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The "*Madras Labour Gazette*" is a monthly publication aiming to give a brief review of the progress made by the State in the field of Industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class, (cost of living index No.) summaries of awards of Industrial Tribunals and Labour Courts, agreements, etc. The publication also includes articles from specialists in the various subjects relating to industrial relations.

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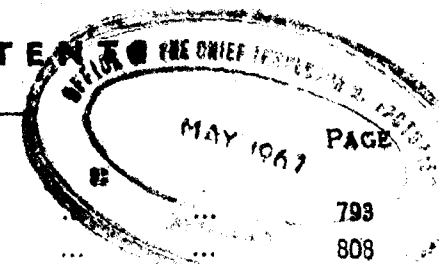
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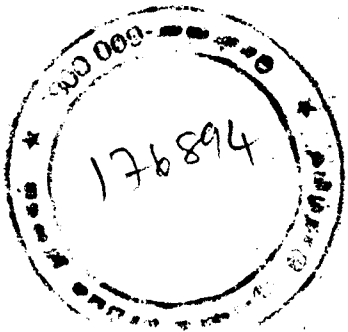
SPECIAL ARTICLES

FATIGUE AND EFFICIENCY

BY DR. W. T. V. ADISESHIAH,
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Social Work, Loyola College, Madras*

In the common run of life, people try to get on with their superiors by pleasing them, usually by flattery, sometimes by offering gifts and personal services, and nearly always by trying to impress the boss regarding one's own worth by running down one's fellow workers. Superiors, in their turn, tend to make much of subordinates who do not start arguments or find fault. There is the old song of the foreman who warned his workers regarding what they should tell the boss, Mr. Brown, when he came round. The foreman's advice was couched in no unmixed terms. "If he says day is night, or black is white, you will answer, yes". Nevertheless, pleasing the boss and maintaining a consistent level of efficiency are two different entities. As a rule the man who cannot make a good job of it tries to win over the boss by flattery, cajoling and tale bearing. Many a superior has by yielding to such surreptitious influences, alienated good workers, and lowered production standards. In the past analysis, efficiency has to be assessed not in terms of length of service, supervisor's personal opinions, or on the emotional attitude of the superior towards his subordinates. Efficiency assessments have to be based on facts and figures

Efficiency has a very exact definition. It is the ratio between input and output. If a machine requiring 100 units of energy produces 60 units of work, while in terms of costs or values one unit of energy is the same as one unit of work, the efficiency of the machine may be justifiably rated at 60%. Similarly between two typists one whose speed is 60 words per minute, and the other with a typing speed of 40 words per minute, the latter would be considered less efficient, provided of course the error rates of the two are the same. Again as between two conditions of work in which the output is the same, but the degree of strain imposed on the workers is different, the condition involving more strain would be less efficient, because the human input would be greater. Sometimes it is not possible to know exactly the input of two machines, although their respective outputs can be exactly measured.



In the Industrial situation, it is very difficult to obtain direct measures of human input. There is, therefore, a tendency to consider output alone as a sufficient measure of efficiency. This would however, be justifiable if two basic assumptions are correct. First that human input and costs are the same, regardless of the methods and conditions. Secondly, that the input and costs are the same for all workers. Neither of these assumptions would in fact be justifiable, because numerous investigations have shown that under different conditions of work, the physiological costs are very different. There are wide individual differences in energy consumption in different workers apparently doing the same work.

PHYSIOLOGICAL ASPECTS OF WORK AND EFFORT

Physiologists have undertaken many elaborate investigations of various kinds of bodily and organic changes induced by work. A variety of indices have been used as measures of physiological costs of different methods and conditions of work. Typical measures are metabolic changes in the body the amount of oxygen consumed, the amount of carbon dioxide given off, the amount of heat liberated or cardiac changes such as pulse rate and blood pressure. In determining efficiency physiological measurements such as these are usually compared with the amount of work turned out by different individuals with different methods, or under varying conditions of work. A few examples will make this clear. The amount of effort required for different kinds of activities has been estimated in terms of heat expenditure, using the large calorie as a unit of measurement. The energy liberated by the resting individual may be taken as the standard, and the amount liberated or expended over and above this is regarded as the energy cost of the particular task performed. If the energy liberated by a person tying still were to be taken as 100 calories per hour, typing requires 182, ironing clothes 187, walking at a speed of $2\frac{1}{2}$ miles per hour 260, mental work such as calculation 312, sawing wood 623, running at 5 miles per hour 741, and climbing 1430 calories per hour.

Another good example will be found in certain investigations of the energy cost of exercises involving arm movements under three different conditions. In a task involving the stretching and bending of the right forearm once every second oxygen consumption measured at 286 cc per minute, arterio-venous difference was 59 cc per min. and cardiac output was 48 cc per min. When the tempo of the effort was doubled, by requiring subjects to make two such movements per second, oxygen consumption increased to 340 cc per min. arterio-venous difference stood at 65 cc per minute and cardiac output was 5.2 cc per minute. In the third condition, subjects were required to stretch and bend both forearms, each every other second. Oxygen consumption then stood at 315 cc per minute, arterio-venous difference was 73 cc per minute, and cardiac output was 4.3 cc per minute. It was found that faster rates of work, while requiring greater input on the part of the individual, do not have requirements in proportion to increased rates of work. As such, they seem to be comparatively more efficient. Studies such as these make it evident that different types of work require different amounts of energy. Different methods of doing the same work cost different amounts of energy, provided energy expenditure is measured in the same way. Further, relative energy expenditure needed for different tasks seems to vary with the type of index used.

One of the standing problems with such measurements is the fact of individual differences. Further, physiological input cannot be conceived as

a single variable on account of the fact that different measures of input are not perfectly or even very highly related. It is a complex variable with many aspects which are not necessarily highly correlated. The fact that energy cost has worked out in a particular way in terms of one physiological measure does not necessarily imply that it will be of the same order when assessed in terms of a different physiological measure. Furthermore, the fact that individuals differ in their input whilst engaged in the same task means that it cannot be assumed that costs will be same for all individuals. The fact of the matter is that in any kind of human work, expenditure of energy occurs as the result of some behavioural change. Both these phenomena have therefore to be accounted for. Energy expenditure involves physiological and biochemical processes such as digestion of food transformation of food into glycogen, storage of glycogen in the liver which is subsequently changed into glucose and oxidised in the blood for the purpose of energy release. Nevertheless, behaviour changes cannot be completely explained merely in terms of physiological or neurological processes. The neuromuscular responses of the human organism constitute one aspect of human behaviour. Man is capable of conscious thought and reflection. His higher level responses such as thinking and desiring depend on his abilities and his interests, his feelings and his motives, which cannot be understood without the aid of psychological and sociological concepts.

In view of the foregoing consideration, it is important to remember that human responses are capable of being arranged in an order of increasing complexity. It will be found that energy costs, both physiological, increase as one ascends the ladder of behavioural complexity. At the lowest level stand the different organic processes basic to life. These are the semi-automatic functions such as breathing, heartbeat, digestion etc. Next come the postural responses-muscular reactions which sustain the body in space. Higher than these are the phasic reactions such as walking, or talking, which involve bodily movement. Some of these activities such as talking, involve the activity of small muscle groups. Others such as walking bring larger muscle groups into action. Next in order of complexity would be the mental reactions as thinking and anticipating. All these responses, from the simplest level of reflex action to the higher mental processes, are manifestations of the expenditure of energy which we call work. When a worker characterises a job as hard work, he may be thinking not merely of the bodily exertion involved, but to the inner feeling of effort. It would be quite wrong to call work hard merely because it is physically strenuous. In fact it is more difficult to check articles for defects than to pack them in containers, even though the latter may be physically more strenuous. Mental and physical effort are noticeably different in character. As such it would not be correct to treat physical effort as a measure of mental effort.

THE PICTURE OF CONTINUOUS WORK

A number of changes occur in behaviour when an individual is engaged in work. With continuous work, certain changes in muscular co-ordination occur. Movements become more effective when muscular involvement is reduced to a minimum, and the essential muscles function with ease and smoothness. Continuous work with its concomitant physiological change causes innervation in the muscles. As the muscles first used become tired, other adjacent muscle groups are called into play, and energy costs go up. Side by side with this the co-ordination and precision of responding muscles are greatly reduced. On the mental side, attention begins to wander, and

errors creep into performance in larger amounts. These changes are reflected in work curves, where production trends may be studied in the context of continuous work. The most commonly used basis is the time required in order to complete a given unit of work, or the number of units completed in a given time, or the quality of work evaluated against some standard. For research purposes, continuous work has been measured by dividing a period into small time units, and finding out the amount of work completed during those units. The quantity of work done, plotted against time at work, gives what is commonly called the work curve.

The work curve. Let us take as our problem under study, variations, in the efficiency of weavers. Weavers in a loom shed work on an eight-hour shift, each weaver being in charge of a certain number of looms. The output of each loom can be measured in terms of picks, recorded on the pick counter, a mechanical device attached to the loom. Let us suppose that a certain weaver is looking after six looms. His average hourly output per loom during an eight-hour shift over a five-day week is represented in the following table.

	Morning				Afternoon				
Hours of work	1	2	3	4	5	6	7	8	Mean
Monday	78	75	82	88	91	82	84	86	82
Tuesday	63	69	72	81	85	83	71	60	76
Wednesday	60	67	58	75	83	87	61	59	68
Thursday	69	72	78	81	84	88	85	80	80
Friday	72	79	86	83	90	93	88	75	82
Mean	68	71	75	78	82	87	78	72	77

In the above table, one gets an idea of variations in the mean output per loom, per hour, and day to day, during the course of the typical week. These variations, would not, however, represent variations in efficiency, since the data regarding the output have not been compared with a standard. A convenient standard in this case would be loom speed. Supposing the looms were running at a speed of 110 picks per hour, it would then be possible to calculate a percentage of actual picks to total possible picks per hour. This would represent the relative efficiency of the weaver. On this formula, the percentages of relative efficiency based on data given in the above table would be as follows:

Hour to hour Variations (Mean)				Day to Day Variations (Mean)	
Hour	Relative Efficiency	Hour	Relative Efficiency	Day	Relative Efficiency
1.	61.82	5.	74.55	Monday	74.55
2.	64.55	6.	79.09	Tuesday	69.09
3.	68.18	7.	70.91	Wednesday	61.82
4.	70.91	8.	65.45	Thursday	72.73
				Friday	74.55

The mean relative efficiency for the week, in the case of this weaver would be around 70%.

When the above data are analysed, it will be seen that a number of changes in the tempo of work occur both during the typical working day and during the typical week. These changes will be even more clearly evident when they are plotted in the form of a graph, showing variations in efficiency. What in fact occurs when one is continually at work is that attention wanders, and breaks in work occur from time to time. It is physically impossible for any one to work without a break, for three or four hours at a stretch. Thus, a weaver cannot maintain the optimum of 110 picks per hour on each of the looms under his charge. Quite apart from the fact that he will want to take the odd breaks in work from time to time, loom stoppages will occur whenever the thread of the warp beam snaps. He will then have to join the broken ends of the thread, and start the loom. In certain looms, the shuttle may have to be changed by hand. This would again make it necessary for the loom to be stopped. Breakages of thread in the warp beam are due to circumstances beyond the control of the weaver. If, for instance, the level of humidity in the weaving shed falls below standard, or the quality of the thread is inferior, thread breaks, resulting in loom stoppages, will be frequent. Hence, the percentages of efficiency shown against the weaver will have to be regarded as relative to his operating conditions—not an absolute measure of his personal efficiency.

Some characteristics of the work Curve:—As one studies the work curves of a representative sample of weavers, one will notice certain features common to them. The more important of these may be considered in detail.

- (a) *Fluctuations in Efficiency.* Every work curve has characteristic ups and downs. In fact most work curves are not quite so smooth as the case mentioned here. In the case under reference, efficiency rises during the morning spell from 61.82% to 70.91%.

In the afternoon spell, there is a further rise, up to the level of 79.09% at the end of the second hour, after which there is a drop, during the next two hours, to the 65.45% level. Some work curves are, however, marked by rises and falls in efficiency from hour to hour. This occurs more strikingly in heavy industrial work, which imposes severe physical strains on the worker. Since fluctuations in efficiency affect the overall picture of productivity, it is of interest to see how they may be controlled, and a consistent standard of performance maintained.

- (b) *Warming up.* During the initial period of continuous work, there is usually a gradual increase in the rate of work. This is called the "Warming up" effect. After a person works on a familiar job for a short period of time, he does better than when he first started. The warming up effect is in part physiologically determined. The capacity of the muscles and nerves to perform their functions increases as activity continues. There is also change in the attitude and attention of the worker. His concentration of attention improves and his output increases. It must be mentioned, however, that 'swarming up' is most likely to occur when the task is discontinuous, with frequent breaks, in continuous tasks such as a repetitive task on a conveyor belt, the initial level of performance is likely to be high.

- (c) *Acquisition.* After the warming up period, there is a tendency for efficiency to be kept at a constant or increasing level. In the weaver's efficiency curve, for instance, relative efficiency continues to rise up to the end of the sixth hour. The phenomenon of 'acquisition' is generally quite marked in the learning curve, as compared with the performance curve.
- (d) *Work Decrement.* In nearly every situation of continuous work, the level of efficiency attained during the peak period tends to drop off towards the end of the work period. This is quite marked in the work curve of the weaver during the last two hours of the shift. His relative efficiency drops from 79.09 at the end of the sixth hour, to 65.45 at the last hour. Not only does the quantum of work decrease, but the incidence of errors also rises sharply. Problems of work decrement and variability of output are of particular importance in industry. In the weaver's relative efficiency record for the typical week, work decrement is at its maximum on Wednesday. This is called the midweek depression. In some establishments, midweek depression is sought to be offset by making Wednesdays half holidays. Work decrement is, however, a phenomenon dependant on several factors. It may be consciously induced, in which case motivational conditions may underlie decreases in work.
- (e) *End Spurts.* The trend in a work curve might sometimes be in an upward direction, instead of tailing off at the end of the working day or working week. Such upward spurts are caused by significant increases in the speed of work. In the weaver's efficiency curve for the typical week, for instance, there is a noticeable rise in relative efficiency on Thursday and Friday. It is not possible in every case to explain why such spurts should occur. When workers are paid at piece rates, it is not uncommon to find an 'end spurt' at the end of the day or the end of the week. This is understandable because workers tend to make a conscious and deliberate effort to complete a certain amount of work in order to earn their piece rate wage for the period.

All things considered, work curves tend to exhibit certain general configurations. At the beginning of both the morning and afternoon spells, speed of production gradually increases, and then it tends to fall off, the decline usually being more marked during the afternoon. It should be remembered, however, that the daily work curve will vary according to the type of work being studied. In heavy industrial work, such as heavy electricals, iron and steel etc., work decrement and fluctuation are likely to be more marked than in light industrial work. Workers on a night shift are, again liable to exhibit noticeable decrement than those on day shifts. On the other hand when the speed of work is controlled by conveyor belts or regulated machine speeds such as would occur in weaving sheds, or assembly lines, variations in output are not likely to be very striking. Above all, certain psychological factors come into play in all types of continuous work. The worker adjusts his speed to work to the magnitude of the task he has to perform. He might slow down in order to conserve energy for a long and arduous spell of work. Conversely, he may speed up when he realises that continuous expenditure of his energy is not demanded.

STRESSES INTERNAL TO THE JOB SITUATION

In any kind of work, two things merit attention from a psychological point of view first the job itself centres around some end product, such as a letter that has to be typed, and put up for signature, or some article that has to be produced in certain quantities and made available for marketing. Secondly there is the means by which the end result is to be achieved. It may be that certain things have to be done in a certain way, or a certain volume of work has to be completed by a target date. This may put the worker under a stress which is largely internal to the job situation. Even if he should be free to work at his own pace, the fact that he has to get through a quantum of work within a clear cut time limit raises the question of how fast he should proceed in order that he may be able to clear a given volume of work. Certain job situations place workers under a time stress because of an element of urgency which may crop up quite unexpectedly, or because of abnormal increases in the quantity of work, to be done. Suitable examples of this may be found in the job of public transport drivers operating during rush hours, when traffic is heavy, and the movement of vehicles is delayed by traffic jams. In such situation, drivers have to make up for time lost as a result of traffic hold ups, by putting a little extra speed when they get clear of overcrowded points on the route. A good example of the latter will be found in the job situation of sorters in a post-office, when heavy loads of mail accumulate during festival seasons. Christmas is one such occasion. Greetings correspondence has to be sorted out and delivered on the appropriate day. The post-office is probably buzzing with life more on Christmas day than on any other day of the year. We may discuss the stress of speed and load a little more in detail.

Speed stress. In order to understand the nature of a speed stress, it will be necessary first to remember the situational context in which it occurs. One has inevitably to think of action which is serial in character. The operator is receiving a series of signals for action, to each of which he must respond in a specific way. Thus supposing signal A has to be responded to by action X, signal B by action Y, and signal C by action Z, three elements of time are important from the point of view of speed and accuracy the time taken to initiate the action, that is the time interval between the occurrence of signal A and the start of action X, secondly the time taken to complete the action, that is the time taken from the start to the finish of action X, and thirdly, the changeover or resting time, that is the time required for the operator, on completion of action X, to get ready to receive the next signal, that is B. When the tempo of action is slow and easy, signals follow one another in a leisurely pace, and there will be no problem of speed stress. When, however, the interval between signals A, B and C is reduced, that is when B occurs before the response to A is completed, the operator will find it difficult to cope with the situation. Within limits, operators can achieve an overall speeding of performance by altering the timing relation of successive phases of the serial response. When this passes a certain limit, which is not consistent with a smoothly timed succession of responses, the adverse effects will pile up at a disproportionately rapid rate, and performance will become ragged. This is what in effect would amount to speed stress.

Load depends on the number and arrangement of distinguishable signals or signal sources which may have to be dealt with simultaneously, or which occur in such rapid succession that arrears mount up as time passes. There is, as a rule, some relationship between speed and load. A

large volume of work can be cleared if one had plenty of time to get through it. A heavy load of work becomes stressful only when the time available is limited, and more work piles up on top of arrears which keep on mounting. The increasing accumulation of arrears thus makes load of work stressful to the operator. In a series of laboratory experiments, the Cambridge Psychologists, Machworth and Conrad, have shown that while speed and load have each their characteristic results, they can be they often are combined. If both exceed certain desirable limits, deterioration of performance will be the inevitable result.

One can ill afford to ignore the fact that even a wizard operator is capable of breaking down under the strain of abnormal increases in speed and load. The early signs of these stresses would be the accumulation of arrears and increases in errors. At a later stage grosser confusion and more serious lapses in efficiency become evident. The obvious remedy would lie in reorganizing the job situation so that the speed and load of work fall within the normal range of human capabilities. A good example of how such readjustments may be effected is furnished by the reorganisation of work in a signal office receiving messages for the transmission from a large group of head-quarter's establishments. Over the period of study, the work of the signal office was found to be abnormally high between 5 p.m. and 10 p.m. as a result of which many urgent messages got delayed, and serious transmission errors occurred. It was noticed that headquarters establishments accumulated messages initiated during the day and sent them in one lot to the signal office at the end of the day's work. The signal office was thus confronted with a glut of messages in the evening. During the greater part of the morning and the afternoon, personnel were more or less idle. In order to ensure an even flow of work for the signal office, the system of priorities was revised, and the despatch of messages from establishments staggered in such a way that priority signals could be despatched with the minimum delay. In this way, a 58% increase of speed in the despatch of signals and a 72% reduction in error rates was achieved. Collaterally, the time spent by personnel on idling was significantly reduced. Often, the stressful nature of speed and load of work is capable of being toned down by redesigning the work schedule, staggering the flow of work from different sources, and adopting a rationalized distribution of work.

PROBLEMS OF REPETITIVE WORK

Any one who has visited a factory where work has to be done on a conveyor belt or an assembly line, will recollect how each worker is required to execute certain cycles of action over and over again, all the way through the work period. The conveyor belt moves at a regulated pace, and gives the worker just sufficient time after the completion of one cycle of action to get set for the next. The worker keeps doing the same thing over and over again, right through the day. Constant repetition of the same action makes it semi automatic, so that eventually the worker need not direct his conscious attention over what he is doing. This culminates in the psychological condition of boredom or monotony, the special characteristics of which have been studied extensively by the British investigator, Dr. S. Wyatt. He has also experimented on various methods of reducing boredom among workers engaged in repetitive tasks.

In the first place, boredom is characterised by the dwindling of interest in work, resulting from its repetitive character. Interest and meaningfulness of work arise out of the fact that the worker has to think and plan what he has to do in order to achieve a conscious purpose. This calls for the

exercise of his powers of mind, and the direction of his effort in the achievement of a set purpose. In repetitive work, on the other hand, everything that the worker has to do is pre-planned. He has merely to move according to a set pattern, without deviating from what has been laid down for him. In course of time, his activity loses its meaningfulness and his interest begins to flag.

Secondly, boredom entails a fading attention on the job. Sometimes the job demands a level of attention which is well below the minimum. All the same, every job requires some degree of attention from the worker, however automatic the pattern of his action may be. There is in fact no job which is so automatic that the operator can afford to pay no attention whatever to what is going on. At certain stages in a mechanised process, the operator will have to watch the process and make necessary corrections of error. Scant attention to work, resulting from boredom will lead to serious flaws in the quality of production.

Thirdly, as a result of lowered interest and fading attention, the operator who feels bored begins to loose enthusiasm for work. A repetitive tasks may be approached enthusiastically at the beginning, because it may have certain attractive features which are new to the worker, but as he gets used to it, he begins to look on it as a matter of routine. His enthusiasm drops, and he develops indifference towards his work. Even in a spell of six or eight hours of continuous repetitive work such variations in enthusiasm will be noticeable. At the start of the day's work, he may be very enthusiastic, and get on with its action vigorously. As boredom sets in, he feels less vigorous, and he proceeds by fits and starts. If there should be a break in his work, a diversion of his attention to some thing else, his enthusiasm is likely to revive.

Fourthly, time hangs on the mind of the worker who feels bored. He falls a prey to day dreaming, to discordant thoughts, which come back to his mind over and over again, as time hangs on him like a dead weight. Much though he desires that time should pass by, it looks to him as if everything is at a standstill. This type of mental activity may occur in workers engaged on conveyor belt or assembly operations, when the pace of work and the kind of actions to be performed are stereotyped, with the result that the worker cannot develop a personal interest in what he is producing, since it does not convey much sense to his mind. This is so because the human perception of time intervals becomes meaningful when a period of time is full of interesting events, and it seems quick in passing. On the other hand, when a period of time is filled with the same event occurring over and over again, or is devoid of any events, it seems long in passing.

Fifthly, individuals differ with regard to their susceptibility to boredom. Persons who by nature are active and lively, who are more liable to boredom than those who are lethargic, easy going and of low intelligence. Some workers prefer repetitive or routine jobs. Such jobs do not require concentration of attention, as such, they do not cause mental strain. Further, some people get better adapted to monotonous work, and can tolerate the boredom which it may involve. There are others who react mentally against the first signs of boredom and cannot adapt themselves to the tasks which give rise to it.

Rest Pauses. Problems arising as a result of work decrement have been studied in connection with authorized breaks in work as a possible method of preventing fluctuations in output and deviations from the standard

of work. Where systematic rest pauses are not provided, workers, will tend to take them voluntarily. Extensive studies of organized rest pauses have been carried out by the British investigators Vernon and Bedford. These investigators have found that rest pauses are a function of the nature of work. They have to be somewhat longer with heavy work, as compared with light work. According to the estimates of Vernon and Bedford, in certain jobs such as ploughing or shovelling, or loading and unloading, as much as 20 to 25% of the total working time may be consumed by voluntary rest pauses. Under tropical conditions, this percentage may be even higher. In jobs like bricklaying, furnace jobs, harrowing or rolling, 15 to 20% of the working time is taken over in rest pauses. Light jobs such as boot and shoe making require rest pauses which may vary between 10 and 15%. The general conclusion of Vernon and Bedford is that the pauses which workers tend to take will vary according to the type of work in which they are engaged. On the other hand, there is every reason to believe that a rationalised system of rest pauses will reduce unproductive working time and also make it possible for the worker to maintain a consistent level of production.

The advantages accruing to management as a result of rest pauses, in terms of increases in output, have been demonstrated in a number of studies. In a boot and shoe factory for instance, under an older system of work, two girls looked after each machine, working at it continuously. Under a modified system, the machines were operated by three instead of two girls, each working for 40 minutes, and resting for the next twenty minutes, on a shift system. In this way, though each girl rested for a third of the working time, weekly output showed an increase of 44%. In another study, in which operators of computer machines were engaged in calculation, it was found that the introduction of a 12 minute rest period in the middle of the morning and a similar period in the middle of the afternoon, reduced voluntary rest pauses by 60% and increased output by 60%.

The usefulness of rest pauses in securing higher levels of production depends in the first place on the type of job. Rest pauses are not very effective when work is automatic and the employee is free to engage in occasional conversation or finds some other way of breaking the monotony of the job. On the other hand, work which demands concentration gains efficiency by rest pauses. Again, physically strenuous work requires a more liberal allowance of rest pauses than light work. Secondly, it is generally true that the less effective worker benefits more from rest pauses than the better worker. One possible reason for this is that poorer workers engage in many more movements and actions, whereas better workers use their energies sparingly. Thirdly rest pauses are most effective if they are introduced when output is at a maximum, just before production begins to drop, if on looking at a work curve, one notes a point at which the rate of output begins to drop, and introduces a rest pause shortly before, one may offset the decline or postpone it. Fourthly rest pauses are not beneficial merely because they provide an opportunity for recuperation from physical exhaustion. Psychologically the provision of rest pauses during a work period has the effect of changing the attitudes of employees to the work situation. Indeed, as Wyatt has observed, workers who look forward to rest pauses tend to set up their rate of work just before the rest period is due to begin.

FATIGUE IN MUSCULAR WORK

It is not difficult to understand the nature of fatigue in its simpler forms. Laboratory studies of fatigue began with experiments in which the arm and

the hand were strapped down, and a finger was attached to a mechanical device, and made to pull a weight. The laboratory apparatus used for this purpose is called the Ergograph. The problem investigated is to find out how well the weight could be pulled up, and for how long. Every pull by the finger is recorded on a smoked drum, so as to yield an ergogram. It has been found that when a small group of muscles is continually exercised, the muscles are able to carry on to their full extent for a limited time. After a while the pull becomes shorter and shorter till eventually the finger becomes numb and the weight cannot be lifted. The reason is that this group of muscles develops physiological fatigue, and is quite unable to make any further effort. After a rest, the muscles will begin to respond again, and the fingers can once more move the weight, though this time it will be able to go on for a shorter time than before. Investigating the effects of continuous tapping on the fingers of telegraphists, May Smith and Milas Culbin found that telegraphists sometimes experience a condition called telegraphists' cramp, which is in many ways similar to the laboratory condition of muscle fatigue.

Recovery from Muscle Fatigue. When a group of muscles is exhausted as a result of continuous exercise, the only remedy would be to allow rest. After a rest, the muscles will begin to respond again. In fact, laboratory experiments have shown that when the movement of the fingers is interrupted by short breaks or rest pauses, there is comparatively less decrement in output, and the state of inertia which sets in when the muscles are exercised without a break, can be put off. Interesting though these laboratory experiments may be, they are of very little significance in ordinary life, because we hardly use muscle groups so intensively that they completely cease to be active. In actual life, muscle fatigue hardly ever reaches a point when the muscles become quite incapable of any further action. The early signs of muscle fatigue make the worker stop and take rest, even though he may, under exigency, be able to carry on for a much longer time. It has been found, for instance, that soldiers, quite tired and exhausted after a long march to the front line have been stimulated to fresh outbursts of vigorous action on encountering the enemy. There is, in other words, a certain reserve of bodily energy, which comes into use during an emergency.

Findings of Recent Studies. Modern techniques of recording muscle potentials have given rise to new concepts regarding effort expenditure. It would be appropriate in this connection to discuss the findings of recent work on this subject. In an investigation of muscle response impairment under conditions of physical work, Gregg and Janad attempted to measure electrical potentials set up by muscular action. The apparatus for measuring these potentials gave separate indications for five different locations in the body. The task set for the subjects was the lifting of bar-bell weights under different experimental conditions. It was found that as the weights increased, electrical energy coming from the muscles also increased. With repeated lifting of the same weight, the electrical activity within the muscle groups became greater. What happens, then, is that as individual muscle fibres become fatigued as a result of prolonged work, different and larger muscle groups come into play, in order that the desired output may be maintained. In this situation, the method of lifting changes. This brings out an important point regarding muscle fatigue. Although it may be true generally that a man's production rate tends to be lowered as he works longer on a job, it is not correct to conclude that reduced capacity for work is invariably a measure of fatigue. Fatigue may be present even though

there is no noticeable decrement in performance. Output may not decline because the individual fails to set a pace for himself, even though it may be that there is some less of capacity. Conversely, decline in output may not in itself be an indication of fatigue. Output may go down without any change in the capacity of the individual, if his motivation is altered by the completion of his task ahead of time, or by feelings of frustration. It has been found, for instance, that an apparently exhausted man will continue to work, if he were to be strongly encouraged to do so.

