

(REMUNERATION ORDER REGULATIONS)

1. [The Attorneys' and Notaries' Workers \(Remuneration\) Regulations 2010](#)
2. [The Baking Industry \(Remuneration Order\) Regulations 2003](#)
3. [The Bank Fishermen and Frigo-workers Remuneration Regulations 2016](#)
4. [The Blockmaking, Construction, Stone Crushing and Related Industries \(Remuneration Order\) Regulations 2003](#)
5. [The Catering and Tourism Industries Remuneration Regulations 2014](#)
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19. [The Pre-Primary School Employees \(Remuneration Order\) Regulations 2000](#)
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21. [The Private Secondary Schools Employees \(Remuneration Order\) Regulations 1984](#)
22. [The Public Transport \(Buses\) Workers Remuneration Regulations 2014](#)
23. [The Road Haulage Industry \(Remuneration \) Regulations 2009](#)

24. [The Salt Manufacturing Industry \(Remuneration Order\) Regulations 1983](#)
25. [The Sugar Industry \(Agricultural Workers\) \(Remuneration Order\) Regulations 1983](#)
26. [The Sugar Industry \(Non - Agricultural Workers\) \(Remuneration Order\) Regulations 1985](#)
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THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Attorneys' and Notaries' Workers \(Remuneration\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Attorneys' and Notaries' Workers (Remuneration) Regulations 2010.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE

[Regulation 4]

FIRST SCHEDULE

[Regulation 3(1)(a)]

Category of employee	Year of service	Monthly basic wages (Rs)
Clerk	1st year	9,241
	2nd year	9,397
	3rd year	9,558
	4th year	9,720
	5th year	9,875
	6th year	10,083
	7th year	10,290
	8th year	10,398
	9th year	10,605
	10th year	10,812
	11th year	11,072
	12th year	11,331
	13th year	11,590
	14th year	11,849
	15th year	12,160
	16th year	12,472
	17th year	12,783
	18th year	13,094
	19th year	13,431
	20th year & thereafter	13,794
Secretary	1st year	9,241
	2nd year	9,397
	3rd year	9,558
	4th year	9,720
	5th year	9,875
	6th year	10,083

7th year	10,290
8th year	10,398
9th year	10,605
10th year	10,812
11th year	11,072
12th year	11,331
13th year	11,590
14th year	11,849
15th year & thereafter	12,160

THE EMPLOYMENT RELATIONS ACT

**Regulations made by the Minister under section 94 of
the Employment Relations Act**

1. These regulations may be cited as the [Baking Industry \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Baking Industry (Remuneration Order) Regulations 2003.
3. Regulation 4(1) of the principal regulations is amended by revoking paragraph (a) and replacing it by the following paragraph –
 - (a) remunerated at the rate specified in the First Schedule which is inclusive of additional remuneration prescribed by the Additional Remuneration (2017) Act 2016;
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 2, 3, 4, 6 and 8]

1. BREAD MANUFACTURE

(1) Semi-automated bakery

Category of employee	Daily basic wages (Rs cs)
Bakery Operator	493.21
Handyperson	360.00
Extra remuneration for work performed at night: (basic daily wages + overtime) x 20%	

(2) Industrial bakery

Category of employee	Daily basic wages (Rs cs)
Bakery Operator	476.71
Handyperson	348.71
Extra remuneration for work performed at night: (basic daily wages + overtime) x 20%	

(3) Mechanised bakery

Category of employee	Daily basic wages for first 13 bags of flour (Rs cs)
<i>Coupeur</i>	431.04
Brigadier	378.41
Mixer	378.41
Unskilled Employee	318.14
Remuneration for every additional bag: (basic daily wages ÷ 13 x 1.5)	

2. BISCUIT FACTORY

Category of employee	Daily basic wages (Rs cs)
Oven Operator	326.16
Assistant Oven Operator	321.77

Mixer	337.93
Assistant Mixer	321.77
Machine Operator	337.93
Assistant Machine Operator or Biscuit Stamping Machine Operator }	321.77
Unskilled employee	316.97

3. PASTRY BAKERY

Category of employee	Daily basic wages (Rs cs)
Oven Operator	337.93
Assistant Oven Operator	326.16
Mixer	363.66
Assistant Mixer	337.93
Unskilled employee	316.97

4. OTHER EMPLOYEES IN BAKING INDUSTRY

Category of employee	Year of service	Monthly basic wages (Rs)
(1) Clerk	1st year	9,413
	2nd year	9,636
	3rd year	9,789
	4th year	9,951
	5th year	10,230
	6th year	10,355
	7th year	10,580
	8th year & thereafter	10,795
(2) Driver	1st year	9,457
	2nd year	9,513
	3rd year	9,568
	4th year	9,681
	5th year & thereafter	9,736
(3) Salesperson	1st year	8,825

2nd year	8,883
3rd year	8,952
4th year	9,008
5th year & thereafter	9,066

**Daily basic wages
(Rs cs)**

(4) Handpacker

281.78

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Bank Fishermen and Frigo-workers Remuneration \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Bank Fishermen and Frigo-workers Remuneration Regulations 2016.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended –
 - (a) in paragraphs 1(1)(b), 11(1)(b) and 12(b), by deleting the figure “450.77” and replacing it by the figure “458.46”;
 - (b) in paragraphs 1(3), 11(1)(a) and 12(a), by deleting the figure “305.45” and replacing it by the figure “313.14”.
6. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 2(b)(i), 3(1)(a), (2) and 4(a)(i)]

Category of worker	Remuneration (Catch per dory of 3 fishermen)	Rate per kilogramme (Rs cs)
Banks Fisherman	Up to 125 kilogrammes	20.91
	Above 125 kilogrammes	27.66
		Rate per day (Rs cs)
Frigo-worker		458.46

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Blockmaking, Construction, Stone Crushing and Related Industries \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) Regulations 2003.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of employee	Year of service	Monthly basic wages (Rs)
Administrative staff		
Accounts Clerk, Store and Tool keeper, Timekeeper	1st year	11,815
	2nd year	12,013
	3rd year	12,212
	4th year	12,410
	5th year	12,609
	6th year	12,808
	7th year	13,006
	8th year & thereafter	13,205
Clerk	1st year	10,747
	2nd year	10,989
	3rd year	11,283
	4th year	11,525
	5th year	11,766
	6th year	12,008
	7th year	12,250
	8th year & thereafter	12,496
Weighbridge Clerk	1st year	10,436
	2nd year	10,671
	3rd year	10,908
	4th year	11,144
	5th year	11,439
	6th year	11,680

	7th year	11,922
	8th year & thereafter	12,174
Word Processing Operator	1st year	10,418
	2nd year	10,559
	3rd year	10,801
	4th year	11,042
	5th year	11,342
	6th year	11,589
	7th year	11,836
	8th year & thereafter	12,083
Receptionist/Telephonist	1st year	9,338
	2nd year	9,574
	3rd year	9,865
	4th year	10,095
	5th year	10,326
	6th year	10,463
	7th year	10,698
	8th year & thereafter	10,935
Learner –		
(a)	first 3 months	9,003
(b)	next 3 months	11,638

PART II

Category of employee	Year of service	Monthly basic wages (Rs)
Non-administrative staff		
Chief Supervisor		15,171
Supervisor	1st year	13,076
	2nd year	13,323

3rd year	13,570
4th year	13,817
5th year	14,063
6th year	14,310
7th year	14,578
8th year & thereafter	14,830

Category of employee	Year of service	Daily basic wages (Rs cs)
Leading hand	1st year	483.57
	2nd year	487.63
	3rd year	491.65
	4th year	495.66
	5th year & thereafter	499.69
Plant Operator	1st year	456.76
	2nd year	463.18
	3rd year	469.64
	4th year	476.07
	5th year & thereafter	482.49
Multi-skilled Employee	1st year	442.80
	2nd year	450.88
	3rd year	458.88
	4th year	466.95
	5th year & thereafter	474.99

Skilled Employees		Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Barbender, Blacksmith, Carpenter, Electrician, Mason, Mechanic, Painter, Plumber, Turner, Welder and any other employee possessing the same level of skill in allied occupations	1st year	469.64	456.76	434.22
	2nd year	476.07	459.46	437.71
	3rd year	482.49	462.11	441.18
	4th year	488.95	464.80	444.67
	5th year thereafter	495.37	467.49	448.14

		Grade I (Rs cs)	Grade II (Rs cs)
Driver	1st year	456.76	434.22
	2nd year	459.46	437.71
	3rd year	462.11	441.18
	4th year	464.80	444.67
	5th year & thereafter	467.49	448.14

Category of employee	Daily basic wages (Rs cs)
Stonemason	483.57
Cabinet Maker	483.57
Blockmaker	448.14
Stone Driller	448.14
Stone Breaker	448.14
Stone Splitter	448.14
Stone Employee	448.14
Tyreperson	448.14
Unskilled Employee	403.19
Watchperson	441.18

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Catering and Tourism Industries Remuneration \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Catering and Tourism Industries Remuneration Regulations 2014.
3. Regulation 5 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 2, 5(1), (2), (4) and 10]

Column I	Column II	Column III	Column IV
Category of worker	Year of service	Monthly basic wages (Rs)	(Rs)
Head Cook, Head Pastry Cook		12,644	13,035
Assistant Head Cook, Assistant Head Pastry Cook	1st year	12,024	12,440
	2nd year	12,274	12,570
	3rd year	12,524	12,700
	4th year & thereafter	12,774	12,830
Cook, Pastry Cook	1st year	11,330	11,925
	2nd year	11,580	12,055
	3rd year	11,830	12,185
	4th year & thereafter	12,080	12,315
Assistant Cook, Assistant Pastry Cook	1st year	9,737	10,470
	2nd year	9,937	10,610
	3rd year	10,137	10,740
	4th year & thereafter	10,337	10,870
Fast Food Operative	1st year	9,532	10,435
	2nd year	9,732	10,470
	3rd year	9,932	10,610
	4th year & thereafter	10,132	10,740
Head Waiter	1st year	10,832	11,525
	2nd year	11,057	11,730
	3rd year	11,307	11,925
	4th year & thereafter	11,557	12,120
Assistant Head Waiter	1st year	9,490	10,365

