

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Category of employee	Year of service	Monthly basic wages (Rs)
Clerk	1st year	8,791
	2nd year	8,947
	3rd year	9,108
	4th year	9,270
	5th year	9,425
	6th year	9,633
	7th year	9,840
	8th year	10,048
	9th year	10,255
	10th year	10,462
	11th year	10,722
	12th year	10,981
	13th year	11,240
	14th year	11,499
	15th year	11,810
	16th year	12,122
	17th year	12,433
	18th year	12,744
	19th year	13,081
	20th year & thereafter	13,444

Secretary	1st year	8,791
	2nd year	8,947
	3rd year	9,108
	4th year	9,270
	5th year	9,425
	6th year	9,633
	7th year	9,840
	8th year	10,048
	9th year	10,255
	10th year	10,462
	11th year	10,722
	12th year	10,981
	13th year	11,240
	14th year	11,499
	15th year & thereafter	11,810

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

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	479.75
Handyperson	342.69
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	463.25
Handyperson	331.40
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)
<i>Coupeur</i>	417.58
Brigadier	361.10
Mixer	361.10
Unskilled employee	300.83
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	308.85
Assistant Oven Operator	304.46
Mixer	320.62
Assistant Mixer	304.46
Machine Operator	320.62
Assistant Machine Operator or Biscuit Stamping Machine Operator }	304.46
Unskilled employee	299.66

3. PASTRY BAKERY

Category of employee	Daily basic wages (Rs cs)
Oven Operator	320.62
Assistant Oven Operator	308.85
Mixer	346.35
Assistant Mixer	320.62
Unskilled employee	299.66

4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

Category of employee	Year of service	Monthly basic wages (Rs)
(1) Clerk	1st year	8,963
	2nd year	9,186
	3rd year	9,339
	4th year	9,501
	5th year	9,780
	6th year	10,005
	7th year	10,230
	8th year & thereafter	10,445

(2) Driver	1st year	9,007
	2nd year	9,063
	3rd year	9,118
	4th year	9,231
	5th year & thereafter	9,286

(3) Salesperson	1st year	8,375
	2nd year	8,433
	3rd year	8,502
	4th year	8,558
	5th year & thereafter	8,616

**Daily basic wages
(Rs cs)**

(4) Handpacker		264.47
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THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) (Amendment) Regulations 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

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	1st year	11,465
	2nd year	11,663
	3rd year	11,862
	4th year	12,060
	5th year	12,259
	6th year	12,458
	7th year	12,656
	8th year & thereafter	12,855
Clerk	1st year	10,397
	2nd year	10,639
	3rd year	10,933
	4th year	11,175
	5th year	11,416
	6th year	11,658
	7th year	11,900
	8th year & thereafter	12,146

Weighbridge Clerk	1st year	10,086
	2nd year	10,321
	3rd year	10,558
	4th year	10,794
	5th year	11,089
	6th year	11,330
	7th year	11,572
	8th year & thereafter	11,824
Word Processing Operator	1st year	9,968
	2nd year	10,209
	3rd year	10,451
	4th year	10,692
	5th year	10,992
	6th year	11,239
	7th year	11,486
	8th year & thereafter	11,733
Receptionist/Telephonist	1st year	8,888
	2nd year	9,124
	3rd year	9,415
	4th year	9,645
	5th year	9,876
	6th year	10,113
	7th year	10,348
	8th year & thereafter	10,585
Learner –		
(a) first 3 months		8,553
(b) next 3 months		11,288

PART II

Category of employee	Year of service	Monthly basic wages (Rs)
Non-administrative staff		
Chief Supervisor		14,896
Supervisor	1st year	12,726
	2nd year	12,973
	3rd year	13,220
	4th year	13,467
	5th year	13,713
	6th year	13,960
	7th year	14,228
	8th year & thereafter	14,480

Category of employee	Year of service	Daily basic wages (Rs cs)
Leading hand	1st year	470.11
	2nd year	474.17
	3rd year	478.19
	4th year	482.20
	5th year & thereafter	486.23
Plant Operator	1st year	443.30
	2nd year	449.72
	3rd year	456.18
	4th year	462.61
	5th year & thereafter	469.03

Multi-skilled employee	1st year	429.34
	2nd year	437.42
	3rd year	445.42
	4th year	453.49
	5th year & thereafter	461.53

Skilled employees		Superior Grade	Grade I	Grade II
		(Rs cs)	(Rs cs)	(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	1st year	456.18	443.30	420.76
	2nd year	462.61	446.00	424.25
	3rd year	469.03	448.65	427.72
	4th year	475.49	451.34	431.21
	5th year & thereafter	481.91	454.03	434.68

			Grade I	Grade II
			(Rs cs)	(Rs cs)
Driver	1st year		433.30	420.76
	2nd year		446.00	424.25
	3rd year		448.65	427.72
	4th year		451.34	431.21
	5th year & thereafter		454.03	434.68

Category of employee	Daily basic wages
	(Rs cs)
Stonemason	470.11
Cabinet Maker	470.11
Blockmaker	434.68
Stone Driller	434.68
Stone Breaker	434.68
Stone Splitter	434.68
Stone employee	434.68
Tyreperson	434.68
Unskilled employee	389.73
Watchperson	427.72

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Catering and Tourism Industries Remuneration (Amendment) Regulations 2015.
2. In these regulations –

“principal regulations” means the Catering and Tourism Industries Remuneration Regulations 2014.
3. Regulation 5 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Column I	Column II	Column III	Column IV
Category of worker	Year of service	Monthly basic wages (Rs)	(Rs)
Head Cook, Head Pastry Cook		12,294	12,685
Assistant Head Cook, Assistant Head Pastry Cook	1st year	11,674	12,090
	2nd year	11,924	12,220
	3rd year	12,174	12,350
	4th year & thereafter	12,424	12,480
Cook, Pastry Cook	1st year	10,980	11,575
	2nd year	11,230	11,705
	3rd year	11,480	11,835
	4th year & thereafter	11,730	11,965
Assistant Cook, Assistant Pastry Cook	1st year	9,287	10,120
	2nd year	9,487	10,260
	3rd year	9,687	10,390
	4th year & thereafter	9,887	10,520
Fast Food Operative	1st year	9,082	9,985
	2nd year	9,282	10,120
	3rd year	9,482	10,260
	4th year & thereafter	9,682	10,390
Head Waiter	1st year	10,482	11,175
	2nd year	10,707	11,380
	3rd year	10,957	11,575

		4th year & thereafter	11,207	11,770
Assistant Head Waiter		1st year	9,040	9,915
		2nd year	9,240	10,055
		3rd year	9,440	10,190
		4th year & thereafter	9,640	10,325
Waiter, Beach Loader, Tea Maker } Waiter, }		1st year	8,542	9,430
		2nd year	8,717	9,560
		3rd year	8,917	9,695
		4th year & thereafter	9,117	9,845
Head Bartender		12,294	12,685	
Bartender		1st year	10,482	11,175
		2nd year	10,707	11,380
		3rd year	10,957	11,575
		4th year & thereafter	11,207	11,770
Assistant Bartender		1st year	8,542	9,430
		2nd year	8,717	9,560
		3rd year	8,917	9,695
		4th year & thereafter	9,117	9,845
Restaurant Supervisor		13,364	13,650	
Assistant Restaurant Supervisor		1st year	12,294	12,685
		2nd year	12,544	12,940
		3rd year	12,794	13,135
		4th year & thereafter	13,044	13,325
Kitchen Cost Controller		1st year	9,538	10,325
		2nd year	9,738	10,455
		3rd year	9,938	10,585
		4th year & thereafter	10,138	10,715

Cashier	1st year	10,980	11,575
	2nd year	11,230	11,705
	3rd year	11,480	11,835
	4th year & thereafter	11,730	11,960
<i>Cafetier</i>	1st year	9,287	10,120
	2nd year	9,487	10,260
	3rd year	9,687	10,390
	4th year & thereafter	9,887	10,520
<i>Assistant Cafetier</i>	1st year	8,317	9,230
	2nd year	8,492	9,360
	3rd year	8,667	9,495
	4th year & thereafter	8,867	9,625
Storekeeper	1st year	11,487	11,895
	2nd year	11,737	12,090
	3rd year	11,987	12,285
	4th year & thereafter	12,237	12,480
Assistant Storekeeper	1st year	9,705	10,455
	2nd year	9,930	10,585
	3rd year	10,155	10,780
	4th year & thereafter	10,380	11,045
Store Attendant	1st year	9,462	10,190
	2nd year	9,662	10,325
	3rd year	9,862	10,455
	4th year & thereafter	10,062	10,585
<i>Caviste</i>	1st year	9,705	10,455
	2nd year	9,930	10,585
	3rd year	10,155	10,715

	4th year & thereafter	10,380	10,915
Receptionist	1st year	11,347	11,895
	2nd year	11,597	12,025
	3rd year	11,847	12,155
	4th year & thereafter	12,097	12,285
Assistant Receptionist	1st year	10,238	10,915
	2nd year	10,463	11,045
	3rd year	10,688	11,175
	4th year & thereafter	10,938	11,380
Senior Accounts Clerk	1st year	13,076	13,425
	2nd year	13,326	13,680
	3rd year	13,576	13,940
	4th year & thereafter	13,826	14,210
Accounts Clerk	1st year	11,306	11,895
	2nd year	11,556	12,090
	3rd year	11,806	12,285
	4th year	12,056	12,480
	5th year	12,306	12,685
	6th year	12,556	12,940
	7th year & thereafter	12,806	13,135
Personnel Clerk, Service Clerk, Room	1st year	10,919	11,445
	2nd year	11,169	11,640
	3rd year	11,419	11,835
	4th year & thereafter	11,669	12,025
Telephonist	1st year	9,082	9,985
	2nd year	9,282	10,120
	3rd year	9,482	10,325

