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GOVERNMENT OF TRIPURA  
DEPARTMENT OF LABOUR

No. F. 2(21)/LAB/55 Agartala, the 26th July, 1955.

NOTIFICATION

In exercise of the powers conferred by section 43 of the Plantations Labour Act, 1951 (LXIX of 1951) read with Notification No. F. 3(1) Judl. 11/55 dated the 28th February, 1956 issued by the Government of India in the Ministry of Home Affairs the Chief Commissioner, Tripura is pleased to make the following rules the same having been previously published as required by Sub-section (1) of section 43 of the said Act.

HIRALAL ATAL  
Major-General  
Chief Commissioner, Tripura.

TRIPURA PLANTATIONS LABOUR RULES, 1954

CHAPTER I

PRELIMINARY

1. Short Title Extent and Commencement :—(1) These Rules may be cited as the Tripura Plantations Labour Rules, 1954.

(2) These Rules shall extend to the whole of the State of Tripura.

(3) These Rules, except Rules 15 to 20 and 30 to 43 shall come into force at once, Rules 13 to 20 and 30 to 43 shall come into force in respect of any plantation or group of plantations on such date or dates as the State Government may by notification in the Official Gazette, appoint.

2. Definition :—In these Rules unless there is anything repugnant in the subject or context :—

(a) "Act" means the Plantations Labour Act, 1954.

(b) "Form" means a form appended to these Rules.

(c) "Health Officer" means the Municipal Health Officer or such other official as may be appointed by the State Government in that behalf.

(d) "Inspector" means an officer appointed under Section 4 of the Act and includes "Chief Inspector".

(e) "Maintained" means maintained in an efficient state, in efficient working order and in good repair.

(f) "Public Health Authority" means the local Health Officer having jurisdiction over the area.

(g) "Section" means a section of the Act.

(h) All other words and expressions used herein and not defined shall have the meaning respectively assigned to them under the Act.



CHAPTER II  
THE INSPECTING STAFF  
RULES PRESCRIBED UNDER SECTION 5.

3. Powers and Functions of Inspectors:—An Inspector shall for the purpose of giving effect to the provisions of the Act, have power to do all or any of the following things, that is to say—

(i) to photograph any non-adult worker; to inspect, examine, measure, copy, photograph, sketch or test as the case may be any house, building or room, register or document maintained under the Act or anything provided for the purpose of securing the health or welfare of the workers employed in plantation;

(ii) to prosecute, conduct or defend before a Court any complaint or other proceeding arising under the Act;

(iii) to require an employer to supply or send any return or information relating to the provisions of the Act;

(iv) satisfy himself at each inspection that (a) the provisions of the Act and the Rules regarding the health and welfare of workers employed in the plantation are observed;

(b) the adolescents and children employed in the plantation have been granted certificates of fitness and that no adolescent or child is employed who is obviously unfit;

(c) the prescribed registers are properly maintained;

(d) the periods of rest and holidays provided by the Act are granted and that the limits of hours of work laid down therein are not exceeded;

(e) the notice of period of work required under section 23 of the Act is duly affixed;

(f) leave with wages and sickness \* ... .. benefits are granted in accordance with the provisions of the Act and the Rules;

(v) to note how far the defects pointed out at previous inspections have been removed and how far orders previously issued have been complied with and

(vi) to point out all such defects or irregularities as he may have observed and to give orders for their removal and to record and furnish to the employer a summary of the defects or irregularities and of his orders.

4. Every order passed under the Act and the rules shall be served on the employer;

(a) by delivering a copy of it to him personally or at his office, or

(b) by registered post.

\* Omitted by section 29 of Act No. 53 of 1961.

RULES PRESCRIBED UNDER SECTION 7

5. Duties of Certifying Surgeons:

(1) For purposes of the examination and certification of young persons who wish to obtain certificates of fitness, the Certifying Surgeon shall fix a suitable time and place in consultation with the employer for the attendance of such persons, before the expiry of one month from the date of application, and shall give previous notice in writing thereof to the employers of the plantations situated within the local limits assigned to him.

(2) Every Certifying Surgeon shall keep bound books containing certificates in Form No. 1 respectively in foil and counterfoil. In each book, the form shall be numbered consecutively and shall be printed on clothbacked or other durable paper. The foil and counterfoil shall be filled in and either the signature or the left thumb mark of the person in whose name the certificate is granted shall be taken on them. On being satisfied as to the correctness of the entries made therein and of the fitness of the person examined, the certifying Surgeon shall sign the foil and initial the counterfoil and shall deliver the foil to him. The foil so delivered shall be the certificate of fitness granted under Section 27. All counterfoils in a book shall be preserved by the Certifying Surgeon for a period of at least of 2 years after the issue of the last certificate in that book.

(3) A person who loses a certificate of fitness which has been granted to him may apply to the Certifying Surgeon who granted it for a copy of the Certificate and the said Surgeon after making such enquiry from the employer of such person (or if such person is unemployed, from his last employer and from such other sources, as he deems fit, may grant a duplicate of the lost certificate. The word "Duplicate" shall be clearly written in red ink across such duplicate certificate and initialled by the Certifying Surgeon. The counterfoil in the bound book of forms shall be similarly marked "Duplicate" and initialled. For every copy of a duplicate certificate granted, a fee of eight annas shall be charged from the person concerned which shall be credited to Government. The Certifying Surgeon shall maintain a register in Form No. 2 of all fees paid for the issue of duplicate certificate and shall initial each entry therein. No duplicate of a certificate shall be granted to any person otherwise than in accordance with the provisions of this sub-rule.

(4) The Certifying Surgeon at his periodical visit shall satisfy himself as to the fitness of all the adolescents and children employed in the plantation and shall revoke the certificate of fitness of any whom he deems to be unfit.

(5) The Certifying Surgeon shall hand over to the employer and Chief Inspector a note in Form No. 3 detailing the result of each visit to the plantation.

(6) The Certifying Surgeon shall, upon request by the Chief Inspector, carry out such examination as he may indicate for any plantation or class of plantations where young persons are, or are to be, employed in any work which is likely to cause injury to their health.



(7) The employer shall provide for the purpose of any medical examination which the Certifying Surgeon wishes to conduct at the plantation (for his exclusive use on such occasion) a room which shall be properly cleaned and adequately ventilated and furnished with a screen, a table (with writing materials) and chairs.

6. If a qualified medical practitioner employed in a Garden or Group Hospital referred to in Chapter III is appointed to be a Certifying Surgeon, an appeal will be against his finding to the Civil Surgeon of the area in which the plantation is situated.

### CHAPTER III

#### HEALTH

##### RULES PRESCRIBED UNDER SECTION 8

7. **Drinking Water** :—An adequate supply of wholesome drinking water shall be made available in every plantation at work-sites, at all times during working hours.

8. **Source of Supply** :—The water provided for drinking shall be supplied :—

(a) from the taps connected with a public water supply system, or

(b) from any other source approved by the Chief Inspector of Plantations.

9. **Storage of water** :—If drinking water is not supplied from taps connected with a public water supply system, it shall be kept in suitable vessels and renewed at least daily. All practicable steps shall be taken to preserve the water and vessels from contamination and to keep the vessels, scrupulously clean.

10. **Cleanliness of Well or Reservoir** :—(1) Drinking water shall not be supplied from any open well or reservoir unless it is so constructed, situated, protected and maintained as to be free from the possibility of pollution by chemical or bacterial and extraneous impurities.

(2) Where drinking water is supplied from such well or reservoir the water in it shall be sterilised periodically as required by the Inspector by written order, and the date on which sterilising is carried out shall be recorded :

Provided that this requirement shall not apply to any such well or reservoir if the water therein is filtered and treated before it is supplied for consumption.