Influence of Motivating Conditions. At the back of what looks like muscular fatigue under conditions approaching physical exhaustion, there are three major issues regarding bodily fatigue and the psychological factors associated with it. What is the energy supply? How is energy supply being utilised? How strong is the driving force behind the utilisation of energy? Let us take the analogy of a tap from which water flows out of a cistern. Along a channel which irrigates plants in a flower bed. Three important factors have to come into play if the flower bed is to be irrigated. There must be sufficient water in the cistern. This would correspond to energy level in the worker. Then there has to be a hand which will open up the tap. This will correspond to the motivating condition of the worker. There has also to be a channel, leading the water into the flower bed, not allowing the water to flow around anywhere. This would correspond to the proper utilisation of the worker's energy. Production will be high when an adequate energy level combines with good motivation and correct utilisation of energy, or direction of effort towards the proper objective. Production will tend to drop when energy level is low, even though the worker may be strongly motivated. He cannot direct any energy on the objective. The inefficient worker, who dissipates his energy cannot produce much because his energies are expended in wasteful effort. Like the leaky tap, which sheds its water rather than allows it to flow along the proper channels, he fritters away his energy over unprofitable activities. An unmotivated worker, on the other hand, has sufficient energy, but does not open them up for the purpose of productive work. Increase in productivity should therefore be sought by increasing the available energy supply, by developing efficient methods of work, and by improving motivation.

THE LOWERING OF VIGILANCE

It being true that muscular effort is not necessarily involved in every form of work, it would follow that feelings of tiredness cannot be equated with the experience of bodily exhaustion. A business manager who sits in the office and works hard all day may feel quite tired at the end of the day, but may feel energetic enough to play vigorous game of tennis in the evening, and perhaps also spend the night, playing cards in the club, or dancing at a night club. Obviously the kind of fatigue experienced by the office manager or the supervisor is of a different kind as compared with the fatigue experienced by a day labourer or the operator in a heavy industrial plant. This is so because the essential character of the tasks performed would be very different. Supervisory or managerial tasks call for the concentration of attention, the exercise of thinking and planning in a word, the maintenance of vigilance under the stressful conditions of the office atmosphere. In certain types of tasks such as watch keeping tasks, what counts most is the vigilance of the operator, since the efficiency of his operation will depend on keeping his vigilance at a high level. A large number of studies, both in the laboratory and under operational conditions have thrown considerable light on the conditions under which the breakdown of vigilance occurs.

Mackworth's studies of Vigilance. Vigilance is an individual's readiness to detect and respond to minute changes occurring at random time intervals in the environment. It would be appropriate in this connection to discuss a few points which have arisen out of the great volume of recent research on the subject. Notable among the pioneers in this field is the Cambridge Psychologist, Dr. N. H. Mackworth, who achieved fame on account of his pioneer studies of visual and auditory vigilance. These studies were carried out on skilled operators engaged in watch keeping duties such as radar surveillance, anti-submarine watch, maintenance of operations control centres and the like, during World War II, Mackworth studied visual vigilance by putting his subjects in the 'clock test' situation. The operator was made to sit in front of a dial, with a pointer moving step by step, about one degree at a time, in a clockwise direction. At certain random intervals, the pointer would make a double jump. The subject was required to indicate these double jumps by pressing a Morse key which automatically recorded the subject's responses, side by side with the occurrence of the stimulus. Each subject sat for spells lasting over two to four hours. In this way Mackworth was able to study the effects of short and long watches. He further investigated the effects of environmental conditions such as heat, noises and the like over vigilance. Several interesting conditions converged from Mackworth's studies of visual vigilance which had important practical applications in connection with military operations carried out by the British forces. A striking fact was the breakdown of vigilance after a two-hour watch. Further, errors in responding to signals were found to increase significantly when environmental temperatures exceeded the thermal comfort zone. Striking differences between highly skilled and moderately skilled operators were also evident from the recorded responses. An important finding of Mackworth was that the imparting of knowledge of results proved to be useful in maintaining efficiency over long periods. Informative feedback, which gave the operator ideas as to how near or how far from correct he was, helped him to maintain his standard of performance. In one of his series of experiments, Mackworth made his subjects watch a cathode ray display on which a bulb of light appeared at odd intervals. Occasionally, the level of illumination was increased. On these occasions the operator was required to press a Morse key so as to indicate that he had noticed a difference. In the course of a four-hour watch, it was found that the sensitivity of observers declined markedly. They required thresholds of considerably higher values. Here again, it was evident that better subjects maintained vigilance over longer periods than poorer ones.

Auditory Vigilance. Auditory vigilance relates to the way an operator responds to sound signals. Mackworth's experiments were carried out on Royal Naval personnel engaged in anti-submarine duties. These sailors have to keep track of submarines by manipulating the 'asdic' set, which sends underwater sound beams in various directions. When the sound beam hits the surface of a submarine, it is reflected back. This echo is picked up by the asdic set, and transmitted through the earphones of the asdic set in the form of a 'ping' varying in pitch, depending on the distance of the submarine from the ship, since a correct estimation of the range and bearing of the submarine will depend on the identification of the echo and its classification by the operator, vigilance is an important mental condition in the performance of the asdic operator. Mackworth carried out a series of laboratory experiments in order to determine the optimum conditions under which the identification and classification of asdic echoes would be possible. One of the problems of the asdic operator arises out of the background noises against which asdic echoes are heard. When a ship is sailing close to

other ships, the engine and propeller noises of other ships, and various other miscellaneous underwater sounds to make up a noise background which tends to mask the submarine echo and make it difficult for the operator to discriminate pitch correctly. Further, under the conditions of lowered vigilance, operators are liable to miss the echo and lose contact with the submarine they are tracking. One of the frequent causes of lowered vigilance, Mackworth found, was the sleepy condition resulting from long hours of watch-keeping, during which no signals occurred. When eventually a contact was made, and 'echoes' came through over the earphones, operators in their semi drowsy state, failed to respond to these signals. Mackworth tried out dosages of certain drugs which he found helpful in keeping up vigilance in the operator.

FATIGUE IN SKILLED PERFORMANCE

During recent years a break away from the conventional approach to experimental psychology developed under the leadership of the Cambridge Professor, Sir Frederic Bartlett. The new approach grew out of the need to discover how people use their skills, both mental and bodily, to track targets, to drive vehicles, to pilot aeroplanes, to control them from the ground in concerted flight. Current methods of research, based almost wholly upon the investigation of simple and relatively isolated mental and muscular activities seemed capable of yielding only three types of results—the amount of overall deterioration in work, the occurrence of checks and spurts in work, and if the activity were pushed to a certain distance, the final collapse of work. What, in the opinion of Professor Bartlett, seemed necessary to find out was how skill in long continued exercise, may change and perhaps deteriorate. During the war years, a group of British psychologists, working under the direction of Professor Bartlett, set themselves to find out the characteristic change which takes place in human skilled performance with long continued exercise. They constructed an experimental cockpit and carried out a series of investigations which later came to be known as the Cambridge Cockpit Experiments. These investigations realised that in order to discover anything important about skilled performance, it would be necessary to get right inside the skill itself, and to relate, within the experiment, actual overall measures with actual measures of the ways in which the internal constituents were being carried out.

Cambridge Cockpit Experiments. A number of interesting conclusions have emerged from the Cambridge cockpit experiments which Professor Bartlett has mentioned in his recently published writings. First, in the type of skilled performance investigated by the Cambridge Psychologists, not all of the internal constituents were found to be equally important. There are 'key' or 'master' elements round which others tend to group themselves, so that if the key activities are properly timed and carried out, all the rest will normally go well, without much, if any, voluntary effort. Secondly, it was discovered that the absolute time taken to complete any movement or activity was of very little significance. What mattered more was the 'spacing' or 'timing' of movements or decisions or both, in their natural succession. This demanded consideration of the arrangement and interpretation of the perceptual display, and the consequent execution of any active movements. Thirdly, it was found that at every stage of a skilled performance, two thresholds are measurable the threshold of ability and the threshold of range. The first is the least perceptible change of display which can produce a response. The second is the range of perceptible change, beyond which a response will be made. This did not, however, raise the

problem of motivation, since subjects remained as keen as ever. Some pilots, after about two and a half hour of continuous exercise, required instrument changes double or triple the size of those which were effective at the beginning, before they would do anything about them. Yet it was easily demonstrable that their ability threshold had not risen, and they were themselves entirely unaware of any difference in this respect of their behaviour.

Significant changes. With all that has come to light regarding the changes that occur in a skill as a result of continuous exercise, certain important points have now come to be emphasised. First, it has become evident that display design is from first to last a matter of vital importance. The important characteristics of display signals are number, location, size, shape, direction, rate of change and model variety, in all these, the desirable feature is the greatest possible freedom from ambiguity. Secondly, in quick moving operations, operators tend to interpret signals ahead of the action point which they have reached. When display signals succeed one another fairly rapidly, especially in most psychophysical skills when the intervals are rather less than 0.5 second, the interpreting senses normally run ahead of their associated action. This does not usually speed up the movements, but they succeed one another in a fluent manner, and the resting interval from move to move is lessened. In many skills signals possess an order, so that the order and recurrence which have been perceived are used to prepare for their next appearance. When, however, a situation develops in many directions at the same time, information coming in from many sources will have to be filtered, analysed, and passed on in a form suitable as a basis for quick decision and action. Depending on the type of anticipatory response for which an operator has been trained, there are distinctive differences in the way individuals react to a situation requiring anticipation. Thirdly the outstanding character of mental skills is that, compared with the bodily kind they deal with situations at a distance and therefore in symbols. But they have the same features of moving in ordered and inter-related succession to whatever issue that forms an accepted terminus.

Early Signs of Skill Impairment. Broadly speaking, the early signs of fatigue in skilled performance need to be watched and dealt with before the grosser forms of skill impairment become manifest. The graded patterns of the response, characterised by smoothness of action, loss, their fineness. Action becomes rugged, and disordering gaps appear because of small errors and omissions which occur in what was an orderly relationship between the receptor and effector interlinkage of the skill. Secondly, as the course of fatigue in skilled performance gathers momentum, the operator does not respond to stimuli at the normal threshold level but requires stimuli of comparatively greater intensity. Thirdly, as the skilled operator feels tired, there is a retreaction in the normal span of anticipation. He becomes more rigid, and loses his flexibility. Fourthly, in skilled action, over activity is often noticeable during the early stages of fatigue. Action performed in slow measured steps becomes hurried and profuse. This naturally leads to a further drain on the energies of the operator. Fifthly, the correct timing of action, so characteristic of skill, suffers severely as fatigue sets in. Sixthly performance gets out of step with the onset of fatigue in a skill. In dealing with a situation which leads to the impairment of skill, it is necessary to remember that prevention is better than cure. The preventive aspect of fatigue naturally assumes capital importance from the practical point of view of management. Unless the conditions affecting the healthy and productive exercise of skill are secured in practice, management will not merely by external incentives and amenities, be able to heal troubled bodies, troubled minds, and a troubled society.

PNEUMATIC TESTING OF TANKS

Where possible, tanks should be tested hydraulically, but this cannot always be done. If pneumatic testing is essential, then adequate precautions for the protection of persons in the vicinity should be taken.

In a fabrication shop, tanks for holding domestic fuel oil were tested by means of compressed air. It was the practice to plug the drain hold in each tank, screw a pressure gauge into the air vent and connect a portable air compressor to the filling hole. Pressure was then applied until a reading of 7 lb. per sq. in. showed on the pressure gauge. There was a safety valve fitted to the compressor, but it was set to 40 lb. per sq. in.

At the time of the accident, a tank 4 ft. × 3 ft. × 2 ft. made of 14 s. w. g. steel sheet was being tested. This tank, a special one, was not provided with an air vent, so that the firm's customary method of connecting the pressure gauge could not be employed. The test was therefore being carried out without any means of checking the pressure.

Having connected the compressor to the filling hole, and started the compressor, a man was sitting on top of the tank painting a soap solution around the seams. Suddenly a seam split at the top of the tank and the sudden release of air caused it to overturn. The man was thrown to the ground and the jet of compressed air blew grit into his eyes, but he suffered no other injuries.

Pneumatic testing may be necessary where the strength of the vessel is insufficient to support the weight of water involved in an hydraulic test or where moisture or the possibility of rust formation cannot be tolerated. In such cases a reducing valve with a pressure gauge and safety valve on the low pressure side set to a pressure which the vessel is able to withstand with safety, should be used. It is not possible to detail all the precautions which should be taken owing to the diversity of the types of tests and sizes and shapes of vessels that may be subjected to test, but precautions should always be based on the assumption that a vessel will fail under test. The following methods are used.

(1) A Substantial enclosure is provided for the test with the air supply so arranged and interlocked with the door of the enclosure that the vessel must be inside the enclosure and the door shut before the air can be turned on. Where the vessel has to be closely approached or manipulated there is merit in first proving the vessel inside an enclosure and then carrying out subsequent tests, which may have to be done without the benefit of an enclosure, at a reduced pressure.

(2) The test is carried out in a pit or substantially constructed tank with a cover that may incorporate viewing arrangements such as an armoured glass panel.

(3) Testing is carried out behind blast walls with remote instrumentation brought to a safe position.

(Accidents published by U. K. Factory Inspectorate)

RETURN CIRCUITS FOR WELDING CURRENT

Inspectors frequently have occasion to call the attention of factory occupiers to the dangers which can arise from the use of return circuits for welding current other than the proper type of insulated cable. Such unsuitable circuits may consist of strips of scrap steel, lightly tacked together, lying on the shop floor. Parts of the building steelwork, not properly bonded together, may also be used. Welding return currents which are always heavy can cause serious damage to personnel or property by shock or fire if allowed to wander into fortuitous paths of this kind, and such damage may sometimes be concealed from view until it has reached serious proportions.

By contrast, the danger which can arise from careless handling of the electrode holder or live electrode is usually the obvious one of inflicting shock and burn on the operator or on some person nearby. In the unusual accident to be described, however, inadvertent mishandling of the electrode holder allowed current to escape into a fortuitous return path, with disastrous results.

A welder was working on the repair of a large oil storage tank. He worked from a cradle suspended by two wire ropes from the top of the tank. The welding transformer was on the ground approximately below the cradle, the positive welding cable being carried up to the cradle where it was connected to the electrode holder. The return lead to the welder was connected to the tank.

The welder had paused in this work, and had laid down the electrode holder on the floor of the cradle. About this time another man, standing on the ground near the tank, noticed sparks and flames at the top of the tank at the point where one of the cradle suspension ropes passed over the edge of the tank to be secured. The man on the ground shouted a warning, but at that moment the suspension rope burnt through and broke allowing one end of the cradle to fall. The welder was thrown to the ground and seriously injured.

On investigation it appeared that the exposed part of the electrode holder, or possibly the stub of an electrode, had been inadvertently placed on contact with an exposed part of the metal frame of the cradle, although the cradle had a wooden platform and sides. Current had been passed up the wire rope to the earthed tank and had created a hot spot at the point of contact with the top edge of the tank.

Although the circumstances of this accident are unusual, precautions are worth considering as the consequences might easily have been fatal. Suitable precautions would consist of the use of a type of electrode holder as fully insulated as possible, together with:—

- (1) a complete insulating lining for the cradle, or
- (2) links of high-tensile insulating material in each suspension rope.

(Accidents published by U. K. Factory Inspectorate)

FATALITY ON OVERHEAD TRAVELLING CRANE

A workman noticed that an electric light bulb was not lit in the shop where he worked and reported this to his foreman. The information was passed to the electricians' shop and one of the electricians was instructed to fit a new bulb.

The shop concerned was provided with an electric overhead travelling crane fitted with pendant controls. There was a platform on the crane gantry with a guard rail along the edge. The rail was of such height that there was only 4 in. clearance between it and the underside of the girders supporting the roof. Ladder access was provided to the platform from one position in the shop.

When the electrician and his mate arrived in the shop, they saw that the fitting holding the unlit bulb was in such a location that the crane passed beneath it at a distance of about 5 ft. Since this appeared to offer a good working platform, the electrician instructed his mate to climb up the ladder to the crane gantry, whilst he remained at ground level to operate the crane controls. The ladder was at some distance from the unlit bulb and it was necessary to move the crane after the man had reached the platform. The electrician saw that there was a dangerous trap between the roof girders and the guard rail and warned his mate to keep his head down whilst he was on the crane. The crane was successfully moved to the required position and the electrician's mate attempted to remove the unlit bulb. This was of the screw cap type and he found that, as it was broken, he was unable to move it without an extractor. He signalled to the electrician that there was something wrong, and the electrician signalled back that he would move the crane back to the access position. Because of the noise in the shop, the electrician could not make himself heard, but he put his hand on his head to warn his mate to keep his head down. The crane was then started back slowly but had moved only about 18 ft. when the man on the platform was trapped between the guard rail and one of the roof girders, receiving fatal injuries.

This accident illustrates a number of points which were most unsatisfactory. In the first place, the crane platform should not have been used as a working platform for ordinary maintenance purposes. A tower ladder or other similar device should have been provided to permit safe and easy access to high level lighting fittings, since, apart from replacing faulty bulbs, they should have received regular cleaning to maintain their effectiveness. The crane platform should only have been used for gaining access to parts of the crane when maintenance was to be carried out, and it should never have been occupied whilst the crane was in motion.

Apart from these considerations, however, the circumstances indicate the imperative need for a system of communication between crane drivers and others, which does not give rise to misunderstanding. Shouted signals are too readily misinterpreted, even in conditions where the level of background noise is low, and they are quite ineffective where there is any appreciable noise. Hand signals must be quite distinctive so that a casual hand movement is not taken to be the signal for action on someone's part. A proper system of handsignals should form a code which is clearly understood by all who use them.

(Accidents published by U. K. Factory Inspectorate)

FATAL ACCIDENT ON AN AIR-OPERATED GRINDER

An accident resulting in a fractured skull occurred when a man was operating an air operated hand grinder, operating with 90 lbs. air pressure and turning 4,500 R.P.M. Attached to this grinder was a $\frac{1}{8}$ " $\times$ 10" diameter cut-off wheel rated for 5,425 R.P.M.

The collars on the grinder were 3" in diameter. It is to be noted that this wheel was never intended to be used in a portable hand grinder and never to cut free hand.

At the time of the injury, the injured man was using this hand tool to cut the blades off phosphor bronze ship propellers 6" in diameter. These propellers come from the ship yards as scrap and must have one blade removed before they will go into the furnaces. Workman was free hand cutting the last of 12 propellers. The part being cut was an ellipse, 24" long and 2 $\frac{1}{4}$ " at the thickest part. This job had been underway for one week and he was more than half way through the last one when, in some way he must have bound the wheel, causing it to shatter and a piece of the wheel $\frac{1}{8}$ " $\times$ 2" pierced the full face shield made of $\frac{1}{16}$ " plastic, and struck him above and between the eyes, fracturing his skull.

There is little doubt this would have been a fatality had the face shield not reduced the impact.

Cut-off wheels were not designed to be used on free hand work, and should only be used on cut-off grinding machines that are specifically designed to use these wheels safely.

Proper facilities should be provided for cutting and handling such scrap material.

(Occupational Health Bulletin, Ottawa, 1964)

INDUSTRIAL RELATIONS, SEPTEMBER, 1966

The Labour situation in the State was satisfactory. There were ten strikes in Textile Mills including four strikes followed by lockout. Among the ten strikes, three strikes were continuing at the end of the previous month. There was also one lockout in Textile Mills. There were also twelve strikes in other Industries including three strikes followed by lockout. Among the twelve strikes, one strike was continuing at the end of the previous month. The number of workers affected by the work stoppages in in textile mills was 2,786 and in other industries it was 1,137. The number of Mondays lost as a result of work stoppages in textile mills and in other industries were 44,342 and 4,421 respectively. The details of work stoppages are as follows:—

TEXTILES

The strike by the workers of Avanashi Spinning Mills, Avanashi from 27-7-66 was continuing at the end of the month.

The strike by the workers of Vijayalakshmi Mills Limited, Kuniyamuthur from 29-8-66 and the lockout by the management from 10-9-66 were continuing at the end of the month.

The strike by the workers of Bhavani Mills, Podanur from 26-7-66 and the lockout declared by the management from 16-8-66 were ended on 8-9-66 on the advice of the Labour Officer.

18 out of 763 workers of Jayalakshmi Mills Limited, Singanallur struck work from 2-9-66 as a protest against the allotment of alternative machines. The workers resumed work voluntarily on 8-9-1966.

216 out of 274 workers of Suryaprabha Mills Limited, Kuniyamuthur struck work from 2-9-66 as a protest against the implementation of Rationalisation agreement. The workers resumed work voluntarily on 13-9-66.

All the 120 workers of Tamilnadu Spinning Mills, Anaiputhur struck work from 28-9-66 demanding increase in wages. The strike was continuing at the end of the month.

The management of Nellai Cotton Mills, Talayuthu declared a lockout from 10-9-66 consequent on the refusal to work by the workers. The lockout was continuing at the end of the month.

All the 180 workers of the Somasundaram Mills (Private) Limited, Somanathapuram, struck work on 19-9-66 as a protest against the action of the management in dismissing a worker. The strike was called off on the mediation of the Labour Officer-I, Madurai.

All the 488 workers of Sree Karpagambal Mills Limited, Solapuram P.O., struck work on 7-9-66 as a protest against the illegal deduction of wages. The management declared a lockout on 10-9-66. The strike and lockout ended on 1-10-66 on the advice of the Labour Officer-I, Madurai.

All the 254 workers of Indra Cotton Mills Limited, Coimbatore struck work from 20-9-66 demanding Bonus. The management have also declared a lockout. The strike and lockout were continuing at the end of the month.

All the 73 workers of K. R. Subbier Tape Factory, Trichy struck work from 29-9-66 as a protest against the closure of the Factory and consequent retrenchment of 18 workers. The strike was continuing at the end of the month.

OTHER INDUSTRIES

All the 61 workers of Praga Industries, Coimbatore struck work from 22-9-66 as a protest against the suspension and pending enquiry of one worker. The strike was called off on 7-10-66 after direct negotiation.

All the 45 workers of Modaplast, Coimbatore struck work from 22-9-66 as a protest against the suspension and pending enquiry of one worker. The strike was called off on 7-10-66 after direct negotiation.

68 out of 1,520 workers of Western India Match Factory, Madras-19 struck work at 3-50 P.M. on 19-9-66 as a protest against the suspension of dipping Machine Operator. The strike was called off on the same day at 5-00 P.M. after direct negotiation.

The workers of the U. M. S. Radio Engineering Factory, Avanashi Road, Coimbatore struck work from 12-9-66 over certain demands. The strike was called off on 15-9-66 on the mediation of the Labour Officer III, Coimbatore.

All the 42 workers of M/s. Nizamudeen Tajmahal Beedies, Madras-21 struck work from 26-9-66 over certain demands. The management also declared a lockout. The strike and lockout were continuing at the end of the month.

407 out of 935 workers of certain Leather Mundies in the city of Madras, struck work on 26-9-66 over certain demands. The strike was continuing at the end of the month.

All the 115 workers of Neiveli Ceramics and Refractories Limited, Vadalur, South Arcot District, struck work on 16-9-66. The reason for the strike is not known. The workers resumed work voluntarily on 17-9-66.

All the 100 workers of Sheshasayee Bagassee Unit, Pugalur struck work from 19-7-66 as a protest against lay off of 14 permanent workers. The management also declared a lockout. The strike and lockout were terminated on 21-9-66 after direct negotiation.

All the 70 workers of six Pappadam Manufacturing Concerns, Tiruchirapalli struck work from 1-9-66 demanding revision of scales of wages. The strike was called off on the intervention of the Labour Officer.

All the 16 workers of Prabath Cigar Factory, Tiruchirapalli struck work from 19-9-66 demanding reinstatement of two workers. The strike, was continuing at the end of the month.

The strike by the 176 workers of Deccan Sugars and Abkari Company Limited, Pugalur from 28-9-66 as a protest against the lay off of 150 workers, was called off on 27-9-66 on the mediation of the Labour Officer.

All the 37 workers of the Fan Brand Cigar Factory, Srirangam, Trichy-8 struck work on 24-9-66 as a protest against the action of the management in the proposed change of allotment of quantum of raw materials. Following the strike the management declared a lockout. The strike and the lockout were continuing at the end of the month.

CENTRAL SPHERE

1. (i) **Conciliation:** The Asstt. Labour Commissioner (Central), Madras held conciliation proceedings in the following disputes and brought about settlements:—

- (a) Between M/s. Gordon Woodroffe & Co. (Madras) Private Ltd., and the Madras Harbour Workers Union (AITUC) Madras over Bonus for the year 1966.
- (b) Between the Helevtia Swiss Fire Insurance Co. Ltd., Madras and the General Insurance Employees' Union, South Zone, Madras over alleged illegal termination of Sri S. Kuppuswamy, Sub-staff, Madras.
- (c) Between the Punjab National Bank Ltd., Madras and the Punjab National Bank Staff Union, Madras, over alleged re-designation of Shri K K Kurup, Sub-staff of Palghat Branch.
- (d) Between the Madras Port Coal Employers' Association, Madras and the Madras Port & Dock Workers Congress (INTUC), Madras over charter of demands.
- (e) Between M/s. A. Arumugham Chettiar, Stevedores, Madras and Madras Port & Dock Workers Congress (INTUC) Madras over charter of demands.
- (f) Between Sri C. N. Easwarajan of M/s. C. M. Nataraja Mudaliar & Sons, Madras and Madras Harbour Workers Union (AITUC), Madras over demands in respect of supervisors, D.A., Bonus, P.F., etc.

- (ii) The following were ended in failure;—

- (a) Between the State Bank of Bikaner & Jaipur, Madras and State Bank of Bikaner & Jaipur Employees Association, over promotion of Sri G. S. Nayak.
- (b) Between Sri N. Ramachandra Iyer, Contractor, Odhiyam Gypsum Mines and National Gypsum Workers Union, Odhiyam over termination of services of Sri Nallathambi.
- (c) Between Sri N. Ramachandra Iyer, Contractor, Odhiyam Gypsum Mines and National Gypsum Workers Union, Odhiyam over termination of service of Sri Nallu.
- (d) Between the Madras Steamer Agents Association, and the Madras Port & Dock Workers Congress (INTUC), Madras over implementation of Wage Board Recommendations in respect of daily paid workers.

- (iii) Ten disputes were settled / disposed of at the intervention of the Officers of this machinery without holding any formal conciliation proceedings.

2. (a) Number of strikes / lockouts ... 2 / Nil
(b) Number of threatend strikes / lockouts ... Nil

3. **Particulars regarding disputes:**

- (a) Number of industrial disputes pending at the beginning ... 21

(b) Number of industrial disputes reveived during the month	...	...	...	...	30
(c) No. of disputes settled / disposed of during the month	...	...	...	...	20
(d) No. of threatened strikes	...	...	...	...	Nil
(e) No. of which materialised	...	...	...	...	Nil
(f) No. of Draft Standing Orders certified	...	...	...	...	Nil

STATE SPHERE

The Conciliation Officers enquired into and settled 601 disputes during the month of September '66. Of these, 97 were industrial disputes in which settlements were recorded under Section 12(3) of the Industrial Disputes Act, 1947.

ADJUDICATION UNDER THE INDUSTRIAL DISPUTES ACT, 1947

Government referred 32 industrial diputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal.

23 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette for the month of September, 1966.

WELFARE

The General Employment situation in Madras State during September 1966 showed a decline when compared to the previous month.

During September, 1966 the Employment Officers in the State registered 26,662 applicants and placed in employment 5,716 registrants, compared to previous month registrations and placements decreased by 1,998 (—6.9%) and 228 (—3.8%) respectively. Vacancies notified by the employers to the Employment Exchange stood at 7,459, also recording a slight fall by 177 or 2.3% compared for August, '66. As a result, the volume of the Live Register at the end of September '66 slightly thinned down from 2,32,847 at the end of August, '66 to 2,28,434 at the end of September, '66 (3,918 or 1.6%).

The ratio of vacancies notified to registrations however, tended to remain at the previous month's level itself, from 1:3.7 at the end of August 1966, the ratio stood at 1:3.6 at the end of September, '66.

Shortage of manpower was reported in the following occupations:—

Veterinary Assistant Surgeon, Medical Officer (L.M.P.) Maternity Assistant Pharmacist, Sanitary Inspector, Male Nurse (Trd) Male Nursing Orderly, B.T. Assistant, Tutor (M.A.) Secondary Grade Trained Teacher (Urdu), Drawing Master with Technical Training Certificate, Tamil Pandit, Hindi Pandit, Malayalam Pandit, Tailoring Instructor, Band Master, Laboratory Technician, Research Assistant, Stenographer (Men and Women) Typist (Higher Grade in English and Tamil), Clerk with 5 years experience Field Assistant, Plumber, Tap Inspector, Agricultural Engineering, Maistry, Fitter Auto Electrical), Pipe Fitter, Wireman with 4 years experience, Mechanics

(Grade I and II) Refrigerator Mechanic Grade I and II, Turner (5 years experience) Driller (5 years experience), Armature Winder, Assistant Reeler Foreman, Foreman (X-Ray and Sheet Film Section), Coater, Radio grapher and Physical Education Teacher (Higher grade).

Surplus of applicants continued to exist in the categories of Economics and Law graduates Matriculates, Clerks and Unskilled Occupation such as Attenders, Peons, and Watchmen. etc.

The Professional and Executive Employment Office at Madras registered 225 applicants and placed in employment 18 registrants during the month. At the end of September, '66, 1 723 applicants remained on the Live Register of this office.

The University Employment Information and Guidance Bureau at Annamalai and Madras Universities registered 29 applicants. The University Employment Information and Guidance Bureau Madras was successful in placing one registrant in employment during September, '66. At the end of the month 373 applicants remained on the Live Registers of these offices.

The Special Employment Officer for Physically Handicapped applicants at Madras registered 24 (2 Blind 1 deaf and dumb and 21 orthopaedic) applicants and placed 10 (4 Blind, 2 deaf and mute and 4 orthopaedic) persons during September, '66. At the end of the month, 714 (143 blind, 98 deaf and dumb and 473 orthopaedic) persons remained on the Live Register of this Office.