	4th year & thereafter	9,682	10,520	
Porter Operator	1st year	8,912	9,765	
	2nd year	9,112	9,880	
	3rd year	9,312	9,985	
	4th year & thereafter	9,512	10,085	
Housekeeper	1st year	12,129	12,545	
	2nd year	12,379	12,750	
	3rd year	12,629	13,005	
	4th year & thereafter	12,879	13,200	
Assistant Housekeeper	1st year	11,674	12,090	
	2nd year	11,924	12,285	
	3rd year	12,174	12,480	
	4th year & thereafter	12,424	12,685	
Linen Keeper	1st year	11,347	11,895	
	2nd year	11,597	12,025	
	3rd year	11,847	12,155	
	4th year & thereafter	12,097	12,285	
Valet	1st year	8,542	9,430	
	2nd year	8,717	9,560	
	3rd year	8,917	9,695	
	4th year & thereafter	9,117	9,845	
Lauderer, Sewing Attendant	}	1st year	8,317	9,230
		2nd year	8,492	9,360
		3rd year	8,667	9,495
		4th year & thereafter	8,867	9,625
Trainee, Certified Trainee		7,100	7,985	

Sports Instructor	1st year	11,306	11,895
	2nd year	11,556	12,155
	3rd year	11,806	12,415
	4th year & thereafter	12,056	12,685
Entertainer	1st year	10,482	11,175
	2nd year	10,707	11,510
	3rd year	10,957	11,770
	4th year & thereafter	11,207	12,025
Skipper	1st year	8,921	9,765
	2nd year	9,121	9,915
	3rd year	9,321	10,120
	4th year & thereafter	9,521	10,325
Skipper's Assistant	1st year	8,564	9,460
	2nd year	8,739	9,560
	3rd year	8,939	9,660
	4th year & thereafter	9,139	9,765
Kitchen Helper, Sports and Leisure Attendant, Cleaner	1st year	8,317	9,230
	2nd year	8,492	9,360
	3rd year	8,667	9,495
	4th year & thereafter	8,867	9,625
Waste Water Operative	Plant 1st year	8,434	9,360
	2nd year	8,609	9,495
	3rd year	8,809	9,625
	4th year & thereafter	9,009	9,765

Cabinet Carpenter, Welder/Plumber, Painter, Mechanic	Maker, Electrician, Mason, Refrigeration	1st year	11,018	11,640
		2nd year	11,268	11,770
		3rd year	11,518	11,895
		4th year & thereafter	11,768	12,025
Handyperson	1st year	10,897	11,510	
	2nd year	11,147	11,640	
	3rd year	11,397	11,770	
	4th year & thereafter	11,647	11,895	
Assistant Handyperson	1st year	10,482	11,175	
	2nd year	10,707	11,380	
	3rd year	10,957	11,510	
	4th year & thereafter	11,207	11,640	
Gardener	1st year	8,542	9,430	
	2nd year	8,717	9,560	
	3rd year	8,917	9,695	
	4th year & thereafter	9,117	9,845	
Driver	1st year	10,238	10,915	
	2nd year	10,463	11,045	
	3rd year	10,688	11,175	
	4th year & thereafter	10,938	11,380	
Security Officer	1st year	9,288	10,055	
	2nd year	9,488	10,190	
	3rd year	9,688	10,325	
	4th year & thereafter	9,913	10,455	
Watchperson		8,670	9,625	

Animal Keeper	1st year	8,400	9,325
	2nd year	8,575	9,455
	3rd year	8,750	9,585
	4th year & thereafter	8,950	9,715
Delivery Person	1st year	9,100	10,000
	2nd year	9,300	10,130
	3rd year	9,500	10,260
	4th year & thereafter	9,700	10,390
Guide	1st year	9,600	10,350
	2nd year	9,825	10,525
	3rd year	10,050	10,700
	4th year & thereafter	10,275	10,875
Kid's Club Hostess	1st year	7,800	8,700
	2nd year	7,975	8,875
	3rd year	8,150	9,050
	4th year & thereafter	8,325	9,225
Spa Therapist/Hairdresser	1st year	10,100	10,775
	2nd year	10,325	10,950
	3rd year	10,550	11,125
	4th year & thereafter	10,775	11,300

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 6]

PART I

Category of employee	Monthly basic wages (Rs)
Driver	7,634
Store Assistant	6,932
Caretaker/Cleaner	6,932
Cleaner	5,890
Helper	5,930

PART II

Category of employee	For up to 28 shows per month (Rs)	Rate per additional show above 28 shows per month and for casual workers (Rs cs)
Projectionist	7,431	337.13
Assistant Projectionist	6,332	263.87
Box Office Attendant	6,229	256.73
Ticket Controller	6,229	256.73
Usher	6,229	256.73
Café Keeper	6,229	256.73
Café Assistant	4,767	168.69

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 Cleaning Enterprises (Remuneration) (Amendment) Regulations 2015.
2. In these regulations –

“principal regulations” means the Cleaning Enterprises (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of worker	Year of Service	Monthly basic wages (Rs)
Supervisor	1st year	10,312
	2nd year	10,545
	3rd year	10,779
	4th year	11,012
	5th year	11,245
	6th year	11,479
	7th year	11,738
	8th year and thereafter	11,997
Accounts Clerk	1st year	9,135
	2nd year	9,322
	3rd year	9,529
	4th year	9,736
	5th year	9,944
	6th year	10,151
	7th year	10,359
	8th year & thereafter	10,592
Store Clerk	1st year	9,135
	2nd year	9,322
	3rd year	9,529
	4th year	9,736
	5th year	9,944
	6th year	10,151
	7th year	10,359
	8th year & thereafter	10,592

Clerk	1st year	8,853
	2nd year	9,038
	3rd year	9,226
	4th year	9,410
	5th year	9,617
	6th year	9,825
	7th year	10,032
	8th year & thereafter	10,239
Receptionist/Telephonist	1st year	8,348
	2nd year	8,530
	3rd year	8,713
	4th year	8,895
	5th year	9,081
	6th year	9,270
	7th year	9,477
	8th year & thereafter	9,685
Driver Grade I	1st year	9,097
	2nd year	9,285
	3rd year	9,493
	4th year	9,700
	5th year	9,908
	6th year	10,115
	7th year	10,322
	8th year & thereafter	10,530

Driver Grade II	1st year	8,801
	2nd year	8,984
	3rd year	9,172
	4th year	9,358
	5th year	9,565
	6th year	9,773
	7th year	9,980
	8th year & thereafter	10,188
Driver Grade III	1st year	8,546
	2nd year	8,728
	3rd year	8,911
	4th year	9,097
	5th year	9,285
	6th year	9,493
	7th year	9,700
	8th year & thereafter	9,908
Scavenger	1st year	7,985
	2nd year	8,135
	3rd year	8,290
	4th year	8,473
	5th year	8,655
	6th year	8,838
	7th year	9,021
	8th year & thereafter	9,211

Lavatory Attendant	1st year	7,985
	2nd year	8,135
	3rd year	8,290
	4th year	8,473
	5th year	8,655
	6th year	8,838
	7th year	9,021
	8th year & thereafter	9,211
Helper	1st year	7,835
	2nd year	7,985
	3rd year	8,135
	4th year	8,290
	5th year	8,473
	6th year	8,655
	7th year	8,838
	8th year & thereafter	9,021
Cleaner	1st year	7,835
	2nd year	7,985
	3rd year	8,135
	4th year	8,290
	5th year	8,473
	6th year	8,655
	7th year	8,838
	8th year & thereafter	9,021

Vehicle Attendant	1st year	7,685
	2nd year	7,835
	3rd year	7,985
	4th year	8,135
	5th year	8,290
	6th year	8,473
	7th year	8,655
	8th year & thereafter	8,838

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

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

PART I – ADMINISTRATIVE STAFF

Category of employee	Year of service	Monthly basic wages (Rs)
Accounts Clerk, Customs Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1st year	9,404
	2nd year	9,667
	3rd year	9,876
	4th year	10,075
	5th year	10,301
	6th year	10,526
	7th year	10,762
	8th year & thereafter	11,068
Clerk	1st year	8,214
	2nd year	8,438
	3rd year	8,661
	4th year	8,861
	5th year	9,080
	6th year	9,356
	7th year	9,635
	8th year & thereafter	9,876

Word Processing Operator	1st year	7,941
	2nd year	8,145
	3rd year	8,369
	4th year	8,594
	5th year	8,796
	6th year	9,013
	7th year	9,292
	8th year & thereafter	9,571
Receptionist/Telephonist	1st year	7,809
	2nd year	7,996
	3rd year	8,184
	4th year	8,391
	5th year	8,610
	6th year	8,806
	7th year	9,001
	8th year & thereafter	9,259

PART II – NON-ADMINISTRATIVE STAFF

Category of employee	Year of service	Monthly basic wages (Rs)
Sales Demonstrator	1st year	8,455
	2nd year	8,661
	3rd year	8,845
	4th year	9,030
	5th year	9,286
	6th year	9,490
	7th year	9,748
	8th year & thereafter	9,941
Salesperson	1st year	8,184

