

- 1 [The Attorneys' and Notaries' Workers \(Remuneration\) Regulations 2010](#)
- 2 [The Baking Industry \(Remuneration Order\) Regulations 2003](#)
- 3 [The Blockmaking, Construction, Stone Crushing and Related Industries \(Remuneration Order\) Regulations 2003](#)
- 4 [The Catering and Tourism Industries \(Remuneration Order\) Regulations 2004](#)
- 5 [The Cinema Employees \(Remuneration Order\) Regulations 2005](#)
- 6 [The Distributive Trades \(Remuneration Order\) Regulations 2004](#)
- 7 [The Domestic Workers \(Remuneration \) Regulations 2010](#)
- 8 [The Electrical, Engineering and Mechanical Workshops \(Remuneration Order\) Regulations 1983](#)
- 9 [The Export Enterprises \(Remuneration Order\) Regulations 1984](#)
- 10 [The Factory Employees \(Remuneration Order\) Regulations 2001](#)
- 11 [The Field Crop and Orchard Workers \(Remuneration Order\) Regulations 2008](#)
- 12 [The Light Metal and Wooden Furniture Workshops \(Remuneration Order\) Regulations 2002](#)
- 13 [The Livestock Workers \(Remuneration Order\) Regulations 2008](#)
- 14 [The Newspapers and Periodicals Employees \(Remuneration Order\) Regulations 2001](#)
- 15 [The Nursing Homes \(Remuneration Order\) Regulations 1984](#)
- 16 [The Office Attendants \(Remuneration Order\) Regulations 2000](#)
- 17 [The Pre-Primary School Employees \(Remuneration Order\) Regulations 2000](#)
- 18 [The Printing Industry \(Remuneration Order\) Regulations 1984](#)
- 19 [The Private Secondary Schools Employees \(Remuneration Order\) Regulations 1984](#)
- 20 [The Public Transport \(Buses\) Workers \(Remuneration Order\) Regulations 2008](#)
- 21 [The Road Haulage Industry \(Remuneration \) Regulations 2009](#)
- 22 [The Salt Manufacturing Industry \(Remuneration Order\) Regulations 1983](#)
- 23 [The Sugar Industry \(Agricultural Workers\) \(Remuneration Order\) Regulations 1983](#)
- 24 [The Sugar Industry \(Non - Agricultural Workers\) \(Remuneration Order\) Regulations 1985](#)
- 25 [The Tailoring Trade \(Remuneration Order\) Regulations 2001](#)
- 26 [The Tea Industry Workers \(Remuneration Order\) Regulations 1984](#)
- 27 [The Travel Agents and Tour Operators Workers Remuneration Regulations 2009](#)

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|------------------------------------|---|
| Clerk | 1 st year | 7,891 |
| | 2 nd year | 8,047 |
| | 3 rd year | 8,204 |
| | 4 th year | 8,360 |
| | 5 th year | 8,510 |
| | 6 th year | 8,710 |
| | 7 th year | 8,910 |
| | 8 th year | 9,110 |
| | 9 th year | 9,310 |
| | 10 th year | 9,510 |
| | 11 th year | 9,760 |
| | 12 th year | 10,010 |
| | 13 th year | 10,260 |
| | 14 th year | 10,510 |
| | 15 th year | 10,810 |
| | 16 th year | 11,110 |
| | 17 th year | 11,410 |
| | 18 th year | 11,710 |
| | 19 th year | 12,035 |
| | 20 th year & thereafter | 12,385 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|------------------------------------|---|
| Secretary | 1 st year | 7,891 |
| | 2 nd year | 8,047 |
| | 3 rd year | 8,204 |
| | 4 th year | 8,360 |
| | 5 th year | 8,510 |
| | 6 th year | 8,710 |
| | 7 th year | 8,910 |
| | 8 th year | 9,110 |
| | 9 th year | 9,310 |
| | 10 th year | 9,510 |
| | 11 th year | 9,760 |
| | 12 th year | 10,010 |
| | 13 th year | 10,260 |
| | 14 th year | 10,510 |
| | 15 th year & thereafter | 10,810 |

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 2013.
2. In these regulations –

“principal regulations” means the Baking Industry (Remuneration Order) Regulations 2003.
3. Regulation 4 of the principal regulations is amended, in paragraph (1)(a), by deleting the words “Additional Remuneration (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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 | 440.36 |
| Handyperson | 308.07 |
| 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 | 424.44 |
| Handyperson | 296.78 |
| Extra remuneration for work performed at night (Basic daily wages + Overtime) x 20% | |

(3) Mechanised bakery

| Category of employee | Daily basic wages First 13 bags of flour (Rs cs) |
|-----------------------------|---|
| Coupeur | 380.42 |
| Brigadier | 325.94 |
| Mixer | 325.94 |
| Unskilled employee | 266.21 |

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 | 274.23 |
| Assistant oven operator | 269.84 |
| Mixer | 286.00 |
| Assistant mixer | 269.84 |
| Machine operator | 286.00 |
| Assistant machine operator or Biscuit stamping machine operator } | 269.84 |
| Unskilled employee | 265.04 |

3. PASTRY BAKERY

| Category of employee | Daily basic wages (Rs cs) |
|-------------------------|------------------------------|
| Oven operator | 286.00 |
| Assistant oven operator | 274.23 |
| Mixer | 311.73 |
| Assistant mixer | 286.00 |
| Unskilled employee | 265.04 |

4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

| Category of employee | Year of service | Monthly basic wages (Rs) |
|----------------------|-----------------------------------|--------------------------------|
| (1) Clerk | 1 st year | 8,063 |
| | 2 nd year | 8,279 |
| | 3 rd year | 8,427 |
| | 4 th year | 8,583 |
| | 5 th year | 8,852 |
| | 6 th year | 9,069 |
| | 7 th year | 9,286 |
| | 8 th year & thereafter | 9,493 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|--|
| (2) Driver | 1 st year | 8,107 |
| | 2 nd year | 8,161 |
| | 3 rd year | 8,214 |
| | 4 th year | 8,323 |
| | 5 th year & thereafter | 8,376 |
| (3) Salesperson | 1 st year | 7,475 |
| | 2 nd year | 7,533 |
| | 3 rd year | 7,602 |
| | 4 th year | 7,658 |
| | 5 th year & thereafter | 7,716 |
| | | Daily basic wages (Rs cs) |
| (4) Handpacker | | 229.85 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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 | 1 st year | 10,477 |
| | 2 nd year | 10,668 |
| | 3 rd year | 10,860 |
| | 4 th year | 11,051 |
| | 5 th year | 11,243 |
| | 6 th year | 11,434 |
| | 7 th year | 11,625 |
| | 8 th year & thereafter | 11,817 |
| Clerk | 1 st year | 9,447 |
| | 2 nd year | 9,680 |
| | 3 rd year | 9,964 |
| | 4 th year | 10,197 |
| | 5 th year | 10,430 |
| | 6 th year | 10,663 |
| | 7 th year | 10,896 |
| | 8 th year & thereafter | 11,134 |
| Weighbridge clerk | 1 st year | 9,147 |
| | 2 nd year | 9,374 |
| | 3 rd year | 9,602 |
| | 4 th year | 9,830 |
| | 5 th year | 10,114 |
| | 6 th year | 10,347 |
| | 7 th year | 10,580 |
| | 8 th year & thereafter | 10,823 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Word processing operator | 1 st year | 9,033 |
| | 2 nd year | 9,266 |
| | 3 rd year | 9,499 |
| | 4 th year | 9,731 |
| | 5 th year | 10,021 |
| | 6 th year | 10,259 |
| | 7 th year | 10,497 |
| | 8 th year & thereafter | 10,735 |
| Receptionist/Telephonist | 1 st year | 7,988 |
| | 2 nd year | 8,219 |
| | 3 rd year | 8,500 |
| | 4 th year | 8,722 |
| | 5 th year | 8,945 |
| | 6 th year | 9,173 |
| | 7 th year | 9,400 |
| | 8 th year & thereafter | 9,628 |
| Learner – | | |
| | First 3 months | 7,653 |
| | Next 3 months | 10,306 |

PART II

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------------|-----------------------------------|--------------------------|
| Non-administrative staff – | | |
| Chief supervisor | | 13,785 |
| Supervisor | 1 st year | 11,693 |
| | 2 nd year | 11,931 |
| | 3 rd year | 12,169 |
| | 4 th year | 12,407 |
| | 5 th year | 12,645 |
| | 6 th year | 12,883 |
| | 7 th year | 13,141 |
| | 8 th year & thereafter | 13,384 |

| Category of employee | Year of service | Daily basic wages (Rs cs) |
|-----------------------|-----------------------------------|---------------------------|
| Leading hand | 1 st year | 431.07 |
| | 2 nd year | 434.97 |
| | 3 rd year | 438.84 |
| | 4 th year | 442.74 |
| | 5 th year & thereafter | 446.61 |
| Plant operator | 1 st year | 405.22 |
| | 2 nd year | 411.41 |
| | 3 rd year | 417.64 |
| | 4 th year | 423.84 |
| | 5 th year & thereafter | 430.03 |
| Multiskilled employee | 1 st year | 391.76 |
| | 2 nd year | 399.53 |
| | 3 rd year | 407.26 |
| | 4 th year | 415.03 |
| | 5 th year & thereafter | 422.80 |

| 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 | 1 st year | 417.64 | 405.22 | 383.49 |
| | 2 nd year | 423.84 | 407.80 | 386.82 |
| | 3 rd year | 430.03 | 410.38 | 390.18 |
| | 4 th year | 436.26 | 412.95 | 393.55 |
| | 5 th year & thereafter | 442.45 | 415.57 | 396.91 |

| | | Grade I (Rs cs) | Grade II (Rs cs) |
|--------|-----------------------------------|-----------------|------------------|
| Driver | 1 st year | 405.22 | 383.49 |
| | 2 nd year | 407.80 | 386.82 |
| | 3 rd year | 410.38 | 390.18 |
| | 4 th year | 412.95 | 393.55 |
| | 5 th year & thereafter | 415.57 | 396.91 |

| Category of employee | Daily basic wages (Rs cs) |
|----------------------|---------------------------|
| Stonemason | 431.07 |
| Cabinet maker | 431.07 |
| Blockmaker | 396.91 |
| Stone driller | 396.91 |
| Stone breaker | 396.91 |
| Stone splitter | 396.91 |
| Stone employee | 396.91 |

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 Order) (Amendment) Regulations 2013.
2. In these regulations –

