

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

Category of employee	Year of service	Monthly basic wages (Rs)
Clerk	1 st year	7,565
	2 nd year	7,715
	3 rd year	7,865
	4 th year	8,015
	5 th year	8,165
	6 th year	8,365
	7 th year	8,565
	8 th year	8,765
	9 th year	8,965
	10 th year	9,165
	11 th year	9,415
	12 th year	9,665
	13 th year	9,915
	14 th year	10,165
	15 th year	10,465
	16 th year	10,765
	17 th year	11,065
	18 th year	11,365
	19 th year	11,690
	20 th year & thereafter	12,040

Category of employee	Year of service	Monthly basic wages (Rs)
Secretary	1 st year	7,565
	2 nd year	7,715
	3 rd year	7,865
	4 th year	8,015
	5 th year	8,165
	6 th year	8,365
	7 th year	8,565
	8 th year	8,765
	9 th year	8,965
	10 th year	9,165
	11 th year	9,415
	12 th year	9,665
	13 th year	9,915
	14 th year	10,165
	15 th year & thereafter	10,465

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

1. BREAD MANUFACTURE

Semi-automated bakery

Category of employee	Daily basic wages (Rs cs)
Bakery operator	427.09
Handyperson	295.34
Extra remuneration for work performed at night: (Basic daily wages + Overtime) x 20%	

Industrial bakery

Category of employee	Daily basic wages (Rs cs)
Bakery operator	411.17
Handyperson	284.51
Extra remuneration for work performed at night (Basic daily wages + Overtime) x 20%	

Mechanised bakery

Category of employee	Daily basic wages First 13 bags of flour (Rs cs)
<i>Coupeur</i>	367.15
<i>Brigadier</i>	312.67
Mixer	312.67
Unskilled employee	254.67
Remuneration for every additional bag: Basic daily wages ÷ 13 x 1.5	

2. BISCUIT FACTORY

Category of employee	Daily basic wages (Rs cs)
Oven operator	262.69
Assistant oven operator	258.30
Mixer	274.19
Assistant mixer	258.30
Machine operator	274.19
Assistant machine operator or Biscuit stamping machine operator }	258.30
Unskilled employee	253.50

3. PASTRY BAKERY

Category of employee	Daily basic wages (Rs cs)
Oven operator	274.19
Assistant oven operator	262.69
Mixer	298.85
Assistant mixer	274.19
Unskilled employee	253.50

4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

Category of employee	Year of service	Monthly basic wages (Rs)
(1) Clerk	1 st year	7,730
	2 nd year	7,937
	3 rd year	8,082
	4 th year	8,238
	5 th year	8,507
	6 th year	8,724
	7 th year	8,941
	8 th year & thereafter	9,148

Category of employee	Year of service	Monthly basic wages (Rs)
(2) Driver	1 st year	7,772
	2 nd year	7,824
	3 rd year	7,875
	4 th year	7,979
	5 th year & thereafter	8,031
(3) Salesperson	1 st year	7,166
	2 nd year	7,222
	3 rd year	7,288
	4 th year	7,342
	5 th year & thereafter	7,397
		Daily basic wages (Rs cs)
(4) Handpacker		218.31

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of employee	Year of service	Monthly basic wages (Rs)
Administrative staff –		
Accounts clerk, Store and Tool keeper } Timekeeper }	1 st year	10,132
	2 nd year	10,323
	3 rd year	10,515
	4 th year	10,706
	5 th year	10,898
	6 th year	11,089
	7 th year	11,280
	8 th year & thereafter	11,472
Clerk	1 st year	9,102
	2 nd year	9,335
	3 rd year	9,619
	4 th year	9,852
	5 th year	10,085
	6 th year	10,318
	7 th year	10,551
	8 th year & thereafter	10,789
Weighbridge clerk	1 st year	8,802
	2 nd year	9,029
	3 rd year	9,257
	4 th year	9,485
	5 th year	9,769
	6 th year	10,002
	7 th year	10,235
	8 th year & thereafter	10,478

Category of employee	Year of service	Monthly basic wages (Rs)
Word processing operator	1 st year	8,688
	2 nd year	8,921
	3 rd year	9,154
	4 th year	9,386
	5 th year	9,676
	6 th year	9,914
	7 th year	10,152
	8 th year & thereafter	10,390
Receptionist/Telephonist	1 st year	7,658
	2 nd year	7,880
	3 rd year	8,155
	4 th year	8,377
	5 th year	8,600
	6 th year	8,828
	7 th year	9,055
	8 th year & thereafter	9,283
Learner –		
First 3 months		7,337
Next 3 months		9,961

PART II

Category of employee	Year of service	Monthly basic wages (Rs)
Non-administrative staff –		
Chief supervisor		13,440
Supervisor	1 st year	11,348
	2 nd year	11,586
	3 rd year	11,824
	4 th year	12,062
	5 th year	12,300
	6 th year	12,538
	7 th year	12,796
	8 th year & thereafter	13,039

Category of employee	Year of service	Daily basic wages (Rs cs)			
Leading hand	1 st year		417.80		
	2 nd year		421.70		
	3 rd year		425.57		
	4 th year		429.47		
	5 th year & thereafter		433.34		
Plant operator	1 st year		391.95		
	2 nd year		398.14		
	3 rd year		404.37		
	4 th year		410.57		
	5 th year & thereafter		416.76		
Multiskilled employee	1 st year		378.49		
	2 nd year		386.26		
	3 rd year		393.99		
	4 th year		401.76		
	5 th year & thereafter		409.53		
Skilled employees		Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)	
	Barbender, Blacksmith, Carpenter, Electrician, Mason, Mechanic, Painter, Plumber, Turner, Welder and any other employee possessing the same level of skill in allied occupations	1 st year	404.37	391.95	370.22
		2 nd year	410.57	394.53	373.55
		3 rd year	416.76	397.11	376.91
		4 th year	422.99	399.68	380.28
		5 th year & thereafter	429.18	402.30	383.64
			Grade I (Rs cs)	Grade II (Rs cs)	
Driver	1 st year		391.95	370.22	
	2 nd year		394.53	373.55	
	3 rd year		397.11	376.91	
	4 th year		399.68	380.28	
	5 th year & thereafter		402.30	383.64	

Category of employee	Daily basic wages (Rs cs)
Stonemason	417.80
Cabinet maker	417.80
Blockmaker	383.64
Stone driller	383.64
Stone breaker	383.64
Stone splitter	383.64
Stone employee	383.64
Tyreperson	383.64
Unskilled employee	340.26
Watchperson	376.91

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Catering and Tourism Industries (Remuneration Order) (Amendment) Regulations 2012.
2. In these regulations –

“principal regulations” means the Catering and Tourism Industries (Remuneration Order) Regulations 2004.
3. Regulation 5 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 5]

Category of employee	Year of service	Monthly basic wages (Rs)
Head cook, Head pastry cook	.	9,366
Assistant head cook, Assistant head pastry cook }	1 st year	8,890
	2 nd year	8,993
	3 rd year	9,097
	4 th year & thereafter	9,200
Cook, Pastry cook	1 st year	8,476
	2 nd year	8,579
	3 rd year	8,683
	4 th year & thereafter	8,786
Assistant cook, Assistant pastry cook }	1 st year	7,321
	2 nd year	7,430
	3 rd year	7,534
	4 th year & thereafter	7,637
Fast food operative	1 st year	7,210
	2 nd year	7,321
	3 rd year	7,430
	4 th year & thereafter	7,534
Head waiter	1 st year	8,155
	2 nd year	8,320
	3 rd year	8,476
	4 th year & thereafter	8,631

Category of employee	Year of service	Monthly basic wages (Rs)
Assistant head waiter	1 st year	7,155
	2 nd year	7,265
	3 rd year	7,376
	4 th year & thereafter	7,482
Waiter, Beach waiter, Loader, } Tea maker }	1 st year	6,758
	2 nd year	6,868
	3 rd year	6,979
	4 th year & thereafter	7,100
Head bartender		9,366
Bartender	1 st year	8,155
	2 nd year	8,320
	3 rd year	8,476
	4 th year & thereafter	8,631
Assistant bartender	1 st year	6,758
	2 nd year	6,868
	3 rd year	6,979
	4 th year & thereafter	7,100
Restaurant supervisor	.	10,142
Assistant restaurant supervisor	1 st year	9,366
	2 nd year	9,573
	3 rd year	9,728
	4 th year & thereafter	9,883
Kitchen cost controller	1 st year	7,482
	2 nd year	7,586
	3 rd year	7,689
	4 th year & thereafter	7,793
Cashier	1 st year	8,476
	2 nd year	8,579
	3 rd year	8,683
	4 th year & thereafter	8,786

Category of employee	Year of service	Monthly basic wages (Rs)
<i>Cafetier</i>	1 st year	7,321
	2 nd year	7,430
	3 rd year	7,534
	4 th year & thereafter	7,637
<i>Assistant cafetier</i>	1 st year	6,593
	2 nd year	6,702
	3 rd year	6,813
	4 th year & thereafter	6,923
Storekeeper	1 st year	8,734
	2 nd year	8,890
	3 rd year	9,045
	4 th year & thereafter	9,200
Assistant storekeeper	1 st year	7,586
	2 nd year	7,689
	3 rd year	7,844
	4 th year & thereafter	8,051
Store attendant	1 st year	7,376
	2 nd year	7,482
	3 rd year	7,586
	4 th year & thereafter	7,689
<i>Caviste</i>	1 st year	7,586
	2 nd year	7,689
	3 rd year	7,793
	4 th year & thereafter	7,948
Receptionist	1 st year	8,734
	2 nd year	8,838
	3 rd year	8,941
	4 th year & thereafter	9,045

