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*Government Notice No. 228 of 2019*

**THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Sugar Industry (Non-Agricultural Workers) (Remuneration) Regulations 2019.

2. (1) In these regulations –

“attendant (evaporators, boilers, hot water treatment plant)” means an employee who is required continuously to attend –

- (a) an evaporator single or in series;
- (b) a boiler; or
- (c) a hot water treatment plant;

“blacksmith grade II” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) attending to strikers’ work, including the building of fires and their maintenance;
- (c) dealing with the working characteristics of wrought iron, mild steel and plain carbon steels;
- (d) making, from a model, hand tools in general use such as hammers, tongs or chisels; and
- (e) bending round, angling and channelling sections to a given pattern and repairing tramway wagons, the body of lorries, hooks or chain links;

“blacksmith grade I” means an employee capable of –

- (a) performing all the operations of a blacksmith grade II;

- (b) carrying out measurements and calculations required in the trade;
- (c) doing tempering;
- (d) making forgings in a reasonable time from sketches;
- (e) making simple welds in wrought iron and steel;
- (f) accurately forging rivets and pins; and
- (g) annealing simple hooks and chains;

“blacksmith superior grade” means an employee capable of –

- (a) performing all the operations of a blacksmith grade I;
- (b) organising and supervising work at a forge;
- (c) dealing with the working characteristics of wrought iron, mild steel, carbon steel and tool steel, and with steel hardening and tempering; and
- (d) accurately performing hand forging and welding operations such as forging of chains, hooks or springs;

“bus attendant” means an employee who accompanies a bus driver for the purpose of –

- (a) attending to the pressure of tyres;
- (b) assisting the driver by signals to reverse the vehicle;
- (c) helping the driver to carry out running repairs in case of breakdown; and
- (d) seeing to the safety of passengers to and from school premises;

“carpenter grade II” means an employee capable of –

- (a) using and maintaining the tools of the trade;

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- (b) carrying out measurements and calculations required;
  - (c) identifying the properties, uses and working characteristics of common timber used in the trade;
  - (d) making simple mortise and tenon joints and plane and groove boards for panelling;
  - (e) making and finishing boarded panels and floorings;
  - (f) making and fixing skirtings and internal joinery generally;
  - (g) carrying out simple repair work and erecting scaffolding and shuttering for concrete work;
  - (h) erecting and repairing wooden roof structures including the fixing of roofing sheets and shingles;
  - (i) making and fixing doors, windows and louvres, fixing wooden logging for evaporators or vacuum pans, and repairing the wooden body work of lorries;
  - (j) identifying the properties, uses and working characteristics of all timber used in the trade;
  - (k) making all types of joints used in carpentry and identifying their properties;
  - (l) carrying out all types of repair work to timbered structures;
  - (m) marking out from drawings the timber required for the repair or construction of a framework, roof truss, or any other type of structure, including wooden logging for evaporators or vacuum pans and the wooden bodywork of lorries; and
  - (n) carrying out simple joinery work such as the construction of chairs, tables, benches or cabinets;

“carpenter grade I” means an employee capable of –

- (a) performing all the operations of a carpenter grade II;
- (b) carrying out from drawings and specifications the construction of any structure, building or shuttering for concrete work, preparing and correctly setting out all timber members and erecting all partitions, roofs, doors and window frames;
- (c) taking off quantities from plans and preparing cutting lists;
- (d) inspecting and reporting on the state of repairs of any wooden structure; and
- (e) making freehand dimensioned sketches;

“carpenter superior grade” means a person capable of –

- (a) performing all the operations of a carpenter grade I;
- (b) reading and writing English and French;
- (c) carrying out from drawings and specifications all types of carpentry and joinery;
- (d) making and fixing all types of internal panelling to walls and ceilings, including panelling in solid timber, plywoods, plastic faced particle boards;
- (e) making timber formwork and shuttering, erecting and dismantling timber and metal formwork and shuttering for concrete stairs and landings, roofs with sloping surfaces;
- (f) making and erecting roof structures with purlins, hips and trusses;

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- (g) setting out of buildings using precision instruments (spirits level, water level, sites square);
  - (h) making furniture of elaborate style in a reasonable time and with perfect finish according to a pattern or drawing;
  - (i) identifying faults and defects in all timbers in common use and applying the appropriate remedy;
  - (j) detecting fungus and insect attacks in all kinds of timber in common use and applying preventive and curative treatments;

“chief attendant (evaporators, boilers, hot water treatment plant)” means an employee who is capable of performing all the operations of an attendant (evaporators, boilers, hot water treatment plant) and who is required to supervise also the work of other attendants of the same unit;

“chief carpenter” means an experienced employee capable of –

- (a) performing all the operations of a carpenter grade I;
- (b) showing qualities of initiative and leadership; and
- (c) organising, distributing and controlling the work carried out by the employees under his charge, whilst performing his own work;

“chief electrician” means an experienced employee capable of –

- (a) performing all the operations of an electrician superior grade;
- (b) showing qualities of initiative and leadership;
- (c) reading and writing English and French; and

- (d) organising, distributing and controlling the work carried out by the employees under his charge, whilst performing his own work;

“chief laboratory attendant” means an experienced employee capable of –

- (a) performing all the operations of a laboratory attendant grade I;
- (b) showing qualities of initiative and leadership;
- (c) organising, distributing and controlling the work carried out by the employees under his charge, whilst performing his own work;

“chief mason” means an experienced employee capable of –

- (a) performing all the operations of a mason grade I;
- (b) showing qualities of initiative and leadership; and
- (c) organising, distributing and controlling the work carried out by the employees under his charge, whilst performing his own work;

“chief motor mechanic” means an experienced employee who holds a valid driving licence and is capable of –

- (a) performing all the operations of a motor mechanic grade I;
- (b) showing qualities of initiative and leadership; and
- (c) organising, distributing and controlling the work carried out by the employees under his charge, whilst performing his own work;

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“chief motor mechanic (heavy mechanical unit)” means an experienced employee who holds a valid driving licence and is capable of –

- (a) performing all the operations of a motor mechanic (heavy mechanical unit) superior grade;
- (b) showing qualities of initiative and leadership;
- (c) reading and writing English and French; and
- (d) organising, distributing and controlling the work carried out by the employees under his charge, whilst performing his own work;

“chief pan boiler” means an experienced employee capable of –

- (a) performing all the operations of a pan boiler grade I;
- (b) showing qualities of initiative and leadership;
- (c) reading and writing English and French; and
- (d) organising, distributing work on the pan crystalliser and centrifugal floors;

“chief rigger” means an experienced employee capable of –

- (a) performing all the operations of a rigger grade I;
- (b) showing qualities of initiative and leadership;
- (c) reading and writing English and French; and
- (d) organising, distributing and controlling the work carried out by the employees under his charge, whilst performing his own work;

“chief tradesman” means an experienced employee capable of –

- (a) performing all the operations of a tradesman superior grade or, where no provision is made in these regulations for a tradesman superior grade in a trade, a tradesman grade I;
- (b) showing qualities of initiative and leadership;
- (c) reading and writing English and French; and
- (d) organising, distributing and controlling the work carried out by the employees under his charge, whilst performing his own work;

“coach painter” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) carrying out simple calculations required in the trade;
- (c) making putty, using sand-paper, filing to approximate finish;
- (d) applying filler and primer, polishing;
- (e) filing to more exact finish;
- (f) preparing, mixing and matching paints, using boiled or raw linseed oil and driers;
- (g) cutting all weights of glass, mixing putty and glazing;
- (h) using primers, undercoats and finishing coats in paint and enamel and leaving the finishing coats in satisfactory condition of finish as required for painting motor vehicles;



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- (i) marking and painting letters and figures to a required standard;
  - (j) estimating all the materials required for a particular repair work and estimating the cost of such repair; and
  - (k) carrying out all repair and painting work to vehicle bodies to a high degree of workmanship;

“coachsmith” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) carrying out simple measurements and calculations required in the trade;
- (c) tinning, soldering and brazing;
- (d) making hard and soft solder;
- (e) shaping and forming simple damaged vehicle body parts;
- (f) repairing tubular radiators;
- (g) dealing with the properties, uses and working characteristics of the metals, solders and fluxes used in the trade;
- (h) shaping and forming every complicated damaged body parts and making certain parts such as tractor cabins;
- (i) repairing and fitting vehicles’ windcreens and windows; and
- (j) estimating all the materials required for a particular repair work and estimating the cost of such repair;

“coppersmith grade II” means an employee capable of –

- (a) using and maintaining the tools of the trade;
  - (b) carrying out simple measurements and calculations required in the trade;
  - (c) making hard and soft solder;
  - (d) tinning, soldering and brazing;
  - (e) setting out and making simple bends and joints in brass, lead and copper pipes;
  - (f) making cylindrical and conical vessels;
  - (g) making simple utensils such as cans, boxes and funnels;
  - (h) repairing tubular radiators; and
  - (i) repairing vacuum filter screens or herbicide sprayers;
- “coppersmith grade I” means an employee capable of –
- (a) performing all the operations of a coppersmith grade II;
  - (b) carrying out all measurements and calculations required in the trade;
  - (c) working from simple sketches and drawings;
  - (d) marking out plates;
  - (e) making wire templates to required contour;
  - (f) blending and flanging all sizes of copper pipes;
  - (g) adjusting all sizes of copper pipes to fit;
  - (h) making saddle joints;

