

**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 93 of  
the Employment Relations Act**

1. These regulations may be cited as the Cinema Employees (Remuneration Order) (Amendment No. 2) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Cinema Employees (Remuneration Order) Regulations 2005.
3. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
4. These regulations shall be deemed to have come into operation on 1 December 2016.

Made by the Minister on 1 December 2016.

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**SCHEDULE**  
[Regulation 3]

**FIRST SCHEDULE**  
[Regulation 6]

**PART I**

<b>Category of employee</b>	<b>Monthly basic wages (Rs)</b>
Driver	9,617
Store Assistant	8,915
Caretaker/Cleaner	8,915
Cleaner	7,873
Helper	7,913

**PART II**

<b>Category of employee</b>	<b>For up to 28 shows per month (Rs)</b>	<b>Rate per additional show above 28 shows per month and for casual workers (Rs cs)</b>
Projectionist	9,414	426.14
Assistant Projectionist	8,315	344.49
Box Office Attendant	8,212	336.35
Ticket Controller	8,212	336.35
Usher	8,212	336.35
Café Keeper	8,212	336.35
Café Assistant	6,750	235.76

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**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 93 of  
the Employment Relations Act**

1. These regulations may be cited as the Domestic Workers (Remuneration) (Amendment No. 2) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Domestic Workers (Remuneration) Regulations 2010.
3. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
4. These regulations shall be deemed to have come into operation on 1 December 2016.

Made by the Minister on 1 December 2016.

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**SCHEDULE**  
[Regulation 3]

**FIRST SCHEDULE**  
[Regulation 3(1)(a)]

<b>Category of worker</b>	<b>Monthly basic wages (Rs)</b>	<b>Hourly basic rate (Rs cs)</b>
Cook	6,958	33.45
Driver	9,009	43.31
Gardener	7,767	37.34
<i>Garde-malade</i>	7,891	25.29
Household Worker	6,750	32.45
Watchperson	8,315	26.65
Household Worker/Cook	7,345	35.31
Caretaker	7,767	37.34

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**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 93 of  
the Employment Relations Act**

1. These regulations may be cited as the Factory Employees (Remuneration Order) (Amendment No. 2) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Factory Employees (Remuneration Order) Regulations 2001.
3. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
4. These regulations shall be deemed to have come into operation on 1 December 2016.

Made by the Minister on 1 December 2016.

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**SCHEDULE**  
[Regulation 3]

**FIRST SCHEDULE**  
[Regulation 3(1)(a)]

**PART I**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Chief clerk	1st year	11,380
	2nd year	11,605
	3rd year	11,842
	4th year	12,121
	5th year	12,335
	6th year	12,636
	7th year	12,883
	8th year & thereafter	13,140
Accounts Clerk, Cashier, Storekeeper	1st year	10,320
	2nd year	10,586
	3rd year	10,843
	4th year	11,058
	5th year	11,272
	6th year	11,498
	7th year	11,724
	8th year & thereafter	11,970

Clerk, Assistant Storekeeper	1st year	9,425
	2nd year	9,594
	3rd year	9,778
	4th year	10,007
	5th year	10,223
	6th year	10,375
	7th year	10,693
	8th year & thereafter	10,993
Word Processing Operator	1st year	9,127
	2nd year	9,304
	3rd year	9,480
	4th year	9,697
	5th year	9,915
	6th year	10,148
	7th year	10,275
	8th year & thereafter	10,564
Telephonist, Receptionist	1st year	8,896
	2nd year	9,072
	3rd year	9,249
	4th year	9,458
	5th year	9,674
	6th year	9,893
	7th year	10,126
	8th year & thereafter	10,199

Foreman, Forewoman	1st year	8,896
	2nd year	9,072
	3rd year	9,249
	4th year	9,458
	5th year	9,674
	6th year	9,893
	7th year	10,104
	8th year & thereafter	10,199

