



# TAMIL NADU GOVERNMENT GAZETTE

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## Part III—Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,  
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### NOTIFICATIONS BY GOVERNMENT

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**NOTIFICATIONS BY GOVERNMENT**

LABOUR AND EMPLOYMENT DEPARTMENT

**Amendments to the Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1975**

[G.O. (D) No. 201, Labour and Employment (H-1), 24th June 2011, ஆணி 9, திருவள்ளூர் ஆண்டு-2042.]

No. SRO A-12/2011.—In exercise of the powers conferred by Section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (Central Act 37 of 1970) and in supersession of the Labour and Employment Department Notification No. SRO A-2/2006, published at pages 2 to 6 of Part III—Section 1(a) of the *Tamil Nadu Government Gazette*, dated the 11th January 2006, the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1975, the draft of the same having been previously published as required by sub-section (1) of Section 35 of the said Act.

AMENDMENTS

In the said Rules,—

- (1) in rule 73, the expression "or the Register of Wages-cum-Muster Roll, as the case may be" shall be omitted;
- (2) in rule 75, for the expression "register in Form XIII", the expression "register of Employment in Form XXVI" shall be substituted;
- (3) rule 76 shall be omitted;
- (4) in rule 78,—
  - (a) for the marginal heading, the following marginal heading shall be substituted, namely:—  
"Register of Wages";
  - (b) in sub-rule (1),-
    - (i) for clause (a), the following clause shall be substituted, namely:—  
"(a) Every contractor shall in respect of each work on which he engages contract labour, maintain a Register of Wages in Form XXVII";
    - (ii) for clause (b), the following clause shall be substituted, namely:—  
"(b) Every contractor shall, where the wage period is one week or more, issue wage slips in Form XXVIII to the workmen at least a day prior to the disbursement of wages. The copies of wage slip so issued to the workmen shall be maintained by the employer and produced to the Inspector on demand.";
    - (iii) in clause (c), the expression "or Muster Roll-cum-Wages Register, as the case may be" shall be omitted;
    - (iv) after clause (c), the following clause shall be added, namely:—  
"(c) Every contractor, shall in respect of each work on which he engages contract labour, maintain a Register of Advances, Deductions for Damage or Loss and Fines in Form XXIX.";
  - (d) for sub-rule (2), the following sub-rule shall be substituted, namely:—  
"(2) In respect of establishments which are governed by the Payment of Wages Act, 1936 (Central Act IV of 1936) and the rules made thereunder, or the Minimum Wages Act, 1948 (Central Act XI of 1948) and the rules made thereunder, the following registers and records, required to be maintained by a contractor as employer under the said Acts, and the rules made thereunder shall be deemed to be the registers and records to be maintained by a contractor under these rules, namely:—
    - (a) Register of Employment;
    - (b) Register of Wages;
    - (c) Wage Slip;
    - (d) Register of Advances, Deductions for Damage or Loss and Fines";
- (5) Forms XIII, XIV, XVI, XVII, XVIII, XIX, XX, XXI, XXII and XXIII shall be omitted;
- (6) after Form XXV, the following Forms shall be added, namely:—

FORM No. XXVI

(See Rule 75)

## Register of Employment of Contract Labour

Name and address of the Principal Employer :

Name and address of the Contractor : Month :

Name and location of the work site : Year :

(1)	Serial Number
(2)	Name of the workman
(3)	Age and Sex
(4)	Permanent Home address
(5)	Local address
(6)	Designation (Nature of work)
(7)	Father's/Husbands name
(8)	Date of Entry into Service
(9)	Rates of Wages
(10)	Daily hours of work done (1,2,3.....29,30,31)
(11)	Number of days worked
(12)	Signature or Thumb impression of the workman
(13)	Date of termination of employment
(14)	Signature of Contractor / Representative

FORM No. XXVII

[See Rule 78(1)(a)]

**Register of Wages**

Name of the Establishment :

Name of the Employer/Contractor with address :

Wage Period :

Week / Fortnight / Month:

Year :

Serial Number	Name of the workman	Sex	Designation/Nature of Work	Daily rated/piece rated/monthly rated	Wage Period-Week/FN/Month	Total Number of days worked during the Week/FN/Month	Units of work done/Number of days worked	Daily rate of wages/piece rate	Overtime rate	Wages Earned					Gross wages	Provident Fund	E.S.I.	Deductions			Net wages	Signature with date or Thumb Impression/Cheque No. and Date in case of Payment through Bank/Advice of the Bank to be appended	Total unpaid amounts accumulated
										Basic wages	Dearness allowance	Other allowances/cash payment, nature to be specified	Overtime earned	Leave wages including cash in lieu of kinds				Other deductions (Indicate nature)	Fines (if any)	Total Deductions			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
GRAND TOTAL																							

Certified that the wages have been paid to all the workers employed for the month of...../..... for the week ending...../for the F.N. ending..... on.....

Signature of Employer/Manager/  
Contractor/Authorised Person.

FORM No. XXVIII

[See rule 78 (1) (b)]

**Wage Slip**

- (1) Name and address of the establishment :
- (2) Name of the Workman :
- (3) Father's/Husband's name :
- (4) Designation :
- (5) Date of entry into service :
- (6) Wage period : From: To :
- (7) Wage earned: Deductions:
  - (a) Basic : (h) E.P.F. :
  - (b) D.A. : (i) E.S.I. :
  - (c) H.R.A. : (j) Other deductions :
  - (d) OT wages :
  - (e) Leave wages :
  - (f) Other allowances :
  - (g) Gross wages : Net amount paid :

Signature of the employer/Manager/ or any other Authorised Person.

Signature or Thumb impression of the workman.

FORM No. XXIX

[See Rule 78 (1) (d)]

REGISTER OF ADVANCES, DEDUCTIONS FOR DAMAGE OR LOSS AND FINES

Serial Number	Name and address of the Establishment			Month															Signature or Thumb Impression of the workman	Remarks.
				Advance paid			Year						Fines							
				Deductions for Damage/ Loss			Deductions for Damage/ Loss						Fines							
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	
	Name of the workman	Father's/Husband's name	Employee number	Designation	Date of payment	Amount Paid	No. of installments to be recovered	Date on which recovery completed	Damage/Loss caused	Date of Show Cause Notice	Total amount of deduction imposed	No. of installments to be recovered	Date of which deduction completed	Act or omission	Date of Show Cause Notice	Amount of fine imposed	Date on which fine recovery completed			

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