“principal regulations” means the Catering and Tourism Industries (Remuneration Order) Regulations 2004.
3. Regulation 5 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 5]

| Category of employee | Year of service | Monthly basic wages (Rs) |
|--|-----------------------------------|--------------------------|
| Head cook, Head pastry cook | . | 9,711 |
| Assistant head cook, Assistant head pastry cook } | 1 st year | 9,235 |
| | 2 nd year | 9,338 |
| | 3 rd year | 9,442 |
| | 4 th year & thereafter | 9,545 |
| Cook, Pastry cook | 1 st year | 8,821 |
| | 2 nd year | 8,924 |
| | 3 rd year | 9,028 |
| | 4 th year & thereafter | 9,131 |
| Assistant cook, Assistant pastry cook } | 1 st year | 7,636 |
| | 2 nd year | 7,750 |
| | 3 rd year | 7,858 |
| | 4 th year & thereafter | 7,966 |
| Fast food operative | 1 st year | 7,521 |
| | 2 nd year | 7,636 |
| | 3 rd year | 7,750 |
| | 4 th year & thereafter | 7,858 |
| Head waiter | 1 st year | 8,500 |
| | 2 nd year | 8,665 |
| | 3 rd year | 8,821 |
| | 4 th year & thereafter | 8,976 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|---|-----------------------------------|---------------------------------|
| Assistant head waiter | 1 st year | 7,463 |
| | 2 nd year | 7,578 |
| | 3 rd year | 7,694 |
| | 4 th year & thereafter | 7,804 |
| Waiter, Beach waiter, Loader, Tea maker | 1 st year | 7,058 |
| | 2 nd year | 7,168 |
| | 3 rd year | 7,279 |
| | 4 th year & thereafter | 7,406 |
| Head bartender | | 9,711 |
| Bartender | 1 st year | 8,500 |
| | 2 nd year | 8,665 |
| | 3 rd year | 8,821 |
| | 4 th year & thereafter | 8,976 |
| Assistant bartender | 1 st year | 7,058 |
| | 2 nd year | 7,168 |
| | 3 rd year | 7,279 |
| | 4 th year & thereafter | 7,406 |
| Restaurant supervisor | . | 10,487 |
| Assistant restaurant supervisor | 1 st year | 9,711 |
| | 2 nd year | 9,918 |
| | 3 rd year | 10,073 |
| | 4 th year & thereafter | 10,228 |
| Kitchen cost controller | 1 st year | 7,804 |
| | 2 nd year | 7,913 |
| | 3 rd year | 8,020 |
| | 4 th year & thereafter | 8,129 |
| Cashier | 1 st year | 8,821 |
| | 2 nd year | 8,924 |
| | 3 rd year | 9,028 |
| | 4 th year & thereafter | 9,131 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| <i>Cafetier</i> | 1 st year | 7,636 |
| | 2 nd year | 7,750 |
| | 3 rd year | 7,858 |
| | 4 th year & thereafter | 7,966 |
| Assistant <i>cafetier</i> | 1 st year | 6,893 |
| | 2 nd year | 7,002 |
| | 3 rd year | 7,113 |
| | 4 th year & thereafter | 7,223 |
| Storekeeper | 1 st year | 9,079 |
| | 2 nd year | 9,235 |
| | 3 rd year | 9,390 |
| | 4 th year & thereafter | 9,545 |
| Assistant storekeeper | 1 st year | 7,913 |
| | 2 nd year | 8,020 |
| | 3 rd year | 8,182 |
| | 4 th year & thereafter | 8,396 |
| Store attendant | 1 st year | 7,694 |
| | 2 nd year | 7,804 |
| | 3 rd year | 7,913 |
| | 4 th year & thereafter | 8,020 |
| <i>Caviste</i> | 1 st year | 7,913 |
| | 2 nd year | 8,020 |
| | 3 rd year | 8,129 |
| | 4 th year & thereafter | 8,290 |
| Receptionist | 1 st year | 9,079 |
| | 2 nd year | 9,183 |
| | 3 rd year | 9,286 |
| | 4 th year & thereafter | 9,390 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|--|-------------------------------------|---------------------------------|
| Assistant receptionist | 1 st year | 8,290 |
| | 2 nd year | 8,396 |
| | 3 rd year | 8,500 |
| | 4 th year & thereafter | 8,665 |
| Senior accounts clerk | 1 st year | 10,306 |
| | 2 nd year | 10,513 |
| | 3 rd year | 10,720 |
| | 4 th year & thereafter | 10,937 |
| Accounts clerk | 1 st year | 9,079 |
| | 2 nd year | 9,235 |
| | 3 rd year | 9,390 |
| | 4 th year | 9,545 |
| | 5 th year | 9,711 |
| | 6 th year | 9,918 |
| | 7 th year & thereafter | 10,073 |
| Personnel clerk, Room service clerk | } 1 st year | 8,717 |
| | } 2 nd year | 8,872 |
| | } 3 rd year | 9,028 |
| | } 4 th year & thereafter | 9,183 |
| Telephonist | 1 st year | 7,521 |
| | 2 nd year | 7,636 |
| | 3 rd year | 7,804 |
| | 4 th year & thereafter | 7,966 |
| Porter-operator | 1 st year | 7,337 |
| | 2 nd year | 7,435 |
| | 3 rd year | 7,521 |
| | 4 th year & thereafter | 7,607 |
| Housekeeper | 1 st year | 9,597 |
| | 2 nd year | 9,762 |
| | 3 rd year | 9,969 |
| | 4 th year & thereafter | 10,125 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Assistant housekeeper | 1 st year | 9,235 |
| | 2 nd year | 9,390 |
| | 3 rd year | 9,545 |
| | 4 th year & thereafter | 9,711 |
| Linen keeper | 1 st year | 9,079 |
| | 2 nd year | 9,183 |
| | 3 rd year | 9,286 |
| | 4 th year & thereafter | 9,390 |
| Valet | 1 st year | 7,058 |
| | 2 nd year | 7,168 |
| | 3 rd year | 7,279 |
| | 4 th year & thereafter | 7,406 |
| Lauderer, Sewing attendant | 1 st year | 6,893 |
| | 2 nd year | 7,002 |
| | 3 rd year | 7,113 |
| | 4 th year & thereafter | 7,223 |
| Trainee | . | 5,855 |
| Sports instructor | 1 st year | 9,079 |
| | 2 nd year | 9,286 |
| | 3 rd year | 9,493 |
| | 4 th year & thereafter | 9,711 |
| Entertainer | 1 st year | 8,500 |
| | 2 nd year | 8,769 |
| | 3 rd year | 8,976 |
| | 4 th year & thereafter | 9,183 |
| Skipper | 1 st year | 7,337 |
| | 2 nd year | 7,463 |
| | 3 rd year | 7,636 |
| | 4 th year & thereafter | 7,804 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|---|-----------------------------------|---------------------------------|
| Skipper's assistant | 1 st year | 7,086 |
| | 2 nd year | 7,168 |
| | 3 rd year | 7,251 |
| | 4 th year & thereafter | 7,337 |
| Kitchen helper, Sports & Leisure attendant, Cleaner | 1 st year | 6,893 |
| | 2 nd year | 7,002 |
| | 3 rd year | 7,113 |
| | 4 th year & thereafter | 7,223 |
| Waste water plant operative | 1 st year | 7,002 |
| | 2 nd year | 7,113 |
| | 3 rd year | 7,223 |
| | 4 th year & thereafter | 7,337 |
| Cabinet maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration mechanic | 1 st year | 8,872 |
| | 2 nd year | 8,976 |
| | 3 rd year | 9,079 |
| | 4 th year & thereafter | 9,183 |
| Handyperson | 1 st year | 8,769 |
| | 2 nd year | 8,872 |
| | 3 rd year | 8,976 |
| | 4 th year & thereafter | 9,079 |
| Assistant handyperson | 1 st year | 8,500 |
| | 2 nd year | 8,665 |
| | 3 rd year | 8,769 |
| | 4 th year & thereafter | 8,872 |
| Gardener | 1 st year | 7,058 |
| | 2 nd year | 7,168 |
| | 3 rd year | 7,279 |
| | 4 th year & thereafter | 7,406 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---|
| Driver | 1 st year | 8,290 |
| | 2 nd year | 8,396 |
| | 3 rd year | 8,500 |
| | 4 th year & thereafter | 8,665 |
| Security officer | 1 st year | 7,578 |
| | 2 nd year | 7,694 |
| | 3 rd year | 7,804 |
| | 4 th year & thereafter | 7,913 |
| Watchman | | 7,223 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 6]

PART I

| Category of employee | Monthly basic wages (Rs) |
|-----------------------------|-------------------------------------|
| Driver | 6,734 |
| Store assistant | 6,032 |
| Caretaker/Cleaner | 6,032 |
| Cleaner | 4,990 |
| Helper | 5,030 |

PART II

| Category of employee | For up to 28 shows per month (Rs cs) | Rate per additional show above 28 shows per month and for casual workers (Rs cs) |
|-----------------------------|---|---|
| Projectionist | 6,531 | 312.59 |
| Assistant projectionist | 5,432 | 244.67 |
| Box office attendant | 5,329 | 238.05 |
| Ticket controller | 5,329 | 238.05 |
| Usher | 5,329 | 238.05 |
| Café keeper | 5,329 | 238.05 |
| Café assistant | 3,867 | 156.41 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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, Storekeeper, Correspondence clerk, Commercial traveller | 1 st year | 8,489 |
| | 2 nd year | 8,743 |
| | 3 rd year | 8,945 |
| | 4 th year | 9,136 |
| | 5 th year | 9,354 |
| | 6 th year | 9,571 |
| | 7 th year | 9,799 |
| | 8 th year & thereafter | 10,094 |
| Clerk | 1 st year | 7,314 |
| | 2 nd year | 7,538 |
| | 3 rd year | 7,761 |
| | 4 th year | 7,961 |
| | 5 th year | 8,177 |
| | 6 th year | 8,443 |
| | 7 th year | 8,712 |
| | 8 th year & thereafter | 8,945 |
| Word processing operator | 1 st year | 7,041 |
| | 2 nd year | 7,245 |
| | 3 rd year | 7,469 |
| | 4 th year | 7,694 |
| | 5 th year | 7,896 |
| | 6 th year | 8,112 |
| | 7 th year | 8,381 |
| | 8 th year & thereafter | 8,650 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---|
| Receptionist/Telephonist | 1 st year | 6,909 |
| | 2 nd year | 7,096 |
| | 3 rd year | 7,284 |
| | 4 th year | 7,491 |
| | 5 th year | 7,710 |
| | 6 th year | 7,906 |
| | 7 th year | 8,101 |
| | 8 th year & thereafter | 8,350 |

PART II – Non-administrative staff

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---|
| Sales demonstrator | 1 st year | 7,555 |
| | 2 nd year | 7,761 |
| | 3 rd year | 7,945 |
| | 4 th year | 8,129 |
| | 5 th year | 8,376 |
| | 6 th year | 8,572 |
| | 7 th year | 8,821 |
| | 8 th year & thereafter | 9,007 |
| Salesperson | 1 st year | 7,284 |
| | 2 nd year | 7,491 |
| | 3 rd year | 7,710 |
| | 4 th year | 7,906 |
| | 5 th year | 8,101 |
| | 6 th year | 8,350 |
| | 7 th year | 8,552 |
| | 8 th year & thereafter | 8,805 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Driver (Grade I) | 1 st year | 8,193 |
| | 2 nd year | 8,407 |
| | 3 rd year | 8,572 |
| | 4 th year | 8,790 |
| | 5 th year | 8,945 |
| | 6 th year | 9,110 |
| | 7 th year | 9,276 |
| | 8 th year & thereafter | 9,442 |
| Driver (Grade II) | 1 st year | 7,901 |
| | 2 nd year | 8,042 |
| | 3 rd year | 8,182 |
| | 4 th year | 8,376 |
| | 5 th year | 8,531 |
| | 6 th year | 8,727 |
| | 7 th year | 8,883 |
| | 8 th year & thereafter | 9,028 |
| Driver (Grade III) | 1 st year | 7,642 |
| | 2 nd year | 7,788 |
| | 3 rd year | 7,928 |
| | 4 th year | 8,069 |
| | 5 th year | 8,209 |
| | 6 th year | 8,407 |
| | 7 th year | 8,557 |
| | 8 th year & thereafter | 8,748 |
| Vehicle assistant | 1 st year | 7,146 |
| | 2 nd year | 7,289 |
| | 3 rd year | 7,452 |
| | 4 th year | 7,612 |
| | 5 th year | 7,772 |
| | 6 th year | 7,923 |
| | 7 th year | 8,074 |
| | 8 th year & thereafter | 8,279 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Attendant | 1 st year | 6,627 |
| | 2 nd year | 6,721 |
| | 3 rd year | 6,815 |
| | 4 th year | 6,909 |
| | 5 th year | 7,002 |
| | 6 th year | 7,107 |
| | 7 th year | 7,212 |
| | 8 th year & thereafter | 7,319 |
| Watchman | 1 st year | 6,782 |
| | 2 nd year | 6,837 |
| | 3 rd year | 6,893 |
| | 4 th year | 6,947 |
| | 5 th year | 7,014 |
| | 6 th year | 7,080 |
| | 7 th year | 7,146 |
| | 8 th year & thereafter | 7,212 |

