

TRIPURA GAZETTE

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**PART--I-- Orders and Notifications by the Government of Tripura,
The High Court, Government Treasury etc.**

GOVERNMENT OF TRIPURA LABOUR DEPARTMENT

No.F.22(80)-LAB/ENF/CoW/2025

Dated, Agartala, the 17th of January, 2026

NOTIFICATION

The following draft rules, which the State Government proposes to make in exercise of the powers conferred by Section 67 of the Code on Wages, 2019 (29 of 2019) and insupersession of the: —

- (i) The Tripura Minimum Wages Rules, 1952;
- (ii) The Tripura Payment of Wages (Procedure) Rules, 1960;

made by the State Government in exercise of the powers conferred by the Minimum Wages Act, 1948 (11 of 1948), Payment of Wages Act, 1936 (4 of 1936), Payment of Bonus Act, 1965 (21 of 1965) and Equal Remuneration Act, 1976 (25 of 1976) as the case may be, which are repealed by Section 69 of the Code on Wages, 2019, except as respects things done or omitted to be done before such supersession, are hereby notified, as required by Sub-Section (1) of Section 67, for information of all persons likely to be affected thereby and notice is hereby given that the draft notification will be taken into consideration after the expiry of a period of forty-five days from the date on which the copies of the Official Gazette in which this notification is published are made available to the public;

Objections and suggestions, if any, may be addressed to Secretary, Labour (lctripura.agt@gmail.com) which may be received from any person with respect to the said draft notification before expiry of the period specified above will be considered by the Government of Tripura.

CHAPTER I

Preliminary Draft Rules

1. Short title, extent and commencement. —

- (1) These rules may be called the 'Tripura Wages Rules, 2026'.
- (2) They shall come into force after the date of final publication in Tripura Gazette.

2. Definitions. —

In these rules, unless the subject or context otherwise requires, —

- (a) **“authority”** means the authority appointed by the State Government under Sub-Section (1) of Section 45;
 - (b) **“appellate authority”** means the appellate authority appointed by the State Government under Sub-Section (1) of Section 49;
 - (c) **“appeal”** means an appeal preferred under Sub-Section (1) of Section 49;
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- (d) **“Board”** means the Advisory Board constituted by the State Government under Sub-Section (4) of Section 42;
- (e) **“Chairperson”** means the Chairperson of the Board;
- (f) **“Code”** means the Code on Wages, 2019 (29 of 2019);
- (g) **“committee”** means a committee appointed by the State Government under clause (a) of Sub-Section (1) of Section 8;
- (h) **“day”** means a period of 24 hours beginning at mid-night;
- (i) **“family”** means all or any of the following relatives of an employee namely:—
 - (i) a spouse;
 - (ii) a minor legitimate or adopted child dependent upon the employee;
 - (iii) a child who is wholly dependent on the earnings of the employee, and who is—
 - (a) receiving education, till he attains the age of twenty-one years; and
 - (b) an unmarried daughter;
 - (iv) a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependent on the earnings of the employee, so long as the infirmity continues;
 - (v) dependent parents (including father-in-law and mother-in-law of a woman employee), whose income from all sources does not exceed such income as may be prescribed by the Central Government;
- (j) **“Form”** means a form appended to these rules;
- (k) **“Geographical Area”** means, the areas notified as such by the Central Government from time to time.
- (l) **“highly skilled occupation”** means an occupation which calls in its performance a specific level of perfection and required competence acquired through intensive technical or professional training or practical occupational experience for a considerable period and also requires of an employee to assume full responsibility for his judgment or decision involved in the execution of such occupation;
- (m) **“Inspector-cum-Facilitator”** means a person appointed by the State Government, by notification under Sub-Section (1) of Section 51;
- (n) **“member”** means a member of the Board and includes its Chairperson;
- (o) **“Municipal Corporation area”** means an area which falls under the Agartala Municipal Corporation;
- (p) **“Municipal Committee/Municipal Council area”** means an area which falls under Municipal Committee/Municipal Council;
- (q) **“Nagar Panchayat area”** means an area which falls under Nagar Panchayat;

- (r) **“rural area”** means the area which does not fall under Municipal Corporation and Municipal Committee/Municipal Council and Nagar Panchayat;
- (s) **“registered trade union”** means a trade union registered under The Trade Unions Act, 1926 (16 of 1926) or the law defining “registered trade union” for the time being in force;
- (t) **“Schedule”** means the schedule to these rules;
- (u) **“Section”** means a Section of the Code;
- (v) **“semi-skilled occupation”** means an occupation which in its performance requires the application of skill gained by the experience on job which is capable of being applied under the supervision or guidance of a skilled employee and includes supervision over the unskilled occupation;
- (w) **“skilled occupation”** means an occupation which involves skill and competence in its performance through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiating and judgment;
- (x) **“unskilled occupation”** means an occupation which in its performance requires the application of simply the operating experience and involves no further skills;
- (y) all other words and expressions used herein in these rules and not defined shall have the meanings respectively assigned to them under the Code.

CHAPTER II Minimum Wages

3. Manner of calculating the minimum rate of wages. —

- (1) For the purposes of Sub-Section (4) of Section 6, the minimum rate of wages shall be fixed on the day basis keeping in view of the following criteria, namely: —
 - (a) the standard working-class family which includes a spouse and two children apart from the earning worker; an equivalent of three adult consumption units;
 - (b) a net intake of 2700 calories per day per consumption unit;
 - (c) clothing expenditure equivalent to 66 meters cloth per year per standard working class family;
 - (d) housing rent expenditure to constitute 10 per cent of food and clothing expenditure;
 - (e) fuel, electricity and other miscellaneous items of expenditure to constitute 20 percent of minimum wage; and

- (f) expenditure for children education, medical requirement, recreation and expenditure on contingencies to constitute 25 percent of minimum wage;

Note: —The provisions of the rule 3 are based on the criteria declared in the judgment in Workmen Represented by Secretary vs. Management of Reptakos Brett. and Co. Ltd. and Anr., 1992 AIR 504 pronounced by the Hon'ble Supreme Court and on the recommendations of the 15th Indian Labour Conference (ILC).

- (2) (a) when the rate of wages for a day is fixed, then, such amount shall be divided by eight for fixing the rate of wages for an hour and multiplied by twenty-six for fixing the rate of wages for a month and in such division and multiplication the factors of one-half and more than one-half shall be rounded as next figure and the factors less than one-half shall be ignored.
- (b) In case of a five-day working week, the hourly rate of minimum wages so calculated shall be used to derive the minimum wages for the day.

4. Norms for fixation of minimum rate of wages. —

- (1) While fixing the minimum rates of wages under section 6, the State Government shall take into account the following :

- (i) geographical area,
- (ii) experience in the area of employment.

- (2) The State Government shall constitute a technical committee for the purpose of advising the State Government in respect of skill categorization, which shall consist of the following members, namely: —

- (i) Labour Commissioner, Government of Tripura— Chairperson;
- (ii) One Officer from the Rural Development Department, Government of Tripura, not below the rank of the Deputy Secretary – Member;
- (iii) Joint Labour Commissioner/ Deputy Labour Commissioner, Government of Tripura— Member-cum-Secretary;
- (iv) One Officer from the Skill Development and Entrepreneurship, Government of Tripura, not below the rank of the Deputy Director— Member;
- (vi) One Officer from the Industries & Commerce, Government of Tripura, not below the rank of Deputy Director – Member;
- (vii) One Officer from the Factories & Boilers Organisation, Government of Tripura, not below the rank of Inspector of Factories – Members;
- (viii) Two technical experts in wage determination as nominated by the State Government – Members.

- (3) The State Government shall, on the advice of the technical committee referred to in sub-rule (2), categorize the occupations of the employees into four categories that is to say unskilled, semi-skilled, skilled and highly skilled by modifying, deleting or adding any entry in the categorization of such occupation, publish notification in the State Gazette as specified in Schedule – A.

- (4) The technical committee referred to in sub-rule (2), shall while advising the State Government under sub-rule (3) take into account, the arduousness of work including

temperature or humidity normally difficult to bear, hazardous occupations or processes or underground work or the other possible extent, the national classification of occupation or national skills qualification framework being formulated to identify occupations or other similar framework as it may deem fit proper.

5. Time interval for revision of dearness allowance. —

Endeavour shall be made so that the cost-of-living allowance and the cash value of the concession in respect of essential commodities at concession rates shall be computed once before 1st April and then before 1st October in every year to revise the dearness allowance payable to the employees on the minimum wages.