11. **Report from the Health Officer** :—The Inspector may, by order in writing, direct the employer to obtain, at such time or at such intervals as he may direct, a report from the Health Officer or the Certifying Surgeon, if the former is not available as to the fitness for human consumption of the water supplied to workers, and in every case to submit to the Inspector a copy of such report as soon as it is received from the Health Officer.

12. **Distribution of Water** :—Drinking water shall be supplied at work-sites at conveniently accessible points through paniwallahs or by tankers etc.

13. **Latrine Accommodation** :—Latrine accommodation shall be provided in every plantation on the scale of one latrine for every fifty acres of the area under cultivation or part thereof :

Provided that there shall be at least one latrine each for either sex.

(b) The latrines shall be conveniently situated and shall have exclusive access for either sex.

14. **Latrines to conform to Public Health requirements** :—The latrine should conform to public health requirements and latrines other than those connected with an efficient waterborne sewage system, shall comply with the requirements of the Public Health authorities.

15. **Privacy of Latrines** :—Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastenings.

16. **Sign Boards to be displayed** :—Where workers of both sexes are employed, there shall be displayed outside each latrine or latrine block, a notice in Hindi and also in the language understood by the majority of workers "For Men only" or "For Women only" as the case may be. The notice shall also bear the figure of a man or of a woman as the case may be.

17. **Water Taps in Latrines** :—(a) Where piped water supply is available, a sufficient number of a water taps, conveniently accessible shall be provided in or near such latrine accommodation.

(b) If piped water supply is not available, sufficient quantity of water shall be kept stored in suitable receptacles near the latrines.

18. **Urinal Accommodation** :—Urinal accommodation shall be provided on the scale of one urinal for every 50 acre of the area under cultivation or part thereof. The urinals shall be conveniently situated for both males and females and shall have exclusive access for either sex.

19. **Urinals to conform to Public Health requirements** :—Urinals other than those connected with an efficient water-borne sewage system shall comply with the requirements of the Public Health authorities.

20. **Construction and maintenance of Drains** :—All drains carrying waste or sullage water shall be constructed in masonry or other impermeable materials and shall be regularly flushed and the effluent disposed of by connecting such drains with a suitable drainage line :

Provided that, where there is no such drainage line, the effluent shall be deodorized and rendered innocuous and then disposed of in a suitable manner to the satisfaction of the Health Officer.



RULES PRESCRIBED UNDER SECTION 10

21. **Types of Hospitals** :—There shall be two types of hospitals in plantations, viz., Garden Hospitals and Group Hospitals.

(i) **GARDEN HOSPITALS** will deal with out-patients in patients not requiring any elaborate diagnosis and treatment, infections cases, mid-wifery, simply pre-natal and post-natal care, care of infants and children and periodical inspection of workers.

(ii) **GROUP HOSPITALS** shall be capable of dealing efficiently with all types of cases normally encountered but will not be used for routine treatment. Admission to Group Hospitals shall be only on the recommendation of a garden hospital doctor.

22. **GARDEN HOSPITALS** :—(1) Subject to the provisions of sub-rules (2) and (3), every employer shall, by the 31st December, 1955, either

(a) provide a garden hospital in his plantation according to the standards laid down in these rules ; or

(b) have a lien on beds in such hospital in a neighbouring plantation or other hospital to the scale of 15 beds per 1000 workers as may be approved by the Chief Inspector :

Provided that in the case of lien on hospital beds outside the plantations, a plantation or group of plantations may provide a dispensary with up to 5 detention beds under the immediate care and supervision of a qualified medical practitioner assisted by at full time trained nurse and such other staff as the Chief Inspector may consider necessary, with corresponding reduction in the number of beds on which the plantation or group of plantations shall have a lien.

(2) A plantation employing 1,000 or more workers shall run its own garden hospital wherever possible while plantations employing less than 1,000 workers which are situated within reasonable distances from one another may, with the approval of the Chief Inspector, combine and provide joint hospitals/dispensaries and share their expenses. For this purpose, the plantations concerned shall submit to the Chief Inspector particulars of the scale of staff proposed to be employed, the equipment proposed to be provided, the location of joint hospitals/dispensaries, areas of plantations served, the distances of plantations from one another, the number of workers employed and all other relevant information :

Provided that in the case of combined hospitals, plantations employing more than 200 workers shall, wherever possible, run their own dispensaries referred to in proviso to sub-rule 1.

(3) In the plantations where a garden hospital/dispensary or a combined garden hospital/dispensary provided under sub-rule (1) is not situated, the employer shall also provide and maintain so as to be readily available during all hours at least one first aid box or cup-board equipped with such contents as may be specified by the Chief Inspector. The first-aid box or cup-board shall be kept in charge of a responsible person trained in first-aid treatment whose services shall be readily available during all hours to render first aid.

(4) Notwithstanding anything contained in sub-rules (1) to (3) small and inaccessible plantations employing 350 or less workers so situated as not to be within reasonable distance or reach of a garden hospital shall have subject to the approval of the Chief Inspector, dispensaries with upto 5 detention beds under the immediate care of a full-time qualified compounder, but supervised and visited daily at regular hours by the nearest garden doctor.

(5) Each garden hospital shall be under a qualified medical practitioner assisted by at least one trained nurse, one trained midwife, a qualified compounder and a trained health assistant. The services of the staff shall be readily available during all hours :

Provided that doctors employed in plantations at the commencement of these rules who are not qualified medical practitioners, may continue in service until they retire.

(6) Medical and auxiliary personnel shall be appointed according to the following scale :—

Qualified Medical Practitioner/number of workers not less than	1/1750
Midwives	1/1750
Nursing attendants (Male or female)	1/700
Compounder	1/1750
Health assistants	1/2100

Note :—Where more than one medical practitioner are appointed at least one shall be a lady doctor.

7. (a) A minimum of 16 beds shall be provided in every garden hospital per 1,000 workers served and each bed shall be allowed at least 60 sq. ft. of floor space.

(b) Every hospital shall be of sound permanent construction, with impermeable washable walls to a height of at least 5 feet on the inside with proper water supply and efficient sanitary arrangements.

(c) Every hospital shall have pure piped water supply and the wards, consulting room, operation theatre and dispensary shall each have a water point over a suitable glazed sink.



(d) The following departments shall be provided:—

- (i) General ward for males;
- (ii) General ward for females;
- (iii) Maternity with separate labour room;
- (iv) Family Planning Centre;
- (v) Infections ward with separate sanitary arrangements;
- (vi) Out patient department with sufficient waiting space for patients to wait under preferably situated in a separate block from general wards;
- (vii) Consulting room so arranged that patients can be examined in privacy;
- (viii) Minor operation and dressing room;
- (ix) Dispensary and Drug Stores;
- (x) General Store;
- (xi) Kitchen for cooking (fire proofed);

(e) In every hospital transport facilities shall be provided for carrying patients to and from Group Hospitals.

23. GROUP HOSPITALS:—(1) Group Hospitals shall be established by the 1st July, 1957.

(2) Plans for the establishment of Group Hospitals containing details as regards their location and size, areas of plantations served, the number of workers employed thereon etc. shall be approved by the State Government.

(3) Every Group Hospital shall have a minimum of 100 beds and there shall be at least 3 beds per 700 workers, every bed having 80 sq. ft. of floor space;

Provided that the State Government may fix a lesser number of beds to be provided in a Group Hospitals and exempt a group of plantations from providing a Group Hospital, if it is satisfied that adequate alternative arrangements exist for treatment of patients intended to be treated at a Group Hospital:

Provided further that no exemption shall be allowed without the previous approval of the Central Government.