Category of employee	Year of service	Monthly basic wages (Rs)
Assistant receptionist	1 st year	7,948
	2 nd year	8,051
	3 rd year	8,155
	4 th year & thereafter	8,320
Senior accounts clerk	1 st year	9,961
	2 nd year	10,168
	3 rd year	10,375
	4 th year & thereafter	10,592
Accounts clerk	1 st year	8,734
	2 nd year	8,890
	3 rd year	9,045
	4 th year	9,200
	5 th year	9,366
	6 th year	9,573
	7 th year & thereafter	9,728
Personnel clerk, Room service clerk }	1 st year	8,372
	2 nd year	8,527
	3 rd year	8,683
	4 th year & thereafter	8,838
Telephonist	1 st year	7,210
	2 nd year	7,321
	3 rd year	7,482
	4 th year & thereafter	7,637
Porter-operator	1 st year	7,034
	2 nd year	7,128
	3 rd year	7,210
	4 th year & thereafter	7,293
Housekeeper	1 st year	9,252
	2 nd year	9,417
	3 rd year	9,624
	4 th year & thereafter	9,780

Category of employee	Year of service	Monthly basic wages (Rs)
Assistant housekeeper	1 st year	8,890
	2 nd year	9,045
	3 rd year	9,200
	4 th year & thereafter	9,366
Linen keeper	1 st year	8,734
	2 nd year	8,838
	3 rd year	8,941
	4 th year & thereafter	9,045
Valet	1 st year	6,758
	2 nd year	6,868
	3 rd year	6,979
	4 th year & thereafter	7,100
Lauderer, Sewing attendant	1 st year	6,593
	2 nd year	6,702
	3 rd year	6,813
	4 th year & thereafter	6,923
Trainee	.	5,555
Sports instructor	1 st year	8,734
	2 nd year	8,941
	3 rd year	9,148
	4 th year & thereafter	9,366
Entertainer	1 st year	8,155
	2 nd year	8,424
	3 rd year	8,631
	4 th year & thereafter	8,838
Skipper	1 st year	7,034
	2 nd year	7,155
	3 rd year	7,321
	4 th year & thereafter	7,482

Category of employee	Year of service	Monthly basic wages (Rs)
Skipper's assistant	1 st year	6,786
	2 nd year	6,868
	3 rd year	6,951
	4 th year & thereafter	7,034
Kitchen helper, Sports & Leisure attendant, Cleaner	1 st year	6,593
	2 nd year	6,702
	3 rd year	6,813
	4 th year & thereafter	6,923
Waste water plant operative	1 st year	6,702
	2 nd year	6,813
	3 rd year	6,923
	4 th year & thereafter	7,034
Cabinet maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration mechanic	1 st year	8,527
	2 nd year	8,631
	3 rd year	8,734
	4 th year & thereafter	8,838
Handyperson	1 st year	8,424
	2 nd year	8,527
	3 rd year	8,631
	4 th year & thereafter	8,734
Assistant handyperson	1 st year	8,155
	2 nd year	8,320
	3 rd year	8,424
	4 th year & thereafter	8,527
Gardener	1 st year	6,758
	2 nd year	6,868
	3 rd year	6,979
	4 th year & thereafter	7,100

Category of employee	Year of service	Monthly basic wages (Rs)
Driver	1 st year	7,948
	2 nd year	8,051
	3 rd year	8,155
	4 th year & thereafter	8,320
Security officer	1 st year	7,265
	2 nd year	7,376
	3 rd year	7,482
	4 th year & thereafter	7,586
Watchman	.	6,923

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 6]

PART I

Category of employee	Monthly basic wages
	(Rs cs)
Driver	6,434
Store assistant	5,732
Caretaker/Cleaner	5,732
Cleaner	4,690
Helper	4,730

PART II

Category of employee	For up to 28 shows per month (Rs cs)	Rate per additional show above 28 shows per month and for casual workers (Rs cs)
Projectionist	6,231	299.70
Assistant projectionist	5,132	234.58
Box office attendant	5,029	228.24
Ticket controller	5,029	228.24
Usher	5,029	228.24
Café keeper	5,029	228.24
Café assistant	3,567	149.96

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 Order) (Amendment) Regulations 2012.
2. In these regulations –

“principal regulations” means the Cleaning Enterprises (Remuneration Order) Regulations 1995.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Year of service	Monthly basic wages (Rs)
Supervisor	1 st year	8,098
	2 nd year	8,331
	3 rd year	8,496
	4 th year	8,672
	5 th year	8,884
	6 th year	9,117
	7 th year	9,366
	8 th year & thereafter	9,635
Accounts clerk	1 st year	7,006
	2 nd year	7,128
	3 rd year	7,238
	4 th year	7,370
	5 th year	7,544
	6 th year	7,699
	7 th year	7,875
	8 th year & thereafter	8,098
Store clerk	1 st year	7,006
	2 nd year	7,128
	3 rd year	7,238
	4 th year	7,370
	5 th year	7,544
	6 th year	7,699
	7 th year	7,875
	8 th year & thereafter	8,098
Clerk	1 st year	6,647
	2 nd year	6,763
	3 rd year	6,885
	4 th year	7,006
	5 th year	7,182
	6 th year	7,370
	7 th year	7,544
	8 th year & thereafter	7,699

Category of worker	Year of service	Monthly basic wages (Rs)
Receptionist/Telephonist	1 st year	6,273
	2 nd year	6,400
	3 rd year	6,509
	4 th year	6,647
	5 th year	6,829
	6 th year	7,006
	7 th year	7,182
	8 th year & thereafter	7,370
Driver (Grade I)	1 st year	6,885
	2 nd year	7,006
	3 rd year	7,128
	4 th year	7,238
	5 th year	7,425
	6 th year	7,596
	7 th year	7,772
	8 th year & thereafter	7,994
Driver (Grade II)	1 st year	6,647
	2 nd year	6,763
	3 rd year	6,885
	4 th year	7,006
	5 th year	7,182
	6 th year	7,370
	7 th year	7,544
	8 th year & thereafter	7,699
Driver (Grade III)	1 st year	6,400
	2 nd year	6,509
	3 rd year	6,647
	4 th year	6,763
	5 th year	6,945
	6 th year	7,128
	7 th year	7,315
	8 th year & thereafter	7,477

Category of worker	Year of service	Monthly basic wages (Rs)
Scavenger	1 st year	5,856
	2 nd year	6,016
	3 rd year	6,153
	4 th year	6,273
	5 th year	6,454
	6 th year	6,647
	7 th year	6,829
	8 th year & thereafter	7,006
Lavatory attendant	1 st year	5,856
	2 nd year	6,016
	3 rd year	6,153
	4 th year	6,273
	5 th year	6,454
	6 th year	6,647
	7 th year	6,829
	8 th year & thereafter	7,006
Helper	1 st year	5,657
	2 nd year	5,856
	3 rd year	6,016
	4 th year	6,153
	5 th year	6,333
	6 th year	6,509
	7 th year	6,702
	8 th year & thereafter	6,885
Cleaner	1 st year	5,657
	2 nd year	5,856
	3 rd year	6,016
	4 th year	6,153
	5 th year	6,333
	6 th year	6,509
	7 th year	6,702
	8 th year & thereafter	6,885

Category of worker	Year of service	Monthly basic wages (Rs)
Vehicle attendant	1 st year	5,425
	2 nd year	5,657
	3 rd year	5,856
	4 th year	6,016
	5 th year	6,212
	6 th year	6,400
	7 th year	6,581
	8 th year & thereafter	6,763

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

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

PART I – Administrative staff

Category of employee	Year of service	Monthly basic wages (Rs)
Accounts clerk, Customs clerk, Storekeeper, Correspondence clerk, Commercial traveller	1 st year	8,144
	2 nd year	8,398
	3 rd year	8,600
	4 th year	8,791
	5 th year	9,009
	6 th year	9,226
	7 th year	9,454
	8 th year & thereafter	9,749
Clerk	1 st year	7,012
	2 nd year	7,227
	3 rd year	7,441
	4 th year	7,632
	5 th year	7,839
	6 th year	8,098
	7 th year	8,367
	8 th year & thereafter	8,600
Word processing operator	1 st year	6,741
	2 nd year	6,945
	3 rd year	7,161
	4 th year	7,376
	5 th year	7,570
	6 th year	7,777
	7 th year	8,036
	8 th year & thereafter	8,305

Category of employee	Year of service	Monthly basic wages (Rs)
Receptionist/Telephonist	1 st year	6,609
	2 nd year	6,796
	3 rd year	6,984
	4 th year	7,182
	5 th year	7,392
	6 th year	7,580
	7 th year	7,767
	8 th year & thereafter	8,005