The Vocational Guidance Units attached to the District Employment Offices at Katpadi, Cuddalore, Guindy, Coimbatore, Nagercoil, Madras-14, Madurai Ramanathapuram at Madurai, Salem, Thanjavur, Tiruchirappall and Tirunelveli gave group guidance to 6,492 applicants and individual information to 4,037 persons during September, '66. They had also given individual guidance to 75 registrants and placed 20 individually guided applicants in employment during the month.

The Occupational Information Officer at the Headquarters completed original study in respect of 2 Occupations in Group 07 and visited 4 institutions during September, '66. The report along with the work schedules have been sent to the State Government for onward transmission to the Government of India.

The Mobile Registration Unit attached to the District Employment Office, Ramanathapuram and Salem registered 878 applicants and effected 1,543 renewals during September, '66. They had also interviewed and counselled 688 applicants during the month.

EMPLOYEES' PROVIDENT FUNDS ACT

During the month under review the Employees Provident Funds Act, 1952 has been extended to licenced Salt Industry with effect from 30-9-1966.

73 Establishments / Factories were brought under the Employees Provident Funds Act, 1952. Thus the total No. of covered Establishments / Factories comes to 4,169.

A total sum of Rs. 57,72,840.24 (excluding the refund of loan, Previous Accumulations, and Administrative charges etc. amounting to Rs. 3,10,085.10) was received as employee's and employer's shares of contributions, for the month of August, 1966.

The total No. of employees / subscribers covered under the Act in this region at the end of August, 1966 was 5,03,983/4,32,277 respectively.

WORKERS EDUCATION DURING OCTOBER 1966.

At a function held for the distribution of certificates to the successful worker trainees of State Transport Department, Sri R. Venkataraman, Minister for Industries, distributed the certificates. While distributing the certificates the Minister stressed the need for industrial peace to increase production and explained how best the Trade Union could help in achieving this goal.

20th Worker teacher training course was started on 4-10-66 at Madras Regional Centre. 27 workers were undergoing the training. In the examination conducted for the worker-teacher trainees. Sri R. Venkataraman Sri N. Ramakrishnan and Sri T. V. Vijayaraghavan were declared to have passed with merit. The worker teacher trainees of 18th and 19th batch of Madras Regional Centre went on educational tours to Nagpur, Calcutta, Vizagapattinam etc.

The Third Worker Teacher Training course was started at the Regional Centre, Coimbatore on 18-10-66. 25 workers were undergoing the training. In the examination conducted for the second batch of the worker-teacher training course Sri V. Kandaswamy, Sri P. A. Kandaswamy, and Sri V. P. Sundaram secured first three ranks. In the ninth worker-teacher training course held at Madurai Sri D. Krishnaswamy of Madras State Electricity Board, Sri B. Sriraman and Sri R. Balasubramanian, of Southern Railway secured first three ranks, in the final test. The worker teacher trainee of the Coimbatore region went on educational tour to Madras, Hyderabad, and Bombay from 1-10-66 to 14-10-66.

Unit level classes were started during the month of October, '66 at the State Transport Department, Engineering Workshop Southern Railway, Madras Arakkonam General Purpose Engineering Workshop, Vellore Southern Railway Headquarters Office, Madras, Rubber Factory, Highways, and Rural Work Workshop, Madras, Central Leather Research Institute, Madras, Sri Ramanarayana Mills, Coimbatore, and Rajendra Mills Salem.

The Worker Trainees of Madurai Mills, Madurai Tuticorin, Ambasamudram and Srivilliputtur Co-operative Spinning Mills, Srivilliputtur and Manimuthar Estate, Manoholai went on an educational tour to Madras, Mysore, Bangalore and Neyveli.

WORKER-TEACHERS AND WORKERS TRAINED BY THE END OF OCTOBER 1966 ARE GIVEN BELOW

	Madras region	Madurai region	Coimbatore region
1. Worker Teachers trained	355	217	120
2. Worker Teachers under training	27	21	25
3. Workers trained	17,340	11,743	928
4. Workers under training	755	1,765	589
5. Unit level classes in session	49	68	22

INDIAN LABOUR CONFERENCE

The main conclusions/recommendations of the 24th session of the Indian Labour Conference which was held in New De'hi on 29th and 30th July, 1966 are as follows:—

Item 1:—Action taken on the main conclusions / recommendations of the 23rd session of the Indian Labour Conference held in New Delhi on 30th and 31st October, 1965.

- (i) Subsistence allowance during the period of suspension pending enquiry:—Some of the workers' representatives drew attention to the recommendations of the last (February, 1966) Session of the Standing Labour Committee on this point and desired to know the present position. It was explained that the matter was being examined in consultation with the concerned Ministries.
- (ii) Legislation on Fair Price Shops:—From the workers' side it was urged that Government should undertake the proposed legislation which had already been agreed to. The employers' representatives raised the question of supplies which was crucial from the point of view of satisfactory working of such shops. The setting up of a Committee to go into all these matters and for drawing up of the proposed legislation was also suggested but it was pointed out that a draft was already available and that the matter of legislation had been merely held up to enable persuasion to be tried. Eventually it was decided that the matter should be looked into by the Chairman, and necessary action taken.

Subject to these the Statement of Action Taken placed before the conference was noted.

Item 2:—Review of the Working of the Code of Discipline.

- (i) Differing views were expressed about the effectiveness of the Code of Discipline. Some thought it had worked well while there were others who felt that in the absence of proper sanctions and the non-acceptance of the Code by some Employing Ministries, there were frequent violations of the Code, making it an ineffective instrument. Some of the workers' representatives suggested a comprehensive review of the Industrial Relations Law and its recasting, with greater emphasis on selection of bargaining agent and promotion of collective bargaining, as also incorporation in the Law, the principles, of the Code. The Chairman explained that in his view the Code had worked fairly well and had had a salutary effect on industrial relations. There might have been instances of violations here and there. The solution was not to do away with the Code but to remedy the situation and seek to improve its working. As for the comprehensive review of the Industrial Relations—Law, he himself had been thinking about this for some time and felt that the Trade Union Law called for some major amendments. The Organisations should give some thought to this and communicate their views and proposals to Government. In the meantime however, organisations should continue to ensure compliance with the requirements of voluntary instruments like the Code of Discipline and the Industrial Truce Resolution. Some proposals had been made in this regard in the Memorandum on the subject.

Item 3:—Implementation of Labour Laws in public Sector Undertakings:—

- (i) The Conference noted the position stated in the Memorandum and urged that Public Sector Undertakings should ensure full compliance with the requirements of Labour Laws.
- (ii) The proposal referred to in the Memorandum concerning constitution of a Special Committee to review the position about implementation of Labour Laws in the Public sector was not favoured.
- (iii) The proposal in para 10 (3) of the Memorandum concerning the review of Industrial Relations in each Public Sector Undertaking. At least once in three years, was approved.

Item 4:—Industrial Co-Partnership and

Item 5:—Proposal to remove the pay limit of Rs. 1000 per month under the Employees' Provident Fund Scheme, 1952 for eligibility for membership of the Fund.

Consideration these two items was referred to the next session of the Standing Labour Committee.

Item 6:—Programme of Evaluation Studies of the Central Implementation and Evaluation Division.

Information in the Memorandum relating to this item was noted. The employers' representative suggested that suitable studies on (i) how far the recommendations of the Wage Boards regarding rationalisation had been implemented, and (ii) effects of work-stoppages not only in terms man-days lost but also in terms of loss of production, might also be carried out. It was agreed that these suggestions would be examined by Government.

Item 7:—Introduction of 3 weeks full time training course for workers under the workers' Education Scheme.

- (i) The proposal in the Memorandum was generally approved.
- (ii) There should be an independent assessment of the working of the Workers' Education Scheme to find out how it had been functioning, whether benefits of the Scheme had been commensurate with expectations and what further improvements were possible.

Item 8:—Amendment of the Industrial Disputes Act so as to prescribe a time-limit within which an Industrial Dispute can be raised by workmen.

Consideration of this item was deferred to the next session of the Standing Labour Committee.

Item 9:—Review of the action taken on tripartite decision on.

- (i) Holding the Price Line.
- (ii) Linking D. A. with Consumer Price Index Numbers.
- (iii) Closures, and

Item 10:—Automation.

These two items were covered under the item "General" covering the general discussion.

Item 11:—Industrial Disputes Act, 1947—Section (2) (s) Proposal to amend so as to include supervisory and managerial personal drawing less than Rs. 1,600 per month.

Consideration of the item was deferred to the next session of the Standing Labour Committee.

AWARDS AND AGREEMENTS

MEMORANDUM OF SETTLEMENT UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT, 1947.

Present:

SRI K. SENGODAN, B.A., D.S.W.,
Labour Officer-1, Coimbatore.

Name of the parties to the dispute: The workers and the management of
Raveendra Mills Ltd., Singanallur,
Coimbatore.

Representing Employer: Sri K. Ramachandran, Managing
Director, Raveendra Mills Ltd.,
Singanallur.

Representing Workmen: Sri C. Govindan, Coimbatore District
Textile Workers Union, 5/212, Trichy
Road, Singanallur.

No. and broad description of
categories of workmen covered
by the settlement: About 350 workers.

SHORT RECITAL OF THE CASE

The demands submitted by the union with their letter dated 8-4-1965 and strike notice dated 28-2-66 were discussed before the Labour Officer. The management also raised an issue on workload in Bundling Department at the time of conciliation (Issue No. 24). An agreement is reached on the following terms, at the time of conciliation:

TERMS OF SETTLEMENT

Demand No. 5: Payment of wages to Chinnasamy and Padmanabhan for the period they were under suspension.

Demand No. 6: Payment of wages to the workers for 27th and 28th May, 1964.

Demand No. 8: Promotion of workers in Carding Department as per seniority.

Demand No. 11: Payment of lay-off compensation to workers for 4th July, 1964.

Demand No. 13: Allowing leave to workers liberally in emergency cases

Demand No. 14: Payment of occupational wages to workers of the Carding Department in third shift.

Demand No. 19: Repayment of fine amount deducted from the wages of Rajammal, Reeling T. No. 8 on 7-8-64.

Demand No. 20: Discontinuance of the practice of imposing fine:

Demand Nos. 5 and 6 are settled and others are not pressed by the union.

CURRENT NOTES

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Demand No. 1: Re-employment of Sri Yuvaraj and 17 others and payment of occupational wages to them:

As the management denied this claim, the union stated that it reserved its rights to press the claim and proceeded with the next demands.

Demand No. 2: Payment of eight hours wages to Sri Chinnan and Karuppusamy working in third shift and back wages: It was agreed that less of earnings, if any, should be made up.

Demand No. 3: Designation to Manicka Asari as Carpenter and appointment of new fitter and belt stitcher: The management stated that there was no merit in this claim. The union too did not press this issue at present.

Demand No. 4: Payment of extra wages to drawing tenters as per workload:

This issue involves efficiency which is under arbitration and the parties agree to abide by the decision of the arbitrator in the matter.

Demand No. 7: Payment of extra wages to mixing and blow room workers according to workload:

Both the parties agree for the payment of wages according to the 1956 agreement, if the workers have done any extra work as claimed.

Demand No. 9: Payment of extra wages to Inter, Slubbing Machine/Doffing Boys as per spindleage:

It is agreed to remunerate according to 1956 agreement and the union agree to give the particulars of under payment, if any.

Demand No. 10: Payment of lay-off compensation to workers who were laid off due to power-cut:

This issue is a general issue covering all the units of this industry. Without prejudice to its stand, the union agree not to press this claim in this unit at present.

Demand No. 12: Permanency of badli workers working in the Spinning and Preparatory Departments:

The union agree to give the particulars of the badlies for whom permanency is claimed, since the management state that they have already filled up vacancies as agreed to before.

Demand No. 15: Payment of occupational wages to the Doubling Workers:

The union agree to give detailed particulars of under payment for the consideration of the management.

Demand No. 16: Payment of wages as per the agreement to the Cone-Winding Department workers:

This involves fixation of efficiency which is under arbitration. Both parties agree to abide by the decision of the arbitrator.

Demand No. 17: Appointment of acting oiler in the Carding Department on the basis of seniority:

The management stated that there is no need to provide any acting oiler for the short hour shift.

Demand No. 18: Repayment of deducted wages to the Reeling Department workers due to the introduction of French Counts:

The union agreed to advise the workers to maintain production as the loss in earnings complained is due to lower production.

Demand No. 21: Payment of higher wages for cleaning gang workers: At present cleaning gang workers are paid occupational wages. The management agree to reconsider the issue as and when rationalisation is taken up.

Demand No. 22: Allotment of doffing boys during night shifts as is being allotted during day shifts:

Both parties agree to leave this issue for informal arbitration by Sri K. Venkatesalu, Manager of the Coimbatore Spinning and Weaving Mills Ltd., Coimbatore and to abide by his decision.

Demand No. 23: Allowing Sri Palanisamy, Spinning T. No. 43, to work accepting the medical certificate produced by him:

The management agree to re-employ him as a badli worker. He will not be entitled to any guarantee in respect of wages as per the settlement dated 26-12-62.

Demand No. 24: Workload in the Bundling Department:

It is agreed that the workers in the Bundling Department shall maintain the workload which was in force before the introduction of metric system.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. LAL (B. B.),
Industrial Productivity and Economic Growth,
Allahabad, Chaitanya Publishing House, 1965, 391 Pp. Rs. 20.
2. LING, CYRIL CURTIS,
The Management of Personnel Relations History and Origins,
Homewood, Illinois, Richard D. Irwin 1965 xii—554 Pp.
Bibliography Index of names and Index of subjects \$ 11.35.
3. PANT (S. C.),
Indian Labour Problems,
Allahabad Chaitanya Publishing House,
1965 xi—515 Pp. Index Rs. 16.
4. STAGNER, ROSS AND ROSEN, HJALMAR,
Psychology of Union-management relations,
Belmont, California, Wardsworth Publishing Company,
London, Tavistock Publications, 1965, vii—147 Pp. Index 21s.

IMPORTANT ARTICLES

1. VAID (K. N.),
Absenteeism in Delhi Textile Industry,
Indian Journal of Industrial Relations, Vol. 2, No. 2, October, '66.
2. KAPOOR (T. N.),
The Working of the Code of Discipline in Industry in the Punjab,
Indian Journal of Industrial Relations, Vol. 2, No. 2, October, '66.
3. TRIPATHI (S. D.),
Extra—Legal Responses of a Union-A case study,
Indian Journal of Industrial Relations, Vol. 2, No. 2, October, '66.
4. Dr. ALICE, H. COOK,
Successful Methods in Workers' Education,
American Labour Review Vol. XIX, No. 10, October, '66.
5. ALLAM FLANDERS,
Managerial Power and Industrial Democracy,
The Indian Worker Vol. XV, No. 2, 10th October, '66.
6. BUDHIRAJA (V. M.),
Productivity at the cost of Employment,
Industrial Times, Vol. VIII, No. 21, 1st November, '66.
7. VAID (K. N.),
Management and Labour Research,
Bombay Labour Journal, Vol. VI, July, '66.
8. MOHAN DAS (S. R.),
The role of outsiders in the Trade Union Movement,
Bombay Labour Journal, Vol. VI, July, '66.

RECOMMENDATIONS OF CENTRAL WAGE BOARD FOR TEA PLANTATION INDUSTRY

(G.O. Ms. No. 3377, Industries, Labour and Housing
(Labour), 18th August. 1966)

III No. 1192 of 1966.

The following resolution of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 4th June, 1966, is republished :—

No. WB-3(4)/66—By their Resolution No. WB-3(12)/59, dated the 5th December, 1960, the Government of India, appointed a Central Wage Board for Tea Plantation Industry, with the following composition and terms of reference :—

I. Composition—

Chairman

Shri L. P. Dave.

Independent Members

Shri T. Manaen, M.P.

Dr. R. Balakrishna.

Members representing employers

Shri L. T. Garmichael.

Sri J. B. Soutar.

Members representing workers

Shri G. Ramanujam.

Shri G. Bhagwati.

Some changes in the membership of the board became necessary in the course of time and these were notified.

II Terms of reference—To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as practicable.

In evolving a wage structure, the board should, in addition to the considerations relating to fair wages, also take into account :—

- i. The needs of the industry in a developing economy ;
- (ii) The system of payment by results ;
- (iii) The special characteristics of the industry in various regions and areas ;
- (iv) Categories of workers to be covered (this may be according to the definition of workmen in the Industrial Disputes Act) ; and
- (v) Working hours in the industry.

EXPLANATION

Whenever applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back) wage and also to safeguard against over work and undue speed.

2. The recommendations made by the Wage Board for the grant of interim wage increases were accepted by Government and the parties were advised to implement them.

3. The board's final report was received by Government on the 31st May, 1966. The recommendations, as summarised by the board, are appended. Copies of the report will be made available for sale through the Manager of Publications in the usual course.

4. The Board's recommendations are unanimous on most points although minutes of dissent on certain matters have been appended both by the employers' and workers' representatives on the board. The Chairman and independent members have also added a note clarifying the position in regard to the points made out in the notes of dissent recorded by the employers' representatives. After careful consideration, the Government have decided to accept the board's recommendations and to request the employers, the workers and the State Government to implement the same expeditiously.

5. The Government do not propose to express any views on the matters raised in the dissenting notes. As agreement has been reached on the broad issues, the Government hope that differences, if any, over matters of detail and/or minor issues will be settled by the parties in mutual negotiation or by voluntary arbitration.

6. The Government of India wish to express their appreciation of the work done by the Board and to convey their thanks to the Chairman and Members of the Board.

APPENDIX

SUMMARY OF BOARD'S RECOMMENDATIONS

(1) **Extent of tea industry covered**—Recommendations should apply to all the plantations in which tea is being cultivated, produced and/or manufactured for commercial purposes (paragraph 4.1).

(2) **Categories of employees covered**—All workers employed in tea plantations in fields, factories, workshops, offices, hospitals (including group hospitals), dispensaries, schools, welfare establishments, etc., in the tea plantation or connected with them and coming within the definition of "workman" in clause (s) of section 2 of the Industrial Disputes Act, 1947 should be covered by the board's recommendations. All employees in tea plantations, whether they work on the plantation itself or at any place in the tea plantation district would also be covered. But employees working in office situated at district or subdivisional headquarter town would not be covered by the board's recommendations (paragraph 4.2).

(3) **Daily rates of wages for field workers**—The daily wages of workers should consist of basic wage and dearness allowance. The basic wage of field workers should be as mentioned in the statement given below :—

BASIC RATES OF WAGES

State	Region	BASIC WAGE EFFECTIVE FROM					
		1ST JAN. 1966			1ST APRIL 1966		
		Men	Women	Children	Men	Women	Children
1	2	3	4	5	6	7	8
(a) North-east India (in Rupees Paise)							
1. Assam—							
(i) Assam valley	Dibrugar Sub-division of Lakhimpur district and Sibasgar district.—						
	(i) Tea plantations of 150 acres and above *	2.28	2.05	1.08	2.25	2.07	1.09
	(ii) other tea plantations	2.20	2.02	1.07	2.22	2.04	1.08
	Darrang district (except Mangaldai) and North Lakhimpur sub-division of Lakhimpur district.						
	(i) Tea Plantations of 150 acres and above	2.16	1.99	1.05	2.18	2.01	1.08
	(ii) Other Tea plantations	2.13	1.96	1.04	2.15	1.98	1.05
	Mangaldai in Darrang district.—						
	*United North Cachar and Mikker Hills, Nowgong, Kamrap and Goalpara districts.	2.06	1.95	1.04	2.08	1.97	1.05
(ii) Cochar	Cochar and tea plantations within 10 miles area of Dimapur*	1.70	1.60	0.91	1.72	1.62	0.92
2. West Bengal	Doors—						
	For tea plantations of 500 acres and above	2.11	1.94	1.14	2.13	1.96	1.15
	For tea plantations below 500 acres	2.08	1.91	1.14	2.10	1.93	1.15
	Terai and Coach Bihar	2.05	1.88	1.12	2.07	1.90	1.13
	Darjeeling*	1.73	1.62	0.94	1.75	1.64	0.95
3. Tripura	Tripura	1.51	1.32	0.74	1.53	1.35	0.75

* These rates are subject to the condition that no reduction from the present wage rates will be made.

(b) North India

State	Region	BASIC WAGE EFFECTIVE FROM		
		1ST JANUARY 1966		
		Men	Women	Children
1	2	3	4	5
1. Punjab and Himachal Pradesh.	Kangra and Mandi	1.20	0.94	0.55
2. Uttar Pradesh	Dehradun	1.60	1.60	...
	Berang and Chokorie areas of Almorah district	1.20	1.20	...
	Other areas of Almorah and Garwal district ..	0.86	0.86	...
3. Bihar	Ranchi	1.55	1.55	...

(c) South India

State	Categories of estates	BASIC WAGE EFFECTIVE FROM			
		1ST JANUARY 1966			
		Men	Women	Adolescents	Children
1	2	3	4	5	6
Madras	100 acres and above	2.25	1.80	1.35	1.13
	Less than 100 acres	2.11	1.66	1.29	1.13
Kerala	100 acres and above	2.25	1.80	1.35	1.13
	Less than 100 acres	2.18	1.76	1.33	1.11
Mysore	100 acres and above	2.25	1.80	1.35	1.13
	Less than 100 acres	2.11	1.64	1.25	1.13

(4) **Daily rates of wages for factory workers**—Existing, differentials between rates of wages of field workers and factory workers in North-east India will continue. With effect from 1st January 1966 factory workers (in Madras, Kerala and Mysore) are to be paid a differential over the new daily wage rates of the field workers at the following rates:—

Men: Twenty Paise over field men's wage.

Women: Fifteen Paise over field women's wage.

Adolescents: Fifteen Paise over field adolescents' wage (paragraph 4.7).

5. **Wages of pruners, sprayers, etc.**—The present differentials, if any between the wages of workers employed in pruning, spraying, etc., and those employed in ordinary field work should continue (paragraph 4.8).

6. *Wages of supervisors/maistries (in South India).*—The supervisors/maistries should be paid wage increase from 1st January, 1966 equal to the wage increase granted to an adult male worker in the field from the sound date plus 20 per cent of the differentials existing between the total wages of supervisors/maistries as on 31st December 1965 and the wages of adult male workers in the field on the same date. In the case of kole maistries in South India, the increase is to be 6 Paise per day plus the increase given to adult male worker (paragraph 4.9).

7. *Dearness allowance.*—The dearness allowance is to vary in north-east 4 Paise and in North India and South India 75 Paise per day per point of increase (above 170 points) in the average All-India consumer price index number subject to a maximum increase of 16 points in North-east India and South India or (6 Paise in North-east India) and 12 points in North India in any one calendar year. Any excess over this limit, in any year, up to the level of 200 points, is to be carried over to the following year. No dearness allowance revision beyond 200 points before 31st December, 1970. Dearness allowance to be rounded off at the end of each month (paragraphs 4.10 to 4.15).

8. *Piece rates.*—(i) In North-east India the existing system of piece rates, particularly plucking rates, should continue but may be revised by agreement between employers and labour so that the worker with normal diligence would earn at least the fair wages now agreed to for a day of 8 hours work (paragraph 4.16).

(ii) In South India the existing system of piece rates in Kerala, Mysore and Madras should continue. The rates should however be revised so as to be in step with the increase agreed to for the daily rated workers (paragraph 4.17).

9. *Mixed estates.*—Wages of workers in mixed estates in South India should be governed by existing practice (paragraph 4.18).

STAFF WAGES

10. (a) *North-east India.*—Wage increase from 1st January, 1966—From 1st January, 1966 the clerical and medical staff and technicians should be granted increase in their cash emoluments payable for the month of December, 1965 at 52 times the rate of increase granted to the daily rates workers with effect from 1st April, 1966 in the region. The other monthly rated workers should be similarly granted increase at 33 times the increase granted to the daily rated workers in the region (paragraphs 4.19 and 4.20).

11. *Wage structure from 1st April, 1966.*—(i) The following should be the basic pay scales for the various grades of staff employed in tea plantations in North-east India, with effect from 1st April, 1966:—

Grade	For estates of 300 acres and above	other estates
1	2	3
A. CLERICAL STAFF		
	Rs.	Rs.
I.	220—8—300—10—400	150—6—210—7—280
II.	160—6—220—8—300	110—4—150—5—200
III.	125—4—165—5—190—6 220.	90—3—120—4—160

1	2	3
B. MEDICAL STAFF		
I.	250—15—400—EB—20 600	220—6—200—12—480
II.	160—7—230—10—330	120—4—160—5—235
III.	130—5—180—7—250	90—3—120—4—180
C. ARTISANS AND TECHNICIANS		
A.	210—8—290—10—390	180—8—260—10—360
B.	150—6—210—7—280	130—6—190—7—260
C.	100—3—130—4—170	80—3—110—4—150
D. SUBORDINATE AND MONTHLY RATED STAFF		
I.	80—3—140	80—3—140
II.	70—2—110	70—2—110
III.	60—2—100	60—2—100

(ii) In the case of tea Plantations of less than 150 acres, Grade I in the case of staff and Grade A in the case of artisans and technicians will not apply (paragraphs 4.21, 4.22 and 4.23).

(iii) All gardens between 151 and 450 acres in Darjeeling, Cachar, Tripura, North Cachar and Mikir Hills will pay the scales prescribed for gardens of less than 300 acres in these districts (paragraph 4.23-A).

(iv) For gardens in Darjeeling above 450 acres in the scales for gardens over 300 acres will apply but Grade I in the case of clerical staff and Grade A in the case of technicians will not apply (paragraph 4.23-A).

12. *Categorisation.*—Clerical and medical staff, and artisans and technicians, subordinate staff and other categories of employees in North-east India are to be categorized and fixed in the new grades according to the rules prescribed (paragraphs 4.23-A and 4.24).

13. *Fitment in the new scales of pay.*—Fixation of employees in new scales of pay should be according to the conditions laid down (paragraph 4.25).

14. *Phased implementation of wage rise.*—In the case of employees who are much below the starting basic pay of the new scales, the maximum increase in basic pay would be Rs. 10 per year plus the equivalent of one increment in the new scales until the starting pay of the new scales is reached. The increments, where necessary, should take effect from 1st April, 1966. New recruits are to start with basic pay one increment lower than the lowest paid employee of the same category in an estate (paragraph 4.26).

15. *Conversion of daily rated into monthly rated.*—For conversion from daily rated into monthly rated, the daily rates should be multiplied by 26 for fixing the pay in the new scale (paragraph 4.47).

16. **Dearness allowance.**—The fixed dearness allowance, with effect from 1st April, 1966 should be 20 per cent of the new basic pay. The variable dearness allowance, should be at 4 per cent of the new basic pay per point rise above 170 in the All-India consumer price index, for clerical medical and technical staff and at 0.3 percent per point rise for subordinate and monthly rated staff subject to a maximum of 16 points in any calendar year. Any excess over this limit the any year up to the level of 200 points is to be carried over to the following year. No dearness allowance revision beyond 200 points before 31st December, 1970 (paragraphs 4.28 to 4.31).

(17) **Servant allowance.**—Subject to higher rate of servant allowance remaining unaffected and present grade Cartisans (who are in receipt of this allowance at present) continuing to get it as personal pay, the servant allowance, wherever it is payable at present, should be at the following rates with effect from 1st April, 1966.

Plantation less than 300 acres.	Other Plantations. Rs. p. m.
Rs. 35 per month from 1st April, 1966.	35 from 1st April, 1966. 40 from 1st April, 1967. 45 from 1st April, 1968. 50 from 1st April, 1969. 55 from 1st April, 1970.

The servant allowance is to be regarded as part of basic pay for purpose of overtime payment, provident fund contribution and bonus (paragraph 4.32).

(b) **North India :**

(18) (i) **Pay Scales** :—The new pay scales in North India Tea Plantations with effect from 1st April, 1966 should be :—

- (1) Minimum grade for staff Rs. 90—3—120—4—160
(2) Minimum grade for sub-staff Rs. 60—2—100.

(ii) **Dearness allowance** :—The fixed and the variable dearness allowance are to be at the same rates as in North India (paragraph 4.36)

(19) **Categorisation and fitment** :—Categorisation and fitment of staff in North India are to be according to the principals laid down (paragraphs 4.35 and 4.37)

(c) **South India* :**

(20) In South India the pay scales, dearness allowances, servant allowance, categorisation and fitment (given below) are the same as modified by Staff Settlement, dated 4th May, 1965 (paragraph 4.38).

* Note of dissent.

SCALES OF PAY WITH EFFECT FROM 1st JANUARY, 1966

Large Estates in all the three States

General Grade	...	Rs. 40 / 50—3—56—4—80—E.B. 5—124—E.B.—6—188
Senior Grade 'A'	...	Rs. 90—6—120—E.B.—7—143— E.B.—8—196—200.
Senior Grade 'B'	...	Rs. 150—10—280.

Medium Estates in Madras and Kerala

General Grade	...	Rs. 40 / 50—3—56—4—80—E.B. 5—130.
Senior Grade (for heads of Departments only)	...	Rs. 90—6—120—E.B.—7—148 E.B.—8—180—10—220.

Medium 'B' Estates in Mysore

General Grade	...	Rs. 40 / 50—3—60—4—80—E.B. 5—135.
Senior Grade	...	Rs. 90—6—120—E.B.—7—148— E.B.—8—196.

Medium 'A' Estates in Mysore

General Grade	...	Rs. 40—3—55—4—75—E.B—5— 105.
Senior Grade	...	Rs. 90—5—120—E.B.—5—156.