6. Circumstances under proviso (ii) to section 10-

An employee shall not be entitled to receive wages for a full normal working day under section 10, if he/she is not entitled to receive such wages under any other labour law for the time being in force.

7. Number of hours of work which shall constitute a normal working day. —

- (1) The normal working day under clause (a) of sub-Section (1) of Section 13 shall be comprised of eight hours of work and one or more intervals of rest which in total shall not exceed one hour.
- (2) The working day of an employee shall be so arranged that inclusive of the intervals of rest, if any, it shall not spread over more than twelve hours on any day.
- (3) If the employee works in the establishment for six days in a week, the period of work of an employee shall be so arranged that inclusive of his interval for rest shall not spread over more than ten and half hours per day and the seventh day of the said week for the employee shall be a paid holiday.
- (4) If the employee works in an establishment for less than six days in a week arising due to provision of flexibility in working hours, the period of work of an employee shall be so arranged that inclusive of interval for rest shall not spread over for more than twelve hours and the remaining days of the said week for the employee shall be paid holiday.

Provided that the flexibility of working hours shall be permitted with the consent of negotiating union/negotiating council or with the consent of majority of employees in the absence of negotiating union/negotiating council.

- (5) No employee shall be allowed to work more than five hours continuously before he has had an interval for rest of at least half an hour.

8. Weekly day of rest. —

- (1) Subject to the provisions of this rule, an employee shall be allowed a day of rest every week (hereinafter referred to as “the rest day”) which shall ordinarily be Sunday, but the employer may fix any other day of the week as the rest day for any employee or class of employees:

Provided that an employee shall be entitled for the rest day under this sub-rule if he has worked under the same employer for a continuous period of not less than six days:

Provided further that the employee shall be informed of the day fixed as the rest day and of any subsequent change in the rest day before the change is effected, by display of a notice to that effect in the place of employment at the place specified by the Inspector-cum-Facilitator in this behalf.

Explanation :—For the purpose of computation of the continuous period of not less than six days specified in the first proviso to this sub-rule, any day on which an employee is required to attend for work but is given only an allowance for attendance and is not provided with work, a day on which an employee is laid off on payment of compensation under the Industrial Disputes Act, 1947 (14 of 1947), and any leave or holiday, with or without pay, granted by the employer to an employee in the period of six days immediately preceding the rest day, shall be deemed to be days on which the employee has worked.

- (2) Any such employee shall not be required or allowed to work on the rest day unless he or she has or will have a substituted rest day for a whole day on one of the five days immediately before or after the rest day:

Provided that no substitution shall be made which will result in the employee working for more than ten days consecutively without a rest day for a whole day.

- (3) Where in accordance with the foregoing provisions of this rule, any employee works on a rest day and has been given a substituted rest day on any one of the five days before or after the rest day, the rest day shall, for the purpose of calculating the weekly hours of work, be included in the week in which the substituted rest day occurs.

- (4) An employee shall be granted, —

(a) for rest day wages calculated at the rate applicable to the next preceding day; and

(b) where he works on the rest day and has been given a substituted rest day, then, he shall be paid wages for the rest day on which he worked, at the overtime rate and wages for the substituted rest day at the rate applicable to the next preceding day: Provided that where, —

(i) the minimum rate of wages of the employee as notified under the Code has been worked out by dividing the minimum monthly rate of wages by twenty-six; or

(ii) the actual daily rate of wages of the employee has been worked out by dividing the monthly rate of wages by twenty-six and such actual daily rate of wages is not less than the notified minimum daily rate of wages of the employee, then, no wages for the rest day shall be payable; and

(iii) the employee works on the rest day and has been given a substituted rest day, then, he shall be paid, only for the rest day on which he worked, an amount equal to the wages payable to him at the overtime rate; and, if any, dispute arises

whether the daily rate of wages has been worked out in accordance with the provisions of this proviso, the Labour Commissioner or the Joint Labour Commissioner or the Deputy Labour Commissioner, Government of Tripura having the specific jurisdiction may, on application made to him in this behalf, decide the same, after giving an opportunity to the parties concerned to make written representations: Provided further that in case of an employee governed by a piece rate system, the wages for the rest day, or the substituted rest day, as the case may be, shall be such as the State Government may, from time to time determine having regard to the minimum rate of wages fixed under the Code, in respect of the employment.

Explanation: —In this sub-rule ‘next preceding day’ means the last day on which the employee has worked, which precedes the rest day, as the case may be; and where the substituted rest day falls on a day immediately after the rest day, the next preceding day means the last day on which the employee has worked, which precedes the rest day.

- (5) The provisions of this rule shall not operate to the prejudice of more favourable terms, if any, to which an employee may be, entitled under any other law or under the terms of any award, agreement or contract of service, and in such a case, the employee shall be entitled only to more favourable terms aforesaid.

Explanation :—For the purposes of this rule, ‘week’ shall mean a period of seven days beginning at midnight on Saturday night.

9. Night shifts. —

Where an employee in an employment works on a shift which extends beyond midnight, then, —

- (a) a rest day for the whole day for the purposes of rule 7 shall, in this case mean a period of twenty-four consecutive hours beginning from the time when his shift ends; and
- (b) the following day in such a case shall be deemed to be the period of twenty-four hours beginning from the time when such shift ends, and the hours after midnight during which such employee was engaged in work shall be counted towards the previous day.

10. The extent and conditions for the purposes of Sub-Section (2) of Section 13. —

In case of employees, —

- (a) engaged in any emergency which could not have been foreseen or prevented;
- (b) engaged in work of the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned;
- (c) whose employment is essentially intermittent;
- (d) engaged in any work which for technical reasons has to be completed before the duty is over; and
- (e) engaged in a work which could not be carried on except at times dependent on the irregular action of natural forces; the provisions of rules 6, 7 and 8 shall apply subject to the condition that, —
- (i) the spread over of the hours of work of the employees shall not exceed 16 hours in any day; and

- (ii) the actual hours of work excluding the intervals of rest and the periods of inaction during which the employee may be on duty but is not called upon to display either physical activity or sustained attendance shall not exceed 9 hours in any day.

11. Longer wage period. —

The longer wage period for the purposes of minimum rate of wages under Section 14 shall be by the month.

CHAPTER III
Payment of Wages

12. Recovery under Sub-Section (4) of Section 18. —

Where the total deductions authorized under Sub-Section (2) of Section 18 exceed fifty percent of the wages of an employee, the excess shall be carried forward and recovered from the wages of succeeding wage period or wage periods, as the case may be, in such installments so that the recovery in any month shall not exceed the fifty per cent of the wages of the employee in that month.

13. The authority under Sub-Section (1) of Section 19. —

The Chief Labour Officer or Labour Officer having jurisdiction over the place of work of the employee concerned shall be the authority for the purposes of Sub-Section (1) of Section 19.

14. The manner of exhibiting the notice under Sub-Section (2) of Section 19. —

A notice referred to in Sub-Section (2) of Section 19 shall be displayed at the conspicuous places in the premises of the workplace in which the employment is carried on, so that every concerned employee would be able easily to read the contents of the notice and a copy of the notice shall be sent to the Inspector-cum-Facilitator having jurisdiction.

15. The procedure under Sub-Section (3) of Section 19. —

The employer shall give an intimation in writing specifying therein the detailed particulars for obtaining the approval of the imposition of fine before the Chief Labour Officer or Labour Officer referred to in rule 12 who shall, before granting or refusing the approval, give opportunity of being heard to the employee and the employer concerned.

16. Intimation of deduction. —

- (1) Where an employer makes any deduction in pursuance of the proviso to Sub-Section (2) of Section 20, he shall make intimation of such deduction to the Inspector-cum-Facilitator having jurisdiction within 10 days from the date of such deduction explaining therein the reason of such deduction.
- (2) The Inspector-cum-Facilitator shall, after receiving intimation under sub-rule (1), examine such intimation and if he finds that the explanation given therein is in contravention of any provision of the Code or the rules made thereunder, he shall initiate appropriate action under the Code against the employer.

17. Procedure for deduction under Sub-Section (2) of Section 21. —

Any employer desiring to make deduction for damages or loss under Sub-Section (1) of Section 21 from the wages of an employee shall, —

- (i) explain to the employee personally and also in writing the damage or loss of goods expressly entrusted to the employee for custody or for loss of money for which he is required to account and how such damages or loss is directly attributable to the neglect or default of the employee; and
- (ii) thereafter, give the employee an opportunity to offer any explanation and deduction for any damages or loss, if made, shall be intimated to the employee within fifteen days from the date of such deduction.