PART II – Non-administrative staff

Category of employee	Year of service	Monthly basic wages (Rs)
Sales demonstrator	1 st year	7,243
	2 nd year	7,441
	3 rd year	7,617
	4 th year	7,793
	5 th year	8,031
	6 th year	8,227
	7 th year	8,476
	8 th year & thereafter	8,662
Salesperson	1 st year	6,984
	2 nd year	7,182
	3 rd year	7,392
	4 th year	7,580
	5 th year	7,767
	6 th year	8,005
	7 th year	8,207
	8 th year & thereafter	8,460
Driver (Grade I)	1 st year	7,855
	2 nd year	8,062
	3 rd year	8,227
	4 th year	8,445
	5 th year	8,600
	6 th year	8,765
	7 th year	8,931
	8 th year & thereafter	9,097

Category of employee	Year of service	Monthly basic wages (Rs)
Driver (Grade II)	1 st year	7,575
	2 nd year	7,710
	3 rd year	7,844
	4 th year	8,031
	5 th year	8,186
	6 th year	8,382
	7 th year	8,538
	8 th year & thereafter	8,683
Driver (Grade III)	1 st year	7,326
	2 nd year	7,466
	3 rd year	7,601
	4 th year	7,736
	5 th year	7,870
	6 th year	8,062
	7 th year	8,212
	8 th year & thereafter	8,403
Vehicle assistant	1 st year	6,846
	2 nd year	6,989
	3 rd year	7,144
	4 th year	7,298
	5 th year	7,451
	6 th year	7,596
	7 th year	7,741
	8 th year & thereafter	7,937
Attendant	1 st year	6,327
	2 nd year	6,421
	3 rd year	6,515
	4 th year	6,609
	5 th year	6,702
	6 th year	6,807
	7 th year	6,912
	8 th year & thereafter	7,017

Category of employee	Year of service	Monthly basic wages (Rs)
Watchman	1 st year	6,482
	2 nd year	6,537
	3 rd year	6,593
	4 th year	6,647
	5 th year	6,714
	6 th year	6,780
	7 th year	6,846
	8 th year & thereafter	6,912

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

PART I – Wholesale trade

Category of employee	Year of service	Monthly basic wages (Rs)
Tanker driver	1 st year	8,600
	2 nd year	8,765
	3 rd year	8,931
	4 th year	9,097
	5 th year	9,288
	6 th year	9,469
	7 th year	9,712
	8 th year & thereafter	9,894
Tanker driver's assistant	1 st year	6,416
	2 nd year	6,504
	3 rd year	6,593
	4 th year	6,680
	5 th year	6,780
	6 th year	6,879
	7 th year	6,979
	8 th year & thereafter	7,088

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1 st year	7,276
	2 nd year	7,477
	3 rd year	7,668
	4 th year	7,875
	5 th year	8,134
	6 th year	8,403
	7 th year	8,646
	8 th year & thereafter	8,879

PART II – Retail trade

Category of employee	Year of service	Monthly basic wages (Rs)
Lubricator, Cleaner	1 st year	6,327
	2 nd year	6,421
	3 rd year	6,515
	4 th year	6,609
	5 th year	6,702
	6 th year	6,841
	7 th year	6,951
	8 th year & thereafter	7,072
Pump attendant	1 st year	6,421
	2 nd year	6,515
	3 rd year	6,609
	4 th year	6,702
	5 th year	6,807
	6 th year	6,912
	7 th year	7,017
	8 th year & thereafter	7,138
Filling station assistant	1 st year	6,609
	2 nd year	6,702
	3 rd year	6,807
	4 th year	6,912
	5 th year	7,017
	6 th year	7,138
	7 th year	7,260
	8 th year & thereafter	7,370

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1 st year	6,846
	2 nd year	7,062
	3 rd year	7,276
	4 th year	7,477
	5 th year	7,668
	6 th year	7,875
	7 th year	8,134
	8 th year & thereafter	8,403

C. Specific categories of employees involved in pharmaceutical trade

PART I – Wholesale trade

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1 st year	7,276
	2 nd year	7,477
	3 rd year	7,668
	4 th year	7,875
	5 th year	8,134
	6 th year	8,403
	7 th year	8,646
	8 th year & thereafter	8,879

PART II – Retail trade

Category of employee	Year of service	Monthly basic wages (Rs)
Pharmacy technician	1 st year	8,144
	2 nd year	8,398
	3 rd year	8,600
	4 th year	8,791
	5 th year	9,009
	6 th year	9,226
	7 th year	9,454
	8 th year & thereafter	9,749

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1 st year	6,846
	2 nd year	7,062
	3 rd year	7,276
	4 th year	7,477
	5 th year	7,668
	6 th year	7,875
	7 th year	8,134
	8 th year & thereafter	8,403
Shop assistant	1 st year	6,609
	2 nd year	6,796
	3 rd year	6,984
	4 th year	7,182
	5 th year	7,392
	6 th year	7,580
	7 th year	7,767
	8 th year & thereafter	8,005

D. Specific categories of employees involved in other trades

PART I – Supermarket

Category of employee	Year of service	Monthly basic wages (Rs)
Check-out operator	1 st year	6,846
	2 nd year	7,062
	3 rd year	7,276
	4 th year	7,477
	5 th year	7,668
	6 th year	7,875
	7 th year	8,134
	8 th year & thereafter	8,403
<i>Employé de rayon</i>	1 st year	6,421
	2 nd year	6,515
	3 rd year	6,609
	4 th year	6,702
	5 th year	6,807
	6 th year	6,912
	7 th year	7,017
	8 th year & thereafter	7,138

Category of employee	Year of service	Monthly basic wages (Rs)
Meat/Fish packer	1 st year	6,609
	2 nd year	6,719
	3 rd year	6,829
	4 th year	6,940
	5 th year	7,062
	6 th year	7,189
	7 th year	7,326
	8 th year & thereafter	7,451
Cold room attendant	1 st year	7,155
	2 nd year	7,293
	3 rd year	7,420
	4 th year	7,539
	5 th year	7,658
	6 th year	7,787
	7 th year	7,968
	8 th year & thereafter	8,098

PART II - Wholesale trade or wholesale and retail trade

Category of employee	Year of service	Monthly basic wages (Rs)
Shop assistant	1 st year	6,609
	2 nd year	6,796
	3 rd year	6,984
	4 th year	7,182
	5 th year	7,392
	6 th year	7,580
	7 th year	7,767
	8 th year & thereafter	8,005
Cashier	1 st year	7,276
	2 nd year	7,477
	3 rd year	7,668
	4 th year	7,875
	5 th year	8,134
	6 th year	8,403
	7 th year	8,646
	8 th year & thereafter	8,879

Category of employee	Year of service	Monthly basic wages (Rs)
Cold room attendant	1 st year	7,155
	2 nd year	7,293
	3 rd year	7,420
	4 th year	7,539
	5 th year	7,658
	6 th year	7,787
	7 th year	7,968
	8 th year & thereafter	8,098
Pesticides handler	1 st year	7,155
	2 nd year	7,293
	3 rd year	7,420
	4 th year	7,539
	5 th year	7,658
	6 th year	7,787
	7 th year	7,968
	8 th year & thereafter	8,098

PART III – Retail trade

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1 st year	6,846
	2 nd year	7,062
	3 rd year	7,276
	4 th year	7,477
	5 th year	7,668
	6 th year	7,875
	7 th year	8,134
	8 th year & thereafter	8,403
Shop assistant	1 st year	6,609
	2 nd year	6,796
	3 rd year	6,984
	4 th year	7,182
	5 th year	7,392
	6 th year	7,580
	7 th year	7,767
	8 th year & thereafter	8,005

Category of employee	Year of service	Monthly basic wages (Rs)
Cold room attendant	1 st year	7,155
	2 nd year	7,293
	3 rd year	7,420
	4 th year	7,539
	5 th year	7,658
	6 th year	7,787
	7 th year	7,968
	8 th year & thereafter	8,098

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

Category of worker	Monthly basic wages (Rs cs)	Hourly basic rate (Rs cs)
Cook	4,691	22.55
Driver	6,743	32.42
Gardener	5,501	26.45
<i>Garde-malade</i>	5,624	18.03
Household worker	4,484	21.56
Watchperson	6,050	19.39
Household worker/Cook	5,078	24.41
Caretaker	5,501	26.45

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Electrical, Engineering and Mechanical Workshops (Remuneration Order) (Amendment) Regulations 2012.
2. In these regulations –

“principal regulations” means the Electrical, Engineering and Mechanical Workshops (Remuneration Order) Regulations 1983.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of worker	Year of service	Monthly wages (Rs)		
Electrician, Motor mechanic (Superior Grade)	1 st year			7,658
	2 nd year			7,782
	3 rd year & thereafter			7,937
Automobile electrician, Blacksmith, Fitter, Motor mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet metal worker/ Boiler maker, Turner, Welder		Grade I	Grade II	Grade III
	1 st year	7,017	6,527	6,229
	2 nd year	7,083	6,598	6,289
	3 rd year	7,138	6,664	6,350
	4 th year	7,194	6,719	6,416
	5 th year	7,298	6,819	
	6 th year	7,381	6,901	-
7 th year & thereafter	7,461	-	-	
Carpenter, Electrician, Painter	1 st year	7,017	6,527	-
	2 nd year	7,083	6,598	-
	3 rd year	7,138	6,664	-
	4 th year	7,194	6,719	-
	5 th year	7,298	6,819	-
	6 th year	7,381	6,901	-
	7 th year & thereafter	7,461	-	-
Category of worker	Year of service	Monthly wages (Rs)		
Upholsterer				7,017
Tyreman				6,758
Tyreman assistant				6,063
Watchman				6,111
Apprentice	1 st year			4,797
	2 nd year			4,893
	3 rd year			4,990
	4 th year			5,086
	5 th year			5,181