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- (i) setting out a pattern for cylindrical pipe bend, developing and making out simple contours such as the junction of twelve cylinders;
  - (j) making copper pipes from sheet and brazing up;
  - (k) remetalling white metal bearings; and
  - (l) extracting, annealing, replacing and expanding tubes;
- “coppersmith superior grade” means an employee capable of –
- (a) performing all the operations of a coppersmith grade I;
  - (b) working from drawings and making simple freehand sketches;
  - (c) performing any work on pipes of any metal and of any diameter;
  - (d) developing and marking out all contours such as the junction of 2 cylinders inclined at any angle and the junction of a cylinder and a cone;
  - (e) doing hollowing and moulding of sheet metal; and
  - (f) estimating the materials required for any given job;
- “crane operator” means an employee capable of changing wire ropes and doing minor repairs to a crane;
- “driver” means an employee, other than a loading and harvesting machine operator, who is in possession of a valid driving licence for the vehicle he may be required to drive and is capable of –
- (a) keeping his vehicle clean and in good running order;
  - (b) effecting minor repairs to his vehicle;

- (c) changing a wheel and using a tyre gauge;
- (d) driving a vehicle proficiently;
- (e) carrying out simple maintenance tasks such as cleaning engines and chassis, lubrication of vehicles, topping up batteries, keeping fuel lines free of dirt and water and changing spark plugs and fuel injectors; and
- (f) helping the motor mechanics, if required, when his vehicle is under repair;

“driver grade II” means a driver who drives –

- (a) motor cars and vans;
- (b) road rollers;
- (c) wheeled tractors used only for light intercrop line work such as earthing up or rotary hoeing;
- (d) crawler tractor of less than 29419.96 Watts (40 h.p.);
- (e) any other vehicle not being a lorry used to transport sugar to the docks or the Bulk Sugar Terminal or any of the vehicles listed in the definition of driver grade I;

“driver grade I” means a driver who drives –

- (a) a wheeled tractor used for haulage work;
- (b) lorries other than those transporting sugar to the docks or the Bulk Sugar Terminal;
- (c) buses;
- (d) diesel or steam locomotives;
- (e) a crane or derrick;

- (f) motor cars, provided he reckons at least 10 years continuous service with the same employer;

“driver superior grade” means a driver who drives –

- (a) a vehicle transporting sugar to the docks or the Bulk Sugar Terminal; or
- (b) a vehicle transporting sugar cane and licensed to carry a load of at least 15,000 kilogrammes (15 tonnes) with a capacity of at least 42511.84 Watts (57.8 h.p.);

“driver (heavy mechanical unit) grade II” means a driver who is in possession of a valid driving licence and is capable of –

- (a) driving a crawler tractor, bulldozer and ripper of less than 66194.91 Watts (90 h.p.);
- (b) keeping the machine in good running order;
- (c) effecting minor repairs to the machine;
- (d) driving the machine proficiently;
- (e) carrying out simple maintenance tasks such as cleaning engines and chassis, lubrication of the machine, topping up batteries, keeping fuel lines free of dirt and water and changing spark plugs and fuel injectors; and
- (f) helping the motor mechanics (heavy mechanical unit), if required, when the machine is under repair;

“driver (heavy mechanical unit) grade I” means a driver who is in possession of a valid driving licence and is capable of –

- (a) driving a crawler tractor, bulldozer and ripper of not less than 66194.91 Watts (90 h.p.) and not more than 132389.82 Watts (180 h.p.);
- (b) performing all the operations of a driver (heavy mechanical unit) grade II;

“driver (heavy mechanical unit) superior grade” means a driver who is in possession of a valid driving licence and is capable of –

- (a) driving a crawler tractor, bulldozer and ripper of more than 132389.82 Watts (180 h.p.);
- (b) performing all the operations of a driver (heavy mechanical unit) grade I;

“electrician grade II” means an employee capable of –

- (a) safeguarding himself and others working with him against any electrical risk;
- (b) working on poles, fixing arms, insulators, brackets, cable fuses and running and regulating overhead lines;
- (c) dealing with all types of internal wiring on electric lighting and power installations including conduit and lead covered cable work;
- (d) dealing with low tension circuits on a sugar estate;
- (e) performing ordinary maintenance work on electric lighting, power installations and overhead lines;
- (f) renewing fuses and making and soldering conductor joints of all types on low tension systems; and
- (g) effecting minor repairs to motors, dynamos, generators and other electrical appliances;

“electrician grade I” means an employee capable of –

- (a) performing all the operations of an electrician grade II;
- (b) performing soldering work;
- (c) dealing with A.C. and D.C. work, batteries and automotive circuits and carrying out necessary repairs thereto;
- (e) dealing with the types of cables and sizes of conductors used on various types of electrical lighting and power installations and electric machines;
- (d) preparing compounds and filling joint boxes;
- (e) installing, repairing, locating and removing faults on electric motors and starters, dynamos, generators, battery charging equipment, automotive circuits, domestic appliances, switchgear and circuit breakers;
- (f) using the testing equipment required in connection with his trade, such as meggers, detectors, voltmeters and ammeters;
- (g) reading and understanding simple wiring diagrams; and
- (h) preparing estimates of quantities of materials required for specific works;

“electrician superior grade” means an employee capable of –

- (a) performing all the operations of an electrician grade I;
- (b) locating and repairing simple faults in electronic equipment found in sugar factories;

- (c) dealing with the appropriate size of conductors, fuses and meters for any given load;
- (d) reading and writing English and French;
- (e) reading and understanding more complicated wiring diagrams and plans of electrical equipment and motors; and
- (f) renewing any type of electrical motor or generator and repairing any type of electrical equipment or appliance;

“employee” –

- (a) means an employee employed in the sugar industry; and
- (b) includes –
  - (i) an employee previously described or commonly known in the sugar industry as –
    - (A) a fitter;
    - (B) a blacksmith;
    - (C) a coppersmith;
    - (D) a boiler maker;
    - (E) a turner;
    - (F) a welder;
    - (G) a tinsmith;
    - (H) a plumber;
    - (I) a pattern-maker
    - (J) a moulder;



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- (K) a pan-boiler;
  - (L) a stonemason;
  - (M) a carpenter;
  - (N) a motor mechanic;
  - (O) a driver;
  - (P) a loco-fitter;
  - (Q) an electrician;
  - (R) a boiler attendant;
  - (S) a distiller;
  - (T) an attendant; or
  - (U) a painter;
- (ii) an employee whose work is allied, or substantially comparable, to the work done by an employee specified in subparagraph (i) or who is specified in the first column of the Second Schedule;
  - (iii) a tradesman; and
  - (iv) an employee employed by a job contractor; but
- (c) does not include –
- (i) a person whose basic wage or salary is at a rate exceeding 600,000 rupees in a year, except in relation to –
    - (A) Part II of the First Schedule; and
    - (B) sections 5, 26, 32, 33, 34, 49, 50, 52, 53, 54 and Parts VI, VII, VIII and XI of the Workers' Rights Act 2019;

- (ii) an employee to whom the Sugar Industry (Agricultural Workers) (Remuneration) Regulations 2019 applies;
- (iii) a person employed by the Mauritius Sugar Industry Research Institute;

“employer” means any person who employs an employee;

“factory operator grade II” –

(a) means a tool orderly or an employee who is required continuously to attend –

- (i) an auxiliary cane carrier;
- (ii) a main cane carrier;
- (iii) a boiler feed pump and valves;
- (iv) a boiler fan;
- (v) a dry bagasse carrier (prime mover);
- (vi) a crystalliser, including its ancillary equipment;
- (vii) an automatic and semi-automatic centrifugal; or
- (viii) a steam-operated machine; and

(b) includes a pan boiler attendant, a mill clutch attendant, a lubricator and greaser, an air compressor operator, a bagasse storage reclamation equipment attendant;

“factory operator grade I” means an employee who is required continuously to attend –

- (a) a cane knife;
- (b) a vacuum pump;
- (c) prime movers and gears;

(d) a turbo alternator

(e) a rotary filter;

(f) a bag sewing machine;

“factory operator superior grade” means an employee who is required to continuously attend a complete boiler plant;

“fitter grade II” means an employee capable of –

(a) carrying out measurements and calculations required in the trade;

(b) using with moderate accuracy all the tools of the trade;

(c) cutting chevron grooves in mill rollers and simple keyways;

(d) filing, scraping and bedding flat and curved surfaces;

(e) using drilling, shaping, planing and milling machines; and

(f) dismantling, fitting, overhauling and erecting simple parts of machinery such as pumps, small steam engines or mechanical lubricators;

“fitter grade I” means an employee capable of –

(a) performing all the operations of a fitter grade II;

(b) doing simple marking off;

(c) filing and scraping to a finish of 0.005 centimetre;

(d) using inside and outside callipers and a precision water level;

(e) fitting and aligning a complete set of bearings for a shaft;

- (f) dismantling, fitting, overhauling and erecting more complicated parts of machinery such as mills, cane knives and larger steam engine;

“fitter superior grade” means an employee capable of –

- (a) performing all the operations of a fitter grade I;
- (b) making free-hand dimensioned sketches and reading drawings;
- (c) doing any marking off from drawings;
- (d) accurately performing any fitting, dismantling, overhauling and erecting operations on any machinery in a sugar factory or on weighbridges or locomotives; and
- (e) using precision instruments, such as dial gauges or micrometers, in performing work of the highest precision such as erecting, aligning and maintaining steam turbines and automatic controls;

“intercrop season” in relation to an employer, means the period intervening between the end of a harvest and the beginning of the next harvest;

“job contractor” has the same meaning as in the Workers’ Rights Act 2019;

“laboratory attendant grade II” means an employee capable of –

- (a) carrying out arithmetical calculations required in the trade;
- (b) performing correctly all routine analytical operations such as Brix determinations, weighing on a laboratory balance or pH. determination;