18. Conditions regarding recovery of advance under Section 23. —

The recovery, as the case may be of, —

- (i) advances of money given to an employee after the employment begins under clause (b) of Section 23; or
- (ii) advances of wages to an employee not already earned under clause (c) of Section 23, shall be made by the employer from the wages of the concerned employee in installments determined by the employer, so as any or all installments in a wage period shall not exceed fifty per cent of the wages of the employee in that wage period and the particulars of such recovery shall be recorded in the register maintained in Form-I.

19. Deduction under Section 24. —

Deductions for recovery of loans granted for house building or other purposes approved by the State Government and the interest due in respect thereof shall be as per extant instruction or circular issued by the State Government from time to time regulating the extent to which such loans may be granted and the rate of interest that shall be payable thereon.

CHAPTER IV

State Advisory Board

A. Procedure of State Advisory Board under Sub-Section (10) of Section 42.

20. Constitution of the Board. —

- (1) The Board shall consist of the persons to be nominated by the State Government representing employers and employees as specified in clauses (a) and (b) of Sub-Section (6) of Section 42 and the independent persons of that Sub-Section as specified in clause (c).
- (2) The persons representing employers as referred to in clause (a) of Sub-Section (6) of Section 42 shall not be less than eight and the persons representing employees referred to in clause (b) of that Sub-Section shall also not be less than ten.
- (3) The independent persons specified in clause (c) of Sub-Section (6) of Section 42 to be nominated by the State Government shall consist of the following, namely :—

1.	Additional Chief Secretary/ Principal Secretary/ Secretary/Special Secretary, Department of Labour, Government of Tripura.	Chairperson
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2.	Additional Chief Secretary/Principal Secretary/ Secretary or their representative from department of Urban Development, Government of Tripura.	Member
3.	Additional Chief Secretary/Principal Secretary/ Secretary or their representative from Department of Rural Department, Government of Tripura.	Member
4.	Additional Chief Secretary/Principal Secretary/ Secretary or their representative from Public Works Department, Government of Tripura,	Member
5.	Labour Commissioner, Government of Tripura.	Member Secretary
6.	One member who is or has been a presiding officer of an Industrial Tribunal constituted by the State Government under any law for the being in force; and	Member
7.	Two members each of whom, shall be a professional in the field of wages and labour related issues;	Member

- (4) The State Government shall, while nominating the members of the Board, take into account that the independent members under sub-rule (2) shall not exceed one-third of the total members of the Board and one-third of the members of the Board shall be women.

21. Meeting of the Board. —

The Chairperson may, subject to the provisions of rule 22, call a meeting of the Board, at any time he thinks fit: Provided that on requisition in writing from not less than one-half of the members, the Chairperson shall call a meeting within thirty days from the date of the receipt of such requisition.

22. Notice of meetings. —

The Chairperson shall fix the date, time and place of every meeting and a notice in writing containing the aforesaid particulars along with a list of business to be conducted at the meeting shall be sent to each member by registered post and electronically at least fifteen days before the date fixed for such meeting: Provided that in the case of an emergent meeting, notice of seven days only may be given to every member.

23. Functions of Chairperson. —

The Chairperson shall, —

- (i) preside at the meetings of the Board: Provided that in the absence of the Chairperson at any meeting, the members shall elect from amongst themselves by a majority of votes, a member who shall preside at such meeting;
- (ii) decide agenda of each meeting of the Board;

- (iii) wherein the meeting of the Board, if any, issue has to be decided by voting, conduct the voting and count or cause to be counted the secret voting in the meeting.

24. Quorum.—

No business shall be transacted at any meeting unless at least one-third of the members and at least one representative member each of both the employers and an employee are present: Provided that, if at any meeting less than one-third of the members are present, the Chairperson may adjourn the meeting to a date not later than seven days from the date of the original meeting and it shall thereupon be lawful to dispose of the business at such adjourned meeting irrespective of the number of members present: Provided further that the date, time and place of such adjourned meeting shall be intimated to all the members electronically or by registered post.

25. Disposal of business of the Board.—

All business of the Board shall be considered at a meeting of the Board, and shall be decided by a majority of the votes of members present and voting in the event of an equality of votes, the Chairperson shall have a casting vote: Provided that the Chairperson may, if he thinks fit, direct that any matter shall be decided by the circulation of necessary papers and by securing written opinion of the members: Provided further that no decision on any matter under the preceding proviso shall be taken, unless supported by not less than two-thirds majority of the members.

26. Method of voting.—

Voting in the Board shall ordinarily be by show of hands, but if any member asks for voting by ballot, or if the Chairperson so decides, the voting shall be by secret ballot and shall be held in such manner as the Chairperson may decide.

27. Proceedings of the meetings.—

- (1) The proceedings of each meeting of the Board showing *inter alia* the names of the members present thereat shall be forwarded to each member and to the State Government as soon after the meeting as possible, and in any case, not less than seven days before the next meeting.
- (2) The proceedings of each meeting of the Board shall be confirmed with such modification, if any, as may be considered necessary at the next meeting.

28. Summoning of witnesses and production of documents.—

- (1) The Chairperson may summon any person to appear as a witness if required in the course of the discharge of his duty and require any person to produce any document.
- (2) Every person who is summoned and appears as a witness before the Board shall be entitled to an allowance for expenses by him in accordance with the scale for the time being in force for payment of such allowance to witnesses appearing before a civil court.

29. Appointment of the committees.—

The State Government may constitute as many committees under clause (a) of Sub-Section (1) of Section 8 as it considers necessary for the purposes specified in that clause.

B. Terms of office of members of the Board under Sub-Section (11) of Section 42.

30. Term of office of members of the Board.—

- (1) The term of office of the Chairperson or a member, as the case may be, shall be normally two years commencing from the date of his appointment or nomination, as the case may be, under Sub-Section (11) of Section 42: Provided that such Chairperson or a member shall, notwithstanding the expiry of the said period of two years, continue to hold office until his successor is appointed or nominated, as the case may be.
- (2) An independent member of the Board nominated to fill a casual vacancy shall hold office for the remaining period of the term of office of the member in whose place he is nominated.
- (3) The official members of the Board shall hold office till they are replaced by respective such other official members.
- (4) Notwithstanding anything contained in sub-rules (1), (2) and (3), the members of the Board shall hold office during the pleasure of the State Government.

31. Travelling allowance.—

The Chairman and every member of the Board, shall be entitled to draw travelling and halting allowance for any journey performed by him in connection with his duties at the rate specified for other similar BOARDS in Tripura by the Finance Department.

32. Officers and staff.—

The Labour Commissioner, Government of Tripura shall be the Ex-Office Secretary of the Board and office of the Labour Commissioner, shall provide Secretariat Assistance to the Board.

33. Eligibility for re-nomination of the members of the Board.—

An outgoing member shall be eligible for re-nomination for the membership of the Board for not more than total two terms.

34. Resignation of the Chairperson and other members of the Board.—

- (1) A member of the Board, other than the Chairperson, may, by giving notice in writing to the Chairperson, resign his membership and the Chairperson may resign by a letter addressed to the State Government.
- (2) A resignation shall take effect from the date of communication of its acceptance or on the expiry of 30 days from the date of resignation, whichever is earlier.
- (3) When a vacancy occurs or is likely to occur in the membership of the Board, the Chairperson shall submit a report to the State Government immediately and the State Government shall, then, take steps to fill the vacancy in accordance with the provisions of the Code.

35. Cessation of membership.—

If a member of the Board, fails to attend three consecutive meetings, without prior intimation to the Chairperson, he shall, cease to be a member thereof.

36. Disqualification.—

- (1) A person shall be disqualified for being nominated as, and for being a member of the Board,—
 - (i) if he is declared to be of unsound mind by a competent court; or
 - (ii) if he is an un-discharged insolvent; or
 - (iii) if before or after the commencement of the Code, he has been convicted of an offence involving moral turpitude.
- (2) If any question arises whether a disqualification has been incurred under sub-rule (1), the decision of the State Government thereon shall be final.

CHAPTER V

Payment of Dues, Claims, etc.