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 "11.35" and replacing it by the figure "12.24".
6. These regulations shall be deemed to have come into operation on 1 January 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of worker	Year of service	Monthly wages (Rs)
Chief clerk	1 st year	6,705
	2 nd year	6,910
	3 rd year	7,095
	4 th year	7,304
	5 th year & thereafter	7,469
Accounts clerk, Cashier, Storekeeper }	1 st year	6,256
	2 nd year	6,434
	3 rd year	6,628
	4 th year	6,772
	5 th year	6,922
	6 th year	7,085
	7 th year & thereafter	7,239
Clerk, Assistant storekeeper	1 st year	5,085
	2 nd year	5,373
	3 rd year	5,635
	4 th year	6,071
	5 th year	6,334
	6 th year	6,505
	7 th year	6,662
	8 th year	6,828
	9 th year & thereafter	6,972
Foreman/Forewoman, Typist, Timekeeper }	1 st year	5,156
	2 nd year	5,480
	3 rd year	5,823
	4 th year	6,037
	5 th year & thereafter	6,182

Category of worker	Year of service	Monthly wages (Rs)
Telephonist, Receptionist	1 st year	5,156
	2 nd year	5,480
	3 rd year & thereafter	5,823
Mechanic, Electrician	1 st year	5,085
	2 nd year	5,373
	3 rd year	5,635
	4 th year	5,942
	5 th year	6,071
	6 th year	6,236
	7 th year	6,334
	8 th year	6,426
	9 th year & thereafter	6,505
Driver	Grade 1	6,438
	Grade 2	6,261
	Grade 3	6,107

PART II

Category of worker	Year of service	Weekly wages (Rs cs)
Watchman		1,046.23
Factory worker	1 st year	845.66
	Thereafter	870.12
Unskilled worker	1 st year	758.34
	Thereafter	820.33

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

PART I

Category of employee	Year of service	Monthly wages (Rs)
Chief clerk	1 st year	8,838
	2 nd year	9,055
	3 rd year	9,283
	4 th year	9,552
	5 th year	9,759
	6 th year	10,049
	7 th year	10,287
	8 th year & thereafter	10,535
Accounts clerk, Cashier, Storekeeper	1 st year	7,824
	2 nd year	8,072
	3 rd year	8,320
	4 th year	8,527
	5 th year	8,734
	6 th year	8,952
	7 th year	9,169
	8 th year & thereafter	9,407
Clerk, Assistant storekeeper	1 st year	6,868
	2 nd year	7,034
	3 rd year	7,210
	4 th year	7,430
	5 th year	7,637
	6 th year	7,875
	7 th year	8,175
	8 th year & thereafter	8,465

Category of employee	Year of service	Monthly wages (Rs)
Word processing operator	1 st year	6,570
	2 nd year	6,747
	3 rd year	6,923
	4 th year	7,133
	5 th year	7,342
	6 th year	7,565
	7 th year	7,782
	8 th year & thereafter	8,051
Telephonist, Receptionist	1 st year	6,339
	2 nd year	6,515
	3 rd year	6,692
	4 th year	6,901
	5 th year	7,111
	6 th year	7,321
	7 th year	7,544
	8 th year & thereafter	7,710
Foreman, Forewoman	1 st year	6,339
	2 nd year	6,515
	3 rd year	6,692
	4 th year	6,901
	5 th year	7,111
	6 th year	7,321
	7 th year	7,523
	8 th year & thereafter	7,710

PART II

Category of employee	Year of service	Daily wages for an employee on a 5-day week (Rs cs)	Daily wages for an employee on a 6-day week (Rs cs)
Factory operator	1 st year	263.58	219.65
	2 nd year	267.60	223.00
	3 rd year	271.42	226.18
	4 th year	275.17	229.31
	5 th year	279.47	232.89
	6 th year	282.83	235.69
	7 th year	286.04	238.37
	8 th year & thereafter	289.39	241.16

Category of employee	Year of service	Daily wages for an employee on a 5-day week (Rs cs)	Daily wages for an employee on a 6-day week (Rs cs)
Factory attendant	1 st year	245.40	204.50
	2 nd year	249.49	207.91
	3 rd year	253.51	211.26
	4 th year	258.25	215.21
	5 th year	262.21	218.51
	6 th year	266.27	221.89
	7 th year	270.12	225.10
	8 th year & thereafter	273.90	228.25
Unskilled worker	1 st year	193.52	161.27
	2 nd year	197.44	164.53
	3 rd year	203.16	169.30
	4 th year	207.04	172.53
	5 th year & thereafter	210.72	175.60
Watchman			245.88

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 Field-crop and Orchard Workers (Remuneration Order) (Amendment) Regulations 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

Category of worker	Monthly basic wages (Rs)	Daily basic wages (Rs cs)
Field labourer (Grade I)	7,095	272.88
Field labourer (Grade II)	5,792	222.77
<i>Surveillant</i>	7,849	301.88
Barns operator	8,020	308.46
Grader	6,360	244.62
Watchperson	6,995	269.04

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

PART I

Category of employee	Year of service	Monthly basic wages (Rs)
Administrative staff – Accounts clerk, Cashier, Storekeeper	1 st year	8,217
	2 nd year	8,414
	3 rd year	8,569
	4 th year	8,724
	5 th year	8,947
	6 th year	9,159
	7 th year	9,381
	8 th year & thereafter	9,656
Clerk	1 st year	7,730
	2 nd year	7,937
	3 rd year	8,082
	4 th year	8,238
	5 th year	8,507
	6 th year	8,724
	7 th year	8,941
	8 th year & thereafter	9,148
Word processing operator	1 st year	7,387
	2 nd year	7,544
	3 rd year	7,689
	4 th year	7,844
	5 th year	8,103
	6 th year	8,372
	7 th year	8,589
	8 th year & thereafter	8,807

Category of employee	Year of service	Monthly basic wages (Rs)
Receptionist/Telephonist	1 st year	6,515
	2 nd year	6,680
	3 rd year	6,835
	4 th year	6,989
	5 th year	7,222
	6 th year	7,451
	7 th year	7,668
	8 th year & thereafter	7,937

PART II

Category of employee	Year of service	Daily basic wages (Rs cs)
Cabinet maker (Superior Grade)	1 st year	321.99
	2 nd year	324.37
	3 rd year	326.37
	4 th year	328.37
	5 th year & thereafter	330.34

Skilled employees		Grade I	Grade II	Grade III
		(Rs cs)	(Rs cs)	(Rs cs)
Blacksmith, Cabinet maker, Electrician, Fitter, Machine operator, Mechanic, Painter, Panel beater, Pipe bender, Trimmer, Turner, Upholsterer, Welder and other employees in charge of sophisticated equipment	1 st year	305.27	278.16	252.69
	2 nd year	307.27	280.69	255.22
	3 rd year	309.26	282.85	257.37
	4 th year	311.27	284.96	259.50
	5 th year & thereafter	313.23	286.96	261.61
Apprentice	1 st year		178.76	
	2 nd year		187.76	
	3 rd year		196.65	
	4 th year		205.70	
	5 th year		215.65	

Category of employee	Year of service	Monthly basic wages		
		Grade I (Rs)	Grade II (Rs)	Others (Rs)
Driver	1 st year	7,772	7,534	7,282
	2 nd year	7,824	7,586	7,337
	3 rd year	7,875	7,637	7,392
	4 th year	7,979	7,689	7,446
	5 th year & thereafter	8,031	7,741	7,508
Lorry helper	1 st year		6,570	
	2 nd year		6,636	
	3 rd year		6,692	
	4 th year & thereafter		6,747	
			Daily basic wages (Rs cs)	
Attendant	1 st year		236.65	
	2 nd year		238.91	
	3 rd year		241.26	
	4 th year & thereafter		243.34	
Watchman	1 st year		249.30	
	2 nd year		251.42	
	3 rd year		253.58	
	4 th year & thereafter		256.10	

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)	Daily basic wages (Rs cs)
Supervisor	1 st year	7,560	
	2 nd year	7,705	
	3 rd year	7,849	
	4 th year	8,103	
	5 th year & thereafter	8,305	
Farm worker (Grade I)		7,095	272.88
Farm worker (Grade II)		5,792	222.77
Watchperson		6,995	269.04

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

GROUP A

Category of employee	Year of service	Monthly salary (Rs)
Journalist, <i>Secrétaire de rédaction</i> }	1 st year	12,871
	2 nd year	13,222
	3 rd year	13,380
	4 th year	13,752
	5 th year	14,138
	6 th year	14,538
	7 th year	14,953
	8 th year	15,384
	9 th year	15,831
	10 th year & thereafter	16,295
Reporter, Photographer, Caricaturist }	1 st year	8,962
	2 nd year	9,137
	3 rd year	9,317
	4 th year	9,557
	5 th year	9,736
	6 th year	9,983
	7 th year	10,181
	8 th year	10,386
	9 th year	10,600
	10 th year	10,817
	11 th year	11,037
	12 th year	11,265
	13 th year	11,498
	14 th year	11,732
	15 th year & thereafter	11,968