		2nd year	9,690	10,405
		3rd year	9,890	10,540
		4th year & thereafter	10,090	10,675
Waiter, Beach Loader, Tea Maker	Waiter, } }	1st year	8,992	9,880
		2nd year	9,167	10,010
		3rd year	9,367	10,145
		4th year & thereafter	9,567	10,295
Head Bartender			12,644	13,035
Bartender		1st year	10,832	11,525
		2nd year	11,057	11,730
		3rd year	11,307	11,925
		4th year & thereafter	11,557	12,120
Assistant Bartender		1st year	8,992	9,880
		2nd year	9,167	10,010
		3rd year	9,367	10,145
		4th year & thereafter	9,567	10,295
Restaurant Supervisor			13,714	14,000
Assistant Restaurant Supervisor		1st year	12,644	13,035
		2nd year	12,894	13,290
		3rd year	13,144	13,485
		4th year & thereafter	13,394	13,675
Kitchen Cost Controller		1st year	9,988	10,675
		2nd year	10,188	10,805
		3rd year	10,388	10,935
		4th year & thereafter	10,488	11,065
Cashier		1st year	11,330	11,925
		2nd year	11,580	12,055
		3rd year	11,830	12,185
		4th year & thereafter	12,080	12,310

<i>Cafetier</i>	1st year	9,737	10,470
	2nd year	9,937	10,610
	3rd year	10,137	10,740
	4th year & thereafter	10,337	10,870
<i>Assistant Cafetier</i>	1st year	8,767	9,680
	2nd year	8,942	9,810
	3rd year	9,117	9,945
	4th year & thereafter	9,317	10,075
Storekeeper	1st year	11,837	12,245
	2nd year	12,087	12,440
	3rd year	12,337	12,635
	4th year & thereafter	12,587	12,830
Assistant Storekeeper	1st year	10,155	10,805
	2nd year	10,380	10,935
	3rd year	10,505	11,130
	4th year & thereafter	10,730	11,395
Store Attendant	1st year	9,912	10,540
	2nd year	10,112	10,675
	3rd year	10,312	10,805
	4th year & thereafter	10,412	10,935
<i>Caviste</i>	1st year	10,155	10,805
	2nd year	10,380	10,935
	3rd year	10,505	11,065
	4th year & thereafter	10,730	11,265
Receptionist	1st year	11,697	12,245
	2nd year	11,947	12,375
	3rd year	12,197	12,505
	4th year & thereafter	12,447	12,635

Assistant Receptionist	1st year	10,588	11,265
	2nd year	10,813	11,395
	3rd year	11,038	11,525
	4th year & thereafter	11,288	11,730
Senior Accounts Clerk	1st year	13,426	13,775
	2nd year	13,676	14,030
	3rd year	13,926	14,290
	4th year & thereafter	14,176	14,560
Accounts Clerk	1st year	11,656	12,245
	2nd year	11,906	12,440
	3rd year	12,156	12,635
	4th year	12,406	12,830
	5th year	12,656	13,035
	6th year	12,906	13,290
	7th year & thereafter	13,156	13,485
Personnel Clerk, Room Service Clerk	1st year	11,269	11,795
	2nd year	11,519	11,990
	3rd year	11,769	12,185
	4th year & thereafter	12,019	12,375
Telephonist	1st year	9,532	10,435
	2nd year	9,732	10,470
	3rd year	9,932	10,675
	4th year & thereafter	10,132	10,870
Porter Operator	1st year	9,362	10,215
	2nd year	9,562	10,330
	3rd year	9,762	10,435
	4th year & thereafter	9,962	10,435
Housekeeper	1st year	12,479	12,895
	2nd year	12,729	13,100
	3rd year	12,979	13,355
	4th year & thereafter	13,229	13,550

Assistant Housekeeper	1st year	12,024	12,440
	2nd year	12,274	12,635
	3rd year	12,524	12,830
	4th year & thereafter	12,774	13,035
Linen Keeper	1st year	11,697	12,245
	2nd year	11,947	12,375
	3rd year	12,197	12,505
	4th year & thereafter	12,447	12,635
Valet	1st year	8,992	9,880
	2nd year	9,167	10,010
	3rd year	9,367	10,145
	4th year & thereafter	9,567	10,295
Lauderer, Sewing Attendant	1st year	8,767	9,680
	2nd year	8,942	9,810
	3rd year	9,117	9,945
	4th year & thereafter	9,317	10,075
Trainee, Certified Trainee		7,550	8,435
Sports Instructor	1st year	11,656	12,245
	2nd year	11,906	12,505
	3rd year	12,156	12,765
	4th year & thereafter	12,406	13,035
Entertainer	1st year	10,832	11,525
	2nd year	11,057	11,860
	3rd year	11,307	12,120
	4th year & thereafter	11,557	12,375
Skipper	1st year	9,371	10,215
	2nd year	9,571	10,365
	3rd year	9,771	10,470
	4th year & thereafter	9,971	10,675

Skipper's Assistant	1st year	9,014	9,910
	2nd year	9,189	10,010
	3rd year	9,389	10,110
	4th year & thereafter	9,589	10,215
Kitchen Helper, Sports and Leisure Attendant, Cleaner	1st year	8,767	9,680
	2nd year	8,942	9,810
	3rd year	9,117	9,945
	4th year & thereafter	9,317	10,075
Waste Water Plant Operative	1st year	8,884	9,810
	2nd year	9,059	9,945
	3rd year	9,259	10,075
	4th year & thereafter	9,459	10,215
Cabinet Maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration Mechanic	1st year	11,368	11,990
	2nd year	11,618	12,120
	3rd year	11,868	12,245
	4th year & thereafter	12,118	12,375
Handyperson	1st year	11,247	11,860
	2nd year	11,497	11,990
	3rd year	11,747	12,120
	4th year & thereafter	11,997	12,245
Assistant Handyperson	1st year	10,832	11,525
	2nd year	11,057	11,730
	3rd year	11,307	11,860
	4th year & thereafter	11,557	11,990
Gardener	1st year	8,992	9,880
	2nd year	9,167	10,010
	3rd year	9,367	10,145
	4th year & thereafter	9,567	10,295

Driver	1st year	10,588	11,265
	2nd year	10,813	11,395
	3rd year	11,038	11,525
	4th year & thereafter	11,288	11,730
Security Officer	1st year	9,738	10,405
	2nd year	9,938	10,540
	3rd year	10,138	10,675
	4th year & thereafter	10,363	10,805
Watchperson		9,120	10,075
Animal Keeper	1st year	8,850	9,775
	2nd year	9,025	9,905
	3rd year	9,200	10,035
	4th year & thereafter	9,400	10,165
Delivery Person	1st year	9,550	10,450
	2nd year	9,750	10,480
	3rd year	9,950	10,610
	4th year & thereafter	10,150	10,740
Guide	1st year	10,050	10,700
	2nd year	10,275	10,875
	3rd year	10,400	11,050
	4th year & thereafter	10,625	11,225
Kid's Club Hostess	1st year	8,250	9,150
	2nd year	8,425	9,325
	3rd year	8,600	9,500
	4th year & thereafter	8,775	9,675
Spa Therapist/Hairdresser	1st year	10,450	11,125
	2nd year	10,675	11,300
	3rd year	10,900	11,475
	4th year & thereafter	11,125	11,650

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Cinema Employees \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Cinema Employees (Remuneration Order) Regulations 2005.
3. Regulation 6 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 6]

PART I

Category of employee	Monthly basic wages (Rs)
Driver	9,817
Store Assistant	9,115
Caretaker/Cleaner	9,115
Cleaner	8,073
Helper	8,113

PART II

Category of employee	For up to 28 shows per month	Rate per additional show above 28 shows per month and for casual workers
	(Rs)	(Rs cs)
Projectionist	9,614	434.66
Assistant Projectionist	8,515	351.38
Box Office Attendant	8,412	343.08
Ticket Controller	8,412	343.08
Usher	8,412	343.08
Café Keeper	8,412	343.08
Café Assistant	6,950	240.48

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Cleaning Enterprises \(Remuneration\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Cleaning Enterprises (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of worker	Year of service	Monthly basic wages (Rs)
Supervisor	1st year	10,662
	2nd year	10,895
	3rd year	11,129
	4th year	11,362
	5th year	11,595
	6th year	11,829
	7th year	12,088
	8th year and thereafter	12,347
Accounts Clerk	1st year	9,585
	2nd year	9,772
	3rd year	9,979
	4th year	10,186
	5th year	10,394
	6th year	10,501
	7th year	10,709
	8th year & thereafter	10,942
Store Clerk	1st year	9,585
	2nd year	9,772
	3rd year	9,979
	4th year	10,186
	5th year	10,394
	6th year	10,501
	7th year	10,709
	8th year & thereafter	10,942
Clerk	1st year	9,303
	2nd year	9,488

	3rd year	9,676
	4th year	9,860
	5th year	10,067
	6th year	10,275
	7th year	10,382
	8th year & thereafter	10,589
Receptionist/Telephonist	1st year	8,798
	2nd year	8,980
	3rd year	9,163
	4th year	9,345
	5th year	9,531
	6th year	9,720
	7th year	9,927
	8th year & thereafter	10,135
Driver Grade I	1st year	9,547
	2nd year	9,735
	3rd year	9,943
	4th year	10,150
	5th year	10,358
	6th year	10,465
	7th year	10,672
	8th year & thereafter	10,880
Driver Grade II	1st year	9,251
	2nd year	9,434
	3rd year	9,622
	4th year	9,808
	5th year	10,015
	6th year	10,223
	7th year	10,430
	8th year & thereafter	10,538
Driver Grade III	1st year	8,996