	2nd year	8,391
	3rd year	8,610
	4th year	8,806
	5th year	9,001
	6th year	9,259
	7th year	9,469
	8th year & thereafter	9,731
Driver (Grade I)	1st year	9,097
	2nd year	9,319
	3rd year	9,490
	4th year	9,716
	5th year	9,876
	6th year	10,048
	7th year	10,220
	8th year & thereafter	10,392
Driver (Grade II)	1st year	8,801
	2nd year	8,942
	3rd year	9,085
	4th year	9,286
	5th year	9,447
	6th year	9,650
	7th year	9,812
	8th year & thereafter	9,963

Driver (Grade III)	1st year	8,542
	2nd year	8,688
	3rd year	8,828
	4th year	8,969
	5th year	9,113
	6th year	9,319
	7th year	9,474
	8th year & thereafter	9,672
Vehicle Assistant	1st year	8,046
	2nd year	8,189
	3rd year	8,352
	4th year	8,512
	5th year	8,672
	6th year	8,823
	7th year	8,974
	8th year & thereafter	9,186
Attendant	1st year	7,527
	2nd year	7,621
	3rd year	7,715
	4th year	7,809
	5th year	7,902
	6th year	8,007
	7th year	8,112
	8th year & thereafter	8,219

Watchman	1st year	7,682
	2nd year	7,737
	3rd year	7,793
	4th year	7,847
	5th year	7,914
	6th year	7,980
	7th year	8,046
	8th year & thereafter	8,112

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

PART I – WHOLESALE TRADE

Tanker Driver	1st year	9,876
	2nd year	10,048
	3rd year	10,220
	4th year	10,392
	5th year	10,590
	6th year	10,778
	7th year	11,030
	8th year & thereafter	11,218
Tanker Driver's Assistant	1st year	7,616
	2nd year	7,704
	3rd year	7,793
	4th year	7,880
	5th year	7,980
	6th year	8,079
	7th year	8,179
	8th year & thereafter	8,293

Cashier	1st year	8,489
	2nd year	8,699
	3rd year	8,898
	4th year	9,118
	5th year	9,393
	6th year	9,672
	7th year	9,924
	8th year & thereafter	10,166

PART II – RETAIL TRADE

Lubricator, Cleaner	1st year	7,527
	2nd year	7,621
	3rd year	7,715
	4th year	7,809
	5th year	7,902
	6th year	8,041
	7th year	8,151
	8th year & thereafter	8,277

Pump Attendant	1st year	7,621
	2nd year	7,715
	3rd year	7,809
	4th year	7,902
	5th year	8,007
	6th year	8,112
	7th year	8,219
	8th year & thereafter	8,345

Filling Station Assistant	1st year	7,809
	2nd year	7,902
	3rd year	8,007
	4th year	8,112
	5th year	8,219
	6th year	8,345
	7th year	8,473
	8th year & thereafter	8,587
Cashier	1st year	8,046
	2nd year	8,266
	3rd year	8,489
	4th year	8,699
	5th year	8,898
	6th year	9,118
	7th year	9,393
	8th year & thereafter	9,672

C. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN PHARMACEUTICAL TRADE

PART I – WHOLESALE TRADE

Cashier	1st year	8,489
	2nd year	8,699
	3rd year	8,898
	4th year	9,118
	5th year	9,393
	6th year	9,672
	7th year	9,924
	8th year & thereafter	10,166

PART II – RETAIL TRADE

Pharmacy Technician	1st year	9,404
	2nd year	9,667
	3rd year	9,876
	4th year	10,075
	5th year	10,301
	6th year	10,526
	7th year	10,762
	8th year & thereafter	11,068
Cashier	1st year	8,046
	2nd year	8,266
	3rd year	8,489
	4th year	8,699
	5th year	8,898
	6th year	9,118
	7th year	9,393
	8th year & thereafter	9,672
Shop Assistant	1st year	7,809
	2nd year	7,996
	3rd year	8,184
	4th year	8,391
	5th year	8,610
	6th year	8,806
	7th year	9,001
	8th year & thereafter	9,259

D. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN OTHER TRADES

PART I – SUPERMARKET

Checkout Operator	1st year	8,046
	2nd year	8,266
	3rd year	8,489
	4th year	8,699
	5th year	8,898
	6th year	9,118
	7th year	9,393
	8th year & thereafter	9,672
<i>Employé de rayon</i>	1st year	7,621
	2nd year	7,715
	3rd year	7,809
	4th year	7,902
	5th year	8,007
	6th year	8,112
	7th year	8,219
	8th year & thereafter	8,345
Meat/Fish Packer	1st year	7,809
	2nd year	7,919
	3rd year	8,029
	4th year	8,140
	5th year	8,266
	6th year	8,399
	7th year	8,542
	8th year & thereafter	8,672

Cold Room Attendant	1st year	8,363
	2nd year	8,507
	3rd year	8,640
	4th year	8,764
	5th year	8,888
	6th year	9,023
	7th year	9,219
	8th year & thereafter	9,356

PART II – WHOLESALE TRADE OR WHOLESALE AND RETAIL TRADE

Shop Assistant	1st year	7,809
	2nd year	7,996
	3rd year	8,184
	4th year	8,391
	5th year	8,610
	6th year	8,806
	7th year	9,001
	8th year & thereafter	9,259

Cashier	1st year	8,489
	2nd year	8,699
	3rd year	8,898
	4th year	9,118
	5th year	9,393
	6th year	9,672
	7th year	9,924
	8th year & thereafter	10,166

Cold Room Attendant	1st year	8,363
	2nd year	8,507
	3rd year	8,640
	4th year	8,764
	5th year	8,888
	6th year	9,023
	7th year	9,219
	8th year & thereafter	9,356
Pesticides Handler	1st year	8,363
	2nd year	8,507
	3rd year	8,640
	4th year	8,764
	5th year	8,888
	6th year	9,023
	7th year	9,219
	8th year & thereafter	9,356

PART III – RETAIL TRADE

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1st year	8,046
	2nd year	8,266
	3rd year	8,489
	4th year	8,699
	5th year	8,898
	6th year	9,118
	7th year	9,393
	8th year & thereafter	9,672

Shop Assistant	1st year	7,809
	2nd year	7,996
	3rd year	8,184
	4th year	8,391
	5th year	8,610
	6th year	8,806
	7th year	9,001
	8th year & thereafter	9,259
Cold Room Attendant	1st year	8,363
	2nd year	8,507
	3rd year	8,640
	4th year	8,764
	5th year	8,888
	6th year	9,023
	7th year	9,219
	8th year & thereafter	9,356

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Category of worker	Monthly basic wages (Rs)	Hourly basic rate (Rs cs)
Cook	5,891	28.32
Driver	7,943	38.19
Gardener	6,701	32.22
<i>Garde-malade</i>	6,824	21.87
Household Worker	5,684	27.33
Watchperson	7,250	23.24
Household Worker/Cook	6,278	30.18
Caretaker	6,701	32.22

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Electrical, Engineering and Mechanical Workshops (Remuneration) (Amendment) Regulations 2015.
2. In these regulations –

“principal regulations” means the Electrical, Engineering and Mechanical Workshops (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly wages (Rs)
Accounts Clerk Storekeeper	1st year	9,690
	2nd year	9,897
	3rd year	10,105
	4th year	10,312
	5th year	10,545
	6th year	10,779
	7th year & thereafter	11,012
Clerk	1st year	9,038
	2nd year	9,226
	3rd year	9,410
	4th year	9,617
	5th year	9,825
	6th year	10,032
	7th year & thereafter	10,239
Receptionist/Telephonist	1st year	8,530
	2nd year	8,713
	3rd year	8,895
	4th year	9,081
	5th year	9,270
	6th year	9,477
	7th year & thereafter	9,685

Category of worker	Year of service	Monthly wages (Rs)		
		Grade I (Rs)	Grade II (Rs)	Grade III (Rs)
Electrician, Motor mechanic (Superior Grade)	1st year	11,665		
	2nd year	11,873		
	3rd year & thereafter	12,080		
Automobile electrician, Blacksmith, Fitter, Motor mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet metal worker/Boiler maker, Turner, Welder	1st year	10,269	9,087	8,175
	2nd year	10,477	9,276	8,332
	3rd year	10,684	9,483	8,514
	4th year	10,892	9,691	8,697
	5th year	11,099	9,898	-
	6th year	11,306	10,106	-
	7th year & thereafter	11,514	-	-
Carpenter, Painter	Electrician, 1st year	10,269	9,087	-
	2nd year	10,477	9,276	-
	3rd year	10,684	9,483	-
	4th year	10,892	9,691	-
	5th year	11,099	9,898	-
	6th year	11,306	10,106	-
	7th year & thereafter	11,514	-	-
Upholsterer		10,269		
Tyreperson		9,665		
Tyreperson Assistant		8,502		
Watchperson		8,378		

