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THE PAYMENT OF WAGES A

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OBJECT OF THE A

- To regulate the payment of wages to c employed persons. Two fold:-

- First the date of payment of wages an

- Secondly the deductions from wages v otherwise.

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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 se carrying passengers or good or both by reward.
- Air transport service Dock, Wharf or Je mechanically propelled
- Mine, quarry or oil-field plantation
- Workshop or other establishment etc.

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WAGE

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

Wage does not includes any bonus, pen
provident fund, travelling allowance a

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WAGES TO BE PAID IN CURREN
CURRENCY NOTES

a. All wages shall be paid in current coi notes or in both.

b. After obtaining the authorization, eith by crediting the wages in employees {Section 6}

Andhra Pradesh State Amendment: "Pro the State Government may, by notifi Andhra Pradesh Gazette, specify the establishments , the employers of wh the persons employed therein, the w cheque or by crediting the wages in t account"-[Vide Andhra Pradesh Act (w.e.f 7-10-1982).

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TIME OF PAYMENT OF

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

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Deduction [sec 7 to 13]:

Sec 7(1) says that every paymer
employed person to the employ
shall, for the purposes of this Act, b
deduction from wages.

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Sec 7: Authorized Dedu
Wages

- General Rule - The wages of an employe
  to him without deductions of any kind exc
  by or under this Act.
- Fines
- Deductions for absence from duty
- Deductions for damage to or loss of goods
- Deductions for house-accommodation
  employer

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Fines [sec 8]:



(1) No fine shall be imposed on any empl
respect of such acts and omissions
employer, with the previous appro
Government or of the prescribed a
specified by notice under sub-section

(2) A notice specifying such acts and
exhibited in the prescribed manner on t
the employment is carried on or in
employed upon a railway (otherwise t
the prescribed place or places .

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Cont....:

- No fine shall be imposed on any empl
has been given an opportunity of show
fine, or otherwise than in accordance w
may be prescribed for the imposition of

- The total amount of fine which may be
wage-period on any employed person
amount equal to [three per cent.] of t
him in respect of that wage-period.
imposed on any employed person who
fifteen years

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Sec 9: Deductions for
from duty

1. Such absence being for the whole
period during which he is so require

2. If 10 or more employed persons re
such deduction may not exceed his

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Sec10: Deductions for d
loss

- Such deduction shall not exceed the
  damage or loss caused to the emplo
- Employee is given an opportunity o
- All such deduction shall be recorde

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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 paymen
  Societies

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