	2nd year	9,178
	3rd year	9,361
	4th year	9,547
	5th year	9,735
	6th year	9,943
	7th year	10,150
	8th year & thereafter	10,358
Scavenger	1st year	8,435
	2nd year	8,585
	3rd year	8,740
	4th year	8,923
	5th year	9,105
	6th year	9,288
	7th year	9,471
	8th year & thereafter	9,661
Lavatory Attendant	1st year	8,435
	2nd year	8,585
	3rd year	8,740
	4th year	8,923
	5th year	9,105
	6th year	9,288
	7th year	9,471
	8th year & thereafter	9,661
Helper	1st year	8,285
	2nd year	8,435
	3rd year	8,585
	4th year	8,740
	5th year	8,923
	6th year	9,105
	7th year	9,288
	8th year & thereafter	9,471

Cleaner	1st year	8,285
	2nd year	8,435
	3rd year	8,585
	4th year	8,740
	5th year	8,923
	6th year	9,105
	7th year	9,288
	8th year & thereafter	9,471
Vehicle Attendant	1st year	8,135
	2nd year	8,285
	3rd year	8,435
	4th year	8,585
	5th year	8,740
	6th year	8,923
	7th year	9,105
	8th year & thereafter	9,288

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Distributive Trades \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Distributive Trades (Remuneration Order) Regulations 2004.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

**A. COMMON CATEGORIES OF EMPLOYEES INVOLVED IN
ANY TYPE OF TRADE**

PART I – ADMINISTRATIVE STAFF

Category of employee	Year of service	Monthly basic wages (Rs)
Accounts Clerk, Customs Clerk, Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1st year	9,854
	2nd year	10,117
	3rd year	10,326
	4th year	10,425
	5th year	10,651
	6th year	10,876
	7th year	11,112
	8th year & thereafter	11,418
Clerk	1st year	8,664
	2nd year	8,888
	3rd year	9,111
	4th year	9,311
	5th year	9,530
	6th year	9,806
	7th year	10,085
	8th year & thereafter	10,326
Word Processing Operator	1st year	8,391
	2nd year	8,595
	3rd year	8,819
	4th year	9,044
	5th year	9,246
	6th year	9,463
	7th year	9,742

	8th year & thereafter	10,021
Receptionist/Telephonist	1st year	8,259
	2nd year	8,446
	3rd year	8,634
	4th year	8,841
	5th year	9,060
	6th year	9,256
	7th year	9,451
	8th year & thereafter	9,709

PART II – NON-ADMINISTRATIVE STAFF

Category of employee	Year of service	Monthly basic wages (Rs)
Sales Demonstrator	1st year	8,905
	2nd year	9,111
	3rd year	9,295
	4th year	9,480
	5th year	9,736
	6th year	9,940
	7th year	10,198
	8th year & thereafter	10,391
Salesperson	1st year	8,634
	2nd year	8,841
	3rd year	9,060
	4th year	9,256
	5th year	9,451
	6th year	9,709
	7th year	9,919
	8th year & thereafter	10,181
Driver (Grade I)	1st year	9,547
	2nd year	9,769

	3rd year	9,940
	4th year	10,166
	5th year	10,326
	6th year	10,398
	7th year	10,570
	8th year & thereafter	10,742
Driver (Grade II)	1st year	9,251
	2nd year	9,392
	3rd year	9,535
	4th year	9,736
	5th year	9,897
	6th year	10,100
	7th year	10,262
	8th year & thereafter	10,413
Driver (Grade III)	1st year	8,992
	2nd year	9,138
	3rd year	9,278
	4th year	9,419
	5th year	9,563
	6th year	9,769
	7th year	9,924
	8th year & thereafter	10,122
Vehicle Assistant	1st year	8,496
	2nd year	8,639
	3rd year	8,802
	4th year	8,962
	5th year	9,122
	6th year	9,273
	7th year	9,424
	8th year & thereafter	9,636
Attendant	1st year	7,977

	2nd year	8,071
	3rd year	8,165
	4th year	8,259
	5th year	8,352
	6th year	8,457
	7th year	8,562
	8th year & thereafter	8,669
Watchman	1st year	8,132
	2nd year	8,187
	3rd year	8,243
	4th year	8,297
	5th year	8,364
	6th year	8,430
	7th year	8,496
	8th year & thereafter	8,562

**B. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN
DISTRIBUTION, STORAGE AND SALES OF
PETROLEUM PRODUCTS**

PART I – WHOLESALE TRADE

Tanker Driver	1st year	10,326
	2nd year	10,398
	3rd year	10,570
	4th year	10,742
	5th year	10,940
	6th year	11,128
	7th year	11,380
	8th year & thereafter	11,568
Tanker Driver's Assistant	1st year	8,066
	2nd year	8,154
	3rd year	8,243
	4th year	8,330

	5th year	8,430
	6th year	8,529
	7th year	8,629
	8th year & thereafter	8,743
Cashier	1st year	8,939
	2nd year	9,149
	3rd year	9,348
	4th year	9,568
	5th year	9,843
	6th year	10,122
	7th year	10,374
	8th year & thereafter	10,516

PART II – RETAIL TRADE

Lubricator, Cleaner	1st year	7,977
	2nd year	8,071
	3rd year	8,165
	4th year	8,259
	5th year	8,352
	6th year	8,491
	7th year	8,601
	8th year & thereafter	8,727
Pump Attendant	1st year	8,071
	2nd year	8,165
	3rd year	8,259
	4th year	8,352
	5th year	8,457
	6th year	8,562
	7th year	8,669
	8th year & thereafter	8,795
Filling Station Assistant	1st year	8,259
	2nd year	8,352

	3rd year	8,457
	4th year	8,562
	5th year	8,669
	6th year	8,795
	7th year	8,923
	8th year & thereafter	9,037
Cashier	1st year	8,496
	2nd year	8,716
	3rd year	8,939
	4th year	9,149
	5th year	9,348
	6th year	9,568
	7th year	9,843
	8th year & thereafter	10,122

**C. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN
PHARMACEUTICAL TRADE**

PART I – WHOLESALE TRADE

Cashier	1st year	8,939
	2nd year	9,149
	3rd year	9,348
	4th year	9,568
	5th year	9,843
	6th year	10,122
	7th year	10,374
	8th year & thereafter	10,516

PART II – RETAIL TRADE

Pharmacy Technician	1st year	9,854
	2nd year	10,117
	3rd year	10,326
	4th year	10,425
	5th year	10,651

	6th year	10,876
	7th year	11,112
	8th year & thereafter	11,418
Cashier	1st year	8,496
	2nd year	8,716
	3rd year	8,939
	4th year	9,149
	5th year	9,348
	6th year	9,568
	7th year	9,843
	8th year & thereafter	10,122
Shop Assistant	1st year	8,259
	2nd year	8,446
	3rd year	8,634
	4th year	8,841
	5th year	9,060
	6th year	9,256
	7th year	9,451
	8th year & thereafter	9,709

D. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN OTHER TRADES

PART I – SUPERMARKET

Checkout Operator	1st year	8,496
	2nd year	8,716
	3rd year	8,939
	4th year	9,149
	5th year	9,348
	6th year	9,568
	7th year	9,843
	8th year & thereafter	10,122
<i>Employé de rayon</i>	1st year	8,071

	2nd year	8,165
	3rd year	8,259
	4th year	8,352
	5th year	8,457
	6th year	8,562
	7th year	8,669
	8th year & thereafter	8,795
Meat/Fish Packer	1st year	8,259
	2nd year	8,369
	3rd year	8,479
	4th year	8,590
	5th year	8,716
	6th year	8,849
	7th year	8,992
	8th year & thereafter	9,122
Cold Room Attendant	1st year	8,813
	2nd year	8,957
	3rd year	9,090
	4th year	9,214
	5th year	9,338
	6th year	9,473
	7th year	9,669
	8th year & thereafter	9,806

PART II – WHOLESALE TRADE OR WHOLESALE AND RETAIL TRADE

Shop Assistant	1st year	8,259
	2nd year	8,446
	3rd year	8,634
	4th year	8,841
	5th year	9,060
	6th year	9,256

	7th year	9,451
	8th year & thereafter	9,709
Cashier	1st year	8,939
	2nd year	9,149
	3rd year	9,348
	4th year	9,568
	5th year	9,843
	6th year	10,122
	7th year	10,374
	8th year & thereafter	10,516
Cold Room Attendant	1st year	8,813
	2nd year	8,957
	3rd year	9,090
	4th year	9,214
	5th year	9,338
	6th year	9,473
	7th year	9,669
	8th year & thereafter	9,806
Pesticides Handler	1st year	8,813
	2nd year	8,957
	3rd year	9,090
	4th year	9,214
	5th year	9,338
	6th year	9,473
	7th year	9,669
	8th year & thereafter	9,806

PART III – RETAIL TRADE

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1st year	8,496

	2nd year	8,716
	3rd year	8,939
	4th year	9,149
	5th year	9,348
	6th year	9,568
	7th year	9,843
	8th year & thereafter	10,122
Shop Assistant	1st year	8,259
	2nd year	8,446
	3rd year	8,634
	4th year	8,841
	5th year	9,060
	6th year	9,256
	7th year	9,451
	8th year & thereafter	9,709
Cold Room Attendant	1st year	8,813
	2nd year	8,957
	3rd year	9,090
	4th year	9,214
	5th year	9,338
	6th year	9,473
	7th year	9,669
	8th year & thereafter	9,806

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Domestic Workers \(Remuneration\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Domestic Workers (Remuneration) Regulations 2010.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

