

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

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Attorneys' and Notaries' Workers (Remuneration) (Amendment) Regulations 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

Category of employee	Year of service	Monthly basic wages (Rs)
Clerk	1 st year	7,891
	2 nd year	8,047
	3 rd year	8,204
	4 th year	8,360
	5 th year	8,510
	6 th year	8,710
	7 th year	8,910
	8 th year	9,110
	9 th year	9,310
	10 th year	9,510
	11 th year	9,760
	12 th year	10,010
	13 th year	10,260
	14 th year	10,510
	15 th year	10,810
	16 th year	11,110
	17 th year	11,410
	18 th year	11,710
	19 th year	12,035
	20 th year & thereafter	12,385

Category of employee	Year of service	Monthly basic wages (Rs)
Secretary	1 st year	7,891
	2 nd year	8,047
	3 rd year	8,204
	4 th year	8,360
	5 th year	8,510
	6 th year	8,710
	7 th year	8,910
	8 th year	9,110
	9 th year	9,310
	10 th year	9,510
	11 th year	9,760
	12 th year	10,010
	13 th year	10,260
	14 th year	10,510
	15 th year & thereafter	10,810

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

1. BREAD MANUFACTURE

(1) Semi-automated bakery

Category of employee	Daily basic wages (Rs cs)
Bakery operator	440.36
Handyperson	308.07
Extra remuneration for work performed at night: (Basic daily wages + Overtime) x 20%	

(2) Industrial bakery

Category of employee	Daily basic wages (Rs cs)
Bakery operator	424.44
Handyperson	296.78
Extra remuneration for work performed at night (Basic daily wages + Overtime) x 20%	

(3) Mechanised bakery

Category of employee	Daily basic wages First 13 bags of flour (Rs cs)
Coupeur	380.42
Brigadier	325.94
Mixer	325.94
Unskilled employee	266.21

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	274.23
Assistant oven operator	269.84
Mixer	286.00
Assistant mixer	269.84
Machine operator	286.00
Assistant machine operator or Biscuit stamping machine operator }	269.84
Unskilled employee	265.04

3. PASTRY BAKERY

Category of employee	Daily basic wages (Rs cs)
Oven operator	286.00
Assistant oven operator	274.23
Mixer	311.73
Assistant mixer	286.00
Unskilled employee	265.04

4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

Category of employee	Year of service	Monthly basic wages (Rs)
(1) Clerk	1 st year	8,063
	2 nd year	8,279
	3 rd year	8,427
	4 th year	8,583
	5 th year	8,852
	6 th year	9,069
	7 th year	9,286
	8 th year & thereafter	9,493

Category of employee	Year of service	Monthly basic wages (Rs)
(2) Driver	1 st year	8,107
	2 nd year	8,161
	3 rd year	8,214
	4 th year	8,323
	5 th year & thereafter	8,376
(3) Salesperson	1 st year	7,475
	2 nd year	7,533
	3 rd year	7,602
	4 th year	7,658
	5 th year & thereafter	7,716
		Daily basic wages (Rs cs)
(4) Handpacker		229.85

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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	10,477
	2 nd year	10,668
	3 rd year	10,860
	4 th year	11,051
	5 th year	11,243
	6 th year	11,434
	7 th year	11,625
	8 th year & thereafter	11,817
Clerk	1 st year	9,447
	2 nd year	9,680
	3 rd year	9,964
	4 th year	10,197
	5 th year	10,430
	6 th year	10,663
	7 th year	10,896
	8 th year & thereafter	11,134
Weighbridge clerk	1 st year	9,147
	2 nd year	9,374
	3 rd year	9,602
	4 th year	9,830
	5 th year	10,114
	6 th year	10,347
	7 th year	10,580
	8 th year & thereafter	10,823

Category of employee	Year of service	Monthly basic wages (Rs)
Word processing operator	1 st year	9,033
	2 nd year	9,266
	3 rd year	9,499
	4 th year	9,731
	5 th year	10,021
	6 th year	10,259
	7 th year	10,497
	8 th year & thereafter	10,735
Receptionist/Telephonist	1 st year	7,988
	2 nd year	8,219
	3 rd year	8,500
	4 th year	8,722
	5 th year	8,945
	6 th year	9,173
	7 th year	9,400
	8 th year & thereafter	9,628
Learner –		
	First 3 months	7,653
	Next 3 months	10,306

PART II

Category of employee	Year of service	Monthly basic wages (Rs)
Non-administrative staff –		
Chief supervisor		13,785
Supervisor	1 st year	11,693
	2 nd year	11,931
	3 rd year	12,169
	4 th year	12,407
	5 th year	12,645
	6 th year	12,883
	7 th year	13,141
	8 th year & thereafter	13,384

Category of employee	Year of service	Daily basic wages (Rs cs)
Leading hand	1 st year	431.07
	2 nd year	434.97
	3 rd year	438.84
	4 th year	442.74
	5 th year & thereafter	446.61
Plant operator	1 st year	405.22
	2 nd year	411.41
	3 rd year	417.64
	4 th year	423.84
	5 th year & thereafter	430.03
Multiskilled employee	1 st year	391.76
	2 nd year	399.53
	3 rd year	407.26
	4 th year	415.03
	5 th year & thereafter	422.80

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	417.64	405.22	383.49
	2 nd year	423.84	407.80	386.82
	3 rd year	430.03	410.38	390.18
	4 th year	436.26	412.95	393.55
	5 th year & thereafter	442.45	415.57	396.91

		Grade I (Rs cs)	Grade II (Rs cs)
Driver	1 st year	405.22	383.49
	2 nd year	407.80	386.82
	3 rd year	410.38	390.18
	4 th year	412.95	393.55
	5 th year & thereafter	415.57	396.91

Category of employee	Daily basic wages (Rs cs)
Stonemason	431.07
Cabinet maker	431.07
Blockmaker	396.91
Stone driller	396.91
Stone breaker	396.91
Stone splitter	396.91
Stone employee	396.91

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 5]

Category of employee	Year of service	Monthly basic wages (Rs)
Head cook, Head pastry cook	.	9,711
Assistant head cook, Assistant head pastry cook }	1 st year	9,235
	2 nd year	9,338
	3 rd year	9,442
	4 th year & thereafter	9,545
Cook, Pastry cook	1 st year	8,821
	2 nd year	8,924
	3 rd year	9,028
	4 th year & thereafter	9,131
Assistant cook, Assistant pastry cook }	1 st year	7,636
	2 nd year	7,750
	3 rd year	7,858
	4 th year & thereafter	7,966
Fast food operative	1 st year	7,521
	2 nd year	7,636
	3 rd year	7,750
	4 th year & thereafter	7,858
Head waiter	1 st year	8,500
	2 nd year	8,665
	3 rd year	8,821
	4 th year & thereafter	8,976

Category of employee	Year of service	Monthly basic wages (Rs)
Assistant head waiter	1 st year	7,463
	2 nd year	7,578
	3 rd year	7,694
	4 th year & thereafter	7,804
Waiter, Beach waiter, Loader, Tea maker	1 st year	7,058
	2 nd year	7,168
	3 rd year	7,279
	4 th year & thereafter	7,406
Head bartender		9,711
Bartender	1 st year	8,500
	2 nd year	8,665
	3 rd year	8,821
	4 th year & thereafter	8,976
Assistant bartender	1 st year	7,058
	2 nd year	7,168
	3 rd year	7,279
	4 th year & thereafter	7,406
Restaurant supervisor	.	10,487
Assistant restaurant supervisor	1 st year	9,711
	2 nd year	9,918
	3 rd year	10,073
	4 th year & thereafter	10,228
Kitchen cost controller	1 st year	7,804
	2 nd year	7,913
	3 rd year	8,020
	4 th year & thereafter	8,129
Cashier	1 st year	8,821
	2 nd year	8,924
	3 rd year	9,028
	4 th year & thereafter	9,131