(4) The Hospital shall be built according to such specifications as may be approved by the State Government.

(5) There shall be provision for piped supply of pure water, electricity, modern methods of sanitation and water flushed closets. Each ward, labour room, surgical dressing room, consulting room and dispensary shall have a water point over a suitable glazed sink:

Provided that with the approval of the State Government suitable alternative arrangements may be made in regard to supply of pure water, electricity and other modern methods of sanitation.

(6) Each Hospital shall have provision for:—

- Operating Theatre Block;
- X-Ray Block;
- Physical therapy block;
- Dental treatment block;
- Labour room;
- T.B. and V.D. clinics;
- Consulting and examination rooms;
- Clinical Laboratory, fully equipped;
- Dispensary;
- Administrative and Office block;
- Kitchen and Laundry block;
- Laboratories and bath-rooms;
- Stores;
- Mortuary and post mortem room;
- Out-patients block which should preferably be at some little distance from the wards.

Separate words shall be provided for males, families, maternity cases and shall isolated wards for infections diseases;

Provided that X-Ray and Physical Therapy Blocks may not be provided if satisfactory arrangements are made by employers to provide these facilities with some hospital approved by Chief Inspector.

(7)(a) Every Group Hospital shall have such medical and other staff as may be specified by the State Government. All doctors in a Group Hospital shall be qualified medical practitioners.

(b) There shall be 15 nurses for a 100 bedded hospital of whom one shall be senior trained, 5 junior trained and 9 assistant nurses. Such classification may be made according to their qualifications and experience.

(8) A properly equipped ambulance shall be maintained in every Group Hospital.

24. Equipment and Drugs:—Every dispensary, garden and group hospital shall maintain such equipment and drugs etc. as may be specified by the State Government.

25. Medical Records:—The medical officer in charge of each dispensary, garden or group hospital shall:—

(a) maintain such registers books, accounts and a medical record in respect of every patient, as may be prescribed by the State Government for the purpose; and

(b) comply with such regulations as may be made by the State Government in respect of medical Stores.



26. **Standard of Medical Facilities:**—

- (a) **Out Patients' Treatment:**—It shall include—
- (i) detention for observation and treatment;
  - (ii) Preventive treatment such as vaccination and inoculation;
  - (iii) free provision of all drugs including those needed for injections and dressings and appliances that may be considered necessary;
  - (iv) anti-natal, natal and post natal advice;
  - (v) provision of certificate free of cost, in respect of maternity and sickness benefit claims under section 32 of the Act.

(b) **In Patients' Treatment:**—The hospital treatment shall include maintenance, food and medicines, including treatment at confinement as may be available at the Hospital:

Provided that State Government may fix the charge of food supplied to a patient while he is in the hospital.

27. **Submission of scheme for the Provision of Medical Facilities and Progress Reports:**

(1) Within six months of the promulgation of these rules every employer shall submit to [\*\*\*] the State Government concerned a scheme for providing medical facilities according to the prescribed standards. The scheme shall show the various stages in and the date by which the required medical facilities are proposed to be provided. Medical facilities shall be provided according to the approved scheme.

(2) Every employer shall furnish to [\*\*\*] the State Government concerned reports in such form as may be prescribed by the 31st January and 31st July every year to show progress made in providing medical facilities according to the approved scheme.

28. **Failure to provide and maintain Medical Facilities as required in these rules:**—If any employer does not provide and maintain medical facilities as required in these rules to the satisfaction of the Chief Inspector, the latter will cause to be provided and maintained these facilities in the nearest garden hospital and dispensary, or in a District Board or other similar hospital. The defaulting employer shall be liable to pay the cost of such medical facilities including charges, if any, in respect of—

- (a) a medical officer's visit to the plantation for the purpose of attendance on any sick worker or workers;
- (b) the maintenance of sick worker in a hospital/dispensary for each day's maintenance; and
- (c) transport to and fro provided to the sick worker.

29. **Recovery of Sum Due under rule 28:**—When any sum of money is due from any employer under rule 28 the Chief Inspector

1. The words 'the central as well as' were omitted by Notification No. F. 5(18)-LAB/59 dated 9.6.69.

shall give him notice in writing requiring the payment of the amount to the Collector, who may recover the same as an arrear of land revenue.

CHAPTER IV

WELFARE

(RULES PRESCRIBED UNDER SECTION 11)

30. **Canteens:**—In or near every plantation wherein one hundred and fifty or more workers are ordinarily employed the employer shall provide and maintain a canteen or canteens with facilities for sale of tea and snacks to workers.

31. **Prices to be charged:**—(1) Tea and snacks served in every canteen shall be sold on a no-profit basis.

(2) The prices of all items served in the canteen shall be conspicuously displayed in every canteen.

Rule prescribed under sub-section (3) of section 12.

32. **Charges:**—(1) In every plantation wherein fifty or more women workers are employed or were employed on any day of the preceding twelve months, the employer shall provide and maintain a creche or creches for the use of their children who are below the age of six years according to the standards laid down in these rules.

(2) Every creche shall be conveniently accessible to the mothers of the children accommodated therein.

(3) There shall be not less than 15 sq. fit. of floor area for each child to be accommodated in a creche.

(4) The building in which the creche is situated shall be of sound construction with a good plinth.

(5) The plan of the creche building shall be in accordance with the standard plan or plans laid down by the Chief Inspector:

Provided that where no standard plan has been laid or where it is proposed to deviate from a standard plan, the Chief Inspector's approval shall be obtained.

(6) The creche shall be furnished with suitable furniture and a cradle for each child below the age of two.

(7) A suitably fenced and shady open air play ground shall be provided for the older children.

(8) The employer shall appoint:—

- (i) a woman as Creche in-charge to look after children during the absence of their mothers, who shall possess such qualifications and training as may be approved by the State Government; and
- (ii) such other staff on a scale as approved by the said authority.



33. **Wash Room**:—(1) There shall be in or adjoining the creche a suitable wash room for the washing of children and their clothes.

(2) There shall be provided a latrine for the use of the children in the creche.

34. **Supply of Milk and Refreshment**:—At least half a pint of clean pure milk if possible, otherwise powdered milk approved by the Certifying Surgeon shall be made available for each child on every day it is accommodated in the creche and the mother of such child shall be allowed in the course of her daily work, two intervals of sufficient time to visit the creche and feed the child. For children above two years of age there shall be provided in children an adequate supply of wholesome refreshment.

35. **Supply of Clothes, Soap and Oil**:—(1) creche staff be provided with suitable clean clothes, for use while on duty in the creche.

(2) An adequate supply of clean clothes, soap and oil shall be made available for each child while it is in the creche.

#### Rules prescribed under section 13.

36. **Recreational Facilities**:—Every employer shall provide and maintain:—

(i) a recreation centre or centres for workers with provision for indoor games suitable for adult and child workers.

(ii) where adequate flat open space is available within a reasonable distance, a playground or playgrounds for adult and child workers with necessary sports equipment for outdoor games;

Provided that subject to the provisions of Rule 37, a group of employers may with the approval of the Chief Inspector, provide and maintain joint recreation centres and playgrounds and share their expenses.

37. Every recreation centre to be provided and maintained under Rule 36 shall be conveniently situated as near as possible to the workers quarters.

