

## **List of Remuneration Regulations**

1. [The Attorneys' and Notaries' Workers \(Remuneration\) Regulations 2010](#)
2. [The Baking Industry \(Remuneration Order\) Regulations 2003](#)
3. [The Blockmaking, Construction, Stone Crushing and Related Industries \(Remuneration Order\) Regulations 2003](#)
4. [The Catering and Tourism Industries Remuneration Regulations 2014](#)
5. [The Cinema Employees \(Remuneration Order\) Regulations 2005](#)
6. [The Cleaning Enterprises \(Remuneration\) Regulations 2013](#)
7. [The Distributive Trades \(Remuneration Order\) Regulations 2004](#)
8. [The Domestic Workers \(Remuneration \) Regulations 2010](#)
9. [The Electrical, Engineering and Mechanical Workshops \(Remuneration\) Regulations 2013](#)
10. [The Export Enterprises \(Remuneration Order\) Regulations 1984](#)
11. [The Factory Employees \(Remuneration Order\) Regulations 2001](#)
12. [The Field Crop and Orchard Workers \(Remuneration Order\) Regulations 2008](#)
13. [The Light Metal and Wooden Furniture Workshops \(Remuneration Order\) Regulations 2002](#)
14. [The Livestock Workers \(Remuneration Order\) Regulations 2008](#)
15. [The Newspapers and Periodicals Employees \(Remuneration Order\) Regulations 2001](#)
16. [The Nursing Homes \(Remuneration Order\) Regulations 1984](#)
17. [The Office Attendants \(Remuneration\) Regulations 2013](#)
18. [The Pre-Primary School Employees \(Remuneration Order\) Regulations 2000](#)
19. [The Printing Industry \(Remuneration\) Regulations 2014](#)
20. [The Private Secondary Schools Employees \(Remuneration Order\) Regulations 1984](#)
21. [The Public Transport \(Buses\) Workers Remuneration Regulations 2014](#)
22. [The Road Haulage Industry \(Remuneration \) Regulations 2009](#)
23. [The Salt Manufacturing Industry \(Remuneration Order\) Regulations 1983](#)
24. [The Sugar Industry \(Agricultural Workers\) \(Remuneration Order\) Regulations 1983](#)
25. [The Sugar Industry \(Non - Agricultural Workers\) \(Remuneration Order\) Regulations 1985](#)
26. [The Tailoring Trade \(Remuneration Order\) Regulations 2001](#)
27. [The Tea Industry Workers \(Remuneration Order\) Regulations 1984](#)
28. [The Travel Agents and Tour Operators Workers Remuneration Regulations 2009](#)

## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Attorneys' and Notaries' Workers (Remuneration) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**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	1st year	9,041
	2nd year	9,197
	3rd year	9,358
	4th year	9,520
	5th year	9,675
	6th year	9,883
	7th year	10,090
	8th year	10,198
	9th year	10,405
	10th year	10,612
	11th year	10,872
	12th year	11,131
	13th year	11,390
	14th year	11,649
	15th year	11,960
	16th year	12,272
	17th year	12,583
	18th year	12,894
	19th year	13,231
	20th year & thereafter	13,594
Secretary	1st year	9,041
	2nd year	9,197
	3rd year	9,358
	4th year	9,520
	5th year	9,675
	6th year	9,883

7th year	10,090
8th year	10,198
9th year	10,405
10th year	10,612
11th year	10,872
12th year	11,131
13th year	11,390
14th year	11,649
15th year & thereafter	11,960

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**THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Baking Industry (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

**1. BREAD MANUFACTURE**

**(1) Semi-automated bakery**

<b>Category of employee</b>	<b>Daily basic wages (Rs cs)</b>
Bakery Operator	485.52
Handyperson	352.31
Extra remuneration for work performed at night: (basic daily wages + overtime) x 20%	

**(2) Industrial bakery**

<b>Category of employee</b>	<b>Daily basic wages (Rs cs)</b>
Bakery Operator	469.02
Handyperson	341.02
Extra remuneration for work performed at night: (basic daily wages + overtime) x 20%	

**(3) Mechanised bakery**

<b>Category of employee</b>	<b>Daily basic wages for first 13 bags of flour (Rs cs)</b>
<i>Coupeur</i>	423.35
Brigadier	370.72
Mixer	370.72
Unskilled employee	310.45
Remuneration for every additional bag: (basic daily wages ÷ 13 x 1.5)	

**2. BISCUIT FACTORY**

<b>Category of employee</b>	<b>Daily basic wages (Rs cs)</b>
Oven Operator	318.47
Assistant Oven Operator	314.08
Mixer	330.24
Assistant Mixer	314.08
Machine Operator	330.24
Assistant Machine Operator or Biscuit Stamping Machine Operator }	314.08
Unskilled employee	309.28

### **3. PASTRY BAKERY**

<b>Category of employee</b>	<b>Daily basic wages (Rs cs)</b>
Oven Operator	330.24
Assistant Oven Operator	318.47
Mixer	355.97
Assistant Mixer	330.24
Unskilled employee	309.28

### **4. OTHER EMPLOYEES IN BAKING INDUSTRY**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
(1) Clerk	1st year	9,213
	2nd year	9,436
	3rd year	9,589
	4th year	9,751
	5th year	10,030
	6th year	10,155
	7th year	10,380
	8th year & thereafter	10,595

(2) Driver	1st year	9,257
	2nd year	9,313
	3rd year	9,368
	4th year	9,481
	5th year & thereafter	9,536

(3) Salesperson	1st year	8,625
	2nd year	8,683
	3rd year	8,752
	4th year	8,808
	5th year & thereafter	8,866

**Daily basic wages  
(Rs cs)**

(4) Handpacker	274.09
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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

**PART I**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
<b>Administrative staff</b>		
Accounts Clerk, Store and Tool keeper, Timekeeper	1st year	11,615
	2nd year	11,813
	3rd year	12,012
	4th year	12,210
	5th year	12,409
	6th year	12,608
	7th year	12,806
	8th year & thereafter	13,005
Clerk	1st year	10,547
	2nd year	10,789
	3rd year	11,083
	4th year	11,325
	5th year	11,566
	6th year	11,808
	7th year	12,050
	8th year & thereafter	12,296

Weighbridge Clerk	1st year	10,236
	2nd year	10,471
	3rd year	10,708
	4th year	10,944
	5th year	11,239
	6th year	11,480
	7th year	11,722
	8th year & thereafter	11,974
Word Processing Operator	1st year	10,218
	2nd year	10,359
	3rd year	10,601
	4th year	10,842
	5th year	11,142
	6th year	11,389
	7th year	11,636
	8th year & thereafter	11,883
Receptionist/Telephonist	1st year	9,138
	2nd year	9,374
	3rd year	9,665
	4th year	9,895
	5th year	10,126
	6th year	10,263
	7th year	10,498
	8th year & thereafter	10,735
Learner –		
(a) first 3 months		8,803
(b) next 3 months		11,438

## 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		15,046
Supervisor	1st year	12,876
	2nd year	13,123
	3rd year	13,370
	4th year	13,617
	5th year	13,863
	6th year	14,110
	7th year	14,378
	8th year & thereafter	14,630

<b>Category of employee</b>	<b>Year of service</b>	<b>Daily basic wages (Rs cs)</b>
Leading hand	1st year	475.88
	2nd year	479.94
	3rd year	483.96
	4th year	487.97
	5th year & thereafter	492.00
Plant Operator	1st year	449.07
	2nd year	455.49
	3rd year	461.95
	4th year	468.38
	5th year & thereafter	474.80

Multi-skilled employee	1st year	435.11
	2nd year	443.19
	3rd year	451.19
	4th year	459.26
	5th year & thereafter	467.30

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	1st year	461.95	449.07	426.53
	2nd year	468.38	451.77	430.02
	3rd year	474.80	454.42	433.49
	4th year	481.26	457.11	436.98
	5th year & thereafter	487.68	459.80	440.45

		<b>Grade I (Rs cs)</b>	<b>Grade II (Rs cs)</b>
Driver	1st year	449.07	426.53
	2nd year	451.77	430.02
	3rd year	454.42	433.49
	4th year	457.11	436.98
	5th year & thereafter	459.80	440.45

<b>Category of employee</b>	<b>Daily basic wages (Rs cs)</b>
Stonemason	475.88
Cabinet Maker	475.88
Blockmaker	440.45
Stone Driller	440.45
Stone Breaker	440.45
Stone Splitter	440.45
Stone employee	440.45

Tyreperson	440.45
Unskilled employee	395.50
Watchperson	433.49

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Catering and Tourism Industries Remuneration (Amendment) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Catering and Tourism Industries Remuneration Regulations 2014.
3. Regulation 5 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

Column I Category of worker	Column II Year of service	Column III Monthly basic wages (Rs)	Column IV Monthly basic wages (Rs)
Head Cook, Head Pastry Cook		12,444	12,835
Assistant Head Cook, Assistant Head Pastry Cook	1st year	11,824	12,240
	2nd year	12,074	12,370
	3rd year	12,324	12,500
	4th year & thereafter	12,574	12,630
Cook, Pastry Cook	1st year	11,130	11,725
	2nd year	11,380	11,855
	3rd year	11,630	11,985
	4th year & thereafter	11,880	12,115
Assistant Cook, Assistant Pastry Cook	1st year	9,537	10,270
	2nd year	9,737	10,410
	3rd year	9,937	10,540
	4th year & thereafter	10,137	10,670
Fast Food Operative	1st year	9,332	10,235
	2nd year	9,532	10,270
	3rd year	9,732	10,410
	4th year & thereafter	9,932	10,540
Head Waiter	1st year	10,632	11,325
	2nd year	10,857	11,530
	3rd year	11,107	11,725
	4th year & thereafter	11,357	11,920
Assistant Head Waiter	1st year	9,290	10,165