NOTE :—The definition of large, medium, 'A' and medium, 'B' estates are the same as in the Staff Settlement of 1957 and 1958.

(ii) Categorisation, fitment and promotions.

(21) According to the provisions in the Staff Settlement, dated 4th May, 1965 (paragraph 4.38).

(iii) Dearness allowance :

(22) The dearness allowance, with effect from 1st January, 1966 is to be according to the UPASI revised scales of dearness allowance : a schedule of which is attached to Staff Settlement, dated 4th May, 1965 (paragraph 4.38).

(iv) Servant allowance :

(23) Servant allowance at Rs. 35 except in the case of general grade in small 'A' Estates in Mysore, where it is Rs. 17.50 per month (paragraph 4.38).

(24) **Promotion procedure in certain cases (in North-East India.)**—Promotion in certain cases such as those of nurses without nursing certificate, medical staff of Grade III, subordinate staff reaching top of their grades and Grade C artisans, are to be according to the procedure laid down (paragraph 4.38).

(25) **Relief in certain cases :—**Cases of members of the staff reaching maximum of the new scales, as a result of Board's proposals are to be considered by the Industry sympathetically for giving relief (paragraph 4.38—A).

MISCELLANEOUS

(26) **Period of enforcement :—**Recommendations to remain force from 1st January, 1966 to 31st December 1970 in respect of labour in the entire country and from 1st April 1966 31st March, 1970 in respect of staff in North-East India, revised wages for staff in South India, are to remain in force from 1st January, 1965 to 31st December, 1969 (paragraph 4.39.)

(27) **Splitting of Tea Estates :—**Splitting of a tea estate is not to affect wage rates (paragraph 4.40)

(28) **Employment of family members :—**Whenever extra hands are to be engaged, members of workers family are to be taken preference (paragraph 4.42).

(29) **Supply of foodgrains :—**All tea plantations in India should be supplied with foodgrains regularly by Government and the employers should supply the same in North-East India at the existing concessional prices or at such rates as may be revised by agreement between the parties and in South India on 'no profit no loss' basis, in addition to providing rent free storage and free clerical and other services for distribution (paragraph 4.44)

(30) **Revision of prices of cereals :—**The question of revision (upgrading) of concessional prices of cereals in North-East India may be discussed on regional basis between employers and labour. The quantities and prices should be switched on to metric system. (paragraph 4.45).

(31) **Cold weather tasks in North East India :—**Parties may take such adjustments in cold weather tasks can be performed by a worker of normal diligence in 7 to 8 hours, by mutual agreement (paragraph 4.46).

(32) **Existing amenities, benefits, etc., to remain unaffected :—**Board's recommendations are without prejudice to the existing amenities and benefits and the concessional supply of foodgrains in North East India (paragraph 4.47).

(33) **Payment of arrears :—**If back wages accumulate for a period exceeding 6 months, the industry is to be allowed to pay the accumulated wages in to equal instalment, one within one month of the date of publication of the Government notification and the other within another month. (paragraph 4.48).

(34) **"Constitution of Committees :—**Committees are to be constituted with equal representatives of workers and employers organisations with Labour Commissioner of the respective State as Chairman to go into the difficulties of over-staffed or otherwise handicapped gardens in North-East India due to partition of India and other allied reasons and to devise remedial measures" (paragraph 4.23—B).

(35) **Machinery for interpretation :—**Disputes arising out of the interpretation of the Board's recommendations are to be decided by arbitration of a sitting or retired High Court Judge, whose decision would be final and binding upon the parties (paragraph 4.49).

SALIENT FEATURES

SALIENT FEATURES OF THE ANNUAL REPORT ON THE WORKING OF THE

MADRAS CATERING ESTABLISHMENTS ACT, 1958 FOR THE YEAR 1964-'65

General : The provisions of the Madras Catering Establishments Act, 1958 which came into force on 8-4-1959 continued to be force during the year 1964-65 in the whole State including the territories specified in the Second Scheme to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959. During the year under report the provisions of the Act were extended to six village Panchayats and 36 Town Panchayats in North Arcot, Chingleput, Madras, Coimbatore, Nilgiris, Tiruchirapalli, Madurai, Tirunelveli, and Salem District.

2. Number of Catering Establishments covered by the Madras Catering Establishments Act : At the beginning of the year there were 9,876 catering establishments with employees and 8,677 catering establishments without employees which came under the purview of the Act. During the year 1964-65, 2,186 catering establishments with employees and 1,076 catering establishments without employees were brought on the registers and 2,052 catering establishments with employees and 1,131 catering establishments without employees were removed from the registers. At the end of the year 10,010 catering establishments without employees were on the registers.

3. Hours of Work : Compliance with the provisions relating to daily hours of work, prohibition of employment of children and employment of young men and women between 9.00 p. m. and 5.00 p. m. were fairly satisfactory. Prosecutions were launched for the contravention of the said provisions wherever noticed.

4. Rest interval, weekly and festival holidays : The rest interval prescribed in section 9 of the Madras Catering Establishments Act has generally been followed by most of the employers. The provisions of a weekly holiday to every employee provided in section 11 of the Act, also appears to have been complied with by most of the employers.

5. Inspections : Out of 10,010 catering establishments with employees which were on the registers during the year 500 catering establishments were inspected once, 676 catering establishments were inspected twice, 1,878 catering establishments were inspected thrice and 6,920 catering establishments were inspected more than three times during the year. 541 catering establishments were left uninspected during the year. Out of 8,622 catering establishments without employees 691 catering establishments were inspected once, 880 catering establishments were inspected twice, 1,768 catering establishments were inspected thrice, and 4649 catering establishments were inspected more than three times during the year. 634 catering establishments were left uninspected during the year. In addition to the above regular inspections, the Assistant Inspectors of Labour have made 1,704 holidays visits and 753 night visits during the year. The Inspectors of Labour have check inspected 2,195 catering establishments during the year under report.

6. Notices and Registers: Nearly 71% of the working establishments have sent the annual returns in time. In a large number of cases prosecutions have been launched for non-maintenance of registers, notices etc., failure to apply for initial registration and renewal of registration certificates.

7. Exemption: During the year 1964—65 exemptions from certain provisions of the Act and Rules were granted permanently in two cases and temporarily in one case.

8. Health of the workers employed: The medical examination of every employee before his appointment by a medical officer and a subsequent periodical examination year after year has been made obligatory with a view to avoid spreading the infection by eliminating those affected with any communicable disease. This provision has been enforced by the Inspectors strictly and in some cases prosecutions were launched for failure to comply with this provisions and convictions obtained.

NOTIFICATION

APPLICATION OF CERTAIN PROVISIONS OF EMPLOYEES' PROVIDENT FUNDS ACT TO EVERY ESTABLISHMENTS ENGAGED IN MANUFACTURE OF SUGAR.

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) dated New Delhi, the 18th July, 1966 is republished:—

G. S. R. 1147 — In exercise of the powers conferred by the first proviso to section 6 of the employees' Provident Funds Act, 1952 (19 of 1952) the Central Government, after having enquired into the matter, hereby specifies that with effect from the 1st August, 1966, section 6 of the said Act shall in its application to every establishment engaged in the manufacture of sugar and employing fifty or more persons be subject to the modification that for the words "six and a quarter per cent" the words "eight per cent" were substituted.

AMENDMENT TO EMPLOYEES' PROVIDENT FUNDS SCHEME

II-1 No. 4365 of 1966.

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation, dated New Delhi, the 17th June, 1966, is republished:—

G. S. R. No. 997: In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (Act 19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme, 1952, namely:—

(1) This scheme may be called the Employees' Provident Funds (Ninth Amendment) Scheme, 1966.

(2) In the employees' Provident Funds Scheme, 1952, in clause (b) of sub-paragraph (3) of paragraph 1, sub-clause (iii) shall be renumbered as sub-clause (1-iv) and before sub-clause (1-iv) as so renumbered, the following sub-clause shall be inserted, namely:—

"(1-iii) as respects, the tobacco industry, that is to say, any industry engaged in the manufacture of cigars, zarda, snuff, quvam and guraku from tobacco covered by the notification of the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) No. G. S. R. 895, dated the 1st June, 1966 come into force on the 30th day of June, 1966".

DIRECTION REGARDING APPLICATION OF CERTAIN PROVISIONS TO
POUND KEEPERS EMPLOYED BY CANTONMENT BOARDS UNDER
MINIMUM WAGES ACT.

III. No. 1294 of 1966.

The following notification of the Government of India, Ministry of Labour Employment and Rehabilitation dated New Delhi, 25th May, 1966 is published :—

S. O. 1667-In exercise of the powers conferred by sub-section (2) of section 26 of the minimum Wages Act, 1948 (11 of 1948) and in continuation of the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 72, dated the 24th December, 1964, the Central Government hereby directs that for a further period of two years with effect from the 27th April, 1966 the provisions of sub-section (1) of section 13 and section 14 of the said Act, in so far as they relate to the regulation of daily hours of work and payment of overtime wages respectively, shall not apply to the pound keepers employed by Cantonment Boards, subject to the condition that the working day of a pound keeper shall be so arranged that, inclusive of intervals of rest, it shall not spread over more than twelve hours on any day.

APPOINTMENT OF COMMITTEE TO HOLD ENQUIRIES AND ADVISE
STATE GOVERNMENT IN REVISING MINIMUM RATES OF WAGES IN
RESPECT OF EMPLOYMENT IN BRICKS AND TILES MANUFACTURE.

(G. O. Ms. No. 3670 Industries, Labour and Housing (Labour)
9th September, 1966)

II-I 4028 of 1966.

In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in revising the minimum rates of wages in respect of the employment in bricks and tiles manufactory fixed in G.O. Ms. No. 4781, Industries, labour and Co-operation (Labour) dated 14th October, 1960.

INDEPENDENT MEMBERS

1. Deputy Commissioner of Labour, Madras—Chairman.
2. Director of Statistics, Madras, or his nominee—Member.

EMPLOYERS' REPRESENTATIVES

3. Sri A. R. Rajagopalan, Nominee of Brick and Tiles Manufacturers' Association, Madras-29—Member.
4. Sri A. Karunakaran, Nominee of Gowri Tile Works, Manamadurai, —Member.

EMPLOYEES' REPRESENTATIVES

5. Sri G. Mangali, Nominee of Tiles and Brick Workers' Union, Tirumangalam Post, Villivakkam, Madras-49—Member.
6. Sri R. H. Nathan, Nominee of Manamadurai Tile Works Union, Kumar Street, Manamadurai—Member.

CONSTITUTION OF EMPLOYEES' STATE INSURANCE CORPORATION
UNDER EMPLOYEES' STATE INSURANCE ACT.

Fort St. George, August 28, 1966

II—I No. 3884 of 1966

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) dated New Delhi, the 9th August, 1966, is published :—

S. O. in pursuance of Section 4 of the Employees State Insurance Act, 1948 (34 of 1948), the Central Government hereby directs that the Employees' State Insurance Corporation established under sub-section (1) of section 3 of the said Act shall, with effect from the date of publication of this notification in the official Gazette, consist of the following members, namely :—

Chairman

1. The Minister for Labour, Employment and Rehabilitation in the Central Government, ex-officio.

Vice-Chairman

2. The Minister for Health and Family Planning in the Central Government, ex-officio.

Members

(Nominated by the Central Government under Clause (c) of Section 4).

3. Sri Shah Nawaz Khan, Deputy Minister for Labour & Employment.
4. Shri P. C. Mathew, Secretary to the Government of India, Department of Labour and Employment.
5. Dr. K. N. Rao, Director-General of Health Service, Government of India.
6. Shri F. H. Vallibhoy, Joint Secretary to the Government of India, Ministry of Finance.
7. Shri N. S. Mankiker, Director-General, Factory Advising Service and Labour Institutes, Government of India.

(Nominated by the State Governments under Clause (d) of Section 4).

8. Shri S. A. Iyengar, Secretary to the Government of Andhra Pradesh, Home (Labour II) Department, Hyderabad.
9. Shri H. P. Duara, Labour Commissioner, Assam, Shillong.
10. Shri F. Ahmad, Secretary to the Government of Bihar, Labour and Employment Department, Patna.
11. Shri M. D. Rajpal, Secretary to Government of Gujarat, Education and Labour Department, Ahmadabad.
12. Shri C. K. Kochukoshy, Secretary to the Government of Kerala Health and Labour Department, Trivandrum.
13. Shri S. B. Lal, Labour Commissioner, Madhya Pradesh, Indore.
14. Shri T. S. Shankaran, Joint Secretary to the Government of Madras Industries, Labour and Housing Department, Madras.
15. Shri Madhav V. Rajwade, Secretary to the Government of Maharashtra, Industries and Labour Department, Bombay.
16. Shri N. S. Ramachandra, Secretary to the Government of Mysore, Public Health, Labour and Municipal Administration Department, Bangalore.
17. Shri Amar Singh, Secretary to the Government of Orissa, Labour, Employment and Housing Department, Bhubaneswar.

18. Shri R. I. N. Ahooja, Secretary to the Government of Punjab, Labour and Employment Department, Chandigarh.
19. Dr. P. L. Rishi, Director of Medical and Health Services, Rajasthan, Jaipur.
20. Shri J. N. Tewari, Labour Commissioner, Uttar Pradesh, Kanpur.
21. Shri M. M. Kushari, Secretary to the Government of West Bengal, Labour Department, Calcutta.
(Nominated by the Central Government under Clause (c) of Section 4 to represent Union Territories).
22. Shri S. C. Vajpeyi, Labour Commissioner, Delhi Administration, Delhi.
(Nominated by the Central Government under Clause (f) of section 4 in consultation with organisations of employers recognized by the Central Government for the purpose).
23. Shri Basudev Somani, Director, Shree Niwas Cotton Mills Ltd., Shree Niwas House, Waudby Road, Fort, Bombay-1.
24. Shri R. C. N. Scott, Messrs James Finlay & Company, Limited, 2, Netaji Subhas Road, Calcutta-1.
25. Shri Madanmohan, Mangaldas, 'Mangal Bag', Eills Bridge, Ahmedabad.
26. Shri G. K. Bhagat, Messrs. Bengal Potteries Ltd., 45, Tangra, Road, Calcutta-15.
27. Shri S. C. Agarwal, Dalmia Cement (Bharat) Limited, Scindia House, New Delhi-1.
(Nominated by the Central Government under Clause (g) of section 4 in consultation with organisations of employees recognized by the Central Government for the purpose).
28. Shri R. Rangaswamy, General Secretary I. N. T. U. C. Tamilnad Branch, 2/44, Royapettah High Road, Madras-14.
29. Sri Bishnu Banerjee, I. N. T. U. C., Bengal Branch, 177-B, Acharya Jagadish Bose Road, Calcutta-14.
30. Shri M. T. Shukla, C/o. Textile Labour Association, Gandhi Majoor Sevalya, Bhadra, Admedabad.
31. Srimathi Parvathi Krishna, Vice-President, A. I. T. U. C., 46, Periaswamy Road, R. S. Puram Coimbatore.
32. Shri V. B. Karnik Ratilal Mansion, Parekh Street, Bombay-4.
(Nominated by the Central Government under clause (h) of section 4 in consultation with organisations of medical practitioners recognized by the Central Government for the purpose).
33. Dr. M. A. Panwala, Laxmi Nivas, Jawahar Road, Ghatkopar P.O., Rajawadi, Bombay-77.
34. Dr. Dinagar Sea Beach Road, Puri (Orissa).
(Elected by Parliament under clause (i) of section 4).
35. Shri Amar Nath Vidyalankar, M.P., 15, Feroze Shah Road, New Delhi-1.
36. Shri B. K. Mahanti M. P., Banmunda Village, Birmitrapur P.O., Sundergarh District, Orissa State, (Delhi address, 35, South Avenue, New Delhi-11).

NOTIFICATION

SETTING UP OF A CENTRAL BOARD FOR
LEATHER AND LEATHER GOODS INDUSTRY

AMENDMENT TO NOTIFICATION

III No. 1292 of 1966.

The following resolution of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of labour and Employment), dated New Delhi, the 19th August, 1966, is republished :—

No. WB. 19(2)/65: A Central Wage Board for leather and leather goods industry was set up by the Government of India by their Resolution No. WB. 19(2)/65, dated the 21st March, 1966. A suggestion was made that the coverage of the Board may be extended to factories employing 10 or more workers instead of 20 as mentioned in paragraph 4 of the above resolution. The matter has been considered by Government and it has been decided to amend paragraph 4 of the Government Resolution cited above to read as follows :—

"4. The Coverage of the Wage Board will be extended to establishments :—

(i) whereon ten or more workers are working and in any part of which a manufacturing process is being carried on with the aid of power; and

(ii) whereon twenty or more workers are working and in any part of which a manufacturing process is being carried on without the aid of power.

CONSTITUTION OF A COMMITTEE TO EXAMINE THE FUNCTIONING OF VARIOUS WELFARE SCHEMES IN OPERATION IN INDUSTRIAL ESTABLISHMENT AND TO SUGGEST IMPROVEMENTS.

III No. 1293 of 1966.

The following resolution of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 5th August, 1966, is published :—

LWL. (i) 30 (3)/66— In order to examine the functioning of the various welfare schemes in operation in industrial establishments and to suggest improvements, the Government of India have decided to constitute a Committee to go into all aspects of the matter and to make recommendations to Government. The composition of the Committee will be as follows :—

Chairman

1. Shri R. K. Malviya.

Members

2. Shri T. V. Anandan, Member, Rajya Sabha.
3. Shri P. Basi Reddy, ex-M. L. A., Cuddapah, Andhra Pradesh.
4. Shri Nathune Ram, M. L. A., Chaibasa, Bihar.
5. Coal Mines Welfare Commissioner, Dhanbad.
6. Shri B. B. Nag, Deputy Secretary, Ministry of Industry and Supply.
7. One representative of the Ministry of Railways.
8. One representative of the Ministry of Mines and Metal.
9. Shri A. S. Nag, Deputy Secretary, Government of West Bengal, Department of Labour.
10. Welfare Commissioner, Maharashtra Welfare Board, Bombay.
11. Commissioner of Labour, Madras.
12. Shri Ram Agarwal (All-India Manufacturers' Organisation).
13. Shri R. Lall (Indian Mining Association, Calcutta).
14. Shri V. I. Chako (All-India Organisation of Industrial employers).
15. Shri V. V. Dravid (I. N. T. U. C.)
16. Shri Phani Ghose (Hind Mazdoor Sabha.)
17. Shri K. G. Srinivastava (A. I. T. U. C.)
18. Shri Teja Singh Sahni, Member-Secretary of the Central Wage Boards for Road Transport and Electricity Undertakings will act as the member-Secretary of the Committee on Labour Welfare.

2. The terms of the reference of the Committee will be as follows :—

(a) to review the functioning of various statutory and non-statutory welfare schemes in industrial establishments both in the private sector and public sector, including mines and plantations;

(b) to make such recommendations as may be deemed necessary to improve the functioning of the existing welfare schemes or for introducing new schemes;

(c) to examine and suggest industries where welfare funds like Coal Mines Welfare Fund and Mica Mines Welfare Fund can be created.

(d) to suggest measures for introduction welfare schemes for rural labour in general with particular reference to agricultural labour; and

(e) To consider any other related matters that the Committee may deem fit.

AMENDMENTS TO MADRAS MOTOR TRANSPORT WORKERS RULES.

NOTIFICATION

In exercise of the powers conferred by sub sections (1) and (2) of section 40 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961), the Governor of Madras hereby makes the following amendments to the Madras Motor Transport Workers Rules, 1965, the same having been previously published as required by sub-section (1) of the said section 40, namely :—

AMENDMENTS

In the said rules :—

(i) for sub-rule (5) of rule 4, the following sub-rule shall be substituted, namely :—

"(5) The registration certificate issued to a motor transport undertaking by the Chief Inspector appointed under the Act, shall be exhibited in a conspicuous place in the head office of the undertaking within a week from the date of its receipt from the chief inspector. Copies of the certificate issued by the chief inspector shall also be exhibited in a conspicuous place in the offices of all its units, referred to in the application submitted in form No. 1, within the period specified above".

(ii) for rule 14, the following rules shall be substituted, namely :—

"14. **Qualifications of an Inspector :—** No person shall be eligible for appointment as chief inspector unless he is a member of the Madras General Service-Category XXVII and as Inspector unless he is a member of the Madras General Service-Category XXVII or a member of the Madras General Subordinate Service-Category XLV".

(iii) for sub rule (1) on rule 18, the following sub-rule shall be substituted, namely :—

"(1) There shall be provided and maintained sufficient utensils, crockery, cutlery furniture and any other equipment necessary for the efficient running of the canteen/joint canteen".

(iv) for sub-rules (2) and (3) of rule 24 the following sub-rules shall respectively be substituted, namely :—

"(2) The dispensary/joint dispensary shall be incharge of a qualified medical practitioner, assisted by such staff as the State Government may direct. Such medical practitioner shall make himself available in the dispensary / Joint dispensary during such hours as the State Government, may be notification in the **Fort St. George Gazette**, specify.

(3) The dispensary/joint dispensary shall have a floor area of atleast 232 square metre and smooth, hard and impervious walls and floor and shall be adequately ventilated and lighted by both natural and artificial means. An adequate supply of wholesome drinking water shall be provided.

(v) for sub-rule (1) of rule 26, the following sub-rule shall be substituted, namely :—

"(1) The chief inspector, may on written application from an employer, subject to such conditions and for such period as he may think fit, permit motor transport workers who are engaged in the running of any motor transport service (1) on any route of 120 kilo meters or more; or

(ii) on such festive or other occasions as may be notified by the chief inspector in the Official Gazette to work for more than 8 hours in a day or 48 hours in a week but in no case more than 10 hours in a day or 54 hours in a week as the case may be.

(vi) for sub-rule (2) of rule 29 the following sub-rule shall be substituted, namely :—

"(2) Any compensatory holiday or holidays to which a motor transport worker is entitled shall be given to him before he is discharge or dismissal."

(vii) for rule shall be substituted, namely :—

"31 **Overtime :—** When any motor transport worker works for more than eight hours in any day or more than forty-eight hours in any week in any of the cases referred to in the second proviso to section 15, he shall be entitled to wages in respect of over time work at one and a half times the ordinary rate of wages."

(vii) for rules 38, the following rule shall be substituted, namely :—

"38. **Maintenance of Registers :—** The registers, records and notice maintained or exhibited under the provisions of these rules shall always be available in the undertaking and shall be produced or caused to be produced for inspection at all reasonable hours by any inspector having jurisdiction."

(ix) for rule 43, the following rule shall be substituted, namely :—

"43. **Returns:** The employer of every undertaking shall furnish to the Inspector of Labour an annual return in duplicate in form No. XIX by the first day of February of the year immediately succeeding to that to which it relates".

(x) for form Nos. I, II, XI, XII and XVI, the following Forms shall respectively be substituted, namely :—

FORM NO. 1

(See sub-rule (2) of rule 4 sub-rule (1) of rule 8 and sub-rule (1) of rule 11 of the Madras Motor Transport Workers' Rules, 1965)

Application for the registration of a motor transport undertaking under sub-section (2) of section 3 of the Motor Transport Workers' Act, 1961. (Central Act, 27 of 1961).

1. Name of motor transport undertaking.
 - (i) Full address of the Headquarters of the undertaking ...
 - (ii) Full address/addresses of each of the Units of the undertaking ...
2. Full address to which communications relating to the motor transport undertaking including its various units should be sent ...
3. Nature of motor transport service e. g. passenger service freight service ...
4. Details of routes ...

From to	Distance	Total No. of trip, per day	Total Kilo metre per day	No. of vehicles in the route	
				Passenger service	Freight service
1	2	3	4	6	7
5	Total number of motor transport vehicles on the 1st date of the preceding year (with particulars of registration number of the vehicles) ...				
6	Maximum number of motor transport workers employed in any day during the preceding year...				
7	Full name of the employer and his residential address ...				
8	Full name and residential address of other partners if the motor transport undertaking is a firm within the meaning of the Indian Partnership Act, 1932 (Central Act IV of 1932) or other directors in the case of a company within the meaning of the Companies Act, 1956...				
9	Amount of fee Rs. (Rupees paid in Treasury on (vide Chalan No. enclosed) ...				

Signature of Employer

Date :

This form should be completed in ink in block letters or typed.

FORM No. II

(See rule 5 of the Madras Motor Transport Workers' Rules 1965)

Form of Certificate of registration issued under sub-section (3) of section 3 of the Motor Transport Workers' Act, 1961 (Central Act 27 of 1961).

Registration No.

Fee Rs.

Certificate of registration is hereby granted to (Name of the employer) to operate Motor Transport Services known as..... employing not more than..... persons on any one day during the year subject to the provision of the Motor Transport Workers' Act, 1961 (Central Act 27 of 1961), and the rules made thereunder.

The certificate of registration hereby issued shall remain in force till the 31st day of December, 19 ..

The 19 ..

Chief Inspector.

Date of Renewal	Amount of Fees paid	Date of Expiry	Signature of the Inspector of Labour
(1)	(2)	(3)	(4)

AMENDMENTS

Date of amendment	Nature of amendment	Amount of fees paid and date	Signature of the Chief Inspector or the Inspector of Labour
(1)	(2)	(3)	(4)

TRANSFER

Date of transfer	Name of the transferor	Name of the transferee	Reason for transfer	Amount of fees paid & date	Signature of the Inspector of Labour
(1)	(2)	(3)	(4)	(5)	(6)

FORM No. XI

See clause (e) of sub-rule (4) of rule 32 of the Madras Motor Transport Workers Rules, 1965).

Register of National and Festival Holidays allowed under sub-section (1) of section 27 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961).

Serial Number and name of the employee	Ticket number or father's name	Days, dates and months of the year on which National and Festival Holidays are allowed under rule 32 of the Madras Motor Transport Workers Rules, 1965				Remarks
		(1)	(2)	(3)	(4)	
		(5)	(6)	(7)	(8)	

To be marked as follows :

'H' for holidays allowed

W/H for work with substituted holiday

N/E if not eligible for the wages

FORM No. XII

(See clause (a) of Sub-rule (5) of rule 32 of the Madras Motor Transport Workers Rules, 1965).

Form of notice requiring the employee to work on a Holiday allowed under sub-section (1) of section 27 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

Under sub-rule (5) of rule 32 of the Madras Motor Transport Workers Rules, 1965 the following employee is hereby required to work on which is a holiday allowed under rule 32 of the said rules.

He shall be entitled to wages at the ordinary rate of wages for such day and to avail himself of a substituted holiday with wages under sub-rule (6) of rule 32 of the said rules.

Dated at the day of 19

To

Sri (here enter the name of the employee)

Copy to the Inspector of Labour

Copy to Assistant Inspector of Labour

Signature of employer.

FORM No. XVI

(See Sub-rule (1) of rule 36 of the Madras Motor Transport Workers Rules, 1965)
Individual control book maintained under clause (a) of sub-section (2) of Section 40 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

		Week from Sunday		to Saturday		19									
		Name of the Motor Transport Worker													
Day	Date	On duty (D) or Rest (rest)	Time and place of taking up duty	Spread over	Period when vehicle was on road	Period of interruption of ten minutes or more referred to in rule 3	Running time (7-8)	Time spent in subsidiary work	Periods of more attendance at terminals of less than 15 minutes	Hours of work (9+10-11)	Interval of rest	Length of over time worked	Circumstances under which over time worked	Remarks	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Sunday															
Monday															
Tuesday															
Wednesday															
Thursday															
Friday															
Saturday															

NOTE: A new working week begins at midnight on Saturday particulars of hours of work and rest on Saturday would be included in the form for the previous week and those on Sunday should be included in the form for the following week.

DIVISION OF JURISDICTIONS OF INSPECTORS OF PLANTATIONS UNDER PLANTATIONS LABOUR ACT.

In exercise of the powers conferred by sub-section 2 of Section 4 of the Plantations Labour Act, 1951, read with G.O. Ms. No. 3470 (Labour), dated 22nd August, 1966 of the Department of Industries, Labour and Housing and in partial modification of the notification, dated 2nd February, 1960, issued by the Chief Inspector of Plantations, Madras, published at page 24 of Part II of the Fort St. George Gazette, dated 17th February, 1960 and the notification, dated 22nd January, 1965, issued by the Chief Inspector of Plantations, published at page 448, Part III of Fort St. George Gazette, dated 10th March, 1965, the Chief Inspector of Plantations, Madras, hereby declares that the Inspectors of Plantations, specified in column (1) below shall exercise their powers under the Plantations Labour Act, 1951, and the Madras Plantations Labour Rules, 1955 in respect of the areas specified in column (2) below :

Headquarters	Jurisdiction
Inspector of Plantations, Tirunelveli at Palayamkottai.	All plantations in the Districts of Kanyakumari, Tirunelveli, Ramanathapuram and Madurai.
Inspector of Plantations, Pollachi.	All plantations in the Coimbatore District.