B. Specific categories of employees involved in the distribution, storage and sales of petroleum products

PART I – Wholesale trade

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Tanker driver | 1 st year | 8,945 |
| | 2 nd year | 9,110 |
| | 3 rd year | 9,276 |
| | 4 th year | 9,442 |
| | 5 th year | 9,633 |
| | 6 th year | 9,814 |
| | 7 th year | 10,057 |
| | 8 th year & thereafter | 10,239 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Tanker driver's assistant | 1 st year | 6,716 |
| | 2 nd year | 6,804 |
| | 3 rd year | 6,893 |
| | 4 th year | 6,980 |
| | 5 th year | 7,080 |
| | 6 th year | 7,179 |
| | 7 th year | 7,279 |
| | 8 th year & thereafter | 7,393 |

| | | |
|---------|-----------------------------------|-------|
| Cashier | 1 st year | 7,589 |
| | 2 nd year | 7,799 |
| | 3 rd year | 7,998 |
| | 4 th year | 8,214 |
| | 5 th year | 8,479 |
| | 6 th year | 8,748 |
| | 7 th year | 8,991 |
| | 8 th year & thereafter | 9,224 |

PART II – Retail trade

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Lubricator, Cleaner | 1 st year | 6,627 |
| | 2 nd year | 6,721 |
| | 3 rd year | 6,815 |
| | 4 th year | 6,909 |
| | 5 th year | 7,002 |
| | 6 th year | 7,141 |
| | 7 th year | 7,251 |
| | 8 th year & thereafter | 7,377 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Pump attendant | 1 st year | 6,721 |
| | 2 nd year | 6,815 |
| | 3 rd year | 6,909 |
| | 4 th year | 7,002 |
| | 5 th year | 7,107 |
| | 6 th year | 7,212 |
| | 7 th year | 7,319 |
| | 8 th year & thereafter | 7,445 |
| Filling station assistant | 1 st year | 6,909 |
| | 2 nd year | 7,002 |
| | 3 rd year | 7,107 |
| | 4 th year | 7,212 |
| | 5 th year | 7,319 |
| | 6 th year | 7,445 |
| | 7 th year | 7,573 |
| | 8 th year & thereafter | 7,687 |
| Cashier | 1 st year | 7,146 |
| | 2 nd year | 7,366 |
| | 3 rd year | 7,589 |
| | 4 th year | 7,799 |
| | 5 th year | 7,998 |
| | 6 th year | 8,214 |
| | 7 th year | 8,479 |
| | 8 th year & thereafter | 8,748 |

C. Specific categories of employees involved in pharmaceutical trade

PART I – Wholesale trade

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Cashier | 1 st year | 7,589 |
| | 2 nd year | 7,799 |
| | 3 rd year | 7,998 |
| | 4 th year | 8,214 |
| | 5 th year | 8,479 |
| | 6 th year | 8,748 |
| | 7 th year | 8,991 |
| | 8 th year & thereafter | 9,224 |

PART II – Retail trade

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Pharmacy technician | 1 st year | 8,489 |
| | 2 nd year | 8,743 |
| | 3 rd year | 8,945 |
| | 4 th year | 9,136 |
| | 5 th year | 9,354 |
| | 6 th year | 9,571 |
| | 7 th year | 9,799 |
| | 8 th year & thereafter | 10,094 |
| Cashier | 1 st year | 7,146 |
| | 2 nd year | 7,366 |
| | 3 rd year | 7,589 |
| | 4 th year | 7,799 |
| | 5 th year | 7,998 |
| | 6 th year | 8,214 |
| | 7 th year | 8,479 |
| | 8 th year & thereafter | 8,748 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Shop assistant | 1 st year | 6,909 |
| | 2 nd year | 7,096 |
| | 3 rd year | 7,284 |
| | 4 th year | 7,491 |
| | 5 th year | 7,710 |
| | 6 th year | 7,906 |
| | 7 th year | 8,101 |
| | 8 th year & thereafter | 8,350 |

D. Specific categories of employees involved in other trades

PART I – Supermarket

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Check-out operator | 1 st year | 7,146 |
| | 2 nd year | 7,366 |
| | 3 rd year | 7,589 |
| | 4 th year | 7,799 |
| | 5 th year | 7,998 |
| | 6 th year | 8,214 |
| | 7 th year | 8,479 |
| | 8 th year & thereafter | 8,748 |
| <i>Employé de rayon</i> | 1 st year | 6,721 |
| | 2 nd year | 6,815 |
| | 3 rd year | 6,909 |
| | 4 th year | 7,002 |
| | 5 th year | 7,107 |
| | 6 th year | 7,212 |
| | 7 th year | 7,319 |
| | 8 th year & thereafter | 7,445 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Meat/Fish packer | 1 st year | 6,909 |
| | 2 nd year | 7,019 |
| | 3 rd year | 7,129 |
| | 4 th year | 7,240 |
| | 5 th year | 7,366 |
| | 6 th year | 7,499 |
| | 7 th year | 7,642 |
| | 8 th year & thereafter | 7,772 |
| Cold room attendant | 1 st year | 7,463 |
| | 2 nd year | 7,607 |
| | 3 rd year | 7,740 |
| | 4 th year | 7,864 |
| | 5 th year | 7,988 |
| | 6 th year | 8,122 |
| | 7 th year | 8,311 |
| | 8 th year & thereafter | 8,443 |

PART II – Wholesale trade or wholesale and retail trade

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Shop assistant | 1 st year | 6,909 |
| | 2 nd year | 7,096 |
| | 3 rd year | 7,284 |
| | 4 th year | 7,491 |
| | 5 th year | 7,710 |
| | 6 th year | 7,906 |
| | 7 th year | 8,101 |
| | 8 th year & thereafter | 8,350 |
| Cashier | 1 st year | 7,589 |
| | 2 nd year | 7,799 |
| | 3 rd year | 7,998 |
| | 4 th year | 8,214 |
| | 5 th year | 8,479 |
| | 6 th year | 8,748 |
| | 7 th year | 8,991 |
| | 8 th year & thereafter | 9,224 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Cold room attendant | 1 st year | 7,463 |
| | 2 nd year | 7,607 |
| | 3 rd year | 7,740 |
| | 4 th year | 7,864 |
| | 5 th year | 7,988 |
| | 6 th year | 8,122 |
| | 7 th year | 8,311 |
| | 8 th year & thereafter | 8,443 |
| Pesticides handler | 1 st year | 7,463 |
| | 2 nd year | 7,607 |
| | 3 rd year | 7,740 |
| | 4 th year | 7,864 |
| | 5 th year | 7,988 |
| | 6 th year | 8,122 |
| | 7 th year | 8,311 |
| | 8 th year & thereafter | 8,443 |

PART III – Retail trade

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------------|
| Cashier | 1 st year | 7,146 |
| | 2 nd year | 7,366 |
| | 3 rd year | 7,589 |
| | 4 th year | 7,799 |
| | 5 th year | 7,998 |
| | 6 th year | 8,214 |
| | 7 th year | 8,479 |
| | 8 th year & thereafter | 8,748 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|-----------------------------|-----------------------------------|---|
| Shop assistant | 1 st year | 6,909 |
| | 2 nd year | 7,096 |
| | 3 rd year | 7,284 |
| | 4 th year | 7,491 |
| | 5 th year | 7,710 |
| | 6 th year | 7,906 |
| | 7 th year | 8,101 |
| | 8 th year & thereafter | 8,350 |
| Cold room attendant | 1 st year | 7,463 |
| | 2 nd year | 7,607 |
| | 3 rd year | 7,740 |
| | 4 th year | 7,864 |
| | 5 th year | 7,988 |
| | 6 th year | 8,122 |
| | 7 th year | 8,311 |
| | 8 th year & thereafter | 8,443 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

| Category of worker | Monthly basic wages (Rs cs) | Hourly basic rate (Rs cs) |
|---------------------------|--|--|
| Cook | 4,991 | 24.00 |
| Driver | 7,043 | 33.86 |
| Gardener | 5,801 | 27.89 |
| <i>Garde-malade</i> | 5,924 | 18.99 |
| Household worker | 4,784 | 23.00 |
| Watchperson | 6,350 | 20.35 |
| Household worker/Cook | 5,378 | 25.86 |
| Caretaker | 5,801 | 27.89 |

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 Order) (Amendment) Regulations 2013.
2. In these regulations –

“principal regulations” means the Electrical, Engineering and Mechanical Workshops (Remuneration Order) Regulations 1983.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

| Category of worker | Year of service | Monthly wages (Rs) | | |
|--|--------------------------------------|--------------------|----------|-----------|
| | | Grade I | Grade II | Grade III |
| Electrician, Motor mechanic (Superior Grade) | 1 st year | | 7,988 | |
| | 2 nd year | | 8,117 | |
| | 3 rd year & thereafter | | 8,279 | |
| Automobile electrician, Blacksmith, Fitter, Motor mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet metal worker/ Boiler maker, Turner, Welder | 1 st year | 7,319 | 6,827 | 6,529 |
| | 2 nd year | 7,388 | 6,898 | 6,589 |
| | 3 rd year | 7,445 | 6,964 | 6,650 |
| | 4 th year | 7,504 | 7,019 | 6,716 |
| | 5 th year | 7,612 | 7,119 | - |
| | 6 th year | 7,699 | 7,201 | - |
| | 7 th year & thereafter | 7,782 | - | - |
| Carpenter, Electrician, Painter | 1 st year | 7,319 | 6,827 | - |
| | 2 nd year | 7,388 | 6,898 | - |
| | 3 rd year | 7,445 | 6,964 | - |
| | 4 th year | 7,504 | 7,019 | - |
| | 5 th year | 7,612 | 7,119 | - |
| | 6 th year | 7,699 | 7,201 | - |
| | 7 th year & thereafter | 7,782 | - | - |

| Category of worker | Year of service | Monthly wages (Rs) |
|---------------------------|------------------------|-------------------------------|
| Upholsterer | | 7,319 |
| Tyreman | | 7,058 |
| Tyreman assistant | | 6,363 |
| Watchman | | 6,411 |
| Apprentice | 1 st year | 5,097 |
| | 2 nd year | 5,193 |
| | 3 rd year | 5,290 |
| | 4 th year | 5,386 |
| | 5 th year | 5,481 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 "12.24" and replacing it by the figure "13.05".
6. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

