



Government of Jammu and Kashmir  
Labour & Employment Department  
Civil Secretariat, Jammu.

Notification

Jammu, the 2<sup>nd</sup> April, 2018

SRO/50 - In exercise of the powers conferred by section 26 of the Payment of Wages Act, 1936, the Government of Jammu and Kashmir hereby intends to make the following amendments in Jammu and Kashmir Payment of Wages Rules, 1972; namely:-

1. in rule 3, for "Form XI", the "Form XI" appended to this notification shall be substituted,
2. in sub-rule(1) of rule 4, for "Form I", the "Form I" appended to this notification shall be substituted,
3. in rule 5, for "Form II", the "Form I" appended to this notification shall be substituted;
4. in rule 6, after the words "A register of wages shall be maintained", the words "in Form II", appended to this notification shall be inserted,
5. in rule 14, for "Form IX", the "Form II" appended to this notification shall be substituted;
6. in sub-rule (3) of rule 24, for "Form III", the "Form I" appended to this notification shall be substituted; and
7. Form III and Form X shall be omitted.

Now in pursuance of sub-section (2) of section 26 of the Payment of Wages Act, 1936, any person(s) who desire(s) to object to the aforesaid amendments may submit his/her objections/suggestions for consideration in writing to the Commissioner/Secretary to Govt., Labour & Employment Department, Civil Secretariat within a period of six weeks from the date of issuance of this notification.

Any objection/suggestion received after the expiry of the said period shall not be entertained.

By order of the Government of Jammu and Kashmir.

Sd/-

(Kifayat Hussain Rizvi)IAS

Commissioner/ Secretary to the Government,  
Dated:- 02-04-2018

No.L&E/Lab/55/2017

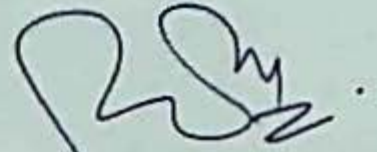
Copy to the:-

1. Advisor to Hon'ble Chief Minister, J&K.

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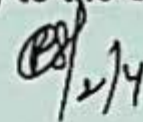
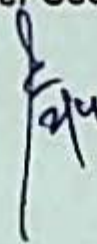


2. Secretary to Government of India, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi-110001.
3. Principal Secretary to the Governor, J&K.
4. Principal Secretary to the Chief Minister.
5. All Administrative Secretaries.
6. Divisional Commissioner, Jammu/Kashmir.
7. Secretary, Legislative Assembly/Council.
8. All Heads of Departments.
9. Director Information, J&K, Jammu with the request to publish the notification in leading english dailies one each from Jammu/Kashmir.
10. All Deputy Commissioners/District Development Commissioners.
11. General Manager, Government Press, Jammu for its publication in the next issue of the Government Gazette.
12. Private Secretary to the Minister for Labour and Employment for information of the Hon'ble Minister.
13. Private Secretary to Commissioner/Secretary to the Government, Labour and Employment Department.
14. SRO file (w.2 s.c).
15. Stock file.



(Dr. Irfan Ali Khan)KAS

Under Secretary to the Government



2

(see rule 4, 5 & rule 24 (3))

### REGISTER FOR DAMAGE/LOSS/FINE/ADVANCE/LOANS

Factory/Industrial establishment.....

S. No. in Employee register	Name	Recovery type (Damage/loss/fine/advance/loans)	Particulars	Date of damage/loss*	Amount	Whether show cause issued*	Explanation heard in presence of*	No. of Installments	First Month/Year	Last Month/year	Date of complete Recovery	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13

\*Applicable only in case of damage/loss/fine

*[Handwritten signatures and date]*  
12/14

3



(see rule 6 & rule 14)

**REGISTER OF WAGES**

Name and Address of Establishment

Name and location of the work.....

LIN / Registration No.....

Wage period From ..... To ..... (Monthly/Fortnightly/Weekly/Daily/Piece Rated)

	Highly Skilled	Skilled	Un Skilled
Minimum Basic			
DA Overtime			
Overtime			

S. No. in Employee register	Name	Rate of Wage	No. of Days Worked	Overtime hours worked	Basic	Special Basic	DA	Payments Overtime	HRA	*Others	Total
1	2	3	4	5	6	7	8	9	10	11	12

Deduction								Net Payment	Employer Share PF Welfare Fund	Receipt by Employee/Bank Transaction ID	Date of Payment	Remarks
PF	ESIC	Society	Income Tax	Insurance	Others	Recoveries	Total					
13	14	15	16	17	18	19	20	21	22	23	24	25

\*in case of Mines Act any Leave Wages paid should be shown in the Others Column and specifically mentioned in the Remarks column also.

*[Handwritten signatures and a circled number 4]*



(See Rule 3)  
**ATTENDANCE REGISTER/MUSTER ROLL**

Name and address of the Establishment .....

Name and address of employer .....

LIN / Registration No .....

For the period From ..... To .....

S. No. in Employees register	Name	Relay /Place of work*	Date				Summary/ No. of Days	No. of hours worked with remarks	**Signature of Register Keeper
			1	2	3	4			
					.....31				
			IN						
			OUT						
1	2	3	4	5	6	7			

\* in case of Mines only (Underground/Opencast/Surface)

In case an employee is not present the following to be entered: (R for Rest/L for Paid Leave/A for absent/O for Weekly Off/C for Establishment closed)

\*\* Not necessary in case of E Form maintenance.

*[Handwritten mark]*

*[Handwritten signature]*

*[Handwritten signature]*

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