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*Government Notice No. 209 of 2019*

**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 93 of  
the Employment Relations Act**

1. These regulations may be cited as the Distributive Trades (Remuneration) Regulations 2019.

2. In these regulations –

“accounts clerk” means an employee who performs one or more of the following duties –

- (a) receiving cash, cheques and credit-card payments and checking them against sales documents;
- (b) effecting bank deposits and withdrawals;
- (c) making entries in accounting and book-keeping records;
- (d) preparing wage packets and wage sheets;
- (e) preparing, checking and reconciling accounts;
- (f) preparing and monitoring budgets and estimates;
- (g) assisting in annual and periodic stock-taking;

“attendant” means an employee who performs work involving physical effort but no particular skill, including cleaning, but excluding the duties assigned to a vehicle assistant;

“cashier” means an employee who performs one or more of the following duties –

- (a) operating a cash register;
- (b) receiving and verifying cash, cheques and credit-card payments;

- (c) issuing receipts;
- (d) holding cash or any other medium of payment;
- (e) keeping records and reconciling accounts;

“check-out operator” means a cashier employed in a supermarket;

“cleaner” means an employee employed in a filling station for the purpose of cleaning, washing and polishing motor vehicles and cleaning the premises of the station or performing any other similar work;

“clerk” –

- (a) means an employee who performs one or more of the following duties –
  - (i) maintaining and updating records and accounts;
  - (ii) making entries for data processing;
  - (iii) filing documents;
  - (iv) undertaking other routine administrative works; but
- (b) does not include an employee who performs the duties of a receptionist/telephonist, a correspondence clerk or a word processing operator;

“cold room” means a room designed mainly for the storage of foodstuffs at a temperature not higher than  $-15^{\circ}\text{C}$ ;

“cold room attendant” means an employee who is required to work inside a cold room and who is wholly or mainly engaged in the handling, loading, unloading, storing, packing and weighing of foodstuffs;

“commercial traveller” means an employee who personally calls upon customers for the following purposes –

- (a) opening accounts;
- (b) providing information about products;
- (c) selling goods and providing related services; and
- (d) collecting payments;

“correspondence clerk” means an employee engaged mainly in writing correspondence and performing any other work in connection therewith;

“customs clerk” means an employee who –

- (a) has a general knowledge of customs procedure; and
- (b) gives assistance to a marine broker in the supervision of the removal of goods from Customs to the employer’s warehouse, in attending surveys and making reports to the employer, and in any other work in connection therewith;

“distributive trades” include wholesale or retail trading in grocery, fruits, vegetables, meat, provisions, slaughtering, milk distribution, bread and flour confectionery, drapery, outfitting, footwear, bespoke and ready-made tailoring, furnishing and allied trades, bookselling, stationery, pharmacy, electrical and electronic goods, appliances, components and spare parts, software, motor vehicles or bicycles and their spare parts, jewellery, fertilisers, gunny bags, leather and leather goods, empty bottles, scrap metal, soft drinks, alcoholic drinks, oil for lighting purposes and denatured spirits, tobacco, petroleum products, gas, motor oil and spirit, timber, hardware, shipchandling;

“driver grade I” means a driver, other than a tanker driver, who drives a vehicle of 10 tonnes or more;

“driver grade II” means a driver, other than a tanker driver, who drives a vehicle of 5 tonnes or more but not exceeding 10 tonnes;

“driver grade III” means a driver who drives a vehicle of less than 5 tonnes;

“employee” –

- (a) means any person employed under a contract of service of any duration in the distributive trades; but
- (b) does not include an employee –
  - (i) whose basic wage or salary is at a rate exceeding 600,000 rupees in a year, except in relation to –
    - (A) Part II of the First Schedule; and
    - (B) sections 5, 26, 32, 33, 34, 49, 50, 52, 53, 54 and Parts VI, VII, VIII and XI of the Workers’ Rights Act 2019;
  - (ii) whose conditions of employment are governed by any other Remuneration Regulations;
  - (ii) employed by a statutory body or a local authority, as the case may be, whose conditions of employment are governed by the recommendations made by the Pay Research Bureau, or a salary commission, by whatever name called;

“*employé de rayon*” means an employee in a supermarket who –

- (a) moves goods from the storage area to the sales area;
- (b) places goods on display and maintains their set arrangement on the shelves;
- (c) cleans and fills shelves;

