

**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Attorneys' and Notaries' Workers (Remuneration) (Amendment) Regulations 2011.
2. In these regulations –  
  
    “principal regulations” means the Attorneys' and Notaries' Workers (Remuneration) Regulations 2010.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Clerk	1 <sup>st</sup> year	7,105
	2 <sup>nd</sup> year	7,255
	3 <sup>rd</sup> year	7,405
	4 <sup>th</sup> year	7,555
	5 <sup>th</sup> year	7,705
	6 <sup>th</sup> year	7,905
	7 <sup>th</sup> year	8,105
	8 <sup>th</sup> year	8,305
	9 <sup>th</sup> year	8,505
	10 <sup>th</sup> year	8,705
	11 <sup>th</sup> year	8,955
	12 <sup>th</sup> year	9,205
	13 <sup>th</sup> year	9,455
	14 <sup>th</sup> year	9,705
	15 <sup>th</sup> year	10,005
	16 <sup>th</sup> year	10,305
	17 <sup>th</sup> year	10,605
	18 <sup>th</sup> year	10,905
	19 <sup>th</sup> year	11,230
	20 <sup>th</sup> year & thereafter	11,580

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Secretary	1 <sup>st</sup> year	7,105
	2 <sup>nd</sup> year	7,255
	3 <sup>rd</sup> year	7,405
	4 <sup>th</sup> year	7,555
	5 <sup>th</sup> year	7,705
	6 <sup>th</sup> year	7,905
	7 <sup>th</sup> year	8,105
	8 <sup>th</sup> year	8,305
	9 <sup>th</sup> year	8,505
	10 <sup>th</sup> year	8,705
	11 <sup>th</sup> year	8,955
	12 <sup>th</sup> year	9,205
	13 <sup>th</sup> year	9,455
	14 <sup>th</sup> year	9,705
	15 <sup>th</sup> year & thereafter	10,005

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Baking Industry (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Baking Industry (Remuneration Order) Regulations 2003.
3. Regulation 4 of the principal regulations is amended, in paragraph (1)(a), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

**1. BREAD MANUFACTURE**

**Semi-automated bakery**

<b>Category of employee</b>	<b>Daily basic wages (Rs cs)</b>
Bakery operator	409.40
Handyperson	277.65
Extra remuneration for work performed at night: (Basic daily wages + Overtime) x 20%	

**Industrial bakery**

<b>Category of employee</b>	<b>Daily basic wages (Rs cs)</b>
Bakery operator	393.48
Handyperson	266.89
Extra remuneration for work performed at night: (Basic daily wages + Overtime) x 20%	

**Mechanised bakery**

<b>Category of employee</b>	<b>Daily basic wages First 13 bags of flour (Rs cs)</b>
<i>Coupeur</i>	349.46
<i>Brigadier</i>	294.98
Mixer	294.98
Unskilled employee	238.90
Remuneration for every additional bag: Basic daily wages ÷ 13 x 1.5	

## 2. BISCUIT FACTORY

Category of employee	Daily basic wages (Rs cs)
Oven operator	246.42
Assistant oven operator	242.30
Mixer	257.19
Assistant mixer	242.30
Machine operator	257.19
Assistant machine operator or Biscuit stamping machine operator	242.30
Unskilled employee	237.77

## 3. PASTRY BAKERY

Category of employee	Daily basic wages (Rs cs)
Oven operator	257.19
Assistant oven operator	246.42
Mixer	281.16
Assistant mixer	257.19
Unskilled employee	237.77

## 4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

Category of employee	Year of service	Monthly basic wages (Rs)
(1) Clerk	1 <sup>st</sup> year	7,270
	2 <sup>nd</sup> year	7,477
	3 <sup>rd</sup> year	7,622
	4 <sup>th</sup> year	7,778
	5 <sup>th</sup> year	8,047
	6 <sup>th</sup> year	8,264
	7 <sup>th</sup> year	8,481
	8 <sup>th</sup> year & thereafter	8,688

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
(2) Driver	1 <sup>st</sup> year	7,312
	2 <sup>nd</sup> year	7,364
	3 <sup>rd</sup> year	7,415
	4 <sup>th</sup> year	7,519
	5 <sup>th</sup> year & thereafter	7,571
(3) Salesperson	1 <sup>st</sup> year	6,722
	2 <sup>nd</sup> year	6,774
	3 <sup>rd</sup> year	6,836
	4 <sup>th</sup> year	6,887
	5 <sup>th</sup> year & thereafter	6,939
		<b>Daily basic wages (Rs cs)</b>
(4) Handpacker		204.77

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) Regulations 2003.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

**PART I**

Category of employee	Year of service	Monthly basic wages (Rs)
<b>Administrative staff –</b>		
Accounts clerk, Store and Tool keeper, Timekeeper	1 <sup>st</sup> year	9,672
	2 <sup>nd</sup> year	9,863
	3 <sup>rd</sup> year	10,055
	4 <sup>th</sup> year	10,246
	5 <sup>th</sup> year	10,438
	6 <sup>th</sup> year	10,629
	7 <sup>th</sup> year	10,820
	8 <sup>th</sup> year & thereafter	11,012
Clerk	1 <sup>st</sup> year	8,642
	2 <sup>nd</sup> year	8,875
	3 <sup>rd</sup> year	9,159
	4 <sup>th</sup> year	9,392
	5 <sup>th</sup> year	9,625
	6 <sup>th</sup> year	9,858
	7 <sup>th</sup> year	10,091
	8 <sup>th</sup> year & thereafter	10,329
Weighbridge clerk	1 <sup>st</sup> year	8,342
	2 <sup>nd</sup> year	8,569
	3 <sup>rd</sup> year	8,797
	4 <sup>th</sup> year	9,025
	5 <sup>th</sup> year	9,309
	6 <sup>th</sup> year	9,542
	7 <sup>th</sup> year	9,775
	8 <sup>th</sup> year & thereafter	10,018

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Word processing operator	1 <sup>st</sup> year	8,228
	2 <sup>nd</sup> year	8,461
	3 <sup>rd</sup> year	8,694
	4 <sup>th</sup> year	8,926
	5 <sup>th</sup> year	9,216
	6 <sup>th</sup> year	9,454
	7 <sup>th</sup> year	9,692
	8 <sup>th</sup> year & thereafter	9,930
Receptionist/Telephonist	1 <sup>st</sup> year	7,198
	2 <sup>nd</sup> year	7,420
	3 <sup>rd</sup> year	7,695
	4 <sup>th</sup> year	7,917
	5 <sup>th</sup> year	8,140
	6 <sup>th</sup> year	8,368
	7 <sup>th</sup> year	8,595
	8 <sup>th</sup> year & thereafter	8,823
Learner –		
First 3 months		6,882
Next 3 months		9,501

## **PART II**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
<b>Non-administrative staff –</b>		
Chief supervisor		12,980
Supervisor	1 <sup>st</sup> year	10,888
	2 <sup>nd</sup> year	11,126
	3 <sup>rd</sup> year	11,364
	4 <sup>th</sup> year	11,602
	5 <sup>th</sup> year	11,840
	6 <sup>th</sup> year	12,078
	7 <sup>th</sup> year	12,336
	8 <sup>th</sup> year & thereafter	12,579

<b>Category of employee</b>	<b>Year of service</b>	<b>Daily basic wages (Rs cs)</b>			
Leading hand	1 <sup>st</sup> year		400.11		
	2 <sup>nd</sup> year		404.01		
	3 <sup>rd</sup> year		407.88		
	4 <sup>th</sup> year		411.78		
	5 <sup>th</sup> year & thereafter		415.65		
Plant operator	1 <sup>st</sup> year		374.26		
	2 <sup>nd</sup> year		380.45		
	3 <sup>rd</sup> year		386.68		
	4 <sup>th</sup> year		392.88		
	5 <sup>th</sup> year & thereafter		399.07		
Multiskilled employee	1 <sup>st</sup> year		360.80		
	2 <sup>nd</sup> year		368.57		
	3 <sup>rd</sup> year		376.30		
	4 <sup>th</sup> year		384.07		
	5 <sup>th</sup> year & thereafter		391.84		
Skilled employees		<b>Superior Grade (Rs cs)</b>	<b>Grade I (Rs cs)</b>	<b>Grade II (Rs cs)</b>	
	Barbender, Blacksmith, Carpenter, Electrician, Mason, Mechanic, Painter, Plumber, Turner, Welder and any other employee possessing the same level of skill in allied occupations	1 <sup>st</sup> year	386.68	374.26	352.53
		2 <sup>nd</sup> year	392.88	376.84	355.86
		3 <sup>rd</sup> year	399.07	379.42	359.22
		4 <sup>th</sup> year	405.30	381.99	362.59
		5 <sup>th</sup> year & thereafter	411.49	384.61	365.95
Driver			<b>Grade I (Rs cs)</b>	<b>Grade II (Rs cs)</b>	
	1 <sup>st</sup> year		374.26	352.53	
	2 <sup>nd</sup> year		376.84	355.86	
	3 <sup>rd</sup> year		379.42	359.22	
	4 <sup>th</sup> year		381.99	362.59	
	5 <sup>th</sup> year & thereafter		384.61	365.95	

<b>Category of employee</b>	<b>Daily basic wages (Rs cs)</b>
Stonemason	400.11
Cabinet maker	400.11
Blockmaker	365.95
Stone driller	365.95
Stone breaker	365.95
Stone splitter	365.95
Stone employee	365.95
Tyreperson	365.95
Unskilled employee	322.57
Watchperson	359.22

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Catering and Tourism Industries (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Catering and Tourism Industries (Remuneration Order) Regulations 2004.
3. Regulation 5 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 5]

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Head cook, Head pastry cook	.	8,906
Assistant head cook, Assistant head pastry cook }	1 <sup>st</sup> year	8,430
	2 <sup>nd</sup> year	8,533
	3 <sup>rd</sup> year	8,637
	4 <sup>th</sup> year & thereafter	8,740
Cook, Pastry cook	1 <sup>st</sup> year	8,016
	2 <sup>nd</sup> year	8,119
	3 <sup>rd</sup> year	8,223
	4 <sup>th</sup> year & thereafter	8,326
Assistant cook, Assistant pastry cook }	1 <sup>st</sup> year	6,867
	2 <sup>nd</sup> year	6,970
	3 <sup>rd</sup> year	7,074
	4 <sup>th</sup> year & thereafter	7,177
Fast food operative	1 <sup>st</sup> year	6,763
	2 <sup>nd</sup> year	6,867
	3 <sup>rd</sup> year	6,970
	4 <sup>th</sup> year & thereafter	7,074
Head waiter	1 <sup>st</sup> year	7,695
	2 <sup>nd</sup> year	7,860
	3 <sup>rd</sup> year	8,016
	4 <sup>th</sup> year & thereafter	8,171

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Assistant head waiter	1 <sup>st</sup> year	6,712
	2 <sup>nd</sup> year	6,815
	3 <sup>rd</sup> year	6,919
	4 <sup>th</sup> year & thereafter	7,022
Waiter, Beach waiter, Loader, Tea maker }	1 <sup>st</sup> year	6,339
	2 <sup>nd</sup> year	6,442
	3 <sup>rd</sup> year	6,546
	4 <sup>th</sup> year & thereafter	6,660
Head bartender		8,906
Bartender	1 <sup>st</sup> year	7,695
	2 <sup>nd</sup> year	7,860
	3 <sup>rd</sup> year	8,016
	4 <sup>th</sup> year & thereafter	8,171
Assistant bartender	1 <sup>st</sup> year	6,339
	2 <sup>nd</sup> year	6,442
	3 <sup>rd</sup> year	6,546
	4 <sup>th</sup> year & thereafter	6,660
Restaurant supervisor	.	9,682
Assistant restaurant supervisor	1 <sup>st</sup> year	8,906
	2 <sup>nd</sup> year	9,113
	3 <sup>rd</sup> year	9,268
	4 <sup>th</sup> year & thereafter	9,423
Kitchen cost controller	1 <sup>st</sup> year	7,022
	2 <sup>nd</sup> year	7,126
	3 <sup>rd</sup> year	7,229
	4 <sup>th</sup> year & thereafter	7,333
Cashier	1 <sup>st</sup> year	8,016
	2 <sup>nd</sup> year	8,119
	3 <sup>rd</sup> year	8,223
	4 <sup>th</sup> year & thereafter	8,326