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

Category of worker	Monthly basic wages (Rs)	Hourly basic rate (Rs cs)
Cook	7,158	34.41
Driver	9,209	44.27
Gardener	7,967	38.30
<i>Garde-malade</i>	8,091	25.93
Household Worker	6,950	33.41
Watchperson	8,515	27.29
Household Worker/Cook	7,545	36.27
Caretaker	7,967	38.30

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Electrical, Engineering and Mechanical Workshops \(Remuneration\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Electrical, Engineering and Mechanical Workshops (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 2, 3(1)(a), (2), (3), (5) and 5]

Category of worker	Year of service	Monthly wages (Rs)
Accounts Clerk, Storekeeper	1st year	10,140
	2nd year	10,347
	3rd year	10,455
	4th year	10,662
	5th year	10,895
	6th year	11,129
	7th year & thereafter	11,362
Clerk	1st year	9,488
	2nd year	9,676
	3rd year	9,860
	4th year	10,067
	5th year	10,275
	6th year	10,382
	7th year & thereafter	10,589
Receptionist/Telephonist	1st year	8,980
	2nd year	9,163
	3rd year	9,345
	4th year	9,531
	5th year	9,720
	6th year	9,927
	7th year & thereafter	10,135

Category of worker	Year of service	Monthly wages (Rs)		
Electrician, Motor Mechanic (Superior Grade)	1st year	12,015		
	2nd year	12,223		
	3rd year & thereafter	12,430		
		Grade I (Rs)	Grade II (Rs)	Grade III (Rs)
Automobile Electrician, Blacksmith, Fitter, Motor Mechanic, Moulder, Panel Beater, Pattern Maker, Rigger, Sheet Metal Worker/Boiler Maker, Turner, Welder	1st year	10,619	9,537	8,625
	2nd year	10,827	9,726	8,782
	3rd year	11,034	9,933	8,964
	4th year	11,242	10,141	9,147
	5th year	11,449	10,348	-
	6th year	11,656	10,456	-
	7th year & thereafter	11,864	-	-
Carpenter, Electrician, Painter	1st year	10,619	9,537	-
	2nd year	10,827	9,726	-
	3rd year	11,034	9,933	-
	4th year	11,242	10,141	-
	5th year	11,449	10,348	-
	6th year	11,656	10,456	-
	7th year & thereafter	11,864	-	-
Upholsterer		10,619		
Tyreperson		10,115		
Tyreperson Assistant		8,952		
Watchperson		8,828		
Apprentice	1st year	7,278		
	2nd year	7,403		
	3rd year	7,528		

4th year	7,653
5th year	7,778
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THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Export Enterprises \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Export Enterprises (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended, in paragraph 3(2)(b)(ii), by deleting the figure "16.15" and replacing it by the figure "16.69".
6. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of worker	Year of service	Monthly wages (Rs)
Chief Clerk	1st year	8,355
	2nd year	8,560
	3rd year	8,751
	4th year	8,969
	5th year & thereafter	9,141
Accounts Clerk, Cashier, Storekeeper	} 1st year	7,906
	} 2nd year	8,084
	3rd year	8,278
	4th year	8,422
	5th year	8,572
	6th year	8,740
	7th year & thereafter	8,901
Clerk, Assistant Storekeeper	} 1st year	6,735
	2nd year	7,023
	3rd year	7,285
	4th year	7,721
	5th year	7,984
	6th year	8,155
	7th year	8,312
	8th year	8,478
	9th year & thereafter	8,622

Foreman/Forewoman, Typist, Timekeeper	1st year	6,806
	2nd year	7,130
	3rd year	7,473
	4th year	7,687
	5th year & thereafter	7,832
Telephonist, Receptionist	1st year	6,806
	2nd year	7,130
	3rd year & thereafter	7,473
Mechanic, Electrician	1st year	6,735
	2nd year	7,023
	3rd year	7,285
	4th year	7,592
	5th year	7,721
	6th year	7,886
	7th year	7,984
	8th year	8,076
	9th year & thereafter	8,155
Driver Grade 1		8,088
Driver Grade 2		7,911
Driver Grade 3		7,757

PART II

Category of worker	Year of service	Weekly wages (Rs cs)
Watchman		1,426.99
Factory Worker	1st year	1,226.42
	Thereafter	1,250.88
Unskilled Worker	1st year	1,139.10
	Thereafter	1,201.09

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Factory Employees \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Factory Employees (Remuneration Order) Regulations 2001.
3. Regulation 3 of the principal regulations is amended, in paragraph (1)(a), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

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

PART I

Category of employee	Year of service	Monthly wages (Rs)
Chief Clerk	1st year	11,580
	2nd year	11,805
	3rd year	12,042
	4th year	12,321
	5th year	12,535
	6th year	12,836
	7th year	13,083
	8th year & thereafter	13,340
Accounts Clerk, Cashier, Storekeeper	1st year	10,520
	2nd year	10,786
	3rd year	11,043
	4th year	11,258
	5th year	11,472
	6th year	11,698
	7th year	11,924
	8th year & thereafter	12,170
Clerk, Assistant Storekeeper	1st year	9,625
	2nd year	9,794
	3rd year	9,978
	4th year	10,207
	5th year	10,423
	6th year	10,575
	7th year	10,893
	8th year & thereafter	11,193

Word Processing Operator	1st year	9,327
	2nd year	9,504
	3rd year	9,680
	4th year	9,897
	5th year	10,115
	6th year	10,348
	7th year	10,475
	8th year & thereafter	10,764
Telephonist, Receptionist	1st year	9,096
	2nd year	9,272
	3rd year	9,449
	4th year	9,658
	5th year	9,874
	6th year	10,093
	7th year	10,326
	8th year & thereafter	10,399
Foreman, Forewoman	1st year	9,096
	2nd year	9,272
	3rd year	9,449
	4th year	9,658
	5th year	9,874
	6th year	10,093
	7th year	10,304
	8th year & thereafter	10,399

PART II

Category of employee	Year of service	Monthly wages	Daily wages for an employee on a 5-day week	Daily wages for an employee on a 6-day week
		(Rs)	(Rs cs)	(Rs cs)
Factory Operator	1st year	8,468	384.91	325.69

	2nd year	8,555	388.86	329.04
	3rd year	8,638	392.64	332.23
	4th year	8,719	396.32	335.35
	5th year	8,812	400.55	338.92
	6th year	8,885	403.86	341.73
	7th year	8,955	407.05	344.42
	8th year & thereafter	9,027	410.32	347.19
Factory Attendant	1st year	8,074	367.00	310.54
	2nd year	8,163	371.05	313.96
	3rd year	8,250	375.00	317.31
	4th year	8,352	379.64	321.23
	5th year	8,439	383.59	324.58
	6th year	8,526	387.55	327.92
	7th year	8,610	391.36	331.15
	8th year & thereafter	8,692	395.09	334.31
Unskilled Worker	1st year	6,950	315.91	267.31
	2nd year	7,035	319.77	270.58
	3rd year	7,159	325.41	275.35
	4th year	7,243	329.23	278.58
	5th year & thereafter	7,323	332.86	281.65
Watchman		9,150		351.92

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Field-crop and Orchard Workers \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Field-crop and Orchard Workers (Remuneration Order) Regulations 2008.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

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

Category of worker	Monthly basic wages (Rs)	Daily basic wages (Rs cs)
Field labourer (Grade I)	8,751	336.58
Field labourer (Grade II)	7,442	286.23
<i>Surveillant</i>	9,540	366.92
Barns Operator	9,725	374.04
Grader	8,010	308.08
Watchperson	8,645	332.50

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Light Metal and Wooden Furniture Workshops \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Light Metal and Wooden Furniture Workshops (Remuneration Order) Regulations 2002.
3. Regulation 3 of the principal regulations is amended, in paragraph (1)(a), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

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

PART I

Category of employee	Year of service	Monthly basic wages (Rs)
Administrative staff		
Accounts Clerk, Cashier, Storekeeper	1st year	10,481
	2nd year	10,686
	3rd year	10,846
	4th year	11,007
	5th year	11,238
	6th year	11,458
	7th year	11,688
	8th year & thereafter	11,974
Clerk	1st year	10,065
	2nd year	10,288
	3rd year	10,441
	4th year	10,503
	5th year	10,782
	6th year	11,007
	7th year	11,232
	8th year & thereafter	11,447
Word Processing Operator	1st year	9,707
	2nd year	9,871
	3rd year	10,022
	4th year	10,187
	5th year	10,363
	6th year	10,642
	7th year	10,867
	8th year & thereafter	11,093
Receptionist/Telephonist	1st year	8,817

2nd year	8,982
3rd year	9,137
4th year	9,291
5th year	9,535
6th year	9,774
7th year	10,000
8th year & thereafter	10,288

PART II

Category of employee	Year of service	Daily basic wages (Rs cs)		
Cabinet Maker (Superior Grade)	1st year	409.30		
	2nd year	411.76		
	3rd year	413.84		
	4th year	415.91		
	5th year & thereafter	417.96		
Skilled employees 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		Grade I	Grade II	Grade III
		(Rs cs)	(Rs cs)	(Rs cs)
	1st year	395.70	367.13	341.24
	2nd year	397.85	369.78	343.77
	3rd year	399.96	372.05	345.92
4th year	399.96	374.24	348.05	
5th year & thereafter	400.24	376.32	350.16	
Apprentice	1st year	267.31		
	2nd year	276.31		
	3rd year	285.20		
	4th year	294.25		
	5th year	304.20		

Category	Year of Service	Monthly Basic Wages		
		Grade I (Rs)	Grade II (Rs)	Others (Rs)
Driver	1st year	10,109	9,860	9,598
	2nd year	10,165	9,915	9,655
	3rd year	10,220	9,968	9,712
	4th year	10,333	10,022	9,769
	5th year & thereafter	10,388	10,076	9,833
Lorry Helper	1st year			8,872
	2nd year			8,938
	3rd year			8,994
	4th year & thereafter			9,049
		Daily Basic Wages (Rs cs)		
Attendant	1st year		325.20	
	2nd year		327.46	
	3rd year		329.81	
	4th year & thereafter		331.89	
Watchman	1st year		337.85	
	2nd year		339.97	
	3rd year		342.13	
	4th year & thereafter		344.65	