37. Payment under clause (a) of Sub-Section (1) of Section 44. —

- (1)(a) Every employee shall make a declaration in Form- I, nominating a person conferring the right to receive the amount that may stand in his credit at the event of his death before that amount standing to his credit has become payable or where the amount has become payable, before payment has been made.
- (b) If the employee has a family at the time of making nomination, the nomination shall be in favour of the spouse or the spouse in preference followed by one or more members of his family;

Provided that nomination made by an employee having a family in favour of a person other than member of his family shall be invalid; Provided further that a fresh nomination towards his spouse shall be made by the employee on his marriage and any nomination made before such marriage shall be deemed to be invalid.
- (c) Where the nomination is wholly or partly in favour of a minor, the employee may appoint a major person of his family, to be the guardian of the minor nominee or where there is no major person in the family, he may at his discretion, appoint any other person to be a guardian of the minor nominee.
- (d) If the employee nominates more than one member, he shall specify in the nomination, the amount or share payable to each of his nominees at his own discretion so as to cover the whole of the amount that may stand to his credit.

- (2) Where any amount payable to an employee under the Code is due after his death or on account of his whereabouts not being known, and the amount could not be paid to the nominee of the employee until the expiry of three months from the date the amount had become payable, then, such amount shall be deposited by the employer with the Chief Labour Officer or Labour Officer having jurisdiction, who shall disburse the amount to the person nominated by the employee after ascertaining his identity within two months of the date on which the amount was so deposited with him.

38. Deposit of the undisbursed dues under clause (b) of Sub-Section(1) of Section44.—

- (1) Where any amount payable to an employee under this Code remains undisbursed because either non nomination has been made by such employee or for any other reason, such amounts could not be paid to the nominee of employee until the expiry of six months from the date the amount had become payable, all such amounts shall be deposited by the employer with the Chief Labour Officer or Labour Officer having jurisdiction before the expiry of the fifteenth day after the last day of the said period of six months.
- (2) The amount referred to in sub – rule(1) shall be deposited by the employer with the Chief Labour Officer or Labour Officer having jurisdiction through bank transfer or through a crossed demand draft obtained from any scheduled bank in India drawn in favour of such Chief Labour Officer or Labour Officer.

39. Manner of dealing with the undisbursed dues under clause (b) of Sub-Section (1) of Section44. —

- (1) The amount referred to in sub-rule (1) of rule 37 (hereinafter in this rule referred to as the amount) deposited with the Chief Labour Officer or Labour Officer having jurisdiction shall remain with him and be invested in the State Government Securities or deposited as a fixed deposit in a scheduled bank.
- (2) The Chief Labour Officer or Labour Officer having jurisdiction will exhibit, as soon as may be possible, a notice containing such particulars regarding the amount as the Chief Labour Officer or Labour Officer considers sufficient for information at least for fifteen days on the notice board and also publish such notice in any two newspapers being circulating in the language commonly understood in the area in which undisbursed wages were earned.
- (3) Subject to the provision of sub-rule (4), the Chief Labour Officer or Labour Officer having jurisdiction shall release the amount to the nominee or to that person who has claimed such amount, as the case may be, in whose favour such Chief Labour Officer or Labour Officer has decided, after giving the opportunity of being heard, the amount to be paid.
- (4) If the undisbursed amount remains unclaimed for a period of seven years, the same shall be dealt within the manner as directed by the State Government from time to time in this behalf.

CHAPTER VI

Forms, Registers and Wage Slip

40. The form of a single application. —

- (1) A single application may be filled under Sub-Section (5) of Section 45 in Form – II manually or electronically along with documents specified in such Form by the Labour Commissioner from time to time.
- (2) Where an application under sub-section (5) of section 45 is entertained, the authority shall serve upon the employer electronically or by registered post a notice in Form III to

appear before him on the date specified in the notice with all relevant documents and witnesses, if any, and shall inform the applicant of the date so specified.

- (3) If the employer or his representative fails to appear on the specified date, the authority may hear and determine the application ex-parte.
- (4) If the applicant or his representative fails to appear on the specified date without any reasonable cause shown in advance, the authority may dismiss the application.
- (5) The authority appointed under sub-section (1) of Section 45, shall follow the procedure, as it may deem fit; but the rules of natural justice shall be followed.

41. Appeal. —

- (1) Any person aggrieved by an order passed by the authority under sub-section (2) of section 45 may prefer an appeal under sub-section (1) of section 49 in Form-IV electronically or manually or by registered post, along with documents mentioned by the appellant in the said Form, to the appellate authority having jurisdiction.

Provided that no appeal by an employer shall be admitted unless at the time of preferring the appeal, the appellant has deposited the claim amount with the appellate authority.

- (2) Where an appeal under sub-section (1) of section 49 is entertained, the appellate authority, shall serve upon the respondent electronically or manually or by registered post a notice in Form-V to appear before him on the date specified in the notice and shall inform the appellant of the date so specified.
- (3) The appellate authority shall after hearing the appellant and the respondent shall, by Order, decide the appeal.

42. Form of register, etc.—

- (1) All fines and all realizations thereof referred to in Sub-Section (8) of Section 19 shall be recorded in a register to be kept by the employer in Form-VI appended to these rules, electronically or otherwise and the authority referred to in said Sub-Section (8) shall be the Chief Labour Officer or Labour Officer having jurisdiction.
- (2) All deductions and all realizations referred to in Sub-Section (3) of Section 21 shall be recorded in a register to be kept by the employer in Form-I appended to these rules, electronically or otherwise.
- (3) Every employer of an establishment to which the Code applies shall maintain Employee Registers in Form –VII, and Attendance Register-cum-Muster Roll in Form –VIII under Sub-Section (1) of Section 50, electronically or otherwise.

43. Wage slip.—

Every employer shall issue wage slips, electronically or otherwise to the employees in Form –IX under Sub-Section (3) of Section 50 on or before payment of wages.

44. Manner of holding enquiry under Sub-Section (1) of Section 53. —

- (1) When a complaint is filed before the officer appointed under Sub-Section (1) of Section 53 (hereinafter in this rule referred to as the officer) in respect of the offences referred

to in said Sub-Section either by an officer authorized for such purpose by the State Government or by an employee aggrieved or a registered trade union registered under the Trade Unions Act, 1926 or an Inspector-cum-Facilitator, the officer, after considering such evidences as produced before him by the complainant, is of the opinion that an offence has been committed, shall issue summons to the offender on the address specified in the complaint fixing a date for his appearance.

- (2) If the offender to whom the summons has been issued under sub-rule (1) appears or is produced before the officer, he shall explain the offence complained against him and if the offender pleads guilty, the officer shall impose penalty on him in accordance with the provisions of the Code and when the offender does not plead guilty, the officer shall take evidence of the witnesses produced by the complainant on oath and provide opportunity of cross-examination of the witnesses so produced. The officer shall record the statement of the witnesses on oath and in cross-examination in writing and take the documentary evidence on record.
- (3) The officer shall, after the complainant's evidence is complete, provide opportunity of defense to the accused person and the witnesses produced by the accused shall be cross-examined after their statements on oath by the complainant and documentary evidence in defense shall be taken on record by the officer.
- (4) The officer shall after hearing the parties and considering the evidences both oral and documentary decide the complaint in accordance with the provisions of the Code.

45. The manner of imposing fine under Sub-Section (1) of Section 56. —

- (1) An accused person desirous of making composition of offence under Sub-Section (1) of Section 56 may make an application in Form-X electronically or otherwise to the Gazetted Officer notified under said Sub-Section (1) of Section 56.
- (2) The Gazetted Officer referred to in sub-rule (1), shall, on receipt of such application, satisfy himself as to whether the offence is compoundable or not under the Code and if the offence is compoundable and the accused person agrees for the composition, compromise the offence for a sum of fifty per cent of the maximum fine provided for such offence under the Code, to be paid by the accused within the time specified in the order of composition issued by such officer under sub-section (4) of Section 56.
- (3) Where the offence has been compromised under sub-rule (2) after the institution of the prosecution, then, the officer shall send a copy of such order made by him for intimation to the officer referred to in Sub-Section (1) of Section 53 for needful action under Sub-Section (6) of Section 56.

CHAPTER VII

Miscellaneous

46. Timely payment of wages. —

Where the employees are employed in an establishment through contractor, then, the company or firm or association or any other person who is the proprietor of the

establishment shall pay to the contractor the amount payable to him or it, as the case may be, before the date of payment of wages so that payment of wages to the employees shall be made positively in accordance with the provisions of Section 17.


Explanation :—For the purpose of this rule, the expression “firm” shall have the meaning as assigned to it in the Indian Partnership Act, 1932 (9 of 1932).