(d) affixes price labels; and

(e) attends to customers' queries;

“filling station assistant” means an employee in a filling station who is required to perform a combination of the duties of cleaner, lubricator and pump attendant, or any 2 of them;

“lubricator” means an employee in a filling station who is required to lubricate motor vehicles and perform other work in connection therewith;

“meat/fish packer” means an employee in a supermarket who is required to sell meat or fish or both and to perform one or more of the following duties –

(a) placing and displaying fresh meat or fish or both on stalls or display compartments;

(b) cutting, weighing and packing fresh meat or fish, or both, and sticking price labels thereon;

(c) cleaning of worktables and shelves; but

(d) does not include a cold room attendant;

“pesticide” –

(a) has the same meaning as in the Dangerous Chemicals Control Act; and

(b) includes herbicide, insecticide and fungicide;

“pesticides handler” –

(a) means an employee who is engaged wholly or mainly in the weighing, bottling and packing of pesticides; but

(b) does not include an employee who is exclusively engaged in the delivery of packed or bottled pesticides;

“pharmacy technician” means a pharmacy technician registered under the Pharmacy Act who dispenses pharmaceutical products or assists a pharmacist or an assistant pharmacist in the dispensing of pharmaceutical products;

“pump attendant” means an employee employed in a filling station for the purpose of selling or serving petroleum products, gas, gas cylinders and parking coupons, and performing any other work in connection therewith;

“reasonable business grounds” means –

- (a) inability or impracticability to reorganise working arrangements of existing employees;
- (b) a detrimental effect on the ability to meet customers’ demand;

“receptionist/telephonist” means an employee who performs one or more of the following duties –

- (a) operating a telephone switchboard;
- (b) dealing with telephone enquiries;
- (c) receiving and passing on telephone messages;
- (d) greeting callers or customers and attending to their queries;
- (e) supplying information to callers and directing them to persons called upon;
- (f) keeping records of callers and messages;
- (g) performing minor clerical and word processing duties;

“salesperson” means an employee who personally visits customers for the purpose of selling goods;

“sales demonstrator” means a person who performs the following duties on the shop’s premises –

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- (a) directing and assisting customers;
  - (b) providing information about the functions, characteristics and mode of use of products on sale;
  - (c) demonstrating the functioning and operation of products; and
  - (d) processing sales invoices and arranging for delivery of products;

“shop” means any premises where any wholesale or retail trade or business is carried out;

“shop assistant” means an employee who is wholly or mainly employed in serving customers, receiving of orders, despatching of goods and in attending to work in connection therewith on the shop’s premises;

“storekeeper” means an employee who is responsible for the procurement, receipt, custody, issue, and keeping records of goods in a store;

“supermarket” means a large self-service shop of an area of at least 400 square metres;

“tanker driver” means an employee who drives lorry-tankers specially designed for transporting bulk petroleum products or gas or both;

“tanker driver’s assistant” means an employee who accompanies a tanker driver for the purpose of performing one or more of the following duties –

- (a) loading and unloading of petroleum products or gas or both onto or from the lorry-tanker;
- (b) carrying out minor tasks related to the maintenance and good running of the lorry-tanker;

(c) assisting the tanker driver in manoeuvring the lorry tanker;  
“vehicle assistant” means an employee who is wholly or mainly engaged in accompanying the driver of a vehicle and who performs one or more of the following duties –

- (a) loading and unloading materials carried in the vehicle;
- (b) ensuring the safety of any cargo carried by the vehicle;
- (c) carrying out minor tasks related to the maintenance and good running of the vehicle;
- (d) assisting the driver in manoeuvring the vehicle;

“watchperson” means an employee who –

- (a) is wholly or mainly engaged in keeping watch over premises and property;
- (b) makes such periodic inspection tours and records such entries as may be required; and
- (c) performs such duties as may be incidental to his main duty;

“word-processing operator” means an employee who performs one or more of the following duties –

- (a) typing and collating letters, memoranda and other scripts according to given instructions;
- (b) doing word processing and simple data processing tasks;
- (c) operating fax and e-mail services.