#### Rules prescribed under section 14.

38. **Educational Facilities for Workers' Children**:—Every employer shall if the number of workers children between the age of 6 and 12 in his plantation exceeds 25 provide and maintain primary school or schools for imparting primary education to the children:

Provided that an employer may not provide and maintain a primary school if there is one under the direct management of the State Government or of any local body for imparting free education to the children up to the primary or higher standard, with enough seats to admit the children between the ages of six and twelve of the workers in his plantation and within a distance of one mile from the place where workers reside in his plantation or if under any other law he is required to pay a cess or tax for primary education:

Provided further that subject to the provisions of sub-rule (1) of Rule 39 a group of employers may jointly provide and maintain a primary school and share its expenses.

39. (1) Every school to be provided and maintained under Rule 38 shall be conveniently situated and within a distance of one mile from the workers quarters.

(2) The School building shall be constructed in accordance with the standard plan or plans which may be laid down by the State Government:

Provided that where there is no standard plan or where it is proposed to deviate from a standard plan the State Government's approval of the plan of the school building shall be obtained.

(3) Where adequate space is available, an open air playground with suitable accessories shall also be provided for the children attending the school.

40. The employer or employers as the case may be shall provide for primary school maintained under Rule 38 such educational and other equipment as may be considered necessary by the State Government.

41. (1) The employer or employers concerned shall appoint one teacher for every forty children attending the primary school.

(2) The teacher shall possess the qualifications prescribed by the State Government for teachers in Government primary schools;

Provided that in the case of any person who is working as a school teacher in a plantation at the commencement of these rules,—the State Government may, subject to such conditions as it may specify, relax any of the qualifications.

42. The curriculum, duration, standard and syllabus of the course of instruction to be imparted in the primary school shall be such as may be approved by the State Government.

43. No fees shall be charged from the workers' children attending the primary school.

#### Rules prescribed under section 16.

44. **Housing Accommodation for workers**:—Every employer shall provide for every worker and his family residing in a plantation, housing accommodation as near as possible to the place of work. It shall be open to an employer to provide such accommodation in the course of several years provided that houses shall be built for at least eight per cent of the resident workers every year.

45. **Standard and Specification of Housing Accommodation**:—All housing accommodation for workers in a plantation shall conform to such standards and specifications as may be approved by the State Government on the recommendation of the Advisory Board referred to in Rule 54.



#### 46. Sites for Housing Accommodation :—

(1) The housing accommodation shall be provided on dry well-drained land which, consistent with the requirements regarding distance from the plantation, has supplies of wholesome drinking water within a reasonable distance. In malarial tracts, the house shall be provided at a safe distance from the swamps and marshes and above the highest flood level.

(2) Adequate lighting arrangements shall be provided in and around the area in which housing accommodation is provided.

(3) The employer shall maintain in good condition the approach roads and paths to the area where houses are located as also the sewers and drains in that area.

(4) The employer shall not deny to the public free access to these parts of the plantation where the workers are housed.

(5) The employer shall cause the vicinity of all houses to be kept clear of refuse and exercise and the latrines and drains to be cleaned out daily and all refuse in or near them to be collected, removed and disposed of hygienically ;

47. **Housing Scheme :—**Within six months of the date of issue of these rules, every employer shall submit to the Chief Inspector of Plantations for approval a scheme in regard to the provision by him of housing accommodation for workers. The scheme shall provide for the following matters :—

(1) Specification of the period during which housing accommodation is proposed to be provided in respect of all resident workers in a plantation such period being not later than the period referred to in rule 44.

(2) the type design which is proposed to be adopted for the construction of houses, such design being in conformity with the standards and specifications as may be approved by the State Government under Rules 45.

(3) plan and site plan, in duplicate of the buildings to be constructed or remodelled for use as workers' houses.

48. **Construction of Houses in accordance with Scheme and Report in relation thereto :—**All house shall be built in accordance with the scheme as approved in writing by the Chief Inspector of plantations. With a view to showing the progress made in providing houses according to the approved scheme, every employer shall submit the Chief Inspector of Plantations a report in Form No. 4 on the 31st July and 31st January every year.

49. **Maintenance of House :—**(1) The employer shall at his own expense, execute such repairs to the houses as may be required from time to time and maintain the houses in fit and safe condition for occupation.

(2) A worker occupying a house may, and an Inspector appointed under the Act shall, bring to the notice of the employer any defects in the condition of a house which make it dangerous to the health and safety of the worker. Where an Inspector so brings any such defects to notice, it shall be the duty of the employer to rectify them with the least possible delay.

(3) The employer shall get all the houses lime-washed at least once every year and all the doors, window and other wooden structure varnished or painted once in three years. A record of dates on which lime-washing or painting was carried out shall be maintained in a register in form No. 5.

50. **Accommodation to be Rent Free :—**No rent shall be charged by an employer for housing accommodation provided to workers and their families residing in his plantation.

51. **Allotment and occupation of houses :—**Houses shall be allotted on the basis of one house for a worker having a family for the use of the worker and his family.

Provided that if there are two or more workers in a family, only one house shall be allotted in respect of any such family in the name of any worker in the family.

Provided also that in the case of termination of services of a worker in whose name a house is allotted under the preceding proviso, the house shall be allotted in the name of any other member of his family who is a worker.

(1-A) The employer may allot houses to workers not having families at the rates of one house for not more than four such workers.]

(2) The occupant of a house shall not make any unauthorised additions to or alterations in the house.

(3) The occupant shall not exchange the house with the occupant of another house except with the written permission of the employer.

(4) The occupant shall not let the house or any portion thereof to any person.

(5) All workers and members of their families occupying the houses shall use the latrines provided and shall not pollute the soil and shall keep the houses and the precincts thereof clean and tidy and shall not waste drinking water.

(6) No cattle or goats shall be kept in the living rooms or varandahs and no windows or air spaces shall be blocked up.

(7) The employer shall bring to the notice of each worker to whom housing accommodation has been provided, the conditions governing the occupation of such accommodation, in writing, in a language which the latter can understand.

2. [Substituted by Notification No. F. 9 (10)/LAB/68 dated 12.9. 98 Published in Tripura Gazette on 21. 9. 1968].



ADVISORY BOARD

52<sup>3</sup> [1] Occupation of Accommodation after termination of Employment:—When a worker dies in the service of the employer or retires, or goes on transfer, or resigns, or goes on leave or when his services are terminated, he or his/family may retain the house upto the period as detailed below:—

- (i) in the case of death, transfer or termination of service, a period not exceeding two months ;
- (ii) in the case of retirement or resignation, a period not exceeding one month ;
- (iii) in the case of leave for the period of leave ; and
- (iv) in the case where the discharge of a worker is disputed and the matter has been taken to an industrial tribunal or court, for so long as the case is not finally disposed of.

3 [2] If the competent authority is satisfied that a worker or any member of his family refuses to vacate the house allotted to such worker after the expiry of the period specified in sub-rule (1), he may, notwithstanding anything contained in any other law for the time being in force, by notice served—

- (i) by post, or
- (ii) by affixing a copy of it on the outer door or some other conspicuous part of such house, or
- (iii) in such other manner as may be prescribed require that such worker or a member of his family any other person who may be in occupation of the whole or any part of the house to vacate it within one month of the date of service of such notice.

(3) In the event of the failure of the worker or a member of the family or any other person who is in occupation of the house to comply with the notice under sub-rule (2), competent authority may by order evict such worker, member or other person from, and take possession of the house, and may for that purpose use such force as may be necessary :

Provided that before taking such possession, a copy of the order of eviction shall be served on the worker or a member of the family or any other person in occupation of said house.

**Explanation:—**For the purposes of this rule competent authority means such person or authority as may be notified by the State Government in this behalf.]

53. Facilities for Harvesting standing Crops on Termination of Employment:—In the case of termination of his employment, a worker shall, where possible, be given reasonable facilities to harvest the standing crops in his garden plot.

