



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 AND EMPLOYMENT DEPARTMENT****Amendments to the Tamil Nadu Factories Rules, 1950.**

[G.O. Ms. No. 33, Labour and Employment (M2), 17th February 2021, மார்ச் 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;

(Part-II)

Name and Address of the Factory:

Total number of persons employed:

Name and Address of the Occupier / Pay Master:

Men	Women	Male Adolescent	Female Adolescent

Name of the Manager/In-charge:

Registration No:

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	Deductions										Date of payment	Unpaid accumulations	Rate at which subsistence allowance calculated and amount paid	Receipt by worker / Bank Transaction I.D. and Date	Remarks		
															Advances					Damages / Fine										Total Deductions	Net Wages
															Advance paid	Advance recovery pending at the beginning of the month	Advance Recovered	Pending Recovery	Fines	Deduction imposed on Damages, Loss or	Deduction recovery pending at the beginning of the month	Deduction made on Damages, Loss or Fines	Pending Recovery	Any other 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	25	26	27	28	29	30	31	

"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	Scheme of Shifts	Daily Hours of work including overtime (if any)																								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							
								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
								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

Md. NASIMUDDIN,
Additional Chief Secretary to Government.