Plantations Labour Act, 1951 and Madras Plantations Labour Rules 1956 —
Prescription of drugs, medicines etc., to be kept in plantation hospitals under rules
23 and 24 — Recommendations of the Sub-Committee

Department of Industries, Labour and Housing

G.O. Ms. No. 2216 (Labour)

Dated: 18-5-1966

In exercise of the powers conferred by rules 23 and of the Madras Plantation Labour Rules, 1955, the Governor of Madras hereby directs that —

(i) the garden hospitals and dispensaries in the plantations shall maintain the medical and surgical equipments mentioned in the Annexure I and II respectively and that the garden hospitals and dispensaries in the plantations shall maintain the drugs mentioned in the annexures III and IV respectively; and

(ii) the employer of every plantation shall submit a return listing out the drugs and medicines stocked and used in the garden hospitals and dispensaries during every half year to the Chief Inspector of Plantations in the form prescribed in the Annexure V. The garden hospitals and dispensaries in the plantations shall maintain the forms and registers in the forms prescribed in the Annexure VI; and

(iii) the working of the medical stores shall be regulated in the following manner:—

(1) **CONSTITUTION OF THE MEDICAL STORES:** Every plantation or group of plantations having a garden hospital or dispensary or both, shall have a drug store. It shall be located either in a separate room in the garden hospital itself; or where there are more than one hospital or dispensary served by the same management, there shall be a central drug store, where the medicines can be stocked and from where they could be distributed to the hospitals and dispensaries on receipt of indents.

(2) **STOCKING OF MEDICINES:** An estimate of the quantities of the various drugs required for each hospital and dispensary shall be prepared by the medical officer of the hospital or the person in charge of the dispensary and forwarded to the management every quarter. The management on receipt of the same shall place a consolidated indent on the manufacturers procure the supplies in bulk from them and stock them in the Medical Store room.

(3) **ISSUE OF MEDICINES:** The medical officer in-charge of each garden hospital or the person in charge of a dispensary shall forward an indent every month to the person in-charge of the drug store, giving an estimate of the probable requirements of drugs during the succeeding month. The estimate shall be prepared on the basis of the average consumption during the past three months. On receipt of the indent, the person in charge of the drug store shall arrange for the issue of drugs indented, and where any particular drug is not available, issue any substitute of equal therapeutic value which would be utilised in the place of those indented for. Arrangements shall also be made simultaneously, to procure supplies of the said medicines which were indented and which were not available for issue.

(4) **PERSON IN CHARGE OF THE DRUG STORE:** A qualified Pharmacist shall be placed in charge of the medical stores so that wrong medicines shall not be issued.

(5) **"TELEPHONIC FACILITIES:** Telephonic facilities shall be provided between the hospitals, dispensaries and the drug stores for facilitating the effective distribution of drugs and medicines".

MEDICAL AND SURGICAL EQUIPMENTS TO BE MAINTAINED IN GARDEN HOSPITALS

I. ANAESTHETIC APPLIANCES AND ACCESSORIES

1. Bellamy gardener's tube
2. Oxygen cylinder
3. Nitrous Oxide cylinders
4. Mask Schimmelbusch's large
5. Mask Schimmelbusch's small
6. Bottle Dropper with grooved stopper
7. Airway large
8. Airway small
9. Tongue forceps
10. Mouth Gag sydenham's

II. STERILISING INSTRUMENTS AND APPLIANCES

1. Steriliser ordinary
2. Steriliser electrical (Instrument)
3. Steriliser high pressure with 4 burner stove
4. *Schimmelbusch's steriliser with 4 bins
5. Electric Heater

III. OBSTETRICAL AND GYNECOLOGICAL INSTRUMENTS

1. Fetoscope
2. Belvimotor
3. Forcops Asix-traction (Milnemurray's)
4. Vacuum evacuator-complete set
5. Sym's vaginal speculum
6. Ovum forceps
7. Uterine sound
8. Uterian curette sharp and blunt
9. Flushing curette
10. Volsellum
11. Placenta praevia forceps
12. Perforator (Cranial)
13. Kelly's paid

IV. GLASS AND RUBBER GOODS

1. Gloves
2. Catheters metal and rubber + gumelastic
3. Platus tube
4. Stomach tube
5. Ryle's tube adult size
6. Ryle's tube infant size
7. Machintosh rubber sheets
8. Malecot's self-retaining catheter
9. Waterproof sheets
10. Aprons
11. Tourniquet samway's bengar
12. India rubber, tubes, various sizes

* To be maintained in 50 beds hospital with and more.

13. Hypodermic syringes-various sizes
14. Dispensing bottles of various sizes
15. Measuring glasses of various sizes
16. E. I. Funnels
17. Nasal catheter
18. Mucous catheter
19. Clinical thermometer
20. Dropper eye bottles
21. Test tubes
22. Slides
23. Cover slips
24. Lactometer
25. E. S. R. Tubes (complete set with stand)

V. ORTHOPAEDIC INSTRUMENTS AND APPLIANCES.

SPLINTS :

1. Thomas's splint (various sizes + also collapsible)
2. Bohler — braun's splint
3. Gallow's splint
4. Kramer's wire splint set
5. Thomas's arm splint
6. Doyan's Respiratory
7. Amputation knife
8. Periosteal elevator
9. Amputation saws various sizes
10. Necrosis forcops
11. *Bone gauge
12. *Strienmann's pin and stirrup
13. Hammer — bone
14. Chistle — bone
15. Suturing needles and materials of required sizes

VI. LINEN

1. Hospital blankets
2. Mattresses
3. Mattres's cover
4. Sheets
5. Sarees
6. Lungi and shirt
7. Pillows
8. Pillows covers
9. Surgical towels
10. Surgeons mask
11. Operation caps
12. Surgeons gown (Apron)

VII. MISCELLANEOUS

1. Reflex Hammer (Knee Hammer)
2. Lumbar puncture needles
3. Saline — complete set (for I. V. Administration)

* To be maintained in 50 beds hospital with and more.

4. Intravenous infusion sets, complete
5. Test tubes rack
6. Screens
7. Sprit lams
8. Enema can
9. Bedpan
10. Male urinal
11. Female urinal
12. Basins
13. Bond for soiled dressings
14. Feeding cups
15. Kidney trays
16. Spittoon
17. Nelson's inhalet set one
18. Hammocytometer
19. Case sheet boards
20. Blood pressure apparatus
21. Sprayer D. D. T.
22. Vaccination set
23. Jug measure
24. Tin opener
25. Adhesive plaste
26. Cork screw
27. Weighing machine personnel
28. Weighing machine baby
29. Height measuring scale
30. Stretcher
31. Water filters
32. Cotton wool and lint 34 E. I. Jars
33. Lotion stand

VIII. FURNITURE

1. Examination couch
2. Operation table with all adjustments
3. Instrument cabinet
4. Instrument table two glass shelf
5. Instrument trolley with glass top
6. Iron cot
7. Bedside lockers
8. Teapoy
9. Teapoy
10. Chairs and tables

IX. SURGICAL INSTRUMENTS

1. Towel clips cross action
2. Kocher's artery forceps
3. Spencer well's artery forceps straight + curved
4. Mosquito artery forceps
5. Halli's forceps 5"
6. Lane's forceps
7. Dissecting forceps
8. Scalpel
9. B. P. Handle No. 3 and 4 (Badrparker)
10. Scissors of various sizes.

11. Cheatle's forceps
12. Sponge holding forceps
13. Malecot's self retaining catheter introducer
14. Caesarian forceps
15. Caesarian clamps
16. * Tracheotomy tube-various sizes
17. * Tracheotomy double curved retractor
18. * Tracheotomy single curved retractor
19. * Tracheal dilator
20. Hernia Cord Ring Forceps
21. * Abdominal retractor
22. * Appendix holding forceps
23. Laryngeal mirror
24. Corneal spec
25. Mirror forehead
26. Nasal speculum
27. Razor safety
28. Proctoscope
29. Probe silver malleable
30. Urethral dilators (one set of various sizes)
31. Metal female catheter
32. Bistuary
33. Volkamn's scoop
34. Plaster cutting scissors.
35. Tongue depressor
36. Dental forceps complete set
37. E. N. T. Diagnostic complete set (Gowland's Diagnostic set)
38. † Microscope

* To be maintained in 50 beds hospital with and more.

† To be maintained in 30 beds hospital with and more.

ANNEXURE II

MEDICAL AND SURGICAL EQUIPMENTS TO BE MAINTAINED
IN DISPENSARIES

1. Adhesive Plaster
2. Airway
3. Artery forceps
4. Assorted suturing needles and materials
5. Bed pan
6. Bins (Sterilising)
7. Bottle hot water
8. Bowl 4" and 8"
9. Breast pump
10. Buckets E. I.
11. B. P. Handle and blades (various sizes)
12. Clips towel (Cross action)
13. Cheatle's forceps
14. Crocodile ear forceps (For F. B.)
15. Catheter female
16. Catheter I. R. size 9.
17. Dressing table
18. Dental syringe
19. Dressing materials as Gauze, cotton and bandage
20. Dissecting forceps
21. Drop bottle (various sizes)
22. Electric sterilizer (Instrument)
23. Electric stove
24. E. I. Trays
25. Foetal Stethoscope
26. Hamoglobinometer tallquist
27. Hypodermic syringes, and needles
28. Instrument cabinet
29. Ice cap
30. Kidney tray
31. Mount gag sydenhams
32. Metal ear syringe
33. Mosquito forceps
34. Nasal speculum
35. Needle holder
36. Pelvimeter
37. Probe silver long
38. Personnel weighing machine
39. Ryle's stomach tube complete
40. Rubber gloves
41. Speculum eye (Desmarres)
42. Spud eye
43. Syringe pile
44. Sterilising instruments holding forceps
45. Sym's vaginal speculum
46. scoop
47. Steel trays with lid
48. Schimmel Buseh's steriliser with Primus stove
49. Scissors (various sizes.)
50. Suture cutting scissors
51. Sinus forceps
52. Thermometer clinical
53. Torch
54. Tongue forceps
55. Tongue depressor
56. Universal Dental forceps
57. Wash basin with stand
58. Water proof sheeting

ANNEXURE III

LIST OF DRUGS TO BE MAINTAINED IN
GARDEN HOSPITALS

- 1 Acid acetix
- 2 Acid acetulsalicylicum (Aspirin)
- 3 Acid benzioc
- 4 Acid boric
- 5 Acid budochloïdum
- 6 Acid Sulphuricum
- 7 Acid nitrioum
- 8 Acid salicylie
- 9 Acid sulph. aromatic
- 10 Acacia (Pulvis)
- 11 Acidum citricum
- 12 Adelphane tablets
- 13 Aqua distillata
- 14 Ammonium carbonate
- 15 Ammonium chloride
- 16 Aother
- 17 Acidum para adminosalicylicum (P. A. S.)
- 18 A. P. C. tablets
- 19 Alcohol (Rectified)
- 20 Alcohol (Methylated)
- 21 Benedict's solution
- 22 Atropine sulphate
- 23 Argant Prot. Mit B. P. C. Argurol
- 24 Amphetamine sulphas tablets (prescribed)
- 25 Adrenaline chloride injection
- 26 Aminophyllins tablets
- 27 Aminophyllins injection
- 28 Acriflavine
- 29 Acidum phenolum liquefactum (Carbolic acid)
- 30 Antiseptic liqid (Eg. Dettol)
- 31 Eye ointment and lotion
- 32 "Anti histomine tablets
- 33 *Anti histomine injection
- 34 Anti histomine cream or lotion
- 35 Bismuthi carbenas
- 36 Phenyl butazone tablets (Prescribed)
- 37 Benzyl benzoas
- 38 Caffeinas citras
- 39 Calicil chloridum
- 40 Calciu lactas
- 41 Calamina (Clomine)
- 42 Campher
- 43 Carbarsone tablets
- 44 Chloroform
- 45 Chlorpromozine hudrochloride
- 46 Calcium glucenate injection

(* = Promethazine, antazoline, pheniramine etc.)

- 47 Calcium gluconate tablets
- 48 Congulon
- 49 Carbachol Injection (Prescribed)
- 50 Cortisone (oraltopical, parental, ophthalmic)
- 51 Chloral hydras
- 52 Calcium (Panththenate Injection)
- 53 Chloroquine
- 54 Chloramphenicol
- 55 Dextraven transfusion
- 56 Diethylcarbamozone
- 57 Di-Iodoxyhydroxyquinolin
- 58 Diphenhydromine hydrochloride
- 59 Digozin injection
- 60 Digozin tablets
- 61 Extractum glycerrhizae liquidum
- 62 Emetine hydrochloride injection
- 63 Emetine bizmuth iodide
- 64 Ethyl chloride spray
- 65 Ephedrine hydrochloride tablets
- 66 Ephedrine hydrochloride injection
- 67 Fohling's A & B solutions
- 68 Ferrous sulphate tablets
- 69 Folic acid (Tablets and Injections)
- 70 Gentian violet for external use
- 71 Glucose transfusion
- 72 Glycerine
- 73 Hydrargurum ammonlatum
- 74 Hydrargurum oxidum flavum
- 75 Hydrogenii peroxidum
- 76 Heparain (Heparain (prescribed)
- 77 Hyalurenidase injection
- 78 Iodum
- 79 Ichthammel
- 80 I. N. H.
- 81 Insulin (Planlind long action)
- 82 Injection glucose ampules 25% and 50%
- 83 Injection oxytogine (prescribed)
- 84 Injection pituitarii posterioris (prescribed)
- 85 Injection of Iron
- 86 Injection thiopentoni sodii
- 87 Iron capsules with folie acid and B 12
- 88 Iron calcium tablets
- 89 Liver extract crude for injection
- 90 Liver extract compound injections
- 91 Linctus codeine
- 92 Liquor plumbi subacetatis fortis
- 93 Linimentum terebinthinae
- 93-a Liquor amon acct. fortis
- 94 Liquor ammonia fortis
- 95 Liquor iodi mitis
- 96 Liquor form idehyde
- 97 Lutochlin injection
- 98 Lutochlin tablet
- 99 Lysol

- 100 Lobeline injections 10
- 101 Magnesii carbonas
- 102 Magnesii sulphas
- 103 Magnesii trisillicas
- 103-a Menthol
- 104 Mercurochrome
- 105 Mersalyl for injection
- 106 Multivitamin tablets
- 107 Morphine injection
- 108 Nikethamide injection (Coramine)
- 109 Nor Adremalin
- 110 Nicotinic acid injection
- 111 Nicotinic tablets
- 112 Nicotinic acid amide tablets and injections
- 113 Nystatin capsules
- 114 Cleum caryophylli
- 115 Cleum ricine
- 116 Cleum terebinthinne
- 117 Cleum menthae pipertita
- 118 Oestrogens
- 119 Olive oil
- 120 Potasioi parmanganas
- 121 Parafinum liquidum
- 122 Pot bromide
- 123 Potasii iodium
- 125 Potasii bicarbonas
- 125-a Potasii acetat
- 126 Phenobarbitone injection
- 127 Phenobarbitone tablets
- 128 Potassium chloride tablets
- 129 Pentothan sodium injection
- 130 Paralydehyde injection and liquid
- 131 Penicillinose injection
- 132 Phaenacetin
- 133 Piperazine tablets and syrup
- 134 Pituitary extract injection
- 135 Proceine in jection
- 136 Promethazine preparations
- 137 Progesterone injection
- 138 Pyridoxine (B6) tablets and injections
- 139 Penicillin Injection (5 lac. 10 Lacs. 4. Lacs Procaïn)
- 140 do V. tablets
- 141 do P. I. M.
- 142 do Diamine (Benzathine) Injection
- 143 Pethidine hydrochloride
- 144 Phenyl butazone and amidopyrin Steroid Group injections and tablets (e.g.) Irgaphyrin and Delta.
- 145 Quinine pulvis
- 146 Rauwolfia serpentina injection (Prescribed)
- 147 Rauwolfia tablets
- 148 Riboflavine injection tablets
- 149 do tablets
- 150 Sentoanin
- 151 Shark liver oil
- 152 Sodium Chloride tablets
- 153 Soda bicarb

- 154 Sodium sitras injection
- 155 Sodium silicylas
- 156 Sodium sulphate
- 157 Sodii sulphas exsiccatus
- 158 Sipsiritus Ammoniae Aromaticus
- 159 Sipsiritus Chloroformi
- 160 Sipsirit Aetherta
- 161 Sipsirit Aethetis Nitrosi
- 162 Syrup Tolu
- 163 Serum Anti Dikhtheria
- 164 Serum Anti Tetanus
- 165 Serum Anti Tetanus
- 166 Serum Anti Venom
- 167 S. V. C. Tablets
- 168 Sulphathiazole
- 169 Sulphadiazine
- 170 Sulpha Guanidine tablets
- 171 Sulphamezathine
- 172 Sulphur powder (Sublimaticus)
- 173 Saline Transfusion
- 174 Stilbeestrol tablets
- 175 Streptomycin injections
- 176 Strepto Pencillon
- 177 Spasmolytics Injection and Tablets (eg.) Antrenyl and Nelliadeual Retard Rellargal retard) etc.
- 178 Tincture asfoetida
- 179 Tincture belladonnae
- 180 Tincture benzoini composita
- 181 Cardamoni composita
- 182 Tincture catechu
- 183 Tincture specacuanhae
- 184 Hyoscyami
- 185 Hyoscyami nux vomica
- 186 Hyoscyami opii
- 187 do Comphorse composita
- 188 do Rhei composita
- 189 do Gentian Co
- 190 do Iodine
- 191 do Stramonimum
- 192 do Singiberis
- 193 do Lobelia aetheris
- 194 Tetrachlorethylene capsules
- 195 Tetracycline capsules
- 196 Tetracycline injection
- 197 Thyriod tablets (prescribed)
- 198 Oral diuretics
- 199 Tab morphine sulphate
- 200 Triple antigen
- 201 T A B Vaccine
- 202 Ung Chrysarobin
- 203 Ung Scott
- 204 Vaseline
- 205 Vitamin A & D Capsules
- 206 do A Injection
- 207 do K (prescribed) A M F

- 208 Vitamin B (Complex injection)
- 209 do B (Complex tablets)
- 210 do B₁ tablets
- 211 do B₁ injection
- 212 do C injection
- 213 do B₂ (Injections)
- 214 do E tablets (prescribed)
- 215 Whitfield ointment
- 216 Whooping cough vaccine (prescribed)
- 217 Yeast tablets
- 218 Zinc oxide
- 219 Zinc sulphas

ANNEXURE IV

LIST OF DRUGS TO BE MAINTAINED IN DISPENSARIES

- 1 Acid acetic
- 2 do Acetyesalicylicum (Aspirin)
- 3 do benzoic
- 4 do boric
- 5 do Hydrochloridum
- 6 do Sulphuricum
- 7 do Nitricum
- 8 do Salicylic
- 9 do Sulph aromatic
- 10 Acacia (Pulvis)
- 11 Acidum citricum
- 12 Adelphane tablets
- 13 Antacids
- 14 Aqua distillata amps
- 15 Ammonium carbonate
- 16 Ammonium chloride
- 17 Aether
- 18 Acidum para aminosalicylicum (P A S)
- 19 A.P.C. tablets
- 20 Benedicts solution
- 21 Atrophine sulphate
- 22 Argent prot Mit. B.P.C. (Argyrol)
- 23 Aminophylline tablets
- 24 Adrenaline chloride injection
- 25 do injection
- 26 Acriflavine
- 27 Acidum phenolum liquefactum (Carbolic Acid)
- 28 Anticeptic liquid (e. g. dettol)
- 29 Eye ointment and lotion
- 30 Anti histamine tablets *
- 31 Anti injections
- 32 Anti cream
- 33 Bismuthi carbones
- 34 Benzyl benzoas
- 35 Caffaeionae citras
- 36 Calcilactas
- 37 Calamina (Calamine)
- 38 Calaii chloridum
- 39 Calaii lactas
- 40 Chloramphenicol caps and palmitate
- 41 Camphor
- 42 Carbarsone tablets
- 43 Calcium gluconate injection
- 44 Calcium tablets
- 45 Chloral hydras
- 46 Calcium pantothenate injection
- 47 Chloroquine
- 48 Di-idehydro xyquinoline

Note : T A B Cholera and anti-Rabic vaccines should be procured as and when necessary.

* Promethazine, Antazoline, Phenuramine etc.)

- 49 Diphenhydramine hydrochloride
- 50 Digoxin tablets
- 51 Extractum clycerrhizee liquidum
- 52 Emetine hydrochloride injection
- 53 Emetine bismuth iodine
- 54 Ergot derivatives
- 55 Ergot derivatives
- 56 Ephedrine hydrochloride tablets
- 57 Ephedrine tablets and injection
- 58 Fehling's A and B solutions
- 59 Ferrous sulphate tablets
- 60 Folic acid tablets
- 61 Gentian violet for external use
- 62 Glycerine
- 63 Hydrargyrum ammoniatum
- 64 Hydrargyrum oxydum flavum
- 65 Hydrogenii poroxidum
- 66 Iodum
- 67 Ichthammol
- 68 I. N. H.
- 69 Insulin (Plan and long acting)
- 70 Injection glucose ampules 25% and 50%
- 71 Injection of iron
- 72 Kaolin
- 73 Liver extract grude for injection
- 74 Linctus codeine
- 75 Liquor plumbi subace tals fortis
- 76 Linimentum terebinthianse
- 77 Liquor amon. Acet. Fort.
- 78 Liquor Ammoni fortis
- 79 Liquor lodi mitis B. O.
- 80 Lysol
- 81 Magnesii carbonas
- 82 Magnesii sulphas
- 83 Magnesii trisilices
- 84 Menthol
- 85 Mercur ochrome
- 86 Merselyl for injection
- 87 Multi vitamin
- 88 Nikethamide injection (Coramine)
- 89 Nicotinic acid tablets
- 90 Oleum caryophylli
- 91 Oleum Ricini
- 92 Oleum Terebinthianae
- 93 Oleum menthase pipertita
- 94 Oestrogens
- 95 Olive oil
- 96 Potasii permanganas
- 97 Parafinum liquidum
- 98 Pot. Bromide
- 99 Potasii Iodidum
- 100 Potasii citras
- 101 Potasii bicarbonate
- 102 Potasii acetat

- 103 Phonobarbitone injection
- 104 Phonobarbitone tablets
- 105 Potassium chloride tablets
- 106 Paraldehyde injection and liquid
- 107 Penicillinase injection
- 108 Phenacetin
- 109 Piperazine tablets and syrup
- 110 Promethazine preparations
- 111 Penicillin P. A. M.
- 112 Penicillin V. tablets
- 113 Penicillin Procin 4 lacs.
- 114 Riboflavine injection (B. 2)
- 115 Riboflavine tablets
- 116 Quinine pulvis
- 117 Santonine
- 118 Shark liver oil
- 119 Soda bicarb
- 120 Sodium chloride tablets
- 121 Sodium citras injection
- 122 Sodii salicylas
- 123 Sodii sulphas exsiccatus
- 124 Spiritus chloroformi
- 125 Spirit aetheris
- 126 Spirit aetheris nitrosi
- 127 Syrup tolu
- 128 Serum antin tetanus
- 129 S. V. C. Tablets
- 130 Strepto penicillin and streptomycin
- 131 Sulphathiazole
- 132 Sulphadiazine
- 133 Sulpha guanidine tablets
- 134 Sulphamezathine
- 135 Sulphonamide with penicillin tablets
- 136 Sulphur powder (Sublimatus)
- 137 Stilboestrol tablets
- 138 Tincture asofetida
- 139 Tincture belladonnae
- 140 Tincture benzoini composita
- 141 Tincture Cardamoni composita
- 142 Tincture Opacacuanhae
- 143 Tincture Catechu
- 144 Tincture Hyoscyami
- 145 Tincture Nux vomica
- 146 do Opii
- 147 do Camphorae composita
- 148 do Rjei co.
- 149 do Gentian co.
- 150 do Iodine
- 151 do Stramonium
- 152 do Zingiberis
- 153 do Lobellia aetheris
- 154 Tetrachlorethylene capsules
- 155 Tetracycline capsules
- 156 Tetracycline injection (prescribed)
- 157 Tibutamide (prescribed)

- 158 Oral diuretics
- 159 T. A. B. Vaccine
- 160 Triple vaccine (prescribed)
- 161 Ung. Chrysarobin
- 162 Vaseline
- 163 Ung. Scott
- 164 Vitamins A and D capsules
- 165 Vitamins B (complex injection)
- 166 Vitamins B₁ injection
- 167 Vitamin C tablets
- 168 Vitamin B₁₂ (injections)
- 169 Vitamin C injections
- 170 Whitefield ointment
- 171 Yeast tablets
- 172 Zinc oxide
- 173 Zinc sulphas

ANNEXURE V

Half yearly return of drugs and medicines stocked and used garden hospitals / dispensaries to be submitted by the employers to the Chief Inspector of Plantations.

Name of the garden hospital / dispensary ...

No. of estate / estates served

Total population

Total No. of patients treated for the half year :

(i) Out patient

(ii) Inpatient

PARTICULARS OF DRUGS USED DURING THE PERIOD

Sl. No.	Name of drugs	Stock on 1st January and 1st July of each year	Quantity received during the half year	Quantity issued	Balance as on 30th June/31st December
---------	---------------	---	--	--------------------	---

Note : T. A. B. CHOLERA, and Anti Rabic Vaccines should be procured as and when necessary.

ANNEXURE VI

**List of Forms and Registers to be maintained by the
garden hospitals and dispensaries**

Sl. No.	Description of Form	Form No.
1.	Case Sheet — Medical	1
2.	Clinical Chart of Temperature	2
3.	Gynaecological Section	3
4.	Indents from the Estate Dispensary Compounder	4
5.	Maternity Report	5
6.	Out Patient Department Slip	6
7.	Drug Register	7
8.	Daily register showing number of in-patient/out-patient treated during the month of	8
9.	Daily Drug Issue book	9
10.	In-patient Nominal Register	10
11.	Nominal Register of Outpatients in Hospital/Dispensary	11
12.	Operations performed in wards during the month of	12
13.	Register of Deaths in the Hospital during the month of	13
14.	Admission Form	14
15.	Stock Book of Instruments and Equipments	15

Form No. 1

.....Hospital

CASE SHEET — MEDICAL

Ward Bed No.

Name Age Caste

Address

Admitted on Discharged on Result

Notes written by

Diagnosis

Complaint Since

Previous illness with dates

Habits (diet, alcohol, etc.)

Family history

History of the present illness

LABORATORY REPORTS

Urine Faeces

Blood Other reports

Sputum

PRESENT CONDITION

Diet

Special Drugs prescribed and quantity used

PROGRESS UNDER TREATMENT

Form No. 2

CLINICAL CHART OF TEMPERATURE ETC.

Name	Age	Disease	Result
	M.E.	M.E.	M.E.
106			41
105			40
104			39
103			38
102			37
101			36
100			
99			
98			
97			
96			

Pluse	M.	Pluse	M.
	E.		E.

Resp.	M.	Res.	M.
	E.		E.

Motions.	Motions.
Urine Oz.	Urine Oz.
..... Sp. gr.	 Sp. gr.
Reaction.	Reaction.
Chlorides.	Chloride.
Albumen.	Albumen.
Day of Dis.	Day of Dis.

Form No. 3

.....Hospital
GYNAECOLOGICAL SECTION

Register No.	Block
Disease	Residence
Name	Unmarried
Age	Married
	How long
	Widow how long
	No. of children
	Date of birth of last child
	Date of last abortion
	No. of abortions

Date	Admission notes by the Medical Officer on duty
	Complaint ...
	Duration ...
	History of period ...
	Date of last period ...
	Leucorrhoea ...
	Examination (Abnormal or vaginal) ...

I	II	III

to be written on

Form No. 4

.....Hospital
INDENT FROM THE ESTATE DISPENSARY COMPOUNDER

Date	Name of the Drug	Stock on hand	Requirement	Remarks

Signature of the Compounder.