47. Inspection scheme.—

- (1) For the purposes of the Code and these rules, there shall be formulated an inspection scheme by the Labour Commissioner, Government of Tripura with the approval of the State Government.
- (2) In the inspection scheme referred to in sub-rule (1), apart from other structural facts, a number shall be specified in the scheme for each Inspector-cum-Facilitator and establishment.

48. Annual Return. -

The annual return under these rules shall be filed electronically by every employer of an establishment to which the Code applies in the relevant columns of the Form specified for such purpose in the rules made under the Occupational, Safety Health and Working Conditions Code, 2020 (37 of 2020). A copy of such return shall also be forwarded electronically to the Labour Bureau, Ministry of Labour and Employment, Government of India.


(Dr. T.K. Debnath, IAS)
Secretary to the
Government of Tripura

Schedule A
[See Rule 4 (3)]

UN-SKILLED WORKER	
S. No.	Un-Skilled
1	2
01	Any other category of employees by whatever name called which are of unskilled nature.
02	Attendant
03	Attender
04	Bajri Spreader
05	Beater Women
06	Beldar
07	Beldar/Beldar (Canteen)
08	Bell-Woman
09	Boat Man
10	Borryman
11	Breaker (using manual appliances)
12	Bridge
13	Bucket Man
14	Butcher
15	Calfboy
16	Caretaker (Bridge)
17	Caretaker (except in Copper, Chromite and Graphite mines where it is semiskilled)
18	Carrier
19	Carrier (Stone)
20	Carrier (Water)
21	Cartman
22	Cattleman
23	Chain Man
24	Chowkidar
25	Cleaner
26	Cleaner (Crane, Truck, Cinder for ash Pit)
27	Cleaner (Motor Shed, Tractor, Cattle, Yard, M. T.)
28	Coalman
29	Concrete (Hand Mixer)
30	Condenser
31	Condenser Attendant
32	Collecting loose fodder
33	Cook-helper
34	Coolie
35	Daffadar
36	Dairy coolie
37	Dairyman
38	Digger
39	Dismantling stocks
40	Dresser
41	Dresser/Dressing Mazdoor
42	Driver (Bullocks Mule)
43	Driver (Mule, Bullock, Camel, Donkey)
44	Driver (Bullock, Camel, Donkey, Mule)

UN-SKILLED WORKER	
Sl. No.	Un-Skilled
01	02
45	Earth Cutter
46	Electrical
47	Excavating Labour
48	Flag Man
49	Flagman (Blast Train)
50	Gangmen
51	Gate Man
52	Gatingman (Permanent Way)
53	Grass Cutter
54	Grazler
55	Handle Man, Jumper Man
56	Helper
57	Hole Cutter
58	Jelly Maker
59	Kamin (Female Work)
60	Khalasi
61	Khalasi not attending to machines
62	Labourer (Boiler, Cattle Yard, Cultivation, General Loading and Unloading, Bunding, Carting-Fertilizers, Harvesting, Miscellaneous Seeding, Sowing, Thatching, Transplanting, Weeding)
63	Labourer (Garden)
64	Lampman
65	Loader
66	Lorry Helper
67	Lorry Trainees
68	Mali
69	Marine
70	Mazdoor (Airportcultivist Compost, Dairy's Haystaking, Irrigation, Manure, Stacking, Milk-room, Ration-room Store, Anti-Malaria, M. R.)
71	Mazdoor
72	Mazdoor (Male/Female)
73	Messenger (Male/Female)
74	Messenger (Office)
75	Moplah
76	Muchhers Jamadars
77	Number Taker
78	Office Boy
79	Office Peon/Peon (except in Bauxite Mines)
80	Over Burden Remover
81	Peon
82	Person employed in loading and unloading
83	Person employed in sweeping and cleaning and other categories by whatever name called which are of unskilled nature
84	Petrol man
85	Quarry Worker
86	Roller Survey
87	Searcher
88	Share

UN-SKILLED WORKER	
Sl. No.	Un-Skilled
01	02
89	Shunters
90	Signalman
91	Stableman
92	Steam Road
93	Store
94	Store-Mazdoor
95	Strikers
96	Striker (Moplah Gang)
97	Survey Khalasi
98	Surface Loader
99	Surface Mukar
100	Sweeper
101	Sweeper (Male/Female)
102	Syce
103	Tall Boy
104	Tile
105	Trammer
106	Trolly man
107	Trolly Tripper
108	Turner
109	Tying and Carrying loose hay
110	Underground Mukar
111	Unloader
112	Valveman
113	Waste Removing Mazdoor
114	Watchman
115	Water Carrier
116	Waterman
117	Weighing and Carrying bales
118	Weighman (Bales pally)
119	White Washer
120	Wood Cutter
121	Wooder man
122	Wooder Woman
123	Yaks Controller

SEMI-SKILLED WORKERS	
Sl. No.	Semi-Skilled
01	02
01	Any other category of employees by whatever name called which are of Semi-Skilled nature
02	Assistant
03	Assistant (Chowdhary)
04	Assistant Driller
05	Assistant Plumber
06	Assistant Wireman
07	Attendant
08	Attendant (Bull-calving lines, Chowkidar, Chaff Cutter, Hostel, Dry Stock, Grain Crusher, Pump Siekline)
09	Attendance-keeper
10	Bearer
11	Belchawala
12	Bhisti
13	Bhisti (with Mushk)
14	Boatman (Head)
15	Breaker
16	Breakman
17	Breaker (Stone, Rock, Rock Stone, Stone Metal)
18	Breaker (using mechanical appliances)
19	Brander
20	Bullman
21	Butler/Cook
22	Butterman
23	Can weaver
24	Chainman (Head)
25	Chargeman
26	Charpoy-Stringer
27	Checker
28	Chowkidar/Watchman
29	Classman
30	Coachman
31	Cobbler
32	Cook
33	Cracker
34	Crech Ayah/Ayah/Untrained Crech Attendant
35	Crowlder Man
36	Cultivator
37	Daftry
38	Dandee
39	Deliveryman
40	Dhobi
41	Dollyman
42	Dresser
43	Driller
44	Driver (Skin)
45	Engine Driver and/or Feeder
46	Excavator

SEMI-SKILLED WORKERS	
Sl. No.	Semi-Skilled
01	02
47	Ferroman
48	Fireman
49	Fireman (Brick Kiln, Steam Road Roller)
50	Fitter
51	Fitter (Assistant Semi-Skilled)
52	Frash
53	Gang
54	Gatekeeper
55	Gharami
56	Gowala
57	Grater
58	Greaser-cum-Fireman
59	Grinder
60	Hacksaw man
61	Hammerman
62	Helper
63	Helper (Artisan)
64	Helper (Blacksmith)
65	Helper (Locco-Crane/Truck)
66	Helper (Mason, Carpenter, Blacksmith)
67	Helper (Sawyer)
68	Jamadar
69	Jamadar (Semi-Skilled)
70	Jamadar (Stand)
71	Kasab
72	Keyman
73	Khalasi
74	Khalasi (Head Survey, Rivertters-Moplah Gang, Supervisory)
75	Khalasi (Structural)
76	Laboratory Boy
77	Labourer (Rock-Cutting)
78	Lascar
79	Manjhee (Boatman)
80	Mali (Head)
81	Mali Senior
82	Masalchi P. M. Mates
83	Mate
84	Mate (Blacksmith, Road, Carpenter)
85	Mate/Mistry
86	Mate (Stone)
87	Mazdoor (Heavy-weight)
88	Mazdoor (Literate)
89	Mazdoor Mason
90	Miner
91	Mistri (Head)
92	Muccadam
93	Muccadam (without competency certificate under Metalliferous Bulldozer Driver Mines Regulations, 1961)

SEMI-SKILLED WORKERS	
Sl. No.	Semi-Skilled
01	02
94	Nalband
95	Night-guard
96	Oilman
97	Oilman/Oiler
98	Permanent Way
99	Ploughman
100	PointsmanSencummy
101	Pump Attendant
102	Pump-Driver, Turner
103	Quarry man
104	Quarry Operator
105	Runner (Post Dak)
106	Stable, Yard Stock
107	Stocker
108	Stockers and Boilerman
109	Stoneman
110	Stone mines and other categories by whatever name called which are of Semi-Skilled nature
111	Supervisor
112	Thatcher
113	Thoombaman (Spade Worker)
114	Tindals
115	Topas
116	Topkar (Big Stone Breaker)
117	Trolly Jamadar
118	Trollyman (Head Motor)
119	Untrained Mate/Mining Mate/Mate without Competency Certificate under Metalliferous Mines Regulations, 1961
120	Valveman
121	Valveman (Senior)
122	V-tackers
123	Winchman
124	Wireman Fixing Tin Cables

