

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

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

Category of employee	Year of service	Monthly basic wages (Rs)
Clerk	1 st year	8,191
	2 nd year	8,347
	3 rd year	8,508
	4 th year	8,670
	5 th year	8,825
	6 th year	9,033
	7 th year	9,240
	8 th year	9,448
	9 th year	9,655
	10 th year	9,862
	11 th year	10,122
	12 th year	10,381
	13 th year	10,640
	14 th year	10,899
	15 th year	11,210
	16 th year	11,522
	17 th year	11,833
	18 th year	12,144
	19 th year	12,481
	20 th year & thereafter	12,844
Secretary	1 st year	8,191
	2 nd year	8,347
	3 rd year	8,508

4 th year	8,670
5 th year	8,825
6 th year	9,033
7 th year	9,240
8 th year	9,448
9 th year	9,655
10 th year	9,862
11 th year	10,122
12 th year	10,381
13 th year	10,640
14 th year	10,899
15 th year & thereafter	11,210

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

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	456.67
Handyperson	319.61
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	440.17
Handyperson	308.32
Extra remuneration for work performed at night: (basic daily wages + overtime) x 20%	

(3) Mechanised bakery

Category of employee	Daily basic wages First 13 bags of flour (Rs cs)
Coupeur	394.50
Brigadier	338.02
Mixer	338.02
Unskilled employee	277.75
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	285.77
Assistant Oven Operator	281.38
Mixer	297.54
Assistant Mixer	281.38
Machine Operator	297.54
Assistant Machine Operator or Biscuit Stamping Machine Operator }	281.38
Unskilled employee	276.58

3. PASTRY BAKERY

Category of employee	Daily basic wages (Rs cs)
Oven Operator	297.54
Assistant Oven Operator	285.77
Mixer	323.27
Assistant Mixer	297.54
Unskilled employee	276.58

4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

Category of employee	Year of service	Monthly basic wages (Rs)
(1) Clerk	1 st year	8,363
	2 nd year	8,586
	3 rd year	8,739
	4 th year	8,901

		5 th year	9,180
		6 th year	9,405
		7 th year	9,630
		8 th year & thereafter	9,845
(2)	Driver	1 st year	8,407
		2 nd year	8,463
		3 rd year	8,518
		4 th year	8,631
		5 th year & thereafter	8,686
(3)	Salesperson	1 st year	7,775
		2 nd year	7,833
		3 rd year	7,902
		4 th year	7,958
		5 th year & thereafter	8,016
			Daily basic wages (Rs cs)
(4)	Handpacker		241.39

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of employee	Year of service	Monthly basic wages (Rs)
Administrative staff		
Accounts Clerk, Store and Tool keeper, Timekeeper }	1 st year	10,865
	2 nd year	11,063
	3 rd year	11,262
	4 th year	11,460
	5 th year	11,659
	6 th year	11,858
	7 th year	12,056
	8 th year & thereafter	12,255
Clerk	1 st year	9,797
	2 nd year	10,039
	3 rd year	10,333
	4 th year	10,575
	5 th year	10,816
	6 th year	11,058
	7 th year	11,300
	8 th year & thereafter	11,546
Weighbridge Clerk	1 st year	9,486
	2 nd year	9,721
	3 rd year	9,958
	4 th year	10,194

	5 th year	10,489
	6 th year	10,730
	7 th year	10,972
	8 th year & thereafter	11,224
Word Processing Operator	1 st year	9,368
	2 nd year	9,609
	3 rd year	9,851
	4 th year	10,092
	5 th year	10,392
	6 th year	10,639
	7 th year	10,886
	8 th year & thereafter	11,133
Receptionist/Telephonist	1 st year	8,288
	2 nd year	8,524
	3 rd year	8,815
	4 th year	9,045
	5 th year	9,276
	6 th year	9,513
	7 th year	9,748
	8 th year & thereafter	9,985
Learner –		
(a) first 3 months		7,953
(b) next 3months		10,688

PART II

Category of employee	Year of service	Monthly basic wages (Rs)
Non-administrative staff		
Chief Supervisor		14,296

Supervisor	1 st year	12,126
	2 nd year	12,373
	3 rd year	12,620
	4 th year	12,867
	5 th year	13,113
	6 th year	13,360
	7 th year	13,628
	8 th year & thereafter	13,880

Category of employee	Year of service	Daily basic wages (Rs cs)
Leading hand	1 st year	447.03
	2 nd year	451.09
	3 rd year	455.11
	4 th year	459.12
	5 th year & thereafter	463.15
Plant Operator	1 st year	420.22
	2 nd year	426.64
	3 rd year	433.10
	4 th year	439.53
	5 th year & thereafter	445.95
Multiskilled employee	1 st year	406.26
	2 nd year	414.34
	3 rd year	422.34
	4 th year	430.41
	5 th year & thereafter	438.45

Skilled employees	Superior Grade	Grade I	Grade II
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		(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	1 st year	433.10	420.22	397.68
	2 nd year	439.53	422.92	401.17
	3 rd year	445.95	425.57	404.64
	4 th year	452.41	428.26	408.13
	5 th year & thereafter	458.83	430.95	411.60

		Grade I (Rs cs)	Grade II (Rs cs)
Driver	1 st year	420.22	397.68
	2 nd year	422.92	401.17
	3 rd year	425.57	404.64
	4 th year	428.26	408.13
	5 th year & thereafter	430.95	411.60

Category of employee

Category of employee	Daily basic wages (Rs cs)
Stonemason	447.03
Cabinet Maker	447.03
Blockmaker	411.60
Stone Driller	411.60
Stone Breaker	411.60
Stone Splitter	411.60
Stone employee	411.60
Tyreperson	411.60
Unskilled employee	366.65
Watchperson	404.64

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Catering and Tourism Industries (Remuneration Order) (Amendment) Regulations 2014.
2. In these regulations –

“principal regulations” means the Catering and Tourism Industries (Remuneration Order) Regulations 2004.
3. Regulation 5 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 5]

Category of employee	Year of service	Monthly basic wages (Rs)
Head cook, Head Pastry Cook		10,071
Assistant Head Cook, Assistant Head Pastry Cook }	1 st year	9,577
	2 nd year	9,684
	3 rd year	9,792
	4 th year & thereafter	9,899
Cook, Pastry Cook	1 st year	9,148
	2 nd year	9,255
	3 rd year	9,363
	4 th year & thereafter	9,469
Assistant Cook, Assistant Pastry Cook }	1 st year	7,936
	2 nd year	8,050
	3 rd year	8,158
	4 th year & thereafter	8,266
Fast Food Operative	1 st year	7,821
	2 nd year	7,936
	3 rd year	8,050
	4 th year & thereafter	8,158
Head Waiter	1 st year	8,815
	2 nd year	8,986

