



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

Notification

Jammu, the 2nd April, 2018

**SRO/51** :- In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Jammu and Kashmir hereby intends to make the following amendments in Jammu and Kashmir Minimum Wages Rules, 1972; namely:-

1. in sub-rule (4) of rule 21, for "Form I and II respectively", the composite "Form I" appended to this notification shall be substituted;
2. in sub-rule (2) of rule 26, for "Form IV", the "Form IV" appended to this notification shall be substituted;
3. in sub-rule (1) of rule 27, for "Form XII", the "Form IV" appended to this notification shall be substituted;
4. in sub-rule (5) of rule 27, for "Form V", the "Form V" appended to this notification shall be substituted, and
5. form II and Form XII shall be omitted.

Now in pursuance of sub-section (1) of section 30, 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.
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.

⑧

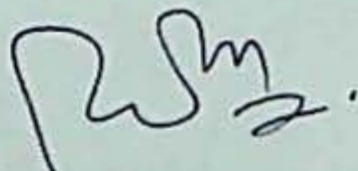
2/24

RS2

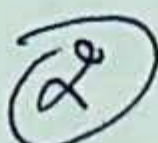
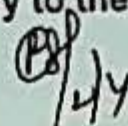
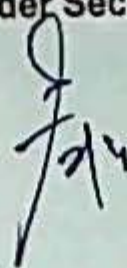
①



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



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

Name and address of the Establishment .....

Name and address of employer .....

LIN / Registration No. ....

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

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

*[Handwritten signature]*  
24/2/2022



# REGISTER OF WAGES

Name and Address of Establishment

Name and location of the work.....

LIN / Registration No.....

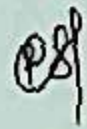
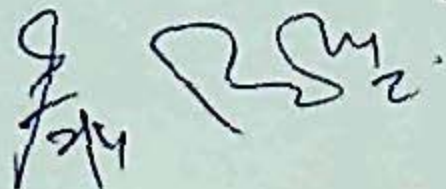

Wage period From ..... To ..... (Monthly/Fortnightly/Weekly/Daily/Piece Rated)

|               | 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.



# 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<br>Employees<br>register | Name | Relay /Place of<br>work* | Date |   |   |    | Summary/ No. of Days | No. of hours<br>worked with<br>remarks | **Signature of<br>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 signature and date: 2/2/24*

*Handwritten circled number: 5*