| Category of worker | Year of service | Monthly wages (Rs) |
|--|-----------------------------------|-----------------------|
| Chief clerk | 1 st year | 7,005 |
| | 2 nd year | 7,210 |
| | 3 rd year | 7,401 |
| | 4 th year | 7,619 |
| | 5 th year & thereafter | 7,791 |
| Accounts clerk, Cashier, Storekeeper } } | 1 st year | 6,556 |
| | 2 nd year | 6,734 |
| | 3 rd year | 6,928 |
| | 4 th year | 7,072 |
| | 5 th year | 7,222 |
| | 6 th year | 7,390 |
| | 7 th year & thereafter | 7,551 |
| Clerk, Assistant storekeeper | 1 st year | 5,385 |
| | 2 nd year | 5,673 |
| | 3 rd year | 5,935 |
| | 4 th year | 6,371 |
| | 5 th year | 6,634 |
| | 6 th year | 6,805 |
| | 7 th year | 6,962 |
| | 8 th year | 7,128 |
| | 9 th year & thereafter | 7,272 |
| Foreman/Forewoman, Typist, Timekeeper } } | 1 st year | 5,456 |
| | 2 nd year | 5,780 |
| | 3 rd year | 6,123 |
| | 4 th year | 6,337 |
| | 5 th year & thereafter | 6,482 |

| Category of worker | Year of service | Monthly wages (Rs) |
|---------------------------|-----------------------------------|-------------------------------|
| Telephonist, Receptionist | 1 st year | 5,456 |
| | 2 nd year | 5,780 |
| | 3 rd year & thereafter | 6,123 |
| Mechanic, Electrician | 1 st year | 5,385 |
| | 2 nd year | 5,673 |
| | 3 rd year | 5,935 |
| | 4 th year | 6,242 |
| | 5 th year | 6,371 |
| | 6 th year | 6,536 |
| | 7 th year | 6,634 |
| | 8 th year | 6,726 |
| | 9 th year & thereafter | 6,805 |
| Driver | Grade 1 | 6,738 |
| | Grade 2 | 6,561 |
| | Grade 3 | 6,407 |

PART II

| Category of worker | Year of service | Weekly wages (Rs cs) |
|---------------------------|------------------------|---------------------------------|
| Watchman | | 1,115.46 |
| Factory worker | 1 st year | 914.89 |
| | Thereafter | 939.35 |
| Unskilled worker | 1 st year | 827.57 |
| | Thereafter | 889.56 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

PART I

| Category of employee | Year of service | Monthly wages (Rs) |
|---|-----------------------------------|-------------------------------|
| Chief clerk | 1 st year | 9,183 |
| | 2 nd year | 9,400 |
| | 3 rd year | 9,628 |
| | 4 th year | 9,897 |
| | 5 th year | 10,104 |
| | 6 th year | 10,394 |
| | 7 th year | 10,632 |
| | 8 th year & thereafter | 10,880 |
| Accounts clerk, Cashier, Storekeeper } | 1 st year | 8,161 |
| | 2 nd year | 8,417 |
| | 3 rd year | 8,665 |
| | 4 th year | 8,872 |
| | 5 th year | 9,079 |
| | 6 th year | 9,297 |
| | 7 th year | 9,514 |
| | 8 th year & thereafter | 9,752 |
| Clerk, Assistant storekeeper | 1 st year | 7,168 |
| | 2 nd year | 7,337 |
| | 3 rd year | 7,521 |
| | 4 th year | 7,750 |
| | 5 th year | 7,966 |
| | 6 th year | 8,214 |
| | 7 th year | 8,520 |
| | 8 th year & thereafter | 8,810 |

| Category of employee | Year of service | Monthly wages (Rs) |
|-----------------------------|-----------------------------------|---------------------------|
| Word processing operator | 1 st year | 6,870 |
| | 2 nd year | 7,047 |
| | 3 rd year | 7,223 |
| | 4 th year | 7,440 |
| | 5 th year | 7,658 |
| | 6 th year | 7,891 |
| | 7 th year | 8,117 |
| | 8 th year & thereafter | 8,396 |
| Telephonist, Receptionist | 1 st year | 6,639 |
| | 2 nd year | 6,815 |
| | 3 rd year | 6,992 |
| | 4 th year | 7,201 |
| | 5 th year | 7,417 |
| | 6 th year | 7,636 |
| | 7 th year | 7,869 |
| | 8 th year & thereafter | 8,042 |
| Foreman, Forewoman | 1 st year | 6,639 |
| | 2 nd year | 6,815 |
| | 3 rd year | 6,992 |
| | 4 th year | 7,201 |
| | 5 th year | 7,417 |
| | 6 th year | 7,636 |
| | 7 th year | 7,847 |
| | 8 th year & thereafter | 8,042 |

PART II

| Category of employee | Year of service | Daily wages for an employee on a 5-day week (Rs cs) | Daily wages for an employee on a 6-day week (Rs cs) |
|-----------------------------|-----------------------------------|--|--|
| Factory operator | 1 st year | 277.43 | 231.19 |
| | 2 nd year | 281.45 | 234.54 |
| | 3 rd year | 285.26 | 237.72 |
| | 4 th year | 289.02 | 240.85 |
| | 5 th year | 293.32 | 244.43 |
| | 6 th year | 296.68 | 247.23 |
| | 7 th year | 299.89 | 249.91 |
| | 8 th year & thereafter | 303.24 | 252.70 |
| Factory attendant | 1 st year | 259.25 | 216.04 |
| | 2 nd year | 263.34 | 219.45 |
| | 3 rd year | 267.36 | 222.80 |
| | 4 th year | 272.10 | 226.75 |
| | 5 th year | 276.06 | 230.05 |
| | 6 th year | 280.12 | 233.43 |
| | 7 th year | 283.97 | 236.64 |
| | 8 th year & thereafter | 287.75 | 239.79 |
| Unskilled worker | 1 st year | 207.37 | 172.81 |
| | 2 nd year | 211.28 | 176.07 |
| | 3 rd year | 217.01 | 180.84 |
| | 4 th year | 220.88 | 184.07 |
| | 5 th year & thereafter | 224.57 | 187.14 |
| Watchman | | | 257.42 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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) | 7,401 | 284.65 |
| Field labourer (Grade II) | 6,092 | 234.31 |
| <i>Surveillant</i> | 8,187 | 314.88 |
| Barns operator | 8,365 | 321.73 |
| Grader | 6,660 | 256.15 |
| Watchperson | 7,295 | 280.58 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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 } } | 1 st year | 8,562 |
| | 2 nd year | 8,759 |
| | 3 rd year | 8,914 |
| | 4 th year | 9,069 |
| | 5 th year | 9,292 |
| | 6 th year | 9,504 |
| | 7 th year | 9,726 |
| | 8 th year & thereafter | 10,001 |
| Clerk | 1 st year | 8,063 |
| | 2 nd year | 8,279 |
| | 3 rd year | 8,427 |
| | 4 th year | 8,583 |
| | 5 th year | 8,852 |
| | 6 th year | 9,069 |
| | 7 th year | 9,286 |
| | 8 th year & thereafter | 9,493 |
| Word processing operator | 1 st year | 7,705 |
| | 2 nd year | 7,869 |
| | 3 rd year | 8,020 |
| | 4 th year | 8,182 |
| | 5 th year | 8,448 |
| | 6 th year | 8,717 |
| | 7 th year | 8,934 |
| | 8 th year & thereafter | 9,152 |

| Category of employee | Year of service | Monthly basic wages (Rs) |
|--------------------------|-----------------------------------|--------------------------|
| Receptionist/Telephonist | 1 st year | 6,815 |
| | 2 nd year | 6,980 |
| | 3 rd year | 7,135 |
| | 4 th year | 7,289 |
| | 5 th year | 7,533 |
| | 6 th year | 7,772 |
| | 7 th year | 7,998 |
| | 8 th year & thereafter | 8,279 |

PART II

| Category of employee | Year of service | Daily basic wages (Rs cs) |
|--------------------------------|-----------------------------------|---------------------------|
| Cabinet maker (Superior Grade) | 1 st year | 335.26 |
| | 2 nd year | 337.64 |
| | 3 rd year | 339.64 |
| | 4 th year | 341.64 |
| | 5 th year & thereafter | 343.61 |

| Skilled employees | | Grade I | Grade II | Grade III |
|---|-----------------------------------|---------|----------|-----------|
| | | (Rs cs) | (Rs cs) | (Rs cs) |
| 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 | 1 st year | 318.42 | 290.12 | 264.23 |
| | 2 nd year | 320.50 | 292.77 | 266.76 |
| | 3 rd year | 322.53 | 295.04 | 268.91 |
| | 4 th year | 324.54 | 297.23 | 271.04 |
| | 5 th year & thereafter | 326.50 | 299.31 | 273.15 |

| Category of employee | Year of service | Daily basic wages (Rs cs) |
|----------------------|----------------------|---------------------------|
| Apprentice | 1 st year | 190.30 |
| | 2 nd year | 199.30 |
| | 3 rd year | 208.19 |
| | 4 th year | 217.24 |
| | 5 th year | 227.19 |

| Category of employee | Year of service | Monthly basic wages | | |
|----------------------|-----------------------------------|---------------------|---------------|-------------|
| | | Grade I (Rs) | Grade II (Rs) | Others (Rs) |
| Driver | 1 st year | 8,107 | 7,858 | 7,596 |
| | 2 nd year | 8,161 | 7,913 | 7,653 |
| | 3 rd year | 8,214 | 7,966 | 7,710 |
| | 4 th year | 8,323 | 8,020 | 7,767 |
| | 5 th year & thereafter | 8,376 | 8,074 | 7,831 |
| Lorry helper | 1 st year | | | 6,870 |
| | 2 nd year | | | 6,936 |
| | 3 rd year | | | 6,992 |
| | 4 th year & thereafter | | | 7,047 |

| Category of employee | Year of service | Daily basic wages (Rs cs) |
|----------------------|-----------------------------------|---------------------------|
| Attendant | 1 st year | 248.19 |
| | 2 nd year | 250.45 |
| | 3 rd year | 252.80 |
| | 4 th year & thereafter | 254.88 |
| Watchman | 1 st year | 260.84 |
| | 2 nd year | 262.96 |
| | 3 rd year | 265.12 |
| | 4 th year & thereafter | 267.64 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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 | 1 st year | 7,886 | |
| | 2 nd year | 8,037 | |
| | 3 rd year | 8,187 | |
| | 4 th year | 8,448 | |
| | 5 th year & thereafter | 8,650 | |
| Farm worker (Grade I) | | 7,401 | 284.65 |
| Farm worker (Grade II) | | 6,092 | 234.31 |
| Watchperson | | 7,295 | 280.58 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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> } | 1 st year | 13,216 |
| | 2 nd year | 13,567 |
| | 3 rd year | 13,725 |
| | 4 th year | 14,097 |
| | 5 th year | 14,483 |
| | 6 th year | 14,883 |
| | 7 th year | 15,298 |
| | 8 th year | 15,729 |
| | 9 th year | 16,176 |
| | 10 th year & thereafter | 16,640 |
| Reporter, Photographer, Caricaturist } | 1 st year | 9,307 |
| | 2 nd year | 9,482 |
| | 3 rd year | 9,662 |
| | 4 th year | 9,902 |
| | 5 th year | 10,081 |
| | 6 th year | 10,328 |
| | 7 th year | 10,526 |
| | 8 th year | 10,731 |
| | 9 th year | 10,945 |
| | 10 th year | 11,162 |
| | 11 th year | 11,382 |
| | 12 th year | 11,610 |
| | 13 th year | 11,843 |
| | 14 th year | 12,077 |
| | 15 th year & thereafter | 12,313 |

| Category of employee | Year of service | Monthly salary (Rs) |
|-----------------------------|------------------------|----------------------------|
| Trainee reporter | 1 st year | 7,750 |
| | 2 nd year | 7,886 |