Category of employee	Year of service	Monthly salary (Rs)
Trainee reporter	1 st year	7,430
	2 nd year	7,560

GROUP B

Category of employee	Year of service	Monthly salary (Rs)
Documentalist	1 st year	9,723
	2 nd year	9,982
	3 rd year	10,194
	4 th year	10,422
	5 th year	10,653
	6 th year	10,874
	7 th year	11,112
	8 th year	11,357
	9 th year	11,614
	10 th year & thereafter	11,863
Proof reader	1 st year	7,430
	2 nd year	7,565
	3 rd year	7,693
	4 th year	7,835
	5 th year	8,032
	6 th year	8,186
	7 th year	8,379
	8 th year	8,537
	9 th year	8,697
	10 th year & thereafter	8,852
Clerk/Word processing operator	1 st year	7,284
	2 nd year	7,424
	3 rd year	7,570
	4 th year	7,709
	5 th year	7,863
	6 th year	8,073
	7 th year	8,242
	8 th year	8,460
	9 th year	8,623
	10 th year & thereafter	8,800

Category of employee	Year of service	Monthly salary (Rs)
Assistant documentalist	1 st year	7,368
	2 nd year	7,460
	3 rd year	7,562
	4 th year	7,654
	5 th year	7,759
	6 th year	7,856
	7 th year	8,017
	8 th year	8,118
	9 th year	8,235
	10 th year & thereafter	8,392
Receptionist/Telephonist	1 st year	6,570
	2 nd year	6,662
	3 rd year	6,743
	4 th year	6,838
	5 th year	6,923
	6 th year	7,015
	7 th year	7,115
	8 th year	7,206
	9 th year	7,308
	10 th year & thereafter	7,402
Advertisement clerk, Accounts clerk, Store clerk, Cashier	1 st year	7,685
	2 nd year	7,829
	3 rd year	8,027
	4 th year	8,185
	5 th year	8,381
	6 th year	8,541
	7 th year	8,704
	8 th year & thereafter	8,862
Driver	1 st year	7,113
	2 nd year	7,259
	3 rd year	7,399
	4 th year	7,545
	5 th year & thereafter	7,684

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART A

Category of worker	Year of service	Monthly salary (Rs)
Charge nurse/Ward sister		9,547
Medical laboratory technician	1 st year	8,476
	2 nd year	8,589
	3 rd year	8,734
	4 th year	8,895
	5 th year & thereafter	9,076
Radiographer	1 st year	8,476
	2 nd year	8,589
	3 rd year	8,734
	4 th year	8,869
	5 th year & thereafter	9,024
Nurse	1 st year	7,415
	2 nd year	7,539
	3 rd year	7,642
	4 th year	7,824
	5 th year	7,994
	6 th year	8,232
	7 th year	8,476
	8 th year	8,641
	9 th year	8,843
	10 th year & thereafter	9,024
Dispenser	1 st year	6,485
	2 nd year	6,635
	3 rd year	6,763
	4 th year	6,945
	5 th year & thereafter	7,149

Category of worker	Year of service	Monthly salary (Rs)
Assistant nurse	1 st year	6,012
	2 nd year	6,190
	3 rd year	6,340
	4 th year	6,485
	5 th year	6,635
	6 th year	6,829
	7 th year	7,006
	8 th year	7,205
	9 th year	7,415
	10 th year & thereafter	7,591
Midwife	1 st year	6,307
	2 nd year	6,452
	3 rd year	6,595
	4 th year	6,733
	5 th year	6,857
	6 th year	7,034
	7 th year	7,232
	8 th year	7,441
	9 th year	7,617
	10 th year & thereafter	7,849
Nursing aid	1 st year	4,795
	2 nd year	4,935
	3 rd year	5,110
	4 th year	5,609
	5 th year	6,012
	6 th year	6,266
	7 th year	6,485
	8 th year	6,697
	9 th year	6,885
	10 th year & thereafter	7,072

PART B

Category of worker	Year of service	Monthly salary (Rs)
Driver		6,485
Cook	1 st year	6,012
	2 nd year	6,190
	3 rd year & thereafter	6,419

Category of worker	Year of service	Monthly salary (Rs)
Receptionist	1 st year	5,904
	2 nd year	6,116
	3 rd year & thereafter	6,266
Nursing home attendant, Lauderer }	1 st year	4,440
	2 nd year	4,714
	3 rd year	4,995
	4 th year	5,188
	5 th year & thereafter	5,425
Gardener		5,607
Kitchen help	1 st year	4,440
	2 nd year	4,795
	3 rd year & thereafter	5,267
Watchman		5,769
Handyman		7,006

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Office Attendants (Remuneration Order) (Amendment) Regulations 2012.
2. In these regulations –

“principal regulations” means the Office Attendants (Remuneration Order) Regulations 2000.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of worker	Year of service	Monthly basic wages (Rs)
Head office attendant	1 st year	7,128
	2 nd year	7,166
	3 rd year	7,205
	4 th year	7,243
	5 th year	7,298
	6 th year	7,342
	7 th year	7,387
	8 th year	7,435
	9 th year	7,482
	10 th year & thereafter	7,539
Office attendant	1 st year	6,603
	2 nd year	6,647
	3 rd year	6,680
	4 th year	6,714
	5 th year	6,753
	6 th year	6,791
	7 th year	6,841
	8 th year	6,885
	9 th year	6,928
	10 th year & thereafter	6,973

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of employee	Year of service	Monthly basic wages (Rs)
Teaching staff		
Teacher supervisor		7,575
Teacher (Grade A)	1 st year	6,421
	2 nd year	6,520
	3 rd year	6,636
	4 th year	6,741
	5 th year	6,862
	6 th year	6,973
	7 th year	7,105
	8 th year	7,222
	9 th year	7,354
	10 th year & thereafter	7,472
Teacher (Grade B)	1 st year	5,778
	2 nd year	5,887
	3 rd year	6,011
	4 th year	6,111
	5 th year & thereafter	6,212
Teacher (Grade C)	Less than 5 years	5,456
	5 to 10 years	5,778
	more than 10 years & thereafter	6,063
Non-teaching staff		
Cook		5,008
Gardener/Handyman		4,160
School attendant	1 st year	5,008
	2 nd year	5,096
	3 rd year	5,185
	4 th year	5,279
	5 th year & thereafter	5,381

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Printing Industry (Remuneration Order) (Amendment) Regulations 2012.
2. In these regulations –

“principal regulations” means the Printing Industry (Remuneration Order) Regulations 1984.
3. Regulation 3 of the principal regulations is amended –
 - (a) in paragraph (4), by deleting the words “Additional Remuneration (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”; and
 - (b) in paragraph (8), by deleting the figure “9,734” and replacing it by the figure “10,194”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Monthly wages (Rs)
Supervisor (skilled workers)	12,026
Assistant supervisor	11,487
Offset machine operator (range 715mm x 1240mm - 4 colours)	11,255
Flexographic machine operator (4 to 6 colours)	} 10,929
Offset machine operator (range 460mm x 715mm - 4 colours)	
Offset machine operator (range 715mm x 1240mm - 1 to 2 colours)	
Archivist	10,359
Offset machine operator (range 460mm x 715mm - 1 to 2 colours)	} 10,359
Letter press machine operator (range 460mm x 915mm)	
Flexographic machine operator (1 to 3 colours)	} 10,126
Offset machine operator (range 200mm x 460mm - 1 colour)	
Varnishing machine operator	

Category of worker	Year of service	Monthly wages (Rs)
Special category worker	1 st year	7,937
	2 nd year	8,056
	3 rd year	8,170
	4 th year	8,331
	5 th year	8,445
	6 th year	8,584
	7 th year	8,729
	8 th year	8,859
	9 th year	9,014
	10 th year & thereafter	9,159
Layout artist	1 st year	8,170
	2 nd year	8,331
	3 rd year	8,445
	4 th year	8,558
	5 th year	8,672
	6 th year	8,807
	7 th year	8,947
	8 th year	9,091
	9 th year	9,236
	10 th year & thereafter	9,381
Proof reader	1 st year	8,056
	2 nd year	8,170
	3 rd year	8,331
	4 th year	8,445
	5 th year	8,558
	6 th year	8,698
	7 th year	8,833
	8 th year	8,988
	9 th year	9,117
	10 th year & thereafter	9,273

Category of worker	Year of service	Monthly wages (Rs)
Linotype operator, Monotype operator, Monocaster operator	1 st year	7,782
	2 nd year	7,937
	3 rd year	8,056
	4 th year	8,170
	5 th year	8,331
	6 th year	8,470
	7 th year	8,610
	8 th year	8,755
	9 th year	8,884
	10 th year & thereafter	9,040
Cameraman/Platemaker, Photoengraver, Photo-type setter, Rotogravure machine operator	1 st year	7,658
	2 nd year	7,782
	3 rd year	7,937
	4 th year	8,056
	5 th year	8,170
	6 th year	8,357
	7 th year	8,496
	8 th year	8,636
	9 th year	8,781
	10 th year & thereafter	8,910
Assistant offset machine operator (range 715mm x 1240mm - 4 colours) Assistant machine operator (range 460mm x 715mm - 4 colours)		8,056
Binder/Cutter, Hand compositor, Letter-press machine operator (range 250mm x 460mm)	1 st year	6,719
	2 nd year	6,846
	3 rd year	6,956
	4 th year	7,083
	5 th year	7,194
	6 th year	7,354
	7 th year	7,503
	8 th year	7,632
	9 th year	7,782
	10 th year & thereafter	7,968
Supervisor (unskilled workers)		6,719

