

# NATIONAL REMUNERATION BOARD

## PROPOSED RECOMMENDATIONS

### ADJUSTMENT OF WAGES IN THE REMUNERATION REGULATIONS FOLLOWING THE IMPLEMENTATION OF THE NATIONAL MINIMUM WAGE



September 2018

# TABLE OF CONTENTS

<b>1.0.</b>	<i>Introduction.....</i>	<i>1</i>
<b>1.1.</b>	<i>The Review Exercise.....</i>	<i>2</i>
<b>1.2.</b>	<i>A Summary of the submissions made by the Unions.....</i>	<i>2</i>
<b>1.3.</b>	<i>The Board’s stand in relation to the submissions made before it.....</i>	<i>3</i>
<b>1.4.</b>	<i>The Board’s general approach to the present wage review.....</i>	<i>4</i>
<b>1.5.</b>	<i>Recommendations.....</i>	<i>5</i>
<b>1.5.1.</b>	<i>‘Unskilled Worker’ in the Export Enterprises Remuneration Regulations.....</i>	<i>5</i>
<b>1.5.2.</b>	<i>‘Unskilled Worker’ in the Factory Employees Remuneration Regulations.....</i>	<i>5</i>
<b>1.5.3.</b>	<i>‘Unskilled employee’ in the Baking Industry and the Blockmaking, Construction, Stone Crushing and Related Industries Remuneration Regulations.....</i>	<i>5</i>
<b>1.5.4.</b>	<i>Apprentice/ Trainee/ Learner.....</i>	<i>6</i>
<b>1.5.5.</b>	<i>‘Young Person’ category in the Sugar and Tea Industry.....</i>	<i>6</i>
<b>1.5.6.</b>	<i>‘Special Category worker’ in the Sugar Industry .....</i>	<i>7</i>
<b>1.5.7.</b>	<i>The current provision of different wage rates for male and female workers in the Sugar and Tea Industry.....</i>	<i>8</i>
<b>1.5.8.</b>	<i>Watchman.....</i>	<i>8</i>
<b>1.5.9.</b>	<i>Private Secondary School Employees Regulations.....</i>	<i>9</i>
<b>1.5.10.</b>	<i>Security Guards Remuneration Regulations.....</i>	<i>9</i>
<b>1.5.11.</b>	<i>The Sugar Industry (Agricultural Workers) and (Non- Agricultural Workers) Remuneration Regulations.....</i>	<i>10</i>
<b>1.6</b>	<i>Other Guiding Principles.....</i>	<i>10</i>
<b>1.7</b>	<i>Acknowledgement.....</i>	<i>10</i>

**Annexes**.....11-79

1. Attorneys' and Notaries' Employees Remuneration Regulations 2010
2. Baking Industry Remuneration Regulations 2003
3. Banks Fishermen and Frigo-workers Remuneration Regulations 2016
4. Blockmaking, Construction, Stone Crushing and Related Industries Remuneration Regulations 2003
5. Catering and Tourism Industries Remuneration Regulations 2014
6. Cinema Employees Remuneration Regulations 2005
7. Cleaning Enterprises Remuneration Regulations 2013
8. Distributive Trades Remuneration Regulations 2004
9. Domestic Workers Remuneration Regulations 2010
10. Electrical, Engineering and Mechanical Workshops Remuneration Regulations 2013
11. Export Enterprises Remuneration Regulations 1984
12. Factory Employees Remuneration Regulations 2001
13. Field-Crop and Orchard Workers Remuneration Regulations 2008
14. Light Metal and Wooden Furniture Workshops Remuneration Regulations 2002
15. Livestock Workers Remuneration Regulations 2008
16. Newspapers and Periodicals Employees Remuneration Regulations 2001
17. Nursing Homes Remuneration Regulations 1984
18. Office Attendants Remuneration Regulations 2013
19. Pre-Primary School Employees Remuneration Regulations 2000
20. Printing Industry Remuneration Regulations 2014
21. Public Transport (Buses) Workers Remuneration Regulations 2014
22. Road Haulage Industry Remuneration Regulations 2009
23. Salt-Manufacturing Industry Remuneration Regulations 1983
24. Tailoring Trade Remuneration Regulations 2001
25. Tea Industry Workers Remuneration Regulations 1984
26. Travel Agents and Tour Operators Workers Remuneration Regulations 2009

# NATIONAL REMUNERATION BOARD

## PROPOSED RECOMMENDATIONS

### **1.0 INTRODUCTION**

On 15 December 2017, the Honourable Minister of Labour, Industrial Relations, Employment and Training, acting under Section 91 of the Employment Relations Act [ERA] 2008, referred to the National Remuneration Board, the review of wages in the Remuneration Regulations to bring necessary wage-relativity adjustments following disruption which arose with the application of the National Minimum Wage Regulations 2017.

The following Remuneration Regulations are concerned with the present wage review:

1. Attorneys' and Notaries' Employees Remuneration Regulations 2010
2. Baking Industry Remuneration Regulations 2003
3. Banks Fishermen and Frigo-workers Remuneration Regulations 2016
4. Blockmaking, Construction, Stone Crushing and Related Industries Remuneration Regulations 2003
5. Catering and Tourism Industries Remuneration Regulations 2014
6. Cinema Employees Remuneration Regulations 2005
7. Cleaning Enterprises Remuneration Regulations 2013
8. Distributive Trades Remuneration Regulations 2004
9. Domestic Workers Remuneration Regulations 2010
10. Electrical, Engineering and Mechanical Workshops Remuneration Regulations 2013
11. Export Enterprises Remuneration Regulations 1984
12. Factory Employees Remuneration Regulations 2001
13. Field-Crop and Orchard Workers Remuneration Regulations 2008
14. Light Metal and Wooden Furniture Workshops Remuneration Regulations 2002
15. Livestock Workers Remuneration Regulations 2008
16. Newspapers and Periodicals Employees Remuneration Regulations 2001
17. Nursing Homes Remuneration Regulations 1984
18. Office Attendants Remuneration Regulations 2013

19. Pre-Primary School Employees Remuneration Regulations 2000
20. Printing Industry Remuneration Regulations 2014
21. Private Secondary School Employees Remuneration Regulations 1984
22. Public Transport (Buses) Workers Remuneration Regulations 2014
23. Road Haulage Industry Remuneration Regulations 2009
24. Salt-Manufacturing Industry Remuneration Regulations 1983
25. Security Guards Remuneration Regulations 1986
26. Sugar Industry (Agricultural Workers) Remuneration Regulations 1983
27. Sugar Industry (Non-Agricultural Workers) Remuneration Regulations 1985
28. Tailoring Trade Remuneration Regulations 2001
29. Tea Industry Workers Remuneration Regulations 1984
30. Travel Agents and Tour Operators Workers Remuneration Regulations 2009

## **1.1 THE REVIEW EXERCISE**

The Board started the review exercise by inviting interested parties to submit written representations through notices which were published in the Government Gazette of 5 May 2018 and in three dailies, namely: Le Défi Quotidien of 3 May 2018, L'Express of 4 May 2018 and Le Mauricien of 5 May 2018. A deadline was set for the submission of written proposals and by the due date, representations were received from the Federation of Progressive Unions (FPU) only.

## **1.2 A SUMMARY OF THE SUBMISSIONS MADE BY THE UNIONS**

A Public Hearing was held on 29 May 2018 during which Mr Jack Bizlall, representative of the FPU and Mr Reaz Chuttoo, representative of the Confédération des Travailleurs du Secteur Privé (CTSP) deponed *viva voce* before the Board. The two union representatives firstly argued before the Board that the National Wage Consultative Council has power under sections 5(b)(v) and (vi) of the NWCC Act 2016 to make recommendations to the Minister on the approach to be adopted to address the issue of wage relativity in the private sector and they submitted that the Board should make the present recommendations to the Council and not to the Minister.

Secondly, on the issue of wage relativity in the Remuneration Regulations, the unions submitted, in substance, that the National Minimum Wage apply only to the lowest paid/unskilled worker who requires 'no qualification, skill or experience'. They submitted that

with the introduction of the National Minimum Wage, a new system of wage fixing should be introduced where the salary structure in each sector should be based on different levels of skills. They proposed a 7 level structure running from the unskilled worker to supervisory/technician level 3.

### **1.3 THE BOARD'S STAND IN RELATION TO THE SUBMISSIONS MADE BEFORE IT**

With regards to the first issue which has been raised by the Unions, the Board wishes to point out that it has a mandatory duty under section 91(3) of the Employment Relations Act 2008 to submit its recommendations to the Minister following a referral made under section 91(1). However, since the Unions invoked sections 5(b)(v) and (vi) of the NWCC Act 2016, the Board deemed it appropriate to write to the Honourable Minister to seek his stand on the referral.

The stand of the Minister was communicated to the Board in a letter dated 05 July 2018 wherein the Minister has maintained his referral dated 15 December 2017 and has further advised the Board to remain guided by the same. The Board is, in the circumstances, bound in law to submit its recommendations to the Minister as per the terms of the referral.

With regards to the submissions made in relation to the issue of wage relativity, the Board wishes to highlight that its mandate under the present referral is limited to the review of wages following 'wage relativity disruptions that may arise in the Remuneration Regulations' with the coming into force of the National Minimum Wage Regulations. It therefore makes no recommendations on salary structures based on different levels of duties, as proposed by the unions.

### **1.4 THE BOARD'S GENERAL APPROACH TO THE PRESENT WAGE REVIEW**

Before proceeding with the review proper, the Board wishes to highlight the followings:

- (i) To carry out the present wage relativity exercise, the Board has acted on the basis that inclusive of the sum of Rs 360 payable under the Additional Remuneration and Other Allowances Act (2018) Act 2017 and the amount prescribed in the National Minimum Wage Regulations 2017, a worker who has no skills, should

earn a minimum monthly basic salary of Rs 8,140 in the Export sector and not less than Rs 8,500 if employed by any one of the remaining sectors.

