

**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Attorneys' and Notaries' Employees (Remuneration Order) (Amendment) Regulations 2009.
2. In these regulations –  
  
“principal regulations” means the Attorneys' and Notaries' Employees (Remuneration Order) Regulations 1994.
3. Regulation 3 of the principal regulations is amended in paragraph (2) by deleting the figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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</b>
		<b>Rs</b>
Clerk	1st year	6,070
	2nd year	6,180
	3rd year	6,290
	4th year	6,390
	5th year	6,510
	6th year	6,675
	7th year	6,825
	8th year	6,995
	9th year	7,210
	10th year	7,435
	11th year	7,655
	12th year	7,870
	13th year	8,095
	14th year	8,310
	15th year	8,535
	16th year	8,865
	17th year	9,180
	18th year	9,470
	19th year	9,745
	20th year	10,015

Typist

1st year	6,070
2nd year	6,180
3rd year	6,290
4th year	6,390
5th year	6,510
6th year	6,675
7th year	6,825
8th year	6,995
9th year	7,210
10th year	7,435
11th year	7,655
12th year	7,870
13th year	8,095
14th year	8,310
15th year	8,535

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Baking Industry (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

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

**1. BREAD MANUFACTURE**

**Semi-Automated Bakery**

<b>Category of employee</b>	<b>Daily basic wages</b>
	<b>Rs cs</b>
Bakery Operator	389.02
Handyperson	261.73
Extra Remuneration for work performed at night: (Basic Daily Wages + Overtime) x 20%	

**Industrial Bakery**

<b>Category of employee</b>	<b>Daily basic wages</b>
	<b>Rs cs</b>
Bakery Operator	373.63
Handyperson	251.35
Extra Remuneration for work performed at night: (Basic Daily Wages + Overtime) x 20%	

**Mechanised Bakery**

<b>Category of employee</b>	<b>Daily basic wages</b>
	<b>First 13 bags of flour</b>
	<b>Rs cs</b>
Coupeur	331.11
Brigadier	278.48
Mixer	278.48
Unskilled Employee	224.29
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	231.57	
Assistant Oven Operator	227.57	
Mixer	241.96	
Assistant Mixer	227.57	
Machine Operator	241.96	
Assistant Machine Operator or Biscuit Stamping Machine Operator	227.57	
Unskilled Employee	223.19	

## 3. PASTRY BAKERY

Category of employee	Daily basic wages	
	Rs	cs
Oven Operator	241.96	
Assistant Oven Operator	231.57	
Mixer	265.12	
Assistant Mixer	241.96	
Unskilled Employee	223.19	

## 4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

Category of employee	Year of service	Monthly basic wages
		Rs
Clerk	1st year	6,855
	2nd year	7,055
	3rd year	7,195
	4th year	7,345
	5th year	7,605
	6th year	7,815
	7th year	8,025
	8th year & thereafter	8,225

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Driver	1st year	6,895
	2nd year	6,945
	3rd year	6,995
	4th year	7,095
	5th year & thereafter	7,145
Salesperson	1st year	6,325
	2nd year	6,375
	3rd year	6,435
	4th year	6,485
	5th year & thereafter	6,535
		<b>Daily basic wages</b>
		<b>Rs cs</b>
Handpacker		191.31

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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</b>
		<b>Rs</b>
<b>Administrative Staff –</b>		
Accounts Clerk, Store and Tool Keeper, Timekeeper	1st year	9,175
	2nd year	9,360
	3rd year	9,545
	4th year	9,730
	5th year	9,915
	6th year	10,100
	7th year	10,285
	8th year & thereafter	10,470
Clerk	1st year	8,180
	2nd year	8,405
	3rd year	8,680
	4th year	8,905
	5th year	9,130
	6th year	9,355
	7th year	9,580
	8th year & thereafter	9,810
Weighbridge Clerk	1st year	7,890
	2nd year	8,110
	3rd year	8,330
	4th year	8,550
	5th year	8,825
	6th year	9,050
	7th year	9,275
	8th year & thereafter	9,510

Word Processing Operator	1st year	7,780
	2nd year	8,005
	3rd year	8,230
	4th year	8,455
	5th year	8,735
	6th year	8,965
	7th year	9,195
	8th year & thereafter	9,425
Receptionist/Telephonist	1st year	6,785
	2nd year	7,000
	3rd year	7,265
	4th year	7,480
	5th year	7,695
	6th year	7,915
	7th year	8,135
	8th year & thereafter	8,355
Learner		
First 3 months		6,480
Next 3 months		9,010

## PART II

Category of employee	Year of service	Monthly basic wages
		Rs
<b>Non-Administrative Staff</b>		
Chief Supervisor		12,370
Supervisor	1st year	10,350
	2nd year	10,580
	3rd year	10,810
	4th year	11,040
	5th year	11,270
	6th year	11,500
	7th year	11,735
	8th year & thereafter	11,970
		Daily basic wages
		Rs cs

Leading Hand	1st year		380.07		
	2nd year		383.82		
	3rd year		387.57		
	4th year		391.32		
	5th year & thereafter		395.07		
Plant Operator	1st year		355.07		
	2nd year		361.07		
	3rd year		367.07		
	4th year		373.07		
	5th year & thereafter		379.07		
Multiskilled Employee	1st year		342.07		
	2nd year		349.57		
	3rd year		357.07		
	4th year		364.57		
	5th year & thereafter		372.07		
Skilled Employees		<b>Superior Grade</b>	<b>Grade I</b>	<b>Grade II</b>	
		<b>Rs cs</b>	<b>Rs cs</b>	<b>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	367.07	355.07	334.07
		2nd year	373.07	357.57	337.32
		3rd year	379.07	360.07	340.57
		4th year	385.07	362.57	343.82
5th year & thereafter		391.07	365.07	347.07	
Driver			<b>Grade I</b>	<b>Grade II</b>	
			<b>Rs cs</b>	<b>Rs cs</b>	
	1st year		355.07	334.07	
	2nd year		357.57	337.32	
	3rd year		360.07	340.57	
	4th year		362.57	343.82	
5th year & thereafter		365.07	347.07		
			<b>Rs cs</b>		
Stonemason			380.07		

Cabinet Maker	380.07
Blockmaker	347.07
Stone Driller	347.07
Stone Breaker	347.07
Stone Splitter	347.07
Stone Employee	347.07
Tyreman	347.07
Unskilled Employee	305.15
Watchman	340.57

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Catering and Tourism Industries (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 5]

Category of employee	Year of service	Monthly basic wages
		Rs
Head Cook, Head Pastry Cook	.	8,435
Assistant Head Cook, Assistant Head Pastry Cook	1st year	7,975
	2nd year	8,075
	3rd year	8,175
	4th year	8,275
Cook, Pastry Cook	1st year	7,575
	2nd year	7,675
	3rd year	7,775
	4th year	7,875
Assistant Cook, Assistant Pastry Cook	1st year	6,465
	2nd year	6,565
	3rd year	6,665
	4th year	6,765
Fast Food Operative	1st year	6,365
	2nd year	6,465
	3rd year	6,565
	4th year	6,665
Head Waiter	1st year	7,265
	2nd year	7,425
	3rd year	7,575
	4th year	7,725

Assistant Head Waiter	1st year	6,315
	2nd year	6,415
	3rd year	6,515
	4th year	6,615
Waiter, Beach Waiter, Loader, Tea Maker	1st year	5,955
	2nd year	6,055
	3rd year	6,155
	4th year	6,265
Head Bartender		8,435
Bartender	1st year	7,265
	2nd year	7,425
	3rd year	7,575
	4th year	7,725
Assistant Bartender	1st year	5,955
	2nd year	6,055
	3rd year	6,155
	4th year	6,265
Restaurant Supervisor		9,185
Assistant Restaurant Supervisor	1st year	8,435
	2nd year	8,635
	3rd year	8,785
	4th year	8,935
Kitchen Cost Controller	1st year	6,615
	2nd year	6,715
	3rd year	6,815
	4th year	6,915