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- (c) keeping simple laboratory records;
  - (d) cleaning and maintaining laboratory equipment;
  - (e) carrying out and supervising all sampling in a sugar factory and in a cane field; and
  - (f) dealing with safety precautions necessary in a laboratory and factory;

“laboratory attendant grade I” means an experienced and educated employee capable of –

- (a) performing all the operations of a laboratory attendant grade II;
- (b) writing and reading English and French; and
- (c) carrying out more complicated chemical operations such as preparation of reagents, soil analysis or *clergé* determinations;

“laboratory attendant superior grade” means a person capable of –

- (a) performing all the operations of a laboratory attendant grade I;
- (b) carrying out more complicated calculations using simple formulas such as those used in the determination of “*Clergé Purity*”, “*Dilution Indicator*”;
- (c) organising a simple field or factory experiment involving correct layout, timing and representative sampling;
- (d) detecting, through a certain knowledge of sugar manufacture, all sources of sugar losses liable to occur during the process in order to inform the factory overseer;

“land” means land on which canes are, or are intended to be, cultivated;

“lorry attendant” means an employee who accompanies a lorry driver for the purpose of changing a wheel, attending to the pressure of tyres, assisting the driver by signals to reverse the vehicle and securing any cargo carried by the vehicle and doing similar duties;

“loading and harvesting machine operator grade II” means an employee who operates a fork lift;

“loading and harvesting machine operator grade I” means an employee who operates either –

- (a) a mobile loader and/or digger;
- (b) a mobile crane; or
- (c) a cane harvester capable of harvesting less than 20 tonnes (20,000 kilogrammes) per hour;

“loading and harvesting machine operator superior grade” means an employee who operates a cane harvester capable of cutting and loading 20 tonnes (20,000 kilogrammes) or more per hour under normal conditions;

“lorry loader” –

- (a) means an employee principally engaged during the crop and intercrop seasons in the loading and unloading of goods and materials; but
- (b) does not include an agricultural employee who is required to do such work occasionally or who is required to do loading and unloading of sugar cane, stones, manure, scums;

“mason grade II” means an employee capable of –

- (a) carrying out measurements and calculations required in the trade;
- (b) setting out foundations and setting levels and square angles accurately;
- (c) dressing stone or brick, including refractories for any purpose;
- (d) building any type of stone or brick wall and knowing the correct use of parpens;
- (e) making joints in stone, brick and concrete block walls;
- (f) plastering with cement all wall surfaces and laying and trowelling cement floors to level;
- (g) mixing mortar and concrete;
- (h) plastering and trowelling walls, ceilings, angles and curves;
- (i) dealing with the materials used in different types of work such as refractory bricks and cement for furnaces;
- (j) doing all repairs to boiler furnaces, arches and walls;
- (k) fixing window and door frames;
- (l) dealing with the layout of flues in a sugar factory and canals on a sugar estate; and
- (m) performing the correct placing and joining of reinforcements;

“mason grade I” means an employee capable of –

- (a) performing all the operations of a mason grade II;

- (b) carrying out from drawings and specifications any concrete stone or brick work;
- (c) inspecting and reporting on the state of repairs of any concrete stone or brick structure;
- (d) estimating quantities from drawings and specifications;
- (e) laying glazed floor tiles and wall tiles accurately finished to line and level; and
- (f) setting out arches and determining the shape of bricks and stone for arches;

“mason superior grade” means an employee capable of –

- (a) performing all the operations of a mason grade I;
- (b) reading and writing English and French;
- (c) identifying all types of cement used in building and concrete and taking all necessary steps and precautions when making use of those cements;
- (d) discriminating between the various types of aggregate used in the manufacture of concrete;
- (e) making use of all the equipment required for mixing and placing concrete in any structure and performing all the required operations from start of concreting to final curing and finishing;
- (f) applying concreting sequences where necessary and taking the proper steps when concreting has to be stopped for more than the time allowed for initial set of cement;
- (g) using the correct practice in connection with joining of concrete works;



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- (h) artistically cutting and carving stone, marble and other materials according to a pattern or drawing;
  - (i) carrying out from drawings and specifications any brick, block, stone and concrete work, plastering, drainage;
  - (j) fixing glazed ceramic tiles and mosaics by thick bed method or by thin bed method;
  - (k) laying terrazo tiles, clay quarry tiles, or concrete tiles on level floors, floors laid to falls or cross-falls, skirlings, steps, sills;
  - (l) setting out simple drainage systems and lay to correct falls, stoneware pipes and fittings;
  - (m) knowing the causes of defects in brick work, block work, stone masonry, rendering and plastering, wall and floor tiling, concrete and reinforced concrete, drainage and taking preventive measures, inspecting, reporting and carrying out repairs;

“messenger” means a person employed for the purpose of performing one or more of the following duties –

- (a) running errands;
- (b) watching premises during business hours;
- (c) cleaning premises;
- (d) operating a simple telephone switch-board;
- (e) answering calls or bells; and
- (f) doing other similar duties;

“miller” has the same meaning as in the Cane Planters and Millers Arbitration and Control Board Act;

“motor mechanic grade II” means an employee who holds a valid driving licence and is capable of –

- (a) using and maintaining the tools and equipment of the trade;
- (b) producing simple parts involving fitting work and soldering;
- (c) stripping, overhauling and reassembling the simple mechanical assembly of a mechanical vehicle and diesel plant, including valve grinding, fitting pistons and rings in all types of engines; and
- (d) carrying out minor adjustment to parts of a motor vehicle, such as brakes and clutches, and locating and repairing minor troubles;

“motor mechanic grade I” means an employee who holds a valid driving licence and is capable of –

- (a) performing all the operations of a motor mechanic grade II;
- (b) understanding simple dimensioned sketches and drawings;
- (c) dealing with electrical equipment of a motor vehicle so as to detect simple faults and effect repairs;
- (d) carrying out repairs and adjustments to clutches, gearboxes, couplings, back axles, brakes (mechanical and hydraulic), steering system, springs, swivel pins and stub axles;
- (e) testing a crankshaft for alignment and refitting a complete set of bearings for a crankshaft by scraping;

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- (f) using all appliances and equipment used in a workshop;
  - (g) detecting faults and carrying out all the usual repairs to a motor vehicle; and
  - (h) dealing with the working of internal combustion engines and the four-stroke and two-stroke cycles;

“motor mechanic superior grade” means an employee who holds a valid driving licence and is capable of –

- (a) performing all the operations of a motor mechanic grade I;
- (b) reading and writing English and French and being conversant with measurements required in the trade;
- (c) using every precision instrument such as a cylinder gauge, micrometer, dial gauge, depth gauge or crankshaft indicator;
- (d) knowing the English and French names of all motor vehicle parts;
- (e) reading drawings, sketches and wiring diagrams;
- (f) dealing with the various working clearances and components;
- (g) tuning engines efficiently;
- (h) dealing with carburation and the working and simple running adjustments of all types of carburettors;
- (i) dealing with the electrical equipment of motor vehicles so as to localise faults, including adjustments and replacement of brushes and contacts in magnetos, dynamos and starters, and understanding the

working and care of cut outs induction coils and distributors; and

- (j) dealing with all internal combustion engines, diesel fuel pumps and nozzles;

“motor mechanic (heavy mechanical unit) grade II” means an employee who holds a valid driving licence and is capable of –

- (a) performing all the operations of a motor mechanic (automobiles) grade II; and
- (b) maintaining, repairing and overhauling heavy mechanical units such as bulldozers, crawler tractors, rippers, scrapers and other agricultural equipment;

“motor mechanic (heavy mechanical unit) grade I” means an employee who holds a valid driving licence and is capable of –

- (a) performing all the operations of a motor mechanic (automobiles) grade I; and
- (b) maintaining, repairing and overhauling heavy mechanical units such as bulldozers, crawler tractors, rippers, scrapers and other agricultural equipment;

“motor mechanic (heavy mechanical unit) superior grade” means an employee who holds a valid driving licence and is capable of –

- (a) performing all the operations of a motor mechanic (automobiles) superior grade; and
- (b) maintaining, repairing and overhauling heavy mechanical units such as bulldozers, crawler tractors, rippers, scrapers and other agricultural equipment;

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“moulder grade II” means an employee capable of –

- (a) dealing with foundry routine work;
- (b) using and maintaining the tools of the trade;
- (c) carrying out measurements and calculations required in the trade; and
- (d) preparing moulds for simple casting and making fitting cores for these moulds;

“moulder grade I” means an employee capable of –

- (a) performing all the operations of a moulder grade II;
- (b) dealing with and preparing sands and facings used in the making of moulds;
- (c) preparing moulds for all types of castings and making fitting cores for these moulds; and
- (d) charging and working a brass crucible furnace including mixing metals;

“moulder superior grade” means an employee capable of –

- (a) performing all the operations of a moulder grade I;
- (b) dealing with the casting of alloys and special metals;
- (c) conducting all foundry operations; and
- (d) charging and working an iron cupola, including packing and mixing metals;

“owner”, in relation to land, includes a lessee or a beneficial occupier;

“painter grade II” means an employee capable of –

- (a) differentiating between colours;

- (b) using and maintaining all the tools of the trade, including brushes, rollers, blow-lamps and spray guns;
- (c) removing paint with soda solution, washing and burning off paint;
- (d) preparing surfaces for painting;
- (e) making putty, using sandpaper, painting, stopping up and flattening down with pumice and varnishing;
- (f) preparing ordinary distemper;
- (g) cutting ordinary glass and doing simple glazing;
- (h) preparing, mixing and matching paints, using boiled or raw linseed oil and driers; and
- (i) working on all buildings and structures irrespective of their height;

