



**THE  
JAMMU & KASHMIR GOVERNMENT GAZETTE**

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Separate paging is given to this part in order that it may be filed as a  
separate compilation.

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**PART III**

**Laws, Regulations and Rules passed thereunder.**

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GOVERNMENT OF JAMMU AND KASHMIR  
CIVIL SECRETARIAT—LABOUR AND EMPLOYMENT  
DEPARTMENT

Notification

Jammu, the 2nd April, 2018.

SRO-151.—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 Government, Labour and 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,  
Labour and Employment Department.

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FORM I

(See rule 21 (4))

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

Name and address of the Establishment.....

Name and address of employer .....

LIN/Registration No.....

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.

FORM IV  
(See rule 26 (2) & 27 (1))

**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	Unskilled
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	Reco- veries	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.

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FORM V

(See rule 27 (5))

**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.