Cashier	1st year	7,575
	2nd year	7,675
	3rd year	7,775
	4th year	7,875
Cafetier	1st year	6,465
	2nd year	6,565
	3rd year	6,665
	4th year	6,765
Assistant Cafetier	1st year	5,805
	2nd year	5,905
	3rd year	6,005
	4th year	6,105
Storekeeper	1st year	7,825
	2nd year	7,975
	3rd year	8,125
	4th year	8,275
Assistant Storekeeper	1st year	6,715
	2nd year	6,815
	3rd year	6,965
	4th year	7,165
Store Attendant	1st year	6,515
	2nd year	6,615
	3rd year	6,715
	4th year	6,815
Caviste	1st year	6,715
	2nd year	6,815
	3rd year	6,915
	4th year	7,065



Receptionist	1st year	7,825
	2nd year	7,925
	3rd year	8,025
	4th year	8,125
Assistant Receptionist	1st year	7,065
	2nd year	7,165
	3rd year	7,265
	4th year	7,425
Senior Accounts Clerk	1st year	9,010
	2nd year	9,210
	3rd year	9,410
	4th year	9,620
Accounts Clerk	1st year	7,825
	2nd year	7,975
	3rd year	8,125
	4th year	8,275
	5th year	8,435
	6th year	8,635
	7th year	8,785
Personnel Clerk, Room Service Clerk	1st year	7,475
	2nd year	7,625
	3rd year	7,775
	4th year	7,925
Telephonist	1st year	6,365
	2nd year	6,465
	3rd year	6,615
	4th year	6,765
Porter-Operator	1st year	6,205
	2nd year	6,290
	3rd year	6,365
	4th year	6,440

Housekeeper	1st year	8,325
	2nd year	8,485
	3rd year	8,685
	4th year	8,835
Assistant Housekeeper	1st year	7,975
	2nd year	8,125
	3rd year	8,275
	4th year	8,435
Linen Keeper	1st year	7,825
	2nd year	7,925
	3rd year	8,025
	4th year	8,125
Valet	1st year	5,955
	2nd year	6,055
	3rd year	6,155
	4th year	6,265
Lauderer, Sewing Attendant	1st year	5,805
	2nd year	5,905
	3rd year	6,005
	4th year	6,105
Trainee	.	4,865
Sports Instructor	1st year	7,825
	2nd year	8,025
	3rd year	8,225
	4th year	8,435
Entertainer	1st year	7,265
	2nd year	7,525
	3rd year	7,725
	4th year	7,925

Skipper	1st year	6,205
	2nd year	6,315
	3rd year	6,465
	4th year	6,615
Skipper's Assistant	1st year	5,980
	2nd year	6,055
	3rd year	6,130
	4th year	6,205
Kitchen Helper, Sports & Leisure Attendant, Cleaner	1st year	5,805
	2nd year	5,905
	3rd year	6,005
	4th year	6,105
Waste Water Plant Operative	1st year	5,905
	2nd year	6,005
	3rd year	6,105
	4th year	6,205
Cabinet Maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration Mechanic	1st year	7,625
	2nd year	7,725
	3rd year	7,825
	4th year	7,925
Handyperson	1st year	7,525
	2nd year	7,625
	3rd year	7,725
	4th year	7,825
Assistant Handyperson	1st year	7,265
	2nd year	7,425
	3rd year	7,525
	4th year	7,625

Gardener	1st year	5,955
	2nd year	6,055
	3rd year	6,155
	4th year	6,265
Driver	1st year	7,065
	2nd year	7,165
	3rd year	7,265
	4th year	7,425
Security Officer	1st year	6,415
	2nd year	6,515
	3rd year	6,615
	4th year	6,715
Watchman	.	6,105

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Cinema Employees (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 6]

**PART I**

<b>Category of employee</b>	<b>Monthly basic wages</b>
	<b>Rs cs</b>
Driver	5,661
Store Assistant	5,026
Caretaker/Cleaner	5,026
Cleaner	4,081
Helper	4,118

**PART II**

<b>Category of employee</b>	<b>For up to 28 shows per month</b>	<b>Rate per additional show above 28 shows per month and for casual workers</b>
	<b>Rs cs</b>	<b>Rs cs</b>
Projectionist	5,478	263.21
Assistant Projectionist	4,495	206.03
Box Office Attendant	4,399	200.45
Ticket Controller	4,399	200.45
Usher	4,399	200.45
Café Keeper	4,399	200.45
Café Assistant	3,029	131.71

**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Cleaning Enterprises (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages Rs</b>
Supervisor	1st year	7,210
	2nd year	7,435
	3rd year	7,595
	4th year	7,765
	5th year	7,970
	6th year	8,195
	7th year	8,435
	8th year	8,695
Accounts Clerk	1st year	6,180
	2nd year	6,290
	3rd year	6,390
	4th year	6,510
	5th year	6,675
	6th year	6,825
	7th year	6,995
	8th year	7,210
Store Clerk	1st year	6,180
	2nd year	6,290
	3rd year	6,390
	4th year	6,510
	5th year	6,675
	6th year	6,825
	7th year	6,995
	8th year	7,210
Clerk	1st year	5,855
	2nd year	5,960
	3rd year	6,070
	4th year	6,180
	5th year	6,340
	6th year	6,510
	7th year	6,675
	8th year	6,825



Receptionist/Telephonist	1st year	5,515
	2nd year	5,630
	3rd year	5,730
	4th year	5,855
	5th year	6,020
	6th year	6,180
	7th year	6,340
	8th year	6,510
Driver Grade I	1st year	6,070
	2nd year	6,180
	3rd year	6,290
	4th year	6,390
	5th year	6,560
	6th year	6,725
	7th year	6,895
	8th year	7,110
Driver Grade II	1st year	5,855
	2nd year	5,960
	3rd year	6,070
	4th year	6,180
	5th year	6,340
	6th year	6,510
	7th year	6,675
	8th year	6,825
Driver Grade III	1st year	5,630
	2nd year	5,730
	3rd year	5,855
	4th year	5,960
	5th year	6,125
	6th year	6,290
	7th year	6,460
	8th year	6,610

Scavenger	1st year	5,138
	2nd year	5,283
	3rd year	5,407
	4th year	5,515
	5th year	5,680
	6th year	5,855
	7th year	6,020
	8th year	6,180
Lavatory Attendant	1st year	5,138
	2nd year	5,283
	3rd year	5,407
	4th year	5,515
	5th year	5,680
	6th year	5,855
	7th year	6,020
	8th year	6,180
Helper	1st year	4,957
	2nd year	5,138
	3rd year	5,283
	4th year	5,407
	5th year	5,570
	6th year	5,730
	7th year	5,905
	8th year	6,070
Cleaner	1st year	4,957
	2nd year	5,138
	3rd year	5,283
	4th year	5,407
	5th year	5,570
	6th year	5,730
	7th year	5,905
	8th year	6,070

Vehicle Attendant	1st year	4,764
	2nd year	4,957
	3rd year	5,138
	4th year	5,283
	5th year	5,460
	6th year	5,630
	7th year	5,795
	8th year	5,960

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Distributive Trades (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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**

Category of employee	Year of service	Monthly basic wages Rs
Accounts Clerk, Customs Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1st year	7,255
	2nd year	7,500
	3rd year	7,695
	4th year	7,880
	5th year	8,090
	6th year	8,300
	7th year	8,520
	8th year & thereafter	8,805
Clerk	1st year	6,185
	2nd year	6,380
	3rd year	6,575
	4th year	6,760
	5th year	6,960
	6th year	7,210
	7th year	7,470
	8th year & thereafter	7,695
Word Processing Operator	1st year	5,940
	2nd year	6,125
	3rd year	6,320
	4th year	6,515
	5th year	6,700
	6th year	6,900
	7th year	7,150
	8th year & thereafter	7,410

