(12)	
		Gross Wages	(11)	
		Overtime Wages (wages for EL availed / double wages for National Festival Holidays / wages for accumulated leave)	(10)	
		Overtime Wages	(6)	
		Other Allowances (nature may be specified)	(8) (9) (10)	
		House Rent Allowance	()	
		Dearness Allowance	(9)	
		Basic Wage	(2)	
		Number of days worked	4	
		Employee Identification No.	(2)	
		Name of the Employee		
		Serial Number	5	

FORM-X

REGISTER OF LEAVE AND SOCIAL SECURITY BENEFITS

See sub-rule (1) of rule (16)]

Name and Address of the Establishment: Name and Address of the Employer: Name of the Manager/Incharge:

Registration Certificate No:

Year For the month of

21) Remarks **Gratuity Benefits** embloyee (20)Amount paid as Gratuity in case of exit of the employee (19) Whether nomination received from the under Maternity Benefit Act, 1961 18) Leave with Wages as per section 9 or 10 Payment Amount paid as Medical Bonus and Date of Maternity Benefits date of payment (16) Subsequent payment of Maternity Benefit and of expected delivery and Date of Payment (15)Amount of Maternity Benefit paid in advance, (14) Date of giving notice of pregnancy / delivery (13)Leave Balance at end of the Month Other Leave (12)Leave availed during the Month Leave at beginning of the Month 10) Leave balance at end of the Month Medical Leave Leave availed during the Month 6) Leave at beginning of the Month 8 Leave balance at the end of the Month **E** Earned Leave Leave availed during the Month 9 Leave earned during the Period (5) 4 Leave at the beginning of the Month 3 Employee Identification No. Name of the employee 2 Serial Number Ξ

Secretary to Government. R. KIRLOSH KUMAR,