3. Added by Notification No. F. 5(18)/LAB/65 dated 9.11.66. Published in Tripura Gazette on 19.11.66.

54. Constitution of Advisory Board:—The State Government shall by notification in the official Gazette constitute an Advisory Board for consultation in regard to matters connected with housing.

55. Composition of Advisory Board:—(1) The Advisory Board shall consist of:—

- (i) the secretary to the State Government in the Department concerned, who shall be the Chairman of the Board ;
- (ii) Two officials to be nominated by the State Government ; and
- (iii) Three representatives each of the employers and workers nominated in consultation with the interest concerned.

(2) No act or proceedings of the Advisory Board shall be invalid, on the ground of any defect in the constitution of, or any vacancy in the board.

56. Term of Office of Members:—(1) A nominated member shall, unless he resigns his office or dies, hold office for a period of three years from the date of the notification appointing him a member of the Board and shall be eligible for renomination:

Provided that an outgoing member shall continue in office until the appointment of his successor is notified.

(2) The official members of the Board shall hold office during the pleasure of the State Government.

57. Travelling Allowances for Members:—Every non-official member shall be entitled to draw travelling and daily allowances at the ordinary rate as advisable to a Government servant of the 1st class for any journey performed by him for attending a meeting of the Advisory Board :

[Provided that a non-official member residing within eight kilometres of the place where the meeting of the Board is held, may be allowed the actual cost of conveyance subject to a maximum of rupees ten per day.]

58. Registration:—A non-official member may resign his office by letter, addressed to the Chairman of the Advisory Board and his office shall fall vacant from the date on which his resignation is accepted by the Chairman.

59. Vacation of Office:—A nominated member may be declared by the Chairman of the Advisory board to have vacated his office:—

- (a) if he becomes insolvent ; or
- (b) if he is convicted of an offence, which in the opinion of the State Government involves moral turpitude ; or
- (c) if he is absent from three consecutive meetings of the Advisory Board without leave of absence from its chairman ; or
- (d) if the State Government consider it undesirable that he should continue to be a member of the Advisory Board ; or
- (e) if he is declared to be of unsound mind by a competent court.

4. Substituted by Notification No. F. 41(6)-LAB/WF/75 dated 19.11.76.



## PROCEDURE RELATING TO MEETINGS

**60. Disposal of Business:**—(1) Every question which the Advisory Board is requested to take into consideration, shall be considered either at its meeting or, if its Chairman so desires, by circulating the necessary papers to all the members of their opinion;

Provided that the papers need not be circulated to a member who is at the time outside India.

(2) When a question is circulated for opinion under sub-rule (1) any member may request that the question be considered at a meeting of the Advisory Board and thereupon the Chairman may, and if the request is made by three or more members shall, direct that it be so considered.

**61. Time and Place of Meetings:**—The Advisory Board shall meet at such time and place as may be appointed by the Chairman.

**62. Notice of Meetings:**—(1) Notice shall be given to every member of the time and place fixed for each ordinary meeting at least fifteen days before such meeting and each member shall be furnished with a list of business to be transacted at the meeting:

Provided that, when an emergent meeting is called by the Chairman, a notice giving such reasonable time as he may consider necessary, shall be deemed sufficient.

(2) No business which is not in the list shall be considered at a meeting without the permission of the Chairman.

**63. Presiding at Meetings:**—The Chairman of the Advisory Board shall preside at every meeting of the Board at which he is present. If the Chairman is absent from any meeting, the members present shall elect one of the members to preside over the meeting and the member so elected shall at that meeting exercise all the powers of the Chairman.

**64. Quorum:**—No business shall be transacted at the meeting of the Advisory Board, whether ordinary or emergent, unless at least three members are present:

Provided that if at any meeting, less than three members are present, the Chairman of the Advisory Board may adjourn the meeting to a date not later than seven days, informing the members present and sending notice to other members that he proposes to dispose of the business at the adjourned meeting, whether there is a quorum or not, and he may thereupon dispose of the business at such adjourned meeting even if there is no quorum.

**65. Decision by Majority:**—(1) Every question at a meeting of the Advisory Board shall be decided by a majority of votes of the members present and voting on the question but the majority shall have the right of getting their dissent recorded. In the case of an equality of votes, the Chairman shall have a second or casting vote.

(2) Every question, referred to the members for opinion shall, unless the Chairman reserves it for consideration at a meeting, be decided in accordance with the opinion of the majority of members submitting their opinions within the specified time.

**66. Minutes of Meetings:**—(a) The proceedings of each meeting of the Advisory Board shall be circulated to all members not later than two months from the date of the meeting and thereafter recorded in a minute book which shall be kept for permanent record.

(b) The record of the proceedings of each meeting shall be signed by the Chairman of the Advisory Board or as the case may be, the person presiding at that meeting.

**67. Powers and Functions of the Advisory Board:**—(1) The Advisory Board shall advise the State Government as regards standards and specifications of houses which may be approved.

(2) The Advisory Board shall scrutinise the yearly progress reports from employers and advise the State Government to issue such instructions in the light thereof as will ensure compliance with the relevant provisions of the Act and these rules within the scheduled period.

(3) In addition to matters specified in sub-rules (1) and (2) the Advisory Board shall consider and report on any matter connected with housing of workers which may be referred to it by the State Government or by the Chairman of the Advisory Board.

**68. Removal of Difficulties:**—If there is any difficulty in the working of rules 44 to 67, the State Government may issue such instructions as it may consider necessary to remove the difficulty.

### Rules prescribed under section 17

**69. Facilities for Protection from Weather:**—Every employer shall supply to every worker free of cost, at specified interval or intervals, such materials for protection from rain or cold as may be notified by the State Government.

## CHAPTER V

### HOURS AND LIMITATION OF EMPLOYMENT

#### Rules prescribed under section 20

**70. Weekly Holidays:**—(1) Unless otherwise permitted by the State Government no worker shall be required or permitted to work on any plantation on a Sunday, except when he has had or will have a day of rest on one of the three days immediately preceding or succeeding that Sunday:

Provided that the weekly holiday may be substituted by another day:

Provided further that every worker shall be free to work on a day of rest, which is not a closed holiday, but in so doing he shall not work for more than ten days consecutively without having holiday for full one day.



(2) Every worker shall be paid for work on the day of rest at the overtime rate prevailing in a particular area as fixed under the Minimum Wages Act, 1948, and where there is no such rate, double the ordinary rate.

#### Rules prescribed under section 23

71. **Notice of Period of Work:**—(1) The notice prescribed in Section 25 shall be in Form No. 6.

(2) It shall be written in English and in language understood by the majority of workers in the plantations, shall be displayed at some conspicuous and convenient place and shall be maintained in a clean and legible condition.

(3) Any modification in the periods of work in the plantation which may necessitate a change in the aforesaid notice shall be intimated to the Inspector in duplicate, along with a copy of the original notice, either before the change is made or within three days of making such change.

### CHAPTER VI

#### SICKNESS BENEFITS

(1) 72. **Payment of Sickness Allowance:**—(1) Every worker shall be entitled to obtain sickness allowance from his employer for each day of certified sickness for a total period of 14 days in a year at the rate of two-thirds of his daily wages or of the average daily earnings if he is employed on piece wages, subject to a minimum of Rupee one per day.]

(2) Sickness allowance specified in sub-rule (1) shall be paid at the option of the worker either at the time of payment of weekly advances on account of wages or alongwith the first instalment of wages payable to the workers after he resumes his work on recovery from certified sickness.