Receptionist/Telephonist	1st year	5,820
	2nd year	5,990
	3rd year	6,160
	4th year	6,340
	5th year	6,530
	6th year	6,710
	7th year	6,890
	8th year & thereafter	7,120

#### PART II – Non-Administrative Staff

Category of employee	Year of service	Monthly basic wages
		Rs
Sales Demonstrator	1st year	6,395
	2nd year	6,575
	3rd year	6,745
	4th year	6,915
	5th year	7,145
	6th year	7,335
	7th year	7,575
	8th year & thereafter	7,755
Salesperson	1st year	6,160
	2nd year	6,340
	3rd year	6,530
	4th year	6,710
	5th year	6,890
	6th year	7,120
	7th year	7,315
	8th year & thereafter	7,560
Driver Grade I	1st year	6975
	2nd year	7,175
	3rd year	7,335
	4th year	7,545
	5th year	7,695
	6th year	7,855
	7th year	8,015
	8th year & thereafter	8,175

Driver Grade II	1st year	6,705
	2nd year	6,835
	3rd year	6,965
	4th year	7,145
	5th year	7,295
	6th year	7,485
	7th year	7,635
	8th year & thereafter	7,775
Driver Grade III	1st year	6,470
	2nd year	6,600
	3rd year	6,730
	4th year	6,860
	5th year	6,990
	6th year	7,175
	7th year	7,320
	8th year & thereafter	7,505
Vehicle Assistant	1st year	6,035
	2nd year	6,165
	3rd year	6,305
	4th year	6,445
	5th year	6,585
	6th year	6,725
	7th year	6,865
	8th year & thereafter	7,055
Attendant	1st year	5,565
	2nd year	5,650
	3rd year	5,735
	4th year	5,820
	5th year	5,905
	6th year	6,000
	7th year	6,095
	8th year & thereafter	6,190

Watchman	1st year	5,705
	2nd year	5,755
	3rd year	5,805
	4th year	5,855
	5th year	5,915
	6th year	5,975
	7th year	6,035
	8th year & thereafter	6,095

**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	1st year	7,695
	2nd year	7,855
	3rd year	8,015
	4th year	8,175
	5th year	8,360
	6th year	8,535
	7th year	8,770
	8th year & thereafter	8,945
Tanker Driver's Assistant	1st year	5,645
	2nd year	5,725
	3rd year	5,805
	4th year	5,885
	5th year	5,975
	6th year	6,065
	7th year	6,155
	8th year & thereafter	6,255



Cashier	1st year	6,425
	2nd year	6,610
	3rd year	6,795
	4th year	6,995
	5th year	7,245
	6th year	7,505
	7th year	7,740
	8th year & thereafter	7,965

#### **PART II – Retail Trade**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Lubricator, Cleaner	1st year	5,565
	2nd year	5,650
	3rd year	5,735
	4th year	5,820
	5th year	5,905
	6th year	6,030
	7th year	6,130
	8th year & thereafter	6,240
Pump Attendant	1st year	5,650
	2nd year	5,735
	3rd year	5,820
	4th year	5,905
	5th year	6,000
	6th year	6,095
	7th year	6,190
	8th year & thereafter	6,300
Filling Station Assistant	1st year	5,820
	2nd year	5,905
	3rd year	6,000
	4th year	6,095
	5th year	6,190
	6th year	6,300
	7th year	6,410
	8th year & thereafter	6,510

Cashier	1st year	6,035
	2nd year	6,230
	3rd year	6,425
	4th year	6,610
	5th year	6,795
	6th year	6,995
	7th year	7,245
	8th year & thereafter	7,505

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

#### PART I – Wholesale Trade

Category of employee	Year of service	Monthly basic wages
		Rs
Cashier	1st year	6,425
	2nd year	6,610
	3rd year	6,795
	4th year	6,995
	5th year	7,245
	6th year	7,505
	7th year	7,740
	8th year & thereafter	7,965

#### PART II – Retail Trade

Category of employee	Year of service	Monthly basic wages
		Rs
Pharmacy Technician	1st year	7,255
	2nd year	7,500
	3rd year	7,695
	4th year	7,880
	5th year	8,090
	6th year	8,300
	7th year	8,520
	8th year & thereafter	8,805

Cashier	1st year	6,035
	2nd year	6,230
	3rd year	6,425
	4th year	6,610
	5th year	6,795
	6th year	6,995
	7th year	7,245
	8th year & thereafter	7,505
Shop Assistant	1st year	5,820
	2nd year	5,990
	3rd year	6,160
	4th year	6,340
	5th year	6,530
	6th year	6,710
	7th year	6,890
	8th year & thereafter	7,120

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

##### PART I – Supermarket

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Check-out Operator	1st year	6,035
	2nd year	6,230
	3rd year	6,425
	4th year	6,610
	5th year	6,795
	6th year	6,995
	7th year	7,245
	8th year & thereafter	7,505
Employé de Rayon	1st year	5,650
	2nd year	5,735
	3rd year	5,820
	4th year	5,905
	5th year	6,000
	6th year	6,095
	7th year	6,190
	8th year & thereafter	6,300

Meat/Fish Packer	1st year	5,820
	2nd year	5,920
	3rd year	6,020
	4th year	6,120
	5th year	6,230
	6th year	6,345
	7th year	6,470
	8th year & thereafter	6,585
Cold Room Attendant	1st year	6,315
	2nd year	6,440
	3rd year	6,555
	4th year	6,670
	5th year	6,785
	6th year	6,910
	7th year	7,085
	8th year & thereafter	7,210

#### **PART II - Wholesale Trade or Wholesale and Retail Trade**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Shop Assistant	1st year	5,820
	2nd year	5,990
	3rd year	6,160
	4th year	6,340
	5th year	6,530
	6th year	6,710
	7th year	6,890
	8th year & thereafter	7,120
Cashier	1st year	6,425
	2nd year	6,610
	3rd year	6,795
	4th year	6,995
	5th year	7,245
	6th year	7,505
	7th year	7,740
	8th year & thereafter	7,965

Cold Room Attendant	1st year	6,315
	2nd year	6,440
	3rd year	6,555
	4th year	6,670
	5th year	6,785
	6th year	6,910
	7th year	7,085
	8th year & thereafter	7,210

Pesticides Handler	1st year	6,315
	2nd year	6,440
	3rd year	6,555
	4th year	6,670
	5th year	6,785
	6th year	6,910
	7th year	7,085
	8th year & thereafter	7,210

### **PART III – Retail Trade**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Cashier	1st year	6,035
	2nd year	6,230
	3rd year	6,425
	4th year	6,610
	5th year	6,795
	6th year	6,995
	7th year	7,245
	8th year & thereafter	7,505
Shop Assistant	1st year	5,820
	2nd year	5,990
	3rd year	6,160
	4th year	6,340
	5th year	6,530
	6th year	6,710
	7th year	6,890
	8th year & thereafter	7,120

Cold Room Attendant	1st year	6,315
	2nd year	6,440
	3rd year	6,555
	4th year	6,670
	5th year	6,785
	6th year	6,910
	7th year	7,085
	8th year & thereafter	7,210

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Domestic Workers (Remuneration Order) (Amendment) Regulations 2009.
2. In these regulations –  
  
“principal regulations” means the Domestic Workers (Remuneration Order) Regulations 1983.
3. Regulation 3 of the principal regulations is amended in paragraph (2) by deleting the figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Monthly basic wages	Hourly basic rate
	Rs cs	Rs cs
Cook	3,398.75	16.34
Driver	5,402.00	25.97
Gardener	4,251.75	20.44
Garde-Malade	4,388.00	14.06
Household helper	2,909.75	13.99
Household worker	3,229.25	15.53
Watchman	4,718.00	15.12
Household worker/Cook	3,633.50	17.47
Caretaker	4,110.50	19.76

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Electrical, Engineering and Mechanical Workshops (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