GROUP B

| Category of employee | Year of service | Monthly salary (Rs) |
|--------------------------------|------------------------------------|----------------------------|
| Documentalist | 1 st year | 10,068 |
| | 2 nd year | 10,327 |
| | 3 rd year | 10,539 |
| | 4 th year | 10,767 |
| | 5 th year | 10,998 |
| | 6 th year | 11,219 |
| | 7 th year | 11,457 |
| | 8 th year | 11,702 |
| | 9 th year | 11,959 |
| | 10 th year & thereafter | 12,208 |
| Proof reader | 1 st year | 7,750 |
| | 2 nd year | 7,891 |
| | 3 rd year | 8,024 |
| | 4 th year | 8,172 |
| | 5 th year | 8,377 |
| | 6 th year | 8,531 |
| | 7 th year | 8,724 |
| | 8 th year | 8,882 |
| | 9 th year | 9,042 |
| | 10 th year & thereafter | 9,197 |
| Clerk/Word processing operator | 1 st year | 7,598 |
| | 2 nd year | 7,744 |
| | 3 rd year | 7,896 |
| | 4 th year | 8,041 |
| | 5 th year | 8,202 |
| | 6 th year | 8,418 |
| | 7 th year | 8,587 |
| | 8 th year | 8,805 |
| | 9 th year | 8,968 |
| | 10 th year & thereafter | 9,145 |

| Category of employee | Year of service | Monthly salary (Rs) |
|---|------------------------------------|--------------------------------|
| Assistant documentalist | 1 st year | 7,685 |
| | 2 nd year | 7,781 |
| | 3 rd year | 7,888 |
| | 4 th year | 7,984 |
| | 5 th year | 8,093 |
| | 6 th year | 8,194 |
| | 7 th year | 8,362 |
| | 8 th year | 8,463 |
| | 9 th year | 8,580 |
| | 10 th year & thereafter | 8,737 |
| Receptionist/Telephonist | 1 st year | 6,870 |
| | 2 nd year | 6,962 |
| | 3 rd year | 7,043 |
| | 4 th year | 7,138 |
| | 5 th year | 7,223 |
| | 6 th year | 7,317 |
| | 7 th year | 7,421 |
| | 8 th year | 7,516 |
| | 9 th year | 7,623 |
| | 10 th year & thereafter | 7,721 |
| Advertisement clerk, Accounts clerk, Store clerk, Cashier | 1 st year | 8,016 |
| | 2 nd year | 8,166 |
| | 3 rd year | 8,372 |
| | 4 th year | 8,530 |
| | 5 th year | 8,726 |
| | 6 th year | 8,886 |
| | 7 th year | 9,049 |
| | 8 th year & thereafter | 9,207 |
| Driver | 1 st year | 7,419 |
| | 2 nd year | 7,572 |
| | 3 rd year | 7,718 |
| | 4 th year | 7,870 |
| | 5 th year & thereafter | 8,015 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART A

| Category of worker | Year of service | Monthly salary (Rs) |
|-------------------------------|------------------------------------|------------------------|
| Charge nurse/Ward sister | | 9,892 |
| Medical laboratory technician | 1 st year | 8,821 |
| | 2 nd year | 8,934 |
| | 3 rd year | 9,079 |
| | 4 th year | 9,240 |
| | 5 th year & thereafter | 9,421 |
| Radiographer | 1 st year | 8,821 |
| | 2 nd year | 8,934 |
| | 3 rd year | 9,079 |
| | 4 th year | 9,214 |
| | 5 th year & thereafter | 9,369 |
| Nurse | 1 st year | 7,734 |
| | 2 nd year | 7,864 |
| | 3 rd year | 7,971 |
| | 4 th year | 8,161 |
| | 5 th year | 8,338 |
| | 6 th year | 8,577 |
| | 7 th year | 8,821 |
| | 8 th year | 8,986 |
| | 9 th year | 9,188 |
| | 10 th year & thereafter | 9,369 |
| Dispenser | 1 st year | 6,785 |
| | 2 nd year | 6,935 |
| | 3 rd year | 7,063 |
| | 4 th year | 7,245 |
| | 5 th year & thereafter | 7,457 |

| Category of worker | Year of service | Monthly salary (Rs) |
|---------------------------|------------------------------------|--------------------------------|
| Assistant nurse | 1 st year | 6,312 |
| | 2 nd year | 6,490 |
| | 3 rd year | 6,640 |
| | 4 th year | 6,785 |
| | 5 th year | 6,935 |
| | 6 th year | 7,129 |
| | 7 th year | 7,308 |
| | 8 th year | 7,515 |
| | 9 th year | 7,734 |
| | 10 th year & thereafter | 7,918 |
| Midwife | 1 st year | 6,607 |
| | 2 nd year | 6,752 |
| | 3 rd year | 6,895 |
| | 4 th year | 7,033 |
| | 5 th year | 7,157 |
| | 6 th year | 7,337 |
| | 7 th year | 7,543 |
| | 8 th year | 7,761 |
| | 9 th year | 7,945 |
| | 10 th year & thereafter | 8,187 |
| Nursing aid | 1 st year | 5,095 |
| | 2 nd year | 5,235 |
| | 3 rd year | 5,410 |
| | 4 th year | 5,909 |
| | 5 th year | 6,312 |
| | 6 th year | 6,566 |
| | 7 th year | 6,785 |
| | 8 th year | 6,997 |
| | 9 th year | 7,185 |
| | 10 th year & thereafter | 7,377 |

PART B

| Category of worker | Year of service | Monthly salary (Rs) |
|---------------------------|-----------------------------------|--------------------------------|
| Driver | | 6,785 |
| Cook | 1 st year | 6,312 |
| | 2 nd year | 6,490 |
| | 3 rd year & thereafter | 6,719 |

| Category of worker | Year of service | Monthly salary (Rs) |
|---------------------------------------|-----------------------------------|--------------------------------|
| Receptionist | 1 st year | 6,204 |
| | 2 nd year | 6,416 |
| | 3 rd year & thereafter | 6,566 |
| Nursing home attendant, Lauderer } | 1 st year | 4,740 |
| | 2 nd year | 5,014 |
| | 3 rd year | 5,295 |
| | 4 th year | 5,488 |
| | 5 th year & thereafter | 5,725 |
| Gardener | | 5,907 |
| Kitchen help | 1 st year | 4,740 |
| | 2 nd year | 5,095 |
| | 3 rd year & thereafter | 5,567 |
| Watchman | | 6,069 |
| Handyman | | 7,308 |

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 Order) (Amendment) Regulations 2013.
2. In these regulations –

“principal regulations” means the Office Attendants (Remuneration Order) Regulations 2000.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---------------------------|------------------------------------|---|
| Head office attendant | 1 st year | 7,435 |
| | 2 nd year | 7,475 |
| | 3 rd year | 7,515 |
| | 4 th year | 7,555 |
| | 5 th year | 7,612 |
| | 6 th year | 7,658 |
| | 7 th year | 7,705 |
| | 8 th year | 7,755 |
| | 9 th year | 7,804 |
| | 10 th year & thereafter | 7,864 |
| Office attendant | 1 st year | 6,903 |
| | 2 nd year | 6,947 |
| | 3 rd year | 6,980 |
| | 4 th year | 7,014 |
| | 5 th year | 7,053 |
| | 6 th year | 7,091 |
| | 7 th year | 7,141 |
| | 8 th year | 7,185 |
| | 9 th year | 7,228 |
| | 10 th year & thereafter | 7,273 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

| Category of employee | Year of service | Monthly basic wages (Rs) |
|---------------------------|------------------------------------|--------------------------|
| Teaching staff | | |
| Teacher supervisor | | 7,901 |
| Teacher (Grade A) | 1 st year | 6,721 |
| | 2 nd year | 6,820 |
| | 3 rd year | 6,936 |
| | 4 th year | 7,041 |
| | 5 th year | 7,162 |
| | 6 th year | 7,273 |
| | 7 th year | 7,411 |
| | 8 th year | 7,533 |
| | 9 th year | 7,671 |
| | 10 th year & thereafter | 7,794 |
| Teacher (Grade B) | 1 st year | 6,078 |
| | 2 nd year | 6,187 |
| | 3 rd year | 6,311 |
| | 4 th year | 6,411 |
| | 5 th year & thereafter | 6,512 |
| Teacher (Grade C) | Less than 5 years | 5,756 |
| | 5 to 10 years | 6,078 |
| | more than 10 years & thereafter | 6,363 |
| Non-teaching staff | | |
| Cook | | 5,308 |
| Gardener/Handyman | | 4,460 |
| School attendant | 1 st year | 5,308 |
| | 2 nd year | 5,396 |
| | 3 rd year | 5,485 |
| | 4 th year | 5,579 |
| | 5 th year & thereafter | 5,681 |

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 Order) (Amendment) Regulations 2013.
2. In these regulations –

“principal regulations” means the Printing Industry (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended –
 - (a) in paragraph (4), by deleting the words “Additional Remuneration (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”; and
 - (b) in paragraph (8), by deleting the figure “10,194” and replacing it by the figure “10,539”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

| Category of worker | Monthly wages (Rs) |
|--|-------------------------------|
| Supervisor (skilled workers) | 12,371 |
| Assistant supervisor | 11,832 |
| Offset machine operator (range 715mm x 1240mm - 4 colours) | 11,600 |
| Flexographic machine operator (4 to 6 colours) | 11,274 |
| Offset machine operator (range 460mm x 715mm - 4 colours) | |
| Offset machine operator (range 715mm x 1240mm - 1 to 2 colours) | |
| Archivist | 10,704 |
| Offset machine operator (range 460mm x 715mm - 1 to 2 colours) | 10,704 |
| Letter press machine operator (range 460mm x 915mm) | |
| Flexographic machine operator (1 to 3 colours) | 10,471 |
| Offset machine operator (range 200mm x 460mm - 1 colour) | |
| Varnishing machine operator | |

| Category of worker | Year of service | Monthly wages (Rs) |
|---------------------------|------------------------------------|---------------------------|
| Special category worker | 1 st year | 8,279 |
| | 2 nd year | 8,401 |
| | 3 rd year | 8,515 |
| | 4 th year | 8,676 |
| | 5 th year | 8,790 |
| | 6 th year | 8,929 |
| | 7 th year | 9,074 |
| | 8 th year | 9,204 |
| | 9 th year | 9,359 |
| | 10 th year & thereafter | 9,504 |
| Layout artist | 1 st year | 8,515 |
| | 2 nd year | 8,676 |
| | 3 rd year | 8,790 |
| | 4 th year | 8,903 |
| | 5 th year | 9,017 |
| | 6 th year | 9,152 |
| | 7 th year | 9,292 |
| | 8 th year | 9,436 |
| | 9 th year | 9,581 |
| | 10 th year & thereafter | 9,726 |
| Proof reader | 1 st year | 8,401 |
| | 2 nd year | 8,515 |
| | 3 rd year | 8,676 |
| | 4 th year | 8,790 |
| | 5 th year | 8,903 |
| | 6 th year | 9,043 |
| | 7 th year | 9,178 |
| | 8 th year | 9,333 |
| | 9 th year | 9,462 |
| | 10 th year & thereafter | 9,618 |