Apprentice

1st year	6,828
2nd year	6,953
3rd year	7,078
4th year	7,023
5th year	7,328



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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 "13.86" and replacing it by the figure "15.48".
6. These regulations shall be deemed to have come into operation on 1 January 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of worker	Year of service	Monthly wages (Rs)
Chief clerk	1st year	7,905
	2nd year	8,110
	3rd year	8,301
	4th year	8,519
	5th year & thereafter	8,691
Accounts clerk, Cashier, Storekeeper	1st year	7,456
	2nd year	7,634
	3rd year	7,828
	4th year	7,972
	5th year	8,122
	6th year	8,290
	7th year & thereafter	8,451
Clerk Assistant storekeeper	1st year	6,285
	2nd year	6,573
	3rd year	6,835
	4th year	7,271
	5th year	7,534
	6th year	7,705
	7th year	7,862
	8th year	8,028
	9th year & thereafter	8,172

Foreman/Forewoman, Typist, Timekeeper	} 1st year	6,356
	} 2nd year	6,680
	3rd year	7,023
	4th year	7,237
	5th year & thereafter	7,382
Telephonist, Receptionist	1st year	6,356
	2nd year	6,680
	3rd year & thereafter	7,023
Mechanic, Electrician	1st year	6,285
	2nd year	6,573
	3rd year	6,835
	4th year	7,142
	5th year	7,271
	6th year	7,436
	7th year	7,534
	8th year	7,626
	9th year & thereafter	7,705
Driver Grade 1		7,638
Driver Grade 2		7,461
Driver Grade 3		7,307

PART II

Category of worker	Year of service	Weekly wages (Rs cs)
Watchman		1,323.15
Factory Worker	1st year	1,122.58
	Thereafter	1,147.04
Unskilled Worker	1st year	1,035.26
	Thereafter	1,097.25

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

PART I

Category of employee	Year of service	Monthly wages (Rs)
Chief clerk	1st year	10,123
	2nd year	10,348
	3rd year	10,585
	4th year	10,864
	5th year	11,078
	6th year	11,379
	7th year	11,626
	8th year & thereafter	11,883
Accounts Clerk, Cashier, Storekeeper	1st year	9,063
	2nd year	9,329
	3rd year	9,586
	4th year	9,801
	5th year	10,015
	6th year	10,241
	7th year	10,467
	8th year & thereafter	10,713
Clerk, Assistant Storekeeper	1st year	8,068
	2nd year	8,237
	3rd year	8,421
	4th year	8,650
	5th year	8,866
	6th year	9,118
	7th year	9,436

	8th year & thereafter	9,736
Word Processing Operator	1st year	7,770
	2nd year	7,947
	3rd year	8,123
	4th year	8,340
	5th year	8,558
	6th year	8,791
	7th year	9,018
	8th year & thereafter	9,307
Telephonist, Receptionist	1st year	7,539
	2nd year	7,715
	3rd year	7,892
	4th year	8,101
	5th year	8,317
	6th year	8,536
	7th year	8,769
	8th year & thereafter	8,942
Foreman, Forewoman	1st year	7,539
	2nd year	7,715
	3rd year	7,892
	4th year	8,101
	5th year	8,317
	6th year	8,536
	7th year	8,747
	8th year & thereafter	8,942

PART II

Category of employee	Year of service	Daily wages for an employee on a 5-day week	Daily wages for an employee on a 6-day week
		(Rs cs)	(Rs cs)
Factory Operator	1st year	318.97	265.81
	2nd year	322.99	269.16
	3rd year	326.81	272.34
	4th year	330.56	275.47
	5th year	334.86	279.05
	6th year	338.22	281.85
	7th year	341.44	284.53
	8th year & thereafter	344.78	287.32
Factory Attendant	1st year	300.79	250.66
	2nd year	304.88	254.07
	3rd year	308.90	257.42
	4th year	313.64	261.37
	5th year	317.60	264.67
	6th year	321.66	268.05
	7th year	325.51	271.26
	8th year & thereafter	329.29	274.41
Unskilled Worker	1st year	248.92	207.43
	2nd year	252.83	210.69
	3rd year	258.55	215.46
	4th year	262.43	218.69
	5th year & thereafter	266.11	221.76
Watchman			292.04

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Field-crop and Orchard Workers (Remuneration Order) (Amendment) Regulations 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

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)	8,301	319.27
Field labourer (Grade II)	6,992	268.92
<i>Surveillant</i>	9,090	349.62
Barns Operator	9,275	356.73
Grader	7,560	290.77
Watchperson	8,195	315.19

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Category of employee	PART I Year of service	Monthly basic wages (Rs)
Administrative staff		
Accounts Clerk, Cashier, Storekeeper	} 1st year	9,479
	2nd year	9,684
	3rd year	9,844
	4th year	10,005
	5th year	10,236
	6th year	10,456
	7th year	10,686
	8th year & thereafter	10,972
Clerk	1st year	8,963
	2nd year	9,186
	3rd year	9,339
	4th year	9,501
	5th year	9,780
	6th year	10,005
	7th year	10,230
	8th year & thereafter	10,445
Word Processing Operator	1st year	8,605
	2nd year	8,769
	3rd year	8,920
	4th year	9,085
	5th year	9,361
	6th year	9,640
	7th year	9,865
	8th year & thereafter	10,091

Receptionist/Telephonist	1st year	7,715
	2nd year	7,880
	3rd year	8,035
	4th year	8,189
	5th year	8,433
	6th year	8,672
	7th year	8,898
	8th year & thereafter	9,186

PART II

Category of employee	Year of service	Daily basic wages (Rs cs)
Cabinet Maker (Superior Grade)	1st year	370.76
	2nd year	373.22
	3rd year	375.30
	4th year	377.37
	5th year & thereafter	379.42

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	1st year	353.31	324.74	298.85
	2nd year	355.46	327.39	301.38
	3rd year	357.57	329.66	303.53
	4th year	359.66	331.85	305.66
	5th year & thereafter	361.70	333.93	307.77

Apprentice	1st year	224.92
	2nd year	233.92
	3rd year	242.81
	4th year	251.86
	5th year	261.81

Category	Year of Service	Monthly Basic Wage
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		Grade I (Rs)	Grade II (Rs)	Others (Rs)
Driver	1st year	9,007	8,758	8,496
	2nd year	9,063	8,813	8,553
	3rd year	9,118	8,866	8,610
	4th year	9,231	8,920	8,667
	5th year & thereafter	9,286	8,974	8,731
Lorry helper	1st year			7,770
	2nd year			7,836
	3rd year			7,892
	4th year & thereafter			7,947

**Daily Basic Wages
(Rs cs)**

Attendant	1st year	282.81
	2nd year	285.07
	3rd year	287.42
	4th year & thereafter	289.50
Watchman	1st year	295.46
	2nd year	297.58
	3rd year	299.74
	4th year & thereafter	302.26

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

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	1st year	8,786	-
	2nd year	8,937	-
	3rd year	9,090	-
	4th year	9,361	-
	5th year & thereafter	9,571	-
Farm Worker (Grade I)		8,301	319.27
Farm Worker (Grade II)		6,992	268.92
Watchperson		8,195	315.19

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

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> }	1st year	14,305
	2nd year	14,669
	3rd year	14,833
	4th year	15,219
	5th year	15,619
	6th year	16,034
	7th year	16,465
	8th year	16,911
	9th year	17,375
	10th year & thereafter	17,856
Reporter, Caricaturist, } Photographer, }	1st year	10,252
	2nd year	10,433
	3rd year	10,620
	4th year	10,869
	5th year	11,054
	6th year	11,311
	7th year	11,516
	8th year	11,729
	9th year	11,950
	10th year	12,175
	11th year	12,404
	12th year	12,640
	13th year	12,882
	14 th year	13,124
	15 th year & thereafter	13,369

Trainee Reporter	1st year	8,650
	2nd year	8,786

GROUP B

Category of employee	Year of service	Monthly salary (Rs)
Documentalist	1st year	11,041
	2nd year	11,310
	3rd year	11,529
	4th year	11,766
	5th year	12,005
	6th year	12,235
	7th year	12,481
	8th year	12,735
	9th year	13,002
	10th year & thereafter	13,260
Proof reader	1st year	8,650
	2nd year	8,791
	3rd year	8,924
	4th year	9,075
	5th year	9,287
	6th year	9,447
	7th year	9,647
	8th year	9,811
	9th year	9,977
	10th year & thereafter	10,138
Clerk/ Word Processing Operator	1st year	8,498
	2nd year	8,644
	3rd year	8,796
	4th year	8,941

	5th year	9,106
	6th year	9,330
	7th year	9,505
	8th year	9,731
	9th year	9,900
	10th year & thereafter	10,084
Assistant Documentalist	1st year	8,585
	2nd year	8,681
	3rd year	8,788
	4th year	8,884
	5th year	8,993
	6th year	9,098
	7th year	9,272
	8th year	9,377
	9th year	9,498
	10th year & thereafter	9,661
Receptionist/Telephonist	1st year	7,770
	2nd year	7,862
	3rd year	7,943
	4th year	8,038
	5th year	8,123
	6th year	8,217
	7th year	8,321
	8th year	8,416
	9th year	8,523
	10th year & thereafter	8,621
Advertisement Clerk, Accounts Clerk, Store Clerk, Cashier	1st year	8,916
	2nd year	9,069
	3rd year	9,282
	4th year	9,446
	5th year	9,649

	6th year	9,815
	7th year	9,984
	8th year & thereafter	10,148
Driver	1st year	8,319
	2nd year	8,472
	3rd year	8,618
	4th year	8,770
	5th year & thereafter	8,915