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

Category of worker	Year of service	Monthly wages		
		Rs		
Electrician, Motor Mechanic Superior Grade	1st year			6,785
	2nd year			6,905
	3rd year			7,055
Automobile Electrician, Blacksmith, Fitter, Motor Mechanic, Moulder, Panel Beater, Pattern Maker, Rigger, Sheet Metal Worker/ Boiler Maker, Turner, Welder	1st year	<b>Grade I</b> 6, 190	<b>Grade II</b> 5, 745	<b>Grade III</b> 5, 476
	2nd year	6,250	5,810	5,530
	3rd year	6,300	5,870	5,585
	4th year	6,350	5,920	5,645
	5th year	6,445	6,010	-
	6th year	6,520	6,085	-
	7th year	6,595	-	-
Carpenter, Electrician, Painter	1st year	6,190	5,745	-
	2nd year	6,250	5,810	-
	3rd year	6,300	5,870	-
	4th year	6,350	5,920	-
	5th year	6,445	6,010	-
	6th year	6,520	6,085	-
	7th year	6,595	-	-
Category of worker	Year of service	Monthly wages		
				<b>Rs</b>
Upholsterer				6,190
Tyreman				5,955
Tyreman Assistant				5,325
Watchman				5,369

Apprentice

1st year	4,181
2nd year	4,271
3rd year	4,362
4th year	4,452
5th year	4,541

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Export Enterprises (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by 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 "Rs 10.10" and replacing it by the figure "Rs 10.62".
6. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

**PART I**

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages</b>
		<b>Rs</b>
Chief Clerk	1st year	5,907
	2nd year	6,093
	3rd year	6,260
	4th year	6,450
	5th year	6,602
Accounts Clerk, Cashier, Storekeeper	1st year	5,500
	2nd year	5,661
	3rd year	5,837
	4th year	5,968
	5th year	6,104
	6th year	6,252
	7th year	6,391
Clerk, Assistant Storekeeper	1st year	4,451
	2nd year	4,717
	3rd year	4,938
	4th year	5,333
	5th year	5,571
	6th year	5,726
	7th year	5,868
	8th year	6,019
	9th year	6,149

Foreman/Forewoman, Typist, Timekeeper	1st year	4,517
	2nd year	4,811
	3rd year	5,108
	4th year	5,302
	5th year	5,433
Telephonist, Receptionist	1st year	4,517
	2nd year	4,811
	3rd year	5,108
Mechanic, Electrician	1st year	4,451
	2nd year	4,717
	3rd year	4,938
	4th year	5,216
	5th year	5,333
	6th year	5,482
	7th year	5,571
	8th year	5,655
	9th year	5,726
Driver - Grade 1		5,665
Grade 2		5,505
Grade 3		5,365

## PART II

Category of worker	Year of service	Weekly wages
		Rs cs
Watchman		908.00
Factory Worker	1st year	720.13
	Thereafter	743.20
Unskilled Worker	1st year	638.58
	Thereafter	696.64

**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Factory Employees (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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</b>
		<b>Rs</b>
Chief Clerk	1st year	7,925
	2nd year	8,135
	3rd year	8,355
	4th year	8,615
	5th year	8,815
	6th year	9,095
	7th year	9,325
	8th year & thereafter	9,565
Accounts Clerk, Cashier, Storekeeper	1st year	6,945
	2nd year	7,185
	3rd year	7,425
	4th year	7,625
	5th year	7,825
	6th year	8,035
	7th year	8,245
	8th year & thereafter	8,475
Clerk, Assistant Storekeeper	1st year	6,055
	2nd year	6,205
	3rd year	6,365
	4th year	6,565
	5th year	6,765
	6th year	6,995
	7th year	7,285
	8th year & thereafter	7,565



Word Processing Operator	1st year	5,785
	2nd year	5,945
	3rd year	6,105
	4th year	6,295
	5th year	6,485
	6th year	6,695
	7th year	6,905
	8th year & thereafter	7,165
Telephonist, Receptionist	1st year	5,575
	2nd year	5,735
	3rd year	5,895
	4th year	6,085
	5th year	6,275
	6th year	6,465
	7th year	6,675
	8th year & thereafter	6,835
Foreman, Forewoman	1st year	5,575
	2nd year	5,735
	3rd year	5,895
	4th year	6,085
	5th year	6,275
	6th year	6,465
	7th year	6,655
	8th year & thereafter	6,835

## PART II

Category of employee	Year of service	Daily wages for an employee on a 5-day week	Daily wages for an employee on a 6-day week
		Rs cs	Rs cs
Factory Operator	1st year	231.04	192.53
	2nd year	234.73	195.61
	3rd year	238.14	198.45
	4th year	241.52	201.27
	5th year	245.46	204.55
	6th year	248.48	207.07
	7th year	251.42	209.52
	8th year & thereafter	254.46	212.05

Factory Attendant	1st year	215.45	179.54
	2nd year	219.04	182.53
	3rd year	222.59	185.49
	4th year	226.21	188.51
	5th year	229.81	191.51
	6th year	233.45	194.54
	7th year	236.99	197.49
	8th year & thereafter	240.40	200.33
Unskilled Worker	1st year	166.90	139.08
	2nd year	170.53	142.11
	3rd year	175.90	146.58
	4th year	179.53	149.61
	5th year & thereafter	182.98	152.48
Watchman			216.34

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Field-crop and Orchard Workers (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

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

<b>Category of worker</b>	<b>Monthly basic wages</b>	<b>Daily basic wages</b>
	<b>Rs</b>	<b>Rs cs</b>
Field Labourer Grade I	6,260	240.77
Field Labourer Grade II	5,080	195.38
Surveillant	6,970	268.08
Barns Operator	7,135	274.42
Grader	5,595	215.19
Watchman	6,170	237.31

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Light Metal and Wooden Furniture Workshops (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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 basic wages</b>
		<b>Rs</b>
<b>Administrative Staff –</b> Accounts Clerk, Cashier, Storekeeper	1st year	7,325
	2nd year	7,515
	3rd year	7,665
	4th year	7,815
	5th year	8,030
	6th year	8,235
	7th year	8,450
	8th year & thereafter	8,715
Clerk	1st year	6,855
	2nd year	7,055
	3rd year	7,195
	4th year	7,345
	5th year	7,605
	6th year	7,815
	7th year	8,025
	8th year & thereafter	8,225
Word Processing Operator	1st year	6,525
	2nd year	6,675
	3rd year	6,815
	4th year	6,965
	5th year	7,215
	6th year	7,475
	7th year	7,685
	8th year & thereafter	7,895

Receptionist/Telephonist	1st year	5,735
	2nd year	5,885
	3rd year	6,025
	4th year	6,165
	5th year	6,375
	6th year	6,585
	7th year	6,795
	8th year & thereafter	7,055

## PART II

Category of employee	Year of service	Daily basic wages		
		Rs	cs	
Cabinet maker (Superior Grade)	1st year	287.49		
	2nd year	289.80		
	3rd year	291.72		
	4th year	293.64		
	5th year & thereafter	295.57		
Skilled employees		<b>Grade I</b>	<b>Grade II</b>	<b>Grade III</b>
		<b>Rs cs</b>	<b>Rs cs</b>	<b>Rs cs</b>
Blacksmith, Cabinet Maker, Electrician, Fitter, Machine Operator, Mechanic, Painter, Panel Beater, Pipe bender, Trimmer, Turner, Upholsterer, Welder and other employees in charge of sophisticated equipment	1st year	271.35	245.58	222.50
	2nd year	273.27	247.89	224.80
	3rd year	275.19	249.81	226.72
	4th year	277.12	251.73	228.65
	5th year & thereafter	279.04	253.66	230.57
Apprentice	1st year		155.46	
	2nd year		163.84	
	3rd year		172.19	
	4th year		180.58	
	5th year		188.92	

		<b>Grade I</b>	<b>Grade II</b>	<b>Others</b>
Driver	1st year	6,895	6,665	6,430
	2nd year	6,945	6,715	6,480
	3rd year	6,995	6,765	6,530
	4th year	7,095	6,815	6,580
	5th year & thereafter	7,145	6,865	6,640