(3) The certificate of sickness shall be issued in Form No. 7 (to be supplied by the employer free of cost) by the certifying Surgeon or a resident medical officer appointed by the employer or any other qualified medical practitioner to every worker entitled to obtain sickness allowance, on a request being made by such worker in this behalf.

Every Employer shall pay to a worker sickness allowance due to him on presentation of such certificate in accordance with the provisions of sub-rule (2) above. If a worker has to pay any fee for obtaining the sickness certificate the employer shall bear the cost.

(4) No sickness allowance shall be paid to a worker if he attends to work on any day for which he has been granted sickness allowance.

5. Omitted by Section 29 of Act No. 53 of 1961.

5. (1) Amended by Notification No. F. 5(18)-LAB/65 dated 18.10.65 Published in Tripura Gazette on 23.10.65.

72.A **Accumulation of sick leave:**—(1) Notwithstanding anything contained in rule 72 where in any year, a worker does not take the whole of the leave allowed to him under sub-rule (1) of that rule, he shall be entitled to add the leave not taken in that year to the leave to be allowed, to him in succeeding year:

Provided that the number of days of leave that may be carried forward to a succeeding year shall not in any case exceed thirty days.

(2) In addition to the leave to which a worker is entitled under sub-rule (1) of rule 72 and sub-rule (1) of this rule a worker may in the event of certified sickness, prefix or suffix to such leave, the balance, if any, of the annual leave with wages standing to his credit under section 30 of the Act:

Provided that leave under this sub-rule shall be allowed only in genuine cases of serious or chronic illness or for prolonged periods of convalescence on the basis of a certificate in form No. 7.

(i) From the Chief Medical Officer or Medical Officer of a plantation

(ii) If the worker is on leave from the Plantation on the basis of a certificate from any Government Doctor, from a person not below the rank of an Assistant Surgeon.

(iii) Sickness allowance at the rate laid down in rule 72 shall be payable for the days of leave availed of under sub-rule (1) ]

73.  
74.  
75.  
76.  
77.  
78.  
79.  
80.  
81.

### CHAPTER VII

#### MISCELLANEOUS

Rules prescribed under sub-section 2(e) of section 43.

82. **Appeals:**—(1) An appeal against the order of an Inspector shall lie to the Chief Inspector and against the orders of the Chief Inspector to the State Government or to such authorities as the State Government may appoint in this behalf. The appellate authority after giving both parties an opportunity of being heard shall either reject the application or decide in any manner it deems fit.

6. Amended by Notification No. F. 9(10)/LAB/68 dated 7.9.68. Published in Tripura Gazette on 14.9.1968.

[ By Section 29 of the Maternity Benefit Act, 1961 the provisions of Maternity Benefit under Section 32 of the Plantation Labour Act has been omitted. Hence, rules 73 to 81 framed under the said Plantation Labour Act, 1951 become void. ]



(2) All appeals under sub-rule (1) shall be in the form of the memorandum setting forth consisely the grounds of objections to the order and shall be accompanied by the certified copy of the order appealed against duly signed by the appellant or, on his behalf, by a duly authorised agent or legal practitioner. An appeal shall be considered valid only if submitted within two months from the date of the order appealed against.

(3) On receipt of the memorandum of appeal, the appellate authority shall, if it thinks fit, appoint an assessor within two weeks to assist in the disposal of the appeal. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector or Chief Inspector, as the case may be, whose order is appealed against.

**Rules prescribed under sub-section (2)(j) of section 43**

83. **Registers** :—(1) Every employer shall maintain (a) registers of adult and non-adult workers in Form Nos. 12 and 13 respectively and (b) a register in Form No. 14 hereinafter called the Leave with Wages Register which shall be preserved for a period of three years after the last entry in it :

Provided that if the Inspector or the Chief Inspector is of the opinion that any muster roll or register maintained by the employer gives the required particulars in respect of any or all workers in the plantation, he may by order in writing, direct that such muster roll or register shall, to the corresponding extent, be maintained in the place of and be treated as the register required under this rule in respect of that plantation.

(2) (a) Every employer shall provide a plantation worker with a book in Form No. 15 (hereinafter called the Leave Book). The Leave book shall be the property of the worker and the employer or his agent shall not demand it except to make necessary entries, and shall not keep it for more than a week at a time.

(b) If a worker losses his Leave Book the employer shall provide him with another copy on the payment of .06 paise.

(3) Every employer shall maintain a bound Inspection Book and shall produce it when required by the Inspector or Certifying Surgeon.

84. **Returns** :—(1) Every employer shall furnish to the Inspector and the Chief Inspector on or before the 31st January, of every year an annual return in duplicate in Form No. 16.

(2) Every employer shall furnish to the Inspector and the Chief Inspector not later than the 15th February of the year subsequent to that to which it relates returns in Form Nos. 17, 18, 19, 20 and 21.

(3) Every employer shall furnish to the Inspector and the Chief Inspector by the 31st January and 31 July every year a half yearly progress report in duplicate in regard to the provision of medical facilities in Form No. 22.

85. (4) Every employer shall keep up-to-date the registers and other records required to be maintained by him under this rule by making entries relating to any day on that day itself in such registers and records.]



**FORM NO 1**

[ Prescribed under sub-rule (2) of Rules 5 ]

**CERTIFICATE OF FITNESS.**

1. Serial No....
- Date
2. Name
3. Father's Name
4. Sex
5. Residence
6. Age certified
7. Physical fitness
8. Descriptive marks
9. Reasons for
  - (i) refusal of certificate
  - (ii) certificate being revoked.

Thumb impression

Initials of Certifying Surgeon.

Serial No... ..

Date

I certify that I have personally examined (name)

son/daughter of ... ..

residing at ... ..

and that his/her age, nearly as can be ascertained from my examination, is ... .. years, and that he/she is fit for employment in plantation as an adolescent/child.

His/her description marks are ... ..

Thumb Impression.

Certifying Surgeon.

Note:— Exact details of cause of physical disability should be clearly stated.

**FORM NO. 2**

[ Prescribed under sub-rule (3) of Rule 5 ]

**REGISTER SHOWING THE FEES PAID TO THE CERTIFYING SURGEON FOR THE ISSUE OF DUPLICATE CERTIFICATES**

Date	Serial No.	Number and date of previous certificate.	Name of persons to whom granted.	Father's name	Initials of the Certifying Surgeon
1	2	3	4	5	6

Paid to Treasury at... .. on (date)...

Signature of the Certifying Surgeon.



FORM No. 3

[Prescribed under sub-rule (5) of Rule 5]  
CERTIFYING SURGEON VISIT NOTE

Visit to (Plantation) \_\_\_\_\_ on (date) \_\_\_\_\_ 19\_\_

Name of the Certifying Surgeon.  
EXAMINATION AND CERTIFICATES.

(A) Children.

- 1. Original examination .....  
Number examined ..... Number of granted certificates .....
- 2. Re-examination of those holding certificates .....  
Number examined ..... Number of certificates cancelled ..... Reason for cancellation in each case (i.e., general nature of unfitness) .....

(B) Adolescents.

- 1. Original examination .....  
Number examined ..... Number of granted certificates .....
- 2. Re-examination of those holding certificates .....  
Number examined ..... Number of certificates cancelled ..... Reason for cancellation in each case (i.e. General nature of unfitness) .....

Signed .....  
Certifying Surgeon.

N.B.:—Names of young persons who have been granted certificates and of those whose certificates have been cancelled shall be given in an Appendix to this Form.