Form No. 5

MATERNITY REPORT

Clinic No.	Presentation and position	Result
Maternity No.	Complications	Mother
		Child
		Index No.
Booked-Not booked.	Delivery	
Name		
Address	Para	Age
	Date of admission	
Date of First day of L.M.P.....	Child at birth.....	
Expected date of Labour.....	date of birth.....	Sex.....
Period of gestation on admission.	Wks.	Maternity Wks.
Condition	Length	Circumf. of chest
O. F. Circumf.		Length of cord
Circumf. of Placenta		
I. S.	L. C.	E. C.
	D. C.	Trans.
		Outlet.
Postage X-Ray measurements		
Family history		
Previous Health		
Complaint, or reason for admission		
History of present pregnancy		
Wasserman and khan Reactions		
Laboratory findings		

OBSTERICAL HISTORY

No. of Pregnancy	Date of birth	Duration of preg.	Complication of preg.	Character of labour	Puerperium
CHILD					
Sex	Weight at birth	Present Health	Cause of and age at death		

State of admission: General appearance

Breast	Oedema
Tongue	Teeth and gums
Cardio vascular system	Tonsils
Respiratory system	B.P.
Additional	P.
Height of funds	T.
Presentation and pasn.	R.
Condition of Uterus	
Presenting part engaged	Mobile
Foetal heart, position	Rate

VAGINAL EXAMINATIONS

Form No. 6

...Hospital

Name	Occupation
------	------------

Labour	Condition of Mother
1. Normal	1. Normal
2. Prolonged	2. Normal
3. Prolonged	3. Normal
4. Prolonged	4. Normal
5. Prolonged	5. Normal
6. Prolonged	6. Normal
7. Prolonged	7. Normal
8. Prolonged	8. Normal
9. Prolonged	9. Normal
10. Prolonged	10. Normal
11. Prolonged	11. Normal
12. Prolonged	12. Normal
13. Prolonged	13. Normal
14. Prolonged	14. Normal
15. Prolonged	15. Normal
16. Prolonged	16. Normal
17. Prolonged	17. Normal
18. Prolonged	18. Normal
19. Prolonged	19. Normal
20. Prolonged	20. Normal
21. Prolonged	21. Normal
22. Prolonged	22. Normal
23. Prolonged	23. Normal
24. Prolonged	24. Normal
25. Prolonged	25. Normal
26. Prolonged	26. Normal
27. Prolonged	27. Normal
28. Prolonged	28. Normal
29. Prolonged	29. Normal
30. Prolonged	30. Normal
31. Prolonged	31. Normal
32. Prolonged	32. Normal
33. Prolonged	33. Normal
34. Prolonged	34. Normal
35. Prolonged	35. Normal
36. Prolonged	36. Normal
37. Prolonged	37. Normal
38. Prolonged	38. Normal
39. Prolonged	39. Normal
40. Prolonged	40. Normal
41. Prolonged	41. Normal
42. Prolonged	42. Normal
43. Prolonged	43. Normal
44. Prolonged	44. Normal
45. Prolonged	45. Normal
46. Prolonged	46. Normal
47. Prolonged	47. Normal
48. Prolonged	48. Normal
49. Prolonged	49. Normal
50. Prolonged	50. Normal
51. Prolonged	51. Normal
52. Prolonged	52. Normal
53. Prolonged	53. Normal
54. Prolonged	54. Normal
55. Prolonged	55. Normal
56. Prolonged	56. Normal
57. Prolonged	57. Normal
58. Prolonged	58. Normal
59. Prolonged	59. Normal
60. Prolonged	60. Normal
61. Prolonged	61. Normal
62. Prolonged	62. Normal
63. Prolonged	63. Normal
64. Prolonged	64. Normal
65. Prolonged	65. Normal
66. Prolonged	66. Normal
67. Prolonged	67. Normal
68. Prolonged	68. Normal
69. Prolonged	69. Normal
70. Prolonged	70. Normal
71. Prolonged	71. Normal
72. Prolonged	72. Normal
73. Prolonged	73. Normal
74. Prolonged	74. Normal
75. Prolonged	75. Normal
76. Prolonged	76. Normal
77. Prolonged	77. Normal
78. Prolonged	78. Normal
79. Prolonged	79. Normal
80. Prolonged	80. Normal
81. Prolonged	81. Normal
82. Prolonged	82. Normal
83. Prolonged	83. Normal
84. Prolonged	84. Normal
85. Prolonged	85. Normal
86. Prolonged	86. Normal
87. Prolonged	87. Normal
88. Prolonged	88. Normal
89. Prolonged	89. Normal
90. Prolonged	90. Normal
91. Prolonged	91. Normal
92. Prolonged	92. Normal
93. Prolonged	93. Normal
94. Prolonged	94. Normal
95. Prolonged	95. Normal
96. Prolonged	96. Normal
97. Prolonged	97. Normal
98. Prolonged	98. Normal
99. Prolonged	99. Normal
100. Prolonged	100. Normal

Condition of child and treatment, if any

Placenta.	Wt	Complete	Infarct
-----------	----	----------	---------

Memberane	Retro-Placenta	Clot
-----------	----------------	------

Cord

Immediate Post PARTUM Record

Height of Fundus on hour after Labour

	T	P
Haemorrhage		

RECORD OF LABOUR AND PUERPERIUM (continued)

STATE ON DISCHARGE

Mother-Perineum	Vagina	Date
Cervix, Lacerations		Os
Uterus size	Position	Mobility Sensitiveness.
Appendages		
Breasts	Nipples	Urine
		B.I.
CHILD Weight	Condition	Feeding
Case summary.		

HOUSE SURGEON

M. O: in-charge.

Form No. 7

DRUG REGISTER

[illegible]

Form No. 8

Daily Register showing number of in/out patient treated during the
month of 196 ..

Date	Old cases				New cases				Total treated		
	Men	Women	Children	Total	Men	Children	Women	Total	Men	Women	Children
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
17											
18											
19											
20											
21											
22											
23											
24											
25											
26											
27											
28											
29											
30											
31											
Total											
Average											

Form No. 9**DAILY DRUG ISSUE BOOK**

Date	Name of the Drug	Quantity
------	------------------	----------

Signature of the compounder.

Signature of the person
in charge of drug store.

Signature of the Doctor-in-charge
of the Hospital.

Form No. 10**IN-PATIENT NOMINAL REGISTER.....**

Number	Name of patient	Age	Sex	Married or single	Disease or injury
1	2	3	4	5	6

Duration of disease or injury on admission	Date				
	Admitted	Cured	Relieved	Discharged otherwise	Died
7	8	9	10	11	12

If died whether any postmortem examination was held	Number of days in Hospital			Remarks If discharged otherwise here state the condition of the patient when so discharged. Also state the cause of death in fatal cases
	Men	Women	Children	
13	14	15	16	17

Form No. 11**Nominal Register of Out-patients in Hospital at Dispensary**

Sl. No.	Daily attendance No.	Name	Occupation of patient or of the parent or guardian	Age	Sex	Disease or injury	Remarks and minor operation
1	2	3	4	5	6	7	8

Form No. 12**Operations performed in wards during the month of 196 .**

No. of operation	Name	Age	Sex	Nature of disease or injury for which the operation was performed	Duration of disease or injury	Nature of operations
1	2	3	4	5	6	7

Wards during the month of 196 .

Date of Admission	Date of operation	Date of termination in hospital	Result	Cause of death in fatal cases of reason of discharge "otherwise"	Remarks if discharge otherwise
8	9	10	11	12	13

Form No. 14

ADMISSION FORM

Hospital				Hospital			
I am herewith sending patient				I am herewith sending this patient			
Name	E.P.F. No.	Sex	Age	Name	E.P.F. No.	Sex	Age
No. of hours / days patient was treated by me				No. of hours / days patient was treated by me			
Registered / unregistered				Registered / unregistered			
No. of hours / days patient is ill				No. of hours / days patient is ill			
Treatment given				Treatment given			
Temp.	Respt.	Pulse.		Temp.	Resp.	Pulse.	
Time this memo. is given				Time this memo. is given			
Compounder's Signature.				Compounder's Signature.			
Date..... Estate.....				Date..... Estate.....			

STOCK BOOK OF INSTRUMENTS AND EQUIPMENTS

2 No.

Sl. No.	Date	No. and date of voucher invoice etc.	Name and address of the person or firm from where received	Receipts	Issues	Balance	Remarks
1	2	3	4	5	6	7	8

STATEMENT SHOWING THE DETAILS OF AGREEMENTS BROUGHT ABOUT BY THE CONCILIATION OFFICERS
UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT FOR THE MONTH OF SEPTEMBER, 1966

Sl. No.	Name of the Establishment	Date of Settlement	Points of Disputes	Terms of Settlement
1	2	3	4	5
1	L. A. Subramania Chettiar Weaving Factory, Komarapalayam	7-9-66	Non-employment of Sri C. R. Sengodan.	The management agreed to provide work to Sri S. R. Sengodan and also to pay a subsistence allowance of Rs. 40 for the period of non-employment.
2	The Salem-Erode Electricity Distribution Company Limited, Salem	10-9-66	Dearness Allowance	The management agreed to pay a second interim relief of Dearness Allowance of Rs. 11 per worker per month with effect from 1-4-1966 for all the employees subject to a maximum Dearness Allowance of Rs. 150 p. m. pending final disposal of I. D. No. 19 of 1966 by the Industrial Tribunal, Madras as detailed in settlement.
3	Printing Presses at Salem :			
	1. Sri Vetrivel Press, Salem			
	2. Sri Kannikaparameswari Press, Salem			The managements have agreed to pay increased emoluments as follows:—
	3. Thirukumaran Press, Salem			
	4. Modern Printers, Salem			
	5. Venu Power Press, Salem			
	6. Sri Balaji Power Press, Salem	31-9-66	Charter of Demands	(i) With effect from 1-6-1966, 20% increase in emoluments calculated on the basis of the emoluments of each worker on 31-5-'66.
	7. Sankaralayam Court Press, Salem			(ii) With effect from 1-6-67, 10% increment over the emoluments, they are getting as on 31-5-1967 and similarly 10% increment in emoluments, on 1-6-'68 and 1-6-69.
	8. Kumaran Power Press, Salem			
	9. The Kalanithi Printing Works, Salem			
	10. Valarmathi Press, Salem			
4	Adderly Estate, Adderly P.O., Coonoor.	5-9-66	Payment of gratuity.	The management agreed to pay the gratuity due to Smt. Linghi (Deceased) to Sri Madha Maistry of the Estate.
5	N. Mahalingam and Company, Ooty.	6-9-66	Dismissal of pump Attendant.	The management agreed to pay Rs. 450 to the worker Sri P. Vasudevan in full and final settlement of all his claims against the management.
6	Coonoor Tea Estate, Spring Field P.O., Coonoor.	19-9-66	Dismissal of worker Sri Soakran.	The management agreed to pay gratuity to the worker Soakran according to the gratuity agreement.
7	Terremia Estate, Kullakamby.	23-9-66	Suspension of workers.	The management agreed to pay 2 days wages as gesture of good will to the workers for the suspension period.
8	Bayley and Brock Donnington, Kotagiri.	24-9-66	Revision of wages.	Both parties agreed to refer the issue relating to revision of wages to the arbitration of the Deputy Commissioner of Labour, Coimbatore and also agreed to pay Rs. 2-31 for men and 1-81 for women as Donnington Factory has no tea Acreage of its own.
9	Glendale Estate, Coonoor-2.	26-9-66	Non-employment of a worker.	The management agreed to pay gratuity due to the worker Sri Periyaswamy Gounder.
10	Sutton Estate, Kullakumby P.O.	28-9-66	Payment of increased wages for skilled workers.	The management agreed to pay Sri K. A. Sankaran, Carpenter Rs. 4-30 with retrospective effect from 1-6-1966.
11	Liddlesdale Estate, Nadvattam.	28-9-66	Suspension of 5 workers.	The management agreed to reduce the period of suspension from 20 days for G/8 Cidda, G/13, Chick Thimma and G/151 Arunachalam to 11 days and pay 9 days wages regarding G/228 Perumal and G/251, Nallu, the management agree to reduce the period of suspension from 15 days to 7 days and pay 8 days wages.
12	M/s. Matheson Bosanquet and Company, Coonoor.	30-9-66	Charter of Demands.	It is agreed that staff and workmen as detailed in the agreement have been retrenched from service with effect from 1-9-66. The management agreed to pay one month's wages as retrenchment compensation and also gratuity to each workman in full and final settlement of all their claims and also to pay Bonus for the year 1965 and the period worked in 1966 at 3½ month basic pay last drawn in 1966.
13	Sri K. Balasubramaniam Motor Service, Kovilpatti.	22-9-66	Charter of demands.	It is agreed that a gratuity scheme should be formulated as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
14	M/s. Vijayalakshmi Transport, Tuticorin.	19-9-66	Certain Demands.	The management agreed to allow weekly holidays to 7 workers as detailed in the settlement and also agreed to grant 8 days National and Festival Holidays, 7 days sick leave and 7 days casual leave.
15	M/s. Thangam Transport, Tuticorin.	19-9-66	Certain Demands.	The management agree to make permanent (with effect from June '66) the Conductors Sri Poyyalil and Sri Balraj, to allow the workers holidays and leave as detailed in settlement and also to supply one set of dresses to 2 conductors before Deepavali.
16	Napolean Transport, Tuticorin.	19-9-66	Certain Demands.	The management agreed to allow holidays and leave to conductors and drivers as detailed in the settlement, to supply two sets of dress per year and one set of dresses for the year '66 to Driver Babu and Conductor Arumugam as detailed in settlement.
17	Arasan Motor Service, Tuticorin.	19-9-66	Certain Demands.	The management agreed to make permanent, Sri D. Pandian and Sheshadri, conductors and to treat A. Thangara), Soosaimanickam, drivers as permanent and to grant leave and holidays as detailed in the settlement.
18	Pioneer Kothalampallam Estate, Thadikkankonam.	5-9-66	Non-employment of certain workers.	The management agreed to pay sum of Re. 1 only to tappers and Kanganies who were not allowed to work on 27-6-66.
19	Sri Sankara Allom (Private) Limited, Nagercoil.	29-9-66	Non-employment of a worker.	The management agreed to take back Thiruvananthapuram as a switch Attender with effect from 1-10-66.
20	Ganapathy Engineering Manufacturers Private Limited, Ganapathy Coimbatore-6.	22-9-66	Non-employment of Watchman.	The management agreed to pay Rs. 1,400 to the workers Sri Dhamodaran in full and final settlement of all his claims.
21	Sheikalmudi Estate, Sholayar Nagar Post.	6-9-66	Non-employment of one worker.	The management agreed to take back the worker in service, with continuity of service, but without back wages.
22	Om Parasakthi Mills Limited, Coimbatore.	29-9-66	Charter of demands.	The management agreed to give a wage increase to three workers as detailed in the settlement to promote doffing boys as doubling piecers and doubling piecers as spinning siders and also to settle the other demands as detailed in the settlement.

The parties agreed to leave the issue relating to permanency for informal arbitration by Sri C. Ramanathan, Law Officer, Southern India Mill owners' Association, Coimbatore and to abide by his decision.

It is agreed that the wages and work assignments for the various categories of workers shall be as detailed in the agreement, that the conditions of Canteen, Cycle Shed and Rest Shed facilities will be improved and that if the workers subscribe the requisite capital for the formation of a Consumer Co-operative Stores, the management shall take steps for its formation.

The management agreed to pay and the worker agreed to receive a sum of Rs. 650 as compensation in full and final settlement of all his claim including Bonus, backwages and his right for re-instatement.

The management agreed to pay and the workers agreed to receive the following:—

Retrenchment Compensation as per the Industrial Disputes Act one month's wages as per the proviso to Section 33 (2) of the Industrial Disputes Act. Proportionate Bonus for 1965-66 ex-gratia payment of Rs. 50 (Rupees fifty only) to each worker.

The management agreed to pay increment as per settlement, to provide every year 2 pairs of dresses to those workers who have completed 3 years of service, on the day of Deepavali and to settle the other demands.

The management agreed to pay the worker Veljayammal an amount of compensation of Rs. 70 in full and final settlement of her claims.

The management agreed to pay a compensation of Rs. 275 to Sri. K. Sundaram and Rs. 200 to V. Jayapandian.

The management agreed to pay and the workers agree to receive 2½ months total wages as bonus for the year 1966.

23	The Radhika Mills Limited, Uppillipalayam.	15-9-66	Permanency of workers, etc.	The parties agreed to leave the issue relating to permanency for informal arbitration by Sri C. Ramanathan, Law Officer, Southern India Mill owners' Association, Coimbatore and to abide by his decision.
24	" ESSORPE " Mills Private Limited, Coimbatore-6.	16-9-66	Charter of Demands.	It is agreed that the wages and work assignments for the various categories of workers shall be as detailed in the agreement, that the conditions of Canteen, Cycle Shed and Rest Shed facilities will be improved and that if the workers subscribe the requisite capital for the formation of a Consumer Co-operative Stores, the management shall take steps for its formation.
25	Southern Transports Limited, Kilakarai.	2-9-66	Non-employment of worker Sri M. Periasamy.	The management agreed to pay and the worker agreed to receive a sum of Rs. 650 as compensation in full and final settlement of all his claim including Bonus, backwages and his right for re-instatement.
26	Tamil Nadu, Tamil Daily, Madurai.	7-9-66	Retrenchment of 12 workers.	The management agreed to pay and the workers agreed to receive the following:— Retrenchment Compensation as per the Industrial Disputes Act one month's wages as per the proviso to Section 33 (2) of the Industrial Disputes Act. Proportionate Bonus for 1965-66 ex-gratia payment of Rs. 50 (Rupees fifty only) to each worker.
27	Sri Krishna Iron Works, Madurai.	9-9-66	Increase in wages etc.	The management agreed to pay increment as per settlement, to provide every year 2 pairs of dresses to those workers who have completed 3 years of service, on the day of Deepavali and to settle the other demands.
28	M. K. A. Chinnaamy Nadar & Sons, Branch, Madurai-9.	17-9-66	Non-employment of a worker.	The management agreed to pay the worker Veljayammal an amount of compensation of Rs. 70 in full and final settlement of her claims.
29	Raju Embroidery Works, Madurai.	17-9-66	Non-employment of two workers.	The management agreed to pay a compensation of Rs. 275 to Sri. K. Sundaram and Rs. 200 to V. Jayapandian.
30	Nataraja Lodge Meals and Briyani Hotel, Mela Gopura Street, Madurai.	19-9-66	Payment of bonus for 1966.	The management agreed to pay and the workers agree to receive 2½ months total wages as bonus for the year 1966.

(1)	(2)	(3)	(4)	(5)
31	The Mysindia Company, Madurai-1.	27-9-66	Payment of gratuity etc.	The management agreed to pay Rs. 1000 to the worker Sri Ananthappan in full and final settlement of all his claims.
32	Nataraja Lodge Meals and Briyani Hotel, Palace Road, Madurai.	19-9-66	Payment of bonus for 1966.	The management agreed to pay 2 months' total wages as bonus for the year 1966.
33	Ponnu Vilas Mara Chekku, Madurai.	28-9-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri S. Lakshmanan with continuity of service but with any back wages.
34	Ramaraju Surgical Cotton Mills Ltd., Rajapalayam.	21-9-66	Non-employment of 5 workers.	The management agreed to reinstate 5 workers with effect from 22-9-66 on the specific condition that the worker should give the workload of 275 packets 500 grams.
35	Sri Manicka Vilas Rice Mill, Madurai	30-9-66	Non-employment of worker Ponnammal.	The management agree to reinstate the worker with continuity of service but without any back wages.
36	Madras Bangalore Transport Co., Madras-1.	8-9-66	Bonus etc.	The management agree to provide a water cooler, in the Head Office, to enhance present conveyance allowance paid to the Trichy Transhipment Staff and fix it at Rs. 12-50 p.m. with effect from 1-1-1966 and also to pay 15% of the annual earning of the individual as bonus for 1965-66.
37	Vivekananda Industrial Engineers, Perambur, Madras-11.	7-9-66	Charter of demands.	The management agreed to fix the pay / scale as detailed in settlement, to pay in fixed Dearness allowance at 18 paise per point on the Madras Cost of living index over 100 points and also agreed to give cash for the cost of 2 sets of uniforms to the workers each year and also to pay Bonus at six months basic wages and incentive bonus as detailed in the agreement.
38	Madras Bangalore Transport Co., Madras-1.	15-9-66	Bonus for 1965-66.	The management agreed to pay 15% of the annual earnings of the individual inclusive of cost of living allowance as bonus for the financial year 1965-66 in full and final settlement of the claims for Bonus.
39	Gordon Woodroffe & Co. (Madras) Private Ltd., Madras.	16-9-66	Payment of bonus for the year ending June 1966.	The management agreed to pay 15% of the total basic salary and Dearness allowance earned during the accounting year July 1965-June 1966 by the employees as Bonus as detailed in settlement.
40	M/s. K. M. Parthasarathy Chettiar Oil Mills and Provision Stores, Madras-7.	15-9-66	Non-employment of workers wages to the strike period etc.	Both the parties agreed to refer the issues mentioned in the settlement for the informal arbitration to Special Deputy Commissioner of Labour, Madras.
41	1. M/s. Syed Habeebullah, Taj Mahal Beedies, Madras-21. 2. M/s. A. Abdul Kareem & Co., Madras-21. 3. M/s. Syed Nizamuddin Tajmahal Beedies, Madras-21. 4. M/s. Spade Clover Beedi Factory, Madras-1. 5. M/s. Bants Beedi Factory, Madras-21. 6. M/s. Hussain Miyan Beedi Factory, Madras-1. 7. Diamond Beedi Factory, Madras-12. 8. M/s. Rusthum Beedi Factory, Madras-12.	15-9-66	Revision of wages etc.	The management agreed to provide to the workers employed under the respective Manager or Contractor as the case may be at least a minimum workload of 1,000 beedies per day, that the workers will be given work six days in a week excepting weekly holidays and holidays under National and Festival Holidays Act as detailed in agreement.
42	M/s. S. T. Shunmugam Snuff Co., Madras-21.	16-9-66	Non-employment of 4 workers.	The management agree to pay Rs. 200 to the 4 non-employed workers as compensation in full and final settlement of all their claims.
43	K. V. R. Bus Service, Madras-10.	26-9-66	Non-employment of 2 workers.	Both parties agreed to abide by the decision of Sri S. Rajasubramanian, M.A. B.L., D.S.W., Labour Officer-I, on the issue relating to the non-employment of Sri V. Masilamani, Driver and Sri S. Madurai, conductor.
44	M/s. K. M. Parthasarathy Chettiar Oil Mills and Provision Stores, Madras-7	27-9-66	Non-employment of 2 worker.	The management agreed to pay a sum of Rs. 250 to Sri Rathinam in full and final settlement of all his claims.
45	Weldon Press, 146, T. H. Road, Madras-21.	28-9-66	Non-employment of 9 workers.	The management agreed to pay Rs. 5,325 as compensation which includes leave wages, arrears of wages, bonus, notice pay in full and final settlement of all the claims of the workers as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
46	M/s. Gajalakshmi Oil & Flour Mills, Madras-1.	29-9-66	Non-employment of a worker.	The management agreed to pay Rs. 200 as compensation to Sri Poongavanam in full and final settlement of all his claims.
47	Usha Cotton Mills, Madurai	2-9-66	Non-employment of a worker.	The management agreed to pay the workman a sum of Rs. 310 in full and final settlement of all his claims.
48	Sri Visalakshi Mills (P) Ltd., Villangudi.	6-9-66	Non employment of a worker.	The management agreed to pay a sum of Rs. 1,600 to the worker Sri Chidambaram in full and final settlement of all his claims including his claim for reinstatement but excluding the right for the bonus for the year 1965.
49	Sri Lakshmi Textiles, Kuruvikaran chalai, Madurai.	6-9-66	do	The management agreed to reinstate the worker Sri Ramana- than with effect from 12-9-66 with continuity of service but without back wages.
50	Madura Mills Co. Ltd., Madurai.	12-9-66	do	The management agreed to extend the services of Sri Mahalingam till 31-3-67 with effect from 15-9-66.
51	Madura Mills Co. Ltd., Madurai.	16-9-66	do	The management agree to pay as a special case a monthly payment to the above worker with effect from 1-9-66.
52	Madura Mills Co., Ltd., Madurai.	14-9-66	Recovery of amounts for the breakages of Sling Psychrometers.	The management agreed to refund 50% of deduction to the workers Sri K. Natarajan, Sri Ramulu Naidu and Sri Kanniap- pan as detailed in settlement.
53	M/s. East India Corporation, Madurai	17-9-66	Non-employment of a Driver.	The management agreed to pay a compensation at the rate of half month's wages for every year of total service, to pay gratuity and an ex-gratia amount of Rs. 425 to Sri M. Muthu- karuppan, Driver.
54	Sree Ramalinga Mills, Aruppukottai.	17-9-66	Non-employment of 2 workers.	The management agree to take back the worker I. Velusamy in service with effect from 19-9-66 with continuity of service and also to take back the workers Sri Gurusamy and Sri Chentamarai with effect from 19-9-66 on their tendering apology.
55	Madura Mills Company Ltd., Madurai.	22-9-66	Charter of demands.	The management agreed to issue 2 sarees per year to Srimalathi Karuppi and also agree to transfer the worker Rajamani with effect from 1-10-66.

56	Sree Nithyakalyani Textiles Ltd., Thiruvadanai.	22-9-66	do	Workers agreed to attend to the existing workload and perform the duties as they were doing before. Both parties agreed that the daily rated workers may be converted into monthly rated workers and paid basic wages D. A. etc. as detailed in the settlement and that the spinners will be paid side commission at the rate of 15 paise per side per day of eight hours.
57	Somasundaram Mills, Private Limited, Muthananthai, Ram- nathapuram District.	25-9-66	Charter of Demands.	The workers agreed to weigh the 'BONDAS' if it exceeds 5% of the total production in each shift and both the parties agree to abide by the decision of the Labour Officer, I. Madurai regarding the non-employment of Sri P. Muthuramalingam and to settle the other demands as detailed in the settlement.
58	Mahalakshmi Textile Mills Limited, Pasumalai	26-9-66	Non-employment of two workers.	The Management agreed to pay Kuzhu Ambalam and Savarimuthu a sum of Rs. 1,050 and Rs. 950 respectively in full and final settlement of all their claims against the company except bonus, leave with wages and arrears of wages which may be due to them.
59	A. & F. Harvey Limited, Managing Agent, of Madura Mills Company Limited, Madurai.	28-9-66	Suspension of worker.	The management agreed to rescind the days of suspension and treat it as leave on loss of pay.
60	Sree Karagambal Mills Limited, Solapuram P.O., Rajapalayam.	29-9-66	Strike and Lockout.	The management agreed to lift the lockout with effect from 7 a.m. on 1-10-66 and workers will resume normal work as per the terms of the settlement.
61	Karthikeyan Motor Service, Arni.	21-9-66	Charter of Demands	The Management agreed to pay Rs. 3% per month as ex-gratia amount to the workers, to pay 0.50 nP more as daily batta to the drivers and conductors to pay 6.25 nP as night halt allowance and also to pay all the workers Rs. 15% more as bonus over and above what they are paid now.
62	Lamiwax Corporation, Guindy, Madras-32.	1-9-66	Charter of Demands.	The management agree to pay an increment of Rs. 15 in the Dearness allowance to all their workmen who are working at present with effect from 1-3-1966, an increment of Rs. 10% for the workers who have completed 2 years of service and Rs. 5% for the workers who have completed one year service, and also agreed to introduce a gratuity scheme as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
63	Electrical Accessories, Madras-32.	5-9-66	Retrenchment of 6 employees.	The management agreed to pay the six workers the amount mentioned in the settlement in full and final settlement of all their claims including their claims for reinstatement but excluding their claim for bonus for the period of service put in the year 1965-66.
64	Gemini Studios, Madras-6.	5-9-66	Retrenchment of 3 workers.	The management agreed to pay the workers the amounts mentioned in the settlement in full and final settlement of all their claims.
65	Ashok Vihar, Adayar, Madras-20.	7-9-66	Non-employment of 24 workers.	The management agreed to pay a sum of Rs. 500 in full and final settlement of all the claims of 24 workers.
66	M. M. Rubber and Company (Private) Limited, Madras.	7-9-66	Charter of Demands.	The management agreed to give an additional increment on 1-7-66 to revise the Basic wage scales and to raise the Dearness Allowance as detailed in settlement, and also to introduce a gratuity scheme and production Bonus scheme as detailed in settlement.
67	Kwality Restaurant and Ice cream Company 167, Mount Road, Madras.	7-9-66	Wage increase and Bonus for 1965-66.	The management agreed to give a wage increase of Rs. 5% and also agree to pay 50 (fifty) days wages as Bonus for each of the financial years 1965-66, 1966-67 and 1967-68, as detailed in settlement.
68	Radhakrishna Electricals, C. B. Beemanna Mudali Street, Madras-18.	7-9-66	Non-employment of a worker.	The management agreed to take back the worker Sri V. Kunjan Achari in employment with continuity of service but without backwages.
69	Railway and Marine Engineering Works, Industrial Estate, Madras-32.	9-9-66	Stay-in-strike.	The workmen regret for the stay-in-strike and reported for duty on 13-9-66 and the management will cut two day wages for the strike.
70	Udipi Lunch Home, Arcot Road, Madras-28.	12-9-66	Closure of the establishment.	The management agreed to pay a sum of Rs. 1,500 to the workers in full and final settlement of all their claims.
71	Sathya Studios Private Limited, Amir Bauga Madras-28.	18-9-66	Charter of Demands.	The management agreed to pay Dearness Allowance at the rate of 52.50 per month from 1-9-66, to pay over and above the overtime wages a sum of Rs. 1.50 as tiffin and meals allowance whenever a worker is called on to work on Holidays and weekly off days, and 1 1/2 days total wages as good attendance Bonus to each of the worker who works 24 days in a calendar month with effect from the month of September, 1966.