Category of employee	Year of service	Monthly basic wages (Rs)
<i>Cafetier</i>	1 st year	7,636
	2 nd year	7,750
	3 rd year	7,858
	4 th year & thereafter	7,966
Assistant <i>cafetier</i>	1 st year	6,893
	2 nd year	7,002
	3 rd year	7,113
	4 th year & thereafter	7,223
Storekeeper	1 st year	9,079
	2 nd year	9,235
	3 rd year	9,390
	4 th year & thereafter	9,545
Assistant storekeeper	1 st year	7,913
	2 nd year	8,020
	3 rd year	8,182
	4 th year & thereafter	8,396
Store attendant	1 st year	7,694
	2 nd year	7,804
	3 rd year	7,913
	4 th year & thereafter	8,020
<i>Caviste</i>	1 st year	7,913
	2 nd year	8,020
	3 rd year	8,129
	4 th year & thereafter	8,290
Receptionist	1 st year	9,079
	2 nd year	9,183
	3 rd year	9,286
	4 th year & thereafter	9,390

Category of employee	Year of service	Monthly basic wages (Rs)
Assistant receptionist	1 st year	8,290
	2 nd year	8,396
	3 rd year	8,500
	4 th year & thereafter	8,665
Senior accounts clerk	1 st year	10,306
	2 nd year	10,513
	3 rd year	10,720
	4 th year & thereafter	10,937
Accounts clerk	1 st year	9,079
	2 nd year	9,235
	3 rd year	9,390
	4 th year	9,545
	5 th year	9,711
	6 th year	9,918
	7 th year & thereafter	10,073
Personnel clerk, Room service clerk	} 1 st year	8,717
	} 2 nd year	8,872
	} 3 rd year	9,028
	} 4 th year & thereafter	9,183
Telephonist	1 st year	7,521
	2 nd year	7,636
	3 rd year	7,804
	4 th year & thereafter	7,966
Porter-operator	1 st year	7,337
	2 nd year	7,435
	3 rd year	7,521
	4 th year & thereafter	7,607
Housekeeper	1 st year	9,597
	2 nd year	9,762
	3 rd year	9,969
	4 th year & thereafter	10,125

Category of employee	Year of service	Monthly basic wages (Rs)
Assistant housekeeper	1 st year	9,235
	2 nd year	9,390
	3 rd year	9,545
	4 th year & thereafter	9,711
Linen keeper	1 st year	9,079
	2 nd year	9,183
	3 rd year	9,286
	4 th year & thereafter	9,390
Valet	1 st year	7,058
	2 nd year	7,168
	3 rd year	7,279
	4 th year & thereafter	7,406
Lauderer, Sewing attendant	1 st year	6,893
	2 nd year	7,002
	3 rd year	7,113
	4 th year & thereafter	7,223
Trainee	.	5,855
Sports instructor	1 st year	9,079
	2 nd year	9,286
	3 rd year	9,493
	4 th year & thereafter	9,711
Entertainer	1 st year	8,500
	2 nd year	8,769
	3 rd year	8,976
	4 th year & thereafter	9,183
Skipper	1 st year	7,337
	2 nd year	7,463
	3 rd year	7,636
	4 th year & thereafter	7,804

Category of employee	Year of service	Monthly basic wages (Rs)
Skipper's assistant	1 st year	7,086
	2 nd year	7,168
	3 rd year	7,251
	4 th year & thereafter	7,337
Kitchen helper, Sports & Leisure attendant, Cleaner	1 st year	6,893
	2 nd year	7,002
	3 rd year	7,113
	4 th year & thereafter	7,223
Waste water plant operative	1 st year	7,002
	2 nd year	7,113
	3 rd year	7,223
	4 th year & thereafter	7,337
Cabinet maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration mechanic	1 st year	8,872
	2 nd year	8,976
	3 rd year	9,079
	4 th year & thereafter	9,183
Handyperson	1 st year	8,769
	2 nd year	8,872
	3 rd year	8,976
	4 th year & thereafter	9,079
Assistant handyperson	1 st year	8,500
	2 nd year	8,665
	3 rd year	8,769
	4 th year & thereafter	8,872
Gardener	1 st year	7,058
	2 nd year	7,168
	3 rd year	7,279
	4 th year & thereafter	7,406

Category of employee	Year of service	Monthly basic wages (Rs)
Driver	1 st year	8,290
	2 nd year	8,396
	3 rd year	8,500
	4 th year & thereafter	8,665
Security officer	1 st year	7,578
	2 nd year	7,694
	3 rd year	7,804
	4 th year & thereafter	7,913
Watchman		7,223

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 6]

PART I

Category of employee	Monthly basic wages (Rs)
Driver	6,734
Store assistant	6,032
Caretaker/Cleaner	6,032
Cleaner	4,990
Helper	5,030

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	6,531	312.59
Assistant projectionist	5,432	244.67
Box office attendant	5,329	238.05
Ticket controller	5,329	238.05
Usher	5,329	238.05
Café keeper	5,329	238.05
Café assistant	3,867	156.41

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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	8,489
	2 nd year	8,743
	3 rd year	8,945
	4 th year	9,136
	5 th year	9,354
	6 th year	9,571
	7 th year	9,799
	8 th year & thereafter	10,094
Clerk	1 st year	7,314
	2 nd year	7,538
	3 rd year	7,761
	4 th year	7,961
	5 th year	8,177
	6 th year	8,443
	7 th year	8,712
	8 th year & thereafter	8,945
Word processing operator	1 st year	7,041
	2 nd year	7,245
	3 rd year	7,469
	4 th year	7,694
	5 th year	7,896
	6 th year	8,112
	7 th year	8,381
	8 th year & thereafter	8,650

Category of employee	Year of service	Monthly basic wages (Rs)
Receptionist/Telephonist	1 st year	6,909
	2 nd year	7,096
	3 rd year	7,284
	4 th year	7,491
	5 th year	7,710
	6 th year	7,906
	7 th year	8,101
	8 th year & thereafter	8,350

PART II – Non-administrative staff

Category of employee	Year of service	Monthly basic wages (Rs)
Sales demonstrator	1 st year	7,555
	2 nd year	7,761
	3 rd year	7,945
	4 th year	8,129
	5 th year	8,376
	6 th year	8,572
	7 th year	8,821
	8 th year & thereafter	9,007
Salesperson	1 st year	7,284
	2 nd year	7,491
	3 rd year	7,710
	4 th year	7,906
	5 th year	8,101
	6 th year	8,350
	7 th year	8,552
	8 th year & thereafter	8,805

Category of employee	Year of service	Monthly basic wages (Rs)
Driver (Grade I)	1 st year	8,193
	2 nd year	8,407
	3 rd year	8,572
	4 th year	8,790
	5 th year	8,945
	6 th year	9,110
	7 th year	9,276
	8 th year & thereafter	9,442
Driver (Grade II)	1 st year	7,901
	2 nd year	8,042
	3 rd year	8,182
	4 th year	8,376
	5 th year	8,531
	6 th year	8,727
	7 th year	8,883
	8 th year & thereafter	9,028
Driver (Grade III)	1 st year	7,642
	2 nd year	7,788
	3 rd year	7,928
	4 th year	8,069
	5 th year	8,209
	6 th year	8,407
	7 th year	8,557
	8 th year & thereafter	8,748
Vehicle assistant	1 st year	7,146
	2 nd year	7,289
	3 rd year	7,452
	4 th year	7,612
	5 th year	7,772
	6 th year	7,923
	7 th year	8,074
	8 th year & thereafter	8,279