	2nd year	9,490	10,205
	3rd year	9,690	10,340
	4th year & thereafter	9,890	10,475
Waiter, Beach Waiter, Loader, Tea Maker	1st year	8,792	9,680
	2nd year	8,967	9,810
	3rd year	9,167	9,945
	4th year & thereafter	9,367	10,095
Head Bartender		12,444	12,835
Bartender	1st year	10,632	11,325
	2nd year	10,857	11,530
	3rd year	11,107	11,725
	4th year & thereafter	11,357	11,920
Assistant Bartender	1st year	8,792	9,680
	2nd year	8,967	9,810
	3rd year	9,167	9,945
	4th year & thereafter	9,367	10,095
Restaurant Supervisor		13,514	13,800
Assistant Restaurant Supervisor	1st year	12,444	12,835
	2nd year	12,694	13,090
	3rd year	12,944	13,285
	4th year & thereafter	13,194	13,475
Kitchen Cost Controller	1st year	9,788	10,475
	2nd year	9,988	10,605
	3rd year	10,188	10,735
	4th year & thereafter	10,288	10,865
Cashier	1st year	11,130	11,725
	2nd year	11,380	11,855
	3rd year	11,630	11,985

	4th year & thereafter	11,880	12,110
<i>Cafetier</i>	1st year	9,537	10,270
	2nd year	9,737	10,410
	3rd year	9,937	10,540
	4th year & thereafter	10,137	10,670
<i>Assistant Cafetier</i>	1st year	8,567	9,480
	2nd year	8,742	9,610
	3rd year	8,917	9,745
	4th year & thereafter	9,117	9,875
<i>Storekeeper</i>	1st year	11,637	12,045
	2nd year	11,887	12,240
	3rd year	12,137	12,435
	4th year & thereafter	12,387	12,630
<i>Assistant Storekeeper</i>	1st year	9,955	10,605
	2nd year	10,180	10,735
	3rd year	10,305	10,930
	4th year & thereafter	10,530	11,195
<i>Store Attendant</i>	1st year	9,712	10,340
	2nd year	9,912	10,475
	3rd year	10,112	10,605
	4th year & thereafter	10,212	10,735
<i>Caviste</i>	1st year	9,955	10,605
	2nd year	10,180	10,735
	3rd year	10,305	10,865
	4th year & thereafter	10,530	11,065
<i>Receptionist</i>	1st year	11,497	12,045
	2nd year	11,747	12,175
	3rd year	11,997	12,305

	4th year & thereafter	12,247	12,435
Assistant Receptionist	1st year	10,388	11,065
	2nd year	10,613	11,195
	3rd year	10,838	11,325
	4th year & thereafter	11,088	11,530
Senior Accounts Clerk	1st year	13,226	13,575
	2nd year	13,476	13,830
	3rd year	13,726	14,090
	4th year & thereafter	13,976	14,360
Accounts Clerk	1st year	11,456	12,045
	2nd year	11,706	12,240
	3rd year	11,956	12,435
	4th year	12,206	12,630
	5th year	12,456	12,835
	6th year	12,706	13,090
	7th year & thereafter	12,956	13,285
Personnel Clerk, Room Service Clerk	1st year	11,069	11,595
	2nd year	11,319	11,790
	3rd year	11,569	11,985
	4th year & thereafter	11,819	12,175
Telephonist	1st year	9,332	10,235
	2nd year	9,532	10,270
	3rd year	9,732	10,475
	4th year & thereafter	9,932	10,670
Porter Operator	1st year	9,162	10,015
	2nd year	9,362	10,130
	3rd year	9,562	10,235
	4th year & thereafter	9,762	10,235
Housekeeper	1st year	12,279	12,695

	2nd year	12,529	12,900
	3rd year	12,779	13,155
	4th year & thereafter	13,029	13,350
Assistant Housekeeper	1st year	11,824	12,240
	2nd year	12,074	12,435
	3rd year	12,324	12,630
	4th year & thereafter	12,574	12,835
Linen Keeper	1st year	11,497	12,045
	2nd year	11,747	12,175
	3rd year	11,997	12,305
	4th year & thereafter	12,247	12,435
Valet	1st year	8,792	9,680
	2nd year	8,967	9,810
	3rd year	9,167	9,945
	4th year & thereafter	9,367	10,095
Launderer, Sewing Attendant	} 1st year	8,567	9,480
	2nd year	8,742	9,610
	3rd year	8,917	9,745
	4th year & thereafter	9,117	9,875
Trainee, Certified Trainee		7,350	8,235
Sports Instructor	1st year	11,456	12,045
	2nd year	11,706	12,305
	3rd year	11,956	12,565
	4th year & thereafter	12,206	12,835
Entertainer	1st year	10,632	11,325
	2nd year	10,857	11,660
	3rd year	11,107	11,920
	4th year & thereafter	11,357	12,175
Skipper	1st year	9,171	10,015

	2nd year	9,371	10,165
	3rd year	9,571	10,270
	4th year & thereafter	9,771	10,475
Skipper's Assistant	1st year	8,814	9,710
	2nd year	8,989	9,810
	3rd year	9,189	9,910
	4th year & thereafter	9,389	10,015
Kitchen Helper, Sports and Leisure Attendant, Cleaner	1st year	8,567	9,480
	2nd year	8,742	9,610
	3rd year	8,917	9,745
	4th year & thereafter	9,117	9,875
Waste Water Plant Operative	1st year	8,684	9,610
	2nd year	8,859	9,745
	3rd year	9,059	9,875
	4th year & thereafter	9,259	10,015
Cabinet Maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration Mechanic	1st year	11,168	11,790
	2nd year	11,418	11,920
	3rd year	11,668	12,045
	4th year & thereafter	11,918	12,175
Handyperson	1st year	11,047	11,660
	2nd year	11,297	11,790
	3rd year	11,547	11,920
	4th year & thereafter	11,797	12,045
Assistant Handyperson	1st year	10,632	11,325
	2nd year	10,857	11,530
	3rd year	11,107	11,660
	4th year & thereafter	11,357	11,790
Gardener	1st year	8,792	9,680

	2nd year	8,967	9,810
	3rd year	9,167	9,945
	4th year & thereafter	9,367	10,095
Driver	1st year	10,388	11,065
	2nd year	10,613	11,195
	3rd year	10,838	11,325
	4th year & thereafter	11,088	11,530
Security Officer	1st year	9,538	10,205
	2nd year	9,738	10,340
	3rd year	9,938	10,475
	4th year & thereafter	10,163	10,605
Watchperson		8,920	9,875
Animal Keeper	1st year	8,650	9,575
	2nd year	8,825	9,705
	3rd year	9,000	9,835
	4th year & thereafter	9,200	9,965
Delivery Person	1st year	9,350	10,250
	2nd year	9,550	10,280
	3rd year	9,750	10,410
	4th year & thereafter	9,950	10,540
Guide	1st year	9,850	10,500
	2nd year	10,075	10,675
	3rd year	10,200	10,850
	4th year & thereafter	10,425	11,025
Kid's Club Hostess	1st year	8,050	8,950
	2nd year	8,225	9,125
	3rd year	8,400	9,300
	4th year & thereafter	8,575	9,475
Spa Therapist/Hairdresser	1st year	10,250	10,925

2nd year	10,475	11,100
3rd year	10,700	11,275
4th year & thereafter	10,925	11,450
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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Cinema Employees (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 6]

**PART I**

<b>Category of employee</b>	<b>Monthly basic wages (Rs)</b>
Driver	7,884
Store Assistant	7,182
Caretaker/Cleaner	7,182
Cleaner	6,140
Helper	6,180

**PART II**

<b>Category of employee</b>	<b>For up to 28 shows per month (Rs)</b>	<b>Rate per additional show above 28 shows per month and for casual workers (Rs cs)</b>
Projectionist	7,681	345.56
Assistant Projectionist	6,582	270.47
Box Office Attendant	6,479	263.15
Ticket Controller	6,479	263.15
Usher	6,479	263.15
Café Keeper	6,479	263.15
Café Assistant	5,017	172.91

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Cleaning Enterprises (Remuneration) (Amendment) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Cleaning Enterprises (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**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>
Supervisor	1st year	10,462
	2nd year	10,695
	3rd year	10,929
	4th year	11,162
	5th year	11,395
	6th year	11,629
	7th year	11,888
	8th year and thereafter	12,147
Accounts Clerk	1st year	9,385
	2nd year	9,572
	3rd year	9,779
	4th year	9,986
	5th year	10,194
	6th year	10,301
	7th year	10,509
	8th year & thereafter	10,742
Store Clerk	1st year	9,385
	2nd year	9,572
	3rd year	9,779
	4th year	9,986
	5th year	10,194
	6th year	10,301
	7th year	10,509
	8th year & thereafter	10,742
Clerk	1st year	9,103
	2nd year	9,288

	3rd year	9,476
	4th year	9,660
	5th year	9,867
	6th year	10,075
	7th year	10,182
	8th year & thereafter	10,389
Receptionist/Telephonist	1st year	8,598
	2nd year	8,780
	3rd year	8,963
	4th year	9,145
	5th year	9,331
	6th year	9,520
	7th year	9,727
	8th year & thereafter	9,935
Driver Grade I	1st year	9,347
	2nd year	9,535
	3rd year	9,743
	4th year	9,950
	5th year	10,158
	6th year	10,265
	7th year	10,472
	8th year & thereafter	10,680
Driver Grade II	1st year	9,051
	2nd year	9,234
	3rd year	9,422
	4th year	9,608
	5th year	9,815
	6th year	10,023
	7th year	10,230
	8th year & thereafter	10,338
Driver Grade III	1st year	8,796