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Livestock Workers \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Livestock Workers (Remuneration Order) Regulations 2008.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)	Daily basic wages (Rs cs)
Supervisor	1st year	9,236	-
	2nd year	9,387	-
	3rd year	9,540	-
	4th year	9,811	-
	5th year & thereafter	10,021	-
Farm Worker (Grade I)		8,751	336.58
Farm Worker (Grade II)		7,442	286.23
Watchperson		8,645	332.50

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Newspapers and Periodicals Employees \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Newspapers and Periodicals Employees (Remuneration Order) Regulations 2001.
3. Regulation 3 of the principal regulations is amended, in paragraph (1)(b), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

GROUP A

Category of employee	Year of service	Monthly salary (Rs)
Journalist, <i>Secrétaire de rédaction</i>	} 1st year	14,655
	2nd year	15,019
	3rd year	15,183
	4th year	15,494
	5th year	15,894
	6th year	16,309
	7th year	16,740
	8th year	17,186
	9th year	17,650
	10th year & thereafter	18,131
Reporter, Photographer, Caricaturist	} 1st year	10,602
	2nd year	10,783
	3rd year	10,970
	4th year	11,219
	5th year	11,404
	6th year	11,661
	7th year	11,866
	8th year	12,079
	9th year	12,300
	10th year	12,525
	11th year	12,754
	12th year	12,990
	13th year	13,232
	14th year	13,474
	15th year and thereafter	13,719
Trainee Reporter	1st year	9,100

2nd year 9,236

GROUP B

Category of employee	Year of service	Monthly salary (Rs)
Documentalist	1st year	11,391
	2nd year	11,660
	3rd year	11,879
	4th year	12,116
	5th year	12,355
	6th year	12,585
	7th year	12,831
	8th year	13,085
	9th year	13,352
	10th year & thereafter	13,610
Proof reader	1st year	9,100
	2nd year	9,241
	3rd year	9,374
	4th year	9,525
	5th year	9,737
	6th year	9,897
	7th year	10,097
	8th year	10,261
	9th year	10,427
	10th year & thereafter	10,488
Clerk/ Word Processing Operator	1st year	8,948
	2nd year	9,094
	3rd year	9,246
	4th year	9,391
	5th year	9,556
	6th year	9,780

	7th year	9,955	
	8th year	10,181	
	9th year	10,350	
	10th year & thereafter	10,434	
Assistant Documentalist	1st year	9,035	
	2nd year	9,131	
	3rd year	9,238	
	4th year	9,334	
	5th year	9,443	
	6th year	9,548	
	7th year	9,722	
	8th year	9,827	
	9th year	9,948	
	10th year & thereafter	10,111	
Receptionist/Telephonist	1st year	8,220	
	2nd year	8,312	
	3rd year	8,393	
	4th year	8,488	
	5th year	8,573	
	6th year	8,667	
	7th year	8,771	
	8th year	8,866	
	9th year	8,973	
	10th year & thereafter	9,071	
Advertisement Accounts Clerk, Clerk, Cashier	Clerk, Store	1st year	9,366
		2nd year	9,519
		3rd year	9,732
		4th year	9,896
		5th year	10,099
		6th year	10,265
		7th year	10,434

	8th year & thereafter	10,498
Driver	1st year	8,769
	2nd year	8,922
	3rd year	9,068
	4th year	9,220
	5th year & thereafter	9,365
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THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Nursing Homes \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Nursing Homes (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended, in paragraph (3), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of worker	Year of service	Monthly salary (Rs)
Charge Nurse/Ward Sister		12,068
Medical Laboratory Technician	1st year	10,958
	2nd year	11,075
	3rd year	11,225
	4th year	11,392
	5th year & thereafter	11,580
Radiographer	1st year	10,958
	2nd year	11,075
	3rd year	11,225
	4th year	11,365
	5th year & thereafter	11,526
Nurse	1st year	9,944
	2nd year	10,074
	3rd year	10,181
	4th year	10,373
	5th year	10,457
	6th year	10,705
	7th year	10,958
	8th year	11,129
	9th year	11,338
	10th year & thereafter	11,526

Dispenser	1st year	8,995
	2nd year	9,145
	3rd year	9,273
	4th year	9,455
	5th year & thereafter	9,667
Assistant Nurse	1st year	8,522
	2nd year	8,700
	3rd year	8,850
	4th year	8,995
	5th year	9,145
	6th year	9,339
	7th year	9,518
	8th year	9,725
	9th year	9,944
	10th year & thereafter	10,128
Midwife	1st year	8,817
	2nd year	8,962
	3rd year	9,105
	4th year	9,243
	5th year	9,367
	6th year	9,547
	7th year	9,753
	8th year	9,971
	9th year	10,155
	10th year & thereafter	10,400
Nursing Aid	1st year	7,305
	2nd year	7,445
	3rd year	7,620
	4th year	8,119
	5th year	8,522

6th year	8,776
7th year	8,995
8th year	9,207
9th year	9,395
10th year & thereafter	9,587

PART II

Category of worker	Year of service	Monthly salary (Rs)
Driver		8,995
Cook	1st year	8,522
	2nd year	8,700
	3rd year & thereafter	8,929
Receptionist	1st year	8,414
	2nd year	8,626
	3rd year & thereafter	8,776
Nursing Home Attendant, Lauderer	1st year	6,950
	2nd year	7,224
	3rd year	7,505
	4th year	7,698
	5th year & thereafter	7,935
Gardener		8,117
Kitchen Help	1st year	6,950
	2nd year	7,305
	3rd year & thereafter	7,777
Watchman		8,279
Handyman		9,518

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Office Attendants \(Remuneration\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Office Attendants (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3(1)(a), (2), (3) and 5]

Category of worker	Year of service	Monthly basic wages (Rs)
Head Office Attendant	1st year	11,575
	2nd year	11,808
	3rd year	12,067
	4th year	12,326
	5th year	12,586
	6th year	12,845
	7th year	13,104
	8th year	13,363
	9th year	13,623
	10th year & thereafter	13,882
Office Attendant	1st year	9,703
	2nd year	9,912
	3rd year	10,119
	4th year	10,326
	5th year	10,434
	6th year	10,641
	7th year	10,875
	8th year	11,108
	9th year	11,341
	10th year & thereafter	11,575

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Pre-Primary School Employees \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Pre-Primary School Employees (Remuneration Order) Regulations 2000.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of employee	Year of service	Monthly basic wages (Rs)
Teaching staff		
Teacher Supervisor		10,391
Teacher (Grade A)	1st year	9,211
	2nd year	9,310
	3rd year	9,426
	4th year	9,531
	5th year	9,652
	6th year	9,762
	7th year	9,901
	8th year	10,023
	9th year	10,161
	10th year & thereafter	10,284
Teacher (Grade B)	1st year	8,568
	2nd year	8,677
	3rd year	8,801
	4th year	8,901
	5th year & thereafter	9,002
Teacher (Grade C)	Less than 5 years	8,246
	5 to 10 years	8,568
	More than 10 years & thereafter	8,853
Non-teaching staff		
Cook		7,798
Gardener/Handyman		6,950
School Attendant	1st year	7,798
	2nd year	7,886

3rd year	7,975
4th year	8,069
5th year & thereafter	8,171
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THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Printing Industry \(Remuneration\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Printing Industry (Remuneration) Regulations 2014.
3. Regulation 3 of the principal regulations is amended, in paragraph (3), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 2, 3(1)(a), (2), (3) and 5]

Category of worker	Year of Service	Monthly basic wages (Rs)
Supervisor		17,810
Assistant Supervisor		17,115
Machine Operator/Operator		16,845
Quality Controller/Checker		15,912
Archivist		14,493
Layout Artist	1st year	11,876
	2nd year	12,136
	3rd year	12,395
	4th year	12,654
	5th year	12,913
	6th year	13,173
	7th year	13,432
	8th year	13,691
	9th year	13,950
	10th year & thereafter	14,210
Proof Reader	1st year	11,616
	2nd year	11,875
	3rd year	12,135
	4th year	12,394
	5th year	12,653
	6th year	12,912
	7th year	13,172
	8th year	13,431
	9th year	13,690
	10th year & thereafter	13,949

Cameraperson/Platemaker Photoengraver Photo-type Setter Computer to Plate Operator	1st year	11,217
	2nd year	11,450
	3rd year	11,709
	4th year	11,969
	5th year	12,228
	6th year	12,487
	7th year	12,746
	8th year	13,006
	9th year	13,265
	10th year & thereafter	13,524
Assistant Machine Operator		12,450
Binder/Cutter	1st year	9,930
	2nd year	10,138
	3rd year	10,345
	4th year	10,453
	5th year	10,686
	6th year	10,919
	7th year	11,152
	8th year	11,386
	9th year	11,645
	10th year & thereafter	11,904
Handyperson, Helper	1st year	8,850
	2nd year	9,025
	3rd year	9,200
	4th year	9,375
	5th year & thereafter	9,580
Apprentice	1st year	9,050
	2nd year	9,225
	3rd year	9,400
	4th year	9,606