Category of employee	Year of service	Monthly basic wages (Rs)
Attendant	1 st year	6,627
	2 nd year	6,721
	3 rd year	6,815
	4 th year	6,909
	5 th year	7,002
	6 th year	7,107
	7 th year	7,212
	8 th year & thereafter	7,319
Watchman	1 st year	6,782
	2 nd year	6,837
	3 rd year	6,893
	4 th year	6,947
	5 th year	7,014
	6 th year	7,080
	7 th year	7,146
	8 th year & thereafter	7,212

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	8,945
	2 nd year	9,110
	3 rd year	9,276
	4 th year	9,442
	5 th year	9,633
	6 th year	9,814
	7 th year	10,057
	8 th year & thereafter	10,239

Category of employee	Year of service	Monthly basic wages (Rs)
Tanker driver's assistant	1 st year	6,716
	2 nd year	6,804
	3 rd year	6,893
	4 th year	6,980
	5 th year	7,080
	6 th year	7,179
	7 th year	7,279
	8 th year & thereafter	7,393

Cashier	1 st year	7,589
	2 nd year	7,799
	3 rd year	7,998
	4 th year	8,214
	5 th year	8,479
	6 th year	8,748
	7 th year	8,991
	8 th year & thereafter	9,224

PART II – Retail trade

Category of employee	Year of service	Monthly basic wages (Rs)
Lubricator, Cleaner	1 st year	6,627
	2 nd year	6,721
	3 rd year	6,815
	4 th year	6,909
	5 th year	7,002
	6 th year	7,141
	7 th year	7,251
	8 th year & thereafter	7,377

Category of employee	Year of service	Monthly basic wages (Rs)
Pump attendant	1 st year	6,721
	2 nd year	6,815
	3 rd year	6,909
	4 th year	7,002
	5 th year	7,107
	6 th year	7,212
	7 th year	7,319
	8 th year & thereafter	7,445
Filling station assistant	1 st year	6,909
	2 nd year	7,002
	3 rd year	7,107
	4 th year	7,212
	5 th year	7,319
	6 th year	7,445
	7 th year	7,573
	8 th year & thereafter	7,687
Cashier	1 st year	7,146
	2 nd year	7,366
	3 rd year	7,589
	4 th year	7,799
	5 th year	7,998
	6 th year	8,214
	7 th year	8,479
	8 th year & thereafter	8,748

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	7,589
	2 nd year	7,799
	3 rd year	7,998
	4 th year	8,214
	5 th year	8,479
	6 th year	8,748
	7 th year	8,991
	8 th year & thereafter	9,224

PART II – Retail trade

Category of employee	Year of service	Monthly basic wages (Rs)
Pharmacy technician	1 st year	8,489
	2 nd year	8,743
	3 rd year	8,945
	4 th year	9,136
	5 th year	9,354
	6 th year	9,571
	7 th year	9,799
	8 th year & thereafter	10,094
Cashier	1 st year	7,146
	2 nd year	7,366
	3 rd year	7,589
	4 th year	7,799
	5 th year	7,998
	6 th year	8,214
	7 th year	8,479
	8 th year & thereafter	8,748

Category of employee	Year of service	Monthly basic wages (Rs)
Shop assistant	1 st year	6,909
	2 nd year	7,096
	3 rd year	7,284
	4 th year	7,491
	5 th year	7,710
	6 th year	7,906
	7 th year	8,101
	8 th year & thereafter	8,350

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	7,146
	2 nd year	7,366
	3 rd year	7,589
	4 th year	7,799
	5 th year	7,998
	6 th year	8,214
	7 th year	8,479
	8 th year & thereafter	8,748
<i>Employé de rayon</i>	1 st year	6,721
	2 nd year	6,815
	3 rd year	6,909
	4 th year	7,002
	5 th year	7,107
	6 th year	7,212
	7 th year	7,319
	8 th year & thereafter	7,445

Category of employee	Year of service	Monthly basic wages (Rs)
Meat/Fish packer	1 st year	6,909
	2 nd year	7,019
	3 rd year	7,129
	4 th year	7,240
	5 th year	7,366
	6 th year	7,499
	7 th year	7,642
	8 th year & thereafter	7,772
Cold room attendant	1 st year	7,463
	2 nd year	7,607
	3 rd year	7,740
	4 th year	7,864
	5 th year	7,988
	6 th year	8,122
	7 th year	8,311
	8 th year & thereafter	8,443

PART II – Wholesale trade or wholesale and retail trade

Category of employee	Year of service	Monthly basic wages (Rs)
Shop assistant	1 st year	6,909
	2 nd year	7,096
	3 rd year	7,284
	4 th year	7,491
	5 th year	7,710
	6 th year	7,906
	7 th year	8,101
	8 th year & thereafter	8,350
Cashier	1 st year	7,589
	2 nd year	7,799
	3 rd year	7,998
	4 th year	8,214
	5 th year	8,479
	6 th year	8,748
	7 th year	8,991
	8 th year & thereafter	9,224

Category of employee	Year of service	Monthly basic wages (Rs)
Cold room attendant	1 st year	7,463
	2 nd year	7,607
	3 rd year	7,740
	4 th year	7,864
	5 th year	7,988
	6 th year	8,122
	7 th year	8,311
	8 th year & thereafter	8,443
Pesticides handler	1 st year	7,463
	2 nd year	7,607
	3 rd year	7,740
	4 th year	7,864
	5 th year	7,988
	6 th year	8,122
	7 th year	8,311
	8 th year & thereafter	8,443

PART III – Retail trade

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1 st year	7,146
	2 nd year	7,366
	3 rd year	7,589
	4 th year	7,799
	5 th year	7,998
	6 th year	8,214
	7 th year	8,479
	8 th year & thereafter	8,748

Category of employee	Year of service	Monthly basic wages (Rs)
Shop assistant	1 st year	6,909
	2 nd year	7,096
	3 rd year	7,284
	4 th year	7,491
	5 th year	7,710
	6 th year	7,906
	7 th year	8,101
	8 th year & thereafter	8,350
Cold room attendant	1 st year	7,463
	2 nd year	7,607
	3 rd year	7,740
	4 th year	7,864
	5 th year	7,988
	6 th year	8,122
	7 th year	8,311
	8 th year & thereafter	8,443

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

Category of worker	Monthly basic wages (Rs cs)	Hourly basic rate (Rs cs)
Cook	4,991	24.00
Driver	7,043	33.86
Gardener	5,801	27.89
<i>Garde-malade</i>	5,924	18.99
Household worker	4,784	23.00
Watchperson	6,350	20.35
Household worker/Cook	5,378	25.86
Caretaker	5,801	27.89

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of worker	Year of service	Monthly wages (Rs)		
		Grade I	Grade II	Grade III
Electrician, Motor mechanic (Superior Grade)	1 st year		7,988	
	2 nd year		8,117	
	3 rd year & thereafter		8,279	
Automobile electrician, Blacksmith, Fitter, Motor mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet metal worker/ Boiler maker, Turner, Welder	1 st year	7,319	6,827	6,529
	2 nd year	7,388	6,898	6,589
	3 rd year	7,445	6,964	6,650
	4 th year	7,504	7,019	6,716
	5 th year	7,612	7,119	-
	6 th year	7,699	7,201	-
	7 th year & thereafter	7,782	-	-
Carpenter, Electrician, Painter	1 st year	7,319	6,827	-
	2 nd year	7,388	6,898	-
	3 rd year	7,445	6,964	-
	4 th year	7,504	7,019	-
	5 th year	7,612	7,119	-
	6 th year	7,699	7,201	-
	7 th year & thereafter	7,782	-	-