- (ii) With the grant of the Additional Remuneration of Rs 360, the salaries of workers in the lowest job categories in sectors 1, 3, 4, 16, 18, 20, 22 and 30, exceed Rs 8,500. However, minor adjustments have been made to the wages in some of the Regulations to correct distortions in existing increments.
- (iii) To work out the consequential wage adjustments in the different Remuneration Regulations, the technical team of the Board has given due consideration, to the extent possible, to the following facts:
- The National Minimum Wage (NMW) is applicable to the lowest paid workers in the labour market and same mainly concerns unskilled workers;
  - The absolute increase as well as percentage increase in wages as compared to NMW in the lowest paid sectors have been looked at, the main reference being the EPZ and the manufacturing sector;
  - The elimination from the Regulations of job categories which have become obsolete;
  - The elimination from the Regulations of all types of discrimination based on age or gender;
  - The wage relativity distortions which have occurred in the Regulations as a result of the cumulative annual cost of living adjustments over the years;
  - The last review of the wages in the different Regulations;
  - The value of the jobs in the different Regulations rather than the similar job appellations; and
  - Specific requirements and terms and conditions of employment of the different sectors.
- (iv) In both the Employment Rights Act 2008 and the National Minimum Wage Consultative Council Act 2016, a ‘worker’ is defined as ‘*a person who has entered into, or works under an agreement or a contract of apprenticeship*’. For the purpose of the present wage review, the Board is therefore of the view that

apprentices/learners/trainees, being ‘workers’ by definition, cannot derive salaries below the prescribed National Minimum Wage.

- (v) Under section 91(3) of the Employment Relations Act 2008, the Board has a mandatory duty to submit a recommendation to the Minister. Given that the wage relativity adjustments in the different Remuneration Regulations has been received in one and the same referral, the Board is bound in law to submit one recommendation in which the proposed wages of the different sectors shall be annexed.

## **1.5 RECOMMENDATIONS**

### ***1.5.1. ‘Unskilled Worker’ in the Export Enterprises Remuneration Regulations***

With regards to the category of ‘unskilled worker’ in the Export Enterprises Remuneration Regulations, the Board is of the view that an ‘unskilled worker’ cannot carry a salary scale because he or she is bound to acquire at least some skill after his first year in employment. In the circumstances, the Board recommends that the category ‘*unskilled worker*’ in the Export Enterprises Remuneration Regulations be restyled as “Factory Helper”.

### ***1.5.2. ‘Unskilled Worker’ in the Factory Employees Remuneration Regulations***

An ‘unskilled worker’ in the Factory Employees Remuneration Regulations is defined as someone who is required ‘to perform manual tasks of a routine or semi-routine nature and who has not reached the skill required of a Factory Operator’. On the other hand, a Factory Attendant who is defined in the Regulations as being someone ‘who performs manual tasks involving physical effort but no particular skill...’ tends to derive a monthly salary which is higher than that of an ‘unskilled worker’. Since the salary of the one technically requiring more skills is lower than the one requiring no skills at all, the Board, acting on the advice of the technical team, recommends:

- (i) That the category of ‘unskilled employee’ in the Regulations be deleted and be replaced by ‘Assistant Factory Operator’; and
- (ii) The wages be aligned to that of the “Factory Attendant”.

### **1.5.3. ‘Unskilled employee’ in the Baking Industry and the Blockmaking, Construction, Stone Crushing and Related Industries Remuneration Regulations**

The Board further recommends that the category of ‘unskilled employee’ in paragraphs 1, 2 and 3 of the First Schedule of the Baking Industry Remuneration Regulations be deleted and be replaced by ‘Mechanised Bakery Helper’, ‘Biscuit Factory Helper’ and ‘Pastry/Bakery Helper’ respectively. The Board also recommends that the category of ‘unskilled employee’ in Part II of the First Schedule of the Blockmaking, Construction, Stone Crushing and Related Industries Remuneration Regulations, be deleted and be replaced by ‘manoeuvre’, which, in fact is, the appropriate jargon used in the said industry.

### **1.5.4. Apprentice/Trainee/Learner**

Apprentices learning trades and trainees in other occupations are presently catered for in Remuneration Regulations covering different sectors of activity such as Blockmaking, Catering and Tourism, Electrical and Mechanical Engineering, Export Enterprises, Light Metal and Wooden furniture, Newspaper and Periodicals, Printing industry, Public Transport, Security Guards, Tailoring Trade and Travel Agent and Tour Operators.

The Board observes that the current provisions concerning apprentices, trainees and learners in the said Regulations create potential risk of wage relativity disruption which may arise over the years with the application of the yearly Additional Remuneration.

Further, investigations led by the Board among relevant stakeholders, including the Mauritius Institute of Training and Development (MITD), has revealed that the duration of apprenticeship for different trade and services and traineeship for certification in services, varies according to the standard of proficiency required in a particular occupation or sector of activity.

With a view to (i) keeping a reasonable level of relativity with the lowest job category in a particular trade or occupation and (ii) preventing risks of wage relativity disruption that may arise with the application of the yearly Additional Remuneration, the Board recommends that the remuneration of apprentices, trainees and learners, depending on the duration of the apprenticeship or traineeship, be calculated on the basis of a percentage of the rate applicable to a skilled worker in the lowest grade (i.e. entry grade of the job

category in which the worker is serving as apprentice, trainee or learner) as per the table below: .

Apprentice/Trainee/Learner	First Year %*	Second Year %*	Third Year %*	Fourth Year %*	Fifth Year %*
For a maximum duration of 5 years	75	80	85	90	95
For a maximum duration of 4 years	80	85	90	95	
For a maximum duration of 3 years	85	90	95		
For a maximum duration of 2 years	90	95			
For a maximum duration of 1 year	95				

*\*The Percentage is that of the basic wage of the entry grade.*

In line with the above, the Board further recommends that Apprentice/Trainee/ learner wherever it appears in the First Schedule of the relevant Regulations be removed and a specific provision be made in the principle Regulations along the following lines:

*A: Where a worker is undergoing apprenticeship or traineeship, he shall, depending on the duration of the apprenticeship or traineeship, be remunerated a percentage (as proposed in the table above) of the wage rate applicable to a skilled worker in the lowest grade of the job category in which he is serving as apprentice, trainee or learner;*

*B: Subject to regulation in A above, where the remuneration of the apprentice, trainee or learner does not reach the rate specified in the National Minimum Wage Regulations, he shall be entitled to the minimum wage as prescribed therein.*

#### **1.5.5. 'Young Person' category in the Sugar and Tea Industry**

Provisions relating to the category known as 'young person' appear only in the Tea and the Sugar industry and the Board's investigation from amongst the immediate stakeholders has revealed that young persons are no longer interested in joining the agricultural sector and recruitments are no longer made for such a category. The Board has also received confirmation from labour officers who enforce provisions of the said Remuneration

Regulations in the relevant establishments that employment of such a category is inexistent in the sectors concerned. The Board considers that the category of ‘Young Person’ in the Tea and the Sugar Industry has become obsolete and with a view to eliminating any discrimination which may arise because of age (reference is made to ILO Convention 100 where a person is required to be remunerated on the basis of his performance at work rather than on the basis of his age), the Board recommends that the category of ‘young person’ wherever it appears, be removed from the Regulations.

#### ***1.5.6. ‘Special Category worker’ in the Sugar Industry***

A ‘Special Category’ worker in the Sugar Industry is one who does light field work. His employment is governed by *section 98 of the repealed Industrial Relations Act*, which now translates as *section 96 of the Employment Relations Act 2008*. The ‘Special Category’ worker is granted a special permit of employment under the said section and is paid a sub-minimum remuneration which is based on the worker’s infirmity or physical incapacity. The Board is of the considered view that the Supervising Officer would be the most appropriate person to determine the remuneration payable to such workers as he will have the benefit of assessing each particular case on its own merits before reaching a decision. The Board therefore recommends that provisions related to ‘special category’ in the Regulations be removed wherever it appears and the Sugar Industry (Agricultural Workers) Remuneration Regulations 1983 be amended accordingly.

#### ***1.5.7. The current provision of different wage rates for male and female workers in the Sugar and Tea Industry.***

With regards to the different wage rates applicable to male and female workers in the Sugar and Tea Industry, the Board wishes to point out that same is due to the work performed in the respective industries. In accordance with the statutory limitations on assignment of tasks to women, the tasks allocated to female workers are generally much lesser than their male counterparts and this is the reason why the wages paid to male and female workers of the same job category in the agricultural sector, is different. The Board has conducted an enquiry to verify the relevance of such differences in the tasks of male and female workers and the information gathered reveals that such limitations are still relevant to-date, given the nature of

the activity performed in the agricultural sector. Since male and female workers do not perform the same amount of work and limitations exist for the allocation of tasks to women, the Board is of the view that the wage differential is non-discriminatory. Hence, the Board recommends that the different wage rates for male and female workers in the Sugar and Tea industries Remuneration Regulations be maintained.

#### ***1.5.8. Watchman***

With a view to eliminating all forms of gender connotations, the Board recommends that the word ‘watchman’ be replaced by ‘watchperson’ wherever it appears in all the Remuneration Regulations.

#### ***1.5.9. Private Secondary School Employees Regulations***

The Board wishes to draw the attention of the Honourable Minister that the last review of this sector dates back to 1984 and most of the categories of the workers found therein have become obsolete. As such, it becomes quite difficult to objectively review the wages. Furthermore the payment of salaries and terms of conditions of employment of grant aided private secondary schools have been taken on board by the PSEA [previously the PSSA] and investigations among non-grant aided fee paying private schools reveal that they neither pay according to the Remuneration Regulations nor apply the provisions found therein. The Board therefore humbly requests the Honourable Minister to decide on the relevance of this Regulations and its applicability in practice.

#### ***1.5.10. Security Guards Remuneration Regulations***

Although the Second Schedule of the Regulations is still applicable to the sector, the wages were superseded by a PAT Award in August 2004 and same is still being applied by the enforcement division of the ministry after necessary Additional Remuneration adjustments. The Board observes that the lowest prevalent wage rate in the sector already exceeds Rs 8,500. In the circumstances, the Board makes no recommendations on wages, the more so that a substantive review of the sector is ongoing before it.

### **1.5.11. The Sugar Industry (Agricultural Workers) and (Non-Agricultural Workers) Remuneration Regulations**

In November 2017, the Employment Relations Tribunal ordered the extension, to the whole of the Sugar Industry, of a collective agreement between three Unions and the Cane Growers' Association, increasing the wages of workers with effect from 1 January 2017. It should, however, be noted that the 17.5% cumulative increase in wages is based on wages prevailing as at 31 December 2013. Understandably, these provisions are more favourable to the workers. The Board therefore proposes that wages in the two Regulations be aligned to the extension award, with the exception of the elimination of 'young person' and 'special category' as recommended earlier.

## **1.6. OTHER GUIDING PRINCIPLES**

Having given due consideration to the principles laid down in Section 97 of the Employment Relations Act and after having analysed the proposals made by immediate stakeholders, the prevailing conditions in the sectors, the nature of work being performed yearly increments and all other relevant information, the Board has come up with proposed recommendations regarding adjustment in the wages following the implementation of the National Minimum Wage (transposed at Annexes found at the end of the document) which it considers to be fair, just and reasonable.

