

**17. ELECTRIC EQUIPMENTS HOME APPLIANCES
AND OPERATION OF SOFTWARE SYSTEM**

G. O. (Ms.) No. 115/2011/LBR. Dated, Thiruvananthapuram, 9th August 2011.

S. R. O. No. 516/2011.—In exercise of the powers conferred by clause (a) 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, the Government of Kerala after considering the objections and suggestions received on the draft proposal previously published under Notification No. 29080/EI/210/LBR dated 31st January, 2011 in the Kerala Gazette Extraordinary No. 242 dated 2nd February, 2011 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the Minimum Wages Advisory Board constituted under section 7 of the said Act, hereby fix the Minimum rates of wages payable to the employees employed in the Sector of Employment in “Electric Equipments, Home appliance and operation of Software System” in the State of Kerala as specified in the Schedule hereto annexed and fix the date of publication of this notification in the Gazette as the date from which the rates shall come into force.

SCHEDULE

I Basic Wages

<i>Sl. No.</i>	<i>Category</i>	<i>Monthly Basic Wages (₹)</i>
(1)	(2)	(3)
Group A		
1	Manager	6800
Group B		
1	Assistant Manager	6120
2	Quality Controller	

(1)	(2)	(3)
Group C		
1	Supervisor	} 5655
2	Foremen	
3	Sales Executive	
Group D		
1	Machinist	} 5140
2	Operator	
3	Technician	
4	Fabricator	
5	Mechanic	
6	Turner	
7	Electrician	
8	Blacksmith	
Group E		
1	Accountant	} 4675
2	Clerk	
3	Typist	
4	Stenographer	
5	Computer Operator	
6	Cashier	
7	Front Office Assistant	
8	Receptionist	
9	Telephone Operator	
10	Storekeeper	
11	Assistant Operator	
12	Welder	
13	Spray Painter	
14	Fitter	
15	Wireman	
16	Winder	
17	Driver	
18	Skilled Workers	

(1)	(2)	(3)
Group F		
1	Peon	} 4230
2	Watchman	
3	Security Guard	
4	Helper	
Group G		
1	Cleaner	} 4005
2	Sweeper	

II. Dearness Allowance

In addition to the basic rate of wages, the employees shall be eligible for Dearness Allowance at the rate of ₹ 23.40 (Rupees Twenty three and forty paise) for every increase of one point above 130 points (new Series 1998-99=100) of the Consumer Price Index Numbers published by the Department of Economics and Statistics for District Headquarters concerned.

For Idukki and Wayanad District Headquarters, Dearness Allowance shall be paid on the basis of the Consumer Price Index Number published for Munnar and Meppadi centres respectively.

III. Service Weightage

The employees who have completed not less than five years continuous service in an establishment or under an employer, as on the date of commencement of this notification, shall be allowed service weightage at the rate of one per cent of the basic wages at the revised rate for every completed year of service subject to a maximum of fifteen percentage, in addition to the basic wages.

IV. Protection for Higher Wages

In case the employees of any establishment/Industry are at present getting higher wages than the minimum wages fixed as per this notification, they shall continue to be entitled to get such higher rates.

V. Posts/Category not included in the Schedule

If any post/category is not included in the Schedule above, the employees concerned shall be eligible for the basic wages prescribed for equivalent post/category.

VI. Daily Wages

The daily rate in respect of the category of employees for whom monthly rate is fixed in this notification may be calculated by dividing the monthly rate including the Dearness Allowance by 26.

By order of the Governor,

ANIL, X.,

Secretary to Government.

Explanatory Note

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

After considering the objections and suggestions received on the preliminary notification issued as No. 29080/E1/2010/LBR dated 31st January, 2011 as provided under clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 and in consultation with the Minimum Wages Advisory Board, Government have decided to fix the minimum rates of wages payable to the employees employed in the Sector of Employment in “Electric Equipments, Home appliance and operation of Software System” in the State of Kerala.

This notification is intended to achieve the above object.