Category of worker	Year of service	Monthly wages (Rs)
Upholsterer		7,319
Tyreman		7,058
Tyreman assistant		6,363
Watchman		6,411
Apprentice	1 st year	5,097
	2 nd year	5,193
	3 rd year	5,290
	4 th year	5,386
	5 th year	5,481

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 "12.24" and replacing it by the figure "13.05".
6. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of worker	Year of service	Monthly wages (Rs)
Chief clerk	1 st year	7,005
	2 nd year	7,210
	3 rd year	7,401
	4 th year	7,619
	5 th year & thereafter	7,791
Accounts clerk, Cashier, Storekeeper } }	1 st year	6,556
	2 nd year	6,734
	3 rd year	6,928
	4 th year	7,072
	5 th year	7,222
	6 th year	7,390
	7 th year & thereafter	7,551
Clerk, Assistant storekeeper	1 st year	5,385
	2 nd year	5,673
	3 rd year	5,935
	4 th year	6,371
	5 th year	6,634
	6 th year	6,805
	7 th year	6,962
	8 th year	7,128
	9 th year & thereafter	7,272
Foreman/Forewoman, Typist, Timekeeper } }	1 st year	5,456
	2 nd year	5,780
	3 rd year	6,123
	4 th year	6,337
	5 th year & thereafter	6,482

Category of worker	Year of service	Monthly wages (Rs)
Telephonist, Receptionist	1 st year	5,456
	2 nd year	5,780
	3 rd year & thereafter	6,123
Mechanic, Electrician	1 st year	5,385
	2 nd year	5,673
	3 rd year	5,935
	4 th year	6,242
	5 th year	6,371
	6 th year	6,536
	7 th year	6,634
	8 th year	6,726
	9 th year & thereafter	6,805
Driver	Grade 1	6,738
	Grade 2	6,561
	Grade 3	6,407

PART II

Category of worker	Year of service	Weekly wages (Rs cs)
Watchman		1,115.46
Factory worker	1 st year	914.89
	Thereafter	939.35
Unskilled worker	1 st year	827.57
	Thereafter	889.56

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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	9,183
	2 nd year	9,400
	3 rd year	9,628
	4 th year	9,897
	5 th year	10,104
	6 th year	10,394
	7 th year	10,632
	8 th year & thereafter	10,880
Accounts clerk, Cashier, Storekeeper }	1 st year	8,161
	2 nd year	8,417
	3 rd year	8,665
	4 th year	8,872
	5 th year	9,079
	6 th year	9,297
	7 th year	9,514
	8 th year & thereafter	9,752
Clerk, Assistant storekeeper	1 st year	7,168
	2 nd year	7,337
	3 rd year	7,521
	4 th year	7,750
	5 th year	7,966
	6 th year	8,214
	7 th year	8,520
	8 th year & thereafter	8,810

Category of employee	Year of service	Monthly wages (Rs)
Word processing operator	1 st year	6,870
	2 nd year	7,047
	3 rd year	7,223
	4 th year	7,440
	5 th year	7,658
	6 th year	7,891
	7 th year	8,117
	8 th year & thereafter	8,396
Telephonist, Receptionist	1 st year	6,639
	2 nd year	6,815
	3 rd year	6,992
	4 th year	7,201
	5 th year	7,417
	6 th year	7,636
	7 th year	7,869
	8 th year & thereafter	8,042
Foreman, Forewoman	1 st year	6,639
	2 nd year	6,815
	3 rd year	6,992
	4 th year	7,201
	5 th year	7,417
	6 th year	7,636
	7 th year	7,847
	8 th year & thereafter	8,042

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	277.43	231.19
	2 nd year	281.45	234.54
	3 rd year	285.26	237.72
	4 th year	289.02	240.85
	5 th year	293.32	244.43
	6 th year	296.68	247.23
	7 th year	299.89	249.91
	8 th year & thereafter	303.24	252.70
Factory attendant	1 st year	259.25	216.04
	2 nd year	263.34	219.45
	3 rd year	267.36	222.80
	4 th year	272.10	226.75
	5 th year	276.06	230.05
	6 th year	280.12	233.43
	7 th year	283.97	236.64
	8 th year & thereafter	287.75	239.79
Unskilled worker	1 st year	207.37	172.81
	2 nd year	211.28	176.07
	3 rd year	217.01	180.84
	4 th year	220.88	184.07
	5 th year & thereafter	224.57	187.14
Watchman			257.42

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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)	7,401	284.65
Field labourer (Grade II)	6,092	234.31
<i>Surveillant</i>	8,187	314.88
Barns operator	8,365	321.73
Grader	6,660	256.15
Watchperson	7,295	280.58

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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	8,562
	2 nd year	8,759
	3 rd year	8,914
	4 th year	9,069
	5 th year	9,292
	6 th year	9,504
	7 th year	9,726
	8 th year & thereafter	10,001
Clerk	1 st year	8,063
	2 nd year	8,279
	3 rd year	8,427
	4 th year	8,583
	5 th year	8,852
	6 th year	9,069
	7 th year	9,286
	8 th year & thereafter	9,493
Word processing operator	1 st year	7,705
	2 nd year	7,869
	3 rd year	8,020
	4 th year	8,182
	5 th year	8,448
	6 th year	8,717
	7 th year	8,934
	8 th year & thereafter	9,152

Category of employee	Year of service	Monthly basic wages (Rs)
Receptionist/Telephonist	1 st year	6,815
	2 nd year	6,980
	3 rd year	7,135
	4 th year	7,289
	5 th year	7,533
	6 th year	7,772
	7 th year	7,998
	8 th year & thereafter	8,279

PART II

Category of employee	Year of service	Daily basic wages (Rs cs)
Cabinet maker (Superior Grade)	1 st year	335.26
	2 nd year	337.64
	3 rd year	339.64
	4 th year	341.64
	5 th year & thereafter	343.61

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	318.42	290.12	264.23
	2 nd year	320.50	292.77	266.76
	3 rd year	322.53	295.04	268.91
	4 th year	324.54	297.23	271.04
	5 th year & thereafter	326.50	299.31	273.15

Category of employee	Year of service	Daily basic wages (Rs cs)
Apprentice	1 st year	190.30
	2 nd year	199.30
	3 rd year	208.19
	4 th year	217.24
	5 th year	227.19

Category of employee	Year of service	Monthly basic wages		
		Grade I (Rs)	Grade II (Rs)	Others (Rs)
Driver	1 st year	8,107	7,858	7,596
	2 nd year	8,161	7,913	7,653
	3 rd year	8,214	7,966	7,710
	4 th year	8,323	8,020	7,767
	5 th year & thereafter	8,376	8,074	7,831
Lorry helper	1 st year			6,870
	2 nd year			6,936
	3 rd year			6,992
	4 th year & thereafter			7,047

Category of employee	Year of service	Daily basic wages (Rs cs)
Attendant	1 st year	248.19
	2 nd year	250.45
	3 rd year	252.80
	4 th year & thereafter	254.88
Watchman	1 st year	260.84
	2 nd year	262.96
	3 rd year	265.12
	4 th year & thereafter	267.64

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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	7,886	
	2 nd year	8,037	
	3 rd year	8,187	
	4 th year	8,448	
	5 th year & thereafter	8,650	
Farm worker (Grade I)		7,401	284.65
Farm worker (Grade II)		6,092	234.31
Watchperson		7,295	280.58

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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	13,216
	2 nd year	13,567
	3 rd year	13,725
	4 th year	14,097
	5 th year	14,483
	6 th year	14,883
	7 th year	15,298
	8 th year	15,729
	9 th year	16,176
	10 th year & thereafter	16,640
Reporter, Photographer, Caricaturist }	1 st year	9,307
	2 nd year	9,482
	3 rd year	9,662
	4 th year	9,902
	5 th year	10,081
	6 th year	10,328
	7 th year	10,526
	8 th year	10,731
	9 th year	10,945
	10 th year	11,162
	11 th year	11,382
	12 th year	11,610
	13 th year	11,843
	14 th year	12,077
	15 th year & thereafter	12,313