Lorry Helper	1st year		5,785	
	2nd year		5,845	
	3rd year		5,895	
	4th year & thereafter		5,945	

**Daily  
basic wages**

**Rs cs**

Attendant	1st year		207.96	
	2nd year		209.99	
	3rd year		212.11	
	4th year & thereafter		214.03	

Watchman	1st year		219.42	
	2nd year		221.34	
	3rd year		223.27	
	4th year & thereafter		225.57	



**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Livestock Workers (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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</b>	<b>Daily basic wages</b>
		<b>Rs</b>	<b>Rs cs</b>
Supervisor	1st year	6,690	
	2nd year	6,830	
	3rd year	6,970	
	4th year	7,215	
	5th year	7,410	
Farm worker grade I		6,260	240.77
Farm worker grade II		5,080	195.38
Watchperson		6,170	237.31

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Newspapers and Periodicals Employees (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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</b>
		<b>Rs</b>
Journalist, Secrétaire de Rédaction	1st year	11,807
	2nd year	12,152
	3rd year	12,310
	4th year	12,682
	5th year	13,068
	6th year	13,468
	7th year	13,883
	8th year	14,314
	9th year	14,761
	10th year & thereafter	15,225
Reporter, Photographer, Caricaturist	1st year	8,045
	2nd year	8,214
	3rd year	8,388
	4th year	8,620
	5th year	8,793
	6th year	9,031
	7th year	9,223
	8th year	9,421
	9th year	9,628
	10th year	9,837
	11th year	10,050
	12th year	10,270
	13th year	10,495
	14th year	10,721
	15th year & thereafter	10,949

Trainee reporter	1st year	6,565
	2nd year	6,690

**GROUP B**

Category of employee	Year of service	Monthly salary
		Rs
Documentalist	1st year	8,780
	2nd year	9,030
	3rd year	9,235
	4th year	9,456
	5th year	9,679
	6th year	9,892
	7th year	10,122
	8th year	10,359
	9th year	10,607
	10th year & thereafter	10,848
Proof reader	1st year	6,565
	2nd year	6,695
	3rd year	6,819
	4th year	6,956
	5th year	7,146
	6th year	7,295
	7th year	7,482
	8th year	7,634
	9th year	7,789
	10th year & thereafter	7,939
Clerk/Word Processing Operator	1st year	6,432
	2nd year	6,559
	3rd year	6,700
	4th year	6,834
	5th year	6,983
	6th year	7,186
	7th year	7,349
	8th year	7,560
	9th year	7,717
	10th year & thereafter	7,888

Assistant documentalist	1st year	6,508
	2nd year	6,594
	3rd year	6,692
	4th year	6,781
	5th year	6,883
	6th year	6,976
	7th year	7,132
	8th year	7,229
	9th year	7,343
	10th year & thereafter	7,494
Receptionist/Telephonist	1st year	5,785
	2nd year	5,868
	3rd year	5,942
	4th year	6,028
	5th year	6,105
	6th year	6,188
	7th year	6,279
	8th year	6,361
	9th year	6,454
	10th year & thereafter	6,539
Advertisement Clerk, Accounts Clerk, Store Clerk, Cashier	1st year	6,811
	2nd year	6,950
	3rd year	7,142
	4th year	7,294
	5th year	7,484
	6th year	7,638
	7th year	7,796
	8th year & thereafter	7,948
Driver	1st year	6,277
	2nd year	6,409
	3rd year	6,536
	4th year	6,676
	5th year & thereafter	6,810

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Nursing Homes (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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</b>
		<b>Rs</b>
Charge Nurse/Ward Sister		8,610
Medical Laboratory Technician	1st year	7,575
	2nd year	7,685
	3rd year	7,825
	4th year	7,980
	5th year	8,155
Radiographer	1st year	7,575
	2nd year	7,685
	3rd year	7,825
	4th year	7,955
	5th year	8,105
Nurse	1st year	6,550
	2nd year	6,670
	3rd year	6,770
	4th year	6,945
	5th year	7,110
	6th year	7,340
	7th year	7,575
	8th year	7,735
	9th year	7,930
	10th year	8,105



Dispenser	1st year	5,708
	2nd year	5,844
	3rd year	5,960
	4th year	6,125
	5th year	6,310
Assistant Nurse	1st year	5,279
	2nd year	5,440
	3rd year	5,576
	4th year	5,708
	5th year	5,844
	6th year	6,020
	7th year	6,180
	8th year	6,360
	9th year	6,550
	10th year	6,720
Midwife	1st year	5,546
	2nd year	5,678
	3rd year	5,807
	4th year	5,933
	5th year	6,045
	6th year	6,205
	7th year	6,385
	8th year	6,575
	9th year	6,745
	10th year	6,970
Nursing Aid	1st year	4,179
	2nd year	4,311
	3rd year	4,474
	4th year	4,914
	5th year	5,279
	6th year	5,510
	7th year	5,708
	8th year	5,900
	9th year	6,070
	10th year	6,240

**PART B**

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly salary</b>
		<b>Rs</b>
Driver		5,708
Cook	1st year	5,279
	2nd year	5,440
	3rd year	5,648
Receptionist	1st year	5,181
	2nd year	5,373
	3rd year	5,510
Nursing Home Attendant, Lauderer	1st year	3,847
	2nd year	4,104
	3rd year	4,329
	4th year	4,547
	5th year	4,764
Gardener		4,912
Kitchen Help	1st year	3,847
	2nd year	4,179
	3rd year	4,621
Watchman		5,058
Handyman		6,180

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Office Attendants (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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</b>
		<b>Rs</b>
Head Office Attendant	1st year	6,290
	2nd year	6,325
	3rd year	6,360
	4th year	6,395
	5th year	6,445
	6th year	6,485
	7th year	6,525
	8th year	6,570
	9th year	6,615
	10th year & thereafter	6,670
Office Attendant	1st year	5,815
	2nd year	5,855
	3rd year	5,885
	4th year	5,915
	5th year	5,950
	6th year	5,985
	7th year	6,030
	8th year	6,070
	9th year	6,110
	10th year & thereafter	6,150

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Pre-Primary School Employees (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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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</b>
		<b>Rs</b>
<b>Teaching Staff</b>		
Teacher Supervisor		6,705
Teacher Grade A	1st year	5,650
	2nd year	5,740
	3rd year	5,845
	4th year	5,940
	5th year	6,050
	6th year	6,150
	7th year	6,270
	8th year	6,375
	9th year	6,495
	10th year	6,605
Teacher Grade B	1st year	5,067
	2nd year	5,166
	3rd year	5,278
	4th year	5,369
	5th year	5,460
Teacher Grade C	Less than 5 years	4,791
	5 to 10 years	5,067
	more than 10 years	5,325

**Non-Teaching Staff**

Cook		4,378
Gardener/Handyman		3,585
School Attendant	1st year	4,378
	2nd year	4,461
	3rd year	4,544
	4th year	4,632
	5th year	4,724

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Printing Industry (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”; and
  - (b) in paragraph (8), by deleting the figure “9,035” and replacing it by the figure “9,235”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Monthly wages</b>
	<b>Rs</b>
Supervisor (skilled workers)	11,005
Assistant Supervisor	10,485
Offset machine operator (range 715mm x 1240mm - 4 colours)	10,260
Flexographic machine operator (4 to 6 colours)	9,945
Offset machine operator (range 460mm x 715mm - 4 colours)	
Offset machine operator (range 715mm x 1240mm - 1 to 2 colours)	
Archivist	9,395
Offset machine operator (range 460mm x 715mm - 1 to 2 colours)	9,395
Letter press machine operator (range 460mm x 915mm)	
Flexographic machine operator (1 to 3 colours)	9,170
Offset machine operator (range 200mm x 460mm - 1 colour)	
Vanishing machine operator	

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly wages</b>
		<b>Rs</b>
Special category worker	1st year	7,055
	2nd year	7,170
	3rd year	7,280
	4th year	7,435