| Category of worker | Year of service | Monthly wages (Rs) |
|---|------------------------------------|-------------------------------|
| Linotype operator, Monotype operator, Monocaster operator | 1 st year | 8,117 |
| | 2 nd year | 8,279 |
| | 3 rd year | 8,401 |
| | 4 th year | 8,515 |
| | 5 th year | 8,676 |
| | 6 th year | 8,815 |
| | 7 th year | 8,955 |
| | 8 th year | 9,100 |
| | 9 th year | 9,229 |
| | 10 th year & thereafter | 9,385 |
| Cameraman/Platemaker, Photoengraver, Photo-type setter, Rotogravure machine operator | 1 st year | 7,988 |
| | 2 nd year | 8,117 |
| | 3 rd year | 8,279 |
| | 4 th year | 8,401 |
| | 5 th year | 8,515 |
| | 6 th year | 8,702 |
| | 7 th year | 8,841 |
| | 8 th year | 8,981 |
| | 9 th year | 9,126 |
| | 10 th year & thereafter | 9,255 |
| Assistant offset machine operator (range 715mm x 1240mm - 4 colours) Assistant machine operator (range 460mm x 715mm – 4 colours) | | 8,401 |
| | | |
| Binder/Cutter, Hand compositor, Letter-press machine operator (range 250mm x 460mm) | 1 st year | 7,019 |
| | 2 nd year | 7,146 |
| | 3 rd year | 7,256 |
| | 4 th year | 7,388 |
| | 5 th year | 7,504 |
| | 6 th year | 7,671 |
| | 7 th year | 7,826 |
| | 8 th year | 7,961 |
| | 9 th year | 8,117 |
| | 10 th year & thereafter | 8,311 |
| Supervisor (unskilled workers) | | 7,019 |

| Category of worker | Year of service | Monthly wages (Rs) |
|---|------------------------------------|---------------------------|
| Foundryman | 1 st year | 6,650 |
| | 2 nd year | 6,716 |
| | 3 rd year | 6,771 |
| | 4 th year | 6,827 |
| | 5 th year & thereafter | 6,898 |
| Helper, Unskilled worker | 1 st year | 6,529 |
| | 2 nd year | 6,589 |
| | 3 rd year | 6,650 |
| | 4 th year | 6,716 |
| | 5 th year & thereafter | 6,771 |
| Apprentice | 1 st year | 6,589 |
| | 2 nd year | 6,650 |
| | 3 rd year | 6,716 |
| | 4 th year | 6,771 |
| Clerk, Receptionist, Telephonist, Typist } | 1 st year | 7,256 |
| | 2 nd year | 7,388 |
| | 3 rd year | 7,504 |
| | 4 th year | 7,642 |
| | 5 th year | 7,755 |
| | 6 th year | 7,906 |
| | 7 th year | 8,042 |
| | 8 th year | 8,198 |
| | 9 th year | 8,401 |
| | 10 th year & thereafter | 8,546 |
| Storekeeper | 1 st year | 7,642 |
| | 2 nd year | 7,755 |
| | 3 rd year | 7,879 |
| | 4 th year | 7,988 |
| | 5 th year | 8,117 |
| | 6 th year | 8,311 |
| | 7 th year | 8,453 |
| | 8 th year | 8,650 |
| | 9 th year | 8,790 |
| | 10 th year & thereafter | 8,929 |

| Category of worker | Year of service | Monthly wages (Rs) |
|----------------------------|-----------------------------------|-------------------------------|
| Store attendant, Attendant | 1 st year | 6,771 |
| | 2 nd year | 6,827 |
| | 3 rd year | 6,898 |
| | 4 th year | 6,964 |
| | 5 th year & thereafter | 7,019 |
| Watchman | 1 st year | 6,898 |
| | 2 nd year | 6,964 |
| | 3 rd year | 7,019 |
| | 4 th year | 7,080 |
| | 5 th year & thereafter | 7,146 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of employee

**Monthly salary
(Rs)**

Principal

13,269.50

**Monthly salary scale
(Rs)**

**Teachers, other than
instructors**

Graduate

10,105 – 10,195 – 10,429 – 10,720.50 – 10,957 –
11,117 – 11,289 – 11,541.50 – 11,961 – 12,257 –
12,431 – 12,759 – 12,917

Non-Graduate
(Grade I)

10,025 – 10,105 – 10,195 – 10,429 – 10,545.50 –
10,625.50 – 10,720.50 – 10,957 – 11,117 – 11,289 –
11,541.50 – 11,757 – 11,955.50

Non-Graduate
(Grade II)

7,570.20 – 7,660.50 – 7,857.60 – 7,985.30 –
8,169.10 – 8,318.70 – 8,421.70 – 8,673 – 8,782.50 –
8,874.70 – 8,954.70 – 9,086.70 – 9,203.50 – 9,314 –
9,410.50

Non-Graduate
(Grade III)

6,819.70 – 6,945 – 7,067.30 – 7,164.40 – 7,252.70 –
7,353.30 – 7,474 – 7,612.80 – 7,746.50 – 7,852.10 –
7,965.70 – 8,169.10 – 8,340.70

Non-Graduate
(Grade IV)

6,370.90 – 6,525.60 – 6,581 – 6,693 – 6,763.60 –
6,812.10 – 6,905.90

Instructors

Instructor
(Grade I)

7,570.20 – 7,660.50 – 7,857.60 – 7,985.30 – 8,169.10
– 8,318.70 – 8,421.70 – 8,673 – 8,782.50 – 8,874.70
– 8,954.70 – 9,086.70 – 9,203.50 – 9,314 – 9,410.50

Instructor
(Grade II)

6,819.70 – 6,945 – 7,067.30 – 7,164.40 – 7,252.70 –
7,353.30 – 7,474 – 7,612.80 – 7,746.50 – 7,852.10 –
7,965.70 – 8,169.10 – 8,340.70

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

| | | |
|--|---|--|
| Clerk, Typist, Secretary, Usher or Librarian | } | 6,156 – 6,337 – 6,441.10 – 6,555.50 – 6633.10 – 6,717.60 – 6,790.60 – 6,825.10 |
| Laboratory attendant, Workshop attendant | } | 5,673 |
| Caretaker, Cleaner, Gardener | } | (a) 3,077.47 if required to be in attendance for not more than 3 hours daily (b) 5,235.70 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 Order) (Amendment) Regulations 2013.
2. In these regulations –

“principal regulations” means the Public Transport (Buses) Workers (Remuneration Order) Regulations 2008.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
4. The First Schedule to the principal regulations is amended –
 - (a) 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 | Monthly basic wages (Rs) |
|--------------------|-----------------------------------|--------------------------|
| Traffic supervisor | 1 st year | 11,175 |
| | 2 nd year | 11,253 |
| | 3 rd year | 11,330 |
| | 4 th year | 11,408 |
| | 5 th year | 11,486 |
| | 6 th year | 11,563 |
| | 7 th year | 11,641 |
| | 8 th year | 11,744 |
| | 9 th year & thereafter | 11,848 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---|------------------------------------|---------------------------------|
| Traffic officer | 1 st year | 10,513 |
| | 2 nd year | 10,585 |
| | 3 rd year | 10,658 |
| | 4 th year | 10,730 |
| | 5 th year | 10,808 |
| | 6 th year | 10,885 |
| | 7 th year & thereafter | 10,963 |
| Driver and Driver - conductor working in a one-man operated bus | 1st year | 10,378 |
| | 2nd year | 10,425 |
| | 3rd year | 10,471 |
| | 4th year | 10,518 |
| | 5th year | 10,565 |
| | 6th year | 10,611 |
| | 7th year | 10,658 |
| | 8th year | 10,709 |
| | 9th year | 10,761 |
| | 10 th year & thereafter | 10,813 |
| Conductor | 1st year | 9,923 |
| | 2nd year | 9,969 |
| | 3rd year | 10,016 |
| | 4th year | 10,063 |
| | 5th year | 10,109 |
| | 6th year | 10,156 |
| | 7th year | 10,202 |
| | 8th year | 10,254 |
| | 9th year | 10,306 |
| | 10 th year & thereafter | 10,358 |

(b) in paragraph 20, by revoking subparagraph (4) and replacing it by the following subparagraph –

(4) The basic rates of pay for every casual worker shall be as follows –

| Category of casual worker | | Basic rate of pay (Rs cs) |
|---|--|----------------------------------|
| Driver or Driver - conductor working in a one -man operated bus | For the first 4 hours on any normal working day | 232.35 |
| | For every subsequent hour not exceeding 4 | 53.32 |
| | For every subsequent hour as from the ninth hour | 79.98 |
| Conductor | For the first 4 hours on any normal working day | 220.30 |
| | For every subsequent hour not exceeding 4 | 49.03 |
| | For every subsequent hour as from the ninth hour | 73.55 |

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

(a) in paragraph 1, by revoking subparagraphs (2) and (3) and replacing them by the following subparagraphs –

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

| Category of worker | Year of service | Monthly basic wages (Rs) |
|--------------------------------------|------------------------------------|---------------------------------|
| Accounts clerk, Chief cashier } } | 1 st year | 12,127 |
| | 2 nd year | 12,236 |
| | 3 rd year | 12,324 |
| | 4 th year | 12,422 |
| | 5 th year | 12,521 |
| | 6 th year | 12,624 |
| | 7 th year | 12,728 |
| | 8 th year | 12,831 |
| | 9 th year | 12,935 |
| | 10 th year & thereafter | 13,053 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|-------------------------------------|------------------------------------|---------------------------------|
| Cashier, Storekeeper, Chief clerk } | 1 st year | 10,823 |
| | 2 nd year | 10,916 |
| | 3 rd year | 11,010 |
| | 4 th year | 11,103 |
| | 5 th year | 11,196 |
| | 6 th year | 11,289 |
| | 7 th year | 11,382 |
| | 8 th year | 11,475 |
| | 9 th year | 11,569 |
| | 10 th year & thereafter | 11,667 |
| Senior clerk | 1 st year | 9,938 |
| | 2 nd year | 10,016 |
| | 3 rd year | 10,094 |
| | 4 th year | 10,171 |
| | 5 th year | 10,249 |
| | 6 th year | 10,327 |
| | 7 th year | 10,404 |
| | 8 th year | 10,492 |
| | 9 th year | 10,580 |
| | 10 th year & thereafter | 10,668 |
| Junior clerk, Typist | 1 st year | 8,748 |
| | 2 nd year | 8,815 |
| | 3 rd year | 8,883 |
| | 4 th year | 8,950 |
| | 5 th year | 9,017 |
| | 6 th year | 9,090 |
| | 7 th year | 9,162 |
| | 8 th year | 9,235 |
| | 9 th year | 9,312 |
| | 10 th year & thereafter | 9,390 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---|------------------------------------|---------------------------------|
| Head messenger | 1 st year | 9,338 |
| | 2 nd year | 9,400 |
| | 3 rd year | 9,462 |
| | 4 th year | 9,524 |
| | 5 th year | 9,587 |
| | 6 th year | 9,649 |
| | 7 th year | 9,711 |
| | 8 th year | 9,773 |
| | 9 th year | 9,887 |
| | 10 th year & thereafter | 9,964 |
| Messenger | 1 st year | 8,639 |
| | 2 nd year | 8,676 |
| | 3 rd year | 8,712 |
| | 4 th year | 8,748 |
| | 5 th year | 8,784 |
| | 6 th year | 8,826 |
| | 7 th year | 8,867 |
| | 8 th year | 8,909 |
| | 9 th year | 8,955 |
| | 10 th year & thereafter | 9,002 |
| Photocopy machine operator, Telephonist | 1 st year | 8,748 |
| | 2 nd year | 8,815 |
| | 3 rd year | 8,883 |
| | 4 th year | 8,950 |
| | 5 th year | 9,017 |
| | 6 th year | 9,090 |
| | 7 th year | 9,162 |
| | 8 th year | 9,235 |
| | 9 th year | 9,312 |
| | 10 th year & thereafter | 9,390 |

(3) Every part-time cashier shall be remunerated at the rate of 74.77 rupees per hour.