	3 rd year	9,148
	4 th year & thereafter	9,309
Assistant Head Waiter	1 st year	7,763
	2 nd year	7,878
	3 rd year	7,994
	4 th year & thereafter	8,104
Waiter, Beach Waiter, Loader, Tea Maker	1 st year	7,358
	2 nd year	7,468
	3 rd year	7,579
	4 th year & thereafter	7,706
Head bartender		10,071
Bartender	1 st year	8,815
	2 nd year	8,986
	3 rd year	9,148
	4 th year & thereafter	9,309
Assistant Bartender	1 st year	7,358
	2 nd year	7,468
	3 rd year	7,579
	4 th year & thereafter	7,706
Restaurant Supervisor	...	10,876
Assistant Restaurant Supervisor	1 st year	10,071
	2 nd year	10,285
	3 rd year	10,446
	4 th year & thereafter	10,607

Kitchen Cost Controller	1 st year	8,104
	2 nd year	8,213
	3 rd year	8,320
	4 th year & thereafter	8,430
Cashier	1 st year	9,148
	2 nd year	9,255
	3 rd year	9,363
	4 th year & thereafter	9,469
<i>Cafetier</i>	1 st year	7,936
	2 nd year	8,050
	3 rd year	8,158
	4 th year & thereafter	8,266
Assistant <i>Cafetier</i>	1 st year	7,193
	2 nd year	7,302
	3 rd year	7,413
	4 th year & thereafter	7,523
Storekeeper	1 st year	9,415
	2 nd year	9,577
	3 rd year	9,738
	4 th year & thereafter	9,899
Assistant Storekeeper	1 st year	8,213
	2 nd year	8,320
	3 rd year	8,485
	4 th year & thereafter	8,707

Store Attendant	1 st year	7,994
	2 nd year	8,104
	3 rd year	8,213
	4 th year & thereafter	8,320
<i>Caviste</i>	1 st year	8,213
	2 nd year	8,320
	3 rd year	8,430
	4 th year & thereafter	8,597
Receptionist	1 st year	9,415
	2 nd year	9,523
	3 rd year	9,630
	4 th year & thereafter	9,738
Assistant receptionist	1 st year	8,597
	2 nd year	8,707
	3 rd year	8,815
	4 th year & thereafter	8,986
Senior Accounts Clerk	1 st year	10,688
	2 nd year	10,902
	3 rd year	11,117
	4 th year & thereafter	11,342
Accounts Clerk	1 st year	9,415
	2 nd year	9,577
	3 rd year	9,738
	4 th year	9,899
	5 th year	10,071

	6 th year	10,285
	7 th year & thereafter	10,446
Personnel Clerk, Room Service Clerk	1 st year	9,040
	2 nd year	9,201
	3 rd year	9,363
	4 th year & thereafter	9,523
Telephonist	1 st year	7,821
	2 nd year	7,936
	3 rd year	8,104
	4 th year & thereafter	8,266
Porter-operator	1 st year	7,637
	2 nd year	7,735
	3 rd year	7,821
	4 th year & thereafter	7,907
Housekeeper	1 st year	9,953
	2 nd year	10,124
	3 rd year	10,338
	4 th year & thereafter	10,500
Assistant Housekeeper	1 st year	9,577
	2 nd year	9,738
	3 rd year	9,899
	4 th year & thereafter	10,071
Linen Keeper	1 st year	9,415
	2 nd year	9,523
	3 rd year	9,630

	4 th year & thereafter	9,738
Valet	1 st year	7,358
	2 nd year	7,468
	3 rd year	7,579
	4 th year & thereafter	7,706
Launderer, Sewing Attendant	1 st year	7,193
	2 nd year	7,302
	3 rd year	7,413
	4 th year & thereafter	7,523
Trainee		6,155
Sports Instructor	1 st year	9,415
	2 nd year	9,630
	3 rd year	9,845
	4 th year & thereafter	10,071
Entertainer	1 st year	8,815
	2 nd year	9,094
	3 rd year	9,309
	4 th year & thereafter	9,523
Skipper	1 st year	7,637
	2 nd year	7,763
	3 rd year	7,936
	4 th year & thereafter	8,104
Skipper's Assistant	1 st year	7,386
	2 nd year	7,468
	3 rd year	7,551
	4 th year & thereafter	7,637

Kitchen Helper, Sports & Leisure Attendant, Cleaner	1 st year	7,193
	2 nd year	7,302
	3 rd year	7,413
	4 th year & thereafter	7,523
Waste Water Plant Operative	1 st year	7,302
	2 nd year	7,413
	3 rd year	7,523
	4 th year & thereafter	7,637
Cabinet maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration Mechanic	1 st year	9,201
	2 nd year	9,309
	3 rd year	9,415
	4 th year & thereafter	9,523
Handyperson	1 st year	9,094
	2 nd year	9,201
	3 rd year	9,309
	4 th year & thereafter	9,415
Assistant Handyperson	1 st year	8,815
	2 nd year	8,986
	3 rd year	9,094
	4 th year & thereafter	9,201
Gardener	1 st year	7,358
	2 nd year	7,468
	3 rd year	7,579
	4 th year & thereafter	7,706

Driver	1 st year	8,597
	2 nd year	8,707
	3 rd year	8,815
	4 th year & thereafter	8,986
Security Officer	1 st year	7,878
	2 nd year	7,994
	3 rd year	8,104
	4 th year & thereafter	8,213
Watchman		7,523

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 6]

PART I

Category of employee	Monthly basic wages (Rs)
Driver	7,034
Store Assistant	6,332
Caretaker/Cleaner	6,332
Cleaner	5,290
Helper	5,330

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	6,831	324.16
Assistant Projectionist	5,732	253.72
Box Office Attendant	5,629	246.86
Ticket Controller	5,629	246.86
Usher	5,629	246.86
Café Keeper	5,629	246.86
Café Assistant	4,167	162.20