SKILLED WORKERS	
Sl. No.	Skilled
01	02
01	Accounts Clerk
02	Air Conditions Mechanic
03	Air Compressor Attendant
04	Airwineh Haulage Operator
05	Any other category of employees by whatever name called which are of skilled nature.
06	Armature Winder Grade-II and III
07	Artificer (Class-II, III, IV)
08	Assistant (Cashier)
09	Assistant (Farm)
10	Assistant Mistry
11	Assistant Radio
12	Auto-electrician
13	Bhandari
14	B. I. M. Road
15	B. I. M. Muccadam (Head)
16	Blacksmith
17	Blacksmith (Class-II)
18	Blacksmith (Selection Grade, Grade-II, III, Class-II and III)
19	Blaster
20	Blaster/Shot-firer
21	Boilerman
22	Boiler Foreman Grade-II
23	Boilerman Grade-II and III
24	Boiler Man (with Certificate)
25	Book Keeper
26	Boreman
27	Borer
28	Brick Layer
29	Bricklayer (Selection Grade, Class-II)
30	Cabinet Maker
31	Caneman
32	Carpenter
33	Carpenter (Class-II) Carpenter-cum-Blacksmith
34	Carpenter (Selection Grade, Grade-II and III, Class-I and III Assistant)
35	Checkder (Junior)
36	Chemist and Assistant/Chemist
37	Chick Maker
38	Chickman (Junior) Concrete Mixure Mixer
39	Chipper
40	Chipper-cum-Grinder
41	Chowdhary
42	Chowkidar (Head)
43	Clerk
44	Clerks (Muhuri)
45	Cobbler
46	Compressor Attendant
47	Compressor Driller

SKILLED WORKERS	
Sl. No.	Skilled
01	02
48	Compressor Driver
49	Compressor Operator
50	Computer / Date Entry Operator
51	Concrete Mixer Operator
52	Cook (Head)
53	Coremaker
54	Crèche Attendant only in Magnesite, Manganese and Mica Mines
55	Crusher Operator
56	Cutter
57	Cutter Maker Chageman, Class-II and Class-III, Carpenter Ordinary
58	Diesel Engine
59	Diesel Engine Grade-II
60	Diesel Grade-II
61	Diesel Mechanic
62	Dispensary Attendant
63	Distemper, Electrician, Electrician (Grade-II, Class-II and Class-III)
64	Dozer Operator
65	Drafts Man
66	Dresser Grade-I Mica
67	Driller
68	Drill Mechanic
69	Driller (Well Boring)
70	Driver
71	Driver Auto
72	Driver (Engine Tractor, M. T. Motor)
73	Driver (Loco/Truck)
74	Driver Motor Vehicle
75	Driver (Engine Static Stone Crusher, Tractor/Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller, Mechanical, Steam Crane, Tractor with Bull Dozer Mechanical, Transport, Engine Static and Road Roller Boiler Attendant.
76	Driving Pantooms with Boiler
77	Dumper Tractor Operator
78	Engine Driver
79	Engineman
80	Engine Operator (Stone Crusher Mechanical)
81	Electrician
82	Electrician (Assistant)
83	Ferro Printer-cum-Chairman
84	Ferry Driver
85	File Clerk
86	Fireman only in Mines
87	Fitter
88	Fitter (Selection Grade, Grade-II and III) Class-II and III Assistant, Pipe Class-II, Pipeline ending Bars for)
89	Foreman
90	Geologist
91	Gharami (Head)

SKILLED WORKERS	
Sl. No.	Skilled
01	02
92	Glazier
93	Grinder in Mica Mines
94	Handhole Driller
95	Haulage Operator
96	Head Cook
97	Translator
98	Hoist Operator
99	Hole Drillar for Blasting
100	IMCE Driver
101	Issuer Loco
102	Joiner
103	Joiner (Cable, Cable Grade-II)
104	Librarian
105	Line Man
106	Linesman
107	Lineman (Grade-II, III, High Tension/Low Tension)
108	Limco Loader Operator
109	Loader Operator
110	Loco Driver
111	Lorry Grade-II
112	Machine Hand (Class-II, III, IV)
113	Machineman
114	Magazine Clerk
115	Manson (Gharami)
116	Mason
117	Mason Class-II
118	Mason Class-A
119	Mason (Selection Grade, Grade-II, III and Class-B Mistry)
120	Mate Gr.-I (Senior)
121	M. C. Clerk
122	Mechanic
123	Mechanic (Class-II, Air-Conditioning, Air-Conditioning Grade-II)
124	Mechanic/ Machinist
125	Mechanic (Tube-Well)
126	Machinery Attendant
127	Meter Reader
128	Meteorological Observer Navghani
129	Mica Cutter Grade-I
130	Midwife
131	Miner Grade-I
132	Mining Engine Driver Grade-II
133	Mining Mate with competency certificate under Metalliferous Mines Regulations, 1961
134	Milk Writer
135	Mistry
136	Mistry (Head)
137	Mistry Grade-II, Air Conditioning Grade-II, P. Way, Survey, Santras Works
138	Mistry (Stell, Tube-Well, Telephone)

SKILLED WORKERS	
Sl. No.	Skilled
01	02
139	Moulder
140	Moulder (Brick Tile)
141	Muccatam (with Competency Certificate under Metalliferous Mines Regulations, 1961)
142	Munshi
143	Munshi (Matriculate, Non-Matriculate)
144	Muster Writer
145	Operator (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorrick, Diesel Engine, Doser, Dragling Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Payment Breaker Loader, Pump, Pile Driving, Scraper, Screening Plant, Shovel, Tractor, Vibrator, Weight Batcher, Railway Guards, Repairer (Battery)
146	Operator
147	Operator Pneumatic Tools, Operator (Fitter)
148	Operator (Tube-well)
149	Ordinary Machanic
150	Painter
151	Painter Spray (Class-II)
152	Painter (Selection Grade, Grade-II and III, Class-II, Assistant Lotter and Polisher, Polisher, Rough)
153	Pipe Fitter
154	Plasterer
155	Plasterer (Mason Grade-II)
156	Plumber
157	Plumber-cum-Fitter
158	Plumber (Selection Grade, Class-II, Assistant Lotter and Polisher, Rough)
159	Plumber (Selection Grade, Class-II, Assistant Senior, Junior, Mistry Grade-II)
160	Plumbing Mistry
161	Polisher
162	Polisher (Floor)
163	Polisher (with spray) Grade-II
164	Power and Pump House Operator
165	Power Shovel Operator
166	Pump Attendant only in Gypsum, Barytes and Rock Phosphates
167	Pumpman (Assistant)
168	Pump Driver
169	Pump Driver (Selection Grade P. E. Driver)
170	Pumpman
171	Pump Man Driver
172	Pump Operator/Driver
173	Ratan Man
174	Record Keeper
175	Register Keeper
176	Reinforcement-cum-Mechanic, Mechanic and Plumber
177	Rivetter
178	Rivet Cutter (Assistant)
179	Rivetter (Cutter)
180	Road Inspector Grade-II, Railway Plate Layer
181	Road Roller

SKILLED WORKERS	
Sl. No.	Skilled
01	02
182	Road Roller Driver Grade-II
183	Road Roller Grade-II
184	Rod Bender
185	Sawyer
186	Sawyer (Selection Grade Class-II) Serang
187	Serangpile
188	Security Guard (without arms)
189	Security Guard (Unarmed)/Head Chowkidar
190	Security Guard (without arms) and other categories by whatever name called which are of skilled nature
191	Senior Mechanic
192	Shapesman
193	Sharper/Slotter
194	Shift-incharge
195	Shovel Operator
196	Sirdhar Lathe Man
197	Skilled Mazdoor
198	Sprayman
199	Sprayer (Ashalt) Station Master
200	Sprayman (Roads)
201	Stationery Engine Attendant 83. Generator Operator 84. Loading Foreman
202	Stone Blasterer
203	Stone Chisler
204	Stone Chisler (Class-II)
205	Stone Crusher Operator
206	Stone Cutter
207	Stone Cutter (Selection Grade, Grade-II, Class-II)
208	Stone Cutting
209	Stone (Stone Class-II, Brick Work, Stone Work)
210	Store Attendant
211	Store Clerk
212	Store Issuer
213	Storekeeper
214	Store Clerk (Matriculate Non-Matriculate)
215	Storekeeper Grade-I, Grade-II (Matriculate)
216	Sub-Overseer (Unqualified)
217	Super Foreman
218	Supervisor
219	Supervisory Fireman
220	Supervisory Mechanic
221	Surface Supervisor
222	Surveyors
223	Surveyors (Assistant)
224	Tailor
225	Tailor (Upholstry)
226	Tally Clerk
227	Tarman
228	Telex or Telephone Operator