“painter grade I” means an employee capable of –

- (a) performing all the operations of a painter grade II;
- (b) doing ordinary lining, sign-writing and lettering;
- (c) cutting all weights of glass, mixing putty and glazing;
- (d) estimating materials for puttying, painting, varnishing, glazing and any other operation appertaining to the trade;
- (e) mixing and blending paints to any required shade;
- (f) dealing with the properties and application of the various types of paints, enamels, stains, varnishes and polishes;
- (g) dealing with fillers and thinning paint; and

- 
- (h) using primers, undercoats and finishing coats in paint and enamel and leaving the finishing coat in a satisfactory condition of finish as required for painting motor vehicles;

“painter superior grade” means an employee capable of –

- (a) performing all the operations of a painter grade I;
- (b) carrying out simple calculations required in the trade;
- (c) carrying out from drawings, colour schemes and specifications (English and French), all types of painting and decorating, including the marking and painting of letters and figures to a required standard;
- (d) making free-hand sketches and suggesting colour schemes for all interior or exterior painting and decorating;
- (e) preparing priming, filling and applying finishing coats of enamel or cellulose paint by brush, roller or spray gun to a high degree of workmanship;
- (f) estimating all the materials and labour required for a particular repair work and estimating the cost of such repair;

“pan-boiler grade II” means an employee capable of –

- (a) using and maintaining all the equipment of the trade;
- (b) operating all the valves and controls for the successful boiling of a strike in a vacuum pan;
- (c) satisfactorily conducting A, B and C strikes from a given footing;
- (d) dealing with all control instruments normally fitted to a vacuum pan such as gauges and cuitometers; and

(e) taking charge of 2 pans simultaneously;

“pan-boiler grade I” means an employee capable of –

- (a) performing all the operations of a pan boiler grade II;
- (b) satisfactorily conducting a seed strike from start to finish;

“pan-boiler superior grade” means an employee capable of –

- (a) performing all the operations of a pan boiler grade I;
- (b) understanding the meaning of Brix pol and purity of boiling house products;
- (c) controlling the dilution, temperature and quality of syrup runnings and magma;
- (d) keeping proper records of panwork; and
- (e) using a microscope for determining crystal size;

“pattern maker grade II” means an employee capable of –

- (a) carrying out measurements and calculations required in the trade;
- (b) using and maintaining the tools of the trade;
- (c) making patterns and coreboxes of simple design;
- (d) repairing damaged patterns and coreboxes;

“pattern maker grade I” means an employee capable of –

- (a) performing all the operations of a pattern maker grade II;
- (b) identifying and knowing the working characteristics of the common timber used in the trade;



- (c) using a contraction rule and making the allowances used for common metals; and
- (d) making patterns and coreboxes of more complicated design from drawings;

“pattern maker superior grade” means an employee capable of –

- (a) performing all the operations of a pattern maker grade I;
- (b) reading any mechanical drawing in which castings are involved;
- (c) making free-hand dimensioned sketches;
- (d) understanding contraction figures for the common types of metals;
- (e) understanding the amount of draw to be allowed on patterns;
- (f) making any type of pattern and corebox;

“pensioner” means an employee who is in receipt of a pension under the Sugar Industry Pension Fund Act, the Sugar Industry Retiring Benefits Act or the National Pensions Act;

“plumber and pipe fitter grade II” means an employee capable of –

- (a) carrying out measurements required in the trade;
- (b) using and maintaining the tools of the trade;
- (c) performing light riveting and simple soldering and brazing;
- (d) preparing and replacing common tap washers;

- (e) making water tight joints;
- (f) laying properly galvanised pipes, including reductions and branches;
- (g) laying cast iron or lead pipes and caulking joints;
- (h) screwing pipes with stocks and dies;
- (i) using a pipe cutter and hack-saw to cut pipes square or to a given angle;
- (j) installing and repairing urinals; and
- (k) knowing the names of fittings in galvanised pipe work and cast iron pipe work and understanding their use;

“plumber and pipe fitter grade I” means an employee capable of –

- (a) performing all the operations of a plumber and pipe fitter grade II;
- (b) reading scale plans, taking off dimensions and setting out any house sewer and connections;
- (c) preparing estimates for materials, labour and time required for plumbing work; and
- (d) preparing and erecting low pressure piping used in a sugar factory up to a diameter of 15 centimetres;

“plumber and pipe fitter superior grade” means an employee who is capable of –

- (a) performing all the operations of a plumber and pipe fitter grade I;
- (b) dealing with sheet metal work and making all pipes, bends, flanges and necessary fittings; and

- (c) preparing and erecting all high pressure piping used in a sugar factory;

“reasonable business grounds” means –

- (a) inability or impracticability to reorganise working arrangements of existing employees;
- (b) a detrimental effect on the ability to meet customers’ demand;

“rigger grade II” means an employee capable of –

- (a) dealing with necessary safety precautions;
- (b) using and maintaining the tools of the trade, including winches, hoists, jacks or tackles;
- (c) erecting rigging, poles, masts and other scaffolding for simple operations such as the dismantling and erection of small roof trusses or cane knives;
- (d) using overhead cranes in the mill house and workshop for handling heavy machinery such as a miller roller;
- (e) loading, unloading and moving heavy equipment to a designated site;
- (f) supervising and organising the work of his gang; and
- (g) dealing with the working strength of wires, chains, ropes and all lifting tackles;

“rigger grade I” means an employee capable of –

- (a) performing all the operations of a rigger grade II;
- (b) performing all types of rigging operations such as erection of vacuum pans, condensing equipment, evaporators, boilers or roof trusses; and

- (c) reading and understanding handling instructions on crates and machinery;

“rigger superior grade” means an employee capable of –

- (a) performing all the operations of a rigger grade I;
- (b) performing simple fitting, welding and forging operations as required for more advanced rigging and assembling work such as –
  - (i) using stationary and portable power drilling machine;
  - (ii) dismantling, fitting, overhauling and erecting such parts of machinery as pumps, steam engines and cane knives;
  - (iii) using inside and outside callipers and a precision water level;
  - (iv) fitting and aligning a complete set of bearings;
  - (v) performing simple welds as required in his trade;
  - (vi) forging simple tools as required in his trade;

“sampler (bagasse, juice, water)” means an employee who can converse in English and French and who is capable of –

- (a) taking samples of bagasse, juice, water at regular intervals and classifying them for laboratory test;
- (b) cleaning and maintaining laboratory equipment; and
- (c) assisting laboratory attendants in the performance of their duties;

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“sheet metal employee and boiler maker grade II” means an employee capable of –

- (a) carrying out simple measurements and calculations required in the trade;
- (b) drawing out, tempering and grinding chisels;
- (c) cutting plates and rivet heads efficiently;
- (d) building and tending a fire to bring rivets to correct heat;
- (e) striking and holding up rivets;
- (f) performing cold riveting;
- (g) punching rivet holes;
- (h) using pneumatic tools for riveting;
- (i) preparing and chamfering plates for welding;
- (j) repairing tanks, troughs and large diameter pipes; and
- (k) dismantling, cleaning and re-erecting pipes and accessories;

“sheet metal employee and boiler maker grade I” means an employee capable of –

- (a) performing all the operations of a sheet metal employee and boiler maker grade II;
- (b) carrying out measurements and calculations required in the trade;
- (c) working from simple sketches and drawings;
- (d) performing marking out of plates;

- (e) performing hot riveting in any position and dealing with the necessary length of rivets for all types of riveting;
- (f) using a rolling and bending machine;
- (g) preparing chain slats to a pattern;
- (h) extracting, annealing, replacing and expanding tubes;
- (i) riveting fullers and caulking seams;
- (j) cutting, bending and rolling steel plates;
- (k) preparing and erecting simple metallic structures; and
- (l) carrying out hydraulic tests on pressure vessels;

“sheet metal employee and boiler maker superior grade” means an employee capable of –

- (a) performing all the operations of a sheet metal employee and boiler maker grade I;
- (b) spacing rivet holes and dealing with the necessary rivet diameter and length for any type of job;
- (c) carrying out careful examinations of boilers and pressure vessels and reporting on their conditions;
- (d) making out plates accurately and to any required shape according to drawings;
- (e) setting out and developing plates to any thickness to give the correct form when bent;
- (f) preparing and erecting all metallic structures; and
- (g) estimating the materials required for any given job;

“stipulated hours” means the hours specified in paragraph 2 of Part I of the First Schedule;

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“store attendant” means an employee who is employed in stores and who is required to –

- (a) clean the stores;
- (b) carry and deliver goods; and
- (c) perform other ancillary duties;

“suitable housing accommodation” means accommodations provided in accordance with paragraph 19(1) of Part I of the First Schedule, which has a rental value equivalent to not less than the allowance to which the employee would be entitled, under paragraph 19(2) of that Schedule, if no accommodation were provided;

“telephone operator” means an employee who can converse in English and French and is capable of –

- (a) operating a telephone switchboard in the sugar factory;
- (b) dealing with telephone inquiries;
- (c) receiving, recording and passing on messages to staff employed in the sugar factory;

“tinsmith grade II” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) dealing with the properties, uses and working characteristics of the metals, solders and fluxes used in the trade;
- (c) carrying out simple measurements and calculations required in the trade;
- (d) making hard and soft solder;
- (e) tinning, soldering and brazing;

- (f) carrying out re-tinning;
- (g) making cylindrical and conical vessels and simple utensils such as oil cans or funnels;
- (h) understanding and working from dimensioned sketches;
- (i) making simple repairs to iron roofs; and
- (j) repairing vacuum filter screens and herbicide sprayers;

“tinsmith grade I” means an employee capable of

- (a) performing all the operations of a tinsmith grade II;
- (b) dealing with the standard gauges for metal;
- (c) making and erecting pieces of work in sheet tin, galvanised iron sheets or thin brass sheets such as gutters or air vents;
- (d) estimating the materials required for any given job; and
- (e) surveying and reporting on the state of repairs of iron roofs;