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of worker	Year of Service	Monthly basic wages (Rs)
Supervisor	1 st year	9,712
	2 nd year	9,945
	3 rd year	10,179
	4 th year	10,412
	5 th year	10,645
	6 th year	10,879
	7 th year	11,138
	8 th year and thereafter	11,397
Accounts Clerk	1 st year	8,535
	2 nd year	8,722
	3 rd year	8,929
	4 th year	9,136
	5 th year	9,344
	6 th year	9,551
	7 th year	9,759
	8 th year & thereafter	9,992
Store Clerk	1 st year	8,535
	2 nd year	8,722
	3 rd year	8,929
	4 th year	9,136
	5 th year	9,344
	6 th year	9,551
	7 th year	9,759
	8 th year & thereafter	9,992

Clerk	1 st year	8,253
	2 nd year	8,438
	3 rd year	8,626
	4 th year	8,810
	5 th year	9,017
	6 th year	9,225
	7 th year	9,432
	8 th year & thereafter	9,639
Receptionist/Telephonist	1 st year	7,748
	2 nd year	7,930
	3 rd year	8,113
	4 th year	8,295
	5 th year	8,481
	6 th year	8,670
	7 th year	8,877
	8 th year & thereafter	9,085
Driver Grade I	1 st year	8,497
	2 nd year	8,685
	3 rd year	8,893
	4 th year	9,100
	5 th year	9,308
	6 th year	9,515
	7 th year	9,722
	8 th year & thereafter	9,930

Driver Grade II	1 st year	8,201
	2 nd year	8,384
	3 rd year	8,572
	4 th year	8,758
	5 th year	8,965
	6 th year	9,173
	7 th year	9,380
	8 th year & thereafter	9,588
Driver Grade III	1 st year	7,946
	2 nd year	8,128
	3 rd year	8,311
	4 th year	8,497
	5 th year	8,685
	6 th year	8,893
	7 th year	9,100
	8 th year & thereafter	9,308
Scavenger	1 st year	7,385
	2 nd year	7,535
	3 rd year	7,690
	4 th year	7,873
	5 th year	8,055
	6 th year	8,238
	7 th year	8,421
	8 th year & thereafter	8,611
Lavatory Attendant	1 st year	7,385
	2 nd year	7,535
	3 rd year	7,690
	4 th year	7,873
	5 th year	8,055
	6 th year	8,238
	7 th year	8,421

	8 th year & thereafter	8,611
Helper	1 st year	7,235
	2 nd year	7,385
	3 rd year	7,535
	4 th year	7,690
	5 th year	7,873
	6 th year	8,055
	7 th year	8,238
	8 th year & thereafter	8,421
Cleaner	1 st year	7,235
	2 nd year	7,385
	3 rd year	7,535
	4 th year	7,690
	5 th year	7,873
	6 th year	8,055
	7 th year	8,238
	8 th year & thereafter	8,421
Vehicle Attendant	1 st year	7,085
	2 nd year	7,235
	3 rd year	7,385
	4 th year	7,535
	5 th year	7,690
	6 th year	7,873
	7 th year	8,055
	8 th year & thereafter	8,238

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

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

PART I – ADMINISTRATIVE STAFF

Category of employee	Year of service	Monthly basic wages (Rs)
Accounts Clerk, Customs Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1 st year	8,804
	2 nd year	9,067
	3 rd year	9,276
	4 th year	9,475
	5 th year	9,701
	6 th year	9,926
	7 th year	10,162
	8 th year & thereafter	10,468
Clerk	1 st year	7,614
	2 nd year	7,838
	3 rd year	8,061
	4 th year	8,261
	5 th year	8,480
	6 th year	8,756
	7 th year	9,035
	8 th year & thereafter	9,276
Word Processing Operator	1 st year	7,341
	2 nd year	7,545
	3 rd year	7,769
	4 th year	7,994

	5 th year	8,196
	6 th year	8,413
	7 th year	8,692
	8 th year & thereafter	8,971
Receptionist/Telephonist	1 st year	7,209
	2 nd year	7,396
	3 rd year	7,584
	4 th year	7,791
	5 th year	8,010
	6 th year	8,206
	7 th year	8,401
	8 th year & thereafter	8,659

PART II – NON-ADMINISTRATIVE STAFF

Category of employee	Year of service	Monthly basic wages (Rs)
Sales Demonstrator	1 st year	7,855
	2 nd year	8,061
	3 rd year	8,245
	4 th year	8,430
	5 th year	8,686
	6 th year	8,890
	7 th year	9,148
	8 th year & thereafter	9,341
Salesperson	1 st year	7,584
	2 nd year	7,791
	3 rd year	8,010
	4 th year	8,206
	5 th year	8,401
	6 th year	8,659
	7 th year	8,869

	8 th year & thereafter	9,131
Driver (Grade I)	1 st year	8,497
	2 nd year	8,719
	3 rd year	8,890
	4 th year	9,116
	5 th year	9,276
	6 th year	9,448
	7 th year	9,620
	8 th year & thereafter	9,792
Driver (Grade II)	1 st year	8,201
	2 nd year	8,342
	3 rd year	8,485
	4 th year	8,686
	5 th year	8,847
	6 th year	9,050
	7 th year	9,212
	8 th year & thereafter	9,363
Driver (Grade III)	1 st year	7,942
	2 nd year	8,088
	3 rd year	8,228
	4 th year	8,369
	5 th year	8,513
	6 th year	8,719
	7 th year	8,874
	8 th year & thereafter	9,072
Vehicle Assistant	1 st year	7,446
	2 nd year	7,589
	3 rd year	7,752
	4 th year	7,912

	5 th year	8,072
	6 th year	8,223
	7 th year	8,374
	8 th year & thereafter	8,586
Attendant	1 st year	6,927
	2 nd year	7,021
	3 rd year	7,115
	4 th year	7,209
	5 th year	7,302
	6 th year	7,407
	7 th year	7,512
	8 th year & thereafter	7,619
Watchman	1 st year	7,082
	2 nd year	7,137
	3 rd year	7,193
	4 th year	7,247
	5 th year	7,314
	6 th year	7,380
	7 th year	7,446
	8 th year & thereafter	7,512

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

PART I – WHOLESALE TRADE

Tanker Driver	1 st year	9,276
	2 nd year	9,448
	3 rd year	9,620
	4 th year	9,792
	5 th year	9,990
	6 th year	10,178