**PART II**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>	<b>Daily wages for an employee on a 5-day week (Rs cs)</b>	<b>Daily wages for an employee on a 6-day week (Rs cs)</b>
Factory Operator	1st year	8,268	375.82	318.00
	2nd year	8,355	379.77	321.35
	3rd year	8,438	383.55	324.54
	4th year	8,519	387.23	327.65
	5th year	8,612	391.45	331.23
	6th year	8,685	394.77	334.04
	7th year	8,755	397.95	336.73
	8th year & thereafter	8,827	401.23	339.50
Factory Attendant	1st year	7,874	357.91	302.85
	2nd year	7,963	361.95	306.27
	3rd year	8,050	365.91	309.62



	4th year	8,152	370.55	313.54
	5th year	8,239	374.50	316.88
	6th year	8,326	378.45	320.23
	7th year	8,410	382.27	323.46
	8th year & thereafter	8,492	386.00	326.62
Unskilled Worker	1st year	6,750	306.82	259.62
	2nd year	6,835	310.68	262.88
	3rd year	6,959	316.32	267.65
	4th year	7,043	320.14	270.88
	5th year & thereafter	7,123	323.77	273.96
Watchman		8,950		344.23

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**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 93 of  
the Employment Relations Act**

1. These regulations may be cited as the Light Metal and Wooden Furniture Workshops (Remuneration Order) (Amendment No. 2) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Light Metal and Wooden Furniture Workshops (Remuneration Order) Regulations 2002.
3. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
4. These regulations shall be deemed to have come into operation on 1 December 2016.

Made by the Minister on 1 December 2016.

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**SCHEDULE**  
[Regulation 3]

**FIRST SCHEDULE**  
[Regulation 3(1)(a)]

**PART I**

Category of employee	Year of service	Monthly basic wages (Rs)
<b>Administrative staff</b>		
Accounts Clerk, Cashier, Storekeeper	1st year	10,281
	2nd year	10,486
	3rd year	10,646
	4th year	10,807
	5th year	11,038
	6th year	11,258
	7th year	11,488
	8th year & thereafter	11,774
Clerk	1st year	9,865
	2nd year	10,088
	3rd year	10,241
	4th year	10,303
	5th year	10,582
	6th year	10,807
	7th year	11,032
	8th year & thereafter	11,247
Word Processing Operator	1st year	9,507
	2nd year	9,671

	3rd year	9,822
	4th year	9,987
	5th year	10,163
	6th year	10,442
	7th year	10,667
	8th year & thereafter	10,893
Receptionist/Telephonist	1st year	8,617
	2nd year	8,782
	3rd year	8,937
	4th year	9,091
	5th year	9,335
	6th year	9,574
	7th year	9,800
	8th year & thereafter	10,088

## PART II

Category of employee	Year of service	Daily basic wages (Rs cs)
Cabinet Maker (Superior Grade)	1st year	401.61
	2nd year	404.07
	3rd year	406.15
	4th year	408.22
	5th year & thereafter	410.27

**Skilled employees**

		<b>Grade I (Rs cs)</b>	<b>Grade II (Rs cs)</b>	<b>Grade III (Rs cs)</b>
Blacksmith, Cabinet maker, Electrician, Fitter, Machine operator, Mechanic, Painter, Panel beater, Pipe bender, Trimmer, Turner, Upholsterer, Welder and other employees in charge of sophisticated equipment	1st year	388.01	359.44	333.55
	2nd year	390.16	362.09	336.08
	3rd year	392.27	364.36	338.23
	4th year	392.27	366.55	340.36
	5th year & thereafter	392.55	368.63	342.47
Apprentice	1st year		259.62	
	2nd year		268.62	
	3rd year		277.51	
	4th year		286.56	
	5th year		296.51	

**Category**

	<b>Year of service</b>	<b>Monthly basic wages</b>		
		<b>Grade I (Rs)</b>	<b>Grade II (Rs)</b>	<b>Others (Rs)</b>
Driver	1st year	9,909	9,660	9,398
	2nd year	9,965	9,715	9,455
	3rd year	10,020	9,768	9,512
	4th year	10,133	9,822	9,569
	5th year & thereafter	10,188	9,876	9,633
Lorry helper	1st year		8,672	
	2nd year		8,738	
	3rd year		8,794	
	4th year & thereafter		8,849	