(b) in paragraph 13, by revoking subparagraph (1) and replacing it by the following subparagraph –

(1) The basic rates of pay of every watchperson shall be –

| Year of service | Monthly basic wages (Rs) |
|-----------------------------------|---------------------------------|
| 1 st year | 8,360 |
| 2 nd year | 8,407 |
| 3 rd year | 8,453 |
| 4 th year | 8,500 |
| 5 th year | 8,546 |
| 6 th year | 8,593 |
| 7 th year & thereafter | 8,639 |

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

(a) 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 | Monthly basic wages (Rs) |
|---------------------------|-----------------------------------|---------------------------------|
| Workshop supervisor | 1 st year | 12,883 |
| | 2 nd year | 13,001 |
| | 3 rd year | 13,105 |
| | 4 th year | 13,208 |
| | 5 th year & thereafter | 13,312 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|--|-----------------------------------|---------------------------------|
| Chief mechanic | 1 st year | 11,951 |
| | 2 nd year | 12,034 |
| | 3 rd year | 12,117 |
| | 4 th year | 12,200 |
| | 5 th year & thereafter | 12,283 |
| Mechanic, Electrician (Superior Grade) | 1 st year | 11,129 |
| | 2 nd year | 11,227 |
| | 3 rd year | 11,325 |
| | 4 th year | 11,424 |
| | 5 th year & thereafter | 11,522 |
| Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade I) | 1 st year | 10,435 |
| | 2 nd year | 10,518 |
| | 3 rd year | 10,601 |
| | 4 th year | 10,684 |
| | 5 th year | 10,766 |
| | 6 th year | 10,849 |
| | 7 th year & thereafter | 10,932 |
| Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade II) | 1 st year | 9,633 |
| | 2 nd year | 9,726 |
| | 3 rd year | 9,819 |
| | 4 th year | 9,969 |
| | 5 th year | 10,068 |
| | 6 th year & thereafter | 10,166 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---|------------------------------------|---------------------------------|
| Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III) | 1 st year | 9,048 |
| | 2 nd year | 9,131 |
| | 3 rd year | 9,214 |
| | 4 th year | 9,297 |
| | 5 th year & thereafter | 9,385 |
| Upholsterer | 1 st year | 9,633 |
| | 2 nd year | 9,726 |
| | 3 rd year | 9,819 |
| | 4 th year | 9,969 |
| | 5 th year | 10,068 |
| | 6 th year | 10,166 |
| | 7 th year & thereafter | 10,264 |
| Lubricator | 1 st year | 9,152 |
| | 2 nd year | 9,193 |
| | 3 rd year | 9,235 |
| | 4 th year | 9,276 |
| | 5 th year | 9,323 |
| | 6 th year | 9,369 |
| | 7 th year | 9,416 |
| | 8 th year | 9,462 |
| | 9 th year | 9,509 |
| | 10 th year & thereafter | 9,555 |
| Helper | 1 st year | 8,536 |
| | 2 nd year | 8,577 |
| | 3 rd year | 8,619 |
| | 4 th year | 8,660 |
| | 5 th year | 8,702 |
| | 6 th year | 8,743 |
| | 7 th year & thereafter | 8,784 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---------------------------|-----------------------------------|---------------------------------|
| Tyreperson (Supervisor) | 1 st year | 9,633 |
| | 2 nd year | 9,731 |
| | 3 rd year | 9,830 |
| | 4 th year | 9,985 |
| | 5 th year & thereafter | 10,088 |
| Tyreperson (Grade I) | 1 st year | 9,147 |
| | 2 nd year | 9,214 |
| | 3 rd year | 9,281 |
| | 4 th year | 9,348 |
| | 5 th year | 9,416 |
| | 6 th year & thereafter | 9,488 |
| Tyreperson (Grade II) | 1 st year | 8,536 |
| | 2 nd year | 8,583 |
| | 3 rd year | 8,629 |
| | 4 th year | 8,676 |
| | 5 th year | 8,722 |
| | 6 th year | 8,774 |
| | 7 th year & thereafter | 8,826 |
| Apprentice | 1 st year | 6,495 |
| | 2 nd year | 6,860 |
| | 3 rd year | 7,223 |
| | 4 th year | 7,607 |
| | 5 th year | 7,977 |
| Cleaner/Sweeper | 1 st year | 8,365 |
| | 2 nd year | 8,407 |
| | 3 rd year | 8,448 |
| | 4 th year | 8,489 |
| | 5 th year | 8,531 |
| | 6 th year | 8,572 |
| | 7 th year | 8,614 |
| | 8 th year | 8,660 |
| | 9 th year & thereafter | 8,707 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|------------------------------|-----------------------------------|---------------------------------|
| Chief cleaner | 1 st year | 9,048 |
| | 2 nd year | 9,090 |
| | 3 rd year | 9,131 |
| | 4 th year | 9,173 |
| | 5 th year | 9,214 |
| | 6 th year | 9,260 |
| | 7 th year & thereafter | 9,307 |
| * Fuel attendant (full time) | 1 st year | 8,867 |
| | 2 nd year | 8,903 |
| | 3 rd year | 8,940 |
| | 4 th year | 8,981 |
| | 5 th year | 9,022 |
| | 6 th year | 9,064 |
| | 7 th year & thereafter | 9,110 |

* An additional daily allowance of 45.59 rupees shall be paid to any person other than a fuel attendant who performs the work of a fuel attendant.

| | | |
|-----------------------------------|-----------------------------------|--------|
| Ticket issuing machine repairer } | 1 st year | 9,731 |
| | 2 nd year | 9,825 |
| | 3 rd year | 9,969 |
| | 4 th year | 10,063 |
| | 5 th year | 10,156 |
| | 6 th year & thereafter | 10,254 |

(b) in paragraph 14, by revoking subparagraph (1) and replacing it by the following subparagraph –

(1) The basic rates of pay for every gatekeeper and every watchperson shall be –

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---------------------------|-----------------------------------|---------------------------------|
| Gatekeeper | 1 st year | 8,748 |
| | 2 nd year | 8,790 |
| | 3 rd year | 8,831 |
| | 4 th year | 8,878 |
| | 5 th year | 8,924 |
| | 6 th year | 8,971 |
| | 7 th year & thereafter | 9,017 |
| Watchperson | 1 st year | 8,360 |
| | 2 nd year | 8,407 |
| | 3 rd year | 8,453 |
| | 4 th year | 8,500 |
| | 5 th year | 8,546 |
| | 6 th year | 8,593 |
| | 7 th year & thereafter | 8,639 |

7. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---------------------------|-----------------------------------|---------------------------------|
| Tanker driver | 1 st year | 8,945 |
| | 2 nd year | 9,126 |
| | 3 rd year | 9,307 |
| | 4 th year | 9,488 |
| | 5 th year | 9,695 |
| | 6 th year | 9,902 |
| | 7 th year | 10,109 |
| | 8 th year & thereafter | 10,316 |
| Tanker driver's assistant | 1 st year | 6,716 |
| | 2 nd year | 6,853 |
| | 3 rd year | 6,992 |
| | 4 th year | 7,129 |
| | 5 th year | 7,268 |
| | 6 th year | 7,411 |
| | 7 th year | 7,584 |
| | 8 th year & thereafter | 7,755 |
| Driver (Grade I) | 1 st year | 8,193 |
| | 2 nd year | 8,381 |
| | 3 rd year | 8,562 |
| | 4 th year | 8,743 |
| | 5 th year | 8,924 |
| | 6 th year | 9,105 |
| | 7 th year | 9,286 |
| | 8 th year & thereafter | 9,467 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---------------------------|-----------------------------------|-------------------------------------|
| Driver (Grade II) | 1 st year | 7,901 |
| | 2 nd year | 8,063 |
| | 3 rd year | 8,226 |
| | 4 th year | 8,386 |
| | 5 th year | 8,541 |
| | 6 th year | 8,722 |
| | 7 th year | 8,903 |
| | 8 th year & thereafter | 9,085 |
| Driver (Grade III) | 1 st year | 7,642 |
| | 2 nd year | 7,809 |
| | 3 rd year | 7,971 |
| | 4 th year | 8,134 |
| | 5 th year | 8,295 |
| | 6 th year | 8,453 |
| | 7 th year | 8,634 |
| | 8 th year & thereafter | 8,815 |
| Vehicle assistant | 1 st year | 7,146 |
| | 2 nd year | 7,284 |
| | 3 rd year | 7,428 |
| | 4 th year | 7,602 |
| | 5 th year | 7,772 |
| | 6 th year | 7,934 |
| | 7 th year | 8,095 |
| | 8 th year & thereafter | 8,258 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

| Category of worker | Daily wages (Rs cs) |
|---------------------------|--------------------------------|
| Male worker | 237.31 |
| Female worker | 195.85 |
| Foreman | 281.96 |
| <i>Alimentateur</i> | 257.69 |
| Mason | 275.92 |
| Watchman | 237.31 |
| Factory operator | 257.69 |

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 2013.

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 4,802.84 rupees per month or 184.72 rupees per day during crop (6-day week) or 218.31 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 5102.84 rupees per month or 196.26 rupees per day during crop (6-day week) and 231.95 rupees per day during intercrop (5-day week).

4. Regulation 9 of the principal regulations is revoked and replaced by the following new regulation –

9. The rates specified in regulation 3(5), the First Schedule and paragraphs 5 and 6 of the Second Schedule include the appropriate additional remuneration payable under the Additional Remuneration (2013) Act 2012.