	7 th year	10,430
	8 th year & thereafter	10,618
Tanker Driver's Assistant	1 st year	7,016
	2 nd year	7,104
	3 rd year	7,193
	4 th year	7,280
	5 th year	7,380
	6 th year	7,479
	7 th year	7,579
	8 th year & thereafter	7,693
Cashier	1 st year	7,889
	2 nd year	8,099
	3 rd year	8,298
	4 th year	8,518
	5 th year	8,793
	6 th year	9,072
	7 th year	9,324
	8 th year & thereafter	9,566

PART II – RETAIL TRADE

Lubricator, Cleaner	1 st year	6,927
	2 nd year	7,021
	3 rd year	7,115
	4 th year	7,209
	5 th year	7,302
	6 th year	7,441
	7 th year	7,551
	8 th year & thereafter	7,677

Pump attendant	1 st year	7,021
	2 nd year	7,115
	3 rd year	7,209
	4 th year	7,302
	5 th year	7,407
	6 th year	7,512
	7 th year	7,619
	8 th year & thereafter	7,745
Filling Station Assistant	1 st year	7,209
	2 nd year	7,302
	3 rd year	7,407
	4 th year	7,512
	5 th year	7,619
	6 th year	7,745
	7 th year	7,873
	8 th year & thereafter	7,987
Cashier	1 st year	7,446
	2 nd year	7,666
	3 rd year	7,889
	4 th year	8,099
	5 th year	8,298
	6 th year	8,518
	7 th year	8,793
	8 th year & thereafter	9,072

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

PART I – WHOLESALE TRADE

Cashier	1 st year	7,889
	2 nd year	8,099

3 rd year	8,298
4 th year	8,518
5 th year	8,793
6 th year	9,072
7 th year	9,324
8 th year & thereafter	9,566

PART II – RETAIL TRADE

Pharmacy Technician	1 st year	8,804
	2 nd year	9,067
	3 rd year	9,276
	4 th year	9,475
	5 th year	9,701
	6 th year	9,926
	7 th year	10,162
	8 th year & thereafter	10,468
Cashier	1 st year	7,446
	2 nd year	7,666
	3 rd year	7,889
	4 th year	8,099
	5 th year	8,298
	6 th year	8,518
	7 th year	8,793
	8 th year & thereafter	9,072
Shop Assistant	1 st year	7,209
	2 nd year	7,396
	3 rd year	7,584
	4 th year	7,791
	5 th year	8,010
	6 th year	8,206
	7 th year	8,401

8th year & thereafter 8,659

D. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN OTHER TRADES

PART I – SUPERMARKET

Check-out Operator	1 st year	7,446
	2 nd year	7,666
	3 rd year	7,889
	4 th year	8,099
	5 th year	8,298
	6 th year	8,518
	7 th year	8,793
	8 th year & thereafter	9,072
<i>Employé de rayon</i>	1 st year	7,021
	2 nd year	7,115
	3 rd year	7,209
	4 th year	7,302
	5 th year	7,407
	6 th year	7,512
	7 th year	7,619
	8 th year & thereafter	7,745
Meat/Fish Packer	1 st year	7,209
	2 nd year	7,319
	3 rd year	7,429
	4 th year	7,540
	5 th year	7,666
	6 th year	7,799
	7 th year	7,942
	8 th year & thereafter	8,072

Cold Room Attendant	1 st year	7,763
	2 nd year	7,907
	3 rd year	8,040
	4 th year	8,164
	5 th year	8,288
	6 th year	8,423
	7 th year	8,619
	8 th year & thereafter	8,756

PART II – WHOLESALE TRADE OR WHOLESALE AND RETAIL TRADE

Shop Assistant	1 st year	7,209
	2 nd year	7,396
	3 rd year	7,584
	4 th year	7,791
	5 th year	8,010
	6 th year	8,206
	7 th year	8,401
	8 th year & thereafter	8,659
Cashier	1 st year	7,889
	2 nd year	8,099
	3 rd year	8,298
	4 th year	8,518
	5 th year	8,793
	6 th year	9,072
	7 th year	9,324
	8 th year & thereafter	9,566
Cold Room Attendant	1 st year	7,763
	2 nd year	7,907
	3 rd year	8,040

	4 th year	8,164
	5 th year	8,288
	6 th year	8,423
	7 th year	8,619
	8 th year & thereafter	8,756
Pesticides Handler	1 st year	7,763
	2 nd year	7,907
	3 rd year	8,040
	4 th year	8,164
	5 th year	8,288
	6 th year	8,423
	7 th year	8,619
	8 th year & thereafter	8,756

PART III – RETAIL TRADE

Category of employee	Year of service	Monthly basic wages (Rs)
Cashier	1 st year	7,446
	2 nd year	7,666
	3 rd year	7,889
	4 th year	8,099
	5 th year	8,298
	6 th year	8,518
	7 th year	8,793
	8 th year & thereafter	9,072
Shop Assistant	1 st year	7,209
	2 nd year	7,396
	3 rd year	7,584
	4 th year	7,791
	5 th year	8,010

	6 th year	8,206
	7 th year	8,401
	8 th year & thereafter	8,659
Cold Room Attendant	1 st year	7,763
	2 nd year	7,907
	3 rd year	8,040
	4 th year	8,164
	5 th year	8,288
	6 th year	8,423
	7 th year	8,619
	8 th year & thereafter	8,756
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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 Domestic Workers (Remuneration) (Amendment) Regulations 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

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

Category of worker	Monthly basic wages (Rs)	Hourly basic rate (Rs cs)
Cook	5,291	25.44
Driver	7,343	35.30
Gardener	6,101	29.33
<i>Garde-malade</i>	6,224	19.95
Household Worker	5,084	24.44
Watchperson	6,650	21.31
Household Worker/Cook	5,678	27.30
Caretaker	6,101	29.33

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Electrical, Engineering and Mechanical Workshops (Remuneration) (Amendment) Regulations 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

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	1 st year	9,090
	2 nd year	9,297
	3 rd year	9,505
	4 th year	9,712
	5 th year	9,945
	6 th year	10,179
	7 th year & thereafter	10,412
Clerk	1 st year	8,438
	2 nd year	8,626
	3 rd year	8,810
	4 th year	9,017
	5 th year	9,225
	6 th year	9,432
	7 th year & thereafter	9,639
Receptionist/Telephonist	1 st year	7,930
	2 nd year	8,113
	3 rd year	8,295
	4 th year	8,481
	5 th year	8,670
	6 th year	8,877
	7 th year & thereafter	9,085

