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## THE PAYMENT OF WAGES A

## **OBJECT OF THE A**

- To regulate the payment of wages to employed persons. Two fold:-
- First the date of payment of wages and
- Secondly the deductions from wages and otherwise.

## APPLICABILITY OF THE

- Persons employed in:-
  - Any factory (a saw mill, ginning factory etc as defined in Factories Act, 1948).
  - Tramway service or motor transport service carrying passengers or goods or both by reward.
- Air transport service Dock, Wharf or Jetty mechanically propelled
- Mine, quarry or oil-field plantation
- Workshop or other establishment etc.

## WAGE

- Wage includes any remuneration:-
- Payable under any award or settlement of the parties or order of a Court;
- Over time work or holiday or any leave
- Any additional remuneration under the contract of employment.

Wage does not includes any bonus, pension, gratuity, provident fund, travelling allowance and

## **WAGES TO BE PAID IN CURRENT CURRENCY NOTES**

- a. All wages shall be paid in current coin or in current currency notes or in both.
- b. After obtaining the authorization, either by crediting the wages in employees' accounts or by issuing cheques {Section 6}

Andhra Pradesh State Amendment: "Provided that the State Government may, by notification in the Andhra Pradesh Gazette, specify the establishments, the employers of which are required to pay the persons employed therein, the wages by cheque or by crediting the wages in the employees' account"-[Vide Andhra Pradesh Act No. 10 of 1982 (w.e.f 7-10-1982).

## TIME OF PAYMENT OF

- The wages of every person employed is paid. If persons are employed shall be paid before the 10th day of the following month. When more than 100 persons are employed, the wages shall be paid before the expiry of the 10th day of the following month.

## Deduction [sec 7 to 13]:

Sec 7(1) says that every paymaster employed person to the employer shall, for the purposes of this Act, be liable to deduction from wages.

## Sec 7: Authorized Deductions from Wages

- General Rule - The wages of an employee must be paid to him without deductions of any kind except as authorized by or under this Act.
- Fines
- Deductions for absence from duty
- Deductions for damage to or loss of goods
- Deductions for house-accommodation of employer



## Fines [sec 8]:



- (1) No fine shall be imposed on any employee in respect of such acts and omissions of the employer, with the previous approval of the Government or of the prescribed authority specified by notice under sub-section (2).
- (2) A notice specifying such acts and omissions shall be exhibited in the prescribed manner on the premises where the employment is carried on or in the place where the employee is employed upon a railway (otherwise than on a tramway) in the prescribed place or places.

## Cont.....:

- No fine shall be imposed on any employee who has been given an opportunity of showing cause for the fine, or otherwise than in accordance with the rules which may be prescribed for the imposition of fine.
- The total amount of fine which may be imposed on any employed person for any one wage-period on any employed person shall not exceed an amount equal to [three per cent.] of the wages payable to him in respect of that wage-period. No fine shall be imposed on any employed person who has not completed fifteen years

## Sec 9: Deductions for from duty


1. Such absence being for the whole period during which he is so required
2. If 10 or more employed persons receive such deduction may not exceed his

## Sec10: Deductions for loss

- Such deduction shall not exceed the damage or loss caused to the employer
- Employee is given an opportunity of
- All such deduction shall be recorded

## Sec 12: Deductions for of Advances

1. Recovery of advance given be  
began shall be made from the first
2. Recovery of an advance given  
began shall be subject to such  
Appropriate Government may imp

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- Sec 13. Deductions for payment  
Societies