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
<i>Cafetier</i>	1 <sup>st</sup> year	6,867
	2 <sup>nd</sup> year	6,970
	3 <sup>rd</sup> year	7,074
	4 <sup>th</sup> year & thereafter	7,177
<i>Assistant cafetier</i>	1 <sup>st</sup> year	6,184
	2 <sup>nd</sup> year	6,287
	3 <sup>rd</sup> year	6,391
	4 <sup>th</sup> year & thereafter	6,494
Storekeeper	1 <sup>st</sup> year	8,274
	2 <sup>nd</sup> year	8,430
	3 <sup>rd</sup> year	8,585
	4 <sup>th</sup> year & thereafter	8,740
Assistant storekeeper	1 <sup>st</sup> year	7,126
	2 <sup>nd</sup> year	7,229
	3 <sup>rd</sup> year	7,384
	4 <sup>th</sup> year & thereafter	7,591
Store attendant	1 <sup>st</sup> year	6,919
	2 <sup>nd</sup> year	7,022
	3 <sup>rd</sup> year	7,126
	4 <sup>th</sup> year & thereafter	7,229
<i>Caviste</i>	1 <sup>st</sup> year	7,126
	2 <sup>nd</sup> year	7,229
	3 <sup>rd</sup> year	7,333
	4 <sup>th</sup> year & thereafter	7,488
Receptionist	1 <sup>st</sup> year	8,274
	2 <sup>nd</sup> year	8,378
	3 <sup>rd</sup> year	8,481
	4 <sup>th</sup> year & thereafter	8,585

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Assistant receptionist	1 <sup>st</sup> year	7,488
	2 <sup>nd</sup> year	7,591
	3 <sup>rd</sup> year	7,695
	4 <sup>th</sup> year & thereafter	7,860
Senior accounts clerk	1 <sup>st</sup> year	9,501
	2 <sup>nd</sup> year	9,708
	3 <sup>rd</sup> year	9,915
	4 <sup>th</sup> year & thereafter	10,132
Accounts clerk	1 <sup>st</sup> year	8,274
	2 <sup>nd</sup> year	8,430
	3 <sup>rd</sup> year	8,585
	4 <sup>th</sup> year	8,740
	5 <sup>th</sup> year	8,906
	6 <sup>th</sup> year	9,113
	7 <sup>th</sup> year & thereafter	9,268
Personnel clerk, Room service clerk }	1 <sup>st</sup> year	7,912
	2 <sup>nd</sup> year	8,067
	3 <sup>rd</sup> year	8,223
	4 <sup>th</sup> year & thereafter	8,378
Telephonist	1 <sup>st</sup> year	6,763
	2 <sup>nd</sup> year	6,867
	3 <sup>rd</sup> year	7,022
	4 <sup>th</sup> year & thereafter	7,177
Porter-operator	1 <sup>st</sup> year	6,598
	2 <sup>nd</sup> year	6,686
	3 <sup>rd</sup> year	6,763
	4 <sup>th</sup> year & thereafter	6,841
Housekeeper	1 <sup>st</sup> year	8,792
	2 <sup>nd</sup> year	8,957
	3 <sup>rd</sup> year	9,164
	4 <sup>th</sup> year & thereafter	9,320

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Assistant housekeeper	1 <sup>st</sup> year	8,430
	2 <sup>nd</sup> year	8,585
	3 <sup>rd</sup> year	8,740
	4 <sup>th</sup> year & thereafter	8,906
Linen keeper	1 <sup>st</sup> year	8,274
	2 <sup>nd</sup> year	8,378
	3 <sup>rd</sup> year	8,481
	4 <sup>th</sup> year & thereafter	8,585
Valet	1 <sup>st</sup> year	6,339
	2 <sup>nd</sup> year	6,442
	3 <sup>rd</sup> year	6,546
	4 <sup>th</sup> year & thereafter	6,660
Lauderer, Sewing attendant	1 <sup>st</sup> year	6,184
	2 <sup>nd</sup> year	6,287
	3 <sup>rd</sup> year	6,391
	4 <sup>th</sup> year & thereafter	6,494
Trainee	.	5,211
Sports instructor	1 <sup>st</sup> year	8,274
	2 <sup>nd</sup> year	8,481
	3 <sup>rd</sup> year	8,688
	4 <sup>th</sup> year & thereafter	8,906
Entertainer	1 <sup>st</sup> year	7,695
	2 <sup>nd</sup> year	7,964
	3 <sup>rd</sup> year	8,171
	4 <sup>th</sup> year & thereafter	8,378
Skipper	1 <sup>st</sup> year	6,598
	2 <sup>nd</sup> year	6,712
	3 <sup>rd</sup> year	6,867
	4 <sup>th</sup> year & thereafter	7,022

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Skipper's assistant	1 <sup>st</sup> year	6,365
	2 <sup>nd</sup> year	6,442
	3 <sup>rd</sup> year	6,520
	4 <sup>th</sup> year & thereafter	6,598
Kitchen helper, Sports & Leisure attendant, Cleaner	1 <sup>st</sup> year	6,184
	2 <sup>nd</sup> year	6,287
	3 <sup>rd</sup> year	6,391
	4 <sup>th</sup> year & thereafter	6,494
Waste water plant operative	1 <sup>st</sup> year	6,287
	2 <sup>nd</sup> year	6,391
	3 <sup>rd</sup> year	6,494
	4 <sup>th</sup> year & thereafter	6,598
Cabinet maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration mechanic	1 <sup>st</sup> year	8,067
	2 <sup>nd</sup> year	8,171
	3 <sup>rd</sup> year	8,274
	4 <sup>th</sup> year & thereafter	8,378
Handyperson	1 <sup>st</sup> year	7,964
	2 <sup>nd</sup> year	8,067
	3 <sup>rd</sup> year	8,171
	4 <sup>th</sup> year & thereafter	8,274
Assistant handyperson	1 <sup>st</sup> year	7,695
	2 <sup>nd</sup> year	7,860
	3 <sup>rd</sup> year	7,964
	4 <sup>th</sup> year & thereafter	8,067
Gardener	1 <sup>st</sup> year	6,339
	2 <sup>nd</sup> year	6,442
	3 <sup>rd</sup> year	6,546
	4 <sup>th</sup> year & thereafter	6,660

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Driver	1 <sup>st</sup> year	7,488
	2 <sup>nd</sup> year	7,591
	3 <sup>rd</sup> year	7,695
	4 <sup>th</sup> year & thereafter	7,860
Security officer	1 <sup>st</sup> year	6,815
	2 <sup>nd</sup> year	6,919
	3 <sup>rd</sup> year	7,022
	4 <sup>th</sup> year & thereafter	7,126
Watchman	.	6,494

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Cinema Employees (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Cinema Employees (Remuneration Order) Regulations 2005.
3. Regulation 6 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 6]

**PART I**

<b>Category of employee</b>	<b>Monthly basic wages (Rs cs)</b>
Driver	6,035
Store assistant	5,377
Caretaker/Cleaner	5,377
Cleaner	4,360
Helper	4,400

**PART II**

<b>Category of employee</b>	<b>For up to 28 shows per month (Rs cs)</b>	<b>Rate per additional show above 28 shows per month and for casual workers (Rs cs)</b>
Projectionist	5,845	281.14
Assistant projectionist	4,802	220.06
Box office attendant	4,699	214.11
Ticket controller	4,699	214.11
Usher	4,699	214.11
Café keeper	4,699	214.11
Café assistant	3,237	140.68

**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Cleaning Enterprises (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Cleaning Enterprises (Remuneration Order) Regulations 1995.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Supervisor	1 <sup>st</sup> year	7,638
	2 <sup>nd</sup> year	7,871
	3 <sup>rd</sup> year	8,036
	4 <sup>th</sup> year	8,212
	5 <sup>th</sup> year	8,424
	6 <sup>th</sup> year	8,657
	7 <sup>th</sup> year	8,906
	8 <sup>th</sup> year & thereafter	9,175
Accounts clerk	1 <sup>st</sup> year	6,572
	2 <sup>nd</sup> year	6,686
	3 <sup>rd</sup> year	6,789
	4 <sup>th</sup> year	6,913
	5 <sup>th</sup> year	7,084
	6 <sup>th</sup> year	7,239
	7 <sup>th</sup> year	7,415
	8 <sup>th</sup> year & thereafter	7,638
Store clerk	1 <sup>st</sup> year	6,572
	2 <sup>nd</sup> year	6,686
	3 <sup>rd</sup> year	6,789
	4 <sup>th</sup> year	6,913
	5 <sup>th</sup> year	7,084
	6 <sup>th</sup> year	7,239
	7 <sup>th</sup> year	7,415
	8 <sup>th</sup> year & thereafter	7,638
Clerk	1 <sup>st</sup> year	6,235
	2 <sup>nd</sup> year	6,344
	3 <sup>rd</sup> year	6,458
	4 <sup>th</sup> year	6,572
	5 <sup>th</sup> year	6,737
	6 <sup>th</sup> year	6,913
	7 <sup>th</sup> year	7,084
	8 <sup>th</sup> year & thereafter	7,239

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Receptionist/Telephonist	1 <sup>st</sup> year	5,884
	2 <sup>nd</sup> year	6,003
	3 <sup>rd</sup> year	6,106
	4 <sup>th</sup> year	6,235
	5 <sup>th</sup> year	6,406
	6 <sup>th</sup> year	6,572
	7 <sup>th</sup> year	6,737
	8 <sup>th</sup> year & thereafter	6,913
Driver (Grade I)	1 <sup>st</sup> year	6,458
	2 <sup>nd</sup> year	6,572
	3 <sup>rd</sup> year	6,686
	4 <sup>th</sup> year	6,789
	5 <sup>th</sup> year	6,965
	6 <sup>th</sup> year	7,136
	7 <sup>th</sup> year	7,312
	8 <sup>th</sup> year & thereafter	7,534
Driver (Grade II)	1 <sup>st</sup> year	6,235
	2 <sup>nd</sup> year	6,344
	3 <sup>rd</sup> year	6,458
	4 <sup>th</sup> year	6,572
	5 <sup>th</sup> year	6,737
	6 <sup>th</sup> year	6,913
	7 <sup>th</sup> year	7,084
	8 <sup>th</sup> year & thereafter	7,239
Driver (Grade III)	1 <sup>st</sup> year	6,003
	2 <sup>nd</sup> year	6,106
	3 <sup>rd</sup> year	6,235
	4 <sup>th</sup> year	6,344
	5 <sup>th</sup> year	6,515
	6 <sup>th</sup> year	6,686
	7 <sup>th</sup> year	6,862
	8 <sup>th</sup> year & thereafter	7,017

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Scavenger	1 <sup>st</sup> year	5,493
	2 <sup>nd</sup> year	5,643
	3 <sup>rd</sup> year	5,772
	4 <sup>th</sup> year	5,884
	5 <sup>th</sup> year	6,054
	6 <sup>th</sup> year	6,235
	7 <sup>th</sup> year	6,406
	8 <sup>th</sup> year & thereafter	6,572
Lavatory attendant	1 <sup>st</sup> year	5,493
	2 <sup>nd</sup> year	5,643
	3 <sup>rd</sup> year	5,772
	4 <sup>th</sup> year	5,884
	5 <sup>th</sup> year	6,054
	6 <sup>th</sup> year	6,235
	7 <sup>th</sup> year	6,406
	8 <sup>th</sup> year & thereafter	6,572
Helper	1 <sup>st</sup> year	5,306
	2 <sup>nd</sup> year	5,493
	3 <sup>rd</sup> year	5,643
	4 <sup>th</sup> year	5,772
	5 <sup>th</sup> year	5,940
	6 <sup>th</sup> year	6,106
	7 <sup>th</sup> year	6,287
	8 <sup>th</sup> year & thereafter	6,458
Cleaner	1 <sup>st</sup> year	5,306
	2 <sup>nd</sup> year	5,493
	3 <sup>rd</sup> year	5,643
	4 <sup>th</sup> year	5,772
	5 <sup>th</sup> year	5,940
	6 <sup>th</sup> year	6,106
	7 <sup>th</sup> year	6,287
	8 <sup>th</sup> year & thereafter	6,458

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Vehicle attendant	1 <sup>st</sup> year	5,089
	2 <sup>nd</sup> year	5,306
	3 <sup>rd</sup> year	5,493
	4 <sup>th</sup> year	5,643
	5 <sup>th</sup> year	5,827
	6 <sup>th</sup> year	6,003
	7 <sup>th</sup> year	6,173
	8 <sup>th</sup> year & thereafter	6,344

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Distributive Trades (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Distributive Trades (Remuneration Order) Regulations 2004.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

**A. Common categories of employees involved in any type of trade**

**PART I – Administrative staff**

Category of employee	Year of service	Monthly basic wages (Rs)
Accounts clerk, Customs clerk, Storekeeper, Correspondence clerk, Commercial traveller	1 <sup>st</sup> year	7,684
	2 <sup>nd</sup> year	7,938
	3 <sup>rd</sup> year	8,140
	4 <sup>th</sup> year	8,331
	5 <sup>th</sup> year	8,549
	6 <sup>th</sup> year	8,766
	7 <sup>th</sup> year	8,994
	8 <sup>th</sup> year & thereafter	9,289
Clerk	1 <sup>st</sup> year	6,577
	2 <sup>nd</sup> year	6,779
	3 <sup>rd</sup> year	6,981
	4 <sup>th</sup> year	7,172
	5 <sup>th</sup> year	7,379
	6 <sup>th</sup> year	7,638
	7 <sup>th</sup> year	7,907
	8 <sup>th</sup> year & thereafter	8,140
Word processing operator	1 <sup>st</sup> year	6,323
	2 <sup>nd</sup> year	6,515
	3 <sup>rd</sup> year	6,717
	4 <sup>th</sup> year	6,919
	5 <sup>th</sup> year	7,110
	6 <sup>th</sup> year	7,317
	7 <sup>th</sup> year	7,576
	8 <sup>th</sup> year & thereafter	7,845