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of worker	Year of service	Monthly wages (Rs)		
		Grade I (Rs)	Grade II (Rs)	Grade III (Rs)
Electrician, Motor mechanic (Superior Grade)	1 st year		11,065	
	2 nd year		11,273	
	3 rd year & thereafter		11,480	
Automobile electrician, Blacksmith, Fitter, Motor mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet metal worker/Boiler maker, Turner, Welder	1 st year	9,669	8,487	7,575
	2 nd year	9,877	8,676	7,732
	3 rd year	10,084	8,883	7,914
	4 th year	10,292	9,091	8,097
	5 th year	10,499	9,298	-
	6 th year	10,706	9,506	-
	7 th year & thereafter	10,914	-	-
Carpenter, Electrician, Painter	1 st year	9,669	8,487	-
	2 nd year	9,877	8,676	-
	3 rd year	10,084	8,883	-
	4 th year	10,292	9,091	-
	5 th year	10,499	9,298	-
	6 th year	10,706	9,506	-
	7 th year & thereafter	10,914	-	-
Upholsterer			9,669	
Tyreperson			9,065	

Tyreperson Assistant		7,902
Watchperson		7,778
Apprentice	1 st year	6,228
	2 nd year	6,353
	3 rd year	6,478
	4 th year	6,603
	5 th year	6,728

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 "13.05" and replacing it by the figure "13.86".
6. These regulations shall be deemed to have come into operation on 1 January 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART I

Category of worker	Year of service	Monthly wages (Rs)
Chief clerk	1 st year	7,305
	2 nd year	7,510
	3 rd year	7,701
	4 th year	7,919
	5 th year & thereafter	8,091
Accounts clerk, Cashier, Storekeeper }	1 st year	6,856
	2 nd year	7,034
	3 rd year	7,228
	4 th year	7,372
	5 th year	7,522
	6 th year	7,690
	7 th year & thereafter	7,851
Clerk, Assistant storekeeper	1 st year	5,685
	2 nd year	5,973
	3 rd year	6,235
	4 th year	6,671
	5 th year	6,934
	6 th year	7,105
	7 th year	7,262
	8 th year	7,428
	9 th year & thereafter	7,572

Category of worker	Year of service	Monthly wages (Rs)
Foreman/Forewoman, Typist, Timekeeper } }	1 st year	5,756
	2 nd year	6,080
	3 rd year	6,423
	4 th year	6,637
	5 th year & thereafter	6,782
Telephonist, Receptionist	1 st year	5,756
	2 nd year	6,080
	3 rd year & thereafter	6,423
Mechanic, Electrician	1 st year	5,685
	2 nd year	5,973
	3 rd year	6,235
	4 th year	6,542
	5 th year	6,671
	6 th year	6,836
	7 th year	6,934
	8 th year	7,026
	9 th year & thereafter	7,105
Driver Grade 1		7,038
Driver Grade 2		6,861
Driver Grade 3		6,707

PART II

Category of worker	Year of service	Weekly wages (Rs cs)
Watchman		1,184.69
Factory Worker	1 st year	984.12
	Thereafter	1008.58

Unskilled Worker	1 st year	896.80
	Thereafter	958.79

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

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

PART I

Category of employee	Year of service	Monthly wages (Rs)
Chief clerk	1 st year	9,523
	2 nd year	9,748
	3 rd year	9,985
	4 th year	10,264
	5 th year	10,478
	6 th year	10,779
	7 th year	11,026
	8 th year & thereafter	11,283
Accounts Clerk, Cashier, } Storekeeper }	1 st year	8,463
	2 nd year	8,729
	3 rd year	8,986
	4 th year	9,201
	5 th year	9,415
	6 th year	9,641
	7 th year	9,867
	8 th year & thereafter	10,113
Clerk, Assistant Storekeeper	1 st year	7,468
	2 nd year	7,637
	3 rd year	7,821
	4 th year	8,050
	5 th year	8,266
	6 th year	8,518

	7 th year	8,836
	8 th year & thereafter	9,136
Word Processing Operator	1 st year	7,170
	2 nd year	7,347
	3 rd year	7,523
	4 th year	7,740
	5 th year	7,958
	6 th year	8,191
	7 th year	8,418
	8 th year & thereafter	8,707
Telephonist, Receptionist	1 st year	6,939
	2 nd year	7,115
	3 rd year	7,292
	4 th year	7,501
	5 th year	7,717
	6 th year	7,936
	7 th year	8,169
	8 th year & thereafter	8,342
Foreman, Forewoman	1 st year	6,939
	2 nd year	7,115
	3 rd year	7,292
	4 th year	7,501
	5 th year	7,717
	6 th year	7,936
	7 th year	8,147
	8 th year & thereafter	8,342

PART II

Category of employee	Year of service	Daily wages for an employee on a 5-day week (Rs cs)	Daily wages for an employee on a 6-day week (Rs cs)
Factory Operator	1 st year	291.28	242.73
	2 nd year	295.30	246.08
	3 rd year	299.11	249.26
	4 th year	302.87	252.39
	5 th year	307.16	255.97
	6 th year	310.52	258.77
	7 th year	313.74	261.45
	8 th year & thereafter	317.09	264.24
Factory Attendant	1 st year	273.10	227.58
	2 nd year	277.19	230.99
	3 rd year	281.21	234.34
	4 th year	285.95	238.29
	5 th year	289.91	241.59
	6 th year	293.96	244.97
	7 th year	297.82	248.18
	8 th year & thereafter	301.60	251.33
Unskilled Worker	1 st year	221.22	184.35
	2 nd year	225.13	187.61
	3 rd year	230.86	192.38
	4 th year	234.73	195.61
	5 th year & thereafter	238.42	198.68
Watchman			268.96

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Field-crop and Orchard Workers (Remuneration Order) (Amendment) Regulations 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

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

Category of worker	Monthly basic wages (Rs)	Daily basic wages (Rs cs)
Field labourer (Grade I)	7,701	296.19
Field labourer (Grade II)	6,392	245.85
<i>Surveillant</i>	8,490	326.54
Barns Operator	8,675	333.65
Grader	6,960	267.69
Watchperson	7,595	292.12