	2nd year	8,978
	3rd year	9,161
	4th year	9,347
	5th year	9,535
	6th year	9,743
	7th year	9,950
	8th year & thereafter	10,158
Scavenger	1st year	8,235
	2nd year	8,385
	3rd year	8,540
	4th year	8,723
	5th year	8,905
	6th year	9,088
	7th year	9,271
	8th year & thereafter	9,461
Lavatory Attendant	1st year	8,235
	2nd year	8,385
	3rd year	8,540
	4th year	8,723
	5th year	8,905
	6th year	9,088
	7th year	9,271
	8th year & thereafter	9,461
Helper	1st year	8,085
	2nd year	8,235
	3rd year	8,385
	4th year	8,540
	5th year	8,723
	6th year	8,905
	7th year	9,088
	8th year & thereafter	9,271

Cleaner	1st year	8,085
	2nd year	8,235
	3rd year	8,385
	4th year	8,540
	5th year	8,723
	6th year	8,905
	7th year	9,088
	8th year & thereafter	9,271
Vehicle Attendant	1st year	7,935
	2nd year	8,085
	3rd year	8,235
	4th year	8,385
	5th year	8,540
	6th year	8,723
	7th year	8,905
	8th year & thereafter	9,088

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Distributive Trades (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

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

**PART I – ADMINISTRATIVE STAFF**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Accounts Clerk, Customs Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1st year	9,654
	2nd year	9,917
	3rd year	10,126
	4th year	10,225
	5th year	10,451
	6th year	10,676
	7th year	10,912
	8th year & thereafter	11,218
Clerk	1st year	8,464
	2nd year	8,688
	3rd year	8,911
	4th year	9,111
	5th year	9,330
	6th year	9,606
	7th year	9,885
	8th year & thereafter	10,126
Word Processing Operator	1st year	8,191
	2nd year	8,395
	3rd year	8,619
	4th year	8,844
	5th year	9,046
	6th year	9,263
	7th year	9,542

	8th year & thereafter	9,821
Receptionist/Telephonist	1st year	8,059
	2nd year	8,246
	3rd year	8,434
	4th year	8,641
	5th year	8,860
	6th year	9,056
	7th year	9,251
	8th year & thereafter	9,509

#### **PART II – NON-ADMINISTRATIVE STAFF**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Sales Demonstrator	1st year	8,705
	2nd year	8,911
	3rd year	9,095
	4th year	9,280
	5th year	9,536
	6th year	9,740
	7th year	9,998
	8th year & thereafter	10,191
Salesperson	1st year	8,434
	2nd year	8,641
	3rd year	8,860
	4th year	9,056
	5th year	9,251
	6th year	9,509
	7th year	9,719
	8th year & thereafter	9,981
Driver (Grade I)	1st year	9,347
	2nd year	9,569

	3rd year	9,740
	4th year	9,966
	5th year	10,126
	6th year	10,198
	7th year	10,370
	8th year & thereafter	10,542
Driver (Grade II)	1st year	9,051
	2nd year	9,192
	3rd year	9,335
	4th year	9,536
	5th year	9,697
	6th year	9,900
	7th year	10,062
	8th year & thereafter	10,213
Driver (Grade III)	1st year	8,792
	2nd year	8,938
	3rd year	9,078
	4th year	9,219
	5th year	9,363
	6th year	9,569
	7th year	9,724
	8th year & thereafter	9,922
Vehicle Assistant	1st year	8,296
	2nd year	8,439
	3rd year	8,602
	4th year	8,762
	5th year	8,922
	6th year	9,073
	7th year	9,224
	8th year & thereafter	9,436
Attendant	1st year	7,777

	2nd year	7,871
	3rd year	7,965
	4th year	8,059
	5th year	8,152
	6th year	8,257
	7th year	8,362
	8th year & thereafter	8,469
Watchman	1st year	7,932
	2nd year	7,987
	3rd year	8,043
	4th year	8,097
	5th year	8,164
	6th year	8,230
	7th year	8,296
	8th year & thereafter	8,362

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

**PART I – WHOLESALE TRADE**

Tanker Driver	1st year	10,126
	2nd year	10,198
	3rd year	10,370
	4th year	10,542
	5th year	10,740
	6th year	10,928
	7th year	11,180
	8th year & thereafter	11,368
Tanker Driver's Assistant	1st year	7,866
	2nd year	7,954
	3rd year	8,043
	4th year	8,130
	5th year	8,230

	6th year	8,329
	7th year	8,429
	8th year & thereafter	8,543
Cashier	1st year	8,739
	2nd year	8,949
	3rd year	9,148
	4th year	9,368
	5th year	9,643
	6th year	9,922
	7th year	10,174
	8th year & thereafter	10,316

#### **PART II – RETAIL TRADE**

Lubricator, Cleaner	1st year	7,777
	2nd year	7,871
	3rd year	7,965
	4th year	8,059
	5th year	8,152
	6th year	8,291
	7th year	8,401
	8th year & thereafter	8,527

Pump Attendant	1st year	7,871
	2nd year	7,965
	3rd year	8,059
	4th year	8,152
	5th year	8,257
	6th year	8,362
	7th year	8,469
	8th year & thereafter	8,595

Filling Station Assistant	1st year	8,059
	2nd year	8,152
	3rd year	8,257

	4th year	8,362
	5th year	8,469
	6th year	8,595
	7th year	8,723
	8th year & thereafter	8,837
Cashier	1st year	8,296
	2nd year	8,516
	3rd year	8,739
	4th year	8,949
	5th year	9,148
	6th year	9,368
	7th year	9,643
	8th year & thereafter	9,922

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

**PART I – WHOLESALE TRADE**

Cashier	1st year	8,739
	2nd year	8,949
	3rd year	9,148
	4th year	9,368
	5th year	9,643
	6th year	9,922
	7th year	10,174
	8th year & thereafter	10,316

## PART II – RETAIL TRADE

Pharmacy Technician	1st year	9,654
	2nd year	9,917
	3rd year	10,126
	4th year	10,225
	5th year	10,451
	6th year	10,676
	7th year	10,912
	8th year & thereafter	11,218
Cashier	1st year	8,296
	2nd year	8,516
	3rd year	8,739
	4th year	8,949
	5th year	9,148
	6th year	9,368
	7th year	9,643
	8th year & thereafter	9,922
Shop Assistant	1st year	8,059
	2nd year	8,246
	3rd year	8,434
	4th year	8,641
	5th year	8,860
	6th year	9,056
	7th year	9,251
	8th year & thereafter	9,509

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

### PART I – SUPERMARKET

Checkout Operator	1st year	8,296
	2nd year	8,516
	3rd year	8,739
	4th year	8,949
	5th year	9,148
	6th year	9,368
	7th year	9,643
	8th year & thereafter	9,922
<i>Employé de rayon</i>	1st year	7,871
	2nd year	7,965
	3rd year	8,059
	4th year	8,152
	5th year	8,257
	6th year	8,362
	7th year	8,469
	8th year & thereafter	8,595
Meat/Fish Packer	1st year	8,059
	2nd year	8,169
	3rd year	8,279
	4th year	8,390
	5th year	8,516
	6th year	8,649
	7th year	8,792
	8th year & thereafter	8,922

Cold Room Attendant	1st year	8,613
	2nd year	8,757
	3rd year	8,890
	4th year	9,014
	5th year	9,138
	6th year	9,273
	7th year	9,469
	8th year & thereafter	9,606

**PART II – WHOLESALE TRADE OR WHOLESALE AND RETAIL TRADE**

Shop Assistant	1st year	8,059
	2nd year	8,246
	3rd year	8,434
	4th year	8,641
	5th year	8,860
	6th year	9,056
	7th year	9,251
	8th year & thereafter	9,509

Cashier	1st year	8,739
	2nd year	8,949
	3rd year	9,148
	4th year	9,368
	5th year	9,643
	6th year	9,922
	7th year	10,174
	8th year & thereafter	10,316

Cold Room Attendant	1st year	8,613
	2nd year	8,757
	3rd year	8,890
	4th year	9,014
	5th year	9,138
	6th year	9,273
	7th year	9,469
	8th year & thereafter	9,606
Pesticides Handler	1st year	8,613
	2nd year	8,757
	3rd year	8,890
	4th year	9,014
	5th year	9,138
	6th year	9,273
	7th year	9,469
	8th year & thereafter	9,606

### **PART III – RETAIL TRADE**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cashier	1st year	8,296
	2nd year	8,516
	3rd year	8,739
	4th year	8,949
	5th year	9,148
	6th year	9,368
	7th year	9,643
	8th year & thereafter	9,922

Shop Assistant	1st year	8,059
	2nd year	8,246
	3rd year	8,434
	4th year	8,641
	5th year	8,860
	6th year	9,056
	7th year	9,251
	8th year & thereafter	9,509
Cold Room Attendant	1st year	8,613
	2nd year	8,757
	3rd year	8,890
	4th year	9,014
	5th year	9,138
	6th year	9,273
	7th year	9,469
	8th year & thereafter	9,606

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Domestic Workers (Remuneration) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Monthly basic wages (Rs)</b>	<b>Hourly basic rate (Rs cs)</b>
Cook	6,141	29.52
Driver	8,193	39.39
Gardener	6,951	33.42
<i>Garde-malade</i>	7,074	22.67
Household Worker	5,934	28.53
Watchperson	7,500	24.04
Household Worker/Cook	6,528	31.38
Caretaker	6,951	33.42