	5th year	7,545
	6th year	7,680
	7th year	7,820
	8th year	7,945
	9th year	8,095
	10th year	8,235
Layout artist	1st year	7,280
	2nd year	7,435
	3rd year	7,545
	4th year	7,655
	5th year	7,765
	6th year	7,895
	7th year	8,030
	8th year	8,170
	9th year	8,310
	10th year	8,450
Proof Reader	1st year	7,170
	2nd year	7,280
	3rd year	7,435
	4th year	7,545
	5th year	7,655
	6th year	7,790
	7th year	7,920
	8th year	8,070
	9th year	8,195
	10th year	8,345
Linotype operator, Monotype operator, Monocaster operator	1st year	6,905
	2nd year	7,055
	3rd year	7,170
	4th year	7,280
	5th year	7,435
	6th year	7,570
	7th year	7,705
	8th year	7,845
	9th year	7,970
	10th year	8,120

Cameraman/Platemaker, Photoengraver, Photo-type setter, Rotogravure machine operator	1st year	6,785
	2nd year	6,905
	3rd year	7,055
	4th year	7,170
	5th year	7,280
	6th year	7,460
	7th year	7,595
	8th year	7,730
	9th year	7,870
	10th year	7,995
Assistant Offset machine operator (range 715mm x 1240mm - 4 colours) Assistant Machine Operator (range 460mm x 715mm - 4 colours)		7,170
Binder/Cutter, Hand compositor, Letter-press Machine operator (range 250mm x 460mm)	1st year	5,920
	2nd year	6,035
	3rd year	6,135
	4th year	6,250
	5th year	6,350
	6th year	6,495
	7th year	6,635
	8th year	6,760
	9th year	6,905
	10th year	7,085
Supervisor (unskilled workers)		5,920

Foundryman	1st year	5,585
	2nd year	5,645
	3rd year	5,695
	4th year	5,745
	5th year	5,810
Helper, Unskilled worker	1st year	5,476
	2nd year	5,530
	3rd year	5,585
	4th year	5,645
	5th year	5,695
Apprentice	1st year	5,530
	2nd year	5,585
	3rd year	5,645
	4th year	5,695
Clerk, Receptionist, Telephonist, Typist	1st year	6,135
	2nd year	6,250
	3rd year	6,350
	4th year	6,470
	5th year	6,570
	6th year	6,710
	7th year	6,835
	8th year	6,980
	9th year	7,170
	10th year	7,310
Storekeeper	1st year	6,470
	2nd year	6,570
	3rd year	6,685
	4th year	6,785
	5th year	6,905
	6th year	7,085
	7th year	7,220
	8th year	7,410
	9th year	7,545
	10th year	7,680

Store Attendant, Attendant	1st year	5,695
	2nd year	5,745
	3rd year	5,810
	4th year	5,870
	5th year	5,920
Watchman	1st year	5,810
	2nd year	5,870
	3rd year	5,920
	4th year	5,975
	5th year	6,035

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Private Secondary School Employees (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of employee</b>	<b>Monthly salary</b>
	<b>Rs</b>
<b>Principal</b>	
Principal	11,858.50
	<b>Monthly salary scale</b>
	<b>Rs</b>
<b>Teachers, other than instructors</b>	
Graduate	8,816 - 8,903 - 9,129 - 9,410.50 - 9,639 - 9,794 - 9,960 - 10,203.50 - 10,609 - 10,895 - 11,063 - 11,380 - 11,533
Non-Graduate Grade I	8,739 - 8,816 - 8,903 - 9,129 - 9,241.50 - 9,318.50 - 9,410.50 - 9,639 - 9,794 - 9,960 - 10,203.50 - 10,412 - 10,603.50
Non-Graduate Grade II	6,407.20 - 6,486.50 - 6,664.60 - 6,782.30 - 6,953.10 - 7,091.70 - 7,189.70 - 7,432 - 7,538.50 - 7,627.70 - 7,704.70 - 7,831.70 - 7,944.50 - 8,052 - 8,144.50
Non-Graduate Grade III	5,739.70 - 5,853 - 5,964.30 - 6,052.40 - 6,131.70 - 6,219.30 - 6,324 - 6,445.80 - 6,561.50 - 6,659.10 - 6,764.70 - 6,953.10 - 7,112.70
Non-Graduate Grade IV	5,332.90 - 5,472.60 - 5,523 - 5,625 - 5,687.60 - 5,732.10 - 5,817.90
<b>Instructors</b>	
Instructor Grade I	6,407.20 - 6,486.50 - 6,664.60 - 6,782.30 - 6,953.10 - 7,091.70 - 7,189.70 - 7,432 - 7,538.50 - 7,627.70 - 7,704.70 - 7,831.70 - 7,944.50 - 8,052 - 8,144.50
Instructor Grade II	5,739.70 - 5,853 - 5,964.30 - 6,052.40 - 6,131.70 - 6,219.30 - 6,324 - 6,445.80 - 6,561.50 - 6,659.10 - 6,764.70 - 6,953.10 - 7,112.70
<b>Other employees</b>	

Clerk, Typist,  
Secretary,  
Usher or Librarian

5,138 - 5,302 - 5,396.10 - 5,499.50 - 5,570.10 -  
5,646.60 - 5,713.60 - 5,744.10

Laboratory attendant,  
Workshop Attendant

4,717

Caretaker, Cleaner,  
Gardener

(a) 2,590.47

if required to be in attendance for not more than 3  
hours daily

(b) 4,311.70

if required to be in attendance for more than 3  
hours daily

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Public Transport (Buses) Workers (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is amended –
  - (a) in paragraph 1 by revoking subparagraph (2) and replacing it by the following subparagraph –

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Traffic Supervisor	1st year	9,850
	2nd year	9,925
	3rd year	10,000
	4th year	10,075
	5th year	10,150
	6th year	10,225
	7th year	10,300
	8th year	10,400
	9th year & thereafter	10,500

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Traffic Officer	1st year	9,210
	2nd year	9,280
	3rd year	9,350
	4th year	9,420
	5th year	9,495
	6th year	9,570
	7th year & thereafter	9,645
Driver and Driver-Conductor working in one-man operated bus	1st year	9,080
	2nd year	9,125
	3rd year	9,170
	4th year	9,215
	5th year	9,260
	6th year	9,305
	7th year	9,350
	8th year	9,400
	9th year	9,450
	10th year & thereafter	9,500
Conductor	1st year	8,640
	2nd year	8,685
	3rd year	8,730
	4th year	8,775
	5th year	8,820
	6th year	8,865
	7th year	8,910
	8th year	8,960
	9th year	9,010
	10th year & thereafter	9,060

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

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

follows –

<b>Category of casual worker</b>		<b>Basic rate of pay</b>	
		<b>Rs</b>	<b>cs</b>
Driver or Driver-Conductor working in a one-man operated bus	For the first 4 hours on any normal working day	205.46	
	For every subsequent hour not exceeding 4	47.15	
	For every subsequent hour as from the ninth hour	70.73	
Conductor	For the first 4 hours on any normal working day	193.61	
	For every subsequent hour not exceeding 4	43.09	
	For every subsequent hour as from the ninth hour	64.64	

5. The Second Schedule to the principal regulations is amended –
- (a) in paragraph 1, by revoking subparagraphs (2) and (3) and replacing them by the following subparagraphs –

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Accounts Clerk, Chief Cashier	1st year	10,770
	2nd year	10,865
	3rd year	10,960
	4th year	11,055
	5th year	11,150
	6th year	11,250
	7th year	11,350
	8th year	11,450
	9th year	11,550
	10th year & thereafter	11,650
Cashier, Storekeeper, Chief Clerk	1st year	9,510
	2nd year	9,600