**3.** (1) Subject to this regulation and to regulation 8, every employee shall be –

- (a) governed by the conditions of employment specified in –

- (i) the Workers’ Rights Act 2019; and



(ii) the First Schedule;

(b) remunerated at the rates specified in the Second Schedule.

(2) Where the conditions of employment in the Workers' Rights Act 2019 are different from those in the First Schedule, the conditions specified in the First Schedule shall prevail.

(3) The rates specified in the Second Schedule include –

(a) the appropriate national minimum wage payable under the National Minimum Wage Regulations 2017; and

(b) the additional remunerations payable under the Additional Remuneration and Other Allowances (2018) Act 2017 and the Additional Remuneration and Other Allowances (2019) Act 2018.

(4) Where a scale of wages applies to an employee, he shall be entitled to –

(a) the initial wages prescribed in the scale which applies to him; and

(b) one increment in respect of every period of 12 consecutive months of service he reckons with his employer in the category in which he is employed.

(5) (a) Where, during his hours of work, a watchperson is also required to perform the duties of a pump attendant, he shall be paid an allowance of 35 rupees per day.

(b) Where, during his hours of work, a pump attendant is also required to perform the duties of a watchperson, he shall be paid an allowance of 35 rupees per day.

4. Every employee shall be entitled to a rest of not less than 11 consecutive hours in any day.
5. An agreement other than a collective agreement, by an employee to relinquish any of his rights under these regulations shall be null and void.
6. Where an employer employs more than one watchperson, the terms and conditions of employment of the watchpersons shall be governed by the Private Security Services Employees (Remuneration) Regulations 2019.
7. Notwithstanding paragraph 1(1) and (3) of Part I of the First Schedule, for the period ending 31 December 2019 –
  - (a) the normal working week for a watchperson, shall consist of 72 hours' work, made up of 6 days of 12 hours, including time allowed for meal and tea breaks; and
  - (b) the watchperson referred to in paragraph (a) shall be remunerated at one and a half times the basic rate for every additional hour of work after the performance of 12 hours' work in every day.
8. Nothing in these regulations shall –
  - (a) prevent an employer from –
    - (i) providing an employee with conditions of employment which are more favourable than those specified in the First Schedule; or
    - (ii) remunerating the employee at a rate higher than that specified in the Second Schedule.
  - (b) authorise an employer to –
    - (i) reduce the wages of an employee; or

- (ii) subject to section 57 of the Employment Relations Act, alter the conditions of employment of the employee so as to make them less favourable.

**9.** The Distributive Trades (Remuneration Order) Regulations 2004 are revoked.

**10.** These regulations shall come into operation on 24 October 2019.

Made by the Minister on 11 October 2019.

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**FIRST SCHEDULE**

[Regulations 2, 3, 7 and 8]

**CONDITIONS OF EMPLOYMENT****PART I – GENERAL CONDITIONS****1. Provisions applicable specifically to watchperson**

(1) The normal working week for a watchperson shall consist of 48 hours' work, made up of 6 days of 8 hours on any day, whether or not a public holiday, including time allowed for meal and tea breaks.

(2) Except where his services are required in special circumstances, a watchperson shall be entitled to one rest day in any week, and the rest day shall, at least twice a month, be a Sunday.

(3) A watchperson who –

(a) performs more than 48 hours or such lesser stipulated number of hours in any week, not being hours of work referred to in subparagraph (b), shall be remunerated at one and a half times the basic rate for every additional hour of work;

(b) works on a public holiday, shall be remunerated –

(i) for the first 8 hours, at twice the basic rate; and

(ii) thereafter, at 3 times the basic rate,

for each hour of work.

(4) For the purpose of computation of extra work, any authorised leave, including injury leave shall be deemed to constitute attendance at work.

(5) (a) Every watchperson shall be entitled to a normal day's pay in respect of every public holiday, other than a Sunday, that occurs on any of his normal working days.

(b) Where a watchperson is required to work on a public holiday, other than a Sunday, he shall be paid, in addition to the normal day's pay provided for under sub subparagraph (a), any remuneration due under subparagraph (3).

(c) Any agreement by a watchperson, other than a collective agreement under section 57 of the Employment Relations Act, to relinquish his right to a paid public holiday or to forego such leave shall be null and void.

## **2. Shift work for watchperson**

(1) Where work is performed on night shift, an employer shall not, without the watchperson's consent, require the watchperson to work –

(a) on more than 6 consecutive nights; and

(b) for more than 12 hours a day.