Category of worker	Year of service	Monthly wages (Rs)
Foundryman	1 st year	6,350
	2 nd year	6,416
	3 rd year	6,471
	4 th year	6,527
	5 th year & thereafter	6,598
Helper, Unskilled worker	1 st year	6,229
	2 nd year	6,289
	3 rd year	6,350
	4 th year	6,416
	5 th year & thereafter	6,471
Apprentice	1 st year	6,289
	2 nd year	6,350
	3 rd year	6,416
	4 th year	6,471
Clerk, Receptionist, Telephonist, Typist	1 st year	6,956
	2 nd year	7,083
	3 rd year	7,194
	4 th year	7,326
	5 th year	7,435
	6 th year	7,580
	7 th year	7,710
	8 th year	7,860
	9 th year	8,056
	10 th year & thereafter	8,201
Storekeeper	1 st year	7,326
	2 nd year	7,435
	3 rd year	7,554
	4 th year	7,658
	5 th year	7,782
	6 th year	7,968
	7 th year	8,108
	8 th year	8,305
	9 th year	8,445
	10 th year & thereafter	8,584

Category of worker	Year of service	Monthly wages (Rs)
Store attendant, Attendant	1 st year	6,471
	2 nd year	6,527
	3 rd year	6,598
	4 th year	6,664
	5 th year & thereafter	6,719
Watchman	1 st year	6,598
	2 nd year	6,664
	3 rd year	6,719
	4 th year	6,780
	5 th year & thereafter	6,846

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of employee	Monthly salary (Rs)
Principal	12,924.50
	Monthly salary scale (Rs)
Teachers, other than instructors	
Graduate	9,760 – 9,850 – 10,084 – 10,375.50 – 10,612 – 10,772 – 10,944 – 11,196.50 – 11,616 – 11,912 – 12,086 – 12,414 – 12,572.
Non-Graduate (Grade I)	9,680 – 9,760 – 9,850 – 10,084 – 10,200.50 – 10,280.50 – 10,375.50 – 10,612 – 10,772 – 10,944 – 11,196.50 – 11,412 – 11,610.50
Non-Graduate (Grade II)	7,257.20 – 7,344.50 – 7,533.60 – 7,655.30 – 7,832.10 – 7,975.70 – 8,076.70 – 8,328 – 8,437.50 – 8,529.70 – 8,609.70 – 8,741.70 – 8,858.50 – 8,969 – 9,065.50
Non-Graduate (Grade III)	6,519.70 – 6,645 – 6,767.30 – 6,864.40 – 6,952.70 – 7,049.30 – 7,165 – 7,298.80 – 7,426.50 – 7,528.10 – 7,636.70 – 7,832.10 – 7,996.70
Non-Graduate (Grade IV)	6,070.90 – 6,225.60 – 6,281 – 6,393 – 6,463.60 – 6,512.10 – 6,605.90
Instructors	
Instructor (Grade I)	7,257.20 – 7,344.50 – 7,533.60 – 7,655.30 – 7,832.10 – 7,975.70 – 8,076.70 – 8,328 – 8,437.50 – 8,529.70 – 8,609.70 – 8,741.70 – 8,858.50 – 8,969 – 9,065.50
Instructor (Grade II)	6,519.70 – 6,645 – 6,767.30 – 6,864.40 – 6,952.70 – 7,049.30 – 7,165 – 7,298.80 – 7,426.50 – 7,528.10 – 7,636.70 – 7,832.10 – 7,996.70

Category of employee	Monthly salary (Rs)
<i>Other employees</i>	
Clerk, Typist, Secretary, Usher or Librarian } }	5,856 – 6,037 – 6,141.10 – 6,255.50 – 6333.10 – 6,417.60 – 6,490.60 – 6,525.10
Laboratory attendant, Workshop attendant } }	5,373
Caretaker, Cleaner, Gardener } }	(a) 2,950.47 if required to be in attendance for not more than 3 hours daily (b) 4,935.70 if required to be in attendance for more than 3 hours daily

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Public Transport (Buses) Workers (Remuneration Order) (Amendment) Regulations 2012.
2. In these regulations –

“principal regulations” means the Public Transport (Buses) Workers (Remuneration Order) Regulations 2008.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
4. The First Schedule to the principal regulations is amended –
 - (a) in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

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

Category of worker	Year of service	Monthly basic wages (Rs)
Traffic supervisor	1 st year	10,830
	2 nd year	10,908
	3 rd year	10,985
	4 th year	11,063
	5 th year	11,141
	6 th year	11,218
	7 th year	11,296
	8 th year	11,399
	9 th year	11,503
	& thereafter	

Category of worker	Year of service	Monthly basic wages (Rs)
Traffic officer	1 st year	10,168
	2 nd year	10,240
	3 rd year	10,313
	4 th year	10,385
	5 th year	10,463
	6 th year	10,540
	7 th year & thereafter	10,618
Driver and Driver - conductor working in a one-man operated bus	1 st year	10,033
	2 nd year	10,080
	3 rd year	10,126
	4 th year	10,173
	5 th year	10,220
	6 th year	10,266
	7 th year	10,313
	8 th year	10,364
	9 th year	10,416
	10 th year & thereafter	10,468
Conductor	1st year	9,578
	2nd year	9,624
	3rd year	9,671
	4th year	9,718
	5th year	9,764
	6th year	9,811
	7th year	9,857
	8th year	9,909
	9th year	9,961
	10th year & thereafter	10,013

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

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

Category of casual worker		Basic rate of pay (Rs cs)
Driver or Driver - conductor working in a one -man operated bus	For the first 4 hours on any normal working day	225.42
	For every subsequent hour not exceeding 4	51.73
	For every subsequent hour as from the ninth hour	77.60
Conductor	For the first 4 hours on any normal working day	213.29
	For every subsequent hour not exceeding 4	47.47
	For every subsequent hour as from the ninth hour	71.21

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

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

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

Category of worker	Year of service	Monthly basic wages (Rs)
Accounts clerk, Chief cashier }	1 st year	11,782
	2 nd year	11,881
	3 rd year	11,979
	4 th year	12,077
	5 th year	12,176
	6 th year	12,279
	7 th year	12,383
	8 th year	12,486
	9 th year	12,590
	10 th year & thereafter	12,708

Category of worker	Year of service	Monthly basic wages (Rs)
Cashier, Storekeeper, Chief clerk }	1 st year	10,478
	2 nd year	10,571
	3 rd year	10,665
	4 th year	10,758
	5 th year	10,851
	6 th year	10,944
	7 th year	11,037
	8 th year	11,130
	9 th year	11,224
	10 th year & thereafter	11,322
Senior clerk	1 st year	9,593
	2 nd year	9,671
	3 rd year	9,749
	4 th year	9,826
	5 th year	9,904
	6 th year	9,982
	7 th year	10,059
	8 th year	10,147
	9 th year	10,235
	10 th year & thereafter	10,323
Junior clerk, Typist	1 st year	8,403
	2 nd year	8,470
	3 rd year	8,538
	4 th year	8,605
	5 th year	8,672
	6 th year	8,745
	7 th year	8,817
	8 th year	8,890
	9 th year	8,967
	10 th year & thereafter	9,045

Category of worker	Year of service	Monthly basic wages (Rs)
Head messenger	1 st year	8,993
	2 nd year	9,055
	3 rd year	9,117
	4 th year	9,179
	5 th year	9,242
	6 th year	9,304
	7 th year	9,366
	8 th year	9,428
	9 th year	9,542
	10 th year & thereafter	9,619
Messenger	1 st year	8,294
	2 nd year	8,331
	3 rd year	8,367
	4 th year	8,403
	5 th year	8,439
	6 th year	8,481
	7 th year	8,522
	8 th year	8,564
	9 th year	8,610
	10 th year & thereafter	8,657
Photocopy machine operator, Telephonist }	1 st year	8,403
	2 nd year	8,470
	3 rd year	8,538
	4 th year	8,605
	5 th year	8,672
	6 th year	8,745
	7 th year	8,817
	8 th year	8,890
	9 th year	8,967
	10 th year & thereafter	9,045

- (3) Every part-time cashier shall be remunerated at the rate of 72.87 rupees per hour.