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Electrical, Engineering and Mechanical Workshops (Remuneration) (Amendment) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Electrical, Engineering and Mechanical Workshops (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages (Rs)</b>
Accounts Clerk, Storekeeper	1st year	9,940
	2nd year	10,147
	3rd year	10,255
	4th year	10,462
	5th year	10,695
	6th year	10,929
	7th year & thereafter	11,162
Clerk	1st year	9,288
	2nd year	9,476
	3rd year	9,660
	4th year	9,867
	5th year	10,075
	6th year	10,182
	7th year & thereafter	10,389
Receptionist/Telephonist	1st year	8,780
	2nd year	8,963
	3rd year	9,145
	4th year	9,331
	5th year	9,520
	6th year	9,727
	7th year & thereafter	9,935

Category of worker	Year of service	Monthly wages (Rs)		
		Grade I (Rs)	Grade II (Rs)	Grade III (Rs)
Electrician, Motor mechanic (Superior Grade)	1st year		11,815	
	2nd year		12,023	
	3rd year & thereafter		12,230	
Automobile electrician, Blacksmith, Fitter, Motor mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet metal worker/Boiler maker, Turner, Welder	1st year	10,419	9,337	8,425
	2nd year	10,627	9,526	8,582
	3rd year	10,834	9,733	8,764
	4th year	11,042	9,941	8,947
	5th year	11,249	10,148	-
	6th year	11,456	10,256	-
	7th year & thereafter	11,664	-	-
Carpenter, Electrician, Painter	1st year	10,419	9,337	-
	2nd year	10,627	9,526	-
	3rd year	10,834	9,733	-
	4th year	11,042	9,941	-
	5th year	11,249	10,148	-
	6th year	11,456	10,256	-
	7th year & thereafter	11,664	-	-
Upholsterer			10,419	
Tyreperson			9,915	
Tyreperson Assistant			8,752	
Watchperson			8,628	
Apprentice	1st year		7,078	
	2nd year		7,203	
	3rd year		7,328	

4th year 7,453

5th year 7,578

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Export Enterprises (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 "15.48" and replacing it by the figure "16.15".
6. These regulations shall be deemed to have come into operation on 1 January 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

**PART I**

Category of worker	Year of service	Monthly wages (Rs)
Chief clerk	1st year	8,155
	2nd year	8,360
	3rd year	8,551
	4th year	8,769
	5th year & thereafter	8,941
Accounts clerk, Cashier, Storekeeper	} 1st year	7,706
	} 2nd year	7,884
	3rd year	8,078
	4th year	8,222
	5th year	8,372
	6th year	8,540
	7th year & thereafter	8,701
Clerk, Assistant storekeeper	} 1st year	6,535
	2nd year	6,823
	3rd year	7,085
	4th year	7,521
	5th year	7,784
	6th year	7,955
	7th year	8,112
	8th year	8,278
	9th year & thereafter	8,422

Foreman/Forewoman, Typist, Timekeeper	} 1st year	6,606
	} 2nd year	6,930
	3rd year	7,273
	4th year	7,487
	5th year & thereafter	7,632
Telephonist, Receptionist	1st year	6,606
	2nd year	6,930
	3rd year & thereafter	7,273
Mechanic, Electrician	1st year	6,535
	2nd year	6,823
	3rd year	7,085
	4th year	7,392
	5th year	7,521
	6th year	7,686
	7th year	7,784
	8th year	7,876
	9th year & thereafter	7,955
Driver Grade 1		7,888
Driver Grade 2		7,711
Driver Grade 3		7,557

## PART II

Category of worker	Year of service	Weekly wages (Rs cs)
Watchman		1,380.84
Factory Worker	1st year	1,180.27
	Thereafter	1,204.73
Unskilled Worker	1st year	1,092.95
	Thereafter	1,154.94

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Factory Employees (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**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	1st year	10,273
	2nd year	10,498
	3rd year	10,735
	4th year	11,014
	5th year	11,228
	6th year	11,529
	7th year	11,776
	8th year & thereafter	12,033
Accounts Clerk, Cashier, Storekeeper	1st year	9,313
	2nd year	9,579
	3rd year	9,836
	4th year	10,051
	5th year	10,165
	6th year	10,391
	7th year	10,617
	8th year & thereafter	10,863
Clerk, Assistant Storekeeper	1st year	8,318
	2nd year	8,487
	3rd year	8,671
	4th year	8,900
	5th year	9,116
	6th year	9,368
	7th year	9,686
	8th year & thereafter	9,986

Word Processing Operator	1st year	8,020
	2nd year	8,197
	3rd year	8,373
	4th year	8,590
	5th year	8,808
	6th year	9,041
	7th year	9,268
	8th year & thereafter	9,557
Telephonist, Receptionist	1st year	7,789
	2nd year	7,965
	3rd year	8,142
	4th year	8,351
	5th year	8,567
	6th year	8,786
	7th year	9,019
	8th year & thereafter	9,192
Foreman, Forewoman	1st year	7,789
	2nd year	7,965
	3rd year	8,142
	4th year	8,351
	5th year	8,567
	6th year	8,786
	7th year	8,997
	8th year & thereafter	9,192

**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	1st year	330.52	275.43
	2nd year	334.54	278.78
	3rd year	338.35	281.96
	4th year	342.11	285.09
	5th year	346.40	288.67
	6th year	349.76	291.47
	7th year	352.98	294.15
	8th year & thereafter	356.33	296.94
Factory Attendant	1st year	312.34	260.28
	2nd year	316.43	263.69
	3rd year	320.45	267.04
	4th year	325.19	270.99
	5th year	329.15	274.29
	6th year	333.20	277.67
	7th year	337.06	280.88
	8th year & thereafter	340.84	284.03
Unskilled Worker	1st year	260.46	217.05
	2nd year	264.37	220.31
	3rd year	270.10	225.08
	4th year	273.97	228.31
	5th year & thereafter	277.66	231.38
Watchman			301.66

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Field-crop and Orchard Workers (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**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)	8,551	328.88
Field labourer (Grade II)	7,242	278.54
<i>Surveillant</i>	9,340	359.23
Barns Operator	9,525	366.35
Grader	7,810	300.38
Watchperson	8,445	324.81

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Light Metal and Wooden Furniture Workshops (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

**PART I**

Category of employee	Year of service	Monthly basic wages (Rs)
<b>Administrative staff</b>		
Accounts Clerk, Cashier, Storekeeper	1st year	9,729
	2nd year	9,934
	3rd year	10,094
	4th year	10,155
	5th year	10,386
	6th year	10,606
	7th year	10,836
	8th year & thereafter	11,122
Clerk	1st year	9,213
	2nd year	9,436
	3rd year	9,589
	4th year	9,751
	5th year	10,030
	6th year	10,155
	7th year	10,380
	8th year & thereafter	10,595
Word Processing Operator	1st year	8,855
	2nd year	9,019
	3rd year	9,170
	4th year	9,335
	5th year	9,611
	6th year	9,890

	7th year	10,115
	8th year & thereafter	10,241
Receptionist/Telephonist	1st year	7,965
	2nd year	8,130
	3rd year	8,285
	4th year	8,439
	5th year	8,683
	6th year	8,922
	7th year	9,148
	8th year & thereafter	9,436

## PART II

Category of employee	Year of service	Daily basic wages (Rs cs)
Cabinet Maker (Superior Grade)	1st year	380.38
	2nd year	382.84
	3rd year	384.92
	4th year	386.99
	5th year & thereafter	389.04

### Skilled employees

		Grade I (Rs cs)	Grade II (Rs cs)	Grade III (Rs cs)
Blacksmith, Cabinet maker, Electrician, Fitter, Machine operator, Mechanic, Painter, Panel beater, Pipe bender, Trimmer, Turner, Upholsterer, Welder and other employees in charge of sophisticated equipment	1st year	362.93	334.36	308.47
	2nd year	365.08	337.01	311.00
	3rd year	367.19	339.28	313.15
	4th year	369.28	341.47	315.28
	5th year & thereafter	371.32	343.55	317.39

Apprentice	1st year	234.54
	2nd year	243.54
	3rd year	252.43
	4th year	261.48
	5th year	271.43

Category	Year of Service	Monthly Basic Wage		
		Grade I (Rs)	Grade II (Rs)	Others (Rs)
Driver	1st year	9,257	9,008	8,746
	2nd year	9,313	9,063	8,803
	3rd year	9,368	9,116	8,860
	4th year	9,481	9,170	8,917
	5th year & thereafter	9,536	9,224	8,981
Lorry helper	1st year			8,020
	2nd year			8,086
	3rd year			8,142
	4th year & thereafter			8,197

		Daily Basic Wages (Rs cs)
Attendant	1st year	292.43
	2nd year	294.69
	3rd year	297.04
	4th year & thereafter	299.12
Watchman	1st year	305.08
	2nd year	307.20
	3rd year	309.36
	4th year & thereafter	311.88

## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Livestock Workers (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**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	1st year	9,036	-
	2nd year	9,187	-
	3rd year	9,340	-
	4th year	9,611	-
	5th year & thereafter	9,821	-
Farm Worker (Grade I)		8,551	328.88
Farm Worker (Grade II)		7,242	278.54
Watchperson		8,445	324.81

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Newspapers and Periodicals Employees (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

**GROUP A**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Journalist, <i>Secrétaire de rédaction</i> }	1st year	14,455
	2nd year	14,819
	3rd year	14,983
	4th year	15,369
	5th year	15,769
	6th year	16,184
	7th year	16,615
	8th year	17,061
	9th year	17,525
	10th year & thereafter	18,006
Reporter, Caricaturist } Photographer, }	1st year	10,402
	2nd year	10,583
	3rd year	10,770
	4th year	11,019
	5th year	11,204
	6th year	11,461
	7th year	11,666
	8th year	11,879
	9th year	12,100
	10th year	12,325
	11th year	12,554
	12th year	12,790
	13th year	13,032
	14th year	13,274
	15th year & thereafter	13,519
Trainee Reporter	1st year	8,900