	3rd year	9,690
	4th year	9,780
	5th year	9,870
	6th year	9,960
	7th year	10,050
	8th year	10,140
	9th year	10,230
	10th year & thereafter	10,325
Senior Clerk	1st year	8,655
	2nd year	8,730
	3rd year	8,805
	4th year	8,880
	5th year	8,955
	6th year	9,030
	7th year	9,105
	8th year	9,190
	9th year	9,275
	10th year & thereafter	9,360
Junior Clerk, Typist	1st year	7,505
	2nd year	7,570
	3rd year	7,635
	4th year	7,700
	5th year	7,765
	6th year	7,835
	7th year	7,905
	8th year	7,975
	9th year	8,050
	10th year & thereafter	8,125
Head Messenger	1st year	8,075
	2nd year	8,135
	3rd year	8,195
	4th year	8,255
	5th year	8,315
	6th year	8,375

	7th year	8,435
	8th year	8,495
	9th year	8,605
	10th year & thereafter	8,680
Messenger	1st year	7,400
	2nd year	7,435
	3rd year	7,470
	4th year	7,505
	5th year	7,540
	6th year	7,580
	7th year	7,620
	8th year	7,660
	9th year	7,705
	10th year & thereafter	7,750
Photocopy Machine Operator, Telephonist	1st year	7,505
	2nd year	7,570
	3rd year	7,635
	4th year	7,700
	5th year	7,765
	6th year	7,835
	7th year	7,905
	8th year	7,975
	9th year	8,050
	10th year & thereafter	8,125

(3) Every part-time cashier shall be remunerated at the rate of 66.99 rupees per hour.

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

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

<b>Year of service</b>	<b>Monthly basic wages</b>
	<b>Rs</b>
1st year	7,130
2nd year	7,175
3rd year	7,220
4th year	7,265
5th year	7,310
6th year	7,355
7th year & thereafter	7,400

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

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

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

<b>Category of worker</b>	<b>Year of service</b>	<b>Monthly basic wages</b>
		<b>Rs</b>
Workshop Supervisor	1st year	11,500
	2nd year	11,600
	3rd year	11,700
	4th year	11,800
	5th year & thereafter	11,900

Chief Mechanic	1st year	10,600
	2nd year	10,680
	3rd year	10,760
	4th year	10,840
	5th year & thereafter	10,920
Mechanic, Electrician (Superior Grade)	1st year	9,805
	2nd year	9,900
	3rd year	9,995
	4th year	10,090
	5th year & thereafter	10,185
Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade I)	1st year	9,135
	2nd year	9,215
	3rd year	9,295
	4th year	9,375
	5th year	9,455
	6th year	9,535
	7th year & thereafter	9,615
Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade II)	1st year	8,360
	2nd year	8,450
	3rd year	8,540
	4th year	8,685
	5th year	8,780
	6th year & thereafter	8,875

Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1st year	7,795
	2nd year	7,875
	3rd year	7,955
	4th year	8,035
	5th year & thereafter	8,120
Upholsterer	1st year	8,360
	2nd year	8,450
	3rd year	8,540
	4th year	8,685
	5th year	8,780
	6th year	8,875
	7th year & thereafter	8,970
Lubricator	1st year	7,895
	2nd year	7,935
	3rd year	7,975
	4th year	8,015
	5th year	8,060
	6th year	8,105
	7th year	8,150
	8th year	8,195
	9th year	8,240
	10th year & thereafter	8,285
Helper	1st year	7,300
	2nd year	7,340
	3rd year	7,380
	4th year	7,420
	5th year	7,460
	6th year	7,500
	7th year & thereafter	7,540
Tyreperson (Supervisor)	1st year	8,360
	2nd year	8,455



	3rd year	8,550
	4th year	8,700
	5th year & thereafter	8,800
Tyreperson (Grade I)	1st year	7,890
	2nd year	7,955
	3rd year	8,020
	4th year	8,085
	5th year	8,150
	6th year & thereafter	8,220
Tyreperson (Grade II)	1st year	7,300
	2nd year	7,345
	3rd year	7,390
	4th year	7,435
	5th year	7,480
	6th year	7,530
	7th year & thereafter	7,580
Apprentice	1st year	5,445
	2nd year	5,775
	3rd year	6,105
	4th year	6,440
	5th year	6,775
Cleaner/Sweeper	1st year	7,135
	2nd year	7,175
	3rd year	7,215
	4th year	7,255
	5th year	7,295
	6th year	7,335
	7th year	7,375
	8th year	7,420
	9th year & thereafter	7,465
Chief Cleaner	1st year	7,795
	2nd year	7,835
	3rd year	7,875
	4th year	7,915

	5th year	7,955
	6th year	8,000
	7th year & thereafter	8,045
*Fuel Attendant (full time)	1st year	7,620
	2nd year	7,655
	3rd year	7,690
	4th year	7,730
	5th year	7,770
	6th year	7,810
	7th year & thereafter	7,855

\* An additional daily allowance of 38.39 rupees shall be paid to any person other than a fuel attendant who performs the work of a fuel attendant.

Ticket Issuing Machine Repairer	1st year	8,455
	2nd year	8,545
	3rd year	8,685
	4th year	8,775
	5th year	8,865
	6th year & thereafter	8,960

(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	1st year	7,505
	2nd year	7,545
	3rd year	7,585
	4th year	7,630
	5th year	7,675
	6th year	7,720
	7th year & thereafter	7,765
Watchperson	1st year	7,130
	2nd year	7,175
	3rd year	7,220
	4th year	7,265
	5th year	7,310
	6th year	7,355
	7th year & thereafter	7,400

7. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Salt-Manufacturing Industry (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Daily wages
	Rs cs
Male Worker	198.08
Female Worker	160.62
Foreman	238.46
Alimentateur	216.53
Mason	233.08
Watchman	198.08
Factory Operator	216.53

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Sugar Industry (Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2009.

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 Rs 3,986.84 per month or Rs 153.34 per day shall be paid, in lieu of her integrated wage or salary, a wage or salary of Rs 4,186.84 per month or Rs 161.03 per day.

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 Act 2009.

5. The First Schedule to the principal regulations is revoked and replaced by 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	218.63
(ii)	in lorries	204.98
(iii)	in tramway wagons and baskets	191.35
(iv)	in low trailers drawn by Ferguson type wheel tractors	191.35
(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	168.00
(c)	cutting canes	109.34
(d)	loading canes in Scammell type trailers -	
(i)	if carried over a distance not exceeding 3 gaulettes	101.09
(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	123.11
(e)	loading canes in trailers other than of the Scammell type –	
(i)	if carried over a distance not exceeding 3 gaulettes	90.26
(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	109.34
(f)	loading canes in lorries –	
(i)	if carried over a distance not exceeding 3 gaulettes	98.17

(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	118.33
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	114.80
(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	114.80
(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	120.16

(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 Rs 5.54 per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of Rs 22.90 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% 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 Rs 1.82 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 Rs 15.92 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 Rs 18.85 per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than Rs 9.40 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 Rs 25.50 per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than Rs 12.20 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 Rs 8.82 per foot per tone 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 Rs 16.74 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 Rs 6.72 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 3,183 and 3,902	
6% do	not more than	4,333
7% do	do	4,776
8% do	do	5,140
9% do	do	5,381
10% do	do	5,841
11% do	do	6,136
12% do	do	6,645
13% do	do	6,979
14% do	do	7,440
15% do	more than	7,440

7. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

**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
Field Worker (other than special category) –						
(a) Male	5,870.80		266.85		225.80	
(b) Female	4,656.25		211.65		179.09	
(c) Young person	4,334.89		197.04		166.73	
Field Worker (special category) –						

(a) Male	4,506.20	204.83	173.32
(b) Female	3780.08	171.82	145.39
(c) Young person	3,470.94	157.77	133.50
Night soil worker	5,863.72	266.53	225.53
Watchman			
(a) Chief Watchman	6,369.48	289.52	244.98
(b) Watchman (Grade 1)	6,097.30	277.15	234.51
(c) Watchman (Grade 2)	5,870.80	266.85	225.80
Hospital Servant	6,145.68	279.35	236.37
Gardener	6,145.68	279.35	236.37
Overseer (Grade 1)	7,468.12	339.46	287.24
Overseer (Grade 2)	6,369.48	289.52	244.98
Platelayer	6,369.48	289.52	244.98
Marqueur	6,784.66	308.39	260.95
Loco-stoker	6,145.68	279.35	236.37