Category of employee	Year of service	Monthly salary (Rs)
Trainee reporter	1 st year	7,750
	2 nd year	7,886

GROUP B

Category of employee	Year of service	Monthly salary (Rs)
Documentalist	1 st year	10,068
	2 nd year	10,327
	3 rd year	10,539
	4 th year	10,767
	5 th year	10,998
	6 th year	11,219
	7 th year	11,457
	8 th year	11,702
	9 th year	11,959
	10 th year & thereafter	12,208
Proof reader	1 st year	7,750
	2 nd year	7,891
	3 rd year	8,024
	4 th year	8,172
	5 th year	8,377
	6 th year	8,531
	7 th year	8,724
	8 th year	8,882
	9 th year	9,042
	10 th year & thereafter	9,197
Clerk/Word processing operator	1 st year	7,598
	2 nd year	7,744
	3 rd year	7,896
	4 th year	8,041
	5 th year	8,202
	6 th year	8,418
	7 th year	8,587
	8 th year	8,805
	9 th year	8,968
	10 th year & thereafter	9,145

Category of employee	Year of service	Monthly salary (Rs)
Assistant documentalist	1 st year	7,685
	2 nd year	7,781
	3 rd year	7,888
	4 th year	7,984
	5 th year	8,093
	6 th year	8,194
	7 th year	8,362
	8 th year	8,463
	9 th year	8,580
	10 th year & thereafter	8,737
Receptionist/Telephonist	1 st year	6,870
	2 nd year	6,962
	3 rd year	7,043
	4 th year	7,138
	5 th year	7,223
	6 th year	7,317
	7 th year	7,421
	8 th year	7,516
	9 th year	7,623
	10 th year & thereafter	7,721
Advertisement clerk, Accounts clerk, Store clerk, Cashier	1 st year	8,016
	2 nd year	8,166
	3 rd year	8,372
	4 th year	8,530
	5 th year	8,726
	6 th year	8,886
	7 th year	9,049
	8 th year & thereafter	9,207
Driver	1 st year	7,419
	2 nd year	7,572
	3 rd year	7,718
	4 th year	7,870
	5 th year & thereafter	8,015

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART A

Category of worker	Year of service	Monthly salary (Rs)
Charge nurse/Ward sister		9,892
Medical laboratory technician	1 st year	8,821
	2 nd year	8,934
	3 rd year	9,079
	4 th year	9,240
	5 th year & thereafter	9,421
Radiographer	1 st year	8,821
	2 nd year	8,934
	3 rd year	9,079
	4 th year	9,214
	5 th year & thereafter	9,369
Nurse	1 st year	7,734
	2 nd year	7,864
	3 rd year	7,971
	4 th year	8,161
	5 th year	8,338
	6 th year	8,577
	7 th year	8,821
	8 th year	8,986
	9 th year	9,188
	10 th year & thereafter	9,369
Dispenser	1 st year	6,785
	2 nd year	6,935
	3 rd year	7,063
	4 th year	7,245
	5 th year & thereafter	7,457

Category of worker	Year of service	Monthly salary (Rs)
Assistant nurse	1 st year	6,312
	2 nd year	6,490
	3 rd year	6,640
	4 th year	6,785
	5 th year	6,935
	6 th year	7,129
	7 th year	7,308
	8 th year	7,515
	9 th year	7,734
	10 th year & thereafter	7,918
Midwife	1 st year	6,607
	2 nd year	6,752
	3 rd year	6,895
	4 th year	7,033
	5 th year	7,157
	6 th year	7,337
	7 th year	7,543
	8 th year	7,761
	9 th year	7,945
	10 th year & thereafter	8,187
Nursing aid	1 st year	5,095
	2 nd year	5,235
	3 rd year	5,410
	4 th year	5,909
	5 th year	6,312
	6 th year	6,566
	7 th year	6,785
	8 th year	6,997
	9 th year	7,185
	10 th year & thereafter	7,377

PART B

Category of worker	Year of service	Monthly salary (Rs)
Driver		6,785
Cook	1 st year	6,312
	2 nd year	6,490
	3 rd year & thereafter	6,719

Category of worker	Year of service	Monthly salary (Rs)
Receptionist	1 st year	6,204
	2 nd year	6,416
	3 rd year & thereafter	6,566
Nursing home attendant, Lauderer }	1 st year	4,740
	2 nd year	5,014
	3 rd year	5,295
	4 th year	5,488
	5 th year & thereafter	5,725
Gardener		5,907
Kitchen help	1 st year	4,740
	2 nd year	5,095
	3 rd year & thereafter	5,567
Watchman		6,069
Handyman		7,308

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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	7,435
	2 nd year	7,475
	3 rd year	7,515
	4 th year	7,555
	5 th year	7,612
	6 th year	7,658
	7 th year	7,705
	8 th year	7,755
	9 th year	7,804
	10 th year & thereafter	7,864
Office attendant	1 st year	6,903
	2 nd year	6,947
	3 rd year	6,980
	4 th year	7,014
	5 th year	7,053
	6 th year	7,091
	7 th year	7,141
	8 th year	7,185
	9 th year	7,228
	10 th year & thereafter	7,273

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of employee	Year of service	Monthly basic wages (Rs)
Teaching staff		
Teacher supervisor		7,901
Teacher (Grade A)	1 st year	6,721
	2 nd year	6,820
	3 rd year	6,936
	4 th year	7,041
	5 th year	7,162
	6 th year	7,273
	7 th year	7,411
	8 th year	7,533
	9 th year	7,671
	10 th year & thereafter	7,794
Teacher (Grade B)	1 st year	6,078
	2 nd year	6,187
	3 rd year	6,311
	4 th year	6,411
	5 th year & thereafter	6,512
Teacher (Grade C)	Less than 5 years	5,756
	5 to 10 years	6,078
	more than 10 years & thereafter	6,363
Non-teaching staff		
Cook		5,308
Gardener/Handyman		4,460
School attendant	1 st year	5,308
	2 nd year	5,396
	3 rd year	5,485
	4 th year	5,579
	5 th year & thereafter	5,681

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”; and
 - (b) in paragraph (8), by deleting the figure “10,194” and replacing it by the figure “10,539”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Monthly wages (Rs)
Supervisor (skilled workers)	12,371
Assistant supervisor	11,832
Offset machine operator (range 715mm x 1240mm - 4 colours)	11,600
Flexographic machine operator (4 to 6 colours)	11,274
Offset machine operator (range 460mm x 715mm - 4 colours)	
Offset machine operator (range 715mm x 1240mm - 1 to 2 colours)	
Archivist	10,704
Offset machine operator (range 460mm x 715mm - 1 to 2 colours)	10,704
Letter press machine operator (range 460mm x 915mm)	
Flexographic machine operator (1 to 3 colours)	10,471
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	8,279
	2 nd year	8,401
	3 rd year	8,515
	4 th year	8,676
	5 th year	8,790
	6 th year	8,929
	7 th year	9,074
	8 th year	9,204
	9 th year	9,359
	10 th year & thereafter	9,504
Layout artist	1 st year	8,515
	2 nd year	8,676
	3 rd year	8,790
	4 th year	8,903
	5 th year	9,017
	6 th year	9,152
	7 th year	9,292
	8 th year	9,436
	9 th year	9,581
	10 th year & thereafter	9,726
Proof reader	1 st year	8,401
	2 nd year	8,515
	3 rd year	8,676
	4 th year	8,790
	5 th year	8,903
	6 th year	9,043
	7 th year	9,178
	8 th year	9,333
	9 th year	9,462
	10 th year & thereafter	9,618