FORM NO. 4

(Prescribed under rule 48)

HALF YEARLY PROGRESS REPORT FOR THE PERIOD FROM  
1st January \_\_\_\_\_ to 30th June 19\_\_  
1st July \_\_\_\_\_ to 31st December 19\_\_

- (i) Name of Plantation .....
- (ii) Name of State and District .....
- (iii) Name and address of the employer .....
- (iv) Total resident labour population including dependants in the plantation.
- (v) Number of resident workers requiring house (vide rules 22 and 29).
- (vi) Number of houses required to be provided according to the approved scheme every year.  
[8% of (v) above]
- (vii) Number of houses provided according to the approved scheme by—
  - (i) construction of new houses
  - (ii) adaption of old houses
- (viii) Reasons for not providing the number of houses as required in item (vi) ]

9. Amended by Notification No. F. 7/37/LAB/15 dated 25.11.59 published in Tripura Gazette.



FORM NO. 5

(Prescribed under Sub-rule (3) of rule 49)  
Record of Lime-washing, Painting, etc.

Description of houses.	Parts lime-washing, painted varnished or oiled, e. g., walls, ceilings, wood work, etc.	Treatment whether lime-washed, painted, varnished or oiled.	Date on which lime-washing, painting, varnishing or oiling was carried out (according to the English Calendar)			REMARKS.
			Date	Month	Year	
1	2	3	4	5	6	7

Signature of Employer.

FORM NO. 6

(Prescribed under rule 71)

NOTICE OF PERIOD OF WORK

Name of plantation		Place				District				REMARKS
From		Adult		Adolescents		Description of groups		Nature of work		
To		Male ABC	Female DEF	Male GH	Female IJ	Children KLM	Group letter			
From							A			
To							B			
From							C			
To							D			
							E			
							F			
							G			
							H			
							I			
							J			
							K			
							L			
							M			

Date on which the notice is first exhibited...

(Signed)...

Employer

Instruction to be followed in filling in the notice of Period of Work.

- (i) Divide all workers into groups according to the nature and periods of their work and classify "Groups" as A. B. C. D. etc.
- (ii) If workers in a particular group do not work during the same periods on all working days of the week, the periods should be shown separately for different days or sets of days during the week.



FORM-7

(Prescribed under sub-rule (3) of rule 72)

CERTIFICATE OF SICKNESS

This is to certify that I have examined.....  
 son/daughter/wife of..... employed in.....  
 ..... plantation at..... in the district  
 of..... on..... and found him/her suffering  
 from..... I recommend..... days absence  
 from work and payment of the corresponding sickness allowances,

Signature, qualification and designation of  
 Medical practitioner.

FORM No. 8

FORM No. 9

FORM No. 10

FORM No. 11

KLVI  
 Clinician

POLICE OFFICER OF WORK

10. By Section 29 of the Maternity Benefit Act, 1961 the provisions of Maternity Benefit under Section 32 of the Plantation Labour Act has been omitted. Hence rules 73 to 81 framed under the said Plantation Labour Act, 1951 become void.

FORM NO. 12

(Prescribed under sub-rule (1) of rule 83)  
 REGISTER OF ADULT WORKERS :

No.	Name and address.	Father's Name.	Nature of work.	Letter of group as in Notice of period of work (Form No. 6)	REMARKS
1					
2					
3					
4					
5					
6					

FORM NO. 13

(Prescribed under sub-rule (1) of rule 83)  
 REGISTER OF NON-ADULT WORKERS :

No.	Name and address.	Father's Name.	Date of first employment.	Number of certifying Surgeon's Certificate with date.	Age as entered in the certificate	Token No. reference to certificate if any.	Nature of work	Letter of group as in Notice of period of work (Form No. 6)	REMARKS
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

REGISTER OF TEENAGE ADULT WORKERS  
 (Prescribed under sub-rule (1) of rule 83)

FORM NO. 14



**FORM NO. 14**  
(Prescribed under Sub-rule (1) of rule 83)  
**REGISTER OF LEAVE WITH WAGES**

PART—I—Adults

Part—II—Non-adults

PLANTATION.....

SL. NO....	Name of worker...
SL. No. in the Register of adult/ non-adult workers ...	Father's/Husband's name ...
Date of entry into service ...	Address...

Number of days worked			Leave earned	Leave at credit (including balance, if any, on return from leave on last occasion)	Leave taken			Balance on return from leave	Date on which wages for leave paid and amount paid	REMARKS
From	To	Total days worked			From	To	Number of days			

1      2      3      4      5      6      7      8      9      10      11

\* REGISTER OF WAGES WORKERS :  
(Prescribed under sub-rule (1) of rule 83)  
FORM NO. 15

**FORM NO. 15**  
(Prescribed under sub-rule (2) of rule 83)  
**LEAVE BOOK**

PART—I—Adults

PART—II—Non-adults

Plantation.....

SL. NO....	Name of worker...
SL. No. in the Register of adult/ non-adult workers ...	Father's/Husband's name...
Date of entry into service...	Address...

Number of days worked			Leave earned	Leave at credit (including balance if any, on return from leave on last occasion)	Leave taken			Balance on return from leave	Date on which wages for leave paid and amount paid	REMARKS
From	To	Total days worked			From	To	Number of days			

1      2      3      4      5      6      7      8      9      10      11

Note :—The leave Book shall be made out separately for each worker on thick bound sheets.



11. ... ..

11. By Section 29 of the Maternity Benefit Act, 1961 the provisions of Maternity Benefit under Section 32 of the Plantation Labour Act has been omitted. Hence, rules 73 to 81 framed under the said Plantation Labour Act, 1951 become void.

Government of Tripura  
Labour Department

No.F.90(32)-LAB/PL/COM/97/782, Dated, Agartala, the 14th February, 2000.

NOTIFICATION

In exercise of the power conferred by sub-section (1) of Section-43 of the Plantations Labour Act, 1951 (Act No. 69 of 1951,) the State Government with the previous approval of the Central Government hereby make the following Rules to amend the " Tripura Plantations Labour Rules 1954", the same having already been published in the Tripura Gazette, Extra-Ordinary issue dated 16th December, 1999 inviting objection and suggestions as required.

S. C. Das  
Secretary,  
Government of Tripura.

ANNEXURE-1&1

THE PLANTATIONS LABOUR ACT, 1951

ANNUAL RETURN

RULES

Short title and Commencement.

1. (1) These Rule may be called the Tripura Plantation Labour (Amendment, Rules, 1999.

Amendment of Rule-22.

1. In Rule 22 of the Tripura Plantations Labour Rules 1954 (hereinafter Official Gazette, )

2. Full Postal address of the Plantation  
3. Name of the Plantation

4. After sub-rule (4), the following shall be substituted, namely :-

(4) Notwithstanding anything contained in sub-rules (1),(2) and(3) small and inaccessible Plantations employing in 350 or less workers so situated as to be within reasonable distance or reach of a garden hospital shall have, subject to the approval of the Chief Inspector, dispensaries with five detention beds, a dhai or midwife and a general duty attendant under the immediate care of a fulltime qualified Pharmacist, but supervised and visited daily at regular hours by the nearest garden doctor.



(b) after sub-rule (4) the following sub-rules shall be inserted, namely :-

(4A) Whether the worker is required to be sent to a hospital out side the Plantation, the employer shall pay the cost of medicine prescribed by the Medical Officer of the Hospital and actual Bus, Jeep Auto Rickshaw fare of the worker and one escort. (4B) The employer shall pay the cost of medicines prescribed by the attending Medical Officer to the worker and the actual cost of journey of the worker and one escort when the worker is referred to a Hospital out side Tripura by the State Medical Board.

**Amendment of Rule-84.**

3. In rule 84 of the Principal rule (a) in sub-rule (1) for the figures "16", the figure "16", shall be substituted, (b) sub-rule (2) and (3) shall be omitted (c) sub-rule(4) shall be renumbered as sub-rule (2).