Clerk, Receptionist/Telephonist, Typist, Secretary	1st year	10,230
	2nd year	10,437
	3rd year	10,571
	4th year	10,804
	5th year	11,037
	6th year	11,271
	7th year	11,504
	8th year	11,763
	9th year	12,023
	10th year & thereafter	12,282
Storekeeper	1st year	10,618
	2nd year	10,852
	3rd year	11,085
	4th year	11,318
	5th year	11,552
	6th year	11,811
	7th year	12,070
	8th year	12,329
	9th year	12,589
	10th year & thereafter	12,848
Store Attendant	1st Year	9,250
	2nd year	9,425
	3rd year	9,632
	4th year	9,839
	5th year & thereafter	10,046
Watchperson	1st year	8,755
	2nd year	8,930
	3rd year	9,105
	4th year	9,280
	5th year & thereafter	9,455

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Private Secondary School Employees \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Private Secondary School Employees (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of employee	Monthly salary (Rs cs)
Principal	14,710.50
	Monthly salary scale (Rs cs)
Teachers, other than instructors	
Graduate	11,429 – 11,523 – 11,765 – 12,067.50 – 12,313 – 12,479 – 12,657 – 12,919.50 – 13,354 – 13,661 – 13,841 – 14,182 – 14,345
Non-Graduate (Grade I)	11,346 – 11,429 – 11,523 – 11,765 – 11,886.50 – 11,969.50 – 12,067.50 – 12,313 – 12,479 – 12,657 – 12,919.50 – 13,142 – 13,348.50
Non-Graduate (Grade II)	8,920.20 – 9,010.50 – 9,207.60 – 9,335.30 – 9,522.10 – 9,676.70 – 9,783.70 – 10,044 – 10,157.50 – 10,253.70 – 10,336.70 – 10,373.70 – 10,494.50 – 10,609 – 10,709.50
Non-Graduate (Grade III)	8,169.70 – 8,295 – 8,417.30 – 8,514.40 – 8,602.70 – 8,703.30 – 8,824 – 8,962.80 – 9,096.50 – 9,202.10 – 9,315.70 – 9,522.10 – 9,699.70
Non-Graduate (Grade IV)	7,720.90 – 7,875.60 – 7,931 – 8,043 – 8,113.60 – 8,162.10 – 8,255.90
Instructors	
Instructor (Grade I)	8,920.20 – 9,010.50 – 9,207.60 – 9,335.30 – 9,522.10 – 9,676.70 – 9,783.70 – 10,044 – 10,157.50 – 10,253.70 – 10,336.70 – 10,373.70 – 10,494.50 – 10,609 – 10,709.50
Instructor (Grade II)	8,169.70 – 8,295 – 8,417.30 – 8,514.40 – 8,602.70 – 8,703.30 – 8,824 – 8,962.80 – 9,096.50 – 9,202.10 – 9,315.70 – 9,522.10 – 9,699.70

Category of employee**Monthly salary scale
(Rs cs)****Other employees**

Clerk, Typist, Secretary, Usher or Librarian	}	7,506 – 7,687 – 7,791.10 – 7,905.50 – 7,983.10 – 8,067.60 – 8,140.60 – 8,175.10
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Category of employee**Monthly salary
(Rs cs)**

Laboratory Attendant, Workshop Attendant	}
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7,023

Caretaker, Gardener	Cleaner,	}	(a)	3,470.96 if required to be in attendance for not more than 3 hours daily
			(b)	6,585.70 if required to be in attendance for more than 3 hours daily

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Public Transport \(Buses\) Workers Remuneration \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Public Transport (Buses) Workers Remuneration Regulations 2014.
3. Regulation 3 of the principal regulations is amended –
 - (a) by revoking paragraph (1) and replacing it by the following paragraph –
 - (1) Subject to regulation 11, every worker shall –
 - (a) be remunerated at the rates specified in –
 - (i) paragraph 1(2)(a) or (b) of the First Schedule;
 - (ii) paragraph 1(2) of the Second Schedule; or
 - (iii) paragraph 1(2) of the Third Schedule;
 - (b) be governed by the conditions of employment specified in the First, Second or Third Schedule.
 - (b) in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is amended, in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –
 - (2) (a) The wages of every worker shall be as follows –

Category of worker	Year of service	Basic wages per month (Rs)
Traffic Supervisor	1st year	15,775
	2nd year	15,950
	3rd year	16,125
	4th year	16,300
	5th year	16,475
	6th year	16,650
	7th year	16,825
	8th year	17,000
	9th year	17,175
	10th year	17,350
Traffic Officer	1st year	14,850
	2nd year	15,025
	3rd year	15,200
	4th year	15,300
	5th year	15,475
	6th year	15,650
	7th year	15,825
	8th year	16,000
	9th year	16,175
	10th year	16,350
Driver	1st year	14,187
	2nd year	14,362
	3rd year	14,537
	4th year	14,712
	5th year	14,887
	6th year	15,062
	7th year	15,162
	8th year	15,337

	9th year	15,512
	10th year	15,687
Conductor	1st year	13,608
	2nd year	13,783
	3rd year	13,958
	4th year	14,133
	5th year	14,308
	6th year	14,483
	7th year	14,658
	8th year	14,833
	9th year	15,008
	10th year	15,183

(b) The wages of every casual worker shall be as follows –

Category of casual worker	Hours of work	Basic rate of pay (Rs cs)
Driver	For the first 4 hours on any normal working day	334.46
	For every subsequent hour not exceeding 4 hours	83.88
	For every subsequent hour as from the ninth hour	125.82
Conductor	For the first 4 hours on any normal working day	319.48
	For every subsequent hour not exceeding 4 hours	79.87
	For every subsequent hour as from the ninth hour	119.81

5. The Second Schedule to the principal regulations is amended, in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

(2) The wages of every worker shall be as follows –

Category of worker	Year of service	Basic wages per month (Rs)
Accounts Clerk, Chief Cashier, Insurance Clerk	1st year	16,469
	2nd year	16,644
	3rd year	16,819
	4th year	16,994
	5th year	17,169
	6th year	17,344
	7th year	17,519
	8th year	17,694
	9th year	17,869
	10th year	18,044
Cashier, Storekeeper, Chief Clerk	1st year	14,970
	2nd year	15,145
	3rd year	15,245
	4th year	15,420
	5th year	15,595
	6th year	15,770
	7th year	15,945
	8th year	16,120
	9th year	16,295
	10th year	16,470
Senior Clerk	1st year	14,050
	2nd year	14,225
	3rd year	14,400
	4th year	14,575
	5th year	14,750
	6th year	14,925
	7th year	15,100
	8th year	15,200

	9th year	15,375
	10th year	15,550
Junior Clerk, Typist	1st year	12,800
	2nd year	12,975
	3rd year	13,150
	4th year	13,325
	5th year	13,500
	6th year	13,675
	7th year	13,850
	8th year	14,025
	9th year	14,200
	10th year	14,375
Data Input Clerk	1st year	12,950
	2nd year	13,125
	3rd year	13,300
	4th year	13,475
	5th year	13,650
	6th year	13,825
	7th year	14,000
	8th year	14,175
	9th year	14,350
	10th year	14,525
Head Messenger	1st year	12,716
	2nd year	12,891
	3rd year	13,066
	4th year	13,241
	5th year	13,416
	6th year	13,591
	7th year	13,766
	8th year	13,941
	9th year	14,116
	10th year	14,291

Messenger	1st year	11,835
	2nd year	12,010
	3rd year	12,185
	4th year	12,360
	5th year	12,535
	6th year	12,710
	7th year	12,885
	8th year	13,060
	9th year	13,235
	10th year	13,410
Photocopy Machine Operator, Telephonist	1st year	11,972
	2nd year	12,147
	3rd year	12,322
	4th year	12,497
	5th year	12,672
	6th year	12,847
	7th year	13,022
	8th year	13,197
	9th year	13,372
	10th year	13,547
Watchperson	1st year	11,527
	2nd year	11,702
	3rd year	11,877
	4th year	12,052
	5th year	12,227
	6th year	12,402
	7th year	12,577
	8th year	12,752
	9th year	12,927
	10th year	13,102
Part-time Cashier		101.74 per hour

6. The Third Schedule to the principal regulations is amended, in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

(2) The wages of every worker shall be as follows –

Category of worker	Year of service	Basic wages per month (Rs)
Workshop Supervisor	1st year	20,585
	2nd year	20,760
	3rd year	20,935
	4th year	21,110
	5th year	21,285
	6th year	21,460
	7th year	21,635
	8th year	21,810
	9th year	21,985
	10th year	22,160
Chief Mechanic	1st year	18,835
	2nd year	19,010
	3rd year	19,185
	4th year	19,360
	5th year	19,535
	6th year	19,710
	7th year	19,885
	8th year	20,060
	9th year	20,235
	10th year	20,410
Mechanic, Electrician (Superior Grade)	1st year	17,085
	2nd year	17,260
	3rd year	17,435
	4th year	17,610

	5th year	17,785
	6th year	17,960
	7th year	18,135
	8th year	18,310
	9th year	18,485
	10th year	18,660
Mechanic, Coach Builder Painter, Electrician Fitter, Blacksmith, Welder (Grade I)	1st year	15,335
	2nd year	15,510
	3rd year	15,685
	4th year	15,860
	5th year	16,035
	6th year	16,210
	7th year	16,385
	8th year	16,560
	9th year	16,735
	10th year	16,910
Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder(Grade II)	1st year	13,485
	2nd year	13,660
	3rd year	13,835
	4th year	14,010
	5th year	14,185
	6th year	14,360
	7th year	14,535
	8th year	14,710
	9th year	14,885
	10th year	15,060
Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1st year	12,103
	2nd year	12,206
	3rd year	12,309
	4th year	12,410
	5th year	12,519

	6th year	12,610
	7th year	12,785
	8th year	12,960
	9th year	13,135
	10th year	13,310
Upholsterer	1st year	13,188
	2nd year	13,363
	3rd year	13,538
	4th year	13,713
	5th year	13,888
	6th year	14,063
	7th year	14,238
	8th year	14,413
	9th year	14,588
	10th year	14,763
Lubricator	1st year	12,482
	2nd year	12,657
	3rd year	12,832
	4th year	13,007
	5th year	13,182
	6th year	13,357
	7th year	13,532
	8th year	13,707
	9th year	13,882
	10th year	14,057
Helper	1st year	11,705
	2nd year	11,880
	3rd year	12,055
	4th year	12,230
	5th year	12,405
	6th year	12,580