SKILLED WORKERS	
Sl. No.	Skilled
01	02
229	Telephone Operator, Typist
230	Teller Clerk
231	Tile Flooring
232	Tiler Class-II
233	Tiler (Selection Grade)
234	Timber Man/Timber Mistry Elect.
235	Timekeeper
236	Timekeeper (Matriculate Non-Matriculate)
237	Tinsmith
238	Tin- Smith
239	Tin-Smith (Selection Grade Grade-II and III,Class-II) Tinker
240	Tool Keeper
241	Tracer
242	Tractor Driver
243	Tractor Operator 80. Tub Repairer 81. Lathe Mistry
244	Trades-Man
245	Trailors
246	Train Examiner
247	Transprayer
248	Turner
249	Turner/Miller
250	Typist and other categories by whatever name called which are of clerical nature
251	TyreVulcaniser
252	Upholsterer
253	Upholsterer (Grade-II and III)
254	Valveman
255	Vehicle Driver
256	Wall (Floor Root)
257	Welder
258	Welder (Class-II, Bridge Work)
259	Welder Gas
260	Well Sinker
261	White Washing and Colour Washing Man
262	White Washer
263	White Washer (Selection Grade, Class-II)
264	Winding Engine Driver Grade-II
265	Wireman
266	Wireman (Grade-II and III, Mechanic, Electrical)
267	Wireless Operator Asstt. Foreman
268	Wood Cutter
269	Wood Cutter Class-II
270	Wood Cutter Section Grade
271	Work (Assistant)
272	Work Mistry
273	Work Munshi
274	Work Munshi (Subordinate)
275	Work Sakar
276	Work Sircar

HIGHLY SKILLED WORKER	
Sl.No.	Highly Skilled
01	02
01	Accountant
02	Any other category of employees by whatever name called which are of Highly-Skilled nature.
03	Air Conditioning Grade-I/Class-I, Mistry Grade-I
04	Armature Winder Grade-I
05	Artificier Class-I
06	Boilerman Foreman Grade-I
07	Boilerman Grade-I
08	Blacksmith Class-I
09	Blacksmith Grade-I and Class-I
10	Brick Layer Class-I
11	Cable Joiner Grade-I
12	Carpenter Class-I
13	Carpenter Grade-I and Class-I
14	Celo Cutter and Decorator
15	Chargeman Class-I
16	Charper/Sletter Grade-I
17	Checker (Sr.) Driver Lorry Grade-I
18	Clamp Shell Grade-I
19	Compounder
20	Compressor Grade-I
21	Crane Grade-I
22	Diesel Engine Grade-I
23	Dozer Grade-I
24	Dragline Grade-I
25	Drill Grade-I
26	Drill Operator other than Jack Hammer
27	Dumper Grade-I
28	Electrical Supervisor with Competency Certificate
29	Excavator Grade-I
30	Fitter (Grade-I, Class-I)
31	Foreman (Assistant) Line Man Grade-I Mason (Skilled Grade-I, Class-I)
32	Fork Lift Grade-I
33	Generator Grade-I
34	Grader Grade-I
35	Grinder (Tool) Grade-I
36	Hand Class-I
37	Head Electrician
38	Head Mechanic
39	Head Mistry
40	In-charge of Watch and Ward
41	Leader Grade-I
42	Machine
43	Machine Tool Mechanic
44	Mason Class-I
45	Mast Rig
46	Mechanic Class-I and Class-II
47	Mechanic(Diesel Grade-I and Road Roller Grade-I
48	Mechanical/Plant Foreman

HIGHLY SKILLED WORKER	
SL.No.	Highly Skilled
01	02
49	Mechanic (Senior)
50	Mining Supervisor
51	Mistry (Air Conditioning Grade-I)
52	Mistry Grade-I
53	Motor Lorry Grade-I
54	Motor Vehicle Class-I and Diesel Engine Grade-I
55	Operator (Batching Plant Grade-I)
56	Operator (Heavy Earth Moving Shovel and Bulldozer)
57	Overseer
58	Overseer (Senior and Junior)
59	Painter (Grade-I, Class-I, Spray) Plasterer (Mason) Class-I
60	Pipe Class-I (Head)
61	Pile Driving Grade-I
62	Plumber (Head Class-I)
63	Pump Class Electrician Grade-I and Class-I/Grade-I
64	Pump Grade
65	Pump Grade-I
66	Polisher (with Spray Grade-I)
67	Qualified and Experienced Welder
68	Rigger Grade-I
69	Rigger Grade-II
70	Road Inspector Grade-I
71	Road Roller Grade-I
72	Sawyer Class-I
73	Scraper Grade-I
74	Screening Plant Grade-I
75	Security Guard (Armed)
76	Security Guards (with arms)
77	Security Guard (with Arms) and other categories by whatever name called which are of Highly-Skilled nature
78	Shift In-charge
79	Shovel and Dragline Tractor Grade-I
80	Shovel and Dragline
81	Shovel Grade-I
82	Staff Nurse with Diploma
83	Steno with 7 years of service
84	Stone Chisler Class-I
85	Stone Cutter Class-I
86	Stone Cutter Grade-I
87	Stone Mason Class-I
88	Store In-charge
89	Sub-Overseer (Qualified)
90	Supervisor
91	Surveyor
92	Tiler Class-I
93	Tinsmith Grade-I and Class-I
94	Tradesman Class-I
95	Tractor Grade-I

HIGHLY SKILLED WORKER	
SL.No.	Highly Skilled
01	02
96	Turner/Miller Grade-I
97	Tyrevulcanser Grade-I
98	Underground Shift Boss
99	Upholsterer Grade-I
100	Varnisher Class-I
101	Vibrator Grade-I
102	Vocational Training Instructor/Teacher
103	Welder-cum-Fitter and Air Conditioning Mechanic
104	Welder (Gas) Class-I
105	White Washer Class-I
106	Winding Engine Driver
107	Wireman Grade-I, Class-I
108	Wood Cutter Class-I
109	Work (Assistant) Grade-I

FORM-I

[See rule:37-1(a)]

(Declaration by an employee nominating a person conferring the right to receive the amount that may stand in his credit at the event of his death)

To

(Name of employer/Organisation with full address)

Subject:- Declaration of Nomination.

I Shri/Shrimati S/O, D/O., W/O.
Shri/Late..... employed in the capacity of
..... under your organization/institution/establishment/Industry do
hereby make the following nomination in accordance to Rule 37 1(a) of the Tripura Code on
Wages Rules, 2025 for the purpose of conferring the right to receive any amount that may be
come payable to me in the event of my death.

- ### 1. Employees details:-

- (i) Name:.....
(ii) Designation :.....
(iii) Employee ID:.....
(iv) Date of joining:.....
(v) Date of retirement:.....

- ## 2. Nominee details:-

- (i) Name of nominee:.....
 (ii) Relation with the employee:.....
 (iii) Date of Birth :.....(Encl Birth Certificate).
 (iv) Address:.....

Declaration

I declared that the above nomination is made voluntarily and of my own free will. This nomination shall remain in force until it is revised or cancelled by me in writing.

I further declare that, in the event of my death the nominee as mentioned in Sl.No.2 shall have the full and exclusive right to receive any amounts payable which is legally due to me from my employer including salary, gratuity, provident fund, insurance benefits or any other dues.

Yours faithfully,

(Signature of the employee with designation)

Date:

Place:

FORM-II

[See rule 40(1)]

**[SINGLE APPLICATION UNDER SUB-SECTION (5) OF SECTION 45]
BEFORE THE AUTHORITY APPOINTED UNDER SUB-SECTION (1) OF SECTION 45 OF
THE CODE ON WAGES, 2019 (29 OF 2019)**

FOR..... AREA.....

Application No..... of 20.....

