



# കേരള ഗസറ്റ് KERALA GAZETTE

അസാധാരണം  
EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്  
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6th Makaram 1195

1941 പൗഷം 30  
30th Pousha 1941

നമ്പർ  
No.

165

GOVERNMENT OF KERALA  
Labour and Skills (E) Department

NOTIFICATION

G.O. (P) No. 8/2020/LBR.

*Dated, Thiruvananthapuram, 16th January, 2020  
2nd Makaram, 1195.*

**S. R. O. No. 44/2020**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with sub-section (2) of section 5 thereof, the Government of Kerala after considering the objections and suggestions received on the draft proposals published under Notification No. 20549/E1/2015/LBR dated 28<sup>th</sup> July, 2016 in the Kerala Gazette Extraordinary No.1410



dated 9<sup>th</sup> August, 2016 as required under clause (b) of sub-section (1) of section 5 of the said Act and after consultation with the Minimum Wages Advisory Board constituted under section 7 of the said Act, hereby fix the minimum rates of wages payable to the employees employed in Private Financial Institutions in the State, as specified in the Schedule hereto annexed and fix the date of publication of the notification in the Gazette as the date on which the rates shall come into force.

SCHEDULE

**Private Financial Institutions**  
(including Banking, Non Banking, Insurance, Micro finance, Foreign exchange, Hire purchase, Chitty, Kuri, Mortgage institutions)

Sl. No.	Post	Scale of Pay (₹)
(1)	(2)	(3)
(i)	Cleaner, Sweeper, Housekeeping Assistant, Attender, Office Attendant, Messenger	10150-400-12150-500-14650
(ii)	Gardener, Watchman /Security Guard (Un armed)	10750-400-12750-500-15250
(iii)	Driver	11500-400-13500-500-16000
(iv)	Collection Executive, ATM Cash Loading Executive, Collection Agent, Recovery Assistant, Bill Collector, Appraiser, Security Guard (Armed)	13250-700-16750-800-20750
(v)	Clerk, Junior Officer, Junior Assistant, Sales Officer, Business Development Officer, Insurance Promoter, Insurance Agent, Insurance Adviser, Junior Recovery Officer, Junior Executive, Customer Service Executive, Customer care Executive, Business Associate, Junior Credit Officer	14750-750-18500-850-22750
(vi)	Cashier, Accountant, Senior Executive, Customer Relations Executive/ Customer Relation Officer, Senior Recovery Officer, Senior Business Associate, Junior Insurance Officer, Assistant Credit Officer	16250-850-20500-950-25250



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|--------|--|-----------------------------|
| (vii)  | Assistant Manager, Business Manager, Sales<br>Development Manager, Sales Manager, Business<br>Development Officer, Cashier-cum-Accountant, Senior<br>Insurance Officer, Credit Officer | 18500-1150-24300-1250-30550 |
| (viii) | Branch Manager, Manager (Human Resource),<br>Operations Head, Branch Head, Legal Assistant   | 20500-1250-26750-1400-33750 |
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### 1. Dearness Allowances

In addition to the basic rates of wages, the employees shall be eligible for Variable Dearness Allowance at the rate of Rs. 32.50 for every increase of one point above 250 points (new series 1998-99=100) of the Consumer Price Index Numbers published each month by the Department of Economics and Statistics for the District Headquarters concerned.

2. The granting of Service Weightage, Special allowance and Risk Allowance included as Sl. Nos. 2 to 4 in the preliminary notification will be subject to the final verdict of the Hon'ble Supreme Court in the SLP (C) case filed in this regard.

### General Conditions

(i) If any other posts in this sector are not included in the Schedule above, then such posts should be provided with the rate of Minimum wages, Dearness allowance and Increment prescribed for the similar posts in the sector.

(ii) For the calculation of daily wages for categories in respect of which monthly wages have been fixed in the notification, basic monthly wage including Dearness Allowance shall be divided by 26.

(iii) In the case of employees of any establishment or under an employer who are at present getting higher wages than the Minimum Wages, as per this notification they shall continue to enjoy such higher rates.

By order of the Governor,

**SATYAJEET RAJAN,**

*Additional Chief Secretary to Government.*



### **Explanatory Note**

(This does not form part of the notification, but is intended to indicate its general purport.)

The Government, after considering the objections and suggestions on the draft proposal on the minimum rates of wages payable to the employees employed in the Private Financial Institutions in the State published as Preliminary Notification No.20549/E1/2015/LBR dated 28<sup>th</sup> July, 2016 in the Kerala Gazette Extraordinary No.1410 dated 9<sup>th</sup> August, 2016, and on the advice of the Minimum Wages Advisory Board constituted for this purpose have decided to fix the minimum rates of wages in the said sector.

The notification is intended to achieve the above object.