2nd year 9,036

**GROUP B**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Documentalist	1st year	11,191
	2nd year	11,460
	3rd year	11,679
	4th year	11,916
	5th year	12,155
	6th year	12,385
	7th year	12,631
	8th year	12,885
	9th year	13,152
	10th year & thereafter	13,410
Proof reader	1st year	8,900
	2nd year	9,041
	3rd year	9,174
	4th year	9,325
	5th year	9,537
	6th year	9,697
	7th year	9,897
	8th year	10,061
	9th year	10,227
	10th year & thereafter	10,288
Clerk/ Word Processing Operator	1st year	8,748
	2nd year	8,894
	3rd year	9,046
	4th year	9,191
	5th year	9,356
	6th year	9,580
	7th year	9,755
	8th year	9,981

	9th year	10,150
	10th year & thereafter	10,234
Assistant Documentalist	1st year	8,835
	2nd year	8,931
	3rd year	9,038
	4th year	9,134
	5th year	9,243
	6th year	9,348
	7th year	9,522
	8th year	9,627
	9th year	9,748
	10th year & thereafter	9,911
Receptionist/Telephonist	1st year	8,020
	2nd year	8,112
	3rd year	8,193
	4th year	8,288
	5th year	8,373
	6th year	8,467
	7th year	8,571
	8th year	8,666
	9th year	8,773
	10th year & thereafter	8,871
Advertisement Clerk, Accounts Clerk, Store Clerk, Cashier	1st year	9,166
	2nd year	9,319
	3rd year	9,532
	4th year	9,696
	5th year	9,899
	6th year	10,065
	7th year	10,234
	8th year & thereafter	10,298
Driver	1st year	8,569
	2nd year	8,722

3rd year	8,868
4th year	9,020
5th year & thereafter	9,165
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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Nursing Homes (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

**PART A**

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Charge Nurse/Ward Sister		11,008
Medical Laboratory Technician	1st year	9,998
	2nd year	10,115
	3rd year	10,165
	4th year	10,332
	5th year & thereafter	10,520
Radiographer	1st year	9,998
	2nd year	10,115
	3rd year	10,165
	4th year	10,305
	5th year & thereafter	10,466
Nurse	1st year	8,884
	2nd year	9,014
	3rd year	9,121
	4th year	9,313
	5th year	9,497
	6th year	9,745
	7th year	9,998
	8th year	10,169
	9th year	10,278
	10th year & thereafter	10,466

Dispenser	1st year	7,935
	2nd year	8,085
	3rd year	8,213
	4th year	8,395
	5th year & thereafter	8,607
Assistant Nurse	1st year	7,462
	2nd year	7,640
	3rd year	7,790
	4th year	7,935
	5th year	8,085
	6th year	8,279
	7th year	8,458
	8th year	8,665
	9th year	8,884
	10th year & thereafter	9,068
Midwife	1st year	7,757
	2nd year	7,902
	3rd year	8,045
	4th year	8,183
	5th year	8,307
	6th year	8,487
	7th year	8,693
	8th year	8,911
	9th year	9,095
	10th year & thereafter	9,340
Nursing Aid	1st year	6,245
	2nd year	6,385
	3rd year	6,560
	4th year	7,059
	5th year	7,462
	6th year	7,716

7th year	7,935
8th year	8,147
9th year	8,335
10th year & thereafter	8,527

**PART B**

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly salary (Rs)</b>
Driver		7,935
Cook	1st year	7,462
	2nd year	7,640
	3rd year & thereafter	7,869
Receptionist	1st year	7,354
	2nd year	7,566
	3rd year & thereafter	7,716
Nursing Home Attendant, Lauderer	1st year	5,890
	2nd year	6,164
	3rd year	6,445
	4th year	6,638
	5th year & thereafter	6,875
Gardener		7,057
Kitchen Help	1st year	5,890
	2nd year	6,245
	3rd year & thereafter	6,717
Watchman		7,219
Handyman		8,458

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Office Attendants (Remuneration) (Amendment) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Office Attendants (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Head Office Attendant	1st year	11,375
	2nd year	11,608
	3rd year	11,867
	4th year	12,126
	5th year	12,386
	6th year	12,645
	7th year	12,904
	8th year	13,163
	9th year	13,423
	10th year & thereafter	13,682
Office Attendant	1st year	9,503
	2nd year	9,712
	3rd year	9,919
	4th year	10,126
	5th year	10,234
	6th year	10,441
	7th year	10,675
	8th year	10,908
	9th year	11,141
	10th year & thereafter	11,375

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Pre-Primary School Employees (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
<b>Teaching staff</b>		
Teacher Supervisor		9,051
Teacher (Grade A)	1st year	7,871
	2nd year	7,970
	3rd year	8,086
	4th year	8,191
	5th year	8,312
	6th year	8,423
	7th year	8,561
	8th year	8,683
	9th year	8,821
	10th year & thereafter	8,944
Teacher (Grade B)	1st year	7,228
	2nd year	7,337
	3rd year	7,461
	4th year	7,561
	5th year & thereafter	7,662
Teacher (Grade C)	Less than 5 years	6,906
	5 to 10 years	7,228
	more than 10 years & thereafter	7,513
<b>Non-teaching staff</b>		
Cook		6,458
Gardener/Handyman		5,610
School Attendant	1st year	6,458

2nd year	6,546
3rd year	6,635
4th year	6,729
5th year & thereafter	6,831
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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Printing Industry (Remuneration) (Amendment) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Printing Industry (Remuneration) Regulations 2014.
3. Regulation 3 of the principal regulations is amended, in paragraph (3), by deleting the words “Additional Remuneration (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

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

Category of worker	Year of Service	Monthly basic wages (Rs)
Supervisor		17,685
Assistant Supervisor		16,990
Machine operator/Operator		16,720
Quality controller/Checker		15,787
Archivist		14,293
Layout artist	1st year	11,676
	2nd year	11,936
	3rd year	12,195
	4th year	12,454
	5th year	12,713
	6th year	12,973
	7th year	13,232
	8th year	13,491
	9th year	13,750
	10th year & thereafter	14,010
Proof reader	1st year	11,416
	2nd year	11,675
	3rd year	11,935
	4th year	12,194
	5th year	12,453
	6th year	12,712
	7th year	12,972
	8th year	13,231
	9th year	13,490
	10th year & thereafter	13,749
Cameraperson/Platemaker, Photoengraver Photo-type setter Computer to plate operator	1st year	11,017
	2nd year	11,250
	3rd year	11,509

	4th year	11,769
	5th year	12,028
	6th year	12,287
	7th year	12,546
	8th year	12,806
	9th year	13,065
	10th year & thereafter	13,324
Assistant machine operator		12,250
Binder/cutter	1st year	9,730
	2nd year	9,938
	3rd year	10,145
	4th year	10,253
	5th year	10,486
	6th year	10,719
	7th year	10,952
	8th year	11,186
	9th year	11,445
	10th year & thereafter	11,704
Handyperson, Helper	1st year	8,650
	2nd year	8,825
	3rd year	9,000
	4th year	9,175
	5th year & thereafter	9,380
Apprentice	1st year	8,850
	2nd year	9,025
	3rd year	9,200
	4th year	9,406

Clerk Receptionist/Telephonist Typist, Secretary	}	1st year	10,030	
		2nd year	10,237	
		3rd year	10,371	
			4th year	10,604
			5th year	10,837
			6th year	11,071
			7th year	11,304
			8th year	11,563
			9th year	11,823
			10th year & thereafter	12,082
Storekeeper		1st year	10,418	
		2nd year	10,652	
		3rd year	10,885	
		4th year	11,118	
		5th year	11,352	
		6th year	11,611	
		7th year	11,870	
		8th year	12,129	
		9th year	12,389	
		10th year & thereafter	12,648	
Store Attendant		1st Year	9,050	
		2nd year	9,225	
		3rd year	9,432	
		4th year	9,639	
		5th year & thereafter	9,846	

Watchperson	1st year	8,555
	2nd year	8,730
	3rd year	8,905
	4th year	9,080
	5th year & thereafter	9,255

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Private Secondary School Employees (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of employee</b>	<b>Monthly salary (Rs cs)</b>
Principal	14,510.50
	<b>Monthly salary scale (Rs cs)</b>
<b>Teachers, other than instructors</b>	
Graduate	11,229 – 11,323 – 11,565 – 11,867.50 – 12,113 – 12,279 – 12,457 – 12,719.50 – 13,154 – 13,461 – 13,641 – 13,982 – 14,145
Non-Graduate (Grade I)	11,146 – 11,229 – 11,323 – 11,565 – 11,686.50 – 11,769.50 – 11,867.50 – 12,113 – 12,279 – 12,457 – 12,719.50 – 12,942 – 13,148.50
Non-Graduate (Grade II)	8,720.20 – 8,810.50 – 9,007.60 – 9,135.30 – 9,322.10 – 9,476.70 – 9,583.70 – 9,844 – 9,957.50 – 10,053.70 – 10,136.70 – 10,173.70 – 10,294.50 – 10,409 – 10,509.50
Non-Graduate (Grade III)	7,969.70 – 8,095 – 8,217.30 – 8,314.40 – 8,402.70 – 8,503.30 – 8,624 – 8,762.80 – 8,896.50 – 9,002.10 – 9,115.70 – 9,322.10 – 9,499.70
Non-Graduate (Grade IV)	7,520.90 – 7,675.60 – 7,731 – 7,843 – 7,913.60 – 7,962.10 – 8,055.90
<b>Instructors</b>	
Instructor (Grade I)	8,720.20 – 8,810.50 – 9,007.60 – 9,135.30 – 9,322.10 – 9,476.70 – 9,583.70 – 9,844 – 9,957.50 – 10,053.70 – 10,136.70 – 10,173.70 – 10,294.50 – 10,409 – 10,509.50