	7th year	12,755
	8th year	12,930
	9th year	13,105
	10th year	13,280
Tyreperson (Supervisor)	1st year	15,130
	2nd year	15,305
	3rd year	15,480
	4th year	15,655
	5th year	15,830
	6th year	16,005
	7th year	16,180
	8th year	16,355
	9th year	16,530
	10th year	16,705
Tyreperson (Grade I)	1st year	13,455
	2nd year	13,630
	3rd year	13,805
	4th year	13,980
	5th year	14,155
	6th year	14,330
	7th year	14,505
	8th year	14,680
	9th year	14,855
	10th year	15,030
Tyreperson (Grade II)	1st year	11,705
	2nd year	11,880
	3rd year	12,055
	4th year	12,230
	5th year	12,405
	6th year	12,580
	7th year	12,755
	8th year	12,930

	9th year	13,105
	10th year	13,280
Apprentice	1st year	9,543
	2nd year	9,668
	3rd year	9,954
	4th year	10,428
	5th year	10,784
Cleaner/Sweeper	1st year	11,534
	2nd year	11,709
	3rd year	11,884
	4th year	12,059
	5th year	12,234
	6th year	12,409
	7th year	12,584
	8th year	12,759
	9th year	12,934
	10th year	13,109
Chief Cleaner	1st year	12,240
	2nd year	12,415
	3rd year	12,590
	4th year	12,765
	5th year	12,940
	6th year	13,115
	7th year	13,290
	8th year	13,465
	9th year	13,640
	10th year	13,815
Fuel Attendant (full-time)	1st year	12,169
	2nd year	12,344
	3rd year	12,519
	4th year	12,694

	5th year	12,869
	6th year	13,044
	7th year	13,219
	8th year	13,394
	9th year	13,569
	10th year	13,744
Ticket Issuing Machine Repairer	1st year	13,313
	2nd year	13,488
	3rd year	13,663
	4th year	13,838
	5th year	14,013
	6th year	14,188
	7th year	14,363
	8th year	14,538
	9th year	14,713
	10th year	14,888
Gatekeeper	1st year	12,018
	2nd year	12,193
	3rd year	12,368
	4th year	12,543
	5th year	12,718
	6th year	12,893
	7th year	13,068
	8th year	13,243
	9th year	13,418
	10th year	13,593
Watchperson	1st year	11,527
	2nd year	11,702
	3rd year	11,877
	4th year	12,052
	5th year	12,227
	6th year	12,402
	7th year	12,577
	8th year	12,752

9th year	12,927
10th year	13,102

7. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Road Haulage Industry \(Remuneration\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Road Haulage Industry (Remuneration) Regulations 2009.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Tanker Driver	1st year	10,326
	2nd year	10,414
	3rd year	10,602
	4th year	10,790
	5th year	11,004
	6th year	11,219
	7th year	11,434
	8th year & thereafter	11,648
Tanker Driver's Assistant	1st year	8,066
	2nd year	8,203
	3rd year	8,342
	4th year	8,479
	5th year	8,618
	6th year	8,761
	7th year	8,934
	8th year & thereafter	9,105
Driver (Grade I)	1st year	9,547
	2nd year	9,742
	3rd year	9,929
	4th year	10,117
	5th year	10,305
	6th year	10,392
	7th year	10,580
	8th year & thereafter	10,768

Driver (Grade II)	1st year	9,251
	2nd year	9,413
	3rd year	9,581
	4th year	9,747
	5th year	9,908
	6th year	10,095
	7th year	10,283
	8th year & thereafter	10,372
Driver (Grade III)	1st year	8,992
	2nd year	9,159
	3rd year	9,321
	4th year	9,485
	5th year	9,652
	6th year	9,816
	7th year	10,004
	8th year & thereafter	10,192
Vehicle Assistant	1st year	8,496
	2nd year	8,634
	3rd year	8,778
	4th year	8,952
	5th year	9,122
	6th year	9,284
	7th year	9,445
	8th year & thereafter	9,614

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Salt-Manufacturing Industry \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Salt-Manufacturing Industry (Remuneration Order) Regulations 1983.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Daily wages (Rs cs)
Male worker	289.24
Female worker	289.24
Foreman	333.89
<i>Alimentateur</i>	309.62
Mason	327.85
Watchman	289.24
Factory Operator	309.62

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Sugar Industry \(Agricultural Workers\) \(Remuneration Order\) \(Amendment\) Regulations 2017](#).

2. In these regulations –

“principal regulations” means the Sugar Industry (Agricultural Workers) (Remuneration Order) Regulations 1983.

3. Regulation 3 of the principal regulations is amended by revoking paragraph (5) and replacing it by the following paragraph –

(5) Every field worker (female) employed on an 8-hour day and whose former basic wage or salary was 6,855.00 rupees per month or 263.65 rupees per day during crop (6-day week) or 311.59 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 7,055.00 rupees per month or 271.35 rupees per day during crop (6-day week) and 320.68 rupees per day during intercrop (5-day week).

4. Regulation 9 of the principal regulations is amended by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.

5. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.

6. The Second Schedule to the principal regulations is amended –

(a) by revoking paragraph 5 and replacing it by the following paragraph –

5. Rates of pay for cutting and/or loading

(1) Subject to subparagraphs (2) and (3), cutting and/or loading of properly trashed canes shall be paid for by weight at a rate not below the following rates per tonne –

(Rs cs)

(a) cutting and carrying canes over a distance not exceeding 15 *gaullettes* and loading –

(i) in trailers drawn by Scammell type wheel tractors

342.88

(ii)	in lorries	321.45
(iii)	in tramway wagons and baskets	300.08
(iv)	in low trailers drawn by Ferguson type wheel tractors	300.08
(b)	cutting and carrying canes over a distance not exceeding 15 <i>gaulettes</i> and stacking at not more than 3 <i>gaulettes</i> from the point of loading	263.46
(c)	cutting canes	171.49
(d)	loading canes in Scammell type trailers –	
(i)	if carried over a distance not exceeding 3 <i>gaulettes</i>	158.54
(ii)	if carried over a distance exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	193.07
(e)	loading canes in trailers other than of the Scammell type –	
(i)	if carried over a distance not exceeding 3 <i>gaulettes</i>	141.54
(ii)	if carried over a distance exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	171.49
(f)	loading canes in lorries –	
(i)	if carried over a distance not exceeding 3 <i>gaulettes</i>	153.97
(ii)	if carried over a distance exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	185.57
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	180.03

- | | | |
|-----|--|--------|
| (h) | cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kilogrammes or thereabout for mechanical loading | 180.03 |
| (i) | cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kilogrammes or thereabout for mechanical loading | 188.45 |

(2) Where a worker is required to dig ruts and remove straw for stacking cut canes for mechanical side loading, he shall be paid an allowance of not less than 8.69 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 35.90 rupees per tonne shall be paid to the worker who may, in such cases, be required by the employer to carry out light trimming with a billhook.

(b) Where canes have not been properly trashed within 3 weeks of cutting and the worker is not required to carry out light trimming, he shall be paid an allowance to be agreed upon between the worker and the employer, but which shall not be less than 33 per cent of the allowance payable under subparagraph (a).

(c) Where, at the time of cutting, a full trashing is required due to the condition of the canes, such work shall be paid for at a rate to be agreed upon between the employer and the worker or, failing such agreement, at a rate to be fixed by the Minister.

(d) Where canes have to be carried over a distance of more than 15 *gaulettes* in a field, the relevant rates for cutting and loading, or for cutting or loading done separately, shall be increased by 2.84 rupees per tonne for every additional *gaulette* or fraction of a *gaulette*, and such increased rates shall be paid for on the total amount of canes cut/or loaded by the worker in the field.

(e) Where a worker has, during cutting, to move straw from one interline to another, he shall be paid an additional allowance of 24.96 rupees per tonne of canes cut.

(f) (i) Where the yield of canes is less than 20 tonnes per *arpent*, the relevant rates for cutting and loading shall be increased by not less than 29.55 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 14.74 rupees per tonne.

(ii) Where the yield of canes is less than 10 tonnes per *arpent*, the relevant rates for cutting and loading shall be increased by not less than 39.97 rupees per tonne and the relevant

rates for cutting or loading done separately shall be increased by not less than 19.13 rupees per tonne.

(g) (i) Where, at the point of loading, there is a difference in level, other than a slope, of more than 2 feet, an additional allowance of 13.82 rupees per foot per tonne shall be paid for every additional foot or part of a foot, in excess of the 2 feet.

(ii) The difference in level shall be measured by the perpendicular distance between the level of the field and that of the road at the point of loading and, where there is no road, by the perpendicular distance between the level of the field and that of the ground on which the vehicle rests at the time of loading.

(h) Where the gradient of the slope in a field is steeper than one in 3, an additional allowance of 26.27 rupees per tonne shall be paid.

(i) Where, in any week, a worker –

(i) attends work on not less than 5 days; and

(ii) earns not less than the minimum basic wage each day, he shall be paid a bonus equivalent to 5 per cent of his weekly earnings.

(j) Where a worker is required to carry canes for loading across the lines *saute muraille*, also known as *barfé*, he shall be paid an allowance of 10.54 rupees per tonne in addition to the relevant rates specified in subparagraph (1).