## **1.7. ACKNOWLEDGEMENT**

The Board extends its thanks to:

- (i) all parties and other institutions or persons who, through their representations, depositions and cooperation, have greatly contributed to help the Board reach the present recommendations;
- (ii) the members of the staff for their invaluable collaboration characterized by their relentless effort, praiseworthy commitment and professional approach; and
- (iii) the members of the supporting staff for their contribution in the recording of minutes of proceedings and making same available for reference.

# ANNEXES

**Attorneys' and Notaries' Workers (Remuneration) Regulations****FIRST SCHEDULE**

<b>Category of employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wages (Rs)</b>
Clerk	1 <sup>st</sup> year	9601
	2 <sup>nd</sup> year	9760
	3 <sup>rd</sup> year	9920
	4 <sup>th</sup> year	10080
	5th year	10240
	6th year	10450
	7th year	10660
	8th year	10870
	9th year	11080
	10th year	11290
	11th year	11540
	12th year	11790
	13th year	12040
	14th year	12290
	15th year	12600
	16th year	12910
	17th year	13220
	18th year	13530
	19th year	13840
	20th year & thereafter	14160
Secretary	1 <sup>st</sup> year	9601
	2 <sup>nd</sup> year	9760
	3 <sup>rd</sup> year	9920
	4 <sup>th</sup> year	10080
	5th year	10240
	6th year	10450
	7th year	10660
	8th year	10870
	9th year	11080
	10th year	11290
	11th year	11540
	12th year	11790
	13th year	12040
	14th year	12290
	15th year & thereafter	12600

## Baking Industry (Remuneration Order ) Regulations

## FIRST SCHEDULE

## 1. BREAD MANUFACTURE

<b>(1) Semi-Automated Bakery</b>	<b>Proposed Basic Daily Wages</b>
<b>Category of Employees</b>	<b>Rs cs</b>
Bakery Operator	507.06
Handyperson	373.85
<i>Extra Remuneration for work performed at night: (Basic Daily Wages + Overtime) x 20%</i>	

<b>(2) Industrial Bakery</b>	<b>Basic Daily Wages</b>
<b>Category of Employees</b>	<b>Rs cs</b>
Bakery Operator	490.56
Handyperson	362.56
<i>Extra Remuneration for work performed at night: (Basic Daily Wages + Overtime) x 20%</i>	

<b>(3) Mechanised Bakery</b>	<b>Basic Daily Wages</b>
<b>Category of Employees</b>	<b>1st 13 bags of flour Rs cs</b>
Coupeur	444.89
Brigadier	392.26
Mixer	392.26
Mechanised Bakery Helper	331.99

## 2. BISCUITS FACTORY

<b>Category of Employees</b>	<b>Basic Daily Wages Rs cs</b>
Oven Operator	340.01
Assistant Oven Operator	335.62
Mixer	351.78
Assistant Mixer	335.62

Machine Operator	351.78
Assistant Machine Operator or Biscuit Stamping Machine Operator	335.62
Biscuits Factory Helper	330.82

### 3. PASTRY BAKERY

#### Category of Employees

Oven Operator	351.78
Assistant Oven Operator	340.01
Mixer	377.51
Assistant Mixer	351.78
Pastry Bakery Helper	330.82

### 4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

Category of Employees	Year of Service	Proposed Basic Daily Wages
		Rs cs
Clerk	1st Year	9773
	2nd Year	9996
	3rd Year	10149
	4th Year	10311
	5th Year	10590
	6th Year	10715
	7th Year	10940
	8th Year & thereafter	11155
Driver	1st Year	9820
	2nd Year	9885
	3rd Year	9950
	4th Year	10045
	5th Year & thereafter	10140
Salesperson	1st Year	9185
	2nd Year	9250
	3rd Year	9315
	4th Year	9380
	5th Year & thereafter	9445

**Proposed  
Basic Daily  
Wages  
Rs cs**

Handpacker

326.93

**Banks Fishermen & Frigo-workers Remuneration Regulations**

**FIRST SCHEDULE**

<b>Category of worker</b>	<b>Remuneration Catch per dory of 3 fishermen</b>	<b>Rate per kilogramme Rs</b>
Banks Fisherman	Up to 125 kgs	21.66
	Above 125 kgs	28.66
		<b>Rate per day Rs</b>
Frigo-worker		472.31

## Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) Regulations

## FIRST SCHEDULE

## PART 1

Category of Employee	Year of Service	Proposed Monthly Basic Wages (Rs)
<b>Administrative Staff</b>		
Accounts Clerk, Store and Toolkeeper, Timekeeper	1 <sup>st</sup> year	12175
	2 <sup>nd</sup> year	12375
	3 <sup>rd</sup> year	12575
	4 <sup>th</sup> year	12775
	5 <sup>th</sup> year	12975
	6 <sup>th</sup> year	13175
	7 <sup>th</sup> year	13375
	8 <sup>th</sup> year & thereafter	13575
Clerk	1 <sup>st</sup> year	11110
	2 <sup>nd</sup> year	11380
	3 <sup>rd</sup> year	11650
	4 <sup>th</sup> year	11920
	5 <sup>th</sup> year	12190
	6 <sup>th</sup> year	12460
	7 <sup>th</sup> year	12730
	8 <sup>th</sup> year & thereafter	13000
Weighbridge Clerk	1 <sup>st</sup> year	10800
	2 <sup>nd</sup> year	11060
	3 <sup>rd</sup> year	11320
	4 <sup>th</sup> year	11580
	5 <sup>th</sup> year	11840
	6 <sup>th</sup> year	12100
	7 <sup>th</sup> year	12360
	8 <sup>th</sup> year & thereafter	12620
Word Processing Operator	1 <sup>st</sup> year	10780
	2 <sup>nd</sup> year	11000
	3 <sup>rd</sup> year	11240
	4 <sup>th</sup> year	11480
	5 <sup>th</sup> year	11720
	6 <sup>th</sup> year	11960
	7 <sup>th</sup> year	12200
	8 <sup>th</sup> year & thereafter	12450

		<b>Proposed Monthly Basic Wages (Rs)</b>
Receptionist/ Telephonist	1 <sup>st</sup> year	9698
	2 <sup>nd</sup> year	9934
	3 <sup>rd</sup> year	10225
	4 <sup>th</sup> year	10455
	5 <sup>th</sup> year	10686
	6 <sup>th</sup> year	10823
	7 <sup>th</sup> year	11058
	8 <sup>th</sup> year & thereafter	11295

## **PART II**

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wages (Rs)</b>
<b>Non-administrative Staff</b>		
Chief Supervisor		15535
Supervisor	1 <sup>st</sup> year	13440
	2 <sup>nd</sup> year	13690
	3 <sup>rd</sup> year	13940
	4 <sup>th</sup> year	14190
	5 <sup>th</sup> year	14440
	6 <sup>th</sup> year	14690
	7 <sup>th</sup> year	14940
	8 <sup>th</sup> year & thereafter	15190

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Daily Basic Wages (Rs)</b>
Leading Hand	1 <sup>st</sup> year	497.50
	2 <sup>nd</sup> year	501.54
	3 <sup>rd</sup> year	505.58
	4 <sup>th</sup> year	509.62
	5 <sup>th</sup> year & thereafter	513.65

		<b>Proposed Daily Basic Wages (Rs)</b>
Plant Operator	1 <sup>st</sup> year	470.77
	2 <sup>nd</sup> year	477.31
	3 <sup>rd</sup> year	483.85
	4 <sup>th</sup> year	490.38
	5 <sup>th</sup> year & thereafter	496.92

Multi-skilled employee	1 <sup>st</sup> year	456.73
	2 <sup>nd</sup> year	464.81
	3 <sup>rd</sup> year	472.88
	4 <sup>th</sup> year	480.96
	5th year & thereafter	489.04

Skilled employees		Proposed Daily Basic Wages (Rs)	Proposed Daily Basic Wages (Rs)	Proposed Daily Basic Wages (Rs)
		Superior Grade	Grade I	Grade II
Barbender, Blacksmith, Carpenter, Electrician, Mason, Mechanic, Painter, plumber, Turner, Welder and any other employee possessing the same level of skill in allied occupations	1st year	483.50	470.77	448.27
	2nd year	490.00	473.46	451.73
	3rd year	496.54	476.15	455.19
	4th year	503.08	478.85	458.65
	5th year & thereafter	509.62	481.54	462.12
Driver			Grade I	Grade II
	1st year		470.77	448.27
	2nd year		473.46	451.73
	3rd year		476.15	455.19
	4th year		478.85	458.65
	5th year & thereafter		481.54	462.12

Category of Employee	Proposed Daily Wages (Rs)
Stonemason	497.50
Cabinet Maker	497.50
Blockmaker	462.12
Stone Driller	462.12
Stone Breaker	462.12
Stone Splitter	462.12
Stone employee	462.12
Tyreperson	462.12
<i>Manoeuvre</i>	417.12
Watchperson	455.19

## Catering and Tourism Industries Remuneration Regulations

## FIRST SCHEDULE

Category of Worker	Year of Service	Proposed Monthly Basic Wage (Rs)
Head Cook, Head Pastry Cook		13005
Assistant Head Cook, Assistant Head Pastry Cook	1 <sup>st</sup> year	12385
	2 <sup>nd</sup> year	12635
	3 <sup>rd</sup> year	12885
	4 <sup>th</sup> year & thereafter	13135
Cook, Pastry Cook	1 <sup>st</sup> year	11690
	2 <sup>nd</sup> year	11940
	3 <sup>rd</sup> year	12190
	4 <sup>th</sup> year & thereafter	12440
Assistant Cook, Assistant Pastry Cook	1 <sup>st</sup> year	10100
	2 <sup>nd</sup> year	10300
	3 <sup>rd</sup> year	10500
	4 <sup>th</sup> year & thereafter	10700
Fast Food Operative	1 <sup>st</sup> year	9895
	2 <sup>nd</sup> year	10095
	3 <sup>rd</sup> year	10295
	4 <sup>th</sup> year & thereafter	10495
Head Waiter	1 <sup>st</sup> year	11195
	2 <sup>nd</sup> year	11420
	3 <sup>rd</sup> year	11670
	4 <sup>th</sup> year & thereafter	11920
Assistant Head Waiter	1 <sup>st</sup> year	9850
	2 <sup>nd</sup> year	10050
	3 <sup>rd</sup> year	10250
	4 <sup>th</sup> year & thereafter	10450
Waiter, Beach Waiter, Loader, Tea Maker	1 <sup>st</sup> year	9355
	2 <sup>nd</sup> year	9530
	3 <sup>rd</sup> year	9730
	4 <sup>th</sup> year & thereafter	9930