Instructor (Grade II)	7,969.70 – 8,095 – 8,217.30 – 8,314.40 – 8,402.70 – 8,503.30 – 8,624 – 8,762.80 – 8,896.50 – 9,002.10 – 9,115.70 – 9,322.10 – 9,499.70
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<b>Category of employee</b>	<b>Monthly salary scale (Rs cs)</b>
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**Other employees**

Clerk, Typist, Secretary, Usher or Librarian	}	7,306 – 7,487 – 7,591.10 – 7,705.50 – 7,783.10 – 7,867.60 – 7,940.60 – 7,975.10
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<b>Category of employee</b>	<b>Monthly salary (Rs cs)</b>
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Laboratory Attendant, Workshop Attendant	}	6,823
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Caretaker, Cleaner, Gardener	}	(a) 3,401.96 if required to be in attendance for not more than 3 hours daily
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		(b) 6,385.70 if required to be in attendance for more than 3 hours daily
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## THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Public Transport (Buses) Workers Remuneration (Amendment) Regulations 2016.
2. In these regulations –  
  
“principal regulations” means the Public Transport (Buses) Workers Remuneration Regulations 2014.
3. Regulation 3 of the principal regulations is amended –
  - (a) by revoking paragraph (1) and replacing it by the following paragraph –
    - (1) Subject to regulation 11, every worker shall –
      - (a) be remunerated at the rates specified in Column III –
        - (i) of paragraph 1(2)(a) or (b) of the First Schedule;
        - (ii) of paragraph 1(2) of the Second Schedule; or
        - (iii) of paragraph 1(2) of the Third Schedule;
      - (b) in respect of service after 31 July 2016, be remunerated at the rates specified in Column IV-
        - (i) of paragraph 1(2)(a) or (b) of the First Schedule;
        - (ii) of paragraph 1(2) of the Second Schedule; or
        - (iii) of paragraph 1(2) of the Third Schedule;
      - (c) be governed by the conditions of employment specified in the First, Second or Third Schedule.
    - (b) in paragraph (2), by deleting the words “Additional Remuneration (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
  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) (a) The wages of every worker shall be as follows –

<b>Column I</b>	<b>Column II</b>	<b>Column III</b>	<b>Column IV</b>
		<b>Basic wages per month</b>	
<b>Category of worker</b>	<b>Year of service</b>		<b>In respect of service after 31 July 2016</b>
		<b>(Rs)</b>	<b>(Rs)</b>
Traffic Supervisor	1st year	14,525	15,650
	2nd year	14,621	15,825
	3rd year	14,717	16,000
	4th year	14,813	16,175
	5th year	14,908	16,350
	6th year	15,004	16,525
	7th year	15,099	16,700
	8th year	15,226	16,875
	9th year	15,355	17,050
	10th year	-	17,225
Traffic Officer	1st year	13,710	14,650
	2nd year	13,798	14,825
	3rd year	13,888	15,000
	4th year	13,977	15,175
	5th year	14,073	15,350
	6th year	14,168	15,525
	7th year	14,264	15,700
	8th year	-	15,875
	9th year	-	16,050
	10th year	-	16,225
Driver	1st year	13,543	13,987
	2nd year	13,601	14,162

	3rd year	13,658	14,337
	4th year	13,716	14,512
	5th year	13,774	14,687
	6th year	13,830	14,862
	7th year	13,888	15,037
	8th year	13,951	15,212
	9th year	14,015	15,387
	10th year	14,080	15,562
Conductor	1st year	12,982	13,408
	2nd year	13,039	13,583
	3rd year	13,097	13,758
	4th year	13,155	13,933
	5th year	13,212	14,108
	6th year	13,270	14,283
	7th year	13,327	14,458
	8th year	13,391	14,633
	9th year	13,455	14,808
	10th year	13,518	14,983

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

<b>Column I</b>	<b>Column II</b>	<b>Column III</b>	<b>Column IV</b>
<b>Category of casual worker</b>	<b>Hours of work</b>	<b>Basic rate of pay</b>	
		<b>(Rs)</b>	<b>In respect of service after 31 July 2016 (Rs)</b>
Driver	For the first 4 hours on any normal working day	302.02	329.91
	For every subsequent hour not exceeding 4 hours	69.31	82.74
	For every subsequent hour as from the ninth hour	103.97	124.11
Conductor	For the first 4 hours on any normal working day	287.31	314.92
	For every subsequent hour not exceeding 4 hours	64.00	78.73
	For every subsequent hour as from the ninth hour	96.00	118.10

5. The Second 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>Column I</b>	<b>Column II</b>	<b>Column III</b>	<b>Column IV</b>
<b>Category of worker</b>	<b>Year of service</b>	<b>Basic wages per month (Rs)</b>	<b>In respect of service after 31 July 2016 (Rs)</b>
Accounts Clerk, Chief Cashier, Insurance Clerk	1st year	15,699	16,344
	2nd year	15,821	16,519
	3rd year	15,942	16,694
	4th year	16,062	16,869
	5th year	16,184	17,044
	6th year	16,312	17,219
	7th year	16,439	17,394
	8th year	16,566	17,569
	9th year	16,694	17,744
	10th year	16,841	17,919
Cashier, Storekeeper, Chief clerk	1st year	14,091	14,770
	2nd year	14,206	14,945
	3rd year	14,322	15,120
	4th year	14,437	15,295
	5th year	14,551	15,470
	6th year	14,666	15,645
	7th year	14,780	15,820
	8th year	14,895	15,995
	9th year	15,011	16,170
	10th year	15,132	16,345

Senior Clerk	1st year	13,000	13,850
	2nd year	13,097	14,025
	3rd year	13,192	14,200
	4th year	13,288	14,375
	5th year	13,384	14,550
	6th year	13,480	14,725
	7th year	13,575	14,900
	8th year	13,683	15,075
	9th year	13,792	15,250
	10th year	13,900	15,425
Junior Clerk, Typist	1st year	11,534	12,600
	2nd year	11,617	12,775
	3rd year	11,700	12,950
	4th year	11,782	13,125
	5th year	11,865	13,300
	6th year	11,955	13,475
	7th year	12,044	13,650
	8th year	12,133	13,825
	9th year	12,230	14,000
	10th year	12,325	14,175
Data Input Clerk	1st year	11,684	12,750
	2nd year	11,765	12,925
	3rd year	11,847	13,100
	4th year	11,928	13,275
	5th year	12,009	13,450
	6th year	12,098	13,625
	7th year	12,185	13,800
	8th year	12,273	13,975
	9th year	12,368	14,150
	10th year	12,462	14,325

Head Messenger	1st year	12,261	12,516
	2nd year	12,337	12,691
	3rd year	12,414	12,866
	4th year	12,491	13,041
	5th year	12,567	13,216
	6th year	12,644	13,391
	7th year	12,721	13,566
	8th year	12,797	13,741
	9th year	12,937	13,916
	10th year	13,032	14,091
Messenger	1st year	11,399	11,635
	2nd year	11,445	11,810
	3rd year	11,490	11,985
	4th year	11,534	12,160
	5th year	11,578	12,335
	6th year	11,630	12,510
	7th year	11,681	12,685
	8th year	11,733	12,860
	9th year	11,790	13,035
	10th year	11,848	13,210
Photocopy Machine Operator, Telephonist	1st year	11,534	11,772
	2nd year	11,617	11,947
	3rd year	11,700	12,122
	4th year	11,782	12,297
	5th year	11,865	12,472
	6th year	11,955	12,647
	7th year	12,044	12,822
	8th year	12,133	12,997
	9th year	12,230	13,172
	10th year	12,325	13,347
Watchperson	1st year	11,056	11,327
	2nd year	11,114	11,502

3rd year	11,171	11,677
4th year	11,228	11,852
5th year	11,284	12,027
6th year	11,342	12,202
7th year	11,399	12,377
8th year	-	12,552
9th year	-	12,727
10th year	-	12,902

Part-time Cashier	96.90 per hour	101.05 per hour
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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 –

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

<b>Column I</b>	<b>Column II</b>	<b>Column III</b>	<b>Column IV</b>
<b>Category of worker</b>	<b>Year of service</b>	<b>Basic wages per month</b>	<b>In respect of service after 31 July 2016</b>
		<b>(Rs)</b>	<b>(Rs)</b>
Workshop Supervisor	1st year	16,631	20,460
	2nd year	16,777	20,635
	3rd year	16,904	20,810
	4th year	17,032	20,985
	5th year	17,160	21,160
	6th year	-	21,335
	7th year	-	21,510
	8th year	-	21,685
	9th year	-	21,860
	10th year	-	22,035

Chief Mechanic	1st year	15,482	18,710
	2nd year	15,584	18,885
	3rd year	15,686	19,060
	4th year	15,789	19,235
	5th year	15,891	19,410
	6th year	-	19,585
	7th year	-	19,760
	8th year	-	19,935
	9th year	-	20,110
	10th year	-	20,285
Mechanic, Electrician (Superior Grade)	1st year	14,468	16,960
	2nd year	14,589	17,135
	3rd year	14,710	17,310
	4th year	14,833	17,485
	5th year	14,953	17,660
	6th year	-	17,835
	7th year	-	18,010
	8th year	-	18,185
	9th year	-	18,360
	10th year	-	18,535