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 new 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 gaulettes and loading –

| | | |
|-------|---|--------|
| (i) | in trailers drawn by Scammell type wheel tractors | 259.36 |
| (ii) | in lorries | 243.16 |
| (iii) | in tramway wagons and baskets | 226.99 |
| (iv) | in low trailers drawn by Ferguson type wheel tractors | 226.99 |
| (b) | cutting and carrying canes over a distance not exceeding 15 gaulettes and stacking at not more than 3 gaulettes from the point of loading | 199.29 |
| (c) | cutting canes | 129.72 |
| (d) | loading canes in Scammell type trailers – | |
| (i) | if carried over a distance not exceeding 3 gaulettes | 119.92 |
| (ii) | if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes | 146.05 |
| (e) | loading canes in trailers other than of the Scammell type – | |
| (i) | if carried over a distance not exceeding 3 gaulettes | 107.07 |

| | | |
|------|--|--------|
| (ii) | if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes | 129.72 |
| (f) | loading canes in lorries – | |
| (i) | if carried over a distance not exceeding 3 gaulettes | 116.47 |
| (ii) | if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes | 140.37 |
| (g) | cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading | 136.18 |
| (h) | cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading | 136.18 |
| (i) | cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading | 142.55 |

(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 6.57 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 27.16 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 owing 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 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 2.15 rupees per tonne for each 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 18.88 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 22.36 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 11.15 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 30.24 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 14.47 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 10.46 rupees per foot per tonne shall be paid for each 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 1 in 3, an additional allowance of 19.87 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 7.97 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 3,777 and 4,630 | |
| 6% do | not more than | 5,141 |
| 7% do | do | 5,667 |
| 8% do | do | 6,099 |
| 9% do | do | 6,385 |
| 10% do | do | 6,930 |
| 11% do | do | 7,279 |
| 12% do | do | 7,885 |
| 13% do | do | 8,281 |
| 14% do | do | 8,827 |
| 15% do | more than | 8,827 |

7. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 5]

FIRST SCHEDULE
[Regulation 3]

| Category of worker | Wages | | |
|---|--------------------|--------------------------------------|---------------------------------|
| | Monthly (Rs cs) | Daily | |
| | | Intercrop (5-day week) (Rs cs) | Crop (6-day week) (Rs cs) |
| Field Worker (other than special category) - | | | |
| (a) Male | 6,964.80 | 316.58 | 267.88 |
| (b) Female | 5,604.25 | 254.74 | 215.55 |
| (c) Young person | 5,260.89 | 239.13 | 202.34 |
| Field Worker (special category) – | | | |
| (a) Male | 5,444.20 | 247.46 | 209.39 |
| (b) Female | 4,669.08 | 212.23 | 179.58 |
| (c) Young person | 4,337.94 | 197.18 | 166.84 |
| Night soil worker | 6,957.72 | 316.26 | 267.60 |
| Watchman | | | |
| (a) Chief watchman | 7,525.48 | 342.07 | 289.44 |
| (b) Watchman (Grade 1) | 7,215.30 | 327.97 | 277.51 |
| (c) Watchman (Grade 2) | 6,964.80 | 316.58 | 267.88 |
| Hospital servant | 7,268.68 | 330.39 | 279.56 |
| Gardener | 7,268.68 | 330.39 | 279.56 |
| Overseer (Grade 1) | 8,710.12 | 395.91 | 335.00 |
| Overseer (Grade 2) | 7,525.48 | 342.07 | 289.44 |
| Platelayer | 7,525.48 | 342.07 | 289.44 |
| <i>Marqueur</i> | 7,987.66 | 363.08 | 307.22 |
| Loco-stoker | 7,268.68 | 330.39 | 279.56 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 “256.34 rupees for a normal day’s work during crop and 302.95 rupees during intercrop” and replacing them by the words “267.88 rupees for a normal day’s work during crop and 316.58 rupees during intercrop”.
6. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

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) } | 9,953.14 | 9,085.42 | 8,718.38 | 8,352.90 |
| Motor mechanic (automobile), Pan boiler, Electrician } | 9,725.84 | 8,900.36 | 8,526.68 | 8,060.48 |
| Blacksmith, Coppersmith, Fitter, Moulder, Pattern maker, Plumber and pipefitter, Sheet metal worker, Boiler maker, Turner, Welder } | 9009.50 | 8,900.36 | 8,526.68 | 8,060.48 |
| Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory attendant } | 8,900.36 | 8,717.20 | 7,917.76 | 7,728.18 |
| Driver (Heavy mechanical unit), Loading and harvesting machine operator } | – | 8,350.54 | 7,823.16 | 7,580.24 |
| Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) } | – | 8,028.60 | 7,823.16 | 7,580.24 |

| Category of worker | Monthly wages | | | |
|---|---------------|---------------------------|--------------------|---------------------|
| | Chief | Superior Grade (Rs cs) | Grade I (Rs cs) | Grade II (Rs cs) |
| Factory operator – | | | | |
| 1 st year | – | 7,407.88 | 7,237.36 | 6,979.96 |
| 2 nd year | – | 7,453.94 | 7,262.96 | 7,036.98 |
| 3 rd year | – | 7,478.18 | 7,275.76 | 7,123.42 |
| 4 th year | – | 7,506.96 | 7,289.74 | 7,138.58 |
| 5 th year | – | 7,534.56 | 7,311.72 | 7,161.82 |
| 6 th year & thereafter | – | 7,580.24 | 7,405.52 | 7,216.48 |
| | Chief | | Others | |
| Evaporator attendant, Boiler attendant, Hotwater treatment plant attendant } | 7,580.24 | | 7,237.36 | |
| Sugar refiner, <i>Peseur de jus</i> , Striker | – | | 7,237.36 | |
| Office messenger, Store attendant | 7,237.36 | | 6,964.80 | |
| Telephone operator, Sampler, Bagger and stoker (<i>cendrier</i> working under grate or in furnace for boilers) } | – | | 7,036.98 | |
| 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 } | – | | 6,964.80 | |

| Category of worker | Monthly wages (Rs cs) |
|--|----------------------------------|
| Irrigation pump operator – | |
| 1 st year | 7,407.88 |
| 2 nd year | 7,453.94 |
| 3 rd year | 7,478.18 |
| 4 th year | 7,506.96 |
| 5 th year | 7,534.56 |
| 6 th year & thereafter | 7,580.24 |
| | |
| Coachsmith, Coachpainter | 8,717.20 |
| | |
| Weighbridge attendant | 6,964.80 |
| | |
| Chief boiler attendant operating a water tube boiler without spreader stoker } | 7,789.64 |
| | |
| Chief boiler attendant operating a water tube boiler with spreader stoker and automatic controls } | 8,036.50 |

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 Tailoring Trade (Remuneration Order) (Amendment) Regulations 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

| Category of worker | Monthly basic wages (Rs) |
|---------------------------|-------------------------------------|
| Tailor (Superior Grade) | 7,879 |
| Tailor (Grade I) | 7,256 |
| Tailor (Grade II) | 6,881 |
| Tailor (Grade III) | 6,558 |
| Learner – | |
| 1 st year | 3,798 |
| 2 nd year | 4,144 |
| 3 rd year | 4,521 |
| 4 th year | 4,974 |
| 5 th year | 5,324 |

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 2013.

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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.

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 subparagraph (a), by deleting the figure “18.01” and replacing it by the figure “18.84”; and

(ii) in subparagraph (b), by deleting the figure “17.09” and replacing it by the figure “17.92”;

(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 | 7.18 |
| (b) over 30 kgs and up to 40 kgs | 7.94 |
| (c) over 40 kgs | 8.09 |

6. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

| Category of worker | Wages | |
|--|---|----------------------------|
| | Monthly (Rs) | Daily (Rs cs) |
| GROUP A | | |
| Field labourer (Male) | 6,607 | 254.12 |
| Field labourer (Female) | 5,461 | 210.04 |
| Young person | 5,037 | 193.73 |
| Watchman (Grade 2) | 6,522 | 250.85 |
| Sirdar or Gangman | 7,268 | 279.54 |
| GROUP B | | |
| Factory worker (Male) | 6,607 | 254.12 |
| Factory worker (Female) | 5,461 | 210.04 |
| Gardener | 6,607 | 254.12 |
| Factory supervisor | 8,177 | 314.50 |
| Messenger | 6,627 | 254.88 |
| Store attendant | 7,010 | 269.62 |
| Laboratory attendant (Grade 1) | 7,010 | 269.62 |
| (Grade 2) | 6,775 | 260.58 |
| Sirdar or Gangman | 7,268 | 279.54 |
| Assistant Sirdar or Gangman | 6,862 | 263.92 |
| Turner, Fitter, Electrician, Motor mechanic, Welder, Plumber and Pipe fitter | } (Grade 1) 7,890 (Grade 2) 7,579 (Grade 3) 7,080 | 303.46 291.50 272.31 |
| Carpenter & Stone mason | (Grade 1) 7,098 (Grade 2) 6,889 (Grade 3) 6,695 | 273.00 264.96 257.50 |

| Category of worker | Wages | |
|------------------------------|-----------------|------------------|
| | Monthly (Rs) | Daily (Rs cs) |
| Factory operator | 7,010 | 269.62 |
| Weigher (Grade 1) | 7,620 | 293.08 |
| (Grade 2) | 7,056 | 271.38 |
| Leaf checker | 7,002 | 269.31 |
| Watchman (Grade 1) | 6,857 | 263.73 |
| (Grade 2) | 6,522 | 250.85 |
| Driver (Grade 1) | 7,140 | 274.62 |
| (Grade 2) | 6,942 | 267.00 |
| Lorry attendant/Lorry helper | 6,607 | 254.12 |
| Factory attendant | 6,546 | 251.77 |
| Boiler & Turbine operator | 7,993 | 307.42 |

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---|-----------------------------------|--------------------------------|
| Senior accounts clerk | 1 st year | 10,306 |
| | 2 nd year | 10,513 |
| | 3 rd year | 10,720 |
| | 4 th year & thereafter | 10,937 |
| Accounts clerk | 1 st year | 9,079 |
| | 2 nd year | 9,235 |
| | 3 rd year | 9,390 |
| | 4 th year & thereafter | 9,545 |
| Administrative clerk, Planning clerk, Reservation & ticketing officer and Cashier | 1 st year | 8,717 |
| | 2 nd year | 8,872 |
| | 3 rd year | 9,028 |
| | 4 th year & thereafter | 9,183 |
| Planning officer | 1 st year | 10,306 |
| | 2 nd year | 10,513 |
| | 3 rd year | 10,720 |
| | 4 th year & thereafter | 10,937 |
| Trainee | | 5,855 |
| Word processing operator | 1 st year | 7,913 |
| | 2 nd year | 8,047 |
| | 3 rd year | 8,182 |
| | 4 th year & thereafter | 8,370 |
| Receptionist/Telephonist | 1 st year | 7,521 |
| | 2 nd year | 7,636 |
| | 3 rd year | 7,804 |
| | 4 th year & thereafter | 7,966 |
| Hotel representative | 1 st year | 9,079 |
| | 2 nd year | 9,260 |
| | 3 rd year | 9,442 |
| | 4 th year & thereafter | 9,623 |

| Category of worker | Year of service | Monthly basic wages (Rs) |
|---------------------------|-----------------------------------|---------------------------------|
| Airport representative | 1 st year | 8,562 |
| | 2 nd year | 8,769 |
| | 3 rd year | 8,924 |
| | 4 th year & thereafter | 9,079 |
| Driver | 1 st year | 8,290 |
| | 2 nd year | 8,396 |
| | 3 rd year | 8,500 |
| | 4 th year & thereafter | 8,665 |
| Guide | 1 st year | 8,562 |
| | 2 nd year | 8,769 |
| | 3 rd year | 8,924 |
| | 4 th year & thereafter | 9,079 |
| Travel consultant | 1 st year | 10,306 |
| | 2 nd year | 10,513 |
| | 3 rd year | 10,720 |
| | 4 th year & thereafter | 10,937 |
| Luggage handler | 1 st year | 7,337 |
| | 2 nd year | 7,435 |
| | 3 rd year | 7,521 |
| | 4 th year & thereafter | 7,607 |
| Vehicle attendant | 1 st year | 6,893 |
| | 2 nd year | 7,002 |
| | 3 rd year | 7,113 |
| | 4 th year & thereafter | 7,223 |
| Cleaner | 1 st year | 6,893 |
| | 2 nd year | 7,002 |
| | 3 rd year | 7,113 |
| | 4 th year & thereafter | 7,223 |
| Security officer | 1 st year | 7,578 |
| | 2 nd year | 7,694 |
| | 3 rd year | 7,804 |
| | 4 th year & thereafter | 7,913 |
| Watchperson | | 7,223 |