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Receptionist/Telephonist	1 <sup>st</sup> year	6,199
	2 <sup>nd</sup> year	6,375
	3 <sup>rd</sup> year	6,551
	4 <sup>th</sup> year	6,737
	5 <sup>th</sup> year	6,934
	6 <sup>th</sup> year	7,120
	7 <sup>th</sup> year	7,307
	8 <sup>th</sup> year & thereafter	7,545

**PART II – Non-administrative staff**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Sales demonstrator	1 <sup>st</sup> year	6,794
	2 <sup>nd</sup> year	6,981
	3 <sup>rd</sup> year	7,157
	4 <sup>th</sup> year	7,333
	5 <sup>th</sup> year	7,571
	6 <sup>th</sup> year	7,767
	7 <sup>th</sup> year	8,016
	8 <sup>th</sup> year & thereafter	8,202
Salesperson	1 <sup>st</sup> year	6,551
	2 <sup>nd</sup> year	6,737
	3 <sup>rd</sup> year	6,934
	4 <sup>th</sup> year	7,120
	5 <sup>th</sup> year	7,307
	6 <sup>th</sup> year	7,545
	7 <sup>th</sup> year	7,747
	8 <sup>th</sup> year & thereafter	8,000
Driver (Grade I)	1 <sup>st</sup> year	7,395
	2 <sup>nd</sup> year	7,602
	3 <sup>rd</sup> year	7,767
	4 <sup>th</sup> year	7,985
	5 <sup>th</sup> year	8,140
	6 <sup>th</sup> year	8,305
	7 <sup>th</sup> year	8,471
	8 <sup>th</sup> year & thereafter	8,637

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Driver (Grade II)	1 <sup>st</sup> year	7,115
	2 <sup>nd</sup> year	7,250
	3 <sup>rd</sup> year	7,384
	4 <sup>th</sup> year	7,571
	5 <sup>th</sup> year	7,726
	6 <sup>th</sup> year	7,922
	7 <sup>th</sup> year	8,078
	8 <sup>th</sup> year & thereafter	8,223
Driver (Grade III)	1 <sup>st</sup> year	6,872
	2 <sup>nd</sup> year	7,006
	3 <sup>rd</sup> year	7,141
	4 <sup>th</sup> year	7,276
	5 <sup>th</sup> year	7,410
	6 <sup>th</sup> year	7,602
	7 <sup>th</sup> year	7,752
	8 <sup>th</sup> year & thereafter	7,943
Vehicle assistant	1 <sup>st</sup> year	6,422
	2 <sup>nd</sup> year	6,556
	3 <sup>rd</sup> year	6,701
	4 <sup>th</sup> year	6,846
	5 <sup>th</sup> year	6,991
	6 <sup>th</sup> year	7,136
	7 <sup>th</sup> year	7,281
	8 <sup>th</sup> year & thereafter	7,477
Attendant	1 <sup>st</sup> year	5,935
	2 <sup>nd</sup> year	6,023
	3 <sup>rd</sup> year	6,111
	4 <sup>th</sup> year	6,199
	5 <sup>th</sup> year	6,287
	6 <sup>th</sup> year	6,385
	7 <sup>th</sup> year	6,484
	8 <sup>th</sup> year & thereafter	6,582

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Watchman	1 <sup>st</sup> year	6,080
	2 <sup>nd</sup> year	6,132
	3 <sup>rd</sup> year	6,184
	4 <sup>th</sup> year	6,235
	5 <sup>th</sup> year	6,298
	6 <sup>th</sup> year	6,360
	7 <sup>th</sup> year	6,422
	8 <sup>th</sup> year & thereafter	6,484

**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>Monthly basic wages (Rs)</b>
Tanker driver	1 <sup>st</sup> year	8,140
	2 <sup>nd</sup> year	8,305
	3 <sup>rd</sup> year	8,471
	4 <sup>th</sup> year	8,637
	5 <sup>th</sup> year	8,828
	6 <sup>th</sup> year	9,009
	7 <sup>th</sup> year	9,252
	8 <sup>th</sup> year & thereafter	9,434
Tanker driver's assistant	1 <sup>st</sup> year	6,018
	2 <sup>nd</sup> year	6,101
	3 <sup>rd</sup> year	6,184
	4 <sup>th</sup> year	6,266
	5 <sup>th</sup> year	6,360
	6 <sup>th</sup> year	6,453
	7 <sup>th</sup> year	6,546
	8 <sup>th</sup> year & thereafter	6,649

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cashier	1 <sup>st</sup> year	6,825
	2 <sup>nd</sup> year	7,017
	3 <sup>rd</sup> year	7,208
	4 <sup>th</sup> year	7,415
	5 <sup>th</sup> year	7,674
	6 <sup>th</sup> year	7,943
	7 <sup>th</sup> year	8,186
	8 <sup>th</sup> year & thereafter	8,419

**PART II – Retail trade**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Lubricator, Cleaner	1 <sup>st</sup> year	5,935
	2 <sup>nd</sup> year	6,023
	3 <sup>rd</sup> year	6,111
	4 <sup>th</sup> year	6,199
	5 <sup>th</sup> year	6,287
	6 <sup>th</sup> year	6,417
	7 <sup>th</sup> year	6,520
	8 <sup>th</sup> year & thereafter	6,634
Pump attendant	1 <sup>st</sup> year	6,023
	2 <sup>nd</sup> year	6,111
	3 <sup>rd</sup> year	6,199
	4 <sup>th</sup> year	6,287
	5 <sup>th</sup> year	6,385
	6 <sup>th</sup> year	6,484
	7 <sup>th</sup> year	6,582
	8 <sup>th</sup> year & thereafter	6,696
Filling station assistant	1 <sup>st</sup> year	6,199
	2 <sup>nd</sup> year	6,287
	3 <sup>rd</sup> year	6,385
	4 <sup>th</sup> year	6,484
	5 <sup>th</sup> year	6,582
	6 <sup>th</sup> year	6,696
	7 <sup>th</sup> year	6,810
	8 <sup>th</sup> year & thereafter	6,913

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cashier	1 <sup>st</sup> year	6,422
	2 <sup>nd</sup> year	6,624
	3 <sup>rd</sup> year	6,825
	4 <sup>th</sup> year	7,017
	5 <sup>th</sup> year	7,208
	6 <sup>th</sup> year	7,415
	7 <sup>th</sup> year	7,674
	8 <sup>th</sup> year & thereafter	7,943

### **C. Specific categories of employees involved in pharmaceutical trade**

#### **PART I – Wholesale trade**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cashier	1 <sup>st</sup> year	6,825
	2 <sup>nd</sup> year	7,017
	3 <sup>rd</sup> year	7,208
	4 <sup>th</sup> year	7,415
	5 <sup>th</sup> year	7,674
	6 <sup>th</sup> year	7,943
	7 <sup>th</sup> year	8,186
	8 <sup>th</sup> year & thereafter	8,419

#### **PART II – Retail trade**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Pharmacy technician	1 <sup>st</sup> year	7,684
	2 <sup>nd</sup> year	7,938
	3 <sup>rd</sup> year	8,140
	4 <sup>th</sup> year	8,331
	5 <sup>th</sup> year	8,549
	6 <sup>th</sup> year	8,766
	7 <sup>th</sup> year	8,994
	8 <sup>th</sup> year & thereafter	9,289

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cashier	1 <sup>st</sup> year	6,422
	2 <sup>nd</sup> year	6,624
	3 <sup>rd</sup> year	6,825
	4 <sup>th</sup> year	7,017
	5 <sup>th</sup> year	7,208
	6 <sup>th</sup> year	7,415
	7 <sup>th</sup> year	7,674
	8 <sup>th</sup> year & thereafter	7,943
Shop assistant	1 <sup>st</sup> year	6,199
	2 <sup>nd</sup> year	6,375
	3 <sup>rd</sup> year	6,551
	4 <sup>th</sup> year	6,737
	5 <sup>th</sup> year	6,934
	6 <sup>th</sup> year	7,120
	7 <sup>th</sup> year	7,307
	8 <sup>th</sup> year & thereafter	7,545

#### **D. Specific categories of employees involved in other trades**

##### **PART I – Supermarket**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Check-out operator	1 <sup>st</sup> year	6,422
	2 <sup>nd</sup> year	6,624
	3 <sup>rd</sup> year	6,825
	4 <sup>th</sup> year	7,017
	5 <sup>th</sup> year	7,208
	6 <sup>th</sup> year	7,415
	7 <sup>th</sup> year	7,674
	8 <sup>th</sup> year & thereafter	7,943
<i>Employé de rayon</i>	1 <sup>st</sup> year	6,023
	2 <sup>nd</sup> year	6,111
	3 <sup>rd</sup> year	6,199
	4 <sup>th</sup> year	6,287
	5 <sup>th</sup> year	6,385
	6 <sup>th</sup> year	6,484
	7 <sup>th</sup> year	6,582
	8 <sup>th</sup> year & thereafter	6,696

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Meat/Fish packer	1 <sup>st</sup> year	6,199
	2 <sup>nd</sup> year	6,303
	3 <sup>rd</sup> year	6,406
	4 <sup>th</sup> year	6,510
	5 <sup>th</sup> year	6,624
	6 <sup>th</sup> year	6,743
	7 <sup>th</sup> year	6,872
	8 <sup>th</sup> year & thereafter	6,991
Cold room attendant	1 <sup>st</sup> year	6,712
	2 <sup>nd</sup> year	6,841
	3 <sup>rd</sup> year	6,960
	4 <sup>th</sup> year	7,079
	5 <sup>th</sup> year	7,198
	6 <sup>th</sup> year	7,327
	7 <sup>th</sup> year	7,508
	8 <sup>th</sup> year & thereafter	7,638

**PART II - Wholesale trade or wholesale and retail trade**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Shop assistant	1 <sup>st</sup> year	6,199
	2 <sup>nd</sup> year	6,375
	3 <sup>rd</sup> year	6,551
	4 <sup>th</sup> year	6,737
	5 <sup>th</sup> year	6,934
	6 <sup>th</sup> year	7,120
	7 <sup>th</sup> year	7,307
	8 <sup>th</sup> year & thereafter	7,545
Cashier	1 <sup>st</sup> year	6,825
	2 <sup>nd</sup> year	7,017
	3 <sup>rd</sup> year	7,208
	4 <sup>th</sup> year	7,415
	5 <sup>th</sup> year	7,674
	6 <sup>th</sup> year	7,943
	7 <sup>th</sup> year	8,186
	8 <sup>th</sup> year & thereafter	8,419

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cold room attendant	1 <sup>st</sup> year	6,712
	2 <sup>nd</sup> year	6,841
	3 <sup>rd</sup> year	6,960
	4 <sup>th</sup> year	7,079
	5 <sup>th</sup> year	7,198
	6 <sup>th</sup> year	7,327
	7 <sup>th</sup> year	7,508
	8 <sup>th</sup> year & thereafter	7,638
Pesticides handler	1 <sup>st</sup> year	6,712
	2 <sup>nd</sup> year	6,841
	3 <sup>rd</sup> year	6,960
	4 <sup>th</sup> year	7,079
	5 <sup>th</sup> year	7,198
	6 <sup>th</sup> year	7,327
	7 <sup>th</sup> year	7,508
	8 <sup>th</sup> year & thereafter	7,638

### **PART III – Retail trade**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cashier	1 <sup>st</sup> year	6,422
	2 <sup>nd</sup> year	6,624
	3 <sup>rd</sup> year	6,825
	4 <sup>th</sup> year	7,017
	5 <sup>th</sup> year	7,208
	6 <sup>th</sup> year	7,415
	7 <sup>th</sup> year	7,674
	8 <sup>th</sup> year & thereafter	7,943
Shop assistant	1 <sup>st</sup> year	6,199
	2 <sup>nd</sup> year	6,375
	3 <sup>rd</sup> year	6,551
	4 <sup>th</sup> year	6,737
	5 <sup>th</sup> year	6,934
	6 <sup>th</sup> year	7,120
	7 <sup>th</sup> year	7,307
	8 <sup>th</sup> year & thereafter	7,545

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cold room attendant	1 <sup>st</sup> year	6,712
	2 <sup>nd</sup> year	6,841
	3 <sup>rd</sup> year	6,960
	4 <sup>th</sup> year	7,079
	5 <sup>th</sup> year	7,198
	6 <sup>th</sup> year	7,327
	7 <sup>th</sup> year	7,508
	8 <sup>th</sup> year & thereafter	7,638