(2) For the purpose of subparagraph (1), night work means any period during which a watchperson is required to work or to remain at his workplace for at least 6 consecutive hours between 6 p.m. and 6 a.m. the following day.

(3) Where a female watchperson who may be required to perform night shift work produces a medical certificate certifying that she is pregnant, her employer shall not require her to perform night shift work during a period of at least 8 weeks before confinement.

(4) Shift work shall be scheduled –

(a) on a monthly basis; and

(b) organised in 2 or more shifts during a period of 24 consecutive hours.

(5) (a) A copy of the monthly schedule of duty worked out on a roster basis indicating the date and time at which a watchperson shall attend duty shall be handed over to the watchperson.

(b) The monthly schedule of duty shall be posted up in a conspicuous place at the place of work at least one week before the schedule is due to take effect.

(6) Where a watchperson is employed on shift work, he shall be paid an allowance of 15 per cent of his basic wage in addition to his normal day's wage for work performed during night shift as specified at subparagraphs (1)(a) and (2).

### **3. Vacation leave**

(1) Subject to subparagraphs (2) and (3), an employee, other than a migrant employee, who remains in continuous employment with the same employer for a period of at least 5 consecutive years shall be entitled to a vacation leave of not more than 30 days, whether taken consecutively or otherwise, for every period of 5 consecutive years, to be spent abroad, locally or partly abroad and partly locally.

(2) Subject to subparagraph (8), any subsequent eligibility period of 5 consecutive years shall be computed after the employee resumes work after the vacation leave under subparagraph (1).

(3) Where an employee would have been eligible to take overseas leave under the revoked Distributive Trades (Remuneration Order) Regulations 2004 prior to, or within a period of less than 5 years from, 24 October 2019, the employee shall, on completion of the prescribed period in the revoked regulations, be entitled to the vacation leave under subparagraph (1).

(4) The vacation leave shall be –

- (a) for a period of not less than 6 consecutive days; and
- (b) with pay and such pay shall, in case the employee opts to spend the leave wholly or partly abroad, be effected at least 7 working days before the employee proceeds abroad.

(5) The vacation leave shall be deemed to constitute attendance at work and shall not be cumulative.

(6) An employee shall, except in special circumstances, give not less than 3 months' notice when applying for the vacation leave and the leave shall, subject to reasonable business grounds, be acceded thereto by the employer.

(7) Where an employer cannot, on reasonable business grounds, accede to the request of an employee under subparagraph (6) –

- (a) the employee and the employer may agree on another period when the vacation leave is to be taken; or
- (b) in default of an agreement, the employer shall, pay to the employee a normal day's wage in respect of each day's leave applied for and such payment shall be effected in the month the leave was due to start.

(8) Where an employee is paid wages in lieu of the vacation leave under subparagraph (7), any subsequent eligibility period of 5 consecutive years shall be computed as from the date of payment of the leave.

**PART II – HEALTH AND SAFETY CONDITIONS****1. Uniforms and protective equipment**

(1) Subject to subparagraph (3), an employer shall in every year, not later than 31 May, provide –

- (a) 2 sets of uniform, one raincoat and 2 pairs of boots or steel-capped shoes or both to every cleaner, filling station assistant, lubricator and pump attendant;
- (b) 2 white overalls and one pair of shoes to every pharmacy technician and shop assistant working in the pharmaceutical trade;
- (c) 2 sets of uniform and one pair of shoes to every other employee; and
- (d) 2 pairs of woollen gloves, 2 pairs of woollen stockings and one pair of boots to every cold room attendant.

(2) (a) The employer shall provide the uniforms and protective equipment referred to in subparagraph (1) to the employee when the employee first assumes duty, and thereafter as specified in subparagraph (1).

(b) An employee shall be entitled to the re-issue to him of the uniforms and protective equipment on 31 May as specified in subparagraph (1) where he has assumed duty within a period of 6 months prior to that date.

(3) An employer shall not cause an employee to enter a cold room unless the employer provides the employee, at the time the employee enters the cold room, with a padded overall and a padded hood specially designed to protect a human body from the cold.



(4) The uniforms and protective equipment provided under subparagraph (1) shall remain the property of the employer.