		<b>Proposed Monthly Basic Wage (Rs)</b>
Head Bartender		13005
Bartender	1 <sup>st</sup> year	11195
	2 <sup>nd</sup> year	11420
	3 <sup>rd</sup> year	11670
	4 <sup>th</sup> year & thereafter	11920
Assistant Bartender	1 <sup>st</sup> year	9355
	2 <sup>nd</sup> year	9530
	3 <sup>rd</sup> year	9730
	4 <sup>th</sup> year & thereafter	9930
Restaurant Supervisor		14075
Assistant Restaurant Supervisor	1 <sup>st</sup> year	13005
	2 <sup>nd</sup> year	13255
	3 <sup>rd</sup> year	13505
	4 <sup>th</sup> year & thereafter	13755
Kitchen Cost Controller	1 <sup>st</sup> year	10350
	2 <sup>nd</sup> year	10550
	3 <sup>rd</sup> year	10750
	4 <sup>th</sup> year & thereafter	10950
Cashier	1 <sup>st</sup> year	11690
	2 <sup>nd</sup> year	11940
	3 <sup>rd</sup> year	12190
	4 <sup>th</sup> year & thereafter	12440
<i>Cafétier</i>	1 <sup>st</sup> year	10100
	2 <sup>nd</sup> year	10300
	3 <sup>rd</sup> year	10500
	4 <sup>th</sup> year & thereafter	10700
<i>Assistant Cafétier</i>	1 <sup>st</sup> year	9130
	2 <sup>nd</sup> year	9305
	3 <sup>rd</sup> year	9480
	4 <sup>th</sup> year & thereafter	9680
Storekeeper	1 <sup>st</sup> year	12200
	2 <sup>nd</sup> year	12450
	3 <sup>rd</sup> year	12700
	4 <sup>th</sup> year & thereafter	12950

		<b>Proposed Monthly Basic Wage (Rs)</b>
Assistant Storekeeper	1 <sup>st</sup> year	10515
	2 <sup>nd</sup> year	10740
	3 <sup>rd</sup> year	10965
	4 <sup>th</sup> year & thereafter	11190
Store Attendant	1 <sup>st</sup> year	10275
	2 <sup>nd</sup> year	10475
	3 <sup>rd</sup> year	10675
	4 <sup>th</sup> year & thereafter	10875
<i>Caviste</i>	1 <sup>st</sup> year	10515
	2 <sup>nd</sup> year	10740
	3 <sup>rd</sup> year	10965
	4 <sup>th</sup> year & thereafter	11190
Receptionist	1 <sup>st</sup> year	12060
	2 <sup>nd</sup> year	12310
	3 <sup>rd</sup> year	12560
	4 <sup>th</sup> year & thereafter	12810
Assistant Receptionist	1 <sup>st</sup> year	10950
	2 <sup>nd</sup> year	11175
	3 <sup>rd</sup> year	11400
	4 <sup>th</sup> year & thereafter	11650
Senior Accounts Clerk	1 <sup>st</sup> year	13790
	2 <sup>nd</sup> year	14040
	3 <sup>rd</sup> year	14290
	4 <sup>th</sup> year & thereafter	14540
Accounts Clerk	1 <sup>st</sup> year	12020
	2 <sup>nd</sup> year	12270
	3 <sup>rd</sup> year	12520
	4 <sup>th</sup> year	12770
	5 <sup>th</sup> year	13020
	6 <sup>th</sup> year	13270
	7 <sup>th</sup> year & thereafter	13520
Personnel Clerk, Room Service Clerk	1 <sup>st</sup> year	11630
	2 <sup>nd</sup> year	11880
	3 <sup>rd</sup> year	12130
	4 <sup>th</sup> year & thereafter	12380

		<b>Proposed Monthly Basic Wage (Rs)</b>
Telephonist	1st year	9895
	2nd year	10095
	3rd year	10295
	4th year & thereafter	10495
Porter Operator	1st year	9725
	2nd year	9925
	3rd year	10125
	4th year & thereafter	10325
Housekeeper	1st year	12840
	2nd year	13090
	3rd year	13340
	4th year & thereafter	13590
Assistant Housekeeper	1 <sup>st</sup> year	12385
	2 <sup>nd</sup> year	12635
	3 <sup>rd</sup> year	12885
	4 <sup>th</sup> year & thereafter	13135
Linen Keeper	1 <sup>st</sup> year	12060
	2 <sup>nd</sup> year	12310
	3 <sup>rd</sup> year	12560
	4 <sup>th</sup> year & thereafter	12810
Valet	1st year	9355
	2nd year	9530
	3rd year	9730
	4th year & thereafter	9930
Lauderer, Sewing Attendant	1st year	9130
	2nd year	9305
	3rd year	9480
	4th year & thereafter	9680
Sports Instructor	1st year	12020
	2nd year	12270
	3rd year	12520
	4th year & thereafter	12770

		<b>Proposed Monthly Basic Wage (Rs)</b>
Entertainer	1st year	11195
	2nd year	11420
	3rd year	11670
	4th year & thereafter	11920
Skipper	1st year	9735
	2nd year	9935
	3rd year	10135
	4th year & thereafter	10335
Skipper's Assistant	1st year	9375
	2nd year	9550
	3rd year	9750
	4th year & thereafter	9950
Kitchen Helper, Sports and Leisure Attendant, Cleaner	1st year	9130
	2nd year	9305
	3rd year	9480
	4th year & thereafter	9680
Waster Water Plant Operative	1st year	9245
	2nd year	9420
	3rd year	9620
	4th year & thereafter	9820
Cabinet Maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration Mechanic	1st year	11730
	2nd year	11980
	3rd year	12230
	4th year & thereafter	12480
Handyperson	1st year	11610
	2nd year	11860
	3rd year	12110
	4th year & thereafter	12360
Assistant Handyperson	1st year	11195
	2nd year	11420
	3rd year	11670
	4th year & thereafter	11920
Gardener	1st year	9355
	2nd year	9530
	3rd year	9730
	4th year & thereafter	9930

		<b>Proposed Monthly Basic Wage (Rs)</b>
Driver	1st year	10950
	2nd year	11175
	3rd year	11400
	4th year & thereafter	11650
Security Officer	1st year	10100
	2nd year	10300
	3rd year	10500
	4th year & thereafter	10725
Watchperson		9480
Animal Keeper	1st year	9210
	2nd year	9385
	3rd year	9560
	4th year & thereafter	9760
Delivery Person	1st year	9910
	2nd year	10110
	3rd year	10310
	4th year & thereafter	10510
Guide	1 <sup>st</sup> year	10410
	2 <sup>nd</sup> year	10635
	3 <sup>rd</sup> year	10860
	4 <sup>th</sup> year & thereafter	11085
Kid's Club Hostess	1 <sup>st</sup> year	8610
	2 <sup>nd</sup> year	8785
	3 <sup>rd</sup> year	8960
	4 <sup>th</sup> year & thereafter	9135
Spa Therapist/Hairdresser	1 <sup>st</sup> year	10810
	2 <sup>nd</sup> year	11035
	3 <sup>rd</sup> year	11260
	4 <sup>th</sup> year & thereafter	11485

## Cinema Employees (Remuneration Order) Regulations

## FIRST SCHEDULE

## PART I

Category of worker	Proposed Monthly Basic Wage
Driver	10244
Store Assistant	9542
Caretaker/Cleaner	9542
Cleaner	8500
Helper	8540

## PART II

	For up to 28 shows per month	Rate per additional show above 28 shows per month & for casual workers
	Rs	Rs
Projectionist	10087	450.31
Assistant Projectionist	8942	399.20
Box Office Attendant	8839	394.60
Ticket Controller	8839	394.60
Usher	8839	394.60
Café Keeper	8839	394.60

## Cleaning Enterprises (Remuneration Order) Regulations

### FIRST SCHEDULE

Category of worker		Proposed Monthly Basic Wages Rs
Supervisor	1st year	11255
	2nd year	11455
	3rd year	11680
	4th year	11905
	5th year	12130
	6th year	12355
	7th year	12580
	8th year & thereafter	12805
Accounts Clerk	1st year	10135
	2nd year	10335
	3rd year	10535
	4th year	10735
	5th year	10935
	6th year	11135
	7th year	11335
	8th year & thereafter	11535
Store Clerk	1st year	10135
	2nd year	10335
	3rd year	10535
	4th year	10735
	5th year	10935
	6th year	11135
	7th year	11335
	8th year & thereafter	11535
Clerk	1st year	9850
	2nd year	10035
	3rd year	10220
	4th year	10420
	5th year	10620
	6th year	10820
	7th year	11020
	8th year & thereafter	11220

Receptionist / Telephonist	1st year	9340
	2nd year	9525
	3rd year	9710
	4th year	9895
	5th year	10080
	6th year	10280
	7th year	10480
	8th year	10680
	& thereafter	

<b>Category of worker</b>	<b>Proposed</b>
	<b>Monthly Basic Wages</b>
	<b>Rs</b>

Driver Grade I	1st year	10095
	2nd year	10295
	3rd year	10495
	4th year	10695
	5th year	10895
	6th year	11095
	7th year	11295
	8th year	11495
	& thereafter	

Driver Grade II	1st year	9795
	2nd year	9980
	3rd year	10165
	4th year	10365
	5th year	10565
	6th year	10765
	7th year	10965
	8th year	11165
	& thereafter	

Driver Grade III	1st year	9540
	2nd year	9725
	3rd year	9910
	4th year	10095
	5th year	10295
	6th year	10495
	7th year	10695
	8th year	10895
	& thereafter	

Scavenger	1st year	8945
	2nd year	9100
	3rd year	9285
	4th year	9470
	5th year	9655
	6th year	9840
	7th year	10030
	8th year	10220
	& thereafter	

Lavatory Attendant	1st year	8945
	2nd year	9100
	3rd year	9285
	4th year	9470
	5th year	9655
	6th year	9840
	7th year	10030
	8th year	10220
	& thereafter	

**Category of worker**

**Proposed  
Monthly Basic Wages  
Rs**

Helper	1st year	8795
	2nd year	8945
	3rd year	9100
	4th year	9285
	5th year	9470
	6th year	9655
	7th year	9840
	8th year	10025
	& thereafter	