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

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

PART I

Category of employee	Year of service	Monthly basic wages (Rs)
Administrative staff		
Accounts Clerk, Cashier, Storekeeper } }	1 st year	8,879
	2 nd year	9,084
	3 rd year	9,244
	4 th year	9,405
	5 th year	9,636
	6 th year	9,856
	7 th year	10,086
	8 th year & thereafter	10,372
Clerk	1 st year	8,363
	2 nd year	8,586
	3 rd year	8,739
	4 th year	8,901
	5 th year	9,180
	6 th year	9,405
	7 th year	9,630
	8 th year & thereafter	9,845
Word Processing Operator	1 st year	8,005
	2 nd year	8,169
	3 rd year	8,320
	4 th year	8,485
	5 th year	8,761
	6 th year	9,040

	7 th year	9,265
	8 th year & thereafter	9,491
Receptionist/Telephonist	1 st year	7,115
	2 nd year	7,280
	3 rd year	7,435
	4 th year	7,589
	5 th year	7,833
	6 th year	8,072
	7 th year	8,298
	8 th year & thereafter	8,586

PART II

Category of employee	Year of service	Daily basic wages (Rs cs)
Cabinet Maker (Superior Grade)	1 st year	347.68
	2 nd year	350.14
	3 rd year	352.22
	4 th year	354.29
	5 th year & thereafter	356.34

Skilled employees		Grade I (Rs cs)	Grade II (Rs cs)	Grade III (Rs cs)
Blacksmith, Cabinet maker, Electrician, Fitter, Machine operator, Mechanic, Painter, Panel beater, Pipe bender, Trimmer, Turner, Upholsterer, Welder and other employees in charge of sophisticated equipment	1 st year	330.23	301.66	275.77
	2 nd year	332.38	304.31	278.30
	3 rd year	334.49	306.58	280.45
	4 th year	336.58	308.77	282.58
	5 th year & thereafter	338.62	310.85	284.69
Apprentice	1 st year		201.84	
	2 nd year		210.84	
	3 rd year		219.73	
	4 th year		228.78	

	5 th year		238.73	
		Grade I (Rs)	Grade II (Rs)	Others (Rs)
Driver	1 st year	8,407	8,158	7,896
	2 nd year	8,463	8,213	7,953
	3 rd year	8,518	8,266	8,010
	4 th year	8,631	8,320	8,067
	5 th year & thereafter	8,686	8,374	8,131
Lorry helper	1 st year			7,170
	2 nd year			7,236
	3 rd year			7,292
	4 th year & thereafter			7,347
			Daily basic wages (Rs cs)	
Attendant	1 st year		259.73	
	2 nd year		261.99	
	3 rd year		264.34	
	4 th year & thereafter		266.42	
Watchman	1 st year		272.38	
	2 nd year		274.50	
	3 rd year		276.66	
	4 th year & thereafter		279.18	

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)	Daily basic wages (Rs cs)
Supervisor	1 st year	8,186	
	2 nd year	8,337	
	3 rd year	8,490	
	4 th year	8,761	
	5 th year & thereafter	8,971	
Farm Worker (Grade I)		7,701	296.19
Farm Worker (Grade II)		6,392	245.85
Watchperson		7,595	292.12

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

GROUP A

Category of employee	Year of service	Monthly salary (Rs)
Journalist, <i>Secrétaire de rédaction</i>	1 st year	13,705
	2 nd year	14,069
	3 rd year	14,233
	4 th year	14,619
	5 th year	15,019
	6 th year	15,434
	7 th year	15,865
	8 th year	16,311
	9 th year	16,775
	10 th year & thereafter	17,256
Reporter, Photographer, Caricaturist	1 st year	9,652
	2 nd year	9,833
	3 rd year	10,020
	4 th year	10,269
	5 th year	10,454
	6 th year	10,711
	7 th year	10,916
	8 th year	11,129
	9 th year	11,350
	10 th year	11,575
	11 th year	11,804
	12 th year	12,040
	13 th year	12,282

	14 th year	12,524
	15 th year & thereafter	12,769
Trainee Reporter	1 st year	8,050
	2 nd year	8,186

GROUP B

Category of employee	Year of service	Monthly salary (Rs)
Documentalist	1 st year	10,441
	2 nd year	10,710
	3 rd year	10,929
	4 th year	11,166
	5 th year	11,405
	6 th year	11,635
	7 th year	11,881
	8 th year	12,135
	9 th year	12,402
	10 th year & thereafter	12,660
Proof reader	1 st year	8,050
	2 nd year	8,191
	3 rd year	8,324
	4 th year	8,475
	5 th year	8,687
	6 th year	8,847
	7 th year	9,047
	8 th year	9,211
	9 th year	9,377
	10 th year & thereafter	9,538
Clerk/Word Processing Operator	1 st year	7,898
	2 nd year	8,044

	3 rd year	8,196
	4 th year	8,341
	5 th year	8,506
	6 th year	8,730
	7 th year	8,905
	8 th year	9,131
	9 th year	9,300
	10 th year & thereafter	9,484
Assistant Documentalist	1 st year	7,985
	2 nd year	8,081
	3 rd year	8,188
	4 th year	8,284
	5 th year	8,393
	6 th year	8,498
	7 th year	8,672
	8 th year	8,777
	9 th year	8,898
	10 th year & thereafter	9,061
Receptionist/Telephonist	1 st year	7,170
	2 nd year	7,262
	3 rd year	7,343
	4 th year	7,438
	5 th year	7,523
	6 th year	7,617
	7 th year	7,721
	8 th year	7,816
	9 th year	7,923
	10 th year & thereafter	8,021

Advertisement Clerk, Accounts Clerk, Store Clerk, Cashier	} 1 st year	8,316
	} 2 nd year	8,469
	3 rd year	8,682
	4 th year	8,846
	5 th year	9,049
	6 th year	9,215
	7 th year	9,384
	8 th year & thereafter	9,548
Driver	1 st year	7,719
	2 nd year	7,872
	3 rd year	8,018
	4 th year	8,170
	5 th year & thereafter	8,315

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

PART A

Category of worker	Year of service	Monthly salary (Rs)
Charge Nurse/Ward Sister		10,258
Medical Laboratory Technician	1 st year	9,148
	2 nd year	9,265
	3 rd year	9,415
	4 th year	9,582
	5 th year & thereafter	9,770
Radiographer	1 st year	9,148
	2 nd year	9,265
	3 rd year	9,415
	4 th year	9,555
	5 th year & thereafter	9,716
Nurse	1 st year	8,034
	2 nd year	8,164
	3 rd year	8,271
	4 th year	8,463
	5 th year	8,647
	6 th year	8,895
	7 th year	9,148
	8 th year	9,319
	9 th year	9,528
	10 th year & thereafter	9,716