(5) In addition to the provision of any uniform or protective equipment under subparagraph (1), the employer shall comply with the other provisions of the Occupational Safety and Health Act and the Dangerous Chemicals Control Act.

## **2. Cold room**

(1) An employer shall not require an employee to remain inside a cold room for a continuous period exceeding 30 minutes.

(2) Where an employee has remained in a cold room for a continuous period of 30 minutes, he shall not be required to enter a cold room within the next 30 minutes.

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**SECOND SCHEDULE**

[Regulations 3, 7 and 8]

**A – COMMON CATEGORIES OF EMPLOYEES INVOLVED  
IN ANY TYPE OF TRADE****PART I – ADMINISTRATIVE STAFF**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Accounts Clerk, Customs Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1st year	10,614
	2nd year	10,877
	3rd year	11,086
	4th year	11,185
	5th year	11,411
	6th year	11,636
	7th year	11,872
	8th year & thereafter	12,178
Clerk	1st year	9,424
	2nd year	9,648
	3rd year	9,871
	4th year	10,071
	5th year	10,290
	6th year	10,566
	7th year	10,845
	8th year & thereafter	11,086
Word-processing Operator	1st year	9,151
	2nd year	9,355
	3rd year	9,579
	4th year	9,804
	5th year	10,006
	6th year	10,223

	7th year	10,502
	8th year & thereafter	10,781
Receptionist/Telephonist	1st year	9,019
	2nd year	9,206
	3rd year	9,394
	4th year	9,601
	5th year	9,820
	6th year	10,016
	7th year	10,211
	8th year & thereafter	10,469

## PART II – NON-ADMINISTRATIVE STAFF

Category of employee	Year of service	Monthly basic wages (Rs)
Sales Demonstrator	1st year	9,665
	2nd year	9,871
	3rd year	10,055
	4th year	10,240
	5th year	10,496
	6th year	10,700
	7th year	10,958
	8th year & thereafter	11,151
Salesperson	1st year	9,394
	2nd year	9,601
	3rd year	9,820
	4th year	10,016
	5th year	10,211
	6th year	10,469
	7th year	10,679
	8th year & thereafter	10,941

Driver grade I	1st year	10,307
	2nd year	10,529
	3rd year	10,700
	4th year	10,926
	5th year	11,086
	6th year	11,158
	7th year	11,330
	8th year & thereafter	11,502
Driver grade II	1st year	10,011
	2nd year	10,152
	3rd year	10,295
	4th year	10,496
	5th year	10,657
	6th year	10,860
	7th year	11,022
	8th year & thereafter	11,173
Driver grade III	1st year	9,752
	2nd year	9,898
	3rd year	10,038
	4th year	10,179
	5th year	10,323
	6th year	10,529
	7th year	10,684
	8th year & thereafter	10,882
Vehicle Assistant	1st year	9,256
	2nd year	9,399
	3rd year	9,562
	4th year	9,722
	5th year	9,882
	6th year	10,033

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	7th year	10,184
	8th year & thereafter	10,396
Attendant	1st year	8,900
	2nd year	8,900
	3rd year	8,925
	4th year	9,019
	5th year	9,112
	6th year	9,217
	7th year	9,322
	8th year & thereafter	9,429
Watchperson	1st year	8,900
	2nd year	8,947
	3rd year	9,003
	4th year	9,057
	5th year	9,124
	6th year	9,190
	7th year	9,256
	8th year & thereafter	9,322

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

**PART I – WHOLESALE TRADE**

Tanker Driver	1st year	11,086
	2nd year	11,158
	3rd year	11,330
	4th year	11,502
	5th year	11,700
	6th year	11,888
	7th year	12,140
	8th year & thereafter	12,328
Tanker Driver's Assistant	1st year	8,900
	2nd year	8,914
	3rd year	9,003
	4th year	9,090
	5th year	9,190
	6th year	9,289
	7th year	9,389
	8th year & thereafter	9,503
Cashier	1st year	9,699
	2nd year	9,909
	3rd year	10,108
	4th year	10,328
	5th year	10,603
	6th year	10,882
	7th year	11,134
	8th year & thereafter	11,276