Cleaner	1st year	8795
	2nd year	8945
	3rd year	9100
	4th year	9285
	5th year	9470
	6th year	9655
	7th year	9840
	8th year	10025
	& thereafter	

Vehicle Attendant	1st year	8645
	2nd year	8795
	3rd year	8945
	4th year	9100
	5th year	9285
	6th year	9470
	7th year	9655
	8th year	9840
	& thereafter	

## Distributive Trades (Remuneration Order) Regulations

### FIRST SCHEDULE

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

##### Part I - Administrative Staff

Category of Employee	Year of Service	Proposed Monthly Basic Wage (Rs)
Accounts Clerk, Custom Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1st Year	10605
	2nd Year	10855
	3rd Year	11105
	4th Year	11355
	5th Year	11615
	6th Year	11875
	7th Year	12135
	8th Year & thereafter	12395
Clerk	1st Year	9415
	2nd Year	9615
	3rd Year	9815
	4th Year	10015
	5th Year	10240
	6th Year	10465
	7th Year	10690
	8th Year & thereafter	10915
Word Processing Operator	1st Year	9142
	2nd Year	9342
	3rd Year	9542
	4th Year	9742
	5th Year	9942
	6th Year	10142
	7th Year	10367
	8th Year & thereafter	10592
Receptionist / Telephonist	1st Year	8825
	2nd Year	9010
	3rd Year	9195
	4th Year	9380
	5th Year	9565
	6th Year	9765
	7th Year	9965
	8th Year & thereafter	10165

**Part II - Non - Administrative Staff**

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wage Rs</b>
Sales Demonstrator	1st Year	9465
	2nd Year	9665
	3rd Year	9865
	4th Year	10065
	5th Year	10265
	6th Year	10490
	7th Year	10715
	8th Year & thereafter	10940
Salesperson	1st Year	9195
	2nd Year	9380
	3rd Year	9565
	4th Year	9765
	5th Year	9965
	6th Year	10165
	7th Year	10390
	8th Year & thereafter	10615
Driver Grade I	1st Year	10189
	2nd Year	10374
	3rd Year	10559
	4th Year	10744
	5th Year	10929
	6th Year	11114
	7th Year	11314
	8th Year & thereafter	11514
Driver Grade II	1st Year	9893
	2nd Year	10063
	3rd Year	10233
	4th Year	10418
	5th Year	10603
	6th Year	10788
	7th Year	10973
	8th Year & thereafter	11158
Driver Grade III	1st Year	9634
	2nd Year	9804
	3rd Year	9974
	4th Year	10144
	5th Year	10329
	6th Year	10514
	7th Year	10699
	8th Year & thereafter	10884

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wage Rs</b>
Vehicle Assistant	1st Year	9100
	2nd Year	9260
	3rd Year	9420
	4th Year	9580
	5th Year	9750
	6th Year	9920
	7th Year	10090
	8th Year & thereafter	10260
Attendant	1st Year	8525
	2nd Year	8625
	3rd Year	8725
	4th Year	8825
	5th Year	8925
	6th Year	9040
	7th Year	9155
	8th Year & thereafter	9270
Watchperson	1st Year	8774
	2nd Year	8874
	3rd Year	8974
	4th Year	9074
	5th Year	9174
	6th Year	9289
	7th Year	9404
	8th Year & thereafter	9519

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

**Part I - Wholesale Trade**

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wage Rs</b>
Tanker Driver	1st Year	10929
	2nd Year	11114
	3rd Year	11314
	4th Year	11514
	5th Year	11714
	6th Year	11914
	7th Year	12114
	8th Year & thereafter	12314

Tanker Driver's Assistant	1st Year	8670
	2nd Year	8820
	3rd Year	8970
	4th Year	9120
	5th Year	9280
	6th Year	9440
	7th Year	9600
	8th Year & thereafter	9770

Category of Employee	Year of Service	Proposed Monthly Basic Wage Rs
----------------------	-----------------	-----------------------------------

Cashier	1st Year	9500
	2nd Year	9700
	3rd Year	9900
	4th Year	10100
	5th Year	10325
	6th Year	10550
	7th Year	10775
	8th Year & thereafter	11000

**Part II - Retail Trade**

Lubricator, Cleaner	1st Year	8525
	2nd Year	8625
	3rd Year	8725
	4th Year	8825
	5th Year	8925
	6th Year	9040
	7th Year	9155
	8th Year & thereafter	9270

Pump Attendant	1st Year	8625
	2nd Year	8725
	3rd Year	8825
	4th Year	8925
	5th Year	9040
	6th Year	9155
	7th Year	9270
	8th Year & thereafter	9385

Filling Station Assistant	1st Year	8825
	2nd Year	8925
	3rd Year	9040
	4th Year	9155
	5th Year	9270
	6th Year	9385
	7th Year	9500
	8th Year & thereafter	9615

Cashier	1st Year	9100
	2nd Year	9300
	3rd Year	9500
	4th Year	9700
	5th Year	9900
	6th Year	10100
	7th Year	10325
	8th Year & thereafter	10550

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

Category of Employee	Year of Service	Proposed Monthly Basic Wage
		Rs

**Part I - Wholesale Trade**

Cashier	1st Year	9500
	2nd Year	9700
	3rd Year	9900
	4th Year	10100
	5th Year	10325
	6th Year	10550
	7th Year	10775
	8th Year & thereafter	11000

**Part II - Retail Trade**

Pharmacy Technician	1st Year	10605
	2nd Year	10855
	3rd Year	11105
	4th Year	11355
	5th Year	11615
	6th Year	11875
	7th Year	12135
	8th Year & thereafter	12395

Cashier	1st Year	9100
	2nd Year	9300
	3rd Year	9500
	4th Year	9700
	5th Year	9900
	6th Year	10100
	7th Year	10325
	8th Year & thereafter	10550

Shop Assistant	1st Year	8825
	2nd Year	9000
	3rd Year	9175
	4th Year	9350
	5th Year	9535
	6th Year	9720
	7th Year	9905
	8th Year & thereafter	10090

**D. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN OTHER TRADES**

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wage Rs</b>
<b>Part I - Supermarket</b>		
Check-out Operator	1st Year	9100
	2nd Year	9300
	3rd Year	9500
	4th Year	9700
	5th Year	9900
	6th Year	10100
	7th Year	10325
	8th Year & thereafter	10550
Employé de Rayon	1st Year	8625
	2nd Year	8725
	3rd Year	8825
	4th Year	8925
	5th Year	9040
	6th Year	9155
	7th Year	9270
	8th Year & thereafter	9385
Meat/Fish Packer	1st Year	8825
	2nd Year	8940
	3rd Year	9055
	4th Year	9170
	5th Year	9285
	6th Year	9400
	7th Year	9525
	8th Year & thereafter	9650
Cold room Attendant	1st Year	9300
	2nd Year	9425
	3rd Year	9550
	4th Year	9675
	5th Year	9800
	6th Year	9925
	7th Year	10060
	8th Year & thereafter	10195

**Part II - Wholesale Trade or Wholesale and Retail Trade**

Shop Assistant	1st Year	8825
	2nd Year	9000
	3rd Year	9175
	4th Year	9350
	5th Year	9535
	6th Year	9720
	7th Year	9905
	8th Year & thereafter	10090

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wage Rs</b>
-----------------------------	------------------------	---

Cashier	1st Year	9500
	2nd Year	9700
	3rd Year	9900
	4th Year	10100
	5th Year	10325
	6th Year	10550
	7th Year	10775
	8th Year & thereafter	11000

Cold room Attendant	1st Year	9300
	2nd Year	9425
	3rd Year	9550
	4th Year	9675
	5th Year	9800
	6th Year	9925
	7th Year	10060
	8th Year & thereafter	10195

Pesticide Handler	1st Year	9300
	2nd Year	9425
	3rd Year	9550
	4th Year	9675
	5th Year	9800
	6th Year	9925
	7th Year	10060
	8th Year & thereafter	10195

**Part III - Retail Trade**

Cashier	1st Year	9100
	2nd Year	9300
	3rd Year	9500
	4th Year	9700
	5th Year	9900
	6th Year	10100
	7th Year	10325
	8th Year & thereafter	10550

Shop Assistant	1st Year	8825
	2nd Year	9000
	3rd Year	9175
	4th Year	9350
	5th Year	9530
	6th Year	9710
	7th Year	9890
	8th Year & thereafter	10070

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wage Rs</b>
Cold room Attendant	1st Year	9300
	2nd Year	9425
	3rd Year	9550
	4th Year	9675
	5th Year	9800
	6th Year	9925
	7th Year	10060
	8th Year & thereafter	10195

**Domestic Workers (Remuneration) Regulations**

**FIRST SCHEDULE**

<b>Category of worker</b>	<b>Proposed Monthly Basic Wage Rs</b>	<b>Proposed Hourly Basic Wage Rs</b>
Cook	8745	42.04
Driver	10244	49.25
Gardener	9517	45.75
Garde-malade	9641	30.90
Household worker	8635	41.51
Watchperson	9550	30.61
Household worker/Cook	9095	43.73
Caretaker	9517	45.75

## Electrical, Engineering and Mechanical Workshops (Remuneration) Regulations

<b>FIRST SCHEDULE</b>				
<b>Category of worker</b>	<b>Year of Service</b>	<b>Proposed Monthly Wages</b>		
		<b>Rs</b>		
Accounts Clerk, Storekeeper	1st Year	11260		
	2nd Year	11450		
	3rd Year	11640		
	4th Year	11830		
	5th Year	12020		
	6th Year	12210		
	7th Year & thereafter	12400		
Clerk	1st Year	10690		
	2nd Year	10855		
	3rd Year	11020		
	4th Year	11185		
	5th Year	11350		
	6th Year	11515		
	7th Year & thereafter	11680		
Receptionist/Telephonist	1st Year	10180		
	2nd Year	10345		
	3rd Year	10510		
	4th Year	10675		
	5th Year	10840		
	6th Year	11005		
	7th Year & thereafter	11170		
Electrician, Motor Mechanic		<b>Superior Grade</b>		
	1st Year	12985		
	2nd Year	13185		
	3rd Year & thereafter	13385		
Automobile Electrician, Blacksmith, Fitter, Motor Mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet Metal Worker, Boiler maker, Turner, Welder		<b>Grade I</b>	<b>Grade II</b>	<b>Grade III</b>
	1st Year	11695	10705	9850
	2nd Year	11885	10870	10005
	3rd Year	12075	11035	10160
	4th Year	12265	11200	10315
	5th Year	12455	11365	-
	6th Year	12645	11530	-
7th Year & thereafter	12835	-	-	

