



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 294/Stat/2RW/72/201/97/LCS/JLC.

Dated 19.01.2016

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Salt Manufacturing Industry** in the State of West Bengal after due adjustment as per Labour Department Notification number 456-MW/2W-60/2006 Dated 22.09.2011. These rates will be effective for the period from **01st January, 2016 to 30th June, 2016.**

Category of Employees	Monthly Minimum Rate of Wage
Unskilled	5839.00
Semi-skilled	6423.00
Skilled	7067.00
Highly Skilled	7774.00

The classification of employees is as follows:-

Unskilled Workers : Persons engaged in earth cutting, bundh and boundary making, field preparation, bed preparation, earth drain making or repairing, salt lifting from the bed and stocking, filling in bags, loading and unloading including carrying, packing and weighing and office peons, general mazdoors, sweepers, tea boys;

Semi-skilled workers: Machineman helper, electrician helper, salt washing mazdoor, measurement man for water evaporation, watchman, nightguard, Manson helper, carpenter helper, and cook;

Skilled Workers: Machineman both water lifting and salt crushing, electrician, carpenter, manson, weighman(if not clerk), leader in field and water lifting, Time-office clerk, office clerk, tally clerk and godown keeper/clerk;

Highly Skilled workers: Field supervisor, factory supervisor (not the leader) and supervisor-cum-field manager;

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

Contd.....P/2.

- (e) 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;
- (f) 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;
- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).



(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO. 294/1(4) /Stat/2RW/72/201/97/LCS/JLC

Dated 19.01.2016

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs., 11th floor- with reference to his kind approval dated 11.01.2016.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.



(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.