Category of worker	Year of service	Monthly wages (Rs)
Linotype operator, Monotype operator, Monocaster operator	1 st year	8,117
	2 nd year	8,279
	3 rd year	8,401
	4 th year	8,515
	5 th year	8,676
	6 th year	8,815
	7 th year	8,955
	8 th year	9,100
	9 th year	9,229
	10 th year & thereafter	9,385
Cameraman/Platemaker, Photoengraver, Photo-type setter, Rotogravure machine operator	1 st year	7,988
	2 nd year	8,117
	3 rd year	8,279
	4 th year	8,401
	5 th year	8,515
	6 th year	8,702
	7 th year	8,841
	8 th year	8,981
	9 th year	9,126
	10 th year & thereafter	9,255
Assistant offset machine operator (range 715mm x 1240mm - 4 colours) Assistant machine operator (range 460mm x 715mm – 4 colours)		8,401
Binder/Cutter, Hand compositor, Letter-press machine operator (range 250mm x 460mm)	1 st year	7,019
	2 nd year	7,146
	3 rd year	7,256
	4 th year	7,388
	5 th year	7,504
	6 th year	7,671
	7 th year	7,826
	8 th year	7,961
	9 th year	8,117
	10 th year & thereafter	8,311
Supervisor (unskilled workers)		7,019

Category of worker	Year of service	Monthly wages (Rs)
Foundryman	1 st year	6,650
	2 nd year	6,716
	3 rd year	6,771
	4 th year	6,827
	5 th year & thereafter	6,898
Helper, Unskilled worker	1 st year	6,529
	2 nd year	6,589
	3 rd year	6,650
	4 th year	6,716
	5 th year & thereafter	6,771
Apprentice	1 st year	6,589
	2 nd year	6,650
	3 rd year	6,716
	4 th year	6,771
Clerk, Receptionist, Telephonist, Typist }	1 st year	7,256
	2 nd year	7,388
	3 rd year	7,504
	4 th year	7,642
	5 th year	7,755
	6 th year	7,906
	7 th year	8,042
	8 th year	8,198
	9 th year	8,401
	10 th year & thereafter	8,546
Storekeeper	1 st year	7,642
	2 nd year	7,755
	3 rd year	7,879
	4 th year	7,988
	5 th year	8,117
	6 th year	8,311
	7 th year	8,453
	8 th year	8,650
	9 th year	8,790
	10 th year & thereafter	8,929

Category of worker	Year of service	Monthly wages (Rs)
Store attendant, Attendant	1 st year	6,771
	2 nd year	6,827
	3 rd year	6,898
	4 th year	6,964
	5 th year & thereafter	7,019
Watchman	1 st year	6,898
	2 nd year	6,964
	3 rd year	7,019
	4 th year	7,080
	5 th year & thereafter	7,146

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of employee	Monthly salary (Rs)
Principal	13,269.50
	Monthly salary scale (Rs)
Teachers, other than instructors	
Graduate	10,105 – 10,195 – 10,429 – 10,720.50 – 10,957 – 11,117 – 11,289 – 11,541.50 – 11,961 – 12,257 – 12,431 – 12,759 – 12,917
Non-Graduate (Grade I)	10,025 – 10,105 – 10,195 – 10,429 – 10,545.50 – 10,625.50 – 10,720.50 – 10,957 – 11,117 – 11,289 – 11,541.50 – 11,757 – 11,955.50
Non-Graduate (Grade II)	7,570.20 – 7,660.50 – 7,857.60 – 7,985.30 – 8,169.10 – 8,318.70 – 8,421.70 – 8,673 – 8,782.50 – 8,874.70 – 8,954.70 – 9,086.70 – 9,203.50 – 9,314 – 9,410.50
Non-Graduate (Grade III)	6,819.70 – 6,945 – 7,067.30 – 7,164.40 – 7,252.70 – 7,353.30 – 7,474 – 7,612.80 – 7,746.50 – 7,852.10 – 7,965.70 – 8,169.10 – 8,340.70
Non-Graduate (Grade IV)	6,370.90 – 6,525.60 – 6,581 – 6,693 – 6,763.60 – 6,812.10 – 6,905.90
Instructors	
Instructor (Grade I)	7,570.20 – 7,660.50 – 7,857.60 – 7,985.30 – 8,169.10 – 8,318.70 – 8,421.70 – 8,673 – 8,782.50 – 8,874.70 – 8,954.70 – 9,086.70 – 9,203.50 – 9,314 – 9,410.50
Instructor (Grade II)	6,819.70 – 6,945 – 7,067.30 – 7,164.40 – 7,252.70 – 7,353.30 – 7,474 – 7,612.80 – 7,746.50 – 7,852.10 – 7,965.70 – 8,169.10 – 8,340.70

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

Clerk, Typist, Secretary, Usher or Librarian	}	6,156 – 6,337 – 6,441.10 – 6,555.50 – 6633.10 – 6,717.60 – 6,790.60 – 6,825.10
Laboratory attendant, Workshop attendant	}	5,673
Caretaker, Cleaner, Gardener	}	(a) 3,077.47 if required to be in attendance for not more than 3 hours daily (b) 5,235.70 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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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	11,175
	2 nd year	11,253
	3 rd year	11,330
	4 th year	11,408
	5 th year	11,486
	6 th year	11,563
	7 th year	11,641
	8 th year	11,744
	9 th year & thereafter	11,848

Category of worker	Year of service	Monthly basic wages (Rs)
Traffic officer	1 st year	10,513
	2 nd year	10,585
	3 rd year	10,658
	4 th year	10,730
	5 th year	10,808
	6 th year	10,885
	7 th year & thereafter	10,963
Driver and Driver - conductor working in a one-man operated bus	1st year	10,378
	2nd year	10,425
	3rd year	10,471
	4th year	10,518
	5th year	10,565
	6th year	10,611
	7th year	10,658
	8th year	10,709
	9th year	10,761
	10 th year & thereafter	10,813
Conductor	1st year	9,923
	2nd year	9,969
	3rd year	10,016
	4th year	10,063
	5th year	10,109
	6th year	10,156
	7th year	10,202
	8th year	10,254
	9th year	10,306
	10 th year & thereafter	10,358

(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	232.35
	For every subsequent hour not exceeding 4	53.32
	For every subsequent hour as from the ninth hour	79.98
Conductor	For the first 4 hours on any normal working day	220.30
	For every subsequent hour not exceeding 4	49.03
	For every subsequent hour as from the ninth hour	73.55

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 –

Category of worker	Year of service	Monthly basic wages (Rs)
Accounts clerk, Chief cashier } }	1 st year	12,127
	2 nd year	12,236
	3 rd year	12,324
	4 th year	12,422
	5 th year	12,521
	6 th year	12,624
	7 th year	12,728
	8 th year	12,831
	9 th year	12,935
	10 th year & thereafter	13,053

Category of worker	Year of service	Monthly basic wages (Rs)
Cashier, Storekeeper, Chief clerk }	1 st year	10,823
	2 nd year	10,916
	3 rd year	11,010
	4 th year	11,103
	5 th year	11,196
	6 th year	11,289
	7 th year	11,382
	8 th year	11,475
	9 th year	11,569
	10 th year & thereafter	11,667
Senior clerk	1 st year	9,938
	2 nd year	10,016
	3 rd year	10,094
	4 th year	10,171
	5 th year	10,249
	6 th year	10,327
	7 th year	10,404
	8 th year	10,492
	9 th year	10,580
	10 th year & thereafter	10,668
Junior clerk, Typist	1 st year	8,748
	2 nd year	8,815
	3 rd year	8,883
	4 th year	8,950
	5 th year	9,017
	6 th year	9,090
	7 th year	9,162
	8 th year	9,235
	9 th year	9,312
	10 th year & thereafter	9,390