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

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

Year of service	Monthly basic wages (Rs)
1 st year	8,015
2 nd year	8,062
3 rd year	8,108
4 th year	8,155
5 th year	8,201
6 th year	8,248
7 th year & thereafter	8,294

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

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

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

Category of worker	Year of service	Monthly basic wages (Rs)
Workshop supervisor	1 st year	12,538
	2 nd year	12,656
	3 rd year	12,760
	4 th year	12,863
	5 th year & thereafter	12,967

Category of worker	Year of service	Monthly basic wages (Rs)
Chief mechanic	1 st year	11,606
	2 nd year	11,689
	3 rd year	11,772
	4 th year	11,855
	5 th year & thereafter	11,938
Mechanic, Electrician (Superior Grade) }	1 st year	10,784
	2 nd year	10,882
	3 rd year	10,980
	4 th year	11,079
	5 th year & thereafter	11,177
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade I) }	1 st year	10,090
	2 nd year	10,173
	3 rd year	10,256
	4 th year	10,339
	5 th year	10,421
	6 th year	10,504
	7 th year & thereafter	10,587
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade II) }	1 st year	9,288
	2 nd year	9,381
	3 rd year	9,474
	4 th year	9,624
	5 th year	9,723
	6 th year & thereafter	9,821

Category of worker	Year of service	Monthly basic wages (Rs)
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1 st year	8,703
	2 nd year	8,786
	3 rd year	8,869
	4 th year	8,952
	5 th year & thereafter	9,040
Upholsterer	1 st year	9,288
	2 nd year	9,381
	3 rd year	9,474
	4 th year	9,624
	5 th year	9,723
	6 th year	9,821
	7 th year & thereafter	9,919
Lubricator	1 st year	8,807
	2 nd year	8,848
	3 rd year	8,890
	4 th year	8,931
	5 th year	8,978
	6 th year	9,024
	7 th year	9,071
	8 th year	9,117
	9 th year	9,164
	10 th year & thereafter	9,210
Helper	1 st year	8,191
	2 nd year	8,232
	3 rd year	8,274
	4 th year	8,315
	5 th year	8,357
	6 th year	8,398
	7 th year & thereafter	8,439

Category of worker	Year of service	Monthly basic wages (Rs)
Tyreperson (Supervisor)	1 st year	9,288
	2 nd year	9,386
	3 rd year	9,485
	4 th year	9,640
	5 th year & thereafter	9,743
Tyreperson (Grade I)	1 st year	8,802
	2 nd year	8,869
	3 rd year	8,936
	4 th year	9,003
	5 th year	9,071
	6 th year & thereafter	9,143
Tyreperson (Grade II)	1 st year	8,191
	2 nd year	8,238
	3 rd year	8,284
	4 th year	8,331
	5 th year	8,377
	6 th year	8,429
	7 th year & thereafter	8,481
Apprentice	1 st year	6,195
	2 nd year	6,560
	3 rd year	6,923
	4 th year	7,293
	5 th year	7,648
Cleaner/Sweeper	1 st year	8,020
	2 nd year	8,062
	3 rd year	8,103
	4 th year	8,144
	5 th year	8,186
	6 th year	8,227
	7 th year	8,269
	8 th year	8,315
	9 th year & thereafter	8,362

Category of worker	Year of service	Monthly basic wages (Rs)
Chief cleaner	1 st year	8,703
	2 nd year	8,745
	3 rd year	8,786
	4 th year	8,828
	5 th year	8,869
	6 th year	8,915
	7 th year & thereafter	8,962
*Fuel attendant (full time)	1 st year	8,522
	2 nd year	8,558
	3 rd year	8,595
	4 th year	8,636
	5 th year	8,677
	6 th year	8,719
	7 th year & thereafter	8,765

* An additional daily allowance of 43.71 rupees shall be paid to any person other than a fuel attendant who performs the work of a fuel attendant.

Ticket issuing machine repairer }	1 st year	9,386
	2 nd year	9,480
	3 rd year	9,624
	4 th year	9,718
	5 th year	9,811
	6 th year & thereafter	9,909

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

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

Category of worker	Year of service	Monthly basic wages (Rs)
Gatekeeper	1 st year	8,403
	2 nd year	8,445
	3 rd year	8,486
	4 th year	8,533
	5 th year	8,579
	6 th year	8,626
	7 th year & thereafter	8,672
Watchperson	1 st year	8,015
	2 nd year	8,062
	3 rd year	8,108
	4 th year	8,155
	5 th year	8,201
	6 th year	8,248
	7 th year & thereafter	8,294

7. These regulations shall be deemed to have come into operation on 1 January 2012.

Made by the Minister on 10 April 2012.

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Tanker driver	1 st year	8,600
	2 nd year	8,781
	3 rd year	8,962
	4 th year	9,143
	5 th year	9,350
	6 th year	9,557
	7 th year	9,764
	8 th year & thereafter	9,971
Tanker driver's assistant	1 st year	6,416
	2 nd year	6,553
	3 rd year	6,692
	4 th year	6,829
	5 th year	6,968
	6 th year	7,105
	7 th year	7,271
	8 th year & thereafter	7,435
Driver (Grade I)	1 st year	7,855
	2 nd year	8,036
	3 rd year	8,217
	4 th year	8,398
	5 th year	8,579
	6 th year	8,760
	7 th year	8,941
	8 th year & thereafter	9,122

Category of worker	Year of service	Monthly basic wages (Rs)
Driver (Grade II)	1 st year	7,575
	2 nd year	7,730
	3 rd year	7,886
	4 th year	8,041
	5 th year	8,196
	6 th year	8,377
	7 th year	8,558
	8 th year & thereafter	8,740
Driver (Grade III)	1 st year	7,326
	2 nd year	7,487
	3 rd year	7,642
	4 th year	7,798
	5 th year	7,953
	6 th year	8,108
	7 th year	8,289
	8 th year & thereafter	8,470
Vehicle assistant	1 st year	6,846
	2 nd year	6,984
	3 rd year	7,121
	4 th year	7,288
	5 th year	7,451
	6 th year	7,606
	7 th year	7,761
	8 th year & thereafter	7,917

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Daily wages (Rs cs)
Male worker	225.77
Female worker	184.31
Foreman	270.31
<i>Alimentateur</i>	246.15
Mason	264.38
Watchman	225.77
Factory operator	246.15

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 2012.
2. In these regulations –

“principal regulations” means the Sugar Industry (Agricultural Workers) (Remuneration Order) Regulations 1983.
3. Regulation 3 of the principal regulations is amended by revoking paragraph (5) and replacing it by the following paragraph –

(5) Every field worker (female) employed on an 8-hour day and whose former basic wage or salary was 4,472.84 rupees per month or 172.03 rupees per day during crop (6-day week) or 203.31 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 4,802.84 rupees per month or 184.72 rupees per day during crop (6-day week) and 218.31 rupees per day during intercrop (5-day week).
4. Regulation 9 of the principal regulations is revoked and replaced by the following new regulation –

9. The rates specified in regulation 3(5), the First Schedule and paragraphs 5 and 6 of the Second Schedule include the appropriate additional remuneration payable under the Additional Remuneration (2012) Act 2011.
5. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.

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

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

5. Rates of pay for cutting and/or loading

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

	(Rs cs)
(a) cutting and carrying canes over a distance not exceeding 15 gaulettes and loading –	
(i) in trailers drawn by Scammell type wheel tractors	248.19
(ii) in lorries	232.69
(iii) in tramway wagons and baskets	217.22
(iv) in low trailers drawn by Ferguson type wheel tractors	217.22
(b) cutting and carrying canes over a distance not exceeding 15 gaulettes and stacking at not more than 3 gaulettes from the point of loading	190.71
(c) cutting canes	124.13
(d) loading canes in Scammell type trailers –	
(i) if carried over a distance not exceeding 3 gaulettes	114.76
(ii) if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	139.76
(e) loading canes in trailers other than of the Scammell type –	
(i) if carried over a distance not exceeding 3 gaulettes	102.46

(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	124.13
(f)	loading canes in lorries –	
(i)	if carried over a distance not exceeding 3 gaulettes	111.45
(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	134.33
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	130.32
(h)	cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading	130.32
(i)	cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading	136.41

(2) Where a worker is required to dig ruts and remove straw for stacking cut canes for mechanical side loading, he shall be paid an allowance of not less than 6.29 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 25.99 rupees per tonne shall be paid to the worker who may, in such cases, be required by the employer to carry out light trimming with a billhook.

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

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

(d) Where canes have to be carried over a distance of more than 15 gaulettes in a field, the relevant rates for cutting and loading or for cutting or loading done separately shall be increased by 2.06 rupees per tonne for each additional gaulette or fraction of a gaulette, and such increased rates shall be paid for, on the total amount of canes cut/or loaded by the worker in the field.

(e) Where a worker has, during cutting, to move straw from one interline to another, he shall be paid an additional allowance of 18.07 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 21.40 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 10.67 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 28.94 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 13.85 rupees per tonne.

(g) (i) Where at the point of loading, there is a difference in level, other than a slope, of more than 2 feet, an additional allowance of 10.01 rupees per foot per tonne shall be paid for each additional foot or part of a foot, in excess of the 2 feet.

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

(h) Where the gradient of the slope in a field is steeper than 1 in 3, an additional allowance of 19.01 rupees per tonne shall be paid.

- (i) Where, in any week, a worker –
- (i) attends work on not less than 5 days; and
- (ii) earns not less than the minimum basic wage each day, he shall be paid a bonus equivalent to 5 per cent of his weekly earnings.

(j) Where a worker is required to carry canes for loading across the lines “*saute muraille*” also known as “*barfé*”, he shall be paid an allowance of 7.63 rupees per tonne in addition to the relevant rates specified in subparagraph (1).