	Year of Service	Proposed Monthly Wages	
		Rs	Rs
		Grade I	Grade II
Carpenter, Electrician, Painter	1st Year	11695	10705
	2nd Year	11885	10870
	3rd Year	12075	11035
	4th Year	12265	11200
	5th Year	12455	11365
	6th Year	12645	11530
	7th Year & thereafter	12835	-

	Proposed Monthly Wages
	Rs
Upholsterer	11695
Tyreman	11200
Tyreman Assistant	9900
Watchperson	10030

## Export Enterprises (Remuneration Order) Regulations

## FIRST SCHEDULE

## Part I

Category of worker		Proposed Monthly Basic Wage Rs
Chief Clerk	1st Year	11559
	2nd Year	11724
	3rd Year	11889
	4th Year	12054
	5th Year	12239
	& Thereafter	
Accounts Clerk , Cashier , Storekeeper	1st Year	11110
	2nd Year	11275
	3rd Year	11440
	4th Year	11605
	5th Year	11770
	6th Year	11935
	7th Year & Thereafter	12100
Clerk , Assistant Storekeeper	1st Year	9939
	2nd Year	10074
	3rd Year	10224
	4th Year	10374
	5th Year	10524
	6th Year	10674
	7th Year	10824
	8th Year	10974
	9th Year & Thereafter	11124
Foreman/ Forewoman , Typist , Timekeeper	1st Year	10010
	2nd Year	10160
	3rd Year	10310
	4th Year	10460
	5th Year	10610
	& Thereafter	
Telephonist , Receptionist	1st Year	10010
	2nd Year	10160
	3rd Year	10310
	& Thereafter	

Mechanic , Electrician	1st Year	9939
	2nd Year	10074
	3rd Year	10224
	4th Year	10374
	5th Year	10524
	6th Year	10674
	7th Year	10824
	8th Year	10974
	9th Year	11124
	& Thereafter	

Driver Grade 1	11296
----------------	-------

Driver Grade 2	11116
----------------	-------

Driver Grade 3	10961
----------------	-------

**Part II**

**Weekly Wages  
Rs**

Watchperson	2166.92
-------------	---------

Factory Worker	1st Year	1965.69
	Thereafter	1994.54

Factory Helper	1st Year	1878.46
	Thereafter	1907.31

## Factory Employees (Remuneration Order) Regulations

Category of Employee	FIRST SCHEDULE	
	Year of Service	Proposed Monthly Basic Wages Rs
Chief Clerk	1st Year	13130
	2nd Year	13270
	3rd Year	13410
	4th Year	13550
	5th Year	13690
	6th Year	13830
	7th Year	13970
	8th Year & thereafter	14110
Accounts Clerk, Cashier, Storekeeper	1st Year	12070
	2nd Year	12200
	3rd Year	12330
	4th Year	12460
	5th Year	12590
	6th Year	12720
	7th Year	12850
	8th Year & thereafter	12980
Clerk, Assistant Storekeeper	1st Year	11175
	2nd Year	11295
	3rd Year	11415
	4th Year	11535
	5th Year	11655
	6th Year	11775
	7th Year	11895
	8th Year & thereafter	12015
Word Processing Operator	1st Year	10875
	2nd Year	10985
	3rd Year	11095
	4th Year	11215
	5th Year	11335
	6th Year	11455
	7th Year	11575
	8th Year & thereafter	11695

Telephonist, Receptionist	1st Year	10645
	2nd Year	10755
	3rd Year	10865
	4th Year	10975
	5th Year	11085
	6th Year	11205
	7th Year	11325
	8th Year & thereafter	11445

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wages Rs</b>
Foreman, Forewoman	1st Year	10645
	2nd Year	10755
	3rd Year	10865
	4th Year	10975
	5th Year	11085
	6th Year	11205
	7th Year	11325
	8th Year & thereafter	11445

Category of Employee	PART II Year of Service	Proposed	Proposed	Proposed
		Monthly Basic Wages	Daily Wages for an employee on a 5-Day week	Daily Wages for an employee on a 6-Day week
		Rs	Rs	Rs
Factory Operator	1st Year	10015	455.23	385.19
	2nd Year	10125	460.23	389.42
	3rd Year	10235	465.23	393.65
	4th Year	10345	470.23	397.89
	5th Year	10455	475.23	402.12
	6th Year	10565	480.23	406.35
	7th Year	10675	485.23	410.58
	8th Year & thereafter	10785	490.23	414.81
Assistant Factory Operator	1st Year	9625	437.50	370.19
	2nd Year	9725	442.05	374.04
	3rd Year	9825	446.59	377.88
	4th Year	9925	451.14	381.73
	5th Year	10025	455.68	385.58
	& thereafter			
Factory Attendant	1st Year	9625	437.50	370.19
	2nd Year	9725	442.05	374.04
	3rd Year	9825	446.59	377.88
	4th Year	9925	451.14	381.73
	5th Year	10025	455.68	385.58
	6th Year	10135	460.68	389.81
	7th Year	10245	465.68	394.04
	8th Year & thereafter	10355	470.68	398.27
Watchperson		10700		411.54

**Fieldcrop and Orchard Workers (Remuneration Order) Regulations**

**FIRST SCHEDULE**

<b>Category of Worker</b>	<b>Proposed Monthly Basic Wages Rs</b>	<b>Proposed Daily Basic Wages Rs</b>
Field Labourer Grade I	9855	379.05
Field Labourer Grade II	8570	329.62
<i>Surveillant</i>	10665	410.19
Barns Operator	10850	417.31
Grader	9135	351.35
Watchperson	9965	383.27

## Light Metal and Wooden Furniture Workshops (Remuneration Order) Regulations

## FIRST SCHEDULE

## PART I

Category of Employee	Year of Service	Proposed Monthly Basic Wages Rs
<b>Administrative Staff</b> Accounts Clerk, Cashier, Storekeeper	1st year	11555
	2nd year	11720
	3rd year	11885
	4th year	12050
	5th year	12215
	6th year	12380
	7th year	12545
	8th year	12710
	& thereafter	
Clerk	1st year	11140
	2nd year	11305
	3rd year	11470
	4th year	11635
	5th year	11800
	6th year	11965
	7th year	12130
	8th year	12295
	& thereafter	
Word Processing Operator	1st year	10785
	2nd year	10950
	3rd year	11115
	4th year	11280
	5th year	11445
	6th year	11610
	7th year	11775
	8th year	11940
	& thereafter	

Receptionist/Telephonist	1st year	9895
	2nd year	10060
	3rd year	10225
	4th year	10390
	5th year	10555
	6th year	10720
	7th year	10885
	8th year	11050
	& thereafter	

## PART II

Category of Employee	Year of Service	Proposed Daily Basic Wages
		Rs
Cabinet Maker Superior Grade	1st year	487.88
	2nd year	493.27
	3rd year	498.65
	4th year	504.04
	5th year	509.42
	& thereafter	

Category of Employee Skilled Employees	Year of Service	Proposed Daily Basic Wages (Rs)		
		Grade I	Grade II	Grade III
Blacksmith, Cabinet Maker, Electrician Fitter, Machine operator, Mechanic, Painter, Panel Beater, Pipe Bender, Trimmer, Turner, Upholsterer, Welder and other workers in charge of sophisticated equipment	1st year	458.08	418.85	382.69
	2nd year	463.27	423.85	387.50
	3rd year	468.46	428.85	392.31
	4th year	473.65	433.85	397.12
	5th year	478.85	438.85	401.92
	& thereafter			

Category of Employee Driver	Year of Service	Proposed Monthly Basic Wages (Rs)		
		Grade I	Grade II	Others
	1st year	12065	11490	10940
	2nd year	12190	11615	11065
	3rd year	12315	11740	11190
	4th year	12440	11865	11315
	5th year	12565	11990	11440
	& thereafter			

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wages (Rs)</b>
Lorry Helper	1st year	9950
	2nd year	10075
	3rd year	10200
	4th year	10325
	& thereafter	

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Daily Basic Wages (Rs)</b>
Attendant	1st year	366.73
	2nd year	371.54
	3rd year	376.35
	4th year	381.15
	& thereafter	
Watchperson	1st year	379.23
	2nd year	384.04
	3rd year	388.85
	4th year	393.65
	& thereafter	

## Livestock Workers (Remuneration Order) Regulations

## FIRST SCHEDULE

Category of worker	Year of Service	Proposed Monthly Basic Wages	
		Rs	Rs
Supervisor	1st year	10360	
	2nd year	10510	
	3rd year	10660	
	4th year	10810	
	5th year	10960	
		Proposed Monthly Basic Wages	Proposed Monthly Basic Wages
		Rs	Rs
Farm Worker Grade I		9855	379.04
Farm Worker Grade II		8570	329.62
Watchperson		9965	383.27

## Newspapers and Periodicals Employees (Remuneration Order) Regulations

## FIRST SCHEDULE

## GROUP A

Category of Employee	Year of service	Proposed Monthly Salary (Rs)
Journalist, <i>Secrétaire de Rédaction</i>	1st year	15015
	2nd year	15380
	3rd year	15745
	4th year	16110
	5th year	16475
	6th year	16840
	7th year	17205
	8th year	17605
	9th year	18045
	10th year & thereafter	18495
Reporter, Photographer, Caricaturist	1st year	10965
	2nd year	11165
	3rd year	11365
	4th year	11585
	5th year	11805
	6th year	12025
	7th year	12245
	8th year	12465
	9th year	12685
	10th year	12905
	11th year	13125
	12th year	13355
	13th year	13595
	14th year	13835
	15th year & thereafter	14085

**GROUP B**

<b>Category of employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Salary (Rs)</b>
Documentalist	1st year	11760
	2nd year	12020
	3rd year	12280
	4th year	12540
	5th year	12800
	6th year	13060
	7th year	13320
	8th year	13580
	9th year	13840
	10th year & thereafter	14100
Proof reader	1st year	9465
	2nd year	9615
	3rd year	9765
	4th year	9915
	5th year	10100
	6th year	10285
	7th year	10470
	8th year	10655
	9th year	10840
	10th year & thereafter	11025
Clerk/Word Processing Operator	1st year	9315
	2nd year	9470
	3rd year	9625
	4th year	9785
	5th year	9945
	6th year	10145
	7th year	10345
	8th year	10545
	9th year	10745
	10th year & thereafter	10945