		<b>Daily basic wages (Rs cs)</b>	
Attendant	}	1st year	317.51
		2nd year	319.77
		3rd year	322.12
		4th year & thereafter	324.20
Watchman	}	1st year	330.16
		2nd year	332.28
		3rd year	334.44
		4th year & thereafter	336.96

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**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 93 of  
the Employment Relations Act**

1. These regulations may be cited as the Nursing Homes (Remuneration Order) (Amendment No. 2) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Nursing Homes (Remuneration Order) Regulations 1984.
3. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
4. These regulations shall be deemed to have come into operation on 1 December 2016.

Made by the Minister on 1 December 2016.

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**SCHEDULE**  
[Regulation 3]

**FIRST SCHEDULE**  
[Regulation 3]

**PART A**

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Charge Nurse/Ward Sister		11,868
Medical Laboratory Technician	1st year	10,758
	2nd year	10,875
	3rd year	11,025
	4th year	11,192
	5th year & thereafter	11,380
Radiographer	1st year	10,758
	2nd year	10,875
	3rd year	11,025
	4th year	11,165
	5th year & thereafter	11,326
Nurse	1st year	9,744
	2nd year	9,874
	3rd year	9,981
	4th year	10,173
	5th year	10,257
	6th year	10,505
	7th year	10,758
	8th year	10,929
	9th year	11,138
	10th year & thereafter	11,326



Dispenser	1st year	8,795
	2nd year	8,945
	3rd year	9,073
	4th year	9,255
	5th year & thereafter	9,467
Assistant Nurse	1st year	8,322
	2nd year	8,500
	3rd year	8,650
	4th year	8,795
	5th year	8,945
	6th year	9,139
	7th year	9,318
	8th year	9,525
	9th year	9,744
	10th year & thereafter	9,928
Midwife	1st year	8,617
	2nd year	8,762
	3rd year	8,905
	4th year	9,043
	5th year	9,167
	6th year	9,347
	7th year	9,553
	8th year	9,771
	9th year	9,955
	10th year & thereafter	10,200
Nursing Aid	1st year	7,105
	2nd year	7,245
	3rd year	7,420
	4th year	7,919

}	5th year	8,322
	6th year	8,576
	7th year	8,795
	8th year	9,007
	9th year	9,195
	10th year & thereafter	9,387

**PART B**

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Driver		8,795
Cook	1st year	8,322
	2nd year	8,500
	3rd year & thereafter	8,729
Receptionist	1st year	8,214
	2nd year	8,426
	3rd year & thereafter	8,576
Nursing Home Attendant, Lauderer	1st year	6,750
	2nd year	7,024
	3rd year	7,305
	4th year	7,498
	5th year & thereafter	7,735
Gardener		7,917
Kitchen Help	1st year	6,750
	2nd year	7,105
	3rd year & thereafter	7,577
Watchman		8,079
Handyman		9,318

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**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 93 of  
the Employment Relations Act**

1. These regulations may be cited as the Pre-Primary School Employees (Remuneration Order) (Amendment No. 2) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Pre-Primary School Employees (Remuneration Order) Regulations 2000.
3. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
4. These regulations shall be deemed to have come into operation on 1 December 2016.

Made by the Minister on 1 December 2016.