(b) by revoking paragraph 6 and replacing it by the following paragraph –

6. Productivity Bonus

Every worker who does cutting and/or loading of canes in the crop season shall be entitled to a productivity bonus representing a percentage of his actual earnings over a period of a fortnight according to the following table –

Productivity bonus	Fortnightly earnings (Rs)	
5% on earnings	between Rs 4,993 and 6,122	
6% do	not more than	6,797
7% do	do	7,492
8% do	do	8,063

9% do	do	8,441
10% do	do	9,162
11% do	do	9,623
12% do	do	10,424
13% do	do	10,948
14% do	do	11,668
15% do	more than	11,668

7. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 5]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages		
	Monthly	Daily	
		Intercrop (5-day week)	Crop (6-day week)
(Rs cs)	(Rs cs)	(Rs cs)	
Field Worker (other than special category)			
(1) Male	9,207.71	418.53	354.14
(2) Female	7,663.13	348.32	294.74
(3) Young Person	7,258.77	329.94	279.18
Field Worker (special category)			
(1) Male	7,474.07	339.73	287.46
(2) Female	6,555.53	297.98	252.14
(3) Young Person	6,182.21	281.01	237.78
Night Soil Worker	9,198.64	418.12	353.79
Watchman			
(1) Chief Watchman	9,831.21	446.87	378.12
(2) Watchman (Grade 1)	9,488.92	431.31	364.96
(3) Watchman (Grade 2)	9,207.71	418.53	354.14
Hospital Servant	9,550.08	434.09	367.31
Gardener	9,550.08	434.09	367.31
Overseer (Grade 1)	11,076.66	503.48	426.03
Overseer (Grade 2)	9,831.21	446.87	378.12
Platelayer	9,831.21	446.87	378.12
<i>Marqueur</i>	10,338.51	469.93	397.64
Loco-stoker	9,550.08	434.09	367.31

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Sugar Industry \(Non-Agricultural Workers\) \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Sugar Industry (Non-Agricultural Workers) (Remuneration Order) Regulations 1985.
3. Regulation 3 of the principal regulations is amended, in paragraph (5), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended, in paragraph 1, by deleting the words “346.45 rupees for a normal day’s work during crop and 409.44 rupees during intercrop” and replacing them by the words “354.14 rupees for a normal day’s work during crop and 418.53 rupees during intercrop”.
6. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Monthly wages			
	Chief (Rs cs)	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Motor Mechanic (Heavy Mechanical Unit) }	12,543.82	11,518.68	11,085.07	10,653.11
Motor Mechanic (automobile), Pan Boiler, Electrician }	12,276.82	11,300.69	10,857.38	10,421.83
Blacksmith, Coppersmith, Fitter, Moulder, Pattern Maker, Plumber and Pipefitter, Sheet Metal Worker, Boiler Maker, Turner, Welder }	11,405.89	11,300.69	10,857.38	10,421.83
Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory Attendant }	11,300.69	11,083.73	10,259.53	10,045.51
Driver (Heavy Mechanical Unit), Loading and Harvesting Machine Operator }	—	10,650.42	10,151.66	9,889.65
Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) }	—	10,386.90	10,151.66	9,889.65
Factory Operator	Chief	Superior	Grade I	Grade II
	(Rs cs)	Grade	(Rs cs)	(Rs cs)
		(Rs cs)		
1st year	—	9,705.24	9,513.79	9,224.85
2nd year	—	9,753.91	9,544.69	9,288.02
3rd year	—	9,780.13	9,559.15	9,384.44
4th year	—	9,810.37	9,575.94	9,401.58

5th year	–	9,839.28	9,597.44	9,428.79
6th year & thereafter	–	9,889.65	9,700.55	9,490.27

	Chief	Others
Evaporator Attendant, Boiler Attendant, Hotwater Treatment Plant Attendant	9,889.65	9,513.79
Sugar Refiner, <i>Peseur</i> <i>de jus</i> , Striker	–	9,513.79
Office Messenger, Store Attendant	9,513.79	9,207.71
Telephone Operator, Sampler, Bagger and Stoker (<i>cendrier</i> working under grate or in furnace for boilers)	–	9,288.02
Clarifier Worker, Filter Press Worker, Irrigation Pipe Adjuster, Bus Attendant, Locomotive Attendant, Lorry Loader, Lorry Attendant, Tractor Attendant, Tyre Repairer, Lime Control Worker and all other non-agricultural workers	–	9,207.71

Category of worker

Monthly wages (Rs cs)

Irrigation Pump Operator	
1st year	9,705.24
2nd year	9,753.91
3rd year	9,780.13
4th year	9,810.37
5th year	9,839.28

6th year & thereafter	9,889.65
Coachsmith, Coachpainter	11,083.73
Weighbridge Attendant	9,207.71
Chief Boiler Attendant operating a water tube boiler without spreader stoker }	10,113.73
Chief Boiler Attendant operating a water tube boiler with spreader stoker and automatic controls }	10,393.63

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Tailoring Trade \(Remuneration Order\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Tailoring Trade (Remuneration Order) Regulations 2001.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Monthly basic wages (Rs)
Tailor (Superior Grade)	9,229
Tailor (Grade I)	8,606
Tailor (Grade II)	8,231
Tailor (Grade III)	7,908
Learner	
1st year	5,148
2nd year	5,494
3rd year	5,871
4th year	6,324
5th year	6,674

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Tea Industry Workers \(Remuneration Order\) \(Amendment\) Regulations 2017](#).

2. In these regulations –

“principal regulations” means the Tea Industry Workers (Remuneration Order) Regulations 1984.

3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.

4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.

5. The Second Schedule to the principal regulations is amended –

(a) in paragraph 3(2) –

(i) in sub subparagraph (a), by deleting the figure “23.54” and replacing it by the figure “24.09”;

(ii) in sub subparagraph (b), by deleting the figure “22.62” and replacing it by the figure “23.17”;

(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 –

	Rate per kg (Rs cs)
(a) up to 30 kgs	8.82
(b) over 30 kgs and up to 40 kgs	9.74
(c) over 40 kgs	9.93

6. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
GROUP A		
Field Labourer (Male)	8,520	327.69
Field Labourer (Female)	7,374	283.62
Young Person	6,950	267.31
Watchman (Grade 2)	8,435	324.42
Sirdar or Gangman	9,181	353.12
GROUP B		
Factory Worker (Male)	8,520	327.69
Factory Worker (Female)	7,374	283.62
Gardener	8,520	327.69
Factory Supervisor	10,093	388.19
Messenger	8,540	328.46
Store Attendant	8,923	343.19
Laboratory Attendant (Grade 1)	8,923	343.19
Laboratory Attendant (Grade 2)	8,688	334.15
Sirdar or Gangman	9,181	353.12
Assistant Sirdar or Gangman	8,775	337.50

Category of worker		Wages	
		Monthly (Rs)	Daily (Rs cs)
Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter	(Grade 1)	9,803	377.04
	(Grade 2)	9,492	365.08
	(Grade 3)	8,993	345.88
Carpenter & Stone Mason	(Grade 1)	9,011	346.58
	(Grade 2)	8,802	338.54
	(Grade 3)	8,608	331.08
Factory Operator		8,923	343.19
Weigher	(Grade 1)	9,533	366.65
	(Grade 2)	8,969	344.96
Leaf Checker		8,915	342.88
Watchman	(Grade 1)	8,770	337.31
	(Grade 2)	8,435	324.42
Driver	(Grade 1)	9,053	348.19
	(Grade 2)	8,855	340.58
Lorry Attendant/Lorry Helper		8,520	327.69
Factory Attendant		8,459	325.35
Boiler & Turbine Operator		9,906	381.00

THE EMPLOYMENT RELATIONS ACT

Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the [Travel Agents and Tour Operators Workers \(Remuneration\) \(Amendment\) Regulations 2017](#).
2. In these regulations –

“principal regulations” means the Travel Agents and Tour Operators Workers Remuneration Regulations 2009.
3. Regulation 4 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2016) Act 2015” and replacing them by the words “Additional Remuneration (2017) Act 2016”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2017.

Made by the Minister on 28 April 2017.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 4(1)(a)]

Category of worker	Year of service	Monthly basic wages (Rs)
Senior Accounts Clerk	1st year	11,638
	2nd year	11,852
	3rd year	12,067
	4th year & thereafter	12,292
Accounts Clerk	1st year	10,365
	2nd year	10,527
	3rd year	10,688
	4th year & thereafter	10,849
Administrative Clerk, Planning Clerk, Reservation & Ticketing Officer and Cashier	1st year	10,090
	2nd year	10,251
	3rd year	10,413
	4th year & thereafter	10,473
Planning Officer	1st year	11,638
	2nd year	11,852
	3rd year	12,067
	4th year & thereafter	12,292
Trainee		7,205
Word Processing Operator	1st year	9,263
	2nd year	9,397
	3rd year	9,535
	4th year & thereafter	9,730

Receptionist/Telephonist	1st year	8,871
	2nd year	8,986
	3rd year	9,154
	4th year & thereafter	9,316
Hotel Representative	1st year	10,365
	2nd year	10,553
	3rd year	10,742
	4th year & thereafter	10,930
Airport Representative	1st year	9,929
	2nd year	10,144
	3rd year	10,305
	4th year & thereafter	10,365
Driver	1st year	9,647
	2nd year	9,757
	3rd year	9,865
	4th year & thereafter	10,036
Guide	1st year	9,929
	2nd year	10,144
	3rd year	10,305
	4th year & thereafter	10,365
Travel Consultant	1st year	11,638
	2nd year	11,852
	3rd year	12,067
	4th year & thereafter	12,292
Luggage Handler	1st year	8,687
	2nd year	8,785
	3rd year	8,871
	4th year & thereafter	8,957

Vehicle Attendant	1st year	8,243
	2nd year	8,352
	3rd year	8,463
	4th year & thereafter	8,573
Cleaner	1st year	8,243
	2nd year	8,352
	3rd year	8,463
	4th year & thereafter	8,573
Security Officer	1st year	8,928
	2nd year	9,044
	3rd year	9,154
	4th year & thereafter	9,263
Watchperson		8,573