Mechanic, Coach Builder Painter, Electrician Fitter, Blacksmith, Welder (Grade I)	1st year	13,613	15,210
	2nd year	13,716	15,385
	3rd year	13,819	15,560
	4th year	13,920	15,735
	5th year	14,022	15,910
	6th year	14,123	16,085
	7th year	14,226	16,260
	8th year	-	16,435
	9th year	-	16,610
	10th year	-	16,785

Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder( Grade II)	1st year	12,624	13,285
	2nd year	12,739	13,460
	3rd year	12,854	13,635
	4th year	13,039	13,810
	5th year	13,161	13,985
	6th year	13,282	14,160
	7th year	-	14,335
	8th year	-	14,510
	9th year	-	14,685
	10th year	-	14,860

Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1st year	11,903	11,903
	2nd year	12,006	12,006
	3rd year	12,109	12,109
	4th year	12,210	12,210
	5th year	12,319	12,319
	6th year	-	12,410
	7th year	-	12,585
	8th year	-	12,760
	9th year	-	12,935
	10th year	-	13,110

Upholsterer	1st year	12,624	12,988
	2nd year	12,739	13,163
	3rd year	12,854	13,338
	4th year	13,039	13,513
	5th year	13,161	13,688
	6th year	13,282	13,863
	7th year	13,402	14,038
	8th year	-	14,213
	9th year	-	14,388
	10th year	-	14,563
Lubricator	1st year	12,032	12,282
	2nd year	12,082	12,457
	3rd year	12,133	12,632
	4th year	12,184	12,807
	5th year	12,242	12,982
	6th year	12,299	13,157
	7th year	12,357	13,332
	8th year	12,414	13,507
	9th year	12,472	13,682
	10th year	12,529	13,857
Helper	1st year	11,273	11,505
	2nd year	11,323	11,680
	3rd year	11,375	11,855
	4th year	11,426	12,030
	5th year	11,478	12,205
	6th year	11,528	12,380
	7th year	11,578	12,555
	8th year	-	12,730
	9th year	-	12,905
	10th year	-	13,080
Tyreperson	1st year	12,624	15,005

(Supervisor)	2nd year	12,746	15,180
	3rd year	12,868	15,355
	4th year	13,058	15,530
	5th year	13,185	15,705
	6th year	-	15,880
	7th year	-	16,055
	8th year	-	16,230
	9th year	-	16,405
	10th year	-	16,580
	Tyreperson (Grade I)	1st year	12,025
2nd year		12,109	13,430
3rd year		12,190	13,605
4th year		12,273	13,780
5th year		12,357	13,955
6th year		12,445	14,130
7th year		-	14,305
8th year		-	14,480
9th year		-	14,655
10th year		-	14,830
Tyreperson (Grade II)	1st year	11,273	11,505
	2nd year	11,331	11,680
	3rd year	11,387	11,855
	4th year	11,445	12,030
	5th year	11,502	12,205
	6th year	11,566	12,380
	7th year	11,630	12,555
	8th year	-	12,730
	9th year	-	12,905
	10th year	-	13,080
Apprentice	1st year	8,880	9,343
	2nd year	9,315	9,468
	3rd year	9,754	9,754

	4th year	10,228	10,228
	5th year	10,584	10,584
Cleaner/ Sweeper	1st year	11,062	11,334
	2nd year	11,114	11,509
	3rd year	11,164	11,684
	4th year	11,215	11,859
	5th year	11,266	12,034
	6th year	11,317	12,209
	7th year	11,369	12,384
	8th year	11,426	12,559
	9th year	11,484	12,734
	10th year	-	12,909
Chief Cleaner	1st year	11,903	12,040
	2nd year	11,955	12,215
	3rd year	12,006	12,390
	4th year	12,058	12,565
	5th year	12,109	12,740
	6th year	12,166	12,915
	7th year	12,224	13,090
	8th year	-	13,265
	9th year	-	13,440
	10th year	-	13,615
Fuel Attendant (full-time)	1st year	11,681	11,969
	2nd year	11,725	12,144
	3rd year	11,770	12,319
	4th year	11,821	12,494
	5th year	11,871	12,669
	6th year	11,923	12,844
	7th year	11,980	13,019
	8th year	-	13,194
	9th year	-	13,369
	10th year	-	13,544

Ticket Issuing Machine Repairer	1st year	12,746	13,113
	2nd year	12,862	13,288
	3rd year	13,039	13,463
	4th year	13,155	13,638
	5th year	13,270	13,813
	6th year	13,391	13,988
	7th year	-	14,163
	8th year	-	14,338
	9th year	-	14,513
	10th year	-	14,688
Gatekeeper	1st year	11,534	11,818
	2nd year	11,586	11,993
	3rd year	11,636	12,168
	4th year	11,694	12,343
	5th year	11,751	12,518
	6th year	11,809	12,693
	7th year	11,865	12,868
	8th year	-	13,043
	9th year	-	13,218
	10th year	-	13,393
Watchperson	1st year	11,056	11,327
	2nd year	11,114	11,502
	3rd year	11,171	11,677
	4th year	11,228	11,852
	5th year	11,284	12,027
	6th year	11,342	12,202
	7th year	11,399	12,377
	8th year	-	12,552
	9th year	-	12,727
	10th year	-	12,902

7. These regulations shall be deemed to have come into operation on 1 January 2016.

Made by the Minister on 02 March 2016.

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**THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Road Haulage Industry (Remuneration) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**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	1st year	10,126
	2nd year	10,214
	3rd year	10,402
	4th year	10,590
	5th year	10,804
	6th year	11,019
	7th year	11,234
	8th year & thereafter	11,448
Tanker Driver's Assistant	1st year	7,866
	2nd year	8,003
	3rd year	8,142
	4th year	8,279
	5th year	8,418
	6th year	8,561
	7th year	8,734
	8th year & thereafter	8,905
Driver (Grade I)	1st year	9,347
	2nd year	9,542
	3rd year	9,729
	4th year	9,917
	5th year	10,105
	6th year	10,192
	7th year	10,380
	8th year & thereafter	10,568

Driver (Grade II)	1st year	9,051
	2nd year	9,213
	3rd year	9,381
	4th year	9,547
	5th year	9,708
	6th year	9,895
	7th year	10,083
	8th year & thereafter	10,172
Driver (Grade III)	1st year	8,792
	2nd year	8,959
	3rd year	9,121
	4th year	9,285
	5th year	9,452
	6th year	9,616
	7th year	9,804
	8th year & thereafter	9,992
Vehicle Assistant	1st year	8,296
	2nd year	8,434
	3rd year	8,578
	4th year	8,752
	5th year	8,922
	6th year	9,084
	7th year	9,245
	8th year & thereafter	9,414

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Salt-Manufacturing Industry (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Daily wages (Rs cs)</b>
Male worker	281.55
Female worker	240.09
Foreman	326.20
<i>Alimentateur</i>	301.93
Mason	320.16
Watchman	281.55
Factory Operator	301.93

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## THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Sugar Industry (Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2016.

2. In these regulations –

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

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

(5) Every field worker (female) employed on an 8-hour day and whose former basic wage or salary was 6,605.00 rupees per month or 254.04 rupees per day during crop (6-day week) or 300.23 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 6,855.00 rupees per month or 263.65 rupees per day during crop (6-day week) and 311.59 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 (2016) Act 2015.

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

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

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

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

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

(Rs cs)

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

(i)	in trailers drawn by Scammell type wheel tractors	335.43
(ii)	in lorries	314.47
(iii)	in tramway wagons and baskets	293.56
(iv)	in low trailers drawn by Ferguson type wheel tractors	293.56
(b)	cutting and carrying canes over a distance not exceeding 15 <i>gaulettes</i> and stacking at not more than 3 <i>gaulettes</i> from the point of loading	257.74
(c)	cutting canes	167.77
(d)	loading canes in Scammell type trailers –	
(i)	if carried over a distance not exceeding 3 <i>gaulettes</i>	155.10
(ii)	if carried over a distance exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	188.88
(e)	loading canes in trailers other than of the Scammell type –	
(i)	if carried over a distance not exceeding 3 <i>gaulettes</i>	138.47
(ii)	if carried over a distance exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	167.77
(f)	loading canes in lorries –	
(i)	if carried over a distance not exceeding 3 <i>gaulettes</i>	150.63
(ii)	if carried over a distance exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	181.54
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	176.12

- |  |        |
|--|--------|
| (h) cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kilogrammes or thereabout for mechanical loading                             | 176.12 |
| (i) cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kilogrammes or thereabout for mechanical loading | 184.36 |

(2) Where a worker is required to dig ruts and remove straw for stacking cut canes for mechanical side loading, he shall be paid an allowance of not less than 8.50 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 35.12 rupees per tonne shall be paid to the worker who may, in such cases, be required by the employer to carry out light trimming with a billhook.

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

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

(d) Where canes have to be carried over a distance of more than 15 *gaulettes* in a field, the relevant rates for cutting and loading, or for cutting or loading done separately, shall be increased by 2.78 rupees per tonne for every additional *gaulette* or fraction of a *gaulette*, and such increased rates shall be paid for on the total amount of canes cut/or loaded by the worker in the field.

(e) Where a worker has, during cutting, to move straw from one interline to another, he shall be paid an additional allowance of 24.42 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 28.91 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 14.42 rupees per tonne.

(ii) Where the yield of canes is less than 10 tonnes per *arpent*, the relevant rates for cutting and loading shall be increased by not less than 39.10 rupees per tonne and the relevant

rates for cutting or loading done separately shall be increased by not less than 18.71 rupees per tonne.