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**SCHEDULE**  
[Regulation 3]

**FIRST SCHEDULE**  
[Regulations 3 and 5]

Category of employee	Year of service	Monthly basic wages (Rs)
<b>Teaching staff</b>		
Teacher Supervisor		10,191
Teacher (Grade A)	1st year	9,011
	2nd year	9,110
	3rd year	9,226
	4th year	9,331
	5th year	9,452
	6th year	9,562
	7th year	9,701
	8th year	9,823
	9th year	9,961
		10th year & thereafter
Teacher (Grade B)	1st year	8,368
	2nd year	8,477
	3rd year	8,601
	4th year	8,701
	5th year & thereafter	8,802
Teacher (Grade C)	Less than 5 years	8,046
	5 to 10 years	8,368
	more than 10 years & thereafter	8,653
<b>Non-teaching staff</b>		
Cook		7,598
Gardener/Handyman		6,750

School Attendant	}	1st year	7,598
		2nd year	7,686
		3rd year	7,775
		4th year	7,869
		5th year & thereafter	7,971
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**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 93 of  
the Employment Relations Act**

1. These regulations may be cited as the Salt-Manufacturing Industry (Remuneration Order) (Amendment No. 2) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Salt-Manufacturing Industry (Remuneration Order) Regulations 1983.
3. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
4. These regulations shall be deemed to have come into operation on 1 December 2016.

Made by the Minister on 1 December 2016.

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**SCHEDULE**  
[Regulation 3]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Daily wages (Rs cs)</b>
Male worker	281.55
Female worker	281.55
Foreman	326.20
<i>Alimentateur</i>	301.93
Mason	320.16
Watchman	281.55
Factory Operator	301.93

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## THE EMPLOYMENT RELATIONS ACT

### Regulations made by the Minister under section 93 of the Employment Relations Act

1. These regulations may be cited as the Tea Industry Workers (Remuneration Order) (Amendment No. 2) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Tea Industry Workers (Remuneration Order) Regulations 1984.
3. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
4. The Second Schedule to the principal regulations is amended –
  - (a) in paragraph 3(2) –
    - (i) in sub subparagraph (a), by deleting the figure “22.00” and replacing it by the figure “23.54”; and
    - (ii) in sub subparagraph (b), by deleting the figure “21.08” and replacing it by the figure “22.62”;
  - (b) in paragraph 4, by revoking subparagraph (2) and replacing it by the following subparagraph –
    - (2) Subject to subparagraph (3), every worker who plucks green leaves and does levelling off shall be paid on the amount of leaves plucked by him at the following rate –

	<b>Rate per kg (Rs cs)</b>
(a) up to 30 kgs	8.65
(b) over 30 kgs and up to 40 kgs	9.55
(c) over 40 kgs	9.74



**5.** These regulations shall be deemed to have come into operation on 1 December 2016.

Made by the Minister on 1 December 2016.

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**SCHEDULE**  
[Regulation 3]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
<b>GROUP A</b>		
Field Labourer (Male)	8,320	320.00
Field Labourer (Female)	7,174	275.92
Young Person	6,750	259.62
Watchman (Grade 2)	8,235	316.73
Sirdar or Gangman	8,981	345.42
<b>GROUP B</b>		
Factory Worker (Male)	8,320	320.00
Factory Worker (Female)	7,174	275.92
Gardener	8,320	320.00
Factory Supervisor	9,893	380.50
Messenger	8,340	320.77
Store Attendant	8,723	335.50
Laboratory Attendant (Grade 1)	8,723	335.50
Laboratory Attendant (Grade 2)	8,488	326.46
Sirdar or Gangman	8,981	345.42
Assistant Sirdar or Gangman	8,575	329.81

Category of worker	Wages		
		Monthly (Rs)	Daily (Rs cs)
Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter	(Grade 1)	9,603	369.35
	(Grade 2)	9,292	357.39
	(Grade 3)	8,793	338.19
Carpenter & Stone Mason	(Grade 1)	8,811	338.89
	(Grade 2)	8,602	330.85
	(Grade 3)	8,408	323.39
Factory Operator		8,723	335.50
Weigher	(Grade 1)	9,333	358.96
	(Grade 2)	8,769	337.27
Leaf Checker		8,715	335.19
Watchman	(Grade 1)	8,570	329.62
	(Grade 2)	8,235	316.73
Driver	(Grade 1)	8,853	340.50
	(Grade 2)	8,655	332.88
Lorry Attendant/Lorry Helper		8,320	320.00
Factory Attendant		8,259	317.65
Boiler & Turbine Operator		9,706	373.31