

The



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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL

Labour Department

M.W. Branch

Writers' Buildings, Block-1 (First Floor) Kolkata - 700 001

NOTIFICATION

No. 104-MW/2W-24/2010.— dated : 04.4.2012.— WHEREAS the proposal to fix the minimum rates of wages payable to the employees in respect of the employment in the Establishments of Professions such as *Chartered / Cost Accountants, Auditors, Tax-Consultants and other firms / Companies engaged in the Consultancy / Advisory Services* in the State of West Bengal was published in the Kolkata Gazette, Extraordinary, dated 28.02.2011 vide this Department Notification No. 282-MW/2W-24/2010 dated 20.01.2011 for information of persons likely to be affected thereby (hereinafter referred to as the said notification);

AND WHEREAS no representation has been received in the matter within the time specified in the said notification;

NOW, THEREFORE, in exercise of the power conferred by section 3, read with sub-section (2) of section 5, of the Minimum Wages Act 1948 (11 of 1948), the Governor, in consultation with the State Minimum Wages Advisory Board, is pleased hereby to fix minimum rates of wages payable to the employees in respect of the employment in the Establishments of Professions such as *Chartered / Cost Accountants, Auditors, Tax-Consultants and other firms / Companies engaged in the Consultancy / Advisory Services* in the State of West Bengal, as specified in the Schedule below :—

The Schedule

- (1) The following shall be the monthly minimum rates of wages for the employees employed in the Establishments of Professions such as *Chartered / Cost Accountants, Auditors, Tax-Consultants and other firms / Companies engaged in the Consultancy / Advisory Services* in the State of West Bengal :—

Categories of Employees	Monthly Minimum Rates of Wages
(a) Unskilled	Rs. 4218.00
(b) Semi-Skilled	Rs. 4640.00
(c) Skilled	Rs. 5104.00
(d) Highly Skilled	Rs. 5614.00

- (2) The classification of employees shall be as follows:—

Unskilled workers	: Peon, Bearer, Durwan, Khansama, Sweeper;
Semi-skilled workers	: Cook, Duftry, Duplicating/Xerox Machine Operator;
Skilled workers	: Clerk, Office Assistant, Typist, Driver, Telephone Operator, Computer Operator;
Highly Skilled Workers	: Senior Assistant, Accountant, Stenographer, Cashier, Audit Assistant, Accountant Assistant;

- (3) There will be one minimum rates of wages for the whole of West Bengal;
- (4) The minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100, from October, 2008 to March, 2009. which is 147. This point will be considered as fixation point;
- (5) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half-yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index number for Industrial Workers for Kolkata Centre, Base 2001 = 100 should be taken. Such half-yearly adjustment shall be calculated and circulated by the Labour Commissioner, Government of West Bengal.
- (6) Adjustment of minimum rates of wages for the purpose of neutralization per point per month will be as shown below :—

Categories of Employees	Rate of Neutralization (CPI-IW) (Base 2001=100)
(a) Unskilled	Rs. 28.69
(b) Semi-skilled	Rs. 31.56
(c) Skilled	Rs. 34.72
(d) Highly Skilled	Rs. 38.19

The rates of neutralization have been arrived at by dividing the minimum rates of wages for different categories of employees by the fixation point as noted in point No. (4) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (7) There will be no adjustment of minimum wages below the fixation point;
- (8) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rate; daily rate will have to be multiplied by 6;
- (9) A normal working day shall consist of eight and half hour work including interval for half-an-hour rest;
- (10) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (11) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (12) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (13) The minimum rates of wages are applicable to employees employed by contractors also;
- (14) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (15) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (16) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).
2. It shall come into force on the date of its publication in the Official Gazette.

By order of the Governor,

BAIDYANATH CHAKRABORTY,
Dy. Secy. to the Govt. of West Bengal.