“tinsmith superior grade” means an employee capable of –

- (a) performing all the operations of a tinsmith grade I;
- (b) repairing tubular radiators;
- (c) shaping and forming damaged body parts and making certain parts such as tractor cabins; and
- (d) estimating all the materials required for a particular repair work and estimating the cost of such repair;

“trade union” means a trade union, in respect of which, the Registrar of Associations has issued a certificate



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stating that the union is substantially representative of the category of employees for which it caters;

“tradesman” means an employee of a category specified in item 1, 2, 3 or 4 of the Second Schedule;

“turner grade II” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) carrying out measurements and calculations required in the trade; and
- (c) accurately performing simple pieces of work, plane and taper turning and ordinary screw cutting;

“turner grade I” means an employee capable of –

- (a) performing all the operations of a turner grade II;
- (b) performing high precision work;
- (c) working out the change of wheels for screw cutting; and
- (d) gauging the correct cutting speeds and feeds for metals;

“turner superior grade” means an employee capable of –

- (a) performing all the operations of a turner grade I;
- (b) correctly using precision instruments in performing all work of the highest precision;

“weighbridge attendant” means an employee who –

- (a) cleans and maintains in good condition premises of the weighbridge;
- (b) attends to the correct weighing of every vehicle, gross weight, tare and reports to the weighers;

(c) circulates and supplies information under the instructions of the weighers; and

(d) performs all other similar duties;

“welder grade II” means an employee capable of –

(a) using and maintaining the tools of the trade;

(b) taking necessary safety precautions;

(c) dealing with electrodes in general use in preparing all work for welding; and

(d) carrying out all forms of welds in mild steel and structural steel and using an oxyacetylene torch for simple cutting and welding purposes;

“welder grade I” means an employee capable of –

(a) performing all the operations of a welder grade II;

(b) using an oxyacetylene torch for all welding and cutting purposes;

(c) working from simple drawings or sketches;

(d) carrying out all forms of welding in all thickness of material;

(e) making sound welds in down-hand, oblique, vertical and up-hand positions;

(f) adopting correct measures to avoid undercutting, expansion and contraction; and

(g) recognising different metals and selecting the most suitable electrodes for welding;

“welder superior grade” means an employee capable of –

(a) performing all the operations of a welder grade I;

- (b) making free-hand dimensioned sketches and reading any drawing;
- (c) reading and carrying out properly welding instructions in English and French; and
- (d) carrying out all welding jobs of the highest precision and importance, such as repairs to boilers, arc-welding of cast iron and cast steel with and without preheating, and high precision torch welding such as rebuilding bearings;

(2) An employee shall be deemed to be employed in the sugar industry where he is employed on an express or implied contract of service, by or on behalf of a miller or an owner of land or by a job contractor, to do any work mainly concerned with –

- (a) the preparation of land, the growing, harvesting or processing of canes, the construction, repair or maintenance of roads, bridges, water works, structures or buildings wholly or substantially required for the purposes of the sugar industry, or any other work incidental to the exploitation of land; or
- (b) the transport of canes, sugar or materials or supplies used in connection with any work specified in subparagraph (a).

**3.** (1) Subject to the other provisions of this regulation and to paragraphs 1 and 5(3)(a) of the First Schedule, every employee shall be –

- (a) governed by the conditions of employment specified in –
  - (i) the Workers' Rights Act 2019; and

(ii) the First Schedule;

(b) remunerated at the rates specified in the Second Schedule.

(2) Where the conditions in the Workers' Rights Act 2019 are different from those in the First Schedule, the conditions of employment specified in the First Schedule shall prevail.

(3) Where, for more than 6 days, an employee continuously replaces an employee drawing a higher remuneration, he shall, as from the first day of replacement and for so long as he continues to replace the other employee, be remunerated at the rate specified for the other employee.

(4) Paragraphs 6 to 11, 13, 14, 17 to 20, 24, 25 and 27 of the First Schedule shall not apply to an employee employed by or on behalf of an employer whose total area of land does not, in the aggregate, exceed 10,5522 hectares (25 arpents).

(5) Paragraphs 5 to 7, 9 to 11, 13 to 15, 18 to 28, 30 and 31 of the First Schedule shall not apply to an employee employed by a job contractor.

(6) The rates specified in the Second Schedule include –

(a) the appropriate national minimum wage payable under the National Minimum Wage Regulations 2017; and

(b) the appropriate additional remunerations payable under the Additional Remuneration and Other Allowances (2018) Act 2017 and the Additional Remuneration and Other Allowances (2019) Act 2018.

4. Any agreement by an employee to relinquish his eligibility for a paid holiday or to forego a paid holiday shall be null and void.

5. (1) Every employer who owns either a sugar factory or more than 100 arpents of land under sugar cane cultivation shall define clearly in writing the qualifications and duties of all categories of employees in his employment and shall make such document available to any employee at his request or to any trade union which has negotiating rights or representational status with him.

(2) Where a vacancy occurs in the grade of non-agricultural employees or a new post is created at any level of the hierarchy in his enterprise, the employer shall advertise such vacancy or new post by a notice conspicuously displayed outside his main office and sub-offices, if any, and, before having recourse to external recruitments, consider offering the vacant or new post to his employees in the lower grade.

6. (1) Where an employer who owns either a sugar factory or more than 100 arpents of land under sugar cane cultivation needs to provide training for the performance of a work in his enterprise, he shall, when selecting the appropriate person, give consideration in priority to his employees who hold appropriate qualifications.

(2) Where an employee is selected for training under paragraph (1), he shall be entitled to paid time off during the training period.

7. Nothing in these regulations shall –

(a) prevent an employer from –

(i) providing an employee with conditions of employment which are more favourable than those specified in the First Schedule; or

(ii) remunerating the employee at a rate higher than that specified in the Second Schedule.

(b) authorise an employer to –

- (i) reduce the wages of an employee; or
- (ii) subject to section 57 of the Employment Relations Act, alter the conditions of employment of the employee so as to make them less favourable.

**8.** Every employer who is a miller or an owner of land shall conspicuously display a copy of these regulations near the entrance to every office or sub-office of his undertaking or business so that it may be inspected by every employee.

**9.** Where an employer employs more than one watchperson, the terms and conditions of employment of the watchpersons shall be governed by the Private Security Services Employees (Remuneration) Regulations 2019.

**10.** The Sugar Industry (Non-Agricultural Workers) (Remuneration Order) Regulations 1985 are revoked.

**11.** These regulations shall come into operation on 24 October 2019.

Made by the Minister on 17 October 2019.

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**FIRST SCHEDULE**  
[Regulations 2, 3 and 7]

**CONDITIONS OF EMPLOYMENT**

**PART I – GENERAL CONDITIONS OF EMPLOYMENT**

**1. Minimum basic wages**

Every adult and able-bodied daily employee, other than an employee specified in the Second Schedule, shall be entitled to receive, in respect of a normal day's work, not less than –

- (a) 516.13 rupees on a five day week; and
- (b) 436.72 rupees on a six day week.

**2. Hours of work**

(1) Except where he voluntarily undertakes to do so, no employee other than a watchperson, shall be required to work either on a Saturday or a public holiday during intercrop season.

(2) A normal day's work, excluding any time allowed for a meal break, shall consist of –

- (a) during the crop season –
  - (i) 5 hours on a Saturday;
  - (ii) 7 hours on any other day which is not a public holiday;
- (b) during the intercrop season, 8 hours on everyday other than a Saturday or a public holiday.

**3. Additional work and allowances**

(1) (a) Subject to the other provisions of this paragraph, where an employee works on any week day in excess of the stipulated

hours or works during intercrop season on any Saturday which is not a public holiday, the employer shall, in respect of the extra work, remunerate the employee at not less than one and a half times the rate at which the work is remunerated when performed during the stipulated hours.

(b) Where an employee works on a public holiday, the employer shall, in addition to the remuneration payable, remunerate the employee in respect of any work done –

- (i) during the stipulated hours, at not less than twice the rate at which the work is remunerated when performed during the stipulated hours on a week day;
- (ii) in excess of the stipulated hours, at not less than 3 times the rate at which the work is remunerated when performed during the stipulated hours on a week day.

(2) Where an employee performs more than 12 hours' consecutive work on any day, other than a public holiday, he shall be remunerated at twice the basic rate in respect of the additional hours of work which he performs.

(3) Where an employee works on a public holiday or is recalled to work at night after completing a normal day's work, he shall, where he works for less than 2 hours, be paid for not less than 2 hours work at the appropriate rate specified in subparagraph (1) or (2).

(4) Every driver employed on a heavy crawler tractor shall receive a monthly allowance of –



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- (a) 60 rupees where the tractor has not less than 44,865.44 Watts (61 h.p.) nor more than 76,491.90 Watts (104 h.p.);
  - (b) 80 rupees where the tractor has not less than 77,227.39 Watts (105 h.p.) nor more than 113,266.84 Watts (154 h.p.); and
  - (c) 105 rupees where the tractor has more than 113,266.84 Watts (154 h.p.).

(5) Every driver employed on a lorry transporting sugar, a self-loader or a winch shall receive a monthly allowance of 60 rupees.

(6) A car driver who is required to wash and clean a car other than the one which he usually drives shall be paid an allowance of 5 rupees per car every time he washes and cleans it.

(7) Where a telephone operator is required to operate a radio telephone in addition to his normal duties, he shall be paid an additional allowance of 10 per cent of his monthly basic wages.

(8) Every driver of motor cars reckoning less than 10 years' continuous service with the same employer shall be paid an extra allowance of 50 rupees per month.