(1)	(2)	(3)	(4)	(5)
72	Khadi Gramodyog Bhavan, 100, Mount Road, Madras-2.	13-9-66	Non-employment of a worker.	The management agreed to pay Sri M. Ranganathan 1 month's wages in full and final settlement of all his claims.
73	Sathe and Kothari, 7, Woods Road, Madras-2.	20-9-66	Non-employment of a worker.	The management agreed to pay Sri G. Narayanan a sum of Rs. 135 in full and final settlement of all his claims.
74	Presson Bakery, 82, Jeenis Road, Madras-15.	20-9-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 270 to Sri Kochunni in full and final settlement of all his claims.
75	Madras Rubber Factory Limited, Madras.	23-9-66	Charter of demands.	The management agreed to the revision of salary and D. A. to clerical staff and subordinate staff as detailed in settlement to allow leave facilities and increment and also to introduce a gratuity scheme as detailed in settlement.
76	Sri Syed Ghouse, Taxi Owner, Saidapet, Madras-35.	22-9-66	Non-employment of a worker.	The employer agreed to pay a sum of Rs. 50% to Sri T. Deva-raj in full and final settlement of all his claims including the claim for reinstatement.
77	C. R. Venketaraman, Lorry Owner, No. 6, Sivasalam Street, Madras-17.	28-9-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 120 to Sri M. Munuswamy in full and final settlement of all his claims.
78	Southern Alloy Foundries Private Ltd., G.N.T. Road, Madhavaram Milk Colony P.O., Near Madras.	7-9-66	Charter of demands.	The management agreed to make the 16 workmen mentioned in the settlement, permanent and also to pay bonus at the rate of 15% of the total annual earning for the years 1964-65 and 1965-66.
79	Veeraraghavan Company, Chingleput.	9-9-66	Non-employment of a worker.	The management agreed to pay Rs. 200 to Sri T. S. Palanivelu in full and final settlement of his claims with the management including reinstatement.
80	The Omega Insulated Cable Company (India) Ltd., Ambathoor, Madras-58.	14-9-66	Charter of demands.	The management agreed to revise the scales of wages as detailed in settlement and also to pay an additional D. A. of Rs. 5% to all workmen and also to settle the other demands i.e. workload, etc. as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
81	P. Subramania Chetty, 168-169, Bazaar Street, Uthiramerur, Chingleput District.	19-9-66	Non-employment of a worker.	The management agreed to pay a sum of Rs 140 to Sri Audikesavan in full and final quit.
82	Engine Valves Ltd., 354, M. K. N. Road, Madras-16.	23-9-66	Non-employment of a worker.	The management agreed to pay Rs. 2,100 to Sri Chuman Singh in full and final settlement of all his claims including reinstatement.
83	Daverasho's Estate, Devarshola P.O.	27-9-66	Dismissal of a worker.	The management agreed to reinstate Sri Subramaniam with effect from 28-9-66 with continuity of service but without back wages.
84	do	27-9-66	Dismissal of the worker Sri Chathan	Both parties agreed to refer the issue for the informal arbitration of the Deputy Commissioner of Labour, Coimbatore.
85	Sree Meenakshi Mills, Madurai.	6-8-66	Non-employment of a worker.	The management took back the worker into service with effect from 5-8-66 with the continuity of service.
86	S.L.N.S. Transports, Kancheepuram, Chingleput District.	31-8-66	Non-employment of Sri A. Srinivasan.	The management and the union agreed to file an application under Section 10 (2) of the Industrial Dispute Act to the appropriate Government.
87	S.L.N.S. Transports, Kancheepuram, Chingleput District.	31-8-66	Non-employment of Sri A. Shanmugam.	The management and the union agreed to file an application under section 10 (2) of the Industrial Disputes Act to the appropriate Government.
88	Ennore Foundries Employees' Co-operative Canteen, Ennore, Madras-57.	26-8-66	Non-employment of 10 workers.	The management agreed to reinstate Sarvaswari Ganesan, Selvaraj, A. M. Muthu and Subramani with continuity of service on production of medical certificate from a qualified Doctor.
89	Mannargudi Transports (Private) Ltd., Mannargudi.	24-9-66	Increase in Dearness Allowance, Additional Bonus etc.	The management agreed to pay a sum of Rs. 65% towards the D. A. and to supply two sets of uniforms and footwear as detailed in settlement.
90	Karunanithi Achagam, Vijayapuram, Tiruvavur.	24-9-66	Customary Bonus to a worker.	The management agreed to pay a sum of Rs. 37.50 to the worker Sri K. T. Arasu towards customary bonus.

(1)	(2)	(3)	(4)	(5)
91	The New Sakthi Confectionery Factory, Sirkali.	24-9-66	Charter of demands.	The management agreed to give one more set of uniforms for '65 and to pay the two annual increments of Rs. 2 to Sri M.A. Muthalij Sri K. Govindaswamy as detailed in settlement.
92	The Trichinopoly Mills Ltd., Ramgeenagar, Tiruchirappalli.	14-9-66	Wage board increase, etc.,	The canteen committee agreed to pay Rs. 10% as wage board to the canteen workers, and that they will not be given free food, as per the terms of the settlement.
93	Sengu Seval Factory, Kumbakonam.	5-9-66	Non-employment of 2 workers.	The Management agreed to pay 50% and Rs. 85 respectively to Sri S. Ramalingam and A. Ganapathy, in full quit.
94	Sri Lakshmi Industries, Inampur.	6-9-66	Non-employment of 2 workers.	The management agreed to pay Rs. 75 and 85 respectively to Sri G. Kallamoorthy and Sri G. Somasundaram in full quit.
Settlements effected by the Deputy Commissioners of Labour				
95	Esso Standard Eastern India, Madras.	6-9-66	Introduction of shift working system.	The company may introduce shift working in the Royapuram Terminal on or after 12-9-66 and will pay shift allowance as detailed in settlement.
96	Madura Mills Company Ltd., Madurai	6-9-66	Charter of demands.	The management agrees to grant Wage Board increase and wage board D. A. to the workers mentioned in the settlement in line with Mill Dispensary Attenders with effect from 1-9-66 and also agreed to settle the other demands as detailed in settlement.
Settlement effected by the Commissioner of Labour, Madras				
97	Plantation Estates who are members of the Association of Planters of the State of Madras, Coonoor.	21-9-66	Bonus for the years 1964-67.	It is agreed that the rate of bonus according to the agreed formula shall be as detailed in the settlement.

2. PARTICULARS OF VOLUNTARY AND COLLECTIVE AGREEMENTS
MADE BETWEEN EMPLOYEES AND EMPLOYERS DURING THE
MONTH OF SEPTEMBER '66

Name of the concern	Date of agreement	No. of workers involved	Issues
1. Suryaprabha Mills Limited, Kuniamuthur & Coimbatore District Textile workers Union, Coimbatore.	27-8-66	—	Revision of work load and wages.
2. P. S. S. Transport, Madurai & P.S.S. Transport Workers' Union, Madurai.	5-9-66	110	Management agreed to grant a sum of Rs. 7 as increase in salary from August '66.
3. do	26-9-66	1	Management agreed to re-instate Sri A. Ponnaiappillai.
4. Electro Sale and Exports, Madras-12.	17-8-66	12	Wages.
5. B. & C. Mills, Madras-12.	30-8-66	1	do
6. do	9-9-66	53	Wages and Dearness Allowance.
7. Sree Meenakshi Mills, Madurai.	25-7-66	4	Permanency of Sri Nallakumaran and Wage increase of Paraman, John Karuppiah and Ramaswamy.
8. Rajaratna Mills Neikarapatti.	9-8-66	3	Workload and duties of Line Jobbers.
9. Virudhunagar Textile Mills Limited, Virudhunagar.	3-8-66	23	Revision of wages.
10. Thiagarajar Mills, Kappalur.	16-8-66	50	Increase in wages.
11. Sree Meenakshi Mills Paravai.	10-9-66	11	Increase of wages.
12. Rukmani Mills, Silaimam.	21-9-66	15 workers in Spinning Department	Revision of wages for Spinner, badli and doffer badli.
13. Rajapalayam Mills, Rajapalayam.	30-9-66	1,300	Bonus for 1964-65 and 1965-66.
14. Cauvery Sugars and Chemicals Limited, Pettavaithalai AND Cauvery Sugars and Chemicals Staff Union, Tiruchirappalli.	19-9-66	—	Filling up vacancies of grade III staff.
15. Seshasayee Paper & Boards Limited, Bagasse Unit, Pugalur. AND The Pugalur Bagasse Workers' Union, Pugalur.	20-9-66	—	General demands.
16. Thanjavur Textiles, Thanjavur. AND Thanjavur Textiles National Workers Union, (I.N.T.U.C.) Tiruchirappalli.	25-9-66	—	Revision of scales of wages.

3. STATEMENT SHOWING THE LIST OF INDUSTRIAL DISPUTES
REFERRED TO INDUSTRIAL TRIBUNAL AND LABOUR COURTS
FOR ADJUDICATION PUBLISHED IN PART II SECTION 1 OF
THE FORT SAINT GEORGE GAZETTE DURING THE MONTH
OF SEPTEMBER 1966.

Sl. No.	Name of the Establishment in which dispute has arisen	Issues	G. O. No. and date of reference
(1)	(2)	(3)	(4)

INDUSTRIAL TRIBUNAL MADRAS

Chingleput Dist.

1 T. I. Cycles of India, Ambattur.	To fix the method of calculation of wages to the piece-rated workmen in continuous shifts for the half hour period of rest interval allowed in each of the three shifts.	G. O. Ms. No. 3439, Industries Labour and Housing dated 20-8-'66.
	To fix the method of calculation of night shift allowance, in the case of piece-rated workers.	
	To fix the method of calculation of wages for the period of sick leave in respect of piece rated workers.	
	Whether the deduction by the management of 8 days wages of workmen for the sudden stoppage of work by workmen on 17th May '66 is justified and to what relief the workmen concerned would be entitled.	
2 K. C. P. Ltd., Central Workshop, Tiruvottiyur.	To fix the quantum of bonus payable for the year 1964-65.	G. O. R. No. 1771, Industries Labour and Housing dated 18-9-'66.
3 Southern Structural Ltd., Pattabiram.	Whether the retrenchment of the 201 workmen is justified and if not, to what relief they would be entitled.	G. O. Ms. No. 3781, Industries Labour and Housing dated 12-9-'66.
	To compute the relief, if any awarded in terms of money if it can be so computed.	

Coimbatore Dist.

4 Sova Private Ltd., Kuniamuthur.	"Payment of Bonus for 1964"	G. O. Ms. No. 3512, Industries Labour and Housing dated 26-8-'66.
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(1)	(2)	(3)	(4)
Madras Dist.			
5 P. ORR & Sons (P) Ltd., Madras.	Whether the demand for abolition of contract system is justified, and if so to what relief the workmen are entitled.		
	Whether the workers are entitled to casual leave, if so, to fix the number of days.		
	Whether the demand of the workers to revise the existing gratuity scheme is justified, if so, to revise the scheme	G. O. R. No. 1853, Industries Labour and Housing dated 25-8-'66.	
	Whether the demand of the workmen to make the apprentices permanent after two years of service is justified.		
	Whether the demand of the workmen for additional bonus for 1964-65 is justified, if so, to fix the quantum.		
6 Instruments & Apparatus (P) Ltd., Madras.	Whether the demand of the workmen for a separate dearness allowance based on cost of living index is justified and if so to fix the quantum.	G. O. R. No. 1694, Industries Labour and Housing dated 30-8-'66	
	To fix the quantum of bonus for the accounting year 1964-'65.		
	Whether the demand of the workmen for the supply of uniforms is justified and if so to fix the scale.		
	Whether the non-employment of G. Chandran is justified, if not to what relief he is entitled to.		
	Whether the demand of the workmen for conveyance allowance is justified if so to fix the quantum.		
7 Chillies & Merchants, Madras.	Whether the demand for bonus for 1963-64 is justified and if so to fix the quantum.		
	Whether the demand for fixation of wages at Rs. 150 per month is justified and if not, to fix the quantum.	G. O. R. No. 1183, Industries Labour and Housing dated 18-6-'66.	

(1)	(2)	(3)	(4)
Salem Dist.			
8 M. S. P. Nadar Works, Salem.	Whether the demand of the workmen for the payment of a separate dearness allowance is justified, and, if so, to fix the rate.	G. O. Ms. No. 3506, Industries Labour and Housing dated 25-8-'66.	
9 M. S. P. Nadar Works, Salem.	"Whether the demand of the workers for the supply of one saree to each woman worker is justified, and, if not, to what relief each would be entitled".	G. O. Ms. No. 3566, Industries Labour and Housing (Labour) dated 1-9-'66.	
Tirunelveli Dist.			
10 Tirumalai Mills, Tirunelveli.	Whether the demand for the revision of wages and dearness allowance of the various categories of workers is justified and if so, to fix the rates of wages and dearness allowance and the date from which they should take effect.	G. O. R. No. 1584, Industries Labour and Housing dated 18-8-'66.	
LABOUR COURT, COIMBATORE			
Coimbatore Dist.			
11 Kadri Mills (Coimbatore) Ltd., Oddarpalayam.	Whether the non-employment of Sri V. Subramaniam and Sri Ganapathy Gounder is justified, and, if not, to what relief each would be entitled.	G. O. Ms. No. 3453, Industries Labour and Housing (Labour) dated 20-8-'66.	
	To compute the relief, if any, awarded in terms of money for each, if it can be so computed.		
Nilgiris Dist.			
12 Vellonio Estate, Valparai Post.	Whether the non-employment of Sri V. P. Mukundan is justified, and, if not, to what relief he would be entitled.	G. O. R. No. 3780, Industries Labour and Housing (Labour) dated 12-9-'66.	
	To compute the relief, if any, awarded in terms of money, if it can be so computed.		
Salem Dist.			
13 Narasu's Manufactur- ing Co. (P) Ltd., Salem.	Whether the demand of the workers for fixation of separate basic salary and dearness allowance is justified, and if so, to fix the salary and the quantum of dearness allowance with fitment.	G. O. Ms. No. 3787, Industries Labour and Housing (Labour) dated 12-9-'66.	

(1)	(2)	(3)	(4)
LABOUR COURT, MADURAI			
Kanyakumari Dist.			
14 Pioneer Transport (Owned by Srimathi N. Krishnammal) Nagercoil.	Whether the demand that Sarvasri A. Muthuswamy, A. Muthiah and M. Iyappan should be made permanent is justifiable, and if so, to what relief each would be entitled.	G.O.R. No. 3454, Industries Labour and Housing (Labour) dated 20-8-'66	
Ramnad Dist.			
15 Ramaraju Surgical Cotton Mills Ltd., Rajapalayam.	Whether the demand for absorption of Sri Ayiram in the permanent category is justified and if so, to what relief he would be entitled.	G.O.R. No. 1618, Industries Labour and Housing dated 22-8-'66.	
Madurai Dist.			
16 Madura Mill Workers Co-operative Stores Ltd., Madurai	Whether the suspension of the worker Sri S. Rajaram for the period from 6th Nov. '64 to 10th Feb. '65 is justified and if not, to what relief he is entitled.	G.O.R. No. 1554, Industries Labour and Housing dated 12-8-'66.	
	To compute the relief, if any, awarded in terms of money if it can be so computed.		
17 Madura Mills Company Ltd., Madurai.	Whether demand of the worker M. Ramasamy, Pump Atten- ter (deputed to Harvepatti Panchayat, Madurai,) for retransfer to Madurai Mills, Madurai is justified, and to what relief he would be entitled.	G.O.R. No. 1569, Industries Labour and Housing dated 17-8-'66.	
18 Madura Co-operative Milk Supply Union Ltd., Madurai.	Whether the demand of the workers for increase in wages is justified, and if so, to fix the same.	G.O.R. No. 1667, Industries Labour and Housing dated 20-8-'66.	
19 S. V. A. Transport, Madurai.	Whether the non-employment of T. Pandi, conductor is justified, and if not, to what relief he is entitled.	G.O.R. No. 1692, Industries Labour and Housing dated 29-8-'66.	
	To compute the relief if any, awarded in terms of money if it can be so computed.		
20 Bata Shoe Company, Madurai.	Whether the demand of the Cobblers working in the Bata Shoe Company, Shop and Stores, for bonus for the year 1964-65 is justified and if so, to fix the quantum.	G.O.R. No. 1722, Industries Labour and Housing dated 3-9-'66	

(1)	(2)	(3)	(4)
21 Standard Industries, Madurai.	Whether the non-employment of Sri M. Doraraj is justified and if not, to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G.O.R. No. 1760, Industries Labour and Housing dated 12-9-'66.	
LABOUR COURT, MADRAS			
Chingleput Dist.			
22 Muthamil Press, Big Kancheepuram.	Whether the non-employment of Sri A. Ramanujam is justified and if not, to what relief he is entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G.O.Ms. No. 1715, Industries Labour and Housing dated 2-9-'66.	
Madras Dist.			
23 Cine Crafts, Madras.	Whether the non-employment of the 7 workers, mentioned in the annexure is justified if not, to what relief each is entitled.	G.O.R. No. 1499, Industries Labour and Housing dated 2-8-'66.	
24 India Radiators Ltd., Madras.	Whether the demand of the Union for the revision of scales of various categories of staff members of the Indian Radiators Ltd., Polal is justified and if so, to fix the revised scales of wages for each category and fit the existing incumbents in the revised scale.	G.O.R. No. 1542, Industries Labour and Housing dated 11-8-'66.	
25 Madras Flying Club Ltd., Madras.	Whether the demand of the workers for raising the age Limit for superannuation from 55 to 68 is justified.	G.O.R. No. 1659, Industries Labour and Housing dated 26-8-'66.	
26 Hotel Shyamprasad, Madras.	Whether the non-employment of the 11 workers is justified and if not, to what relief each is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G.O.R. No. 1661, Industries Labour and Housing dated 26-8-'66.	
27 T. A. S. Ratnam Bros., Snuff Company, Madras.	Whether the demand for the revision of the existing gratuity scheme by increasing the rate of gratuity is justified and if so, fix the revised rate.	G.O.R. No. 1663, Industries Labour and Housing dated 26-8-'66.	
28 Shanthi Theatres Private Ltd., Madras.	Whether the non-employment of Sri Ramadas and Srimathi Lakshmi is justified, if not to what relief each is entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G.O.R. No. 1688, Industries Labour and Housing dated 29-8-'66.	

(1)	(2)	(3)	(4)
29 State Bank of India Staff Mess, Madras.	Whether the demand for bonus for 1964-65 is justified and if so, to fix the quantum.	G.O.R. No. 1711, Industries Labour and Housing dated 2-9-'66.	
30 Daily Thanthi, Madras.	I. Whether the non-employment of the 5 workers mentioned in the annexure is justified; and if not to what relief each is entitled. To compute the relief, if any, awarded in terms of money if it can be so computed. II. Whether the suspension of the 4 workers mentioned in the annexure is justified, if not, to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed. III. Whether the transfer of the 4 workers mentioned in the annexure is justified, if not to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G.O.R. No. 3548, Industries Labour and Housing dated 30-8-'66.	
31 P. Devarajooloo Naidu & Sons, Madras-1	Whether the retrenchment of Sri D. Charies Ponnudurai is justified, and if not to what relief he is entitled.	G.O.R. No. 1728, Industries Labour and Housing dated 3-9-'66.	
32 Certain Hotels in Madras City.	Whether the demand for fixation of scales of wages to different category of workers in respect of the 15 hotels mentioned in the Annexure II is justified if so, to formulate scales of wages.	G.O.R. No. 1864, Industries Labour and Housing dated 26-8-'66.	
33 Coals of India Ltd., Madras-12.	Whether the non-employment of Sri S. M. Ibrahim is justified if not to what relief he is entitled.	G.O.R. No. 1719, Industries Labour and Housing dated 2-9-'66.	

4. STATEMENT SHOWING THE LIST OF AWARDS OF THE INDUSTRIAL TRIBUNAL MADRAS AND THE LABOUR COURTS PUBLISHED IN THE SUPPLEMENT TO PART II SECTION I OF THE FORT ST. GEORGE GAZETTE DURING THE MONTH OF SEPTEMBER, 1966

S. No. 1	Name of the Concern 2	Page No. and Date of the Gazette 3	G. O. No. and Date 4
LABOUR COURT, MADRAS			
1	All India Soap Works, Madras.	6-7 21-9-66	G.O.No.R.1767 IL & H dated 12-9-66
2	Solar Printers, Madras.	7-8 21-9-66	G.O.R.No.1791 IL & H dated 15-9-66
3	Daily Thanthi, Madras.	12-14 21-9-66	G.O.R.No.1798 IL & H dated 16-9-66
4	Presidency Talkies (P) Ltd., Madras.	15-16 21-9-66	G.O.R.No.1799 IL & H dated 16-9-66
5	India Leather Corporation (P) Ltd. Madras-1. (Revised award)	19-21 21-9-66	G.O.R.No.3838 IL & H dated 16-9-66
6	V. Ramasamy, Sastralu & Sons, Madras-1.	21-24 21-9-66	G.O.R.No.3839 IL & H dated 16-9-66
Chingleput Dist.			
7	Lakshmi Silk Products, Kancheepuram.	1-2 7-9-66	G.O.R.No.1690 IL & H dated 29-8-66
North Arcot Dist.			
8	Raja Beedi Factory, Gudiyatham.	1-2 21-9-66	G.O.R.No.1762 IL & H dated 2-9-66
9	M. B. D. Motor Service, Arcot.	7 21-9-66	G.O.R.No.1772 IL & H dated 13-9-66
ADDITIONAL LABOUR COURT, MADRAS			
Madras			
10	Indian Industrial Co. Ltd., Madras.	3 28-9-66	G.O.R.No.1817 IL & H dated 20-9-66
North Arcot Dist.			
11	* Balavinayagar Motor Service, Vellore.	2-3 28-9-66	G.O.R.No.1819 IL & H dated 20-9-66

(1)	(2)	(3)	(4)
LABOUR COURT, MADURAI			
Madurai Dist.			
12	Chockan Transports (P) Ltd., Madurai.	8-11 21-9-66	G.O.R.No.1794 IL & H dated 15-9-66
13	* Suthanthiram Transports, Madurai.	1-2 28-9-66	G.O.R.No.1786 IL & H dated 14-9-66
Tirunelveli Dist.			
14	Sri Paackiam Roadways (P) Ltd., Palayamkottai.	2-5 7-9-66	G.O.R.No.1701 IL & H dated 30-8-66
15	* Balasaraswathi Transport, Palayamkottai.	11-12 21-9-66	G.O.R.No.1796 IL & H dated 15-9-66
LABOUR COURT, COIMBATORE			
Nilgiris Dist.			
16	Suttan Estate, Kulakamby Post., Coonoor.	1-4 14-9-66	G.O.R.No.1731 IL & H dated 3-9-66
Coimbatore Dist.			
17	Dhanalakshmi 'B' Mills Ltd., Tiruppur.	4-6 14-9-66	G.O.R.No.1738 IL & H dated 5-9-66
18	Mettupalayam-Coonoor Service (Private) Ltd., City Service, Coimbatore.	9-12 14-9-66	G.O. Ms. No. 3616 IL & H (Labour) dated 5-9-66
19	V. R. T. Transports, Coimbatore	2-6 21-9-66	G.O.R.No.1766 IL & H dated 12-9-66
20	Iyerpadi Estate, Iyerpadi Post.	16-17 21-9-66	G.O.R.No.1800 IL & H dated 16-9-66
21	Vijaya Press, Coimbatore.	17-19 21-9-66	G.O.R.No.1801 IL & H dated 16-9-66
Salem Dist.			
22	V. Rajamanickam Pillai Transport (Private) Ltd., Tiruchengode.	6-9 14-9-66	G.O. Ms. 3602 IL & H (Lab.) dated 3-9-66
23	* do	6 14-9-66	G.O.R.No.1743 IL & H dated 6-9-66
. Awards under Section 33-A.			

5. STATEMENT OF MONTHLY REVIEW OF WORK STOPPAGES (STRIKES AND LOCKOUTS) FOR THE MONTH OF SEPTEMBER, 1966

Sl. No.	Industry and Code	Name of the concern and locality	Strike or lockout	Matter in Dispute	Work stoppages occurred prior to	Work stoppage was due to the non-implementation	Date when Stoppage		Duration till the close of the month	No. of workers normally employed	Maximum No. of workers affected		Mandays lost during the month		Mandays lost till the close of the month	Wages lost in Rs.		Value of Production lost in Rupees		Result	Method of Termination	Affiliation to Central organisation of employees and employers	Nature of Breach of Code of discipline if any
							Began	Ended			Directly	Indirectly	For the workers covered by the Factories Act 14	Total		During the month	Till the close of the month	During the month	Till the close of the month				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
1.	23/231 (a) Cotton Mills	Avanashi Spinning Mills, Avanashi (P)	Strike	Provision of work to temporary workers	—	—	Strike 27-7-66	Continues	66	64	28	—	—	—	—	Particulars not furnished	Particulars not furnished	Particulars not furnished	Particulars not furnished	Continues	—	A.I.T.U.C. Leftist	II (iii)
2.	23/231 (a) Cotton Mills	Vijayalakshmi Mills Ltd., Kuniamuthur (P)	Strike and Lockout	Recruitment of badli workers	—	—	Strike 29-8-66 10-9-66	do	33	903	247	555	23,478	23,478	24,287	do	do	do	do	do	—	A.I.T.U.C. (Leftist & Rightist) D.M.K. (State Union)	II (iii)
3.	do	Bhavani Mills, Podanur (P)	do	Allotment of alternative machines	—	—	Lockout Strike 26-7-66 Lockout 16-8-66	8-9-66	43	383	195	71	Particulars not furnished	Particulars not furnished	12,453	Rs. 83,453	Rs. 83,453	Rs. 5,96,000	Rs. 5,96,000	Successful	On the advice of the Labour Officer	A.I.T.U.C. D.M.K. (State Union) H.M.S., I.N.T.U.C.	II (iii)
4.	do	Jayalakshmi Mills Ltd., Singanailur (P)	Strike	do	—	—	2-9-66	8-9-66	6	768	18	—	310	310	310	2,170	2,170	13,500	13,500	Unsuccessful	Voluntary resumption	H.M.S.	II (iii)
5.	do	Suryaprabha Mills Ltd., Kuniamuthur (P)	do	Implementation of Rationalisation Agreement	—	—	2-9-66	13-9-66	11	274	53	163	1,388	1,388	1,388	10,026-68	10,026-68	142,605	1,42,605	do	do	T.N.C.C., I.N.T.U.C., D.M.K. (State Union)	II (iii)
6.	23/231 (a) Cotton Mills.	Tamilnadu Spinning Mills, Anaipudur. (Private)	Strike.	Demand for increase in Wages.	—	—	28-9-66	Continues	3	120	120	—	360	360	360	Particulars Not furnished	Particulars Not furnished	Particulars Not furnished	Particulars Not furnished	Continues	—	D. M. K. (State Union)	II (iii)
7.	339	Praga Industries, Coimbatore (Private)	"	Suspension pending enquiry of one worker.	—	—	22-9-66	7-10-66	13	61	61	—	613	613	613	do	do	do	do	Successful	Direct negotiations	I. N. T. U. C.	
8.	334	Modoplast, Coimbatore	"	do	—	—	22-9-66	7-10-66	13	45	45	Nil	565	565	565	do	do	do	do	do	—	I. N. T. U. C.	
9.	Textile.	Nellai Cotton Mills, Talayuthu (Private)	Lockout.	Consequent on the refusal to work by workers.	—	—	10-9-66	Lockout continues	21	300	300	—	6,300	6,300	6,300	—	—	—	—	Lockout Continues.	—	Not affiliated to any central Organisation.	
10.	Division 2-3-23-23. Spinning, Weaving and finishing of Cotton textiles.	Somasundaram Mills (P) Ltd., Somanathapuram (Private)	Strike.	As a protest against the action of the management in dismissing a worker.	—	—	19-9-66	25-9-66	7	180	180	—	1,260	1,260	1,260	2,099	2,099	70,680	70,680	Indefinite	Mediation by labour Officer-I, Madurai.	I. N. T. U. C.	II (iii)
11.	do	Sree Karpagambal Mills Ltd. Solapuram P. O. (Private)	Strike and Lockout	As a protest against the illegal deduction of wages	—	—	Strike 7-9-66 Lockout 10-9-66	1-10-66	20	428	428	—	8,560	8,560	8,563	39,790	39,790	2,60,245	2,60,245	do	do	I. N. T. U. C.	II (iii)
12.	231 (a)	Indra Cotton Mills Ltd., (P) Coimbatore	Strike followed by lock-out	Bonus	—	—	20-9-66 7 A.M.	Continuing	10	254	225	29	2,540	2,540	2,540	—	—	—	—	—	—	I. N. T. U. C.	—
13.	844	Western India Match Factory, Madras-19. (P)	Strike.	Suspension of dipping machine operator.	—	—	19-9-66 3-50 P.M.	19-9-66 5 P.M.	1 Hour 10 Minutes	1,520	18	50	8	8	8	80	80	4,488	4,488	Direct negotiation.	—	WIMCO. Match Factory Workers' Union, Madras-19 (Independent)	Clause IV (IV)
14.	87 (a) Engineering.	V. M. S. Radio Factory, Avanashi Road, Coimbatore. (P)	Strike.	Demands of the workers	—	—	12-9-66	16-9-66	4 days	—	—	—	—	—	—	—	—	—	—	Mediation By Labour Officer-III, Coimbatore.	A. I. T. U. C.		
15.	211/22 (a)	M/s. Nizamudeen Taj Mahal Beedies, Madras-21. (Private)	Strike and lockout	Certain demands.	—	—	26-9-66	Continues	4 days	42	42	—	168	168	168	389.72	389.72	857.57	857.57	Successful	Mediation By Labour Officer.	Madras State Beedi Labour Union, Madras-2.	
16.	242/29	Certain Leather Mundies in the City, Madras. (Private)	Strike.	do	—	—	26-9-66	Continues	5 days	935	407	—	—	—	—	—	—	—	—	Continuing	—	Tamil Nad Leather Mundies and Leather Tanneries Workers' Union, Madras-3.	
17.	339	Neiveli Ceramics and Refractories Ltd., Vadalur, South Arcot District.	Strike.	Not known	—	—	15-9-66	17-9-66	3	115	115	—	345	345	345	—	—	—	—	Unsuccessful.	Voluntary Resumption.	Neiveli Ceramics and Refractories Ltd. Employees Union, Vadalur, (Not affiliated).	2 m (iii)
18.	2-3 Manufacturing—27 Paper and Paper Boards.	Seshasayee Bagassee Unit, Pugalur. (P)	Strike and lockout.	As a protest against the lay off of 14 permanent workers.	—	—	19-7-66 1-00 A.M.	21-9-66 F.N.	62	100	100	—	1,800	1,800	6,000	—	—	—	—	Partially successful.	Direct negotiation.	Pagalur Bagassee Workers Union, Pagalur.	—
19.	2-3 Manufacturing—20 Food except beverage.	Six Pappadam Manufacturing concerns Trichy.	Strike.	Demanding revision of scales of wages.	—	—	1-9-66	3-9-66	2	70	70	—	140	140	140	—	—	—	—	Unsuccessful.	Intervention of the Labour Officer.	Trichy Pappadam Workers Union, Tiruchy.	Without notice.
20.	2-3 Manufacturing—23 Textiles.	K. R. Subbier Tape Factory, Trichy.	Strike.	Protest against the closure of the factory and consequent retrenchment of 18 workers.	—	—	29-9-66 F.N.	Continues	2	73	73	—	146	146	146	—	—	—	—	Continues.	—	Trichy District Textile Workers' Union, Trichy.	do
21.	Division 2-3. 22. Tobacco.	Prabhat Cigar Factory, Trichy	Strike	Demanding reinstatement of two workers	—	—	19-9-66	Continues	13	16	16	—	208	208	208	—	—	—	—	Continues	—	Trichy District Tobacco Workers' Union, Trichy.	Without notice
22.	Division 2-3. 20. Food except beverages.	Deccan Sugars and Abkhari Co. Ltd., Pugalur.	do	Protest against the lay off of 150 workers.	—	—	26-9-66	27-9-66	2	176	176	—	352	352	352	—	—	—	—	Partially successful	Mediation by Labour Officer.	The Deccan Sugars and Abkhari Workers' Union, Trichy.	do
23.	Division 2-3. 22. Tobacco.	Fan-Brand Cigar Factory, Srirangam, Trichy-6.	Strike and Lockout	Protest against the action of the management in the proposed change of allotment of quantum of raw materials.	—	—	24-9-66	Continues	7	37	37	—	222	222	222	—	—	—	—	Continues	—	Trichy District Cigar Workers' Union, Trichy.	do
PART B NII PART C																							
1.	2-3 Manufacturing	Vincent & Co. (P) Ltd., Trichy (P).	Strike	As a protest against the transfer of a Clerk.	—	—	13-8-66 11 A.M.	14-8-66 F.N.	1	110	72	—	72	72	72	—	—	—	—	Successful	Mediation by Labour Officer.	Tamilnad Vincent Desia Workers' Union, Trichy.	Strike without notice
2.	2-3 Manufacturing—38 Transport equip-ment.	Karur Transports, Karur (P).	Strike.	As a protest against not conceding the demands of the workers.	—	—	29-8-66 7 A.M.	30-8-66 F.N.	1	30	30	—	30	30	30	—	—	—	—	Unsuccessful.	Mediation by Labour Officer.	Trichy District Motor and General Worker's Union, Karur.	—
3.	2-3 Manufacturing—27 Paper and Paper Boards.	Seshasayee Bagassee Unit, Pugalur.	Strike and Lockout.	As a protest against the lay off of 14 permanent workers.	—	—	19-7-66 10 A.M.	Continues.	42	100	100	—	4,200	4,200	4,200	—	—	—	—	Continues.	—	Pugalur Bagassee Workers Union, Pugalur.	—
4.	2-3 Manufacturing—20 Food except Beverages.	Hindustan Vanaspathi Ltd., Edamalaipatti, Pudur, Trichy.	Strike.	As a protest against the action of the managements unilateral action.	—	—	29-8-66 6 A.M.	30-8-66 6 A.M.	1	222	97	—	97	97	97	Rs. 1,267	Rs. 1,267	Rs. 55,000	Rs. 55,000	Partially successful.	Voluntary resumption by direct negotiation.	Hindustan Lever Mazdoor Sabha.	Strike without notice.