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART A

Category of worker	Year of service	Monthly salary (Rs)
Charge Nurse/Ward Sister		10,858
Medical Laboratory Technician	1st year	9,748
	2nd year	9,865
	3rd year	10,015
	4th year	10,182
	5th year & thereafter	10,370
Radiographer	1st year	9,748
	2nd year	9,865
	3rd year	10,015
	4th year	10,155
	5th year & thereafter	10,316
Nurse	1st year	8,634
	2nd year	8,764
	3rd year	8,871
	4th year	9,063
	5th year	9,247
	6th year	9,495
	7th year	9,748
	8th year	9,919
	9th year	10,128
	10th year & thereafter	10,316

Dispenser	1st year	7,685
	2nd year	7,835
	3rd year	7,963
	4th year	8,145
	5th year & thereafter	8,357
Assistant Nurse	1st year	7,212
	2nd year	7,390
	3rd year	7,540
	4th year	7,685
	5th year	7,835
	6th year	8,029
	7th year	8,208
	8th year	8,415
	9th year	8,634
	10th year & thereafter	8,818
Midwife	1st year	7,507
	2nd year	7,652
	3rd year	7,795
	4th year	7,933
	5th year	8,057
	6th year	8,237
	7th year	8,443
	8th year	8,661
	9th year	8,845
	10th year & thereafter	9,090
Nursing Aid	1st year	5,995
	2nd year	6,135
	3rd year	6,310
	4th year	6,809

5th year	7,212
6th year	7,466
7th year	7,685
8th year	7,897
9th year	8,085
10th year & thereafter	8,277

PART B

Category of worker	Year of service	Monthly salary (Rs)
Driver		7,685
Cook	1st year	7,212
	2nd year	7,390
	3rd year & thereafter	7,619
Receptionist	1st year	7,104
	2nd year	7,316
	3rd year & thereafter	7,466
Nursing Home Attendant, Lauderer	1st year	5,640
	2nd year	5,914
	3rd year	6,195
	4th year	6,388
	5th year & thereafter	6,625
Gardener		6,807
Kitchen Help	1st year	5,640
	2nd year	5,995
	3rd year & thereafter	6,467
Watchman		6,969
Handyman		8,208

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Office Attendants (Remuneration) (Amendment) Regulations 2015.
2. In these regulations –

“principal regulations” means the Office Attendants (Remuneration) Regulations 2013.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Head Office Attendant	1st year	11,225
	2nd year	11,458
	3rd year	11,717
	4th year	11,976
	5th year	12,236
	6th year	12,495
	7th year	12,754
	8th year	13,013
	9th year	13,273
	10th year & thereafter	13,532
Office Attendant	1st year	9,253
	2nd year	9,462
	3rd year	9,669
	4th year	9,876
	5th year	10,084
	6th year	10,291
	7th year	10,525
	8th year	10,758
	9th year	10,991
	10th year & thereafter	11,225

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of employee	Year of service	Monthly basic wages (Rs)
Teaching staff		
Teacher Supervisor		8,801
Teacher (Grade A)	1st year	7,621
	2nd year	7,720
	3rd year	7,836
	4th year	7,941
	5th year	8,062
	6th year	8,173
	7th year	8,311
	8th year	8,433
	9th year	8,571
	10th year & thereafter	8,694
Teacher (Grade B)	1st year	6,978
	2nd year	7,087
	3rd year	7,211
	4th year	7,311
	5th year & thereafter	7,412
Teacher (Grade C)	Less than 5 years	6,656
	5 to 10 years	6,978
	more than 10 years & thereafter	7,263
Non-teaching staff		
Cook		6,208
Gardener/Handyman		5,360

School Attendant	1st year	6,208
	2nd year	6,296
	3rd year	6,385
	4th year	6,479
	5th year & thereafter	6,581

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Printing Industry (Remuneration) (Amendment) Regulations 2015.
2. In these regulations –

“principal regulations” means the Printing Industry (Remuneration) Regulations 2014.
3. Regulation 3 of the principal regulations is amended, in paragraph (3), by deleting the words “Additional Remuneration (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of Service	Monthly Basic Wages (Rs)
Supervisor		17,535
Assistant Supervisor		16,840
Machine operator/ operator		16,570
Quality controller/ checker		15,637
Archivist		14,143
Layout artist	1st year	11,526
	2nd year	11,786
	3rd year	12,045
	4th year	12,304
	5th year	12,563
	6th year	12,823
	7th year	13,082
	8th year	13,341
	9th year	13,600
	10th year & thereafter	13,860
Proof reader	1st year	11,266
	2nd year	11,525
	3rd year	11,785
	4th year	12,044
	5th year	12,303
	6th year	12,562
	7th year	12,822
	8th year	13,081
	9th year	13,340
	10th year & thereafter	13,599

Cameraperson/platemaker, Photoengraver Photo-type setter Computer to plate operator	1st year	10,867
	2nd year	11,100
	3rd year	11,359
	4th year	11,619
	5th year	11,878
	6th year	12,137
	7th year	12,396
	8th year	12,656
	9th year	12,915
	10th year & thereafter	13,174
Assistant machine operator		12,100
Binder/cutter	1st year	9,480
	2nd year	9,688
	3rd year	9,895
	4th year	10,103
	5th year	10,336
	6th year	10,569
	7th year	10,802
	8th year	11,036
	9th year	11,295
	10th year & thereafter	11,554
Handyperson, Helper	1st year	8,400
	2nd year	8,575
	3rd year	8,750
	4th year	8,925
	5th year & thereafter	9,130
Apprentice	1st year	8,600
	2nd year	8,775
	3rd year	8,950
	4th year	9,156

Clerk Receptionist/ Telephonist Typist Secretary	1st year	9,780
	2nd year	9,987
	3rd year	10,221
	4th year	10,454
	5th year	10,687
	6th year	10,921
	7th year	11,154
	8th year	11,413
	9th year	11,673
	10th year & thereafter	11,932
Storekeeper	1st year	10,268
	2nd year	10,502
	3rd year	10,735
	4th year	10,968
	5th year	11,202
	6th year	11,461
	7th year	11,720
	8th year	11,979
	9th year	12,239
	10th year & thereafter	12,498
Store Attendant	1st Year	8,800
	2nd year	8,975
	3rd year	9,182
	4th year	9,389
	5th year & thereafter	9,596
Watchperson	1st year	8,305
	2nd year	8,480
	3rd year	8,655

4th year	8,830
5th year & thereafter	9,005
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THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Private Secondary School Employees (Remuneration Order) (Amendment) Regulations 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of employee	Monthly salary (Rs cs)
Principal	14,360.50
	Monthly salary scale (Rs cs)
Teachers, other than instructors	
Graduate	11,079 – 11,173 – 11,415 – 11,717.50 – 11,963 – 12,129 – 12,307 – 12,569.50 – 13,004 – 13,311 – 13,491 – 13,832 – 13,995
Non-Graduate (Grade I)	10,996 – 11,079 – 11,173 – 11,415 – 11,536.50 – 11,619.50 – 11,717.50 – 11,963 – 12,129 – 12,307 – 12,569.50 – 12,792 – 12,998.50
Non-Graduate (Grade II)	8,470.20 – 8,560.50 – 8,757.60 – 8,885.30 – 9,072.10 – 9,226.70 – 9,333.70 – 9,594 – 9,707.50 – 9,803.70 – 9,886.70 – 10,023.70 – 10,144.50 – 10,259 – 10,359.50
Non-Graduate (Grade III)	7,719.70 – 7,845 – 7,967.30 – 8,064.40 – 8,152.70 – 8,253.30 – 8,374 – 8,152.80 – 8,646.50 – 8,752.10 – 8,865.70 – 9,072.10 – 9,249.70
Non-Graduate (Grade IV)	7,270.90 – 7,425.60 – 7,481 – 7,593 – 7,663.60 – 7,712.10 – 7,805.90
Instructors	
Instructor (Grade I)	8,470.20 – 8,560.50 – 8,757.60 – 8,885.30 – 9,072.10 – 9,226.70 – 9,333.70 – 9,594 – 9,707.50 – 9,803.70 – 9,886.70 – 10,023.70 – 10,144.50 – 10,259 – 10,359.50

Instructor (Grade II)	7,719.70 – 7,845 – 7,967.30 – 8,064.40 – 8,152.70 – 8,253.30 – 8,374 – 8,512.80 – 8,646.50 – 8,752.10 – 8,865.70 – 9,072.10 – 9,249.70
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Category of employee	Monthly salary scale (Rs cs)
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Other employees

Clerk, Typist, Secretary, Usher or Librarian	} 7,056 – 7,237 – 7,341.10 – 7,455.50 – 7,533.10 – 7,617.60 – 7,690.60 – 7,725.10
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Category of employee	Monthly salary (Rs cs)
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Laboratory Attendant, Workshop Attendant	} 6,573
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Caretaker, Cleaner, Gardener	} (a) 3318.99 if required to be in attendance for not more than 3 hours daily
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	(b) 6135.70 if required to be in attendance for more than 3 hours daily
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THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Public Transport (Buses) Workers Remuneration (Amendment) Regulations 2015.
2. In these regulations –

“principal regulations” means the Public Transport (Buses) Workers Remuneration Regulations 2014.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
4. The First Schedule to the principal regulations is amended –
 - (a) in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