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Domestic Workers (Remuneration) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Domestic Workers (Remuneration) Regulations 2010.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Monthly basic wages (Rs cs)</b>	<b>Hourly basic rate (Rs cs)</b>
Cook	4,361	20.97
Driver	6,325	30.41
Gardener	5,160	24.81
<i>Garde-malade</i>	5,275	16.91
Household worker	4,154	19.97
Watchperson	5,675	18.19
Household worker/Cook	4,748	22.83
Caretaker	5,160	24.81

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Electrical, Engineering and Mechanical Workshops (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Electrical, Engineering and Mechanical Workshops (Remuneration Order) Regulations 1983.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

Category of worker	Year of service	Monthly wages (Rs)		
Electrician, Motor mechanic (Superior Grade)	1 <sup>st</sup> year			7,198
	2 <sup>nd</sup> year			7,322
	3 <sup>rd</sup> year & thereafter			7,477
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>
	1 <sup>st</sup> year	6,582	6,122	5,843
	2 <sup>nd</sup> year	6,644	6,189	5,899
	3 <sup>rd</sup> year	6,696	6,251	5,956
	4 <sup>th</sup> year	6,748	6,303	6,018
	5 <sup>th</sup> year	6,846	6,396	-
	6 <sup>th</sup> year	6,924	6,473	-
7 <sup>th</sup> year & thereafter	7,001	-	-	
Carpenter, Electrician, Painter	1 <sup>st</sup> year	6,582	6,122	-
	2 <sup>nd</sup> year	6,644	6,189	-
	3 <sup>rd</sup> year	6,696	6,251	-
	4 <sup>th</sup> year	6,748	6,303	-
	5 <sup>th</sup> year	6,846	6,396	-
	6 <sup>th</sup> year	6,924	6,473	-
	7 <sup>th</sup> year & thereafter	7,001	-	-
<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>		
Upholsterer				6,582
Tyreman				6,339
Tyreman assistant				5,687
Watchman				5,732
Apprentice	1 <sup>st</sup> year			4,467
	2 <sup>nd</sup> year			4,563
	3 <sup>rd</sup> year			4,660
	4 <sup>th</sup> year			4,756
	5 <sup>th</sup> year			4,851

**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Export Enterprises (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Export Enterprises (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended, in paragraph 3(2)(b)(ii), by deleting the figure "10.99" and replacing it by the figure "11.35".
6. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

**PART I**

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Chief clerk	1 <sup>st</sup> year	6,289
	2 <sup>nd</sup> year	6,482
	3 <sup>rd</sup> year	6,655
	4 <sup>th</sup> year	6,851
	5 <sup>th</sup> year & thereafter	7,009
Accounts clerk, Cashier, Storekeeper }	1 <sup>st</sup> year	5,868
	2 <sup>nd</sup> year	6,035
	3 <sup>rd</sup> year	6,217
	4 <sup>th</sup> year	6,352
	5 <sup>th</sup> year	6,493
	6 <sup>th</sup> year	6,646
	7 <sup>th</sup> year & thereafter	6,790
Clerk, Assistant storekeeper	1 <sup>st</sup> year	4,755
	2 <sup>nd</sup> year	5,040
	3 <sup>rd</sup> year	5,286
	4 <sup>th</sup> year	5,695
	5 <sup>th</sup> year	5,941
	6 <sup>th</sup> year	6,102
	7 <sup>th</sup> year	6,249
	8 <sup>th</sup> year	6,405
	9 <sup>th</sup> year & thereafter	6,540
Foreman/Forewoman, Typist, Timekeeper }	1 <sup>st</sup> year	4,826
	2 <sup>nd</sup> year	5,140
	3 <sup>rd</sup> year	5,462
	4 <sup>th</sup> year	5,663
	5 <sup>th</sup> year & thereafter	5,799

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Telephonist, Receptionist	1 <sup>st</sup> year	4,826
	2 <sup>nd</sup> year	5,140
	3 <sup>rd</sup> year & thereafter	5,462
Mechanic, Electrician	1 <sup>st</sup> year	4,755
	2 <sup>nd</sup> year	5,040
	3 <sup>rd</sup> year	5,286
	4 <sup>th</sup> year	5,574
	5 <sup>th</sup> year	5,695
	6 <sup>th</sup> year	5,849
	7 <sup>th</sup> year	5,941
	8 <sup>th</sup> year	6,028
	9 <sup>th</sup> year & thereafter	6,102
Driver - Grade 1		6,039
Grade 2		5,873
Grade 3		5,728

## PART II

<b>Category of worker</b>	<b>Year of service</b>	<b>Weekly wages (Rs cs)</b>
Watchman		970.08
Factory worker	1 <sup>st</sup> year	769.51
	Thereafter	793.97
Unskilled worker	1 <sup>st</sup> year	682.19
	Thereafter	744.18

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Factory Employees (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Factory Employees (Remuneration Order) Regulations 2001.
3. Regulation 3 of the principal regulations is amended, in paragraph (1)(a), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

**PART I**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Chief clerk	1 <sup>st</sup> year	8,378
	2 <sup>nd</sup> year	8,595
	3 <sup>rd</sup> year	8,823
	4 <sup>th</sup> year	9,092
	5 <sup>th</sup> year	9,299
	6 <sup>th</sup> year	9,589
	7 <sup>th</sup> year	9,827
	8 <sup>th</sup> year & thereafter	10,075
Accounts clerk, Cashier, Storekeeper }	1 <sup>st</sup> year	7,364
	2 <sup>nd</sup> year	7,612
	3 <sup>rd</sup> year	7,860
	4 <sup>th</sup> year	8,067
	5 <sup>th</sup> year	8,274
	6 <sup>th</sup> year	8,492
	7 <sup>th</sup> year	8,709
	8 <sup>th</sup> year & thereafter	8,947
Clerk, Assistant storekeeper	1 <sup>st</sup> year	6,442
	2 <sup>nd</sup> year	6,598
	3 <sup>rd</sup> year	6,763
	4 <sup>th</sup> year	6,970
	5 <sup>th</sup> year	7,177
	6 <sup>th</sup> year	7,415
	7 <sup>th</sup> year	7,715
	8 <sup>th</sup> year & thereafter	8,005

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Word processing operator	1 <sup>st</sup> year	6,163
	2 <sup>nd</sup> year	6,329
	3 <sup>rd</sup> year	6,494
	4 <sup>th</sup> year	6,691
	5 <sup>th</sup> year	6,887
	6 <sup>th</sup> year	7,105
	7 <sup>th</sup> year	7,322
	8 <sup>th</sup> year & thereafter	7,591
Telephonist, Receptionist	1 <sup>st</sup> year	5,946
	2 <sup>nd</sup> year	6,111
	3 <sup>rd</sup> year	6,277
	4 <sup>th</sup> year	6,473
	5 <sup>th</sup> year	6,670
	6 <sup>th</sup> year	6,867
	7 <sup>th</sup> year	7,084
	8 <sup>th</sup> year & thereafter	7,250
Foreman, Forewoman	1 <sup>st</sup> year	5,946
	2 <sup>nd</sup> year	6,111
	3 <sup>rd</sup> year	6,277
	4 <sup>th</sup> year	6,473
	5 <sup>th</sup> year	6,670
	6 <sup>th</sup> year	6,867
	7 <sup>th</sup> year	7,063
	8 <sup>th</sup> year & thereafter	7,250

## PART II

<b>Category of employee</b>	<b>Year of service</b>	<b>Daily wages for an employee on a 5-day week (Rs cs)</b>	<b>Daily wages for an employee on a 6-day week (Rs cs)</b>
Factory operator	1 <sup>st</sup> year	247.24	206.03
	2 <sup>nd</sup> year	251.03	209.19
	3 <sup>rd</sup> year	254.57	212.14
	4 <sup>th</sup> year	258.10	215.08
	5 <sup>th</sup> year	262.16	218.47
	6 <sup>th</sup> year	265.28	221.07
	7 <sup>th</sup> year	268.32	223.60
	8 <sup>th</sup> year & thereafter	271.44	226.20

<b>Category of employee</b>	<b>Year of service</b>	<b>Daily wages for an employee on a 5-day week (Rs cs)</b>	<b>Daily wages for an employee on a 6-day week (Rs cs)</b>
Factory attendant	1 <sup>st</sup> year	230.17	191.81
	2 <sup>nd</sup> year	234.04	195.03
	3 <sup>rd</sup> year	237.77	198.14
	4 <sup>th</sup> year	242.23	201.86
	5 <sup>th</sup> year	245.96	204.97
	6 <sup>th</sup> year	249.74	208.12
	7 <sup>th</sup> year	253.37	211.14
	8 <sup>th</sup> year & thereafter	256.92	214.10
Unskilled worker	1 <sup>st</sup> year	178.30	148.58
	2 <sup>nd</sup> year	182.21	151.84
	3 <sup>rd</sup> year	187.93	156.61
	4 <sup>th</sup> year	191.81	159.84
	5 <sup>th</sup> year & thereafter	195.49	162.91
Watchman			230.65

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Field-crop and Orchard Workers (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Field-crop and Orchard Workers (Remuneration Order) Regulations 2008.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Monthly basic wages (Rs)</b>	<b>Daily basic wages (Rs cs)</b>
Field labourer (Grade I)	6,655	255.96
Field labourer (Grade II)	5,433	208.96
<i>Surveillant</i>	7,389	284.19
Barns operator	7,560	290.77
Grader	5,966	229.46
Watchperson	6,561	252.35

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Light Metal and Wooden Furniture Workshops (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Light Metal and Wooden Furniture Workshops (Remuneration Order) Regulations 2002.
3. Regulation 3 of the principal regulations is amended, in paragraph (1)(a), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

**PART I**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
<b>Administrative staff –</b> Accounts clerk, Cashier, Storekeeper }	1 <sup>st</sup> year	7,757
	2 <sup>nd</sup> year	7,954
	3 <sup>rd</sup> year	8,109
	4 <sup>th</sup> year	8,264
	5 <sup>th</sup> year	8,487
	6 <sup>th</sup> year	8,699
	7 <sup>th</sup> year	8,921
	8 <sup>th</sup> year & thereafter	9,196
Clerk	1 <sup>st</sup> year	7,270
	2 <sup>nd</sup> year	7,477
	3 <sup>rd</sup> year	7,622
	4 <sup>th</sup> year	7,778
	5 <sup>th</sup> year	8,047
	6 <sup>th</sup> year	8,264
	7 <sup>th</sup> year	8,481
	8 <sup>th</sup> year & thereafter	8,688
Word processing operator	1 <sup>st</sup> year	6,929
	2 <sup>nd</sup> year	7,084
	3 <sup>rd</sup> year	7,229
	4 <sup>th</sup> year	7,384
	5 <sup>th</sup> year	7,643
	6 <sup>th</sup> year	7,912
	7 <sup>th</sup> year	8,129
	8 <sup>th</sup> year & thereafter	8,347

Category of employee	Year of service	Monthly basic wages (Rs)
Receptionist/Telephonist	1 <sup>st</sup> year	6,111
	2 <sup>nd</sup> year	6,266
	3 <sup>rd</sup> year	6,411
	4 <sup>th</sup> year	6,556
	5 <sup>th</sup> year	6,774
	6 <sup>th</sup> year	6,991
	7 <sup>th</sup> year	7,208
	8 <sup>th</sup> year & thereafter	7,477

### PART II

Category of employee	Year of service	Daily basic wages (Rs cs)		
Cabinet maker (Superior Grade)	1 <sup>st</sup> year	304.30		
	2 <sup>nd</sup> year	306.68		
	3 <sup>rd</sup> year	308.68		
	4 <sup>th</sup> year	310.68		
	5 <sup>th</sup> year & thereafter	312.65		
Skilled employees		<b>Grade I</b>	<b>Grade II</b>	<b>Grade III</b>
		<b>(Rs cs)</b>	<b>(Rs cs)</b>	<b>(Rs cs)</b>
Blacksmith, Cabinet maker, Electrician, Fitter, Machine operator, Mechanic, Painter, Panel beater, Pipe bender, Trimmer, Turner, Upholsterer, Welder and other employees in charge of sophisticated equipment	1 <sup>st</sup> year	287.58	260.93	237.04
	2 <sup>nd</sup> year	289.58	263.31	239.41
	3 <sup>rd</sup> year	291.57	265.31	241.41
	4 <sup>th</sup> year	293.58	267.31	243.42
	5 <sup>th</sup> year & thereafter	295.54	269.27	245.38
Apprentice	1 <sup>st</sup> year	166.07		
	2 <sup>nd</sup> year	175.07		
	3 <sup>rd</sup> year	183.96		
	4 <sup>th</sup> year	192.93		
	5 <sup>th</sup> year	202.27		