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

6. Productivity Bonus

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

Productivity bonus	Fortnightly earnings	
	(Rs)	
5% on earnings	between 3,614 and 4,431	
6% do	not more than	4,920
7% do	do	5,423
8% do	do	5,836
9% do	do	6,110
10% do	do	6,632
11% do	do	6,966
12% do	do	7,545
13% do	do	7,924
14% do	do	8,447
15% do	more than	8,447

7. These regulations shall be deemed to have come into operation on 1 January 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 5]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages		
	Monthly (Rs cs)	Intercrop (5-day week) (Rs cs)	Daily Crop (6-day week) (Rs cs)
Field Worker (other than special category)			
—			
(a) Male	6,664.80	302.95	256.34
(b) Female	5,304.25	241.10	204.01
(c) Young person	4,960.89	225.50	190.80
Field Worker (special category) –			
(a) Male	5,144.20	233.83	197.85
(b) Female	4,369.08	198.59	168.04
(c) Young person	4,037.94	183.54	155.31
Night soil worker	6,657.72	302.62	256.07
Watchman			
(a) Chief watchman	7,214.48	327.93	277.48
(b) Watchman (Grade 1)	6,915.30	314.33	265.97
(c) Watchman (Grade 2)	6,664.80	302.95	256.34
Hospital servant	6,968.68	316.76	268.03
Gardener	6,968.68	316.76	268.03
Overseer (Grade 1)	8,365.12	380.23	321.74
Overseer (Grade 2)	7,214.48	327.93	277.48
Platelayer	7,214.48	327.93	277.48
<i>Marqueur</i>	7,657.66	348.08	294.53
Loco-stoker	6,968.68	316.76	268.03

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended, in paragraph 1, by deleting the words “Rs 240.45 for a normal day’s work during crop and 284.17 rupees during intercrop” and replacing them by the words “256.34 rupees for a normal day’s work during crop and 302.95 rupees during intercrop”.
6. These regulations shall be deemed to have come into operation on 1 January 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Monthly wages			
	Chief (Rs cs)	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Motor mechanic (Heavy mechanical unit) }	9,608.14	8,740.42	8,373.38	8,007.90
Motor mechanic (automobile), Pan boiler, Electrician }	9,380.84	8,555.36	8,181.68	7,727.48
Blacksmith, Coppersmith, Fitter, Moulder, Pattern maker, Plumber and pipefitter, Sheet metal worker, Boiler maker, Turner, Welder }	8,664.50	8,555.36	8,181.68	7,727.48
Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory attendant }	8,555.36	8,372.20	7,590.76	7,409.18
Driver (Heavy mechanical unit), Loading and harvesting machine operator }	–	8,005.54	7,500.16	7,267.24
Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) }	–	7,697.60	7,500.16	7,267.24

Category of worker	Monthly wages			
	Chief	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Factory operator –				
1 st year	–	7,101.88	6,937.36	6,679.96
2 nd year	–	7,145.94	6,962.96	6,736.98
3 rd year	–	7,169.18	6,975.76	6,823.42
4 th year	–	7,196.96	6,989.74	6,838.58
5 th year	–	7,223.56	7,009.72	6,861.82
6 th year & thereafter	–	7,267.24	7,099.52	6,916.48
	Chief		Others	
Evaporator attendant, Boiler attendant, Hotwater treatment plant attendant }	7,267.24		6,937.36	
Sugar refiner, <i>Peseur de jus</i> , Striker	–		6,937.36	
Office messenger, Store attendant	6,937.36		6,664.80	
Telephone operator, Sampler, Bagger and stoker (<i>cendrier</i> working under grate or in furnace for boilers) }	–		6,736.98	
Clarifier worker, Filter press worker, Irrigation pipe adjuster, Bus attendant, Locomotive attendant, Lorry loader, Lorry attendant, Tractor attendant, Tyre repairer, Lime control worker and all other non-agricultural workers }	–		6,664.80	

Category of worker	Monthly wages (Rs cs)
Irrigation pump operator –	
1 st year	7,101.88
2 nd year	7,145.94
3 rd year	7,169.18
4 th year	7,196.96
5 th year	7,223.56
6 th year & thereafter	7,267.24
Coachsmith, Coachpainter	8,372.20
Weighbridge attendant	6,664.80
Chief boiler attendant operating a water tube boiler without spreader stoker }	7,467.64
Chief boiler attendant operating a water tube boiler with spreader stoker and automatic controls }	7,704.50

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Tailoring Trade (Remuneration Order) (Amendment) Regulations 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Monthly basic wages (Rs)
Tailor (Superior Grade)	7,554
Tailor (Grade I)	6,956
Tailor (Grade II)	6,581
Tailor (Grade III)	6,258
Learner –	
1 st year	3,498
2 nd year	3,844
3 rd year	4,221
4 th year	4,674
5 th year	5,024

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
4. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended –
 - (a) in paragraph 3(2) –
 - (i) in subparagraph (a), by deleting the figure “16.90” and replacing it by the figure “18.01”; and
 - (ii) in subparagraph (b), by deleting the figure “16.03” and replacing it by the figure “17.09”;
 - (b) in paragraph 4 by revoking subparagraph (2) and replacing it by the following subparagraph –

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

	Rate per kg (Rs cs)
(a) up to 30 kgs	6.88
(b) over 30 kgs and up to 40 kgs	7.61
(c) over 40 kgs	7.76

6. These regulations shall be deemed to have come into operation on 1 January 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
GROUP A		
Field labourer (Male)	6,307	242.58
Field labourer (Female)	5,161	198.50
Young person	4,737	182.19
Watchman (Grade 2)	6,222	239.31
Sirdar or Gangman	6,968	268.00
GROUP B		
Factory worker (Male)	6,307	242.58
Factory worker (Female)	5,161	198.50
Gardener	6,307	242.58
Factory supervisor	7,839	301.51
Messenger	6,327	243.35
Store attendant	6,710	258.08
Laboratory attendant (Grade 1)	6,710	258.08
(Grade 2)	6,475	249.04
Sirdar or Gangman	6,968	268.00
Assistant Sirdar or Gangman	6,562	252.38
Turner, Fitter, Electrician, Motor mechanic, Welder, Plumber and Pipe fitter	(Grade 1) 7,564 (Grade 2) 7,266 (Grade 3) 6,780	290.92 279.46 260.77
Carpenter & Stone mason	(Grade 1) 6,798 (Grade 2) 6,589 (Grade 3) 6,395	261.46 253.42 245.96

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
Factory operator	6,710	258.08
Weigher (Grade 1)	7,305	280.96
(Grade 2)	6,756	259.85
Leaf checker	6,702	257.77
Watchman (Grade 1)	6,557	252.19
(Grade 2)	6,222	239.31
Driver (Grade 1)	6,840	263.08
(Grade 2)	6,642	255.46
Lorry attendant/Lorry helper	6,307	242.58
Factory attendant	6,246	240.23
Boiler & Turbine operator	7,663	294.73

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 2012.
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 (2011) Act 2010” and replacing them by the words “Additional Remuneration (2012) Act 2011”.
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 2012.

Made by the Minister on 10 April 2012.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Senior accounts clerk	1 st year	9,961
	2 nd year	10,168
	3 rd year	10,375
	4 th year & thereafter	10,592
Accounts clerk	1 st year	8,734
	2 nd year	8,890
	3 rd year	9,045
	4 th year & thereafter	9,200
Administrative clerk, Planning clerk, Reservation & ticketing officer and Cashier	1 st year	8,372
	2 nd year	8,527
	3 rd year	8,683
	4 th year & thereafter	8,838
Planning officer	1 st year	9,961
	2 nd year	10,168
	3 rd year	10,375
	4 th year & thereafter	10,592
Trainee		5,555
Word processing operator	1 st year	7,586
	2 nd year	7,715
	3 rd year	7,844
	4 th year & thereafter	8,025
Receptionist/Telephonist	1 st year	7,210
	2 nd year	7,321
	3 rd year	7,482
	4 th year & thereafter	7,637
Hotel representative	1 st year	8,734
	2 nd year	8,915
	3 rd year	9,097
	4 th year & thereafter	9,278

Category of worker	Year of service	Monthly basic wages (Rs)
Airport representative	1 st year	8,217
	2 nd year	8,424
	3 rd year	8,579
	4 th year & thereafter	8,734
Driver	1 st year	7,948
	2 nd year	8,051
	3 rd year	8,155
	4 th year & thereafter	8,320
Guide	1 st year	8,217
	2 nd year	8,424
	3 rd year	8,579
	4 th year & thereafter	8,734
Travel consultant	1 st year	9,961
	2 nd year	10,168
	3 rd year	10,375
	4 th year & thereafter	10,592
Luggage handler	1 st year	7,034
	2 nd year	7,128
	3 rd year	7,210
	4 th year & thereafter	7,293
Vehicle attendant	1 st year	6,593
	2 nd year	6,702
	3 rd year	6,813
	4 th year & thereafter	6,923
Cleaner	1 st year	6,593
	2 nd year	6,702
	3 rd year	6,813
	4 th year & thereafter	6,923
Security officer	1 st year	7,265
	2 nd year	7,376
	3 rd year	7,482
	4 th year & thereafter	7,586
Watchperson		6,923