**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Sugar Industry (Non-Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”;
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. The Second Schedule to the principal regulations is amended in paragraph 1, by deleting the figure "218.11" and replacing it by the figure "225.80".
6. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Monthly wages			
	Chief	Superior Grade	Grade I	Grade II
	Rs cs	Rs cs	Rs cs	Rs cs
Motor Mechanic (Heavy Mechanical Unit) ...	8,669.14	7,830.42	7,476.38	7,122.90
Motor Mechanic (Automobile), ... Pan Boiler, Electrician	8,449.84	7,652.36	7,290.68	6,852.48
Blacksmith, Coppersmith, Fitter, ... Moulder, Pattern Maker, Plumber and Pipefitter, Sheet metal worker, Boiler maker, Turner, Welder	7,738.50	7,652.36	7,290.68	6,852.48
Painter, Tinsmith, Carpenter, ... Mason, Rigger, Laboratory Attendant	7,652.36	7,475.20	6,719.76	6,545.18
Driver (Heavy Mechanical Unit), ... Loading and Harvesting Machine Operator	—	7,120.54	6,632.16	6,417.24
Driver (lorries, vans, buses, cars, ... rollers, wheel tractor for haulage work and light loader)	—	6,823.60	6,632.16	6,417.24

					Monthly Wages						
Factory Operator –					Chief	Superior Grade		Grade I		Grade II	
						Rs	cs	Rs	cs	Rs	cs
1st year	...	...	...	...	–	6,266.88		6,117.36		5,884.96	
2nd year	...	...	...	...	–	6,306.94		6,140.96		5,935.98	
3rd year	...	...	...	...	–	6,328.18		6,152.76		6,014.42	
4th year	...	...	...	...	–	6,352.96		6,165.74		6,028.58	
5th year	...	...	...	...	–	6,376.56		6,183.72		6,049.82	
6th year	...	...	...	...	–	6,417.24		6,264.52		6,098.48	
					Chief	Others					
Evaporator Attendant, Boiler ... Attendant, Hotwater Treatment Plant Attendant					6,417.24					6,117.36	
Sugar Refiner, Peseur de jus, Striker					...	–				6,117.36	
Office Messenger, Store Attendant					...	6,117.36				5,870.80	
Telephone Operator, Sampler, ... Bagger and Stoker (cendrier working under grate or in furnace for boilers)					...	–				5,935.98	
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					...	–				5,870.80	

<b>Category of worker</b>	<b>Monthly wages</b>
	<b>Rs cs</b>
Irrigation Pump operator –	
1st year	6,266.88
2nd year	6,306.94
3rd year	6,328.18
4th year	6,352.96
5th year	6,376.56
6th year	6,417.24
 Coachsmith, Coachpainter	 7,475.20
 Weighbridge attendant	 5,870.80
 Chief Boiler Attendant operating a water tube boiler without spreader stoker	 6,600.64
 Chief Boiler Attendant operating a water tube boiler with spreader stoker and automatic controls	 6,829.50

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Tailoring Trade (Remuneration Order) (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”;
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

<b>Category of worker</b>	<b>Monthly basic wages</b> <b>Rs</b>
Tailor Superior Grade	6,685
Tailor Grade I	6,135
Tailor Grade II	5,795
Tailor Grade III	5,502
Learner –	
1st year	2,965
2nd year	3,289
3rd year	3,642
4th year	4,066
5th year	4,394

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Tea Industry Workers (Remuneration Order) (Amendment) Regulations 2009.

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 figure “2008” and replacing it by the figure “2009”.

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

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

(a) in paragraph 3(2) by deleting the figures "15.31" and "14.48" and replacing them by the figures "15.86" and "15.02", respectively; and

(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</b>
	<b>Rs cs</b>
(a) up to 30 kgs	6.04
(b) over 30 kgs and up to 40 kgs	6.69
(c) over 40 kgs	6.81

6. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

**SCHEDULE**  
[Regulation 4]

**FIRST SCHEDULE**  
[Regulation 3]

Category of worker	Wages	
	Monthly Rs	Daily Rs cs
<b>GROUP A</b>		
Field Labourer (Male)	5,546	213.31
Field Labourer (Female)	4,522	173.92
Young Person	4,125	158.65
Watchman (Grade 2)	5,469	210.35
Sirdar or Gangman	6,145	236.35
<b>GROUP B</b>		
Factory Worker (Male)	5,546	213.31
Factory Worker (Female)	4,522	173.92
Gardener	5,546	213.31
Factory Supervisor	6,960	267.69
Messenger	5,565	214.04
Store Attendant	5,912	227.38
Laboratory Attendant (Grade 1)	5,912	227.38
(Grade 2)	5,699	219.19
Sirdar or Gangman	6,145	236.35
Assistant Sirdar or Gangman	5,777	222.19
Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter (Grade 1)	6,694	257.46

	(Grade 2)	6,416	246.77
	(Grade 3)	5,975	229.81
Carpenter & Stone Mason	(Grade 1)	5,992	230.46
	(Grade 2)	5,802	223.15
	(Grade 3)	5,627	216.42
Factory Operator		5,912	227.38
Weigher	(Grade 1)	6,451	248.12
	(Grade 2)	5,953	228.96
Leaf Checker		5,905	227.12
Watchman	(Grade 1)	5,773	222.04
	(Grade 2)	5,469	210.35
Driver	(Grade 1)	6,029	231.88
	(Grade 2)	5,850	225.00
Lorry Attendant/Lorry Helper		5,546	213.31
Factory Attendant		5,491	211.19
Boiler & Turbine Operator		6,790	261.15

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**THE EMPLOYMENT RELATIONS ACT 2008**

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

1. These regulations may be cited as the Travel Agents and Tour Operators Workers Remuneration (Amendment) Regulations 2009.
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 figure “2008” and replacing it by the figure “2009”.
4. The First Schedule to the principal regulations is revoked and replaced by the Schedule to these regulations.
5. These regulations shall be deemed to have come into operation on 1 July 2009.

Made by the Minister on 28 December 2009.

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**SCHEDULE**  
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages Rs
Senior accounts clerk	1st year	9,010
	2nd year	9,210
	3rd year	9,410
	4th year	9,620
Accounts clerk	1st year	7,825
	2nd year	7,975
	3rd year	8,125
	4th year	8,275
Administrative clerk, Planning clerk, Reservation & ticketing officer and Cashier	1st year	7,475
	2nd year	7,625
	3rd year	7,775
	4th year	7,925
Planning Officer	1st year	9,010
	2nd year	9,210
	3rd year	9,410
	4th year	9,620
Trainee		4865
Word processing operator	1st year	6,715
	2nd year	6,840
	3rd year	6,965
	4th year	7,140
Receptionist/Telephonist	1st year	6,365
	2nd year	6,465
	3rd year	6,615
	4th year	6,765

Hotel representative	1st year	7,825
	2nd year	8,000
	3rd year	8,175
	4th year	8,350
Airport representative	1st year	7,325
	2nd year	7,525
	3rd year	7,675
	4th year	7,825
Driver	1st year	7,065
	2nd year	7,165
	3rd year	7,265
	4th year	7,425
Guide	1st year	7,325
	2nd year	7,525
	3rd year	7,675
	4th year	7,825
Travel consultant	1st year	9,010
	2nd year	9,210
	3rd year	9,410
	4th year	9,620
Luggage handler	1st year	6,205
	2nd year	6,290
	3rd year	6,365
	4th year	6,440
Vehicle attendant	1st year	5,805
	2nd year	5,905
	3rd year	6,005
	4th year	6,105
Cleaner	1st year	5,805
	2nd year	5,905
	3rd year	6,005
	4th year	6,105
Security Officer	1st year	6,415
	2nd year	6,515
	3rd year	6,615
	4th year	6,715
Watchperson		6,105

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