Category of employee	Year of service	Monthly basic wages		
		Grade I (Rs)	Grade II (Rs)	Others (Rs)
Driver	1 <sup>st</sup> year	7,312	7,074	6,831
	2 <sup>nd</sup> year	7,364	7,126	6,882
	3 <sup>rd</sup> year	7,415	7,177	6,934
	4 <sup>th</sup> year	7,519	7,229	6,986
	5 <sup>th</sup> year & thereafter	7,571	7,281	7,048
Lorry helper	1 <sup>st</sup> year		6,163	
	2 <sup>nd</sup> year		6,225	
	3 <sup>rd</sup> year		6,277	
	4 <sup>th</sup> year & thereafter		6,329	
			Daily basic wages (Rs cs)	
Attendant	1 <sup>st</sup> year		222.00	
	2 <sup>nd</sup> year		224.10	
	3 <sup>rd</sup> year		226.30	
	4 <sup>th</sup> year & thereafter		228.26	
Watchman	1 <sup>st</sup> year		233.84	
	2 <sup>nd</sup> year		235.84	
	3 <sup>rd</sup> year		237.85	
	4 <sup>th</sup> year & thereafter		240.22	

**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Livestock Workers (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Livestock Workers (Remuneration Order) Regulations 2008.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>	<b>Daily basic wages (Rs cs)</b>
Supervisor	1 <sup>st</sup> year	7,100	
	2 <sup>nd</sup> year	7,245	
	3 <sup>rd</sup> year	7,389	
	4 <sup>th</sup> year	7,643	
	5 <sup>th</sup> year & thereafter	7,845	
Farm worker (Grade I)		6,655	255.96
Farm worker (Grade II)		5,433	208.96
Watchperson		6,561	252.35

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Newspapers and Periodicals Employees (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Newspapers and Periodicals Employees (Remuneration Order) Regulations 2001.
3. Regulation 3 of the principal regulations is amended, in paragraph (1)(b), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

**GROUP A**

Category of employee	Year of service	Monthly salary (Rs)
Journalist, <i>Secrétaire de rédaction</i> }	1 <sup>st</sup> year	12,411
	2 <sup>nd</sup> year	12,762
	3 <sup>rd</sup> year	12,920
	4 <sup>th</sup> year	13,292
	5 <sup>th</sup> year	13,678
	6 <sup>th</sup> year	14,078
	7 <sup>th</sup> year	14,493
	8 <sup>th</sup> year	14,924
	9 <sup>th</sup> year	15,371
	10 <sup>th</sup> year & thereafter	15,835
Reporter, Photographer, Caricaturist }	1 <sup>st</sup> year	8,502
	2 <sup>nd</sup> year	8,677
	3 <sup>rd</sup> year	8,857
	4 <sup>th</sup> year	9,097
	5 <sup>th</sup> year	9,276
	6 <sup>th</sup> year	9,523
	7 <sup>th</sup> year	9,721
	8 <sup>th</sup> year	9,926
	9 <sup>th</sup> year	10,140
	10 <sup>th</sup> year	10,357
	11 <sup>th</sup> year	10,577
	12 <sup>th</sup> year	10,805
	13 <sup>th</sup> year	11,038
	14 <sup>th</sup> year	11,272
	15 <sup>th</sup> year & thereafter	11,508

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Trainee reporter	1 <sup>st</sup> year	6,970
	2 <sup>nd</sup> year	7,100

**GROUP B**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Documentalist	1 <sup>st</sup> year	9,263
	2 <sup>nd</sup> year	9,522
	3 <sup>rd</sup> year	9,734
	4 <sup>th</sup> year	9,962
	5 <sup>th</sup> year	10,193
	6 <sup>th</sup> year	10,414
	7 <sup>th</sup> year	10,652
	8 <sup>th</sup> year	10,897
	9 <sup>th</sup> year	11,154
	10 <sup>th</sup> year & thereafter	11,403
Proof reader	1 <sup>st</sup> year	6,970
	2 <sup>nd</sup> year	7,105
	3 <sup>rd</sup> year	7,233
	4 <sup>th</sup> year	7,375
	5 <sup>th</sup> year	7,572
	6 <sup>th</sup> year	7,726
	7 <sup>th</sup> year	7,919
	8 <sup>th</sup> year	8,077
	9 <sup>th</sup> year	8,237
	10 <sup>th</sup> year & thereafter	8,392
Clerk/Word processing operator	1 <sup>st</sup> year	6,833
	2 <sup>nd</sup> year	6,964
	3 <sup>rd</sup> year	7,110
	4 <sup>th</sup> year	7,249
	5 <sup>th</sup> year	7,403
	6 <sup>th</sup> year	7,613
	7 <sup>th</sup> year	7,782
	8 <sup>th</sup> year	8,000
	9 <sup>th</sup> year	8,163
	10 <sup>th</sup> year & thereafter	8,340

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Assistant documentalist	1 <sup>st</sup> year	6,911
	2 <sup>nd</sup> year	7,000
	3 <sup>rd</sup> year	7,102
	4 <sup>th</sup> year	7,194
	5 <sup>th</sup> year	7,299
	6 <sup>th</sup> year	7,396
	7 <sup>th</sup> year	7,557
	8 <sup>th</sup> year	7,658
	9 <sup>th</sup> year	7,775
	10 <sup>th</sup> year & thereafter	7,932
Receptionist/Telephonist	1 <sup>st</sup> year	6,163
	2 <sup>nd</sup> year	6,249
	3 <sup>rd</sup> year	6,325
	4 <sup>th</sup> year	6,414
	5 <sup>th</sup> year	6,494
	6 <sup>th</sup> year	6,580
	7 <sup>th</sup> year	6,674
	8 <sup>th</sup> year	6,759
	9 <sup>th</sup> year	6,855
	10 <sup>th</sup> year & thereafter	6,943
Advertisement clerk, Accounts clerk, Store clerk, Cashier	1 <sup>st</sup> year	7,225
	2 <sup>nd</sup> year	7,369
	3 <sup>rd</sup> year	7,567
	4 <sup>th</sup> year	7,725
	5 <sup>th</sup> year	7,921
	6 <sup>th</sup> year	8,081
	7 <sup>th</sup> year	8,244
	8 <sup>th</sup> year & thereafter	8,402
Driver	1 <sup>st</sup> year	6,672
	2 <sup>nd</sup> year	6,809
	3 <sup>rd</sup> year	6,940
	4 <sup>th</sup> year	7,085
	5 <sup>th</sup> year & thereafter	7,224

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Nursing Homes (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Nursing Homes (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended, in paragraph (3), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

**PART A**

Category of worker	Year of service	Monthly salary (Rs)
Charge nurse/Ward sister		9,087
Medical laboratory technician	1 <sup>st</sup> year	8,016
	2 <sup>nd</sup> year	8,129
	3 <sup>rd</sup> year	8,274
	4 <sup>th</sup> year	8,435
	5 <sup>th</sup> year & thereafter	8,616
Radiographer	1 <sup>st</sup> year	8,016
	2 <sup>nd</sup> year	8,129
	3 <sup>rd</sup> year	8,274
	4 <sup>th</sup> year	8,409
	5 <sup>th</sup> year & thereafter	8,564
Nurse	1 <sup>st</sup> year	6,955
	2 <sup>nd</sup> year	7,079
	3 <sup>rd</sup> year	7,182
	4 <sup>th</sup> year	7,364
	5 <sup>th</sup> year	7,534
	6 <sup>th</sup> year	7,772
	7 <sup>th</sup> year	8,016
	8 <sup>th</sup> year	8,181
	9 <sup>th</sup> year	8,383
	10 <sup>th</sup> year & thereafter	8,564
Dispenser	1 <sup>st</sup> year	6,083
	2 <sup>nd</sup> year	6,224
	3 <sup>rd</sup> year	6,344
	4 <sup>th</sup> year	6,515
	5 <sup>th</sup> year & thereafter	6,706

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Assistant nurse	1 <sup>st</sup> year	5,639
	2 <sup>nd</sup> year	5,806
	3 <sup>rd</sup> year	5,947
	4 <sup>th</sup> year	6,083
	5 <sup>th</sup> year	6,224
	6 <sup>th</sup> year	6,406
	7 <sup>th</sup> year	6,572
	8 <sup>th</sup> year	6,758
	9 <sup>th</sup> year	6,955
	10 <sup>th</sup> year & thereafter	7,131
Midwife	1 <sup>st</sup> year	5,916
	2 <sup>nd</sup> year	6,052
	3 <sup>rd</sup> year	6,186
	4 <sup>th</sup> year	6,316
	5 <sup>th</sup> year	6,432
	6 <sup>th</sup> year	6,598
	7 <sup>th</sup> year	6,784
	8 <sup>th</sup> year	6,981
	9 <sup>th</sup> year	7,157
	10 <sup>th</sup> year & thereafter	7,389
Nursing aid	1 <sup>st</sup> year	4,465
	2 <sup>nd</sup> year	4,605
	3 <sup>rd</sup> year	4,780
	4 <sup>th</sup> year	5,261
	5 <sup>th</sup> year	5,639
	6 <sup>th</sup> year	5,878
	7 <sup>th</sup> year	6,083
	8 <sup>th</sup> year	6,282
	9 <sup>th</sup> year	6,458
	10 <sup>th</sup> year & thereafter	6,634

#### **PART B**

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Driver		6,083
Cook	1 <sup>st</sup> year	5,639
	2 <sup>nd</sup> year	5,806
	3 <sup>rd</sup> year & thereafter	6,021

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Receptionist	1 <sup>st</sup> year	5,538
	2 <sup>nd</sup> year	5,737
	3 <sup>rd</sup> year & thereafter	5,878
Nursing home attendant, Lauderer }	1 <sup>st</sup> year	4,110
	2 <sup>nd</sup> year	4,384
	3 <sup>rd</sup> year	4,625
	4 <sup>th</sup> year	4,858
	5 <sup>th</sup> year & thereafter	5,089
Gardener		5,259
Kitchen help	1 <sup>st</sup> year	4,110
	2 <sup>nd</sup> year	4,465
	3 <sup>rd</sup> year & thereafter	4,937
Watchman		5,411
Handyman		6,572

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Office Attendants (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Office Attendants (Remuneration Order) Regulations 2000.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Head office attendant	1 <sup>st</sup> year	6,686
	2 <sup>nd</sup> year	6,722
	3 <sup>rd</sup> year	6,758
	4 <sup>th</sup> year	6,794
	5 <sup>th</sup> year	6,846
	6 <sup>th</sup> year	6,887
	7 <sup>th</sup> year	6,929
	8 <sup>th</sup> year	6,975
	9 <sup>th</sup> year	7,022
	10 <sup>th</sup> year & thereafter	7,079
Office attendant	1 <sup>st</sup> year	6,194
	2 <sup>nd</sup> year	6,235
	3 <sup>rd</sup> year	6,266
	4 <sup>th</sup> year	6,298
	5 <sup>th</sup> year	6,334
	6 <sup>th</sup> year	6,370
	7 <sup>th</sup> year	6,417
	8 <sup>th</sup> year	6,458
	9 <sup>th</sup> year	6,499
	10 <sup>th</sup> year & thereafter	6,541

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Pre-Primary School Employees (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Pre-Primary School Employees (Remuneration Order) Regulations 2000.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

Category of employee	Year of service	Monthly basic wages (Rs)
<b>Teaching staff</b>		
Teacher supervisor		7,115
Teacher (Grade A)	1 <sup>st</sup> year	6,023
	2 <sup>nd</sup> year	6,116
	3 <sup>rd</sup> year	6,225
	4 <sup>th</sup> year	6,323
	5 <sup>th</sup> year	6,437
	6 <sup>th</sup> year	6,541
	7 <sup>th</sup> year	6,665
	8 <sup>th</sup> year	6,774
	9 <sup>th</sup> year	6,898
	10 <sup>th</sup> year & thereafter	7,012
Teacher (Grade B)	1 <sup>st</sup> year	5,420
	2 <sup>nd</sup> year	5,522
	3 <sup>rd</sup> year	5,638
	4 <sup>th</sup> year	5,732
	5 <sup>th</sup> year & thereafter	5,827
Teacher (Grade C)	Less than 5 years	5,118
	5 to 10 years	5,420
	more than 10 years & thereafter	5,687
<b>Non-teaching staff</b>		
Cook		4,678
Gardener/Handyman		3,830
School attendant	1 <sup>st</sup> year	4,678
	2 <sup>nd</sup> year	4,766
	3 <sup>rd</sup> year	4,855
	4 <sup>th</sup> year	4,949
	5 <sup>th</sup> year & thereafter	5,047

**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Printing Industry (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Printing Industry (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended –
  - (a) in paragraph (4), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”; and
  - (b) in paragraph (8), by deleting the figure “9,559” and replacing it by the figure “9,734”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Monthly wages (Rs)</b>
Supervisor (skilled workers)	11,566
Assistant supervisor	11,027
Offset machine operator (range 715mm x 1240mm - 4 colours)	10,795
Flexographic machine operator (4 to 6 colours)	} 10,469
Offset machine operator (range 460mm x 715mm - 4 colours)	
Offset machine operator (range 715mm x 1240mm - 1 to 2 colours)	
Archivist	
Offset machine operator (range 460mm x 715mm - 1 to 2 colours)	} 9,899
Letter press machine operator (range 460mm x 915mm)	
Flexographic machine operator (1 to 3 colours)	} 9,666
Offset machine operator (range 200mm x 460mm - 1 colour)	
Varnishing machine operator	

