



TAMIL NADU GOVERNMENT GAZETTE

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NOTIFICATIONS BY GOVERNMENT

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NOTIFICATIONS BY GOVERNMENT**LABOUR AND EMPLOYMENT DEPARTMENT****Amendments to the Tamil Nadu Factories Rules, 1950.**

[G.O. Ms. No. 33, Labour and Employment (M2), 17th February 2021, மாசி 5, சார்வரி, திருவள்ளூர் ஆண்டு-2052.]

No. SRO A-9/2021.—In exercise of the powers conferred by Section 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Factories Rules, 1950, the draft of the same having been previously published, as required under Section 115 of the said Act:-

AMENDMENTS.**In the said Rules,-**

(1) In rule 86, for the expression "column (3) of Form No. 12", the expression "column (6) of Form No. 12" shall be substituted;

(2) In rule 88, in sub-rule (2), for the expression "fifteen paise", the expression "five rupees" shall be substituted;

(3) for rule 103, the following rule shall be substituted, namely:-

“ 103. Maintenance of Muster Roll and Registers -

- (1) The Manager of every factory shall maintain a muster roll of all the workers employed in the factory in Form No. 25 and entries shall be made at the commencement of each period of work.
- (2) The Manager shall make it such muster roll readily available for inspection to the inspector at all times during working hours or when any work is being carried on in the factory and it shall be preserved for a period of three years after the last entry.
- (3) The Register of adult workers and young persons in Form No. 12, Register of leave with wages in Form No. 15 and the muster roll and Register of compensatory holidays in Form No. 25 shall be considered to serve the purposes of the Registers and muster roll specified hereunder, namely:-
 - (i) Register of Employment of Contract Labour in Form XXVI as per rule 75, Register of Wages in Form XXVII as per clause (a) of sub-rule (1) of rule 78 and Register of Advances, Deductions for Damage or Loss and Fines in Form XXIX as per clause (d) of sub-rule (1) of rule 78 of the Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1975;
 - (ii) Register of Workmen employed by Contractor in Form XIII as per rule 49, Muster Roll Register in Form XVII as per clause (a) of sub-rule (2) of rule 52, Register of Wages in Form XVIII as per clause (a) of sub-rule (2) of rule 52, Register of Deductions for Damage or Loss in Form XIX as per clause (c) of sub-rule (2) of rule 52, Register of Fines in Form XX as per clause (c) of sub-rule (2) of Rule 52, Register of Advances in Form XXI as per clause (c) of sub-rule (2) of rule 52 and Register of Overtime in Form XXII as per clause (d) of sub-rule (2) of Rule 52 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) (Tamil Nadu) Rules, 1983;
 - (iii) Register of Fines in Form I as per rule 3, Register of Deductions for Damage or Loss caused to the employer by the neglect or default of the employed persons in Form II as per rule 4 and Register of Advances made to employed persons in Form III as per rule 17 of the Tamil Nadu Payment of Wages Rules, 1937;
 - (iv) Register of Fines in Form I as per sub-rule (4) of rule 21, Register of Deductions for Damage or Loss caused to the employer by the neglect or default of the employed person in Form II as per sub-rule (4) of rule 21, Overtime Register for Workers in Form IV as per sub-rule (2) of rule 26, Muster Roll in Form V as per sub-rule (5) of rule 27 and Register of Employees in Form XI as per sub-rule (6) of rule 27 of the Minimum Wages (Tamil Nadu) Rules, 1953;
 - (v) Muster Roll in Form A as per sub-rule (1) of rule 3 of the Tamil Nadu Maternity Benefit Rules, 1967;

- (vi) Register of National, Festival and Special Holidays in Form VI as per sub-rule (1) of rule 7 of the Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Rules, 1959;
- (vii) Register of Workmen in Form I as per sub-rule (1) of rule 6 of the Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Rules, 1981;
- (viii) Register of employees placed under suspension in Form No.1 as per rule 3 of the Tamil Nadu Payment of Subsistence Allowance Rules, 1981;
- (ix) Register of Wages in Form B, Register of Fines and Unpaid Accumulations in Form C as per rule 29 of the Tamil Nadu Labour Welfare Fund Rules, 1973.";

(4) for Form No. 12, Form No. 15 and Form No. 25, the following Forms shall respectively, be substituted, namely:-

"FORM No.12

(Prescribed under rules 80, 86)

REGISTER OF ADULT WORKERS AND YOUNG PERSONS.

Name and Address of the Factory:

Registration No:

(1)	Serial Number
(2)	Name of the worker
(3)	Worker Identity No.
(4)	Gender
(5)	Father / Spouse Name
(6)	Date of Birth
(7)	Present Address
(8)	Permanent Address
(9)	Aadhaar No.
(10)	Date of entry into service
(11)	Designation / Nature of Work
(12)	EPF No./ UAN No.
(13)	ESIC No.
(14)	Date on which completion of 480 days of service
(15)	Date on which made permanent
(16)	Period of Suspension if any
(17)	Bank A/c Number, Name of Bank, Branch (IFSC)
(18)	Photo
(19)	Mobile Number
(20)	E-mail ID
(21)	Specimen Signature / Thumb Impression
(22)	Date of Exit
(23)	Reason for Exit
(24)	Remarks

(Part-II)

Name and Address of the Factory:

Total number of persons employed:

Name and Address of the Occupier / Pay Master:

Name of the Manager/In-charge:

Registration No:

Men	Women	Male Adolescent	Female Adolescent

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

	Serial Number
	Serial Number in Register of adult workers and young persons
	Name of the worker
	Worker Identity Number
	Number of days worked
	Basic Wages
	Dearness Allowance
	House Rent Allowance
	Other Allowances (nature may be specified)
	Overtime Wages
	Leave Wages (Earned Leave / National, Festival & Special Holidays / Other)
	Gross Wages
	Provident Fund
	Employees State Insurance
	Labour Welfare Fund
	Advance paid
	Advance recovery pending at the beginning of the month
	Advance Recovered
	Pending Recovery
	Deduction imposed on Damages, Loss or Fines
	Deduction recovery pending at the beginning of the month
	Deduction made on Damages, Loss or Fines
	Pending Recovery
	Any other Deductions
	Total Deductions
	Net Wages
	Date of payment
	Unpaid accumulations
	Rate at which subsistence allowance calculated and amount paid
	Receipt by worker / Bank Transaction I.D. and Date
	Remarks

"FORM No. 25

[Prescribed under rules 77(4), 103]

MUSTER ROLL AND REGISTER OF COMPENSATORY HOLIDAYS.

For the period From To

Name and Address of the Factory:

Festival Holidays Approval Proceedings No. and Date:

Approved Festival Holidays:

1	2	3	4	5

Registration No:

		Serial Number
		Serial Number in Register of adult workers and young persons
		Name of the worker
		Worker Identity Number
		Time at which work commences
		Rest Interval
		Time at which work ends
Hours	Relays	Scheme of Shifts
		1
		2
		3
		4
		5
		6
		7
		8
		9
		10
		11
		12
		13
		14
		15
		16
		17
		18
		19
		20
		21
		22
		23
		24
		25
		26
		27
		28
		29
		30
		31
		Total Days worked
		Total Hours Worked
		Number of days on Loss of Pay
		Benefit availed for working on National Holiday
		Benefit availed for working on Festival Holiday
		Remarks

Md. NASIMUDDIN,
Additional Chief Secretary to Government.