(g) (i) Where, at the point of loading, there is a difference in level, other than a slope, of more than 2 feet, an additional allowance of 13.52 rupees per foot per tonne shall be paid for every additional foot or part of a foot, in excess of the 2 feet.

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

(h) Where the gradient of the slope in a field is steeper than one in 3, an additional allowance of 25.70 rupees per tonne shall be paid.

(i) Where, in any week, a worker –

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

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

(j) Where a worker is required to carry canes for loading across the lines *saute muraille*, also known as *barfé*, he shall be paid an allowance of 10.31 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 (Rs)</b>	
5% on earnings	between 4,885 and 5,989	
6% do	not more than	6,649
7% do	do	7,329

8% do	do	7,888
9% do	do	8,258
10% do	do	8,963
11% do	do	9,414
12% do	do	10,198
13% do	do	10,710
14% do	do	11,415
15% do	more than	11,415

7. These regulations shall be deemed to have come into operation on 1 January 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 5]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Wages		
	Monthly	Daily	
		Intercrop (5-day week)	Crop (6-day week)
(Rs cs)	(Rs cs)	(Rs cs)	
<b>Field Worker (other than special category) –</b>			
(a) Male	9,007.71	409.44	346.45
(b) Female	7,463.13	339.23	287.04
(c) Young Person	7,058.77	320.85	271.49
<b>Field Worker (special category) –</b>			
(a) male	7,274.07	330.64	279.77
(b) female	6,355.53	288.89	244.44
(c) young person	5,982.21	271.92	230.09
Night Soil Worker	8,998.64	409.03	346.10
<b>Watchman</b>			
(a) Chief Watchman	9,631.21	437.78	370.43
(b) Watchman (Grade 1)	9,288.92	422.22	357.27
(c) Watchman (Grade 2)	9,007.71	409.44	346.45
Hospital Servant	9,350.08	425.00	359.62
Gardener	9,350.08	425.00	359.62
Overseer (Grade 1)	10,876.66	494.39	418.33
Overseer (Grade 2)	9,631.21	437.78	370.43
Platelayer	9,631.21	437.78	370.43
<i>Marqueur</i>	10,138.51	460.84	389.94
Loco-stoker	9,350.08	425.00	359.62

## THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Sugar Industry (Non-Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 “336.84 rupees for a normal day’s work during crop and 398.08 rupees during intercrop” and replacing them by the words “346.45 rupees for a normal day’s work during crop and 409.44 rupees during intercrop”.
6. These regulations shall be deemed to have come into operation on 1 January 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Monthly wages			
	Chief (Rs cs)	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Motor Mechanic (Heavy Mechanical Unit) }	12,343.82	11,318.68	10,885.07	10,453.11
Motor Mechanic (automobile), Pan Boiler, Electrician }	12,076.82	11,100.69	10,657.38	10,221.83
Blacksmith, Coppersmith, Fitter, Moulder, Pattern Maker, Plumber and Pipefitter, Sheet Metal Worker, Boiler Maker, Turner, Welder }	11,205.89	11,100.69	10,657.38	10,221.83
Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory Attendant }	11,100.69	10,883.73	10,059.53	9,845.51
Driver (Heavy Mechanical Unit), Loading and Harvesting Machine Operator }	–	10,450.42	9,951.66	9,689.65
Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) }	–	10,186.90	9,951.66	9,689.65

Factory Operator	Chief (Rs cs)	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
1st year	–	9,505.24	9,313.79	9,024.85
2nd year	–	9,553.91	9,344.69	9,088.02
3rd year	–	9,580.13	9,359.15	9,184.44
4th year	–	9,610.37	9,375.94	9,201.58
5th year	–	9,639.28	9,397.44	9,228.79
6th year & thereafter	–	9,689.65	9,500.55	9,290.27

	Chief	Others
Evaporator Attendant, Boiler Attendant, Hotwater Treatment Plant Attendant	9,689.65	9,313.79
Sugar Refiner, <i>Peseur de jus</i> , Striker	–	9,313.79
Office Messenger, Store Attendant	9,313.79	9,007.71
Telephone operator, Sampler, Bagger and Stoker ( <i>cendrier</i> working under grate or in furnace for boilers)	–	9,088.02
Clarifier Worker, Filter Press Worker, Irrigation Pipe Adjuster, Bus Attendant, Locomotive attendant, Lorry Loader, Lorry attendant, Tractor Attendant, Tyre Repairer, Lime Control Worker and all other non-agricultural workers	–	9,007.71

Category of worker	Monthly wages (Rs cs)
Irrigation Pump operator	
1st year	9,505.24
2nd year	9,553.91
3rd year	9,580.13
4th year	9,610.37
5th year	9,639.28
6th year & thereafter	9,689.65
Coachsmith, Coachpainter	10,883.73
Weighbridge Attendant	9,007.71
Chief Boiler Attendant operating a water tube boiler without spreader stoker	9,913.73
Chief Boiler Attendant operating a water tube boiler with spreader stoker and automatic controls	10,193.63

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Tailoring Trade (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Monthly basic wages (Rs)</b>
Tailor (Superior Grade)	9,029
Tailor (Grade I)	8,406
Tailor (Grade II)	8,031
Tailor (Grade III)	7,708
Learner	
1st year	4,948
2nd year	5,294
3rd year	5,671
4th year	6,124
5th year	6,474

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## THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Tea Industry Workers (Remuneration Order) (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended –
  - (a) in paragraph 3(2) –
    - (i) in sub subparagraph (a), by deleting the figure “21.31” and replacing it by the figure “22.00”; and
    - (ii) in sub subparagraph (b), by deleting the figure “20.39” and replacing it by the figure “21.08”;
  - (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	7.94
(b) over 30 kgs and up to 40 kgs	8.77
(c) over 40 kgs	8.95

6. These regulations shall be deemed to have come into operation on 1 January 2016.

Made by the Minister on 02 March 2016.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
<b>GROUP A</b>		
Field Labourer (Male)	7,757	298.35
Field Labourer (Female)	6,611	254.27
Young Person	6,187	237.96
Watchman (Grade 2)	7,672	295.08
Sirdar or Gangman	8,418	323.77
<b>GROUP B</b>		
Factory Worker (Male)	7,757	298.35
Factory Worker (Female)	6,611	254.27
Gardener	7,757	298.35
Factory Supervisor	9,330	358.85
Messenger	7,777	299.12
Store Attendant	8,160	313.85
Laboratory Attendant (Grade 1)	8,160	313.85
Laboratory Attendant (Grade 2)	7,925	304.81
Sirdar or Gangman	8,418	323.77
Assistant Sirdar or Gangman	8,012	308.15

Category of worker		Wages	
		Monthly (Rs)	Daily (Rs cs)
Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter	(Grade 1)	9,040	347.69
	(Grade 2)	8,729	335.73
	(Grade 3)	8,230	316.54
Carpenter & Stone Mason	(Grade 1)	8,248	317.23
	(Grade 2)	8,039	309.19
	(Grade 3)	7,845	301.73
Factory Operator		8,160	313.85
Weigher	(Grade 1)	8,770	337.31
	(Grade 2)	8,206	315.62
Leaf Checker		8,152	313.54
Watchman	(Grade 1)	8,007	307.96
	(Grade 2)	7,672	295.08
Driver	(Grade 1)	8,290	318.85
	(Grade 2)	8,092	311.23
Lorry Attendant/Lorry Helper		7,757	298.35
Factory Attendant		7,696	296.00
Boiler & Turbine Operator		9,143	351.65

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## **THE EMPLOYMENT RELATIONS ACT**

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

1. These regulations may be cited as the Travel Agents and Tour Operators Workers Remuneration (Amendment) Regulations 2016.
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 (2015) Act 2014” and replacing them by the words “Additional Remuneration (2016) Act 2015”.
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 2016.

Made by the Minister on 02 March 2016.

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**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	1st year	11,438
	2nd year	11,652
	3rd year	11,867
	4th year & thereafter	12,092
Accounts clerk	1st year	10,165
	2nd year	10,327
	3rd year	10,488
	4th year & thereafter	10,649
Administrative clerk, Planning Clerk, Reservation & Ticketing Officer and Cashier	1st year	9,890
	2nd year	10,051
	3rd year	10,213
	4th year & thereafter	10,273
Planning Officer	1st year	11,438
	2nd year	11,652
	3rd year	11,867
	4th year & thereafter	12,092
Trainee		7,005
Word Processing Operator	1st year	9,063
	2nd year	9,197
	3rd year	9,335
	4th year & thereafter	9,530

Receptionist/Telephonist	1st year	8,671
	2nd year	8,786
	3rd year	8,954
	4th year & thereafter	9,116
Hotel representative	1st year	10,165
	2nd year	10,353
	3rd year	10,542
	4th year & thereafter	10,730
Airport representative	1st year	9,729
	2nd year	9,944
	3rd year	10,105
	4th year & thereafter	10,165
Driver	1st year	9,447
	2nd year	9,557
	3rd year	9,665
	4th year & thereafter	9,836
Guide	1st year	9,729
	2nd year	9,944
	3rd year	10,105
	4th year & thereafter	10,165
Travel consultant	1st year	11,438
	2nd year	11,652
	3rd year	11,867
	4th year & thereafter	12,092
Luggage handler	1st year	8,487
	2nd year	8,585
	3rd year	8,671
	4th year & thereafter	8,757
Vehicle attendant	1st year	8,043

	2nd year	8,152
	3rd year	8,263
	4th year & thereafter	8,373
Cleaner	1st year	8,043
	2nd year	8,152
	3rd year	8,263
	4th year & thereafter	8,373
Security officer	1st year	8,728
	2nd year	8,844
	3rd year	8,954
	4th year & thereafter	9,063
Watchperson		8,373

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