

## EMPLOYMENT IN SECURITY GUARDS

G.O. (2D) No. 28, Labour and Employment (J1) dated 19/06/2014)  
Notification No. II(2)/LE/421/2014, Published in T.N. Government Gazette,  
dated 16/07/2014, Part II, Section 2, at pages 482 and 483.

### EXPLANATIONS:

1. The classification of Zones shall be as follows :

ZONE A : Shall include all Corporations

ZONE B : Shall include all Municipalities

ZONE C : Shall include all places other than those in Zones A & B

2. DEARNESS ALLOWANCE:

In addition to the minimum rates of wages fixed herein, the employees shall be paid dearness allowance as indicated below :

(i) The dearness allowance is linked to the average Chennai City Consumer Price Index Number for the year 2010, that is 161 points (with base year 2001-100) and for every rise of one point over and above 161 points, an increase of ₹ 36.45 (Rupees thirty six and forty five paise only), per month, shall be paid as Dearness Allowance.

(ii) The Dearness Allowance shall be calculated on the 1st April of every year, on the basis of the average of the indices for the preceding 12 months, namely, from January to December.

(iii) The first calculation shall thus be effective from the date of publication of the notification in the Tamil Nadu Government Gazette based on the average Chennai City Consumer Price Index Number for the previous year.

3. Where the nature of work is the same, no distinction in the payment of wages shall be made between men and women workers.

4. To arrive at the daily wages the monthly rate shall be divided by 26.

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5. Wherever the existing wages are higher than the minimum wages fixed herein, the same shall continue to be paid.

**Apart from the minimum rates of wages detailed herein, the dearness allowance payable for the period from 01/04/2016 to 31/03/2017 shall be ₹ 3,171.00 per month.**

Sl. No.	Classes of employees	Minimum rates of wages per month (₹)		
		Zone A	Zone B	Zone C
1	Manager	11,335.00	10,473.00	9,035.00
2	Assistant Manager	10,473.00	9,898.00	8,460.00
3	Supervisor	8,460.00	7,885.00	7,023.00
4	Helper	7,023.00	6,735.00	6,160.00
5	Senior Security Inspector/ Security Officer	10,473.00	9,898.00	8,460.00
6	Corporal/ Seargent / Asst. Security Officer	9,323.00	8,748.00	8,173.00
7	Chief Watchman/ Senior Watchman	8,173.00	7,598.00	7,023.00
8	Security Guard (Male & Female)	6,448.00	6,160.00	5,873.00