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Special category worker	1 <sup>st</sup> year	7,477
	2 <sup>nd</sup> year	7,596
	3 <sup>rd</sup> year	7,710
	4 <sup>th</sup> year	7,871
	5 <sup>th</sup> year	7,985
	6 <sup>th</sup> year	8,124
	7 <sup>th</sup> year	8,269
	8 <sup>th</sup> year	8,399
	9 <sup>th</sup> year	8,554
	10 <sup>th</sup> year & thereafter	8,699
Layout artist	1 <sup>st</sup> year	7,710
	2 <sup>nd</sup> year	7,871
	3 <sup>rd</sup> year	7,985
	4 <sup>th</sup> year	8,098
	5 <sup>th</sup> year	8,212
	6 <sup>th</sup> year	8,347
	7 <sup>th</sup> year	8,487
	8 <sup>th</sup> year	8,631
	9 <sup>th</sup> year	8,776
	10 <sup>th</sup> year & thereafter	8,921
Proof reader	1 <sup>st</sup> year	7,596
	2 <sup>nd</sup> year	7,710
	3 <sup>rd</sup> year	7,871
	4 <sup>th</sup> year	7,985
	5 <sup>th</sup> year	8,098
	6 <sup>th</sup> year	8,238
	7 <sup>th</sup> year	8,373
	8 <sup>th</sup> year	8,528
	9 <sup>th</sup> year	8,657
	10 <sup>th</sup> year & thereafter	8,813

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Linotype operator, Monotype operator, Monocaster operator	1 <sup>st</sup> year	7,322
	2 <sup>nd</sup> year	7,477
	3 <sup>rd</sup> year	7,596
	4 <sup>th</sup> year	7,710
	5 <sup>th</sup> year	7,871
	6 <sup>th</sup> year	8,010
	7 <sup>th</sup> year	8,150
	8 <sup>th</sup> year	8,295
	9 <sup>th</sup> year	8,424
	10 <sup>th</sup> year & thereafter	8,580
Cameraman/Platemaker, Photoengraver, Photo-type setter, Rotogravure machine operator	1 <sup>st</sup> year	7,198
	2 <sup>nd</sup> year	7,322
	3 <sup>rd</sup> year	7,477
	4 <sup>th</sup> year	7,596
	5 <sup>th</sup> year	7,710
	6 <sup>th</sup> year	7,897
	7 <sup>th</sup> year	8,036
	8 <sup>th</sup> year	8,176
	9 <sup>th</sup> year	8,321
	10 <sup>th</sup> year & thereafter	8,450
Assistant offset machine operator (range 715mm x 1240mm - 4 colours) Assistant machine operator (range 460mm x 715mm - 4 colours)		7,596
Binder/Cutter, Hand compositor, Letter-press machine operator (range 250mm x 460mm)	1 <sup>st</sup> year	6,303
	2 <sup>nd</sup> year	6,422
	3 <sup>rd</sup> year	6,525
	4 <sup>th</sup> year	6,644
	5 <sup>th</sup> year	6,748
	6 <sup>th</sup> year	6,898
	7 <sup>th</sup> year	7,043
	8 <sup>th</sup> year	7,172
	9 <sup>th</sup> year	7,322
	10 <sup>th</sup> year & thereafter	7,508
Supervisor (unskilled workers)		6,303

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Foundryman	1 <sup>st</sup> year	5,956
	2 <sup>nd</sup> year	6,018
	3 <sup>rd</sup> year	6,070
	4 <sup>th</sup> year	6,122
	5 <sup>th</sup> year & thereafter	6,189
Helper, Unskilled worker	1 <sup>st</sup> year	5,843
	2 <sup>nd</sup> year	5,899
	3 <sup>rd</sup> year	5,956
	4 <sup>th</sup> year	6,018
	5 <sup>th</sup> year & thereafter	6,070
Apprentice	1 <sup>st</sup> year	5,899
	2 <sup>nd</sup> year	5,956
	3 <sup>rd</sup> year	6,018
	4 <sup>th</sup> year	6,070
Clerk, Receptionist, Telephonist, Typist	1 <sup>st</sup> year	6,525
	2 <sup>nd</sup> year	6,644
	3 <sup>rd</sup> year	6,748
	4 <sup>th</sup> year	6,872
	5 <sup>th</sup> year	6,975
	6 <sup>th</sup> year	7,120
	7 <sup>th</sup> year	7,250
	8 <sup>th</sup> year	7,400
	9 <sup>th</sup> year	7,596
	10 <sup>th</sup> year & thereafter	7,741
Storekeeper	1 <sup>st</sup> year	6,872
	2 <sup>nd</sup> year	6,975
	3 <sup>rd</sup> year	7,094
	4 <sup>th</sup> year	7,198
	5 <sup>th</sup> year	7,322
	6 <sup>th</sup> year	7,508
	7 <sup>th</sup> year	7,648
	8 <sup>th</sup> year	7,845
	9 <sup>th</sup> year	7,985
	10 <sup>th</sup> year & thereafter	8,124

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Store attendant, Attendant	1 <sup>st</sup> year	6,070
	2 <sup>nd</sup> year	6,122
	3 <sup>rd</sup> year	6,189
	4 <sup>th</sup> year	6,251
	5 <sup>th</sup> year & thereafter	6,303
Watchman	1 <sup>st</sup> year	6,189
	2 <sup>nd</sup> year	6,251
	3 <sup>rd</sup> year	6,303
	4 <sup>th</sup> year	6,360
	5 <sup>th</sup> year & thereafter	6,422

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Private Secondary School Employees (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Private Secondary School Employees (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of employee</b>	<b>Monthly salary (Rs)</b>
Principal	12,464.50
	<b>Monthly salary scale (Rs)</b>
<b>Teachers, other than instructors</b>	
Graduate	9,300 – 9,390 – 9,624 – 9,915.50 – 10,152 – 10,312 – 10,484 – 10,736.50 – 11,156 – 11,452 – 11,626 – 11,954 – 12,112
Non-Graduate (Grade I)	9,220 – 9,300 – 9,390 – 9,624 – 9,740.50 – 9,820.50 – 9,915.50 – 10,152 – 10,312 – 10,484 – 10,736.50 – 10,952 – 11,150.50
Non-Graduate (Grade II)	6,807.20 – 6,889.50 – 7,073.60 – 7,195.30 – 7,372.10 – 7,515.70 – 7,616.70 – 7,868 – 7,977.50 – 8,069.70 – 8,149.70 – 8,281.70 – 8,398.50 – 8,509 – 8,605.50
Non-Graduate (Grade III)	6,115.70 – 6,233 – 6,348.30 – 6,439.40 – 6,521.70 – 6,612.30 – 6,721 – 6,846.80 – 6,966.50 – 7,068.10 – 7,176.70 – 7,372.10 – 7,536.70
Non-Graduate (Grade IV)	5,694.90 – 5,839.60 – 5,892 – 5,997 – 6,062.60 – 6,108.10 – 6,196.90
<b>Instructors</b>	
Instructor (Grade I)	6,807.20 – 6,889.50 – 7,073.60 – 7,195.30 – 7,372.10 – 7,515.70 – 7,616.70 – 7,868 – 7,977.50 – 8,069.70 – 8,149.70 – 8,281.70 – 8,398.50 – 8,509 – 8,605.50
Instructor (Grade II)	6,115.70 – 6,233 – 6,348.30 – 6,439.40 – 6,521.70 – 6,612.30 – 6,721 – 6,846.80 – 6,966.50 – 7,068.10 – 7,176.70 – 7,372.10 – 7,536.70

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

Clerk, Typist, Secretary, Usher or Librarian	}	5,493 – 5,663 – 5,760.10 – 5,867.50 – 5,940.10 – 6,019.60 – 6,088.60 – 6,121.10
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Laboratory attendant, Workshop attendant	}	5,040
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Caretaker, Cleaner, Gardener	}	(a) 2,767.47 if required to be in attendance for not more than 3 hours daily  (b) 4,605.70 if required to be in attendance for more than 3 hours daily
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## THE EMPLOYMENT RELATIONS ACT 2008

### Regulations made by the Minister under section 94 of the Employment Relations Act 2008

1. These regulations may be cited as the Public Transport (Buses) Workers (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Public Transport (Buses) Workers (Remuneration Order) Regulations 2008.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is amended –
  - (a) in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Traffic supervisor	1 <sup>st</sup> year	10,370
	2 <sup>nd</sup> year	10,448
	3 <sup>rd</sup> year	10,525
	4 <sup>th</sup> year	10,603
	5 <sup>th</sup> year	10,681
	6 <sup>th</sup> year	10,758
	7 <sup>th</sup> year	10,836
	8 <sup>th</sup> year	10,939
	9 <sup>th</sup> year & thereafter	11,043

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Traffic officer	1 <sup>st</sup> year	9,708
	2 <sup>nd</sup> year	9,780
	3 <sup>rd</sup> year	9,853
	4 <sup>th</sup> year	9,925
	5 <sup>th</sup> year	10,003
	6 <sup>th</sup> year	10,080
	7 <sup>th</sup> year & thereafter	10,158
Driver and Driver - conductor working in one-man operated bus	1 <sup>st</sup> year	9,573
	2 <sup>nd</sup> year	9,620
	3 <sup>rd</sup> year	9,666
	4 <sup>th</sup> year	9,713
	5 <sup>th</sup> year	9,760
	6 <sup>th</sup> year	9,806
	7 <sup>th</sup> year	9,853
	8 <sup>th</sup> year	9,904
	9 <sup>th</sup> year	9,956
	10 <sup>th</sup> year & thereafter	10,008
Conductor	1 <sup>st</sup> year	9,118
	2 <sup>nd</sup> year	9,164
	3 <sup>rd</sup> year	9,211
	4 <sup>th</sup> year	9,258
	5 <sup>th</sup> year	9,304
	6 <sup>th</sup> year	9,351
	7 <sup>th</sup> year	9,397
	8 <sup>th</sup> year	9,449
	9 <sup>th</sup> year	9,501
	10 <sup>th</sup> year & thereafter	9,553

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

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

<b>Category of casual worker</b>		<b>Basic rate of pay (Rs cs)</b>
Driver or Driver - conductor working in a one -man operated bus	For the first 4 hours on any normal working day	216.18
	For every subsequent hour not exceeding 4	49.61
	For every subsequent hour as from the ninth hour	74.42
Conductor	For the first 4 hours on any normal working day	203.94
	For every subsequent hour not exceeding 4	45.39
	For every subsequent hour as from the ninth hour	68.08

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

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

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Accounts clerk, Chief cashier	1 <sup>st</sup> year	11,322
	2 <sup>nd</sup> year	11,421
	3 <sup>rd</sup> year	11,519
	4 <sup>th</sup> year	11,617
	5 <sup>th</sup> year	11,716
	6 <sup>th</sup> year	11,819
	7 <sup>th</sup> year	11,923
	8 <sup>th</sup> year	12,026
	9 <sup>th</sup> year	12,130
	10 <sup>th</sup> year & thereafter	12,248

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cashier, Storekeeper, Chief clerk	1 <sup>st</sup> year	10,018
	2 <sup>nd</sup> year	10,111
	3 <sup>rd</sup> year	10,205
	4 <sup>th</sup> year	10,298
	5 <sup>th</sup> year	10,391
	6 <sup>th</sup> year	10,484
	7 <sup>th</sup> year	10,577
	8 <sup>th</sup> year	10,670
	9 <sup>th</sup> year	10,764
	10 <sup>th</sup> year & thereafter	10,862
Senior clerk	1 <sup>st</sup> year	9,133
	2 <sup>nd</sup> year	9,211
	3 <sup>rd</sup> year	9,289
	4 <sup>th</sup> year	9,366
	5 <sup>th</sup> year	9,444
	6 <sup>th</sup> year	9,522
	7 <sup>th</sup> year	9,599
	8 <sup>th</sup> year	9,687
	9 <sup>th</sup> year	9,775
	10 <sup>th</sup> year & thereafter	9,863
Junior clerk, Typist	1 <sup>st</sup> year	7,943
	2 <sup>nd</sup> year	8,010
	3 <sup>rd</sup> year	8,078
	4 <sup>th</sup> year	8,145
	5 <sup>th</sup> year	8,212
	6 <sup>th</sup> year	8,285
	7 <sup>th</sup> year	8,357
	8 <sup>th</sup> year	8,430
	9 <sup>th</sup> year	8,507
	10 <sup>th</sup> year & thereafter	8,585

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Head messenger	1 <sup>st</sup> year	8,533
	2 <sup>nd</sup> year	8,595
	3 <sup>rd</sup> year	8,657
	4 <sup>th</sup> year	8,719
	5 <sup>th</sup> year	8,782
	6 <sup>th</sup> year	8,844
	7 <sup>th</sup> year	8,906
	8 <sup>th</sup> year	8,968
	9 <sup>th</sup> year	9,082
	10 <sup>th</sup> year & thereafter	9,159
Messenger	1 <sup>st</sup> year	7,834
	2 <sup>nd</sup> year	7,871
	3 <sup>rd</sup> year	7,907
	4 <sup>th</sup> year	7,943
	5 <sup>th</sup> year	7,979
	6 <sup>th</sup> year	8,021
	7 <sup>th</sup> year	8,062
	8 <sup>th</sup> year	8,104
	9 <sup>th</sup> year	8,150
	10 <sup>th</sup> year & thereafter	8,197
Photocopy machine operator, Telephonist	1 <sup>st</sup> year	7,943
	2 <sup>nd</sup> year	8,010
	3 <sup>rd</sup> year	8,078
	4 <sup>th</sup> year	8,145
	5 <sup>th</sup> year	8,212
	6 <sup>th</sup> year	8,285
	7 <sup>th</sup> year	8,357
	8 <sup>th</sup> year	8,430
	9 <sup>th</sup> year	8,507
	10 <sup>th</sup> year & thereafter	8,585

(3) Every part-time cashier shall be remunerated at the rate of 70.34 rupees per hour.