Dispenser	1 st year	7,085
	2 nd year	7,235
	3 rd year	7,363
	4 th year	7,545
	5 th year & thereafter	7,757
Assistant Nurse	1 st year	6,612
	2 nd year	6,790
	3 rd year	6,940
	4 th year	7,085
	5 th year	7,235
	6 th year	7,429
	7 th year	7,608
	8 th year	7,815
	9 th year	8,034
	10 th year & thereafter	8,218
Midwife	1 st year	6,907
	2 nd year	7,052
	3 rd year	7,195
	4 th year	7,333
	5 th year	7,457
	6 th year	7,637
	7 th year	7,843
	8 th year	8,061
	9 th year	8,245
	10 th year & thereafter	8,490
Nursing Aid	1 st year	5,395
	2 nd year	5,535
	3 rd year	5,710
	4 th year	6,209
	5 th year	6,612

6 th year	6,866
7 th year	7,085
8 th year	7,297
9 th year	7,485
10 th year & thereafter	7,677

PART B

Category of worker	Year of service	Monthly salary (Rs)
Driver		7,085
Cook	1 st year	6,612
	2 nd year	6,790
	3 rd year & thereafter	7,019
Receptionist	1 st year	6,504
	2 nd year	6,716
	3 rd year & thereafter	6,866
Nursing Home Attendant, Lauderer	1 st year	5,040
	2 nd year	5,314
	3 rd year	5,595
	4 th year	5,788
	5 th year & thereafter	6,025
Gardener		6,207
Kitchen Help	1 st year	5,040
	2 nd year	5,395
	3 rd year & thereafter	5,867
Watchman		6,369
Handyman		7,608

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

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	1 st year	10,625
	2 nd year	10,858
	3 rd year	11,117
	4 th year	11,376
	5 th year	11,636
	6 th year	11,895
	7 th year	12,154
	8 th year	12,413
	9 th year	12,673
	10 th year & thereafter	12,932
Office Attendant	1 st year	8,653
	2 nd year	8,862
	3 rd year	9,069
	4 th year	9,276
	5 th year	9,484
	6 th year	9,691
	7 th year	9,925
	8 th year	10,158
	9 th year	10,391
	10 th year & thereafter	10,625

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulations 3 and 5]

Category of employee	Year of service	Monthly basic wages (Rs)
Teaching staff		
Teacher Supervisor		8,201
Teacher (Grade A)	1 st year	7,021
	2 nd year	7,120
	3 rd year	7,236
	4 th year	7,341
	5 th year	7,462
	6 th year	7,573
	7 th year	7,711
	8 th year	7,833
	9 th year	7,971
	10 th year & thereafter	8,094
Teacher (Grade B)	1 st year	6,378
	2 nd year	6,487
	3 rd year	6,611
	4 th year	6,711
	5 th year & thereafter	6,812
Teacher (Grade C)	Less than 5 years	6,056
	5 to 10 years	6,378
	more than 10 years & thereafter	6,663
Non-teaching staff		
Cook		5,608
Gardener/Handyman		4,760

School Attendant	1 st year	5,608
	2 nd year	5,696
	3 rd year	5,785
	4 th year	5,879
	5 th year & thereafter	5,981

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 2014.
- 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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
- 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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of employee

**Monthly salary
(Rs cs)**

Principal

13,760.50

**Monthly salary scale
(Rs cs)**

**Teachers, other than
instructors**

Graduate

10,479 – 10,573 – 10,815 – 11,117.50 – 11,363 –
11,529 – 11,707 – 11,969.50 – 12,404 – 12,711 –
12,891 – 13,232 – 13,395

Non-Graduate
(Grade I)

10,396 – 10,479 – 10,573 – 10,815 – 10,936.50 –
11,019.50 – 11,117.50 – 11,363 – 11,529 –
11,707 – 11,969.50 – 12,192 – 12,398.50

Non-Graduate
(Grade II)

7,870.20 – 7,960.50 – 8,157.60 – 8,285.30 –
8,472.10 – 8,626.70 – 8,733.70 – 8,994 – 9,107.50
– 9,203.70 – 9,286.70 – 9,423.70 – 9,544.50 –
9,659 – 9,759.50

Non-Graduate
(Grade III)

7,119.70 – 7,245 – 7,367.30 – 7,464.40 –
7,552.70 – 7,653.30 – 7,774 – 7,912.80 –
8,046.50 – 8,152.10 – 8,265.70 – 8,472.10 –
8,649.70

Non-Graduate
(Grade IV)

6,670.90 – 6,825.60 – 6,881 – 6,993 – 7,063.60 –
7,112.10 – 7,205.90

Instructors

Instructor (Grade I)

7,870.20 – 7,960.50 – 8,157.60 – 8,285.30 –
8,472.10 – 8,626.70 – 8,733.70 – 8,994 –
9,107.50 – 9,203.70 – 9,286.70 – 9,423.70 –
9,544.50 – 9,659 – 9,759.50

Instructor (Grade II)	7,119.70 – 7,245 – 7,367.30 – 7,464.40 – 7,552.70 – 7,653.30 – 7,774 – 7,912.80 – 8,046.50 – 8,152.10 – 8,265.70 – 8,472.10 – 8,649.70
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Category of employee

**Monthly salary scale
(Rs cs)**

Other employees

Clerk, Typist, Secretary, Usher or Librarian	} 6,456 – 6,637 – 6,741.10 – 6,855.50 – 6933.10 – 7,017.60 – 7,090.60 – 7,125.10
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Category of employee

**Monthly salary
(Rs cs)**

Laboratory Attendant, Workshop Attendant	} 5,973
Caretaker, Cleaner, Gardener	} (a) 3,191.34 if required to be in attendance for not more than 3 hours daily
	(b) 5,535.70 if required to be in attendance for more than 3 hours daily

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Public Transport (Buses) Workers (Remuneration Order) (Amendment) Regulations 2014.
2. In these regulations –

“principal regulations” means the Public Transport (Buses) Workers (Remuneration Order) Regulations 2008.
3. Regulation 3 of the principal regulations is amended, in paragraph (2), by deleting the words “Additional Remuneration (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
4. The First Schedule to the principal regulations is amended –
 - (a) in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

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

Category of worker	Year of service	Monthly basic wages (Rs)
Traffic supervisor	1 st year	11,589
	2 nd year	11,670
	3 rd year	11,750
	4 th year	11,831
	5 th year	11,911
	6 th year	11,991
	7 th year	12,072
	8 th year	12,179
	9 th year & thereafter	12,287