4. For Form 16 appended with Principal Rules, the following Form shall be substituted, namely :-

S. C. Das  
Secretary  
Government of Tripura

**ANNEXURE—16.1  
THE PLANTATIONS LABOUR ACT, 1951.  
ANNUAL RETURN.**

Registration Number of the Plantation

Name of the Manager

1. District

2. Full Postal address of the Plantation

3. Name of the Plantation

4. Area (Hectares)

5. Number of days worked in the year

6. Number of mandays worked during the year

7. Average number of workers employed daily.

**ADULTS**

Men

Women

Adolescent

Men

Female

Children

Boys

Girls

8. Total Number of manhours worked including overtime, excluding rest interval.

(a) Adults

(i) Men

(ii) Women

(c) Children

(i) Boys

(ii) Girls

(b) Adolescents

(i) Male

(ii) Female

9. Average number of hours worked per week :—

Men

Women

Children

The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days in the year. In reckoning attendances, attendance by temporary as well as permanent employees should be included, whether they are employed directly or under contractors.

Adult—Adult means a person who has completed his eighteenth year of age.

Adolescent—Adolescent means a person who has completed his fifteenth year of age, but has not completed his eighteenth year.

Child—Child means a person who has Completed his twelfth year of age, but has not completed fifteenth year of age.

**LEAVE WITH WAGES**

10. Total number of persons employed during the year

(i) Men

(ii) Women

(iii) Children

11. Number of workers who were entitled to annual leave with wages during the year.  
(i) Men  
(ii) Women  
(iii) Children

12. Number of workers who were granted leave during the year.  
(i) Men  
(ii) Women  
(iii) Children

13. Number of workers whose services were terminated and who were paid wages in lieu of leave.  
(i) Men  
(ii) Women  
(iii) Children

14. Number of workers whose services were terminated and who were paid wages in lieu of leave.  
(i) Men  
(ii) Women  
(iii) Children

15. Number of workers to whom leave has been granted during the year.  
(i) Men  
(ii) Women  
(iii) Children

16. Total number of men workers employed during the year.  
(i) Boys  
(ii) Girls

17. Number of women workers who worked for period not less than 150 days during the year.  
(i) Men  
(ii) Women  
(iii) Children

18. Number of women workers who claimed maternity benefit during the year.

19. The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days in the year. In reckoning attendances, attendance by temporary as well as permanent employees should be included, whether they are employed directly or under contractors.

20. Adult—Adult means a person who has completed his eighteenth year of age.

21. Adolescent—Adolescent means a person who has completed his fifteenth year of age, but has not completed his eighteenth year.

22. Child—Child means a person who has Completed his twelfth year of age, but has not completed fifteenth year of age.

23. Number of workers who were entitled to annual leave with wages during the year.  
(i) Men  
(ii) Women  
(iii) Children

24. Number of cases in which the claims were rejected.



11. Number of workers who were entitled to annual leave with wages during the year.
  - (i) Men
  - (ii) Women
  - (iii) Children
12. Number of workers who were granted leave during the year
  - (i) Men
  - (ii) Women
  - (iii) Children
13. Number of workers whose services were terminated during the year
14. Number of workers whose services were terminated and were paid wages in lieu of leave
15. Number of workers to whom leave granted amounted to 30 days
  - (i) Men
  - (ii) Women
  - (iii) Children

**MATERNITY BENEFITS**

16. Total Number of women workers employed during the year :-
17. Number of women workers who worked for period not less than 150 days during the year :-
18. Number of women workers who claimed Maternity benefit during the year :-
19. Number of claims accepted and paid either fully or partially.
  - (i) Total
  - (ii) From current year claim
20. Total amount of maternity benefits paid (in Rs.) :-

**SICKNESS BENEFITS**

21. Number of workers who applied for sickness benefit :-
22. Number of workers who received the benefit :-
23. Amount paid (in Rs.) :-
24. Number of cases in which the claims were rejected :-

(Specify reason for rejection)

- (i)
- (ii)
- (iii)
- (iv)
- (v)

**CRECHES**

25. Is there a creche provided in the plan required under Section—12
26. Number of creches provided
27. Average daily attendance of children at the creche
  - (i) (two) years and below
  - (ii) Above (two) years
28. Whether the following facilities provided in the creches (Yes/No)
  - (i) Milk
  - (ii) Food
  - (iii) Clothes
  - (iv) Toys
  - (v) Medical aid
  - (vi) Others
  - (vii) Doctors/Nurses
  - (viii) Aiyas & Attendants
  - (ix) Sweepers

(Number)  
(Number)  
(Number)

29. Is there a canteen provided in the Plantation as required under Section II
30. Number of canteens provided No. .... and serving
  - (i) Cooked food and refreshment tea etc.
  - (ii) Cooked food only.
  - (iii) Refreshment and tea only.
  - (iv) Tea only.

31. Is the canteen run and managed departmentally or through contractors.
32. Please state of a common canteen is being shared with some other Plantation.

**HOUSING FACILITIES**

33. Number of workers eligible for housing accommodation.
34. Number of workers already provided with accommodation.
35. Number of workers remaining to be provided with accommodation.
36. Shortage of houses (Number).
37. Details of housing accommodation sanctioned for construction.



GOVERNMENT OF TRIPURA  
DEPARTMENT OF LABOUR

No. F. 5(18)/LAB/65

Dated, Agartala, the 6th February, 1967.

## NOTIFICATION

In exercise of the powers conferred by rule 52 of the Tripura Plantation Labour Rules, 1954, the Chief Commissioner is pleased to appoint the following Sub-Deputy Collectors as 'Competent Authorities' for the purposes of the said rule for the local areas shown against each authority.

Competent Authorities	Local Areas.
Sub-Deputy Collector, Sadar	Sadar Sub-Division
Sub-Deputy Collector, Khowai	Khowai Sub-Division
Sub-Deputy Collector, Kailashahar	Kailashahar Sub-Division
Sub-Deputy Collector, Dharmanagar	Dharmanagar Sub-Division
Sub-Deputy Collector, Kamalpur.	Kamalpur Sub-Division
Sub-Deputy Collector, Sabroom	Sabroom Sub-Division.

By order of the Chief Commissioner,  
N. G. Choudhuri  
Secretary,  
Government of Tripura.

38. Details of housing accommodation:—  
under construction.
39. Details regarding monetary assistance provided by the Central Government under subsidised housing scheme.
40. Details regarding monetary assistance provided by other agencies (specify).

## ACCIDENTS DUE TO HOUSE COLLAPSES

41. Number of houses collapsed.
42. Number of persons injured.
43. Number of deaths, if any.
44. Compensation paid (in Rs.).

- (i) Due to injuries.
- (ii) Due to deaths.

45. a) Total number of accidents (workers injured).  
Fatal.  
Non-Fatal.

- b) Accidents in which workers returned to work during the year to which this return relates.

- i) Accidents (workers injured) occurring during the same year number ...  
... Mandays lost ...
- ii) Accidents (workers injured) occurring in the previous year in which workers returned to work during the year to which the return relates number ...  
... Mandays lost ...

- c) Accidents in which the workers did not return to work during the year to which this return relates. Number ...  
... Mandays lost ...
- d) Cases of accidents

- i) Machinery moved by Mechanical power.
- ii) Transport.
- iii) Others (specify).

Certified that the information furnished above is to the best of knowledge and belief, correct.

Signature of Manager

Date ... ..

Omission of Forms No. 17, 18, 19, 20 and 21. ...

6. Forms No. 17, 18, 19, 20 and 21 appended to the Principal R shall be omitted.