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

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

<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
1 <sup>st</sup> year	7,555
2 <sup>nd</sup> year	7,602
3 <sup>rd</sup> year	7,648
4 <sup>th</sup> year	7,695
5 <sup>th</sup> year	7,741
6 <sup>th</sup> year	7,788
7 <sup>th</sup> year & thereafter	7,834

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

(a) in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Workshop supervisor	1 <sup>st</sup> year	12,078
	2 <sup>nd</sup> year	12,196
	3 <sup>rd</sup> year	12,300
	4 <sup>th</sup> year	12,403
	5 <sup>th</sup> year & thereafter	12,507

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Chief mechanic	1 <sup>st</sup> year	11,146
	2 <sup>nd</sup> year	11,229
	3 <sup>rd</sup> year	11,312
	4 <sup>th</sup> year	11,395
	5 <sup>th</sup> year & thereafter	11,478
Mechanic, Electrician (Superior Grade)	1 <sup>st</sup> year	10,324
	2 <sup>nd</sup> year	10,422
	3 <sup>rd</sup> year	10,520
	4 <sup>th</sup> year	10,619
	5 <sup>th</sup> year & thereafter	10,717
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade I)	1 <sup>st</sup> year	9,630
	2 <sup>nd</sup> year	9,713
	3 <sup>rd</sup> year	9,796
	4 <sup>th</sup> year	9,879
	5 <sup>th</sup> year	9,961
	6 <sup>th</sup> year	10,044
	7 <sup>th</sup> year & thereafter	10,127
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade II)	1 <sup>st</sup> year	8,828
	2 <sup>nd</sup> year	8,921
	3 <sup>rd</sup> year	9,014
	4 <sup>th</sup> year	9,164
	5 <sup>th</sup> year	9,263
	6 <sup>th</sup> year & thereafter	9,361

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1 <sup>st</sup> year	8,243
	2 <sup>nd</sup> year	8,326
	3 <sup>rd</sup> year	8,409
	4 <sup>th</sup> year	8,492
	5 <sup>th</sup> year & thereafter	8,580
Upholsterer	1 <sup>st</sup> year	8,828
	2 <sup>nd</sup> year	8,921
	3 <sup>rd</sup> year	9,014
	4 <sup>th</sup> year	9,164
	5 <sup>th</sup> year	9,263
	6 <sup>th</sup> year	9,361
	7 <sup>th</sup> year & thereafter	9,459
Lubricator	1 <sup>st</sup> year	8,347
	2 <sup>nd</sup> year	8,388
	3 <sup>rd</sup> year	8,430
	4 <sup>th</sup> year	8,471
	5 <sup>th</sup> year	8,518
	6 <sup>th</sup> year	8,564
	7 <sup>th</sup> year	8,611
	8 <sup>th</sup> year	8,657
	9 <sup>th</sup> year	8,704
	10 <sup>th</sup> year & thereafter	8,750
Helper	1 <sup>st</sup> year	7,731
	2 <sup>nd</sup> year	7,772
	3 <sup>rd</sup> year	7,814
	4 <sup>th</sup> year	7,855
	5 <sup>th</sup> year	7,897
	6 <sup>th</sup> year	7,938
	7 <sup>th</sup> year & thereafter	7,979

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Tyreperson (Supervisor)	1 <sup>st</sup> year	8,828
	2 <sup>nd</sup> year	8,926
	3 <sup>rd</sup> year	9,025
	4 <sup>th</sup> year	9,180
	5 <sup>th</sup> year & thereafter	9,283
Tyreperson (Grade I)	1 <sup>st</sup> year	8,342
	2 <sup>nd</sup> year	8,409
	3 <sup>rd</sup> year	8,476
	4 <sup>th</sup> year	8,543
	5 <sup>th</sup> year	8,611
	6 <sup>th</sup> year & thereafter	8,683
Tyreperson (Grade II)	1 <sup>st</sup> year	7,731
	2 <sup>nd</sup> year	7,778
	3 <sup>rd</sup> year	7,824
	4 <sup>th</sup> year	7,871
	5 <sup>th</sup> year	7,917
	6 <sup>th</sup> year	7,969
	7 <sup>th</sup> year & thereafter	8,021
Apprentice	1 <sup>st</sup> year	5,811
	2 <sup>nd</sup> year	6,153
	3 <sup>rd</sup> year	6,494
	4 <sup>th</sup> year	6,841
	5 <sup>th</sup> year	7,188
Cleaner/Sweeper	1 <sup>st</sup> year	7,560
	2 <sup>nd</sup> year	7,602
	3 <sup>rd</sup> year	7,643
	4 <sup>th</sup> year	7,684
	5 <sup>th</sup> year	7,726
	6 <sup>th</sup> year	7,767
	7 <sup>th</sup> year	7,809
	8 <sup>th</sup> year	7,855
	9 <sup>th</sup> year & thereafter	7,902

Category of worker	Year of service	Monthly basic wages (Rs)
Chief cleaner	1 <sup>st</sup> year	8,243
	2 <sup>nd</sup> year	8,285
	3 <sup>rd</sup> year	8,326
	4 <sup>th</sup> year	8,368
	5 <sup>th</sup> year	8,409
	6 <sup>th</sup> year	8,455
	7 <sup>th</sup> year & thereafter	8,502
*Fuel attendant (full time)	1 <sup>st</sup> year	8,062
	2 <sup>nd</sup> year	8,098
	3 <sup>rd</sup> year	8,135
	4 <sup>th</sup> year	8,176
	5 <sup>th</sup> year	8,217
	6 <sup>th</sup> year	8,259
	7 <sup>th</sup> year & thereafter	8,305

\* An additional daily allowance of 41.00 rupees shall be paid to any person other than a fuel attendant who performs the work of a fuel attendant.

Ticket issuing machine repairer }	1 <sup>st</sup> year	8,926
	2 <sup>nd</sup> year	9,020
	3 <sup>rd</sup> year	9,164
	4 <sup>th</sup> year	9,258
	5 <sup>th</sup> year	9,351
	6 <sup>th</sup> year & thereafter	9,449

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

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Gatekeeper	1 <sup>st</sup> year	7,943
	2 <sup>nd</sup> year	7,985
	3 <sup>rd</sup> year	8,026
	4 <sup>th</sup> year	8,073
	5 <sup>th</sup> year	8,119
	6 <sup>th</sup> year	8,166
	7 <sup>th</sup> year & thereafter	8,212
Watchperson	1 <sup>st</sup> year	7,555
	2 <sup>nd</sup> year	7,602
	3 <sup>rd</sup> year	7,648
	4 <sup>th</sup> year	7,695
	5 <sup>th</sup> year	7,741
	6 <sup>th</sup> year	7,788
	7 <sup>th</sup> year & thereafter	7,834

7. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Road Haulage Industry (Remuneration) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Road Haulage Industry (Remuneration) Regulations 2009.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Tanker driver	1 <sup>st</sup> year	8,140
	2 <sup>nd</sup> year	8,321
	3 <sup>rd</sup> year	8,502
	4 <sup>th</sup> year	8,683
	5 <sup>th</sup> year	8,890
	6 <sup>th</sup> year	9,097
	7 <sup>th</sup> year	9,304
	8 <sup>th</sup> year & thereafter	9,511
Tanker driver's assistant	1 <sup>st</sup> year	6,018
	2 <sup>nd</sup> year	6,147
	3 <sup>rd</sup> year	6,277
	4 <sup>th</sup> year	6,406
	5 <sup>th</sup> year	6,536
	6 <sup>th</sup> year	6,665
	7 <sup>th</sup> year	6,820
	8 <sup>th</sup> year & thereafter	6,975
Driver (Grade I)	1 <sup>st</sup> year	7,395
	2 <sup>nd</sup> year	7,576
	3 <sup>rd</sup> year	7,757
	4 <sup>th</sup> year	7,938
	5 <sup>th</sup> year	8,119
	6 <sup>th</sup> year	8,300
	7 <sup>th</sup> year	8,481
	8 <sup>th</sup> year & thereafter	8,662

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Driver (Grade II)	1 <sup>st</sup> year	7,115
	2 <sup>nd</sup> year	7,270
	3 <sup>rd</sup> year	7,426
	4 <sup>th</sup> year	7,581
	5 <sup>th</sup> year	7,736
	6 <sup>th</sup> year	7,917
	7 <sup>th</sup> year	8,098
	8 <sup>th</sup> year & thereafter	8,280
Driver (Grade III)	1 <sup>st</sup> year	6,872
	2 <sup>nd</sup> year	7,027
	3 <sup>rd</sup> year	7,182
	4 <sup>th</sup> year	7,338
	5 <sup>th</sup> year	7,493
	6 <sup>th</sup> year	7,648
	7 <sup>th</sup> year	7,829
	8 <sup>th</sup> year & thereafter	8,010
Vehicle assistant	1 <sup>st</sup> year	6,422
	2 <sup>nd</sup> year	6,551
	3 <sup>rd</sup> year	6,680
	4 <sup>th</sup> year	6,836
	5 <sup>th</sup> year	6,991
	6 <sup>th</sup> year	7,146
	7 <sup>th</sup> year	7,301
	8 <sup>th</sup> year & thereafter	7,457

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Salt-Manufacturing Industry (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Salt-Manufacturing Industry (Remuneration Order) Regulations 1983.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Daily wages (Rs cs)</b>
Male worker	211.77
Female worker	171.62
Foreman	253.54
<i>Alimentateur</i>	230.88
Mason	248.00
Watchman	211.77
Factory operator	230.88

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## THE EMPLOYMENT RELATIONS ACT 2008

### Regulations made by the Minister under section 94 of the Employment Relations Act 2008

1. These regulations may be cited as the Sugar Industry (Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2011.

2. In these regulations –

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

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

(5) Every field worker (female) employed on an 8-hour day and whose former basic wage or salary was 4,333.84 rupees per month or 166.69 rupees per day shall be paid, in lieu of her integrated wage or salary, a wage or salary of 4,472.84 rupees per month or 172.03 rupees per day during crop (6-day week) and 203.31 rupees per day during intercrop (5-day week).

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

9. The rates specified in regulation 3(5), the First Schedule and paragraphs 5 and 6 of the Second Schedule include the appropriate additional remuneration payable under the Additional Remuneration (2011) Act 2010.

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

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

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

#### 5. Rates of pay for cutting and/or loading

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

	<b>(Rs cs)</b>
(a) cutting and carrying canes over a distance not exceeding 15 gaulettes and loading –	
(i) in trailers drawn by Scammell type wheel tractors	232.80
(ii) in lorries	218.26
(iii) in tramway wagons and baskets	203.75
(iv) in low trailers drawn by Ferguson type wheel tractors	203.75
(b) cutting and carrying canes over a distance not exceeding 15 gaulettes and stacking at not more than 3 gaulettes from the point of loading	178.89
(c) cutting canes	116.43
(d) loading canes in Scammell type trailers –	
(i) if carried over a distance not exceeding 3 gaulettes	107.64
(ii) if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	131.09
(e) loading canes in trailers other than of the Scammell type –	
(i) if carried over a distance not exceeding 3 gaulettes	96.11
(ii) if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	116.43

(f)	loading canes in lorries –	
	(i) if carried over a distance not exceeding 3 gaulettes	104.54
	(ii) if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	126.00
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	122.24
(h)	cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading	122.24
(i)	cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading	127.95

(2) Where a worker is required to dig ruts and remove straw for stacking cut canes for mechanical side loading, he shall be paid an allowance of not less than 5.90 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 24.38 rupees per tonne shall be paid to the worker who may, in such cases, be required by the employer to carry out light trimming with a billhook.