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

Column I Category of worker	Column II Year of service	Column III (Rs)	Column IV Column V Basic wages per month	
			In respect of service after 31 July 2015 (Rs)	In respect of service after 31 July 2016 (Rs)
Traffic supervisor	1st year	14,151	14,375	15,500
	2nd year	14,245	14,471	15,675
	3rd year	14,340	14,567	15,850
	4th year	14,434	14,663	16,025
	5th year	14,528	14,758	16,200
	6th year	14,622	14,854	16,375
	7th year	14,716	14,949	16,550
	8th year	14,841	15,076	16,725

	9th year	14,968	15,205	16,900
	10th year	-	-	17,075
Traffic officer	1st year	13,349	13,560	14,500
	2 nd year	13,436	13,648	14,675
	3 rd year	13,524	13,738	14,850
	4th year	13,612	13,827	15,025
	5th year	13,706	13,923	15,200
	6th year	13,800	14,018	15,375
	7th year	13,894	14,114	15,550
	8th year	-	-	15,725
	9th year	-	-	15,900
	10th year	-	-	16,075
Driver	1st year	13,185	13,393	13,837
	2nd year	13,242	13,451	14,012
	3rd year	13,298	13,508	14,187
	4th year	13,355	13,566	14,362
	5th year	13,412	13,624	14,537
	6th year	13,467	13,680	14,712
	7th year	13,524	13,738	14,887
	8th year	13,586	13,801	15,062
	9th year	13,649	13,865	15,237
	10th year	13,713	13,930	15,412
Conductor	1st year	12,633	12,832	13,258
	2nd year	12,689	12,889	13,433
	3rd year	12,746	12,947	13,608
	4th year	12,803	13,005	13,783
	5th year	12,859	13,062	13,958
	6th year	12,916	13,120	14,133
	7th year	12,972	13,177	14,308
	8th year	13,035	13,241	14,483

9th year	13,098	13,305	14,658
10th year	13,160	13,368	14,833

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

Column I	Column II	Column III	Column IV	Column V
Category of casual worker	Hours of work	(Rs)	In respect of service after 31 July 2015 (Rs)	In respect of service after 31 July 2016 (Rs)
Driver	For the first 4 hours on any normal working day	293.79	298.45	326.52
	For every subsequent hour not exceeding 4 hours	67.42	68.49	81.89
	For every subsequent hour as from the ninth hour	101.13	102.74	122.84
Conductor	For the first 4 hours on any normal working day	279.33	283.72	311.52
	For every subsequent hour not exceeding 4 hours	62.17	63.20	77.88
	For every subsequent hour as from the			

ninth hour 93.26 94.80 116.82

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

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

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

Column I	Column II	Column III	Column IV	Column V
		Basic wages per month		
Category of worker	Year of service	(Rs)	In respect of service after 31 July 2015 (Rs)	In respect of service after 31 July 2016 (Rs)
Accounts Clerk, Chief Cashier, Insurance Clerk	1st year	15,306	15,549	16,194
	2nd year	15,426	15,671	16,369
	3rd year	15,545	15,792	16,544
	4th year	15,663	15,912	16,719
	5th year	15,783	16,034	16,894
	6th year	15,909	16,162	17,069
	7th year	16,034	16,289	17,244
	8th year	16,159	16,416	17,419
	9th year	16,285	16,544	17,594
	10th year	16,429	16,691	17,769
Cashier, Storekeeper, Chief clerk	1st year	13,724	13,941	14,620
	2nd year	13,837	14,056	14,795
	3rd year	13,951	14,172	14,970
	4th year	14,064	14,287	15,145
	5th year	14,177	14,401	15,320
	6th year	14,290	14,516	15,495
	7th year	14,402	14,630	15,670

	8th year	14,515	14,745	15,845
	9th year	14,629	14,861	16,020
	10th year	14,748	14,982	16,195
Senior Clerk	1st year	12,651	12,850	13,700
	2nd year	12,746	12,947	13,875
	3rd year	12,840	13,042	14,050
	4th year	12,934	13,138	14,225
	5th year	13,029	13,234	14,400
	6th year	13,123	13,330	14,575
	7th year	13,216	13,425	14,750
	8th year	13,323	13,533	14,925
	9th year	13,430	13,642	15,100
	10th year	13,536	13,750	15,275
Junior Clerk, Typist	1st year	11,209	11,384	12,450
	2nd year	11,290	11,467	12,625
	3rd year	11,372	11,550	12,800
	4th year	11,453	11,632	12,975
	5th year	11,534	11,715	13,150
	6th year	11,623	11,805	13,325
	7th year	11,710	11,894	13,500
	8th year	11,798	11,983	13,675
	9th year	11,893	12,080	13,850
	10th year	11,987	12,175	14,025
Data Input Clerk	1st year	11,359	11,534	12,600
	2nd year	11,440	11,615	12,775
	3rd year	11,522	11,697	12,950
	4th year	11,603	11,778	13,125
	5th year	11,684	11,859	13,300
	6th year	11,773	11,948	13,475

	7th year	11,860	12,035	13,650
	8th year	11,948	12,123	13,825
	9th year	12,043	12,218	14,000
	10th year	12,137	12,312	14,175
Head Messenger	1st year	11,924	12,111	12,366
	2nd year	11,999	12,187	12,541
	3rd year	12,074	12,264	12,716
	4th year	12,150	12,341	12,891
	5th year	12,225	12,417	13,066
	6th year	12,301	12,494	13,241
	7th year	12,376	12,571	13,416
	8th year	12,451	12,647	13,591
	9th year	12,526	12,723	13,766
	10th year	12,601	12,799	13,941
Messenger	1st year	11,076	11,249	11,485
	2nd year	11,121	11,295	11,660
	3rd year	11,165	11,340	11,835
	4th year	11,209	11,384	12,010
	5th year	11,252	11,428	12,185
	6th year	11,303	11,480	12,360
	7th year	11,353	11,531	12,535
	8th year	11,404	11,583	12,710
	9th year	11,460	11,640	12,885
	10th year	11,517	11,698	13,060
Photocopy Machine Operator, Telephonist	1st year	11,209	11,384	11,622
	2nd year	11,290	11,467	11,797
	3rd year	11,372	11,550	11,972
	4th year	11,453	11,632	12,147
	5th year	11,534	11,715	12,322

	6th year	11,623	11,805	12,497
	7th year	11,710	11,894	12,672
	8th year	11,798	11,983	12,847
	9th year	11,893	12,080	13,022
	10th year	11,987	12,175	13,197
Watchperson	1st year	10,738	10,906	11,177
	2nd year	10,795	10,964	11,352
	3rd year	10,851	11,021	11,527
	4th year	10,907	11,078	11,702
	5th year	10,963	11,134	11,877
	6th year	11,020	11,192	12,052
	7th year	11,076	11,249	12,227
	8th year	-	-	12,402
	9th year	-	-	12,577
	10th year	-	-	12,752
Part-time Cashier		94.26 per hour	96.08 per hour	100.23 per hour

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 –

Column I	Column II	Column III	Column IV	Column V
Category of worker	Year of service	Basic wages per month		
		(Rs)	In respect of service after 31 July 2015 (Rs)	In respect of service after 31 July 2016 (Rs)
Workshop Supervisor	1st year	16,223	16,481	20,310
	2nd year	16,366	16,627	20,485
	3rd year	16,491	16,754	20,660
	4th year	16,617	16,882	20,835
	5th year	16,743	17,010	21,010
	6th year	-	-	21,185
	7th year	-	-	21,360
	8th year	-	-	21,535
	9th year	-	-	21,710
	10th year	-	-	21,885
Chief Mechanic	1st year	15,092	15,332	18,560
	2nd year	15,193	15,434	18,735
	3rd year	15,293	15,536	18,910
	4th year	15,394	15,639	19,085
	5th year	15,495	15,741	19,260
	6th year	-	-	19,435
	7th year	-	-	19,610
	8th year	-	-	19,785
	9th year	-	-	19,960
	10th year	-	-	20,135

Mechanic Electrician (Superior Grade)	}	1st year	14,095	14,318	16,810
		2nd year	14,214	14,439	16,985
		3rd year	14,333	14,560	17,160
		4th year	14,454	14,683	17,335
		5th year	14,572	14,803	17,510
		6th year	-	-	17,685
		7th year	-	-	17,860
		8th year	-	-	18,035
		9th year	-	-	18,210
		10th year	-	-	18,385

Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade I)	}	1st year	13,254	13,463	15,060
		2nd year	13,355	13,566	15,235
		3rd year	13,456	13,669	15,410
		4th year	13,556	13,770	15,585
		5th year	13,656	13,872	15,760
		6th year	13,756	13,973	15,935
		7th year	13,857	14,076	16,110
		8th year	-	-	16,285
		9th year	-	-	16,460
		10th year	-	-	16,635

Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder(Grade II)	}	1st year	12,281	12,474	13,135
		2nd year	12,394	12,589	13,310
		3rd year	12,507	12,704	13,485
		4th year	12,689	12,889	13,660
		5th year	12,809	13,011	13,835
		6th year	12,928	13,132	14,010
		7th year	-	-	14,185
		8th year	-	-	14,360