Between ABC and (State the number) other Applicant

Through employees concerned or registered trade union or Inspector-cum- Facilitator

Address

And

XYZ

Address

The application states as follows :—

- (1) The applicant(s) whose name(s) appear in the attached schedule was/were/has/have been employed from to as..... (category) in (establishment) Shri/M/s engaged in (nature of work) which is/are covered by the Code on Wages, 2019.
- (2) The opponent(s) is/are the employer(s) within the meaning of Section 2 (1) of the Code on Wages, 2019.
- (3)(a) The applicant(s) has/have been paid wages at less than the minimum rates of wages fixed for their category (categories) of employment(s) under the Code by Rs..... per day for the period(s) from to.....
(b) The applicant(s) has/have not been paid wages at Rs. per day for the weekly days of rest from to
(c) The applicant(s) has/have not been paid wages at overtime rate(s) for the period from to.....
(d) The applicant(s) has/have not been paid wages for period from to
(e) Deductions have been made which are in contravention of the Code, from the wage(s) of the applicant(s) as per details specified in the annexure appended with this application.
(f) The applicant(s) has/have not been paid minimum bonus for the accounting year
- (4) The applicant(s) estimate(s) the value of relief sought by him/them on each amount as under,—
 - (a) Rs.
 - (b) Rs.
 - (c) Rs.Total Rs.
- (5) The applicant(s), therefore, pray(s) that a direction may be issued under Section 45(2) of the Code on Wages, 2019 for,—
 - (a) payment of the difference between the wages payable under the Code and the wages actually paid;
 - (b) payment of remuneration for the days of rest;
 - (c) payment of wages at the overtime rates;
 - (d) compensation amounting to Rs.
- (6) The applicant(s) do hereby solemnly declare(s) that the facts stated in this application are true to the best of his/their knowledge, belief and information.

Dated

Signature or thumb-impression of the employed
person(s), or official of a registered trade union
duly
authorized or Inspector-cum-Facilitator.

Note :—The applicant(s), if required, may append annexures containing details, with this application.

FORM-III
[See rule 40(2)]

Notice by the authority to appear before him when an application under sub-section (5) of section 45 is entertained.

(Title of the application)

To

(Name, description and place of residence)

WHEREAS.....has made the above said application to me under the Code On Wages Act, 2019, you are hereby summoned to appear before me in person or by a duly authorized agent, and able to answer all material questions relating to the application, or who shall be accompanied by some person able to answer all such questions, on the day.....at o'clock in the noon, to appoint for the final disposal of the application, you must be prepared to produce on that day all the witnesses upon whose evidence and all the documents upon which you intend to reply in support of your defence.

Take notice that in default of your appearance on the day before mentioned, the application will be heard and determined in your absence.

Date

FORM-IV
[See rule 41(1)]

**Appeal under Section 49(1) of the Code on Wages, 2019 before the Appellate Authority
under the Code on Wages, 2019**

A. B. C.
Address APPELLANT

Vs.
C. D. E.

Address RESPONDENT

DETAILS OF APPEAL :

1. Particulars of the order against which the appeal is made :

Number and date :

The authority who has passed the impugned order :

Amount awarded :

Compensation awarded, if any :

2. Facts of the case :—

(Give here a concise statement of facts in a chronological order, each paragraph containing as nearly as possible a separate issue or fact).

3. Grounds for appeal :

4. Matters not previously filed or pending with any other Court or any Appellate Authority :

The appellant further declares that he had not previously filed any appeal, writ petition or suit regarding the matter in respect of which this appeal has been made, before any Court or any other Authority or Appellate Authority nor any such appeal, writ petition or suit is pending before any of them.

5. Reliefs sought: In view of the facts mentioned above the appellant prays for the following relief(s)—[Specify below the relief(s) sought]

6. List of enclosures :—

- 1.
- 2.
- 3.
- 4.

Date :

Place :

Signature of the appellant.

For office use

Date of filing or

Date of receipt by post Registration No.

Authorized Signatory.

FORM-V
[See rule 41(2)]

Notice for appearance before the appellate authority to the respondent

From:- The Appellate Authority under the Code on Wages Rules, 2025.

To:-

(Name and address of the employer/applicant)

Whereas Shri, an employee under you/a nominee(s) legal heir(s) of Shri an employee under the above mentioned employer, has/have filed an application under sub-rule (2) of rule 41 of the Tripura Code on Wages Rules, 2025 alleging that (A copy of the said application is enclosed).

Now, therefore, you are hereby called upon to appear before me at (place) either personally or through a person duly authorized in this behalf for the purpose of answering all material questions relating to the application on the day of.....20.....at..... O'clock in the forenoon/afternoon in support of/to answer the allegation; and as the day fixed for your appearance is appointed for final disposal of the application, you must be prepared to produce on that day all the witnesses upon whose evidence, and the documents upon which you intend to rely in support of your allegation/defence.

Take notice that in default of your appearance on the day before mentioned the application will be dismissed/heard and determined in your absence.

Given under my hand and seal, this Day of20.....

Appellate Authority

FORM-VI
[See rule-42(1), (2) and (3)]

Register of Wages, Overtime, Fine Deduction for Damage and Loss

Name of the Establishment :

Name of the Employer :

Name of the Owner :
Employer :

PAN/TAN of the

Labour Identification Number (LIN) :

Sr No. in Employee Register	Name of the Employee	Designation / Department	Duration of Payment o wages (Monthly/Fortnightly/Week ly/Daily/Piece rated)	wage period from- to	Total no. of days worked during the period	Total overtime (hours worked or production in case of piece workers)	Rates of wages		
							Basic	DA	Allowances
1	2	3	4	5	6	7	8	9	10

Overtime earning	Nature of acts and omissions for which fine imposed with date	Amount of fine imposed	Damage or loss caused to the employer by neglect or default of the employee	Amount of deduction from wages	Total amount of wages paid	Date of payment	Attendance	
							Date	Signature
11	12	13	14	15	16	17	18	19

FORM-VII
[See rule 42(3)]

EMPLOYEE REGISTER

Name of the Establishment :

Name of the Employer :

Name of the Owner :

PAN/TAN of the Employer :

Labour Identification Number (LIN) :

Sl.No 1	Employee Code 2	Name 3	Surnam e 4	Gender 5	Father's/Spouse Name 6	Date of Birth 7	Nationalit y 8	Education Level 9	Date of joining 10
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Designation 11	Category (HS/S/SS/US)* 12	Type of Employment 13	Mobile No. 14	UAN 15	PAN 16	ESIC IP No. 17	Aadhar 8	Bank A/C No. 19	Bank name 20
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Branch IFSC 21	Present Address 22	Permane nt Address 23	Service Book No. 24	Date of Exit 25	Reason for Exit 26	Mark of identificati on 27	Photo 28	Specimen Signature/ Impression 29	Thumb 30	Remark s
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*(Highly Skilled/Skilled/Semi-Skilled/Unskilled)

FORM VIII

See Rule 42 (3)

Attendance-Cum-Muster Roll

Name of establishments			Place	
SL.NO	Name	Father's/Husband's Name	Sex	Nature of work
1	2	3	4	5

For the period ending						Total attendance	Remarks
1	2	3	4	5	6		
						31	

FORM-IX
[See rule 43]

WAGE SLIP

Date of issue :

Name of the Establishment.....Address.....

Period.....

1. Name of employee :
2. Father's/Spouse name :
3. Designation :
4. UAN :
5. Bank Account No. :
6. Wage period :
7. Rate of wages payable : (a) Basic
(b) D. A.
(c) otherallowances
8. Total attendance/unit of work done :
9. Overtime wages :
10. Gross wages payable :
11. Total deductions :(a) PF
(b) ESI
(c) Others
12. Net wages paid :

Signature of Employer/Pay-In-charge.

FORM-X
[See rule 45]

**APPLICATION UNDER SUB-SECTION (4) OF SECTION 56 FOR
COMPOSITION OF OFFENCE**

1. Name of applicant :
2. Father's/Spouse's Name :
3. Address of the applicant :
4. Particulars of the offence
-
5. Section of the Code under which the offence is committed
6. Whether prosecution against the applicant is pending or not:
7. Whether the offence is first offence or the applicant had committed any other offence prior to the offence. If yes, then, full details of the prior offence.....
8. Any other information which the applicant desires to provide.....
-
9. Now, I the applicant whose details mentioned above is in ready to be compounded by the Compounding authority under the Code on Wages 2019 and the rules framed thereunder.....

Dated : Applicant (Name and Signature)