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

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

(d) Where canes have to be carried over a distance of more than 15 gaulettes in a field, the relevant rates for cutting and loading or for cutting or loading done separately shall be increased by 1.93 rupees per tonne for each additional gaulette or fraction of a gaulette, and such increased rates shall be paid for, on the total amount of canes cut/or loaded by the worker in the field.

(e) Where a worker has, during cutting, to move straw from one interline to another, he shall be paid an additional allowance of 16.95 rupees per tonne of canes cut.

(f) (i) Where the yield of canes is less than 20 tonnes per arpent, the relevant rates for cutting and loading shall be increased by not less than 20.07 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 10.01 rupees per tonne.

(ii) Where the yield of canes is less than 10 tonnes per arpent, the relevant rates for cutting and loading shall be increased by not less than 27.15 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 12.99 rupees per tonne.

(g) (i) Where at the point of loading, there is a difference in level, other than a slope, of more than 2 feet, an additional allowance of 9.39 rupees per foot per tonne shall be paid for each additional foot or part of a foot, in excess of the 2 feet.

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

(h) Where the gradient of the slope in a field is steeper than 1 in 3, an additional allowance of 7.83 rupees per tonne shall be paid.

(i) Where, in any week, a worker –

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

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

(j) Where a worker is required to carry canes for loading across the lines "*saute muraille*" also known as "*barfé*", he shall be paid an allowance of 7.16 rupees per tonne in addition to the relevant rates specified in subparagraph (1).

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

**6. Productivity Bonus**

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

<b>Productivity bonus</b>	<b>Fortnightly earnings</b>	
	<b>(Rs)</b>	
5% on earnings	between 3,390 and 4,156	
6% do	not more than	4,615
7% do	do	5,087
8% do	do	5,474
9% do	do	5,731
10% do	do	6,221
11% do	do	6,534
12% do	do	7,077
13% do	do	7,433
14% do	do	7,923
15% do	more than	7,923

7. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 5]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Wages		
	Monthly (Rs cs)	Daily	
		Intercrop (5-day week) (Rs cs)	Crop (6-day week) (Rs cs)
<b>Field Worker (other than special category) –</b>			
(a) Male	6,251.80	284.17	240.45
(b) Female	4,974.25	226.10	191.32
(c) Young person	4,630.89	210.50	178.11
<b>Field Worker (special category) –</b>			
(a) Male	4,814.20	218.83	185.16
(b) Female	4,039.08	183.59	155.35
(c) Young person	3,707.94	168.54	142.61
Night soil worker	6,244.72	283.85	240.18
<b>Watchman</b>			
(a) Chief watchman	6,767.48	307.61	260.29
(b) Watchman (Grade 1)	6,486.30	294.83	249.47
(c) Watchman (Grade 2)	6,251.80	284.17	240.45
Hospital servant	6,536.68	297.12	251.41
Gardener	6,536.68	297.12	251.41
Overseer (Grade 1)	7,905.12	359.32	304.04
Overseer (Grade 2)	6,767.48	307.61	260.29
Platelayer	6,767.48	307.61	260.29
<i>Marqueur</i>	7,197.66	327.17	276.83
Loco-stoker	6,536.68	297.12	251.41

**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Sugar Industry (Non-Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Sugar Industry (Non-Agricultural Workers) (Remuneration Order) Regulations 1985.
3. Regulation 3 of the principal regulations is amended, in paragraph (5), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended, in paragraph 1, by deleting the words "Rs 233.72 for a normal day's work" and replacing them by the words "240.45 rupees for a normal day's work during crop and 284.17 rupees during intercrop".
6. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Monthly wages			
	Chief (Rs cs)	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Motor mechanic (Heavy mechanical unit) }	9,148.14	8,280.42	7,913.38	7,547.90
Motor mechanic (automobile), Pan boiler, Electrician }	8,920.84	8,095.36	7,721.68	7,267.48
Blacksmith, Coppersmith, Fitter, Moulder, Pattern maker, Plumber and pipefitter, Sheet metal worker, Boiler maker, Turner, Welder }	8,184.50	8,095.36	7,721.68	7,267.48
Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory attendant }	8,095.36	7,912.20	7,130.76	6,950.18
Driver (Heavy mechanical unit), Loading and harvesting machine operator }	–	7,545.54	7,040.16	6,817.24
Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) }	–	7,237.60	7,040.16	6,817.24

Category of worker	Monthly wages			
	Chief	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Factory operator –				
1 <sup>st</sup> year	–	6,661.88	6,507.36	6,265.96
2 <sup>nd</sup> year	–	6,702.94	6,530.96	6,318.98
3 <sup>rd</sup> year	–	6,725.18	6,543.76	6,400.42
4 <sup>th</sup> year	–	6,750.96	6,556.74	6,414.58
5 <sup>th</sup> year	–	6,775.56	6,575.72	6,436.82
6 <sup>th</sup> year & thereafter	–	6,817.24	6,659.52	6,487.48
	<b>Chief</b>		<b>Others</b>	
Evaporator attendant, Boiler attendant, Hotwater treatment plant attendant	6,817.24		6,507.36	
Sugar refiner, <i>Peseur de jus</i> , Striker	–		6,507.36	
Office messenger, Store attendant	6,507.36		6,251.80	
Telephone operator, Sampler, Bagger and stoker ( <i>cendrier</i> working under grate or in furnace for boilers)	–		6,318.98	
Clarifier worker, Filter press worker, Irrigation pipe adjuster, Bus attendant, Locomotive attendant, Lorry loader, Lorry attendant, Tractor attendant, Tyre repairer, Lime control worker and all other non-agricultural workers	–		6,251.80	

<b>Category of worker</b>	<b>Monthly wages (Rs cs)</b>
Irrigation pump operator –	
1 <sup>st</sup> year	6,661.88
2 <sup>nd</sup> year	6,702.94
3 <sup>rd</sup> year	6,725.18
4 <sup>th</sup> year	6,750.96
5 <sup>th</sup> year	6,775.56
6 <sup>th</sup> year & thereafter	6,817.24
 Coachsmith, Coachpainter	 7,912.20
 Weighbridge attendant	 6,251.80
Chief boiler attendant operating a water tube boiler without spreader stoker	7,007.64
Chief boiler attendant operating a water tube boiler with spreader stoker and automatic controls	7,244.50

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Tailoring Trade (Remuneration Order) (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Tailoring Trade (Remuneration Order) Regulations 2001.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Monthly basic wages (Rs)</b>
Tailor (Superior Grade)	7,094
Tailor (Grade I)	6,525
Tailor (Grade II)	6,173
Tailor (Grade III)	5,870
Learner –	
1 <sup>st</sup> year	3,168
2 <sup>nd</sup> year	3,514
3 <sup>rd</sup> year	3,891
4 <sup>th</sup> year	4,344
5 <sup>th</sup> year	4,694

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**THE EMPLOYMENT RELATIONS ACT 2008**  
**Regulations made by the Minister under section 94 of**  
**the Employment Relations Act 2008**

1. These regulations may be cited as the Tea Industry Workers (Remuneration Order) (Amendment) Regulations 2011.

2. In these regulations –

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

3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.

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

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

(a) in paragraph 3(2) –

(i) in subparagraph (a), by deleting the figure “16.42” and replacing it by the figure “16.90”; and

(ii) in subparagraph (b), by deleting the figure “15.55” and replacing it by the figure “16.03”;

(b) in paragraph 4 by revoking subparagraph (2) and replacing it by the following subparagraph –

(2) Subject to subparagraph (3), every worker who plucks green leaves and does levelling off shall be paid on the amount of leaves plucked by him at the following rate –

	<b>Rate per kg (Rs cs)</b>
(a) up to 30 kgs	6.45
(b) over 30 kgs and up to 40 kgs	7.14
(c) over 40 kgs	7.28

**6.** These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
<b>GROUP A</b>		
Field labourer (Male)	5,916	227.54
Field labourer (Female)	4,831	185.81
Young person	4,407	169.50
Watchman (Grade 2)	5,836	224.46
Sirdar or Gangman	6,536	251.38
<b>GROUP B</b>		
Factory worker (Male)	5,916	227.54
Factory worker (Female)	4,831	185.81
Gardener	5,916	227.54
Factory supervisor	7,379	283.81
Messenger	5,935	228.27
Store attendant	6,294	242.08
Laboratory attendant (Grade 1)	6,294	242.08
(Grade 2)	6,074	233.62
Sirdar or Gangman	6,536	251.38
Assistant Sirdar or Gangman	6,155	236.73
Turner, Fitter, Electrician, Motor mechanic, Welder, Plumber and Pipe fitter	(Grade 1) 7,104 (Grade 2) 6,816 (Grade 3) 6,360	273.23 262.15 244.62
Carpenter & Stone mason	(Grade 1) 6,377 (Grade 2) 6,181 (Grade 3) 5,999	245.27 237.73 230.73

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
Factory operator	6,294	242.08
Weigher (Grade 1)	6,852	263.54
(Grade 2)	6,337	243.73
Leaf checker	6,287	241.81
Watchman (Grade 1)	6,151	236.58
(Grade 2)	5,836	224.46
Driver (Grade 1)	6,416	246.77
(Grade 2)	6,230	239.61
Lorry attendant/Lorry helper	5,916	227.54
Factory attendant	5,859	225.35
Boiler & Turbine operator	7,203	277.04

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**THE EMPLOYMENT RELATIONS ACT 2008**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act 2008**

1. These regulations may be cited as the Travel Agents and Tour Operators Workers Remuneration (Amendment) Regulations 2011.
2. In these regulations –  
  
“principal regulations” means the Travel Agents and Tour Operators Workers Remuneration Regulations 2009.
3. Regulation 4 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (No. 2) Act 2009” and replacing them by the words “Additional Remuneration (2011) Act 2010”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 January 2011.

Made by the Minister on 23 April 2011.

**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Senior accounts clerk	1 <sup>st</sup> year	9,501
	2 <sup>nd</sup> year	9,708
	3 <sup>rd</sup> year	9,915
	4 <sup>th</sup> year & thereafter	10,132
Accounts clerk	1 <sup>st</sup> year	8,274
	2 <sup>nd</sup> year	8,430
	3 <sup>rd</sup> year	8,585
	4 <sup>th</sup> year & thereafter	8,740
Administrative clerk, Planning clerk, Reservation & ticketing officer and Cashier	1 <sup>st</sup> year	7,912
	2 <sup>nd</sup> year	8,067
	3 <sup>rd</sup> year	8,223
	4 <sup>th</sup> year & thereafter	8,378
Planning officer	1 <sup>st</sup> year	9,501
	2 <sup>nd</sup> year	9,708
	3 <sup>rd</sup> year	9,915
	4 <sup>th</sup> year & thereafter	10,132
Trainee		5,211
Word processing operator	1 <sup>st</sup> year	7,126
	2 <sup>nd</sup> year	7,255
	3 <sup>rd</sup> year	7,384
	4 <sup>th</sup> year & thereafter	7,565
Receptionist/Telephonist	1 <sup>st</sup> year	6,763
	2 <sup>nd</sup> year	6,867
	3 <sup>rd</sup> year	7,022
	4 <sup>th</sup> year & thereafter	7,177
Hotel representative	1 <sup>st</sup> year	8,274
	2 <sup>nd</sup> year	8,455
	3 <sup>rd</sup> year	8,637
	4 <sup>th</sup> year & thereafter	8,818

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Airport representative	1 <sup>st</sup> year	7,757
	2 <sup>nd</sup> year	7,964
	3 <sup>rd</sup> year	8,119
	4 <sup>th</sup> year & thereafter	8,274
Driver	1 <sup>st</sup> year	7,488
	2 <sup>nd</sup> year	7,591
	3 <sup>rd</sup> year	7,695
	4 <sup>th</sup> year & thereafter	7,860
Guide	1 <sup>st</sup> year	7,757
	2 <sup>nd</sup> year	7,964
	3 <sup>rd</sup> year	8,119
	4 <sup>th</sup> year & thereafter	8,274
Travel consultant	1 <sup>st</sup> year	9,501
	2 <sup>nd</sup> year	9,708
	3 <sup>rd</sup> year	9,915
	4 <sup>th</sup> year & thereafter	10,132
Luggage handler	1 <sup>st</sup> year	6,598
	2 <sup>nd</sup> year	6,686
	3 <sup>rd</sup> year	6,763
	4 <sup>th</sup> year & thereafter	6,841
Vehicle attendant	1 <sup>st</sup> year	6,184
	2 <sup>nd</sup> year	6,287
	3 <sup>rd</sup> year	6,391
	4 <sup>th</sup> year & thereafter	6,494
Cleaner	1 <sup>st</sup> year	6,184
	2 <sup>nd</sup> year	6,287
	3 <sup>rd</sup> year	6,391
	4 <sup>th</sup> year & thereafter	6,494
Security officer	1 <sup>st</sup> year	6,815
	2 <sup>nd</sup> year	6,919
	3 <sup>rd</sup> year	7,022
	4 <sup>th</sup> year & thereafter	7,126
Watchperson		6,494

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