<b>Category of employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Salary (Rs)</b>
Assistant Documentalist	1st year	9395
	2nd year	9505
	3rd year	9615
	4th year	9725
	5th year	9835
	6th year	9945
	7th year	10085
	8th year	10225
	9th year	10365
	10th year & thereafter	10505
Receptionist/ Telephonist	1st year	8580
	2nd year	8675
	3rd year	8770
	4th year	8865
	5th year	8960
	6th year	9055
	7th year	9150
	8th year	9245
	9th year	9340
	10th year & thereafter	9435
Advertisement Clerk, Accounts Clerk, Store Clerk, Cashier	1st year	9735
	2nd year	9915
	3rd year	10095
	4th year	10275
	5th year	10460
	6th year	10645
	7th year	10830
	8th year & thereafter	11015
Driver	1st year	9135
	2nd year	9285
	3rd year	9435
	4th year	9585
	5th year & thereafter	9735

## Nursing Homes (Remuneration Order) Regulations

FIRST SCHEDULE  
PART A

Category of worker	Year of Service	Proposed Monthly Salary Rs
Charge Nurse/Ward Sister		13865
Medical Laboratory Technician	1st year	12755
	2nd year	12950
	3rd year	13145
	4th year	13365
	5th year & thereafter	13585
Radiographer	1st year	12755
	2nd year	12950
	3rd year	13145
	4th year	13365
	5th year & thereafter	13585
Nurse	1st year	11740
	2nd year	11935
	3rd year	12130
	4th year	12325
	5th year	12520
	6th year	12715
	7th year	12910
	8th year	13105
	9th year	13325
	10th year & thereafter	13545
Dispenser	1st year	10790
	2nd year	10965
	3rd year	11140
	4th year	11315
	5th year & thereafter	11490

Assistant Nurse	1st year	10320
	2nd year	10495
	3rd year	10670
	4th year	10845
	5th year	11020
	6th year	11195
	7th year	11370
	8th year	11545
	9th year	11740
	10th year & thereafter	11935

<b>Category of worker</b>	<b>Year of Service</b>	<b>Proposed Monthly Salary Rs</b>
Midwife	1st year	10615
	2nd year	10790
	3rd year	10965
	4th year	11140
	5th year	11315
	6th year	11490
	7th year	11665
	8th year	11860
	9th year	12055
	10th year & thereafter	12250
Nursing Aid	1st year	9100
	2nd year	9250
	3rd year	9400
	4th year	9550
	5th year	9710
	6th year	9870
	7th year	10030
	8th year	10190
	9th year	10350
	10th year & thereafter	10510

**PART B**

<b>Category of worker</b>	<b>Year of Service</b>	<b>Proposed Monthly Salary Rs</b>
Driver		10790
Cook	1st year	10320
	2nd year	10480
	3rd year & thereafter	10640
Receptionist	1st year	10210
	2nd year	10370
	3rd year & thereafter	10530
Nursing Home Attendant, Lauderer	1st year	8747
	2nd year	8897
	3rd year	9047
	4th year	9197
	5th year & thereafter	9347
Gardener		9915
Kitchen Help	1st year	8747
	2nd year	8897
	3rd year & thereafter	9047
Watchperson		10075
Handyman		11315

## Office Attendants (Remuneration) Regulations

## FIRST SCHEDULE

Category of worker	Year of Service	Proposed Monthly Basic Wages Rs
Head Office Attendant	1st Year	11935
	2nd Year	12180
	3rd Year	12430
	4th Year	12690
	5th Year	12950
	6th Year	13210
	7th Year	13470
	8th Year	13730
	9th Year	13990
	10th Year & thereafter	14250
Office Attendant	1st Year	10065
	2nd Year	10275
	3rd Year	10485
	4th Year	10695
	5th Year	10905
	6th Year	11115
	7th Year	11325
	8th Year	11535
	9th Year	11745
	10th Year & thereafter	11955

## Pre-Primary School Employees (Remuneration Order) Regulations

## FIRST SCHEDULE

Category of Employees	Year of Service	Proposed Monthly Basic Wages Rs
<b>Teaching Staff</b>		
Teacher Supervisor		12180
Teacher Grade A	1st Year	10835
	2nd Year	10950
	3rd Year	11065
	4th Year	11180
	5th Year	11305
	6th Year	11430
	7th Year	11555
	8th Year	11680
	9th Year	11805
	10th Year	11930
Teacher Grade B	1st Year	10165
	2nd Year	10275
	3rd Year	10385
	4th Year	10495
	5th Year	10605
Teacher Grade C	Less than 5 Years	9840
	5 to 10 Years	10165
	Above 10 Years	10490
<b>Non-Teaching Staff</b>		
Cook		9315
Gardener/Handyman		8500
School Attendant	1st Year	9315
	2nd Year	9415
	3rd Year	9515
	4th Year	9615
	5th Year	9715

**Printing Industry (Remuneration) Regulations**

**FIRST SCHEDULE**

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wages Rs</b>
Supervisor		18170
Assistant Supervisor		17475
Machine Operator/ Operator		17205
Quality Controller		16275
Archivist		14855
Layout Artist	1st year	12240
	2nd year	12500
	3rd year	12760
	4th year	13020
	5th year	13280
	6th year	13540
	7th year	13800
	8th year	14060
	9th year	14320
	10th year & thereafter	14580
Proof Reader	1st year	11980
	2nd year	12240
	3rd year	12500
	4th year	12760
	5th year	13020
	6th year	13280
	7th year	13540
	8th year	13800
	9th year	14060
	10th year & thereafter	14320

Cameraperson/Platemaker, Photoengraver, Photo-type Setter, Computer to Plate Operator	1st year	11580
	2nd year	11810
	3rd year	12070
	4th year	12330
	5th year	12590
	6th year	12850
	7th year	13110
	8th year	13370
	9th year	13630
	10th year & thereafter	13890

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wages Rs</b>
Assistant Machine Operator		12810
Binder/Cutter	1st year	10290
	2nd year	10500
	3rd year	10710
	4th year	10920
	5th year	11130
	6th year	11350
	7th year	11580
	8th year	11810
	9th year	12040
	10th year & thereafter	12270
Handyperson, Helper	1st year	9210
	2nd year	9390
	3rd year	9570
	4th year	9755
	5th year & thereafter	9940
Clerk, Receptionist/ Telephonist, Typist, Secretary	1st year	10590
	2nd year	10800
	3rd year	11010
	4th year	11220
	5th year	11435
	6th year	11665
	7th year	11895
	8th year	12145
	9th year	12395
	10th year & thereafter	12645

Storekeeper	1st year	10980
	2nd year	11215
	3rd year	11450
	4th year	11685
	5th year	11925
	6th year	12175
	7th year	12435
	8th year	12695
	9th year	12955
	10th year & thereafter	13215

<b>Category of Employee</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wages Rs</b>
Store Attendant	1st year	9610
	2nd year	9800
	3rd year	10000
	4th year	10200
	5th year & thereafter	10410

Watchperson	1st year	9115
	2nd year	9290
	3rd year	9465
	4th year	9640
	5th year & thereafter	9815

## Public Transport (Buses) Workers Remuneration Regulations

## FIRST SCHEDULE

## TRAFFIC SECTION

Category of Worker	Year of Service	Basic wages per month (Rs)
Traffic Supervisor	1st year	16135
	2nd year	16310
	3rd year	16485
	4th year	16660
	5th year	16835
	6th year	17010
	7th year	17185
	8th year	17360
	9th year	17535
	10th year	17710
Traffic Officer	1st year	15210
	2nd year	15385
	3rd year	15560
	4th year	15660
	5th year	15835
	6th year	16010
	7th year	16185
	8th year	16360
	9th year	16535
	10th year	16710
Driver	1st year	14547
	2nd year	14722
	3rd year	14897
	4th year	15072
	5th year	15247
	6th year	15422
	7th year	15522
	8th year	15697
	9th year	15872
	10th year	16047

Conductor	1st year	13968
	2nd year	14143
	3rd year	14318
	4th year	14493
	5th year	14668
	6th year	14843
	7th year	15018
	8th year	15193
	9th year	15368
	10th year	15543

<b>Category of Casual Worker</b>	<b>Hours of Work</b>	<b>Basic rate of pay (Rs)</b>
Driver	For the first 4 hours on any normal working day	342.64
	For every subsequent hour not exceeding 4 hours	85.93
	For every subsequent hour as from the ninth hour	128.90
Conductor	For the first 4 hours on any normal working day	327.66
	For every subsequent hour not exceeding 4 hours	81.92
	For every subsequent hour as from the ninth hour	122.88

## SECOND SCHEDULE

### ADMINISTRATIVE SECTION

<b>Category of worker</b>	<b>Year of Service</b>	<b>Basic Wages per month (Rs)</b>
Accounts Clerk, Chief Cashier, Insurance Clerk	1st year	16829
	2nd year	17004
	3rd year	17179
	4th year	17354
	5th year	17529
	6th year	17704
	7th year	17879
	8th year	18054
	9th year	18229
	10th year	18404

Cashier, Storekeeper, Chief clerk	1st year	15330
	2nd year	15505
	3rd year	15605
	4th year	15780
	5th year	15955
	6th year	16130
	7th year	16305
	8th year	16480
	9th year	16655
	10th year	16830
Senior Clerk	1st year	14410
	2nd year	14585
	3rd year	14760
	4th year	14935
	5th year	15110
	6th year	15285
	7th year	15460
	8th year	15560
	9th year	15735
	10th year	15910
Junior Clerk, Typist	1st year	13160
	2nd year	13335
	3rd year	13510
	4th year	13685
	5th year	13860
	6th year	14035
	7th year	14210
	8th year	14385
	9th year	14560
	10th year	14735
Data Input Clerk	1st year	13310
	2nd year	13485
	3rd year	13660
	4th year	13835
	5th year	14010
	6th year	14185
	7th year	14360
	8th year	14535
	9th year	14710
	10th year	14885

Head Messenger	1st year	13076
	2nd year	13251
	3rd year	13426
	4th year	13601
	5th year	13776
	6th year	13951
	7th year	14126
	8th year	14301
	9th year	14476
	10th year	14651
Messenger	1st year	12195
	2nd year	12370
	3rd year	12545
	4th year	12720
	5th year	12895
	6th year	13070
	7th year	13245
	8th year	13420
	9th year	13595
	10th year	13770
Photocopy Machine Operator, Telephonist	1st year	12332
	2nd year	12507
	3rd year	12682
	4th year	12857
	5th year	13032
	6th year	13207
	7th year	13382
	8th year	13557
	9th year	13732
	10th year	13907
Watchperson	1st year	11887
	2nd year	12062
	3rd year	12237
	4th year	12412
	5th year	12587
	6th year	12762
	7th year	12937
	8th year	13112
	9th year	13287
	10th year	13462
Part-time Cashier		103.82