(9) Every irrigation pipe adjuster shall be entitled to an additional allowance equivalent to not less than 20 per cent of his basic wages on each day he performs irrigation work.

(10) Every tyre repairer shall receive a monthly allowance of 75 rupees.

(11) Where an employee working under derricks is, in addition to his normal duties, called upon to perform the duties of a supervisor,

he shall be entitled to an allowance of not less than 15 per cent of his basic wages on each day he performs such supervisory work.

(12) Every driver employed on a lorry transporting more than 25 tonnes of sugar to the docks or the Bulk Sugar Terminal shall, in addition to the allowance payable to him under subparagraph (5), be paid an additional monthly allowance of 75 rupees.

(13) Every messenger, store attendant and weighbridge attendant shall be entitled to an additional allowance of not less than 15 per cent of his basic wages on each day he is called upon to perform clerical duties.

(14) Every employee shall be entitled to a normal day's pay in respect of every public holiday, other than a Sunday, that occurs on any of his normal working days.

#### **4. Notional calculation of hourly rate**

For the purpose of calculating remuneration –

- (a) for work done in excess of a normal day's work;
- (b) for work performed on a public holiday;
- (c) in respect of deductions for absences;
- (d) for employees paid at a daily rate; and
- (e) for any other reason,

a month shall be deemed to consist of 22 days during intercrop season and 26 days during crop season and the basic hourly rate shall be calculated according to the formula  $W/173.33$ , where –

“W” means the monthly basic wage of the employee.

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**5. Minimum establishment and limitations on employment**

(1) (a) Where an employer employs 2 motor mechanics, one of them shall be a motor mechanic superior grade if he has the required qualifications.

(b) Where an employer employs more than 2 motor mechanics, one of them shall be a chief motor mechanic if he has the required qualifications.

(c) Subject to subparagraph (b), where an employer employs more than 5 tradesmen of the same trade, 2 of whom are of the highest grade, other than chief tradesmen, provided in these regulations for tradesmen of that grade, one of the tradesmen shall be a chief tradesman.

(2) Where an employer employs more than one blacksmith, boiler-maker, coppersmith, fitter, pattern-maker, turner, moulder or welder, one of them shall be in a superior grade if he has the required qualifications.

(3) (a) Where an employer employs only one fitter for steam locomotives, that fitter shall be paid at the rate applicable to a fitter superior grade.

(b) Where an employer employs 2 or more locofitters, one of them shall be a fitter superior grade if he has the required qualifications.

(4) An employer shall not, in respect of an employee who can be asked to do field work, require such employee to work on a task basis.

**6. Conversion to monthly employment**

Every daily employee who has completed 24 months' continuous employment with the same employer in a grade shall be classified as

a monthly employee in that grade and shall be paid accordingly with effect from the first day of the next ensuing month.

## **7. Payment of wages**

Every daily employee shall be paid his wages during working hours –

- (a) on Saturday, during the crop season;
- (b) on the last working day of the week, during the intercrop season.

## **8. Travelling allowance**

(1) Subject to subparagraph (2), every employee shall, where the shortest distance between his residence and the place where he reports for work exceeds 3 kilometres, be entitled to free transport or be paid a daily allowance equivalent to the full return bus fare.

(2) This paragraph shall not apply to an employee for whom suitable housing accommodation is available or who owns or possesses, within 3 kilometres from his place of work, a house which he could reasonably use as a residence.

## **9. End of year bonus**

(1) Every employee who has worked for the same employer in a year shall be entitled, at the end of that year to –

- (a) a bonus equivalent to 18 per cent of his yearly earnings if he has, both during the crop and intercrop seasons of that year, performed a number of normal days' work which is not less than 62 per cent and not more than 75 per cent of the number of days

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of work of the crop and the intercrop seasons taken together; or

- (b) a bonus equivalent to 20 per cent of his yearly earnings if he has, both during the crop and intercrop seasons of that year, performed a number of normal days' work which is more than 75 per cent but not more than 85 per cent of the number of days of work of the crop and the intercrop seasons taken together; or
- (c) a bonus equivalent to 22 per cent of his yearly earnings if he has, both during the crop and intercrop seasons of that year, performed a number of normal days' work which is more than 85 per cent of the number of days of work of the crop and the intercrop seasons taken together.

(2) For the purpose of subparagraph (1), a day on which an employee –

- (a) was absent with the employer's authorisation;
- (b) has reported for work but has not been offered work by his employer; or
- (c) is absent owing to sickness or injury notified to the employer in accordance with paragraph 13(3), shall count as a working day.

(3) Where an employee remains in continuous employment with the same employer for only part of the year and –

- (a) his employment is terminated in the course of the year for any reason; or

- (b) he resigns in the course of the year on or after having been in continuous employment for at least 8 months,

the employee shall be paid, not later than the last working day of the month in which his employment is terminated or he resigns, as the case may be, a bonus equivalent to one twelfth of his earnings for that year.

## **10. Paid leave**

(1) Every daily employee who reckons a number of working days which is not less than 80 per cent of the number of days during which his employer was harvesting his sugar cane crop shall, in the following year, be eligible for leave on full pay as follows –

- (a) 7 working days in January to be determined by the employer; and
- (b) every public holiday, other than a Sunday, which occurs while he is in the employment of that employer and on which he does not attend work.

(2) (a) Subject to sub subparagraph (b), every employee who has been in continuous employment with the same employer for 12 months shall, in any year, be eligible, in addition to the leave specified in subparagraph (1), for leave on full pay on 7 working days at any time in the year, other than the month of January.

(b) Every employee, other than a part-time employee, who remains in continuous employment with the same employer for a period of 6 consecutive months and who has been present on all the working days during that period, shall be entitled to one day's annual leave during each subsequent month up to the twelfth month, while he remains in continuous employment with the same employer.

(3) For the purpose of subparagraph (1), a day on which an employee is absent owing to sickness certified by a medical practitioner and notified to the employer in accordance with paragraph 13(3) shall count as a working day.

(4) An employee shall, except in special circumstances, give not less than 48 hours' notice when applying for leave and approval of the leave shall be subject to the requirements of the employer.

(5) Leave shall not be cumulative and shall be taken in the year in which the employee is eligible for it.

(6) Wages in lieu of leave shall be paid at the end of the year if the employer fails to grant leave applied for by the employee.

(7) An employee who ceases to be employed after qualifying for leave in accordance with subparagraph (1) or (2)(a) and is not lawfully dismissed for misconduct, shall be entitled to be paid for 7 working days in lieu of his January leave if he has not already taken it.

(8) (a) Where an employee who reckons continuous employment with the same employer for a period of not less than 10 consecutive years –

- (i) retires on or after the age of 60 or is asked to retire at the age of 65;
- (ii) retires before reaching the age of 60 on the ground of permanent incapacity to perform his work as certified by a Government medical practitioner,

he shall be entitled to 3 months' leave on full pay to be taken before retirement.

- (b) For the purpose of subparagraph (a) –  
“employee” means an employee who is employed by an employer who owns either a sugar factory or more than 42.2087 hectares (100 arpents) of land under cane cultivation.

## **11. Special leave**

- (1) Every monthly employee shall be entitled to –
- (a) 6 continuous working days’ leave on full pay on the occasion of his marriage;
  - (b) 4 days’ leave on full pay on the occasion of the marriage of his child or of the death of his spouse, father, mother or child.

(2) No employee shall claim the privilege specified in subparagraph (1)(a) more than once.

(3) Every employee who has, during the harvest season, attended work on a number of days not falling below 90 per cent of the number of days on which he is required to work for his employer, shall be entitled to 2 days’ special leave on full pay during the following intercrop season.

## **12. Vacation leave**

(1) Subject to subparagraphs (2) and (3), an employee, other than a migrant employee, who remains in continuous employment with the same employer for a period of at least 5 consecutive years shall be entitled to a vacation leave of not more than 30 days, whether taken consecutively or otherwise, for every period of 5 consecutive years, to be spent abroad, locally or partly abroad and partly locally.



(2) Subject to subparagraph (8), any subsequent eligibility period of 5 consecutive years shall be computed after the employee resumes work after the vacation leave under subparagraph (1).

(3) Where an employee would have been eligible to take overseas leave under the revoked Sugar industry (Non-Agricultural Workers) (Remuneration Order) Regulations 1985 prior to, or within a period of less than 5 years from, 24 October 2019, the employee shall, on completion of the prescribed period in the revoked regulations, be entitled to the vacation leave under subparagraph (1).

(4) The vacation leave shall be –

- (a) for a period of not less than 6 consecutive days; and
- (b) with pay and such pay shall, in case the employee opts to spend the leave wholly or partly abroad, be effected at least 7 working days before the employee proceeds abroad.

(5) The vacation leave shall be deemed to constitute attendance at work and shall not be cumulative.

(6) An employee shall, except in exceptional circumstances, give not less than 3 months' notice when applying for the vacation leave and the employer shall, subject to reasonable business grounds, accede to the application.

(7) Where an employer cannot, on reasonable business grounds, accede to the request of an employee under subparagraph (6) –

- (a) the employee and the employer may agree on another period when the vacation leave is to be taken; or
- (b) in default of an agreement, the employer shall pay to the employee a normal day's wage in respect of

each day's leave applied for and such payment shall be effected in the month in which the leave was due to start.

(8) Where an employee is paid wages in lieu of the vacation leave under subparagraph (7), any subsequent eligibility period of 5 consecutive years shall be computed as from the date of payment of the leave.