	9th year	-	-	14,535
	10th year	-	-	14,710
Mechanic Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1st year	11,572	11,753	11,753
	2nd year	11,673	11,856	11,856
	3rd year	11,774	11,959	11,959
	4th year	11,874	12,060	12,060
	5th year	11,981	12,169	12,169
	6th year	-	-	12,260
	7th year	-	-	12,435
	8th year	-	-	12,610
	9th year	-	-	12,785
	10th year	-	-	12,960
Upholsterer	1st year	12,281	12,474	12,838
	2nd year	12,394	12,589	13,013
	3rd year	12,507	12,704	13,188
	4th year	12,689	12,889	13,363
	5th year	12,809	13,011	13,538
	6th year	12,928	13,132	13,713
	7th year	13,046	13,252	13,888
	8th year	-	-	14,063
	9th year	-	-	14,238
	10th year	-	-	14,413
Lubricator	1st year	11,698	11,882	12,132
	2nd year	11,748	11,932	12,307
	3rd year	11,798	11,983	12,482
	4th year	11,848	12,034	12,657
	5th year	11,905	12,092	12,832
	6th year	11,961	12,149	13,007
	7th year	12,018	12,207	13,182

	8th year	12,074	12,264	13,357
	9th year	12,131	12,322	13,532
	10th year	12,187	12,379	13,707
Helper	1st year	10,952	11,123	11,355
	2nd year	11,001	11,173	11,530
	3rd year	11,052	11,225	11,705
	4th year	11,102	11,276	11,880
	5th year	11,153	11,328	12,055
	6th year	11,203	11,378	12,230
	7th year	11,252	11,428	12,405
	8th year	-	-	12,580
	9th year	-	-	12,755
	10th year	-	-	12,930
Tyreperson (Supervisor)	1st year	12,281	12,474	14,855
	2nd year	12,401	12,596	15,030
	3rd year	12,521	12,718	15,205
	4th year	12,708	12,908	15,380
	5th year	12,833	13,035	15,555
	6th year	-	-	15,730
	7th year	-	-	15,905
	8th year	-	-	16,080
	9th year	-	-	16,255
	10th year	-	-	16,430
Tyreperson (Grade I)	1st year	11,692	11,875	13,105
	2nd year	11,774	11,959	13,280
	3rd year	11,854	12,040	13,455
	4th year	11,936	12,123	13,630
	5th year	12,018	12,207	13,805

	6th year	12,105	12,295	13,980
	7th year	-	-	14,155
	8th year	-	-	14,330
	9th year	-	-	14,505
	10th year	-	-	14,680
Tyreperson (Grade II)	1st year	10,952	11,123	11,355
	2nd year	11,009	11,181	11,530
	3rd year	11,064	11,237	11,705
	4th year	11,121	11,295	11,880
	5th year	11,177	11,352	12,055
	6th year	11,240	11,416	12,230
	7th year	11,303	11,480	12,405
	8th year	-	-	12,580
	9th year	-	-	12,755
	10th year	-	-	12,930
Apprentice	1st year	8,500	8,630	9,093
	2nd year	8,927	9,065	9,218
	3rd year	9,359	9,504	9,504
	4th year	9,825	9,978	9,978
	5th year	10,274	10,434	10,434
Cleaner/ Sweeper	1st year	10,744	10,912	11,184
	2nd year	10,795	10,964	11,359
	3rd year	10,845	11,014	11,534
	4th year	10,895	11,065	11,709
	5th year	10,945	11,116	11,884
	6th year	10,995	11,167	12,059
	7th year	11,046	11,219	12,234
	8th year	11,102	11,276	12,409
	9th year	11,159	11,334	12,584
	10th year	-	-	12,759

Chief cleaner	1st year	11,572	11,753	11,890
	2nd year	11,623	11,805	12,065
	3rd year	11,673	11,856	12,240
	4th year	11,724	11,908	12,415
	5th year	11,774	11,959	12,590
	6th year	11,830	12,016	12,765
	7th year	11,887	12,074	12,940
	8th year	-	-	13,115
	9th year	-	-	13,290
	10th year	-	-	13,465
Fuel attendant (full-time)	1st year	11,353	11,531	11,819
	2nd year	11,396	11,575	11,994
	3rd year	11,441	11,620	12,169
	4th year	11,491	11,671	12,344
	5th year	11,540	11,721	12,519
	6th year	11,591	11,773	12,694
	7th year	11,647	11,830	12,869
	8th year	-	-	13,044
	9th year	-	-	13,219
	10th year	-	-	13,394
Ticket Issuing Machine Repairer	1st year	12,401	12,596	12,963
	2nd year	12,515	12,712	13,138
	3rd year	12,689	12,889	13,313
	4th year	12,803	13,005	13,488
	5th year	12,916	13,120	13,663
	6th year	13,035	13,241	13,838
	7th year	-	-	14,013
	8th year	-	-	14,188

	9th year	-	-	14,363
	10th year	-	-	14,538
Gatekeeper	1st year	11,209	11,384	11,668
	2nd year	11,260	11,436	11,843
	3rd year	11,309	11,486	12,018
	4th year	11,366	11,544	12,193
	5th year	11,422	11,601	12,368
	6th year	11,479	11,659	12,543
	7th year	11,534	11,715	12,718
	8th year	-	-	12,893
	9th year	-	-	13,068
	10th year	-	-	13,243
Watchperson	1st year	10,738	10,906	11,177
	2nd year	10,795	10,964	11,352
	3rd year	10,851	11,021	11,527
	4th year	10,908	11,078	11,702
	5th year	10,963	11,134	11,877
	6th year	11,020	11,192	12,052
	7th year	11,076	11,249	12,227
	8th year	-	-	12,402
	9th year	-	-	12,577
	10th year	-	-	12,752

7. These regulations shall be deemed to have come into operation on 1 January 2015.

Made by the Minister on 2015.

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Tanker Driver	1st year	9,876
	2nd year	10,064
	3rd year	10,252
	4th year	10,440
	5th year	10,654
	6th year	10,869
	7th year	11,084
	8th year & thereafter	11,298
Tanker Driver's Assistant	1st year	7,616
	2nd year	7,753
	3rd year	7,892
	4th year	8,029
	5th year	8,168
	6th year	8,311
	7th year	8,484
	8th year & thereafter	8,655
Driver (Grade I)	1st year	9,097
	2nd year	9,292
	3rd year	9,479
	4th year	9,667
	5th year	9,855
	6th year	10,042
	7th year	10,230
	8th year & thereafter	10,418

Driver (Grade II)	1st year	8,801
	2nd year	8,963
	3rd year	9,131
	4th year	9,297
	5th year	9,458
	6th year	9,645
	7th year	9,833
	8th year & thereafter	10,022
Driver (Grade III)	1st year	8,542
	2nd year	8,709
	3rd year	8,871
	4th year	9,035
	5th year	9,202
	6th year	9,366
	7th year	9,554
	8th year & thereafter	9,742
Vehicle Assistant	1st year	8,046
	2nd year	8,184
	3rd year	8,328
	4th year	8,502
	5th year	8,672
	6th year	8,834
	7th year	8,995
	8th year & thereafter	9,164

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Daily wages (Rs cs)
Male worker	271.93
Female worker	230.47
Foreman	316.58
<i>Alimentateur</i>	292.31
Mason	310.54
Watchman	271.93
Factory Operator	292.31

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Sugar Industry (Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2015.

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 5,402.84 rupees per month or 201.80 rupees per day during crop (6-day week) or 245.58 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 6,605.00 rupees per month or 254.04 rupees per day during crop (6-day week) and 300.23 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 (2015) Act 2014.

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

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

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

5. Rates of pay for cutting and/or loading

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

(Rs cs)

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

and loading –	
(i) in trailers drawn by Scammell type wheel tractors	326.14
(ii) in lorries	305.76
(iii) in tramway wagons and baskets	285.43
(iv) in low trailers drawn by Ferguson type wheel tractors	285.43
(b) cutting and carrying canes over a distance not exceeding 15 <i>gaullettes</i> and stacking at not more than 3 <i>gaullettes</i> from the point of loading	250.60
(c) cutting canes	163.12
(d) loading canes in Scammell type trailers –	
(i) if carried over a distance not exceeding 3 <i>gaullettes</i>	150.80
(ii) if carried over a distance exceeding 3 <i>gaullettes</i> but not exceeding 15 <i>gaullettes</i>	183.65
(e) loading canes in trailers other than of the Scammell type –	
(i) if carried over a distance not exceeding 3 <i>gaullettes</i>	134.63
(ii) if carried over a distance exceeding 3 <i>gaullettes</i> but not exceeding 15 <i>gaullettes</i>	163.12
(f) loading canes in lorries –	
(i) if carried over a distance not exceeding 3 <i>gaullettes</i>	146.46
(ii) if carried over a distance exceeding 3 <i>gaullettes</i> but not exceeding 15 <i>gaullettes</i>	176.51

- | | | |
|-----|--|--------|
| (g) | cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading | 171.24 |
| (h) | cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kilogrammes or thereabout for mechanical loading | 171.24 |
| (i) | cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kilogrammes or thereabout for mechanical loading | 179.25 |

(2) Where a worker is required to dig ruts and remove straw for stacking cut canes for mechanical side loading, he shall be paid an allowance of not less than 8.26 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 34.15 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 2.70 rupees per tonne for every additional *gaulette* or fraction of a *gaulette*, and such increased rates shall be paid for, on the total amount of canes cut/or loaded by the worker in the field.

(e) Where a worker has, during cutting, to move straw from one interline to another, he shall be paid an additional allowance of 23.74 rupees per tonne of canes cut.