**THIRD SCHEDULE**

**MAINTENANCE AND WORKSHOP SECTION**

<b>Category of Worker</b>	<b>Year of service</b>	<b>Basic Wages per month (Rs)</b>
Workshop Supervisor	1st year	20945
	2nd year	21120
	3rd year	21295
	4th year	21470
	5th year	21645
	6th year	21820
	7th year	21995
	8th year	22170
	9th year	22345
	10th year	22520
Chief Mechanic	1st year	19195
	2nd year	19370
	3rd year	19545
	4th year	19720
	5th year	19895
	6th year	20070
	7th year	20245
	8th year	20420
	9th year	20595
	10th year	20770
Mechanic, Electrician (Superior Grade)	1st year	17445
	2nd year	17620
	3rd year	17795
	4th year	17970
	5th year	18145
	6th year	18320
	7th year	18495
	8th year	18670
	9th year	18845
	10th year	19020

Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade I)	1st year	15695
	2nd year	15870
	3rd year	16045
	4th year	16220
	5th year	16395
	6th year	16570
	7th year	16745
	8th year	16920
	9th year	17095
	10th year	17270
Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade II)	1st year	13845
	2nd year	14020
	3rd year	14195
	4th year	14370
	5th year	14545
	6th year	14720
	7th year	14895
	8th year	15070
	9th year	15245
	10th year	15420
Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1st year	12463
	2nd year	12566
	3rd year	12669
	4th year	12770
	5th year	12879
	6th year	12970
	7th year	13145
	8th year	13320
	9th year	13495
	10th year	13670
Upholsterer	1st year	13548
	2nd year	13723
	3rd year	13898
	4th year	14073
	5th year	14248
	6th year	14423
	7th year	14598
	8th year	14773
	9th year	14948
	10th year	15123

Lubricator	1st year	12842
	2nd year	13017
	3rd year	13192
	4th year	13367
	5th year	13542
	6th year	13717
	7th year	13892
	8th year	14067
	9th year	14242
	10th year	14417

Helper	1st year	12065
	2nd year	12240
	3rd year	12415
	4th year	12590
	5th year	12765
	6th year	12940
	7th year	13115
	8th year	13290
	9th year	13465
	10th year	13640

Tyreperson (Supervisor)	1st year	15490
	2nd year	15665
	3rd year	15840
	4th year	16015
	5th year	16190
	6th year	16365
	7th year	16540
	8th year	16715
	9th year	16890
	10th year	17065

Tyreperson (Grade I)	1st year	13815
	2nd year	13990
	3rd year	14165
	4th year	14340
	5th year	14515
	6th year	14690
	7th year	14865
	8th year	15040
	9th year	15215
	10th year	15390

Tyreperson (Grade II)	1st year	12065
	2nd year	12240
	3rd year	12415
	4th year	12590
	5th year	12765
	6th year	12940
	7th year	13115
	8th year	13290
	9th year	13465
	10th year	13640
Cleaner/ Sweeper	1st year	11894
	2nd year	12069
	3rd year	12244
	4th year	12419
	5th year	12594
	6th year	12769
	7th year	12944
	8th year	13119
	9th year	13294
	10th year	13469
Chief Cleaner	1st year	12600
	2nd year	12775
	3rd year	12950
	4th year	13125
	5th year	13300
	6th year	13475
	7th year	13650
	8th year	13825
	9th year	14000
	10th year	14175
Fuel Attendant (full-time)	1st year	12529
	2nd year	12704
	3rd year	12879
	4th year	13054
	5th year	13229
	6th year	13404
	7th year	13579
	8th year	13754
	9th year	13929
	10th year	14104

Ticket Issuing Machine Repairer	1st year	13673
	2nd year	13848
	3rd year	14023
	4th year	14198
	5th year	14373
	6th year	14548
	7th year	14723
	8th year	14898
	9th year	15073
	10th year	15248
Gatekeeper	1st year	12378
	2nd year	12553
	3rd year	12728
	4th year	12903
	5th year	13078
	6th year	13253
	7th year	13428
	8th year	13603
	9th year	13778
	10th year	13953
Watchperson	1st year	11887
	2nd year	12062
	3rd year	12237
	4th year	12412
	5th year	12587
	6th year	12762
	7th year	12937
	8th year	13112
	9th year	13287
	10th year	13462

## Road Haulage Industry (Remuneration) Regulations

## FIRST SCHEDULE

Category of worker	Year of Service	Proposed Monthly Basic Wages Rs
Tanker Driver	1st year	10929
	2nd year	11114
	3rd year	11314
	4th year	11514
	5th year	11714
	6th year	11914
	7th year	12114
	8th year & thereafter	12314
Tanker Driver's Assistant	1st year	8670
	2nd year	8820
	3rd year	8970
	4th year	9120
	5th year	9280
	6th year	9440
	7th year	9600
	8th year & thereafter	9770
Driver Grade I	1st year	10189
	2nd year	10374
	3rd year	10559
	4th year	10744
	5th year	10929
	6th year	11114
	7th year	11314
	8th year & thereafter	11514
Driver Grade II	1st year	9893
	2nd year	10063
	3rd year	10233
	4th year	10418
	5th year	10603
	6th year	10788
	7th year	10973
	8th year & thereafter	11158

Driver Grade III	1st year	9634
	2nd year	9804
	3rd year	9974
	4th year	10144
	5th year	10329
	6th year	10514
	7th year	10699
	8th year & thereafter	10884

<b>Category of worker</b>	<b>Year of Service</b>	<b>Proposed Monthly Basic Wages Rs</b>
Vehicle Assistant	1st year	9100
	2nd year	9260
	3rd year	9420
	4th year	9580
	5th year	9750
	6th year	9920
	7th year	10090
	8th year & thereafter	10260

**Salt Manufacturing Industry (Remuneration Order) Regulations**

**FIRST SCHEDULE**

<b>Category of worker</b>	<b>Proposed Daily Basic Wages Rs</b>
Male Worker	326.92
Female Worker	326.92
Foreman	371.58
<i>Alimentateur</i>	347.31
Mason	365.54
Watchperson	332.88
Factory Operator	347.31

**Tailoring Trade (Remuneration Order) Regulations**  
**FIRST SCHEDULE**

<b>Category of worker</b>	<b>Proposed Monthly Basic Wages</b> <b>Rs</b>
Tailor Superior Grade	11560
Tailor Grade I	10935
Tailor Grade II	10560
Tailor Grade III	10235

**Tea Industry Workers (Remuneration Order) Regulations**  
**FIRST SCHEDULE**

Category of worker		Proposed Monthly Basic Wages Rs	Proposed Daily Basic Wages Rs
<b>Group A</b>			
Field Labourer (Male)		9855	379.04
Field Labourer (Female)		8570	329.62
Watchperson (Grade 2)		9770	375.77
Sirdar or Gangman		10375	399.04
<b>Group B</b>			
Factory Worker (Male)		9855	379.04
Factory Worker (Female)		8570	329.62
Gardener		9855	379.04
Factory Supervisor		11285	434.04
Messenger		9875	379.81
Store Attendant		10115	389.04
Laboratory Attendant	(Grade 1)	10115	389.04
	(Grade 2)	9880	380.00
Sirdar or Gangman		10375	399.04
Assistant Sirdar or Gangman		9970	383.46
Turner, Fitter, Electrician,	(Grade 1)	10995	422.88
Motor Mechanic, Welder,	(Grade 2)	10685	410.96
Plumber and Pipe Fitter	(Grade 3)	10185	391.73
Carpenter & Stone Mason	(Grade 1)	10205	392.50
	(Grade 2)	9995	384.42
	(Grade 3)	9800	376.92
Factory Operator		10115	389.04
Weigher	(Grade 1)	10725	412.50
	(Grade 2)	10165	390.96
Leaf Checker		10110	388.85
Watchperson	(Grade 1)	9965	383.27
	(Grade 2)	9770	375.77
Driver	(Grade 1)	10250	394.23
	(Grade 2)	10050	386.54
Lorry Attendant/Lorry Helper		9855	379.04
Factory Attendant		9795	376.73
Boiler & Turbine Operator		11100	426.92

**Travel Agents and Tour Operators Workers (Remuneration) Regulations**  
**FIRST SCHEDULE**

<b>Category of worker</b>	<b>Year of service</b>	<b>Proposed Monthly Basic Wages (Rs)</b>
Senior Accounts Clerk	1st year	11998
	2nd year	12215
	3rd year	12435
	4th year & thereafter	12655
Accounts Clerk	1st year	10725
	2nd year	10890
	3rd year	11055
	4th year & thereafter	11220
Administrative Clerk, Planning Clerk, Reservation & Ticketing Officer and Cashier	1st year	10450
	2nd year	10615
	3rd year	10780
	4th year & thereafter	10945
Planning Officer	1st year	11998
	2nd year	12215
	3rd year	12435
	4th year & thereafter	12655
Word Processing Operator	1st year	9625
	2nd year	9775
	3rd year	9925
	4th year & thereafter	10095
Receptionist/ Telephonist	1st year	9231
	2nd year	9380
	3rd year	9530
	4th year & thereafter	9680

Hotel Representative	1st year	10725
	2nd year	10915
	3rd year	11105
	4th year & thereafter	11295
Airport Representative	1st year	10290
	2nd year	10505
	3rd year	10695
	4th year & thereafter	10845
Driver	1st year	10010
	2nd year	10160
	3rd year	10310
	4th year & thereafter	10460
Guide	1st year	10289
	2nd year	10505
	3rd year	10665
	4th year & thereafter	10825
Travel Consultant	1st year	11998
	2nd year	12220
	3rd year	12440
	4th year & thereafter	12660
Luggage Handler	1st year	9047
	2nd year	9145
	3rd year	9245
	4th year & thereafter	9345
Vehicle Attendant	1st year	8603
	2nd year	8715
	3rd year	8825
	4th year & thereafter	8935
Cleaner	1st year	8605
	2nd year	8715
	3rd year	8825
	4th year & thereafter	8935

Security Officer	1st year	9300
	2nd year	9415
	3rd year	9530
	4th year & thereafter	9645
Watchperson		8935