Category of worker	Year of service	Monthly basic wages (Rs)
Head messenger	1 st year	9,338
	2 nd year	9,400
	3 rd year	9,462
	4 th year	9,524
	5 th year	9,587
	6 th year	9,649
	7 th year	9,711
	8 th year	9,773
	9 th year	9,887
	10 th year & thereafter	9,964
Messenger	1 st year	8,639
	2 nd year	8,676
	3 rd year	8,712
	4 th year	8,748
	5 th year	8,784
	6 th year	8,826
	7 th year	8,867
	8 th year	8,909
	9 th year	8,955
	10 th year & thereafter	9,002
Photocopy machine operator, Telephonist	1 st year	8,748
	2 nd year	8,815
	3 rd year	8,883
	4 th year	8,950
	5 th year	9,017
	6 th year	9,090
	7 th year	9,162
	8 th year	9,235
	9 th year	9,312
	10 th year & thereafter	9,390

(3) Every part-time cashier shall be remunerated at the rate of 74.77 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	8,360
2 nd year	8,407
3 rd year	8,453
4 th year	8,500
5 th year	8,546
6 th year	8,593
7 th year & thereafter	8,639

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	12,883
	2 nd year	13,001
	3 rd year	13,105
	4 th year	13,208
	5 th year & thereafter	13,312

Category of worker	Year of service	Monthly basic wages (Rs)
Chief mechanic	1 st year	11,951
	2 nd year	12,034
	3 rd year	12,117
	4 th year	12,200
	5 th year & thereafter	12,283
Mechanic, Electrician (Superior Grade)	1 st year	11,129
	2 nd year	11,227
	3 rd year	11,325
	4 th year	11,424
	5 th year & thereafter	11,522
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade I)	1 st year	10,435
	2 nd year	10,518
	3 rd year	10,601
	4 th year	10,684
	5 th year	10,766
	6 th year	10,849
	7 th year & thereafter	10,932
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade II)	1 st year	9,633
	2 nd year	9,726
	3 rd year	9,819
	4 th year	9,969
	5 th year	10,068
	6 th year & thereafter	10,166

Category of worker	Year of service	Monthly basic wages (Rs)
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1 st year	9,048
	2 nd year	9,131
	3 rd year	9,214
	4 th year	9,297
	5 th year & thereafter	9,385
Upholsterer	1 st year	9,633
	2 nd year	9,726
	3 rd year	9,819
	4 th year	9,969
	5 th year	10,068
	6 th year	10,166
	7 th year & thereafter	10,264
Lubricator	1 st year	9,152
	2 nd year	9,193
	3 rd year	9,235
	4 th year	9,276
	5 th year	9,323
	6 th year	9,369
	7 th year	9,416
	8 th year	9,462
	9 th year	9,509
	10 th year & thereafter	9,555
Helper	1 st year	8,536
	2 nd year	8,577
	3 rd year	8,619
	4 th year	8,660
	5 th year	8,702
	6 th year	8,743
	7 th year & thereafter	8,784

Category of worker	Year of service	Monthly basic wages (Rs)
Tyreperson (Supervisor)	1 st year	9,633
	2 nd year	9,731
	3 rd year	9,830
	4 th year	9,985
	5 th year & thereafter	10,088
Tyreperson (Grade I)	1 st year	9,147
	2 nd year	9,214
	3 rd year	9,281
	4 th year	9,348
	5 th year	9,416
	6 th year & thereafter	9,488
Tyreperson (Grade II)	1 st year	8,536
	2 nd year	8,583
	3 rd year	8,629
	4 th year	8,676
	5 th year	8,722
	6 th year	8,774
	7 th year & thereafter	8,826
Apprentice	1 st year	6,495
	2 nd year	6,860
	3 rd year	7,223
	4 th year	7,607
	5 th year	7,977
Cleaner/Sweeper	1 st year	8,365
	2 nd year	8,407
	3 rd year	8,448
	4 th year	8,489
	5 th year	8,531
	6 th year	8,572
	7 th year	8,614
	8 th year	8,660
	9 th year & thereafter	8,707

Category of worker	Year of service	Monthly basic wages (Rs)
Chief cleaner	1 st year	9,048
	2 nd year	9,090
	3 rd year	9,131
	4 th year	9,173
	5 th year	9,214
	6 th year	9,260
	7 th year & thereafter	9,307
* Fuel attendant (full time)	1 st year	8,867
	2 nd year	8,903
	3 rd year	8,940
	4 th year	8,981
	5 th year	9,022
	6 th year	9,064
	7 th year & thereafter	9,110

* An additional daily allowance of 45.59 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	9,731
	2 nd year	9,825
	3 rd year	9,969
	4 th year	10,063
	5 th year	10,156
	6 th year & thereafter	10,254

(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	8,748
	2 nd year	8,790
	3 rd year	8,831
	4 th year	8,878
	5 th year	8,924
	6 th year	8,971
	7 th year & thereafter	9,017
Watchperson	1 st year	8,360
	2 nd year	8,407
	3 rd year	8,453
	4 th year	8,500
	5 th year	8,546
	6 th year	8,593
	7 th year & thereafter	8,639

7. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Tanker driver	1 st year	8,945
	2 nd year	9,126
	3 rd year	9,307
	4 th year	9,488
	5 th year	9,695
	6 th year	9,902
	7 th year	10,109
	8 th year & thereafter	10,316
Tanker driver's assistant	1 st year	6,716
	2 nd year	6,853
	3 rd year	6,992
	4 th year	7,129
	5 th year	7,268
	6 th year	7,411
	7 th year	7,584
	8 th year & thereafter	7,755
Driver (Grade I)	1 st year	8,193
	2 nd year	8,381
	3 rd year	8,562
	4 th year	8,743
	5 th year	8,924
	6 th year	9,105
	7 th year	9,286
	8 th year & thereafter	9,467

Category of worker	Year of service	Monthly basic wages (Rs)
Driver (Grade II)	1 st year	7,901
	2 nd year	8,063
	3 rd year	8,226
	4 th year	8,386
	5 th year	8,541
	6 th year	8,722
	7 th year	8,903
	8 th year & thereafter	9,085
Driver (Grade III)	1 st year	7,642
	2 nd year	7,809
	3 rd year	7,971
	4 th year	8,134
	5 th year	8,295
	6 th year	8,453
	7 th year	8,634
	8 th year & thereafter	8,815
Vehicle assistant	1 st year	7,146
	2 nd year	7,284
	3 rd year	7,428
	4 th year	7,602
	5 th year	7,772
	6 th year	7,934
	7 th year	8,095
	8 th year & thereafter	8,258

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Daily wages (Rs cs)
Male worker	237.31
Female worker	195.85
Foreman	281.96
<i>Alimentateur</i>	257.69
Mason	275.92
Watchman	237.31
Factory operator	257.69

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 2013.

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 4,802.84 rupees per month or 184.72 rupees per day during crop (6-day week) or 218.31 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 5102.84 rupees per month or 196.26 rupees per day during crop (6-day week) and 231.95 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 (2013) Act 2012.