6 STATEMENT SHOWING THE CLOSURE, STOPPAGES IN THE
 FACTORIES, MILLS FOR REASONS OTHER THAN STRIKES
 AND LOCKOUTS IN THE STATE OF MADRAS FOR THE
 MONTH OF SEPTEMBER, 1966.

Name of the concern	Industry	No. of workers involved	Closure Began/Ended	Causes	Amount of Compensa- tion paid to the workers
1 Madura Mills Company Limited, Ginning & Pressing Factory, 140 / 142, Railway Feeder Road, Virudhunagar.	Ginning & Pressing	15	6-9-66	Due to cotton season over	—
2 Combodia Mills, Ondipudur.	Textile	1,286	26-9-66		
3 Cafe Zum Zum, 2nd Line Beach, Madras-1.	Catering	15	26-9-66	Inabi- lity to carry on the Business	
4 Clanvanse Estate, New Hope Post.	Plantation	31	7-9-66	Changing of machi- nories.	

7. PARTICULARS OF COMPLAINTS RECEIVED, INVESTIGATED AND SETTLED BY THE LABOUR OFFICERS IN THE STATE OF
MADRAS, FOR THE MONTH OF SEPTEMBER, 1966

Labour Officers	No. of complaints pending at the beginning of the month	No. of complaints received						No. of complaints investigated and disposed off including those previously pending.	No. of complaints pending at the end of the month
		Wages and allowances	Bonus	Personal disqualification etc.	Retrenchment	Leave facilities and hours of work	Other not classified	Causes not known	Total
Coimbatore-I	419	20	6	22	—	1	44	—	93
Coimbatore-II	250	10	22	8	—	—	10	—	50
Coimbatore-III	97	7	—	13	—	6	27	—	53
Madras-I	113	20	14	15	1	—	16	—	66
Madras-II	74	10	11	30	4	—	11	—	66
Madras-III	67	1	6	16	3	1	15	—	42
Madurai-I	143	3	9	9	—	—	25	—	36
Madurai-II	11	—	—	5	—	—	5	—	10
Madurai-III	225	—	1	34	—	—	10	—	45
Madurai-IV	233	8	66	41	1	—	10	—	126
Salem	85	3	4	10	—	1	10	—	28
Tiruchirappalli	51	12	2	1	—	1	41	—	57
Tirunelveli	128	26	8	18	—	1	11	—	64
Vellore	62	4	1	15	—	—	18	—	38
Total	1,958	124	150	237	9	11	243	—	774
									2,131

8. Madras Industrial Employment (Standing Orders) Act 1946.

STATEMENT SHOWING THE NUMBER OF STANDING ORDERS, CERTIFIED DURING THE MONTH OF SEPTEMBER 1966.

1. No. of Standing orders certified as on (—8—66 ...	1,830
2. No. of Standing orders Certified during the month..	3
3. Total ...	1,833
4. Amendment to Standing Orders certified during the month	—

9. Workmen's Compensation Act 1923

STATEMENT SHOWING THE NUMBER OF ACCIDENTS FILED AND DISPOSED OF UNDER THE WORKMEN'S COMPENSATION ACT 1923 FOR SEPTEMBER 1966

	Number of accidents reported by employees	Amount of compensation. Rs. P.
(a) Death	13	90,120-00
(b) Permanent disablement	8	9,833-50
(c) Temporary disablement.	41	—
Total	62	99,953-50

10. Workmen's Compensation Act 1923.

STATEMENT SHOWING THE NUMBER OF CASES FILED AND DISPOSED OF UNDER WORKMEN'S COMPENSATION ACT 1923 FOR SEPTEMBER 1966

Sl. No. (1)	Nature of claims (2)	No. of previously pending. (3)	Number received (4)	Total (5)	Disposed (6)	Balance (7)
1. Application under Section 10:						
(a) Fatal		133	12	145	16	127
(b) Non-fatal						
(i) Permanent		127	11	138	29	109
(ii) Temporary		23	—	23	12	11
2. Deposits Under Section 8 (1)						
(a) Fatal		122	21	143	44	99
(b) Persons under legal disability		11	7	18	5	13
3. Deposits Under Section 8 (2)						
		—	3	3	—	3

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4. Memorandum of agreement						
(i) Permanent disablement		87	41	128	84	94
(ii) Temporary disablement		6	—	6	2	4
5. Recovery Under Section 31						
		14	1	15	3	12
6. Idemnification application Under Section (12) 2						
		13	—	13	1	12
		536	93	632	148	484

11. Cases under the payment of Wages Act 1936.

Pending as on 1—9—66	...	...	...	575
Received during the month	...	...	...	18
Disposed of during the month	...	...	...	77
Pending as on 30—9—66	...	...	...	516

12. The Madras Shops Establishments Act 1947.

STATEMENT SHOWING THE NUMBER OF APPLICATIONS RECEIVED AND DISPOSED OF Etc. APPEAL AND SECTIONS 41 AND 51 OF THE ACT FOR THE MONTH OF SEPTEMBER 1966.

12. (a) Appeal under Section 41 of the Madras Shops and Establishments Act 1947.

Pending as on 1—9—66	...	...	...	392
Received during the month	...	...	...	25
Disposed during the month	...	...	...	59
Pending as on 30—9—66	...	...	...	358

12. (b) Appeal under Section 51 of the Madras Shops and Establishments Act 1947.

Pending as on 1—9—66	...	...	...	8
Received during the month	...	...	...	—
Dispose of during the month	...	...	...	—
Pending as on 30—9—66	...	...	...	8

12. (c) Appeal Under Section 19 (2) of the Madras Catering Establishments Act 1958.

Pending as on 1—9—66	...	...	...	132
Received during the month	...	...	...	22
Disposed of during the month	...	...	...	56
Pending as on 30—9—66	...	...	...	98

13-(a) LIST OF TRADE UNIONS REGISTERED UNDER THE TRADE UNIONS ACT, 1926 DURING THE MONTH OF SEPTEMBER 1966

Sl. No.	R. No	Date of Registration	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1.	16/CBE	30—9—66	Manufacturing Industry.	Madras State Small Industries Corporation Workers Union, 17, Mettur Road, Erode.	Ratified the code of discipline.
2.	17/CBE	30—9—66	Misc.	Coimbatore Labour Union, 145, Tiruchi Road, Coimbatore.	do
3.	7/SLM	30—9—66	Laundry.	Namakkal Nagara Salavayalar Sangam, G. O. Vellavari St., New Modern Laundry, Namakkal.	do
4.	8/NAT	30—9—66	Hospitals & Dispensaries.	Venterenary Hospital Attendants Union, 65-1, Ambethkar-nagar, Vellore.	do
5.	56/MDS	7—9—66	Engineering.	Cannon Dunkerley Group Employees Union, 2/44, Royapettah High Road, Madras-14.	
6.	57/MDS	do	Miscellaneous.	I. C. T. Staff Association (South Zone), Madras Mysore, Andhra and Kerala States) 3/18, Mount Road, L. I. C. Building 4th Floor, P. O. Box. No. 2437, Madras-2	
7.	58/MDS	do	Transport.	Sri Sambandam & Bros. Workers Union, 50, Parthasarathypet St., Mount Road, Madras-6.	
8.	59/MDS	do	Engineering.	Eswaran and Sons (Switchgears) Workers Union, 2x44, Royapettah High Road, Madras-14.	
9.	60/MDS	15—9—66	Skins & Hides.	Madras Skins and Hides Workers Welfare Union, 12, Naval Hospital Road 2nd Lane, Ambadkar Nagar, Madras-3.	
10.	61/MDS	16—9—66	Miscellaneous.	Asiatic Oxygen Employees Union 11, Maclean Street, Madras-1.	

13-(b) LIST OF TRADE UNIONS AMALGAMATED DURING THE MONTH.

NIL

13-(c) LIST OF TRADE UNIONS CANCELLED, DISSOLVED, DURING THE MONTH OF SEPTEMBER '66.

NIL

13-(d) LIST OF TRADE UNIONS WHOSE REGISTRATION WERE CANCELLED DURING THE MONTH OF SEPTEMBER '66.

Sl. No.	R. No.	Date of cancellation	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	3699	6-9-66	Motor Transport	Vellore Lorry Drivers and Workers Union, 4/2, Company Bhothi Street, H a z a a r a t h M a c c a r, Bangalore Road, Vellore.

ABSTRACT

1. Total No. of Registered Trade Unions as on 1-9-66	1,394
2. Total No. of Trade Unions registered during the month	10
3. Total	1,404
4. Total No. of Trade Unions amalgamated during the month	NIL
5. Total No. of Trade Unions dissolved during the month	NIL
6. Total No. of Trade Unions cancelled during the month	1
7. Total No. of Registered Trade Unions as on 30-9-66	1,403

14. LABOUR — ADMINISTRATION AND STATISTICS FOR THE MONTH OF SEPTEMBER, 1966

Particulars	Factories Act 1948	Payment of Wages Act 1936	Madras Maternity Benefit Act 1934	Madras Shops & Establishments Act 1947	Madras catering establishments Act 1958	Madras Beedi Industrial Premises (R.C.W.) Act 1958	Minimum Wages Act 1948	Madras Industrial Establishments (National & Festival Holidays) Act 1958
1. No. of Establishments inspected	1,106	4,763	418	47,461	5,526	628	2,171	5,556
2. No. of irregularities noticed	708	672	86	1,833	1,441	79	306	537
3. No. of cases warned	74	53	—	667	311	41	33	87
4. No. of prosecutions launched	41	2	3	33	114	11	5	4
5. No. of convictions obtained	48	9	4	20	62	3	6	2
6. Amount of fine imposed	Rs. 1,860	Rs. 210	Rs. 80	Rs. 476	Rs. 719	Rs. 75	Rs. 205	Rs. 40

15 (a) NUMERICAL LIST OF FACTORIES FOR THE MONTH OF SEPTEMBER 1966

District (1)	AT THE BEGINNING			REGISTERED			REMOVED			TOTAL			Remarks
	Section 2 m (i)	Section 2 m (ii)	Noti- fied (3)	Section 2 m (i)	Section 2 m (ii)	Noti- fied (4)	Section 2 m (i)	Section 2 m (ii)	Noti- fied (5)	Section 2 m (i)	Section 2 m (ii)	Noti- fied (12)	
1. North Arcot	239	114	166	* 3	...	...	...	...	...	242	114	166	522
2. South Arcot	128	7	43	...	...	...	...	...	...	128	7	43	178
3. Chingleput	379	21	58	* 5	...	...	...	...	...	384	21	58	463
4. Coimbatore	1,105	6	73	15	...	...	...	...	...	1,120	6	73	1,199
5. Kanyakumari	71	10	22	1	...	...	...	...	...	72	10	22	104
6. Madras	350	32	104	5	1	...	25	3	2	830	30	102	961
7. Madurai	471	32	42	1	...	...	1	1	...	471	31	42	544
8. The Nilgiris	127	...	4	...	...	...	...	...	...	127	...	4	131
9. Ramanathapuram	267	70	143	...	...	...	...	...	...	266	70	143	479
10. Salem	563	5	125	...	...	...	...	...	...	563	5	125	693
11. Thanjavur	315	9	175	...	...	...	...	...	...	315	9	175	499
12. Tiruchirappalli	289	9	166	...	...	...	...	...	...	289	9	166	464
13. Tirunelveli	333	101	189	1	1	...	...	...	...	334	102	189	625
14. Dharmapuri	20	1	6	...	...	...	...	...	...	20	1	6	27
Total	5,157	417	1,316	31	2	...	25	4	2	5,161	415	1,314	6,890

15 (b) NUMERICAL LIST OF PLANTATIONS FOR THE MONTH OF SEPTEMBER, 1966

Serial No. and category	At the beginning of the month			Registered during the month			Removed during the month			At the end of the month		
	Acreage	No. of workers employed	No. of Plantation	Acreage	No. of workers employed	No. of Plantation	Acreage	No. of workers employed	No. of Plantation	Acreage	No. of workers employed	No. of Plantation
1. Coffee	22,939.53	9,558	—	—	—	3	407	72	125	22,532.53	9,486	13
2. Tea	66,864.06	70,089	—	—	—	—	—	—	138	66,864.06	70,089	—
3. Rubber	9,319.57	2,061	2	350.00	77	—	—	—	21	9,669.57	2,138	—
4. Cinchona	9,406.00	1,456	—	—	—	—	—	—	2	9,406.00	1,456	—
5. Cardamom	3,186.86	323	—	—	—	—	—	—	5	3,186.86	323	—
TOTAL	1,11,716.02	83,487	2	350.00	77	3	407	72	291	1,11,659.02	83,492	—

18 (a) PERIODICALS—STATEMENT OF ACCIDENTS FOR THE
MONTH OF SEPTEMBER 1966

No. of Industries	Name of Industry	Number of Accidents	
		Fatal	Non-fatal
01	Processes allied to agriculture (Gins and Presses) ...	—	1
20	Food Except Beverages ...	—	46
21	Beverage: ...	—	—
22	Tobacco ...	—	—
23	Textiles ...	—	327
24	Foot-wear, other wearing apparel and made-up textile goods ...	—	1
25	Wood and cork except furniture ...	—	1
26	Furniture and fixtures ...	—	5
27	Paper and paper products ...	—	8
28	Printing, Publishing and allied Industries. ...	—	14
29	Leather and Leather products (except foot wear) ...	1	15
30	Rubber and rubber products ...	1	30
31	Chemicals and chemical products ...	—	74
32	Products of Petroleum and coal ...	—	3
33	Non—Metallic Mineral Products (except Products of Petroleum and coal) ...	—	60
34	Basic Metal Industries ...	—	78
35	Metal products (except machinery and Transport equipments) ...	—	39
36	Machinery (except electrical machinery) ...	—	286
37	Electrical Machinery, apparatus, appliances and supplies ...	—	117
38	Transport equipment... ...	—	613
39	Miscellaneous Industries ...	—	50
51	Electricity, Gas and Steam ...	—	11
52	Water and Sanitary Services ...	—	1
53	Recreation Services (Cinema Studios) ...	—	3
54	Personal Services (Laundries, dyeing and cleaning) ...	—	3
Total ...		2	1,781

16 (b) STATEMENT OF ACCIDENT IN COTTON AND JUTE MILLS FOR THE
MONTH OF SEPTEMBER, 1966

Name of Industry	ADUL'S		ADOLESCENTS		CHILDREN	
	Men	Women	Male	Female	Boys	Girls
Cotton Machinery	A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
1. Opening and Blow Room Machinery	— 9	— —				
2. Card Room Machinery	— 30	— —				
3. Drawing Frames	— 5	— —				
4. Speed Frames	— 7	— —				
5. Spinning Machinery	— 64	— 1				
6. Weaving Machinery	— 16	— —				
7. Finishing Machinery	— 9	— —			NIL	
8. Flying Shuttles	— 10	— —				
9. Other Miscellaneous Textile Machinery	— 18	— 1				
10. Miscellaneous Non-Machinery Accidents	— 155	— 2				
Total	— 323	— 4				
Jute Machinery					NIL	

A : Fatal
B : Non-Fatal

17. EXEMPTION TO THE FOLLOWING FACTORIES AND ESTABLISHMENTS FROM THE PROVISIONS OF THE ACTS AND RULES INDICATED BELOW WERE GRANTED DURING THE MONTH OF SEPTEMBER, 1966

Sl. No. 1	Name of the Establishment 2	Section from which exempted 3	Duration of the exemption 4	Authority 5
MADRAS BEEDI INDUSTRIAL PREMISES (REGULATIONS OF CONDITIONS OF WORK) ACT.				
1.	Every Beedi Industrial premises in Tirunelveli District in which beedi industry is carried on by a woman in her residence.	From the provisions of section 3 and 4 of the said Act.	One year on and from 20th June 1966.	G. O. Ms. No. 3475 (lab) IL & H. dated 22-8-66.
EMPLOYEES STATE INSURANCE ACT.				
2.	Seasonal Factories as detailed in the notification.	From the operation of the said Act except Chapter VA.	Commencing on the 1st October '66 and ending with the 30th September '67.	G. O. R. No. 1764, IL & H.

18. THE CONSOLIDATED STATEMENT OF PRICES OF YARN AND COTTON FOR THE MONTH OF SEPTEMBER, 1966

COTTON		Rate per Quintal of 100 kgs.
		Rs.
American	...	500 / 510
Combodia	...	315 / 480
Karunganni	...	215 / 355
YARN		Per bundle of 4.5 kgs.
		Rs.
10 s.	...	21.25
20 s.	...	25.25
40 s.	...	37.25
60 s.	...	56.00
80 s.	...	79.00
100 s.	...	105.00

Cost of Living Index Numbers* applicable to employees in employments scheduled under the minimum Wages Act, 1948 (Central Act, XI of 1948) in Madras City and different Mofussil urban centres for the month of September 1966 as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Serial No.	Centre	Food	Fuel and Lighting	Cloth	House Rent	Miscellaneous	Cost of Living Index
(Base : Year ended June, 1936 : 100)							
1.	Madras City ...	722.8	806.6	521.2	434.2	623.2	662.9
2.	Cuddalore ...	684	893	490	403	811	663
3.	Tiruchirappalli ...	808	573	610	364	492	683
4.	Madurai ...	756	532	581	374	456	630
5.	Coimbatore ...	776	718	756	629	441	729
HOUSING (Base : August 1939 : 100)							
6.	Nagercoil ...	853	532	795		434	736

Comparative Statement of the cost of living index numbers for the month of August 1966 and September 1966.

S. No.	Zone	Centre	Cost of living index numbers for the month of		Variation
			August 1966	Sept. 1966	
(Base: Year ended June, 1936 : 100)					
1.	Madras City and Chingleput District	Madras City	662.3	662.9	+ 0.6
2.	North Arcot and South Arcot Districts	Cuddalore	664	663	- 1
3.	Tiruchirappalli and Thanjavur Districts	Tiruchirappalli	675	683	+ 8
4.	Madurai, Ramanathapuram and Tirunelveli Districts	Madurai	632	630	- 2
5.	Coimbatore and Salem Districts	Coimbatore	725	729	+ 4
(Base : August 1939 : 100)					
6.	Kanyakumari District	Nagercoil	726	736	+ 10

* The cost of living index numbers are now called Consumer Price Index Numbers.

MADRAS

The cost of living index number for working classes in Madras City for the month September 1966 rose by one point to 663.

The index for the food group rose by one point to 723 due mainly to an increase in the prices of Vegetables and Chillies.

The index for the fuel and lighting group fell by five points to 807 due to a fall in the price of firewood.

The index for house-rent rose by eight points to 434 due to the revision of house-rent figure.

The index for the miscellaneous group fell by four points to 623 due to a fall in the price of betel leaves.

The index for the Clothing group remained unchanged at 521 points.

Group	Weight proportional to the total expenditure	GROUP INDEX NUMBERS	
		August 1966	September 1966
Food	58.23	722.3	722.8
Fuel and Lighting	8.42	811.7	806.6
Clothing	6.10	521.4	521.2
House-Rent	14.57	426.1	434.2
Miscellaneous	12.68	626.6	623.2
Total	100.00		
Cost of Living Index Number		662.3	662.9

CUDDALORE

The cost of living index number for Cuddalore fell by one point to 663.

The index for the food group rose by one point to 684 due mainly to an increase in the prices of dhall, Chillies and tamarind.

The index for the fuel and lighting group rose by seven points to 893 due to an increase in the price of firewood.

The index for the miscellaneous group fell by seven points to 811 due to a fall in the prices of betel leaves and tobacco for chewing.

The Group index numbers in respect of clothing and house-rent remained unchanged at 490 and 403 points respectively.

TIRUCHIRAPPALLI

The cost of living index number for Tiruchirappalli rose by eight points to 683.

The index for the food group rose by thirteen points to 808 due mainly to an increase in the prices of rice, vegetables, chillies, tamarind and garlic.

The index for the fuel and lighting group rose by one point to 573 due to an increase in the price of charcoal.

The index for the miscellaneous group fell by three points to 492 due to a fall in the prices of betel leaves and tobacco for chewing.

The group index numbers in respect of clothing and house-rent remained unchanged at 610 and 364 points respectively.

MADURAI

The cost of living index number for Madurai fell by two points to 630.

The index for the food group fell by four points to 756 due mainly to a fall in the prices of Vegetables and gingellyoil.

The index for the miscellaneous group fell by two points to 456 due to a fall in the price of betel leaves.

The group index numbers in respect of fuel and lighting, clothing and house-rent remained unchanged at 532, 581 and 374 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by four points to 729.

The index for the food group rose by five points to 776 due mainly to an increase in the prices of rice, Chillies and palm jaggery.

The index for the clothing group rose by six points to 756 due to an increase in the price of shirting cloth.

The Group index numbers in respect of fuel and lighting, house-rent and miscellaneous remained unchanged at 718, 629 and 441 points respectively.

(Base: August 1939=100).

NAGERCOIL

The cost of living index number for Nagercoil rose by ten points to 736.

The index for the food group rose by six points to 852 due mainly to an increase in the prices of pulses, vegetables and coconuts.

The index for the housing Group fell by one point to 532 due to a fall in the prices of kerosene oil and domestic utensils.

The index for the clothing group rose by twenty eight points to 795 due to an increase in the prices of thorthu and mundu.

The index for the miscellaneous group rose by twenty eight points to 434 due to an increase in the prices of betel leaves, arecanuts and 'Soap and Toilet.'

* The cost of living Index, numbers are now called Consumer price Index numbers.

19 (a) CONSUMER PRICE INDEX NUMBERS

INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR THE WORKING CLASS

(Base: Shifted to 1949=100)

Year	* All India Original Base 1949	
	General Index	Food Index
1950 ...	101	101
1951 ...	105	104
1952 ...	103	102
1953 ...	106	109
1954 ...	101	101
1955 ...	96	92
1956 ...	105	105
1957 ...	111	112
1958 ...	116	118
1959 ...	121	125
1960 ...	124	126
1961 ...	126	126
1962 ...	130	130
1963 ...	134	135
1964 ...	152	155
1965 ...	166	172
1965 — July	168	173
August	170	177
September	172	178
October	172	178
November	173	181
December	173	179
1966 — January	173	178
February	174	177
March	174	177
April	175	178
May	181	187
June	185	191
July	188	195
August	190	197

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944—100 that used to be published simultaneously but has since been discontinued is linked to the above series at the year 1949. Thus the All India Index on base 1944—100 during the month of October 1966 was 249.78.

Sources—(1) I.L.O. except for All India Index (2) Labour Bureau for all India Index.

20 (a) MONTHLY PRESS REPORT FOR THE MONTH OF SEPTEMBER, 1966

The Employees' State Insurance Scheme applies to 29 centres in the State of Madras and provides protection to 2,74,735 industrial workers in the event of Employment Injury, sickness and maternity benefit. This protection is made available in two ways viz., by provision of cash benefits and by providing medical benefit when needed. There are 52 Offices of the Corporation in the Madras State for disbursement of Cash benefits.

During the month of September, 1966, 2007 persons received Rs. 1,36,881-67 by way of cash benefit due to employment injury. This includes 369 persons who are in receipt of pension for Permanent Disablement Benefit and also 162 dependants of deceased insured persons.

In the month of September, 1966, 1,734 accidents were reported. Comparatively few persons needed the employment injury benefits but fairly large number needed cash benefits in the event of sickness. 40,648 Sickness Benefit claims were received and an amount of Rs. 5,87,614-63 was paid as Sickness Benefit involving abstention for 1,78,770 days.

400 Insured women claimed maternity Benefit and were paid 49,887-42 in the month of September, 1966.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 48 cases against defaulting employers for Rs. 50,569-54.

Penal action was taken against one employer, in four cases of non-payment of Employees' Contribution, non-payment of Employers' Special Contribution non submission of Contribution Cards and non-submission of SC-2 returns who was convicted and admonished.

20 (b) EMPLOYEES' STATE INSURANCE SCHEME, MEDICAL BENEFITS FOR THE MONTH OF SEPTEMBER 1966

Sl. No.	Particulars	For the month of September '66
1.	Total number of Attendance	
	New ... 67,246	
	Old ... 2,20,857	2,88,103
2.	No. of Medical Certificates issued	79,901
3.	No. of Domiciliary visits made	168
4.	No. of Injections administered	97,419
5.	No. of X-ray Examinations	1,365
6.	No. of Laboratory Examinations	3,797
7.	No. of Specialist Investigations	3,792
8.	No. of Persons admitted to Hospitals	1,860
9.	No. of Bed Days occupied during the month	12,508
ADDITIONAL DATA FOR PANEL SYSTEM		
1.	No. of Attendance	
	New ... 16,499	
	Old ... 26,779	49,278
2.	Diagnostic Centres	...
3.	No. of prescriptions issued	...
3.	Payment made to:—	
	(a) Chemists ...	...
	(b) Insurance Medical Practitioners ...	26,448-00
		(Coimbatore area)

21. (a) EMPLOYMENT EXCHANGE STATISTICS FOR THE MONTH OF SEPTEMBER '66

Sl. No.	Districts	No. of Applicants				Placed in Employment during the month	Remained on Live Register at end of the month	No. of Employers using Employment Exchanges during the month	No. of Vacancies notified during the month
		2	3	4	5				
1.	Arcoot North	...	1,716	416	18,411	91	671		
2.	Arcoot South	...	1,621	475	14,926	145	572		
3.	Chingleput	...	2,178	611	18,561	105	585		
4.	Coimbatore	...	2,015	354	14,868	188	440		
5.	Kanyakumari	...	1,217	185	17,318	34	152		
6.	Madras	...	6,782	1,069	39,300	264	1,934		
7.	Madurai	...	2,125	354	19,721	129	443		
8.	The Nilgiris	...	594	101	8,561	49	147		
9.	Ramanathapuram	...	1,001	191	12,022	87	280		
10.	Salem	...	2,211	822	11,977	128	899		
11.	Thanjavur	...	1,745	610	18,964	142	693		
12.	Tiruchirappalli	...	2,155	325	19,542	99	400		
13.	Tirunelveli	...	1,302	213	14,763	97	243		
Total for September '66		...	26,662	5,716	22,434	1,559	7,459		
Total for August '66		...	28,655	5,944	2,32,347	1,623	7,639		
Total for September '65		...	26,240	5,809	2,11,442	1,844	8,238		
Average for '65		...	25,655	5,127	1,96,384	1,595	6,878		

The above figures exclude statistics relating to work performed in respect of Physically Handicapped applicants, which is given below.

The above figures exclude statistics relating to work performed in respect of Physically Handicapped applicants, which is given below.

Special Employment Officer for Physically Handicapped, Madras-14	
September '66	24
August '66	29
September '65	145

19 714 19 9
6 5 3
1 25 7