### **13. Sick leave**

(1) Subject to subparagraph (3), every monthly employee who is sick shall be entitled, in every year, to –

- (a) 21 working days' leave on full pay, and
- (b) a further 21 days' leave on half pay where –
  - (i) he is admitted to a hospital or clinic;
  - (ii) he cannot resume work after his discharge from hospital or a clinic and requires time to recover; or
  - (iii) although he is not admitted to a hospital or a clinic, it is certified by a Government medical officer that he is unwell and requires time to recover.

(2) Subject to subparagraph (3), every daily employee who has been in continuous employment with the same employer for 12 months and who is sick, shall, in any year, be entitled to 21 working days' leave on full pay.

(3) Where an employee absents himself on grounds of illness, he shall notify his employer of the fact not later than the second day of absence and, where his absence lasts for more than 4 days, he

shall, in addition, forward to his employer a medical certificate not later than the day following the fourth day of his absence.

(4) Where an employee has not taken all the leave to which he is entitled under subparagraph (1)(a) or (2), he shall be paid a normal day's wage in respect of each day's leave not taken at the end of the period of 12 consecutive months.

(5) Notwithstanding sub subparagraphs (1) and (2), every employee, other than a part-time employee, who remains in continuous employment with the same employer for a period of 6 consecutive months, and who has been present on all the working days during that period, shall be entitled to one day's sick leave during each subsequent month up to the twelfth month, while he remains in continuous employment with that employer.

#### **14. Sugar allocation**

(1) Every employee whose employer is a miller shall be entitled at the end of every crop to a free allocation of 20 kilogrammes of sugar which shall be white sugar in the case of a miller producing white sugar.

(2) An employee entitled to a free allocation of sugar may opt for a cash allowance representing the market value of the sugar allocation.

#### **15. Gratuity on retirement**

(1) Every employer who owns either a sugar factory or more than 42.2087 hectares (100 arpents) of land under sugar cane cultivation shall pay a gratuity to, or in respect of, every employee who has worked for him for not less than 10 consecutive years where –

- (a) he retires on or after the age of 60 or is asked to retire at the age of 65;
- (b) he retires before reaching the age of 60 on the ground of permanent incapacity to perform his work, certified by a Government medical practitioner; or
- (c) he dies whilst he is on leave prior to retirement under paragraph 10(8).

(2) (a) The gratuity shall be paid in a lump sum calculated according to the following formula –

- (i)  $30 (W - 1.23 P)$ , where an employee reckons not more than 25 consecutive years of service; or
- (ii)  $N \times 0.75 W$ , where –
  - (A) an employee joins employment on or after 30 January 1995; or
  - (B) an employee reckons more than 25 consecutive years of service.

(b) For the purpose of subparagraph (a) –

“N” means the number of years of service;

“P” means the monthly pension to which the employee is entitled on the date the gratuity under subparagraph (1) becomes payable;

“W” means the last monthly wage received by the employee during his employment on the estate.

(3) The monthly pension under subparagraph (2) shall include –

- 
- (a) any part of the pension which has been commuted to a lump sum in lieu;
  - (b) the monthly pension payable under the Sugar Industry Pension Fund Act or the pension prescribed in the Sugar Industry Retiring Benefits Act;
  - (c) the contributory retirement pension payable under the National Pensions Act;
  - (d) the pension value of the lump sum payable to the employee under section 48(2) of the National Pensions Act, that pension value being calculated as prescribed in section 48(3)(b) and (c) of that Act.

(4) For the purpose of subparagraph (3)(c), the contributory retirement pension shall mean –

- (a) where the employee is aged 60 or over on the date the gratuity under subparagraph (1) is due and –
  - (i) he has elected to receive the contributory retirement pension, the contributory retirement pension payable to him at that date; or
  - (ii) he has not elected to receive the contributory retirement pension, the contributory retirement pension which would have been payable to him had he elected to receive that pension;
- (b) where the employee is under the age of 60 on the date the gratuity under subparagraph (1) is due, the contributory retirement pension which would have been payable had he –
  - (i) been able to retire for national pensions purposes at that date; and

- (ii) elected to receive that pension.

(5) Every employee who retires before the age of 60 on the ground of permanent incapacity shall, in addition to any compensation to which he is entitled in respect of that incapacity under the Workmen's Compensation Act or under Part V of the National Pensions Act, be paid the gratuity under this paragraph.

(6) A gratuity payable to an employee under this paragraph shall be reduced by the amount of the gratuity payable to him under the Sugar Industry Retiring Benefits Act.

- (7) (a) Where an employee dies, the gratuity shall be paid –
  - (i) to the surviving spouse; or
  - (ii) where the deceased leaves no spouse, in equal proportion to his dependents.

- (b) For the purpose of this subparagraph –

“dependant” means the person who was living in the deceased employee's household and wholly or partly dependent on his earnings at the time of his death;

“spouse” means the person with whom the employee had contracted a civil or religious marriage and with whom he lived under a common roof at the time of his death.

## **16. Gratuity at death**

(1) Every employer shall pay a gratuity on the death of an employee who has worked for him for not less than 12 consecutive months.

- (2) (a) The gratuity shall be paid in a lump sum and calculated on the basis of –

- 
- (i) 15 days' remuneration for every period of 12 months' continuous employment; and
  - (ii) a sum equal to one twelfth of the sum referred to in subparagraph (i) multiplied by the number of months during which the employee has remained in the continuous employment of the employer, for every period of less than 12 months.
- (3) The gratuity shall be paid –
- (a) to the surviving spouse; or
  - (b) where the deceased leaves no spouse, in equal proportion to his dependants.
- (4) For the purpose of this paragraph –
- “dependant” means the person who was living in the deceased employee’s household and who was wholly or partly dependant on the deceased employee’s earnings at the time of his death;
- “spouse” means the person with whom the employee had contracted a civil or religious marriage and with whom he lived under a common roof at the time of his death;
- “remuneration means –
- (a) either the last monthly wage or, in the case of an employee in a special category, the highest monthly wage received by the employee during his employment on the estate; or
  - (b) the average monthly remuneration drawn by an employee over a period of twelve months before the employee ceases employment,

whichever is the higher.

(5) No gratuity shall be payable where a lump sum or a pension is payable under the Workmen's Compensation Act or Part V of the National Pensions Act.

### **17. Meal allowance**

- (1) Where an employee is required –
  - (a) at short notice, to perform work outside a factory's premises before the meal break; or
  - (b) to perform more than 2 hours' extra work after having completed his normal day's work on any day of the week,

the employee shall, in addition to any remuneration due, be provided by the employer with an adequate free meal or be paid a meal allowance of 85 rupees.

(2) The meal allowance referred to in subsection (1) shall be paid not later than on the last working day of the pay period.

### **18. Maternity allowance**

The wife of a monthly employee, who is pregnant and is not attended by the estate's midwife, shall be entitled to a maternity allowance of 300 rupees.

### **19. Housing accommodation**

(1) Every employee paid on a monthly basis shall be entitled to free housing accommodation as follows –

- (a) 2 rooms, including a bedroom, if the employee is unmarried or is married and has not more than 2 children;



- (b) 3 rooms, including 2 bedrooms, if the employee is married and has 3 children;
- (c) 4 rooms, including 3 bedrooms, if the employee is married and has more than 3 children.

(2) (a) Subject to subparagraph (3), every employee paid on a monthly basis for whom suitable housing accommodation is not available shall be entitled to a monthly allowance of –

- (i) in the case of an employee specified in items 7 to 13 and 15 to 17 of the Second Schedule –
  - (A) 55 rupees, if he is single;
  - (B) 60 rupees, if he is married and has no dependent child;
  - (C) 65 rupees, if he is married and has up to 2 dependent children;
  - (D) 70 rupees, if he is married and has more than 2 dependent children;
- (ii) in the case of an employee specified in items 1 to 6 and 14 of the Second Schedule –
  - (A) 65 rupees, if he is single;
  - (B) 75 rupees, if he is married;
  - (C) 80 rupees, if he is married and has up to 2 dependent children;
  - (D) 85 rupees, if he is married and has more than 2 dependent children;

(b) For the purpose of sub subparagraph (a) –

“dependent child” means a child or an adopted child under the age of 18 who is living with, and is wholly or substantially maintained by, the employee.

(3) Where the rent paid by an employee is higher than the allowance he receives under subparagraph (2), he shall be entitled to an additional monthly allowance representing the difference between the rent paid and the allowance up to a maximum of –

(a) in the case of an employee specified in subparagraph (2)(a)(i) –

(i) 6 rupees, if he is single;

(ii) 8 rupees, if he is married irrespective of whether he has children or not.

(b) in the case of an employee specified in subparagraph (2)(a)(ii) –

(i) 10 rupees, if he is single;

(ii) 15 rupees, if he is married irrespective of whether he has children or not.

(4) For the purpose of this paragraph, an employee shall be deemed to be married where he cohabits with a person with whom he is civilly or religiously married.

## 20. Grant to family of pensioner

Where a pensioner dies, the person who was his employer at the date of his retirement shall pay a gratuity of 1,500 rupees –

- (a) to the surviving spouse; or
- (b) where the deceased leaves no spouse, to a member of the deceased's family designated by the employer.

## 21. Issue of milk

Every tinsmith, blacksmith, striker, *casseur-mouche*, coppersmith, welder, moulder, painter, lime control employee, every employee who is required to attend to or feed a furnace, every electrician in charge of batteries and every helper (manoeuvre) in each of the above categories wherever applicable shall be issued with 800 millilitres (one bottle) of milk by his employer on every day on which he attends work and works at his trade.

## 22. Health of employees

(1) Every estate hospital shall be visited by a medical practitioner 3 times a week.

(2) (a) Every employee paid on a monthly basis shall be entitled to expenses not exceeding 300 rupees per year incurred for the dental treatment of the employee, his wife and children which expenses have been duly certified by a registered dentist and that sum or any part of it which is not claimed by the employee shall be cumulative for a period of 2 years.