(f) (i) Where the yield of canes is less than 20 tonnes per *arpent*, the relevant rates for cutting and loading shall be

increased by not less than 28.11 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 14.02 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 38.02 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 18.19 rupees per tonne.

(g) (i) Where, at the point of loading, there is a difference in level, other than a slope, of more than 2 feet, an additional allowance of 13.15 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 24.99 rupees per tonne shall be paid.

(i) Where, in any week, a worker –

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

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

(j) Where a worker is required to carry canes for loading across the lines *saute muraille*, also known as *barfé*, he shall be paid an allowance of 10.02 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 4,750 and 5,823	
6% do	not more than	6,465
7% do	do	7,126
8% do	do	7,669
9% do	do	8,029
10% do	do	8,715
11% do	do	9,153
12% do	do	9,915
13% do	do	10,413
14% do	do	11,099
15% do	more than	11,099

7. These regulations shall be deemed to have come into operation on 1 January 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 5]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages		
	Monthly	Daily	
			Intercrop (5-day week)
	(Rs cs)	(Rs cs)	(Rs cs)
Field Worker (other than special category) –			
(a) Male	8,757.71	398.08	336.84
(b) Female	7,213.13	327.87	277.43
(c) Young Person	6,808.77	309.49	261.88
Field Worker (special category) –			
(a) male	7,024.07	319.28	270.16
(b) female	6,105.53	277.52	234.83
(c) young person	5,732.21	260.56	220.47
Night Soil Worker	8,748.64	397.67	336.49
Watchman			
(a) Chief Watchman	9,381.21	426.42	360.82
(b) Watchman (Grade 1)	9,038.92	410.86	347.65
(c) Watchman (Grade 2)	8,757.71	398.08	336.84
Hospital Servant	9,100.08	413.64	350.00
Gardener	9,100.08	413.64	350.00
Overseer (Grade 1)	10,726.66	487.48	412.49
Overseer (Grade 2)	9,381.21	426.42	360.82
Platelayer	9,381.21	426.42	360.82
<i>Marqueur</i>	9,888.51	449.48	380.33

Loco-stoker	9,100.08	413.64	350.00
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THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Sugar Industry (Non-Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 “279.42 rupees for a normal day’s work during crop and 330.22 rupees during intercrop” and replacing them by the words “336.84 rupees for a normal day’s work during crop and 398.08 rupees during intercrop”.
6. These regulations shall be deemed to have come into operation on 1 January 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Monthly wages			
	Chief (Rs cs)	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
Motor Mechanic (Heavy Mechanical Unit) }	12,193.82	11,168.68	10,735.07	10,303.11
Motor Mechanic (automobile), Pan Boiler, Electrician }	11,926.82	10,950.69	10,507.38	9,971.83
Blacksmith, Coppersmith, Fitter, Moulder, Pattern Maker, Plumber and Pipefitter, Sheet Metal Worker, Boiler Maker, Turner, Welder }	11,055.89	10,950.69	10,507.38	9,971.83
Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory Attendant }	10,950.69	10,733.73	9,809.53	9,595.51
Driver (Heavy Mechanical Unit), Loading and Harvesting Machine Operator }	—	10,300.42	9,701.66	9,439.65
Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) }	—	9,936.90	9,701.66	9,439.65

Factory Operator	Chief (Rs cs)	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
1 st year	–	9,255.24	9,063.79	8,774.85
2 nd year	–	9,303.91	9,094.69	8,838.02
3 rd year	–	9,330.13	9,109.15	8,934.44
4 th year	–	9,360.37	9,125.94	8,951.58
5 th year	–	9,389.28	9,147.44	8,978.79
6 th year & thereafter	–	9,439.65	9,250.55	9,040.27

	Chief	Others
Evaporator Attendant, Boiler Attendant, Hotwater Treatment Plant Attendant	9,439.65	9,063.79
Sugar Refiner, <i>Peseur de jus</i> , Striker	–	9,063.79
Office Messenger, Store Attendant	9,063.79	8,757.71
Telephone operator, Sampler, Bagger and Stoker (<i>cendrier</i> working under grate or in furnace for boilers)	–	8,838.02
Clarifier Worker, Filter Press Worker, Irrigation Pipe Adjuster, Bus Attendant, Locomotive attendant, Lorry Loader, Lorry attendant, Tractor Attendant, Tyre Repairer, Lime Control Worker and all other non-agricultural workers	–	8,757.71

Category of worker	Monthly wages (Rs cs)
Irrigation Pump operator	
1st year	9,255.24
2nd year	9,303.91
3rd year	9,330.13
4th year	9,360.37
5th year	9,389.28
6th year & thereafter	9,439.65
Coachsmith, Coachpainter	10,733.73
Weighbridge Attendant	8,757.71
Chief Boiler Attendant operating a water tube boiler without spreader stoker }	9,663.73
Chief Boiler Attendant operating a water tube boiler with spreader stoker and automatic controls }	9,943.63

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 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

**SCHEDULE
[Regulation 4]**

**FIRST SCHEDULE
[Regulation 3]**

Category of worker	Monthly basic wages (Rs)
Tailor (Superior Grade)	8,779
Tailor (Grade I)	8,156
Tailor (Grade II)	7,781
Tailor (Grade III)	7,458
Learner	
1st year	4,698
2nd year	5,044
3rd year	5,421
4th year	5,874
5th year	6,224

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 2015.

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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.

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 “19.66” and replacing it by the figure “21.31”; and

(ii) in subparagraph (b), by deleting the figure “18.74” and replacing it by the figure “20.39”;

(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	7.75
(b) over 30 kgs and up to 40 kgs	8.56
(c) over 40 kgs	8.73

6. These regulations shall be deemed to have come into operation on 1 January 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
GROUP A		
Field Labourer (Male)	7,507	288.73
Field Labourer (Female)	6,361	244.65
Young Person	5,937	228.35
Watchman (Grade 2)	7,422	285.46
Sirdar or Gangman	8,168	314.15
GROUP B		
Factory Worker (Male)	7,507	288.73
Factory Worker (Female)	6,361	244.65
Gardener	7,507	288.73
Factory Supervisor	9,080	349.23
Messenger	7,527	289.50
Store Attendant	7,910	304.23
Laboratory Attendant (Grade 1)	7,910	304.23
Laboratory Attendant (Grade 2)	7,675	295.19
Sirdar or Gangman	8,168	314.15
Assistant Sirdar or Gangman	7,762	298.54

Category of worker	Wages		
	Monthly (Rs)	Daily (Rs cs)	
Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter	(Grade 1)	8,790	338.08
	(Grade 2)	8,479	326.12
	(Grade 3)	7,980	306.92
Carpenter & Stone Mason	(Grade 1)	7,998	307.62
	(Grade 2)	7,789	299.58
	(Grade 3)	7,595	292.12
Factory Operator		7,910	304.23
Weigher	(Grade 1)	8,520	327.69
	(Grade 2)	7,956	306.00
Leaf Checker		7,902	303.92
Watchman	(Grade 1)	7,757	298.35
	(Grade 2)	7,422	285.46
Driver	(Grade 1)	8,040	309.23
	(Grade 2)	7,842	301.62
Lorry Attendant/Lorry Helper		7,507	288.73
Factory Attendant		7,446	286.38
Boiler & Turbine Operator		8,893	342.04

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Travel Agents and Tour Operators Workers Remuneration (Amendment) Regulations 2015.
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 (2014) Act 2013” and replacing them by the words “Additional Remuneration (2015) Act 2014”.
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 2015.

Made by the Minister on 9 April 2015.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Senior accounts clerk	1st year	11,288
	2nd year	11,502
	3rd year	11,717
	4th year & thereafter	11,942
Accounts clerk	1st year	10,015
	2nd year	10,177
	3rd year	10,338
	4th year & thereafter	10,499
Administrative clerk, Planning Clerk, Reservation & Ticketing Officer and Cashier	1st year	9,640
	2nd year	9,801
	3rd year	9,963
	4th year & thereafter	10,123
Planning Officer	1st year	11,288
	2nd year	11,502
	3rd year	11,717
	4th year & thereafter	11,942
Trainee		6,755
Word Processing Operator	1st year	8,813
	2nd year	8,947
	3rd year	9,085
	4th year & thereafter	9,280

Receptionist/Telephonist	1st year	8,421
	2nd year	8,536
	3rd year	8,704
	4th year & thereafter	8,866
Hotel representative	1st year	10,015
	2nd year	10,203
	3rd year	10,392
	4th year & thereafter	10,580
Airport representative	1st year	9,479
	2nd year	9,694
	3rd year	9,855
	4th year & thereafter	10,015
Driver	1st year	9,197
	2nd year	9,307
	3rd year	9,415
	4th year & thereafter	9,586
Guide	1st year	9,479
	2nd year	9,694
	3rd year	9,855
	4th year & thereafter	10,015
Travel consultant	1st year	11,288
	2nd year	11,502
	3rd year	11,717
	4th year & thereafter	11,942
Luggage handler	1st year	8,237
	2nd year	8,335
	3rd year	8,421
	4th year & thereafter	8,507

Vehicle attendant	1st year	7,793
	2nd year	7,902
	3rd year	8,013
	4th year & thereafter	8,123
Cleaner	1st year	7,793
	2nd year	7,902
	3rd year	8,013
	4th year & thereafter	8,123
Security officer	1st year	8,478
	2nd year	8,594
	3rd year	8,704
	4th year & thereafter	8,813
Watchperson		8,123