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	259.36
(ii)	in lorries	243.16
(iii)	in tramway wagons and baskets	226.99
(iv)	in low trailers drawn by Ferguson type wheel tractors	226.99
(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	199.29
(c)	cutting canes	129.72
(d)	loading canes in Scammell type trailers –	
(i)	if carried over a distance not exceeding 3 gaulettes	119.92
(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	146.05
(e)	loading canes in trailers other than of the Scammell type –	
(i)	if carried over a distance not exceeding 3 gaulettes	107.07

(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	129.72
(f)	loading canes in lorries –	
(i)	if carried over a distance not exceeding 3 gaulettes	116.47
(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	140.37
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	136.18
(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	136.18
(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	142.55

(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 6.57 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 27.16 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 2.15 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 18.88 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 22.36 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 11.15 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 30.24 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 14.47 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 10.46 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 19.87 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 7.97 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 3,777 and 4,630	
6% do	not more than	5,141
7% do	do	5,667
8% do	do	6,099
9% do	do	6,385
10% do	do	6,930
11% do	do	7,279
12% do	do	7,885
13% do	do	8,281
14% do	do	8,827
15% do	more than	8,827

7. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 5]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages		
	Monthly (Rs cs)	Daily	
		Intercrop (5-day week) (Rs cs)	Crop (6-day week) (Rs cs)
Field Worker (other than special category) -			
(a) Male	6,964.80	316.58	267.88
(b) Female	5,604.25	254.74	215.55
(c) Young person	5,260.89	239.13	202.34
Field Worker (special category) –			
(a) Male	5,444.20	247.46	209.39
(b) Female	4,669.08	212.23	179.58
(c) Young person	4,337.94	197.18	166.84
Night soil worker	6,957.72	316.26	267.60
Watchman			
(a) Chief watchman	7,525.48	342.07	289.44
(b) Watchman (Grade 1)	7,215.30	327.97	277.51
(c) Watchman (Grade 2)	6,964.80	316.58	267.88
Hospital servant	7,268.68	330.39	279.56
Gardener	7,268.68	330.39	279.56
Overseer (Grade 1)	8,710.12	395.91	335.00
Overseer (Grade 2)	7,525.48	342.07	289.44
Platelayar	7,525.48	342.07	289.44
<i>Marqueur</i>	7,987.66	363.08	307.22
Loco-stoker	7,268.68	330.39	279.56

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 “256.34 rupees for a normal day’s work during crop and 302.95 rupees during intercrop” and replacing them by the words “267.88 rupees for a normal day’s work during crop and 316.58 rupees during intercrop”.
6. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

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) }	9,953.14	9,085.42	8,718.38	8,352.90
Motor mechanic (automobile), Pan boiler, Electrician }	9,725.84	8,900.36	8,526.68	8,060.48
Blacksmith, Coppersmith, Fitter, Moulder, Pattern maker, Plumber and pipefitter, Sheet metal worker, Boiler maker, Turner, Welder }	9009.50	8,900.36	8,526.68	8,060.48
Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory attendant }	8,900.36	8,717.20	7,917.76	7,728.18
Driver (Heavy mechanical unit), Loading and harvesting machine operator }	–	8,350.54	7,823.16	7,580.24
Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) }	–	8,028.60	7,823.16	7,580.24

Category of worker	Monthly wages			
	Chief	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Factory operator –				
1 st year	–	7,407.88	7,237.36	6,979.96
2 nd year	–	7,453.94	7,262.96	7,036.98
3 rd year	–	7,478.18	7,275.76	7,123.42
4 th year	–	7,506.96	7,289.74	7,138.58
5 th year	–	7,534.56	7,311.72	7,161.82
6 th year & thereafter	–	7,580.24	7,405.52	7,216.48
	Chief		Others	
Evaporator attendant, Boiler attendant, Hotwater treatment plant attendant }	7,580.24		7,237.36	
Sugar refiner, <i>Peseur de jus</i> , Striker	–		7,237.36	
Office messenger, Store attendant	7,237.36		6,964.80	
Telephone operator, Sampler, Bagger and stoker (<i>cendrier</i> working under grate or in furnace for boilers) }	–		7,036.98	
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 }	–		6,964.80	

Category of worker	Monthly wages (Rs cs)
Irrigation pump operator –	
1 st year	7,407.88
2 nd year	7,453.94
3 rd year	7,478.18
4 th year	7,506.96
5 th year	7,534.56
6 th year & thereafter	7,580.24
Coachsmith, Coachpainter	8,717.20
Weighbridge attendant	6,964.80
Chief boiler attendant operating a water tube boiler without spreader stoker }	7,789.64
Chief boiler attendant operating a water tube boiler with spreader stoker and automatic controls }	8,036.50

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Monthly basic wages (Rs)
Tailor (Superior Grade)	7,879
Tailor (Grade I)	7,256
Tailor (Grade II)	6,881
Tailor (Grade III)	6,558
Learner –	
1 st year	3,798
2 nd year	4,144
3 rd year	4,521
4 th year	4,974
5 th year	5,324

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 “18.01” and replacing it by the figure “18.84”; and
 - (ii) in subparagraph (b), by deleting the figure “17.09” and replacing it by the figure “17.92”;
 - (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	7.18
(b) over 30 kgs and up to 40 kgs	7.94
(c) over 40 kgs	8.09

6. These regulations shall be deemed to have come into operation on 1 January 2013.

Made by the Minister on 9 May 2013.

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
Factory operator	7,010	269.62
Weigher (Grade 1)	7,620	293.08
(Grade 2)	7,056	271.38
Leaf checker	7,002	269.31
Watchman (Grade 1)	6,857	263.73
(Grade 2)	6,522	250.85
Driver (Grade 1)	7,140	274.62
(Grade 2)	6,942	267.00
Lorry attendant/Lorry helper	6,607	254.12
Factory attendant	6,546	251.77
Boiler & Turbine operator	7,993	307.42

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 2013.
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 (2012) Act 2011” and replacing them by the words “Additional Remuneration (2013) Act 2012”.
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 2013.

Made by the Minister on 9 May 2013.

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	10,306
	2 nd year	10,513
	3 rd year	10,720
	4 th year & thereafter	10,937
Accounts clerk	1 st year	9,079
	2 nd year	9,235
	3 rd year	9,390
	4 th year & thereafter	9,545
Administrative clerk, Planning clerk, Reservation & ticketing officer and Cashier	1 st year	8,717
	2 nd year	8,872
	3 rd year	9,028
	4 th year & thereafter	9,183
Planning officer	1 st year	10,306
	2 nd year	10,513
	3 rd year	10,720
	4 th year & thereafter	10,937
Trainee		5,855
Word processing operator	1 st year	7,913
	2 nd year	8,047
	3 rd year	8,182
	4 th year & thereafter	8,370
Receptionist/Telephonist	1 st year	7,521
	2 nd year	7,636
	3 rd year	7,804
	4 th year & thereafter	7,966
Hotel representative	1 st year	9,079
	2 nd year	9,260
	3 rd year	9,442
	4 th year & thereafter	9,623

Category of worker	Year of service	Monthly basic wages (Rs)
Airport representative	1 st year	8,562
	2 nd year	8,769
	3 rd year	8,924
	4 th year & thereafter	9,079
Driver	1 st year	8,290
	2 nd year	8,396
	3 rd year	8,500
	4 th year & thereafter	8,665
Guide	1 st year	8,562
	2 nd year	8,769
	3 rd year	8,924
	4 th year & thereafter	9,079
Travel consultant	1 st year	10,306
	2 nd year	10,513
	3 rd year	10,720
	4 th year & thereafter	10,937
Luggage handler	1 st year	7,337
	2 nd year	7,435
	3 rd year	7,521
	4 th year & thereafter	7,607
Vehicle attendant	1 st year	6,893
	2 nd year	7,002
	3 rd year	7,113
	4 th year & thereafter	7,223
Cleaner	1 st year	6,893
	2 nd year	7,002
	3 rd year	7,113
	4 th year & thereafter	7,223
Security officer	1 st year	7,578
	2 nd year	7,694
	3 rd year	7,804
	4 th year & thereafter	7,913
Watchperson		7,223