(b) For the purpose of this subparagraph (a) –

“dental treatment” includes tooth extraction, filling of tooth and cleaning of tooth.

(3) Every employee paid on a monthly basis who is sick shall be entitled to receive from his employer, free of charge, any drug which may be prescribed by –

- (a) an estate medical practitioner; or
- (b) a Government medical officer where the drugs prescribed by him are not available at the hospital.

(4) Where the employer's dispenser is unable to visit an employee paid on a monthly basis who resides outside an estate and who has reported sick, the employee shall be provided with transport to and from the estate hospital or to and from a Government hospital.

(5) (a) Every employee and his dependents who reside on the estate and fall sick at any time shall, if there is no estate hospital, be provided with free transport by the employer to and from a Government hospital.

- (b) For the purpose of subparagraph (a) –  
“dependents” means the spouse of the employee and his children or any person living with him and who is wholly or substantially maintained by him.

### **23. School transport**

Every employer who owns more than 42.2087 hectares (100 arpents) of land under cane cultivation shall –

- (a) provide transport facilities to –
  - (i) children of his employees who attend a secondary school; and
  - (ii) children, not above 20 years of age, of his employees who attend a technical or vocational school recognised

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by the Ministry responsible for the subject of education; or

- (b) pay to the employee the appropriate return bus fare in respect of every such child.

#### **24. Dismissal**

No employee shall be dismissed for misconduct except by order of a disciplinary board composed of 2 members designated by the employer and one member elected by all the employees employed by the employer.

#### **25. Vacancies**

Every vacancy for an employee on an estate shall be advertised by notice conspicuously displayed outside the estate's main office and in the department where the vacancy occurs.

#### **26. Trade union officials**

(1) Every employee who is a member of a trade union shall, subject to subparagraph (3), have the right to invite a trade union official to attend at his place of work for the purpose of discussing matters relating to his remuneration or conditions of employment.

(2) Every official of a recognised trade union shall, subject to subparagraph (3), have the right to attend at the place of work of the trade union's members for the purpose of discussing matters relating to their remuneration or conditions of employment.

(3) Every employee who intends to invite a trade union official under subparagraph (1) or any trade union official who intends to attend at a place of work under subparagraph (2) shall –

- (a) where the place of work is a factory, give previous notification to the factory manager or one of his assistants; and
- (b) in any other case, give previous notification to the estate manager or one of his assistants.

## **27. Bonus to employees retiring before the end of the year**

(1) Every employee who retires before the end of the year and who has performed a number of normal day's work equivalent to 62 per cent of the working days during his employment in that year shall be paid a bonus equivalent to 18 per cent of his earnings in that year.

(2) For the purpose of subparagraph (1), a day on which an employee –

- (a) has absented himself with the employer's authorisation;
- (b) has reported for work but has not been offered work by his employer; or
- (c) has absented himself on grounds of injury or illness after notification to his employer under paragraph 13(3),

shall count as a working day.

(3) Every employee who does not qualify for a bonus under subparagraph (1) shall be paid a bonus equivalent to 8.4 per cent of his earning in that year.

## **28. Employment of bus and lorry attendants**

Every employer shall employ –

- 
- (a) a lorry attendant to assist a lorry driver driving a lorry on public roads; and
  - (b) a bus attendant in a bus not provided with automatic doors solely controlled by the driver and fitted with window openings beyond the reach of passengers.

## **29. Employees employed by job contractor**

Every employee employed by a job contractor shall be entitled, at the end of any year, to a bonus equivalent to 8.4 per cent of his total earnings in that year provided that he has remained in continuous employment with the same job contractor for at least 4 weeks in that year.

## **PART II – HEALTH AND SAFETY CONDITIONS**

### **30. Uniforms and protective equipment**

(1) Two overalls or uniforms and one pair of boots or shoes shall be issued not later than 31 May in every year to every employee.

(2) Every employer shall cause a cabin to be installed and seats to be fitted to every ferguson type wheel tractor.

(3) Every electrician shall be provided with –

- (a) a raincoat, once every 2 years, made of material having water proof and insulating properties, where he works outside the factory;
- (b) rubber gloves and insulated pliers when at work; and
- (c) a safety belt where necessary.

(4) Every blacksmith and every employee employed on a foundry shall be provided with a suitable apron.

(5) Every welder and every employee employed on a foundry shall be supplied with protective glasses.

(6) Every employee affected to the work commonly known as *casse mouches* or *casse corail* shall be provided with –

- (a) an overall made of soft material with long sleeves and zip fastener in the front;
- (b) a beret to protect the hair and scalp;
- (c) a pair of stout rubber shoes;
- (d) a linen mask made up of a square piece of material with straps to protect the nose and mouth; and
- (e) a pair of leather gloves.

(7) Every employee who is required to attend to a furnace shall be provided with a pair of leather gloves.

(8) Every irrigation pipe adjuster shall be provided with –

- (a) a raincoat of nylon material every 2 years; and
- (b) a pair of boots and 3 pairs of good quality gloves not later than the 31 May in every year.

(9) Every lorry attendant or tractor attendant shall be provided with a raincoat of nylon material every 3 years.

(10) Every employee working under crane runways shall be provided with –

- (a) a raincoat of nylon material every 3 years;
- (b) a helmet; and
- (c) 3 pairs of good quality gloves every year.



(11) Every employee working near a crane or driving a mobile loader shall be provided with a helmet.

(12) Every lorry loader shall, every 2 years, be provided with a raincoat made of material having water proof properties.

(13) Every sheet metal employee and his attendants shall be provided with appropriate ear-muffs.

(14) Notwithstanding subparagraphs (3), (8) to (10) and (12), every article of protective clothing or equipment shall be replaced by the employer as soon as it becomes unserviceable.

### **31. Medical facilities**

(1) Every welder, blacksmith, laboratory attendant, sheet metal employee and every employee doing foundry work shall be examined, at his employer's expense, by an ophthalmologist once in every year and he complains about the condition of his eyesight.

(2) Every employee employed on a furnace, and every boiler attendant shall, once in every year, be examined at his employer's expense by a medical practitioner designated by the employer.

(3) Every employee shall, on production of a medical certificate by an estate medical practitioner or a Government medical officer, be provided, at his employer's expense, with spectacles exclusive of frames.

### **32. Employed by job contractors**

(1) Every job contractor shall provide a pair of boots, a pair of good quality gloves once a fortnight and an appropriate mask to every field employee.

(2) Every article of protective equipment –

(a) may remain in the possession of the employee;

- (b) shall remain the property of the job contractor; and
  - (c) shall be replaced by the job contractor as soon as it becomes unserviceable.
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**SECOND SCHEDULE**  
[Regulations 3 and 7]

Category of employee	Chief (Rs cs)	Monthly wages		
		Superior grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
1. Motor Mechanic (Heavy Mechanical Unit)	15,289.28	14,088.05	13,580.35	13,074.42
2. Motor Mechanic (automobile), Pan Boiler, Electrician	14,976.13	13,833.31	13,314.22	12,686.27
3. Blacksmith, Coppersmith, Fitter, Moulder, Pattern Maker, Plumber and Pipefitter, Sheet Metal Employee, Boiler Maker, Turner, Welder	13,956.23	13,833.31	13,314.22	12,686.27
4. Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory Attendant	13,833.31	13,578.78	12,496.63	12,246.56
5. Driver (Heavy Mechanical Unit), Loading and Harvesting Machine Operator	-	13,071.26	12,370.58	12,063.29

6.	Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader)	12,645.41	12,370.58	12,063.29	13,074.42
7.	Factory Operator	<b>Chief</b> (Rs cs)	<b>Superior grade</b> (Rs cs)	<b>Grade I</b> (Rs cs)	<b>Grade II</b> (Rs cs)
	1st Year	–	11,847.84	11,624.10	11,374.96
	2nd Year	–	11,904.67	11,659.06	11,452.17
	3rd Year	–	11,935.30	11,676.04	11,569.46
	4th Year	–	11,970.66	11,695.61	11,489.61
	5th Year	–	12,004.46	11,721.86	11,522.58
	6th Year & thereafter	–	12,063.29	11,842.33	11,595.47
		<b>Chief</b>		<b>Others</b>	
8.	Evaporator Attendant, Boiler Attendant, Hotwater Treatment Plant Attendant	12,063.29		11,624.10	
9.	Sugar Refiner, Peseur de jus, Striker			11,624.10	
10.	Office Messenger, Store Attendant	11,624.10		11,354.81	

<b>11.</b>	Telephone operator, Sampler, Bagger and Stoker (cendrier working under grate or in furnace for boilers)	-	11,452.17
<b>12.</b>	Clarifier employee, Filter Press employee, Irrigation Pipe Adjuster, Bus Attendant, Locomotive attendant, Lorry Loader, Lorry attendant, Tractor Attendant, Tyre Repairer, Lime Control employee and all other non-agricultural employees	-	11,354.81
	<b>Category of employee</b>		<b>Monthly wages (Rs cs)</b>
<b>13.</b>	Irrigation Pump operator		
	1st Year		11,847.84
	2nd Year		11,904.67
	3rd Year		11,935.30
	4th Year		11,970.66
	5th Year		12,004.46
	6th Year & thereafter		12,063.29
<b>14.</b>	Coachsmith, Coachpainter		13,578.78
<b>15.</b>	Weighbridge Attendant		11,354.81

- 16. Chief Boiler Attendant operating a water tube boiler without spreader stoker 12,326.18
- 17. Chief Boiler Attendant operating a water tube boiler with spreader stoker and automatic controls 12,653.31

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