**PART II – RETAIL TRADE**

Lubricator, Cleaner	1st year	8,900
	2nd year	8,900
	3rd year	8,925
	4th year	9,019
	5th year	9,112
	6th year	9,251
	7th year	9,361
	8th year & thereafter	9,487
Pump Attendant	1st year	8,900
	2nd year	8,925
	3rd year	9,019
	4th year	9,112
	5th year	9,217
	6th year	9,322
	7th year	9,429
	8th year & thereafter	9,555
Filling Station Assistant	1st year	9,019
	2nd year	9,112
	3rd year	9,217
	4th year	9,322
	5th year	9,429
	6th year	9,555
	7th year	9,683
	8th year & thereafter	9,797
Cashier	1st year	9,256
	2nd year	9,476
	3rd year	9,699
	4th year	9,909
	5th year	10,108

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6th year	10,328
7th year	10,603
8th year & thereafter	10,882

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

**PART I – WHOLESALE TRADE**

Cashier	1st year	9,699
	2nd year	9,909
	3rd year	10,108
	4th year	10,328
	5th year	10,603
	6th year	10,882
	7th year	11,134
	8th year & thereafter	11,276

**PART II – RETAIL TRADE**

Pharmacy Technician	1st year	10,614
	2nd year	10,877
	3rd year	11,086
	4th year	11,185
	5th year	11,411
	6th year	11,636
	7th year	11,872
	8th year & thereafter	12,178
Cashier	1st year	9,256
	2nd year	9,476
	3rd year	9,699
	4th year	9,909
	5th year	10,108



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	6th year	10,328
	7th year	10,603
	8th year & thereafter	10,882
Shop Assistant	1st year	9,019
	2nd year	9,206
	3rd year	9,394
	4th year	9,601
	5th year	9,820
	6th year	10,016
	7th year	10,211
	8th year & thereafter	10,469

## **D – SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN OTHER TRADES**

### **PART I – SUPERMARKET**

Checkout Operator	1st year	9,256
	2nd year	9,476
	3rd year	9,699
	4th year	9,909
	5th year	10,108
	6th year	10,328
	7th year	10,603
	8th year & thereafter	10,882
<i>Employé de rayon</i>	1st year	8,900
	2nd year	8,925
	3rd year	9,019
	4th year	9,112
	5th year	9,217
	6th year	9,322
	7th year	9,429

	8th year & thereafter	9,555
Meat/Fish Packer	1st year	9,019
	2nd year	9,129
	3rd year	9,239
	4th year	9,350
	5th year	9,476
	6th year	9,609
	7th year	9,752
	8th year & thereafter	9,882
Cold Room Attendant	1st year	9,573
	2nd year	9,717
	3rd year	9,850
	4th year	9,974
	5th year	10,098
	6th year	10,233
	7th year	10,429
	8th year & thereafter	10,566

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

Shop Assistant	1st year	9,019
	2nd year	9,206
	3rd year	9,394
	4th year	9,601
	5th year	9,820
	6th year	10,016
	7th year	10,211
	8th year & thereafter	10,469
Cashier	1st year	9,699
	2nd year	9,909
	3rd year	10,108
	4th year	10,328
	5th year	10,603
	6th year	10,882
	7th year	11,134
	8th year & thereafter	11,276
Cold Room Attendant	1st year	9,573
	2nd year	9,717
	3rd year	9,850
	4th year	9,974
	5th year	10,098
	6th year	10,233
	7th year	10,429
	8th year & thereafter	10,566
Pesticides Handler	1st year	9,573
	2nd year	9,717
	3rd year	9,850

4th year	9,974
5th year	10,098
6th year	10,233
7th year	10,429
8th year & thereafter	10,566

### **PART III – RETAIL TRADE**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>
Cashier	1st year	9,256
	2nd year	9,476
	3rd year	9,699
	4th year	9,909
	5th year	10,108
	6th year	10,328
	7th year	10,603
	8th year & thereafter	10,882
Shop Assistant	1st year	9,019
	2nd year	9,206
	3rd year	9,394
	4th year	9,601
	5th year	9,820
	6th year	10,016
	7th year	10,211
	8th year & thereafter	10,469
Cold Room Attendant	1st year	9,573
	2nd year	9,717
	3rd year	9,850
	4th year	9,974
	5th year	10,098

6th year	10,233
7th year	10,429
8th year & thereafter	10,566

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