Traffic officer	1 st year	10,902	
	2 nd year	10,977	
	3 rd year	11,053	
	4 th year	11,128	
	5 th year	11,208	
	6 th year	11,288	
	7 th year & thereafter	11,369	
Driver and Driver-conductor working in a one- man operated bus	}	1 st year	10,762
		2 nd year	10,811
		3 rd year	10,859
		4 th year	10,908
		5 th year	10,956
		6 th year	11,004
		7 th year	11,053
		8 th year	11,106
		9 th year	11,160
		10 th year & thereafter	11,214
Conductor	1 st year	10,291	
	2 nd year	10,338	
	3 rd year	10,387	
	4 th year	10,436	
	5 th year	10,484	
	6 th year	10,532	
	7 th year	10,580	
	8 th year	10,634	
	9 th year	10,688	
	10 th year & thereafter	10,742	

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

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

Category of casual worker		Basic rate of pay (Rs cs)
Driver or Driver-conductor working in a one-man operated bus	For the first 4 hours on any normal working day	240.93
	For every subsequent hour not exceeding 4	55.29
	For every subsequent hour as from the ninth hour	82.94
Conductor	For the first 4 hours on any normal working day	228.48
	For every subsequent hour not exceeding 4	50.85
	For every subsequent hour as from the ninth hour	76.28

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

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

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

Category of worker	Year of service	Monthly basic wages (Rs)
Accounts Clerk, Chief Cashier	1 st year	12,576
	2 nd year	12,689
	3 rd year	12,780
	4 th year	12,882
	5 th year	12,985
	6 th year	13,092
	7 th year	13,199
	8 th year	13,306

	9 th year	13,414
	10 th year & thereafter	13,536
Cashier, Storekeeper, Chief Clerk	1 st year	11,224
	2 nd year	11,320
	3 rd year	11,418
	4 th year	11,514
	5 th year	11,611
	6 th year	11,707
	7 th year	11,804
	8 th year	11,900
	9 th year	11,998
		10 th year & thereafter
Senior Clerk	1 st year	10,306
	2 nd year	10,387
	3 rd year	10,468
	4 th year	10,548
	5 th year	10,629
	6 th year	10,710
	7 th year	10,789
	8 th year	10,881
	9 th year	10,972
		10 th year & thereafter
Junior Clerk, Typist	1 st year	9,072
	2 nd year	9,142
	3 rd year	9,212
	4 th year	9,282
	5 th year	9,351
	6 th year	9,427
	7 th year	9,501

	8 th year	9,577
	9 th year	9,657
	10 th year & thereafter	9,738
Head Messenger	1 st year	9,684
	2 nd year	9,748
	3 rd year	9,813
	4 th year	9,877
	5 th year	9,942
	6 th year	10,007
	7 th year	10,071
	8 th year	10,135
	9 th year	10,253
	10 th year & thereafter	10,333
Messenger	1 st year	8,959
	2 nd year	8,998
	3 rd year	9,035
	4 th year	9,072
	5 th year	9,109
	6 th year	9,153
	7 th year	9,196
	8 th year	9,239
	9 th year	9,287
	10 th year & thereafter	9,336
Photocopy Machine Operator, Telephonist	1 st year	9,072
	2 nd year	9,142
	3 rd year	9,212
	4 th year	9,282
	5 th year	9,351
	6 th year	9,427
	7 th year	9,501

8 th year	9,577
9 th year	9,657
10 th year & thereafter	9,738

(3) Every part-time cashier shall be remunerated at the rate of 77.54 rupees per hour.

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

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

Year of service	Monthly basic wages (Rs)
1 st year	8,670
2 nd year	8,719
3 rd year	8,766
4 th year	8,815
5 th year	8,863
6 th year	8,911
7 th year & thereafter	8,959

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

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

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

Category of worker	Year of service	Monthly basic wages (Rs)
Workshop Supervisor	1 st year	13,360
	2 nd year	13,483
	3 rd year	13,590
	4 th year	13,697
	5 th year & thereafter	13,805

Chief Mechanic	1 st year	12,394
	2 nd year	12,480
	3 rd year	12,566
	4 th year	12,652
	5 th year & thereafter	12,738
Mechanic, Electrician (Superior Grade)	1 st year	11,541
	2 nd year	11,643
	3 rd year	11,745
	4 th year	11,847
	5 th year & thereafter	11,949
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade I)	1 st year	10,822
	2 nd year	10,908
	3 rd year	10,994
	4 th year	11,080
	5 th year	11,165
	6 th year	11,251
	7 th year & thereafter	11,337
Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade II)	1 st year	9,990
	2 nd year	10,086
	3 rd year	10,183
	4 th year	10,338
	5 th year	10,441
	6 th year & thereafter	10,543

Mechanic, Coach builder, Painter, Electrician, Fitter, Blacksmith, Welder (Grade III)	1 st year	9,383
	2 nd year	9,469
	3 rd year	9,555
	4 th year	9,641
	5 th year & thereafter	9,733
Upholsterer	1 st year	9,990
	2 nd year	10,086
	3 rd year	10,183
	4 th year	10,338
	5 th year	10,441
	6 th year	10,543
	7 th year & thereafter	10,644
Lubricator	1 st year	9,491
	2 nd year	9,534
	3 rd year	9,577
	4 th year	9,620
	5 th year	9,668
	6 th year	9,716
	7 th year	9,765
	8 th year	9,813
	9 th year	9,861
	10 th year & thereafter	9,909
Helper	1 st year	8,852
	2 nd year	8,895
	3 rd year	8,938
	4 th year	8,981
	5 th year	9,024
	6 th year	9,067

	7 th year & thereafter	9,109
Tyreperson (Supervisor)	1 st year	9,990
	2 nd year	10,092
	3 rd year	10,194
	4 th year	10,355
	5 th year & thereafter	10,462
Tyreperson (Grade I)	1 st year	9,486
	2 nd year	9,555
	3 rd year	9,625
	4 th year	9,694
	5 th year	9,765
	6 th year & thereafter	9,840
Tyreperson (Grade II)	1 st year	8,852
	2 nd year	8,901
	3 rd year	8,949
	4 th year	8,998
	5 th year	9,045
	6 th year	9,099
	7 th year & thereafter	9,153
Apprentice	1 st year	6,795
	2 nd year	7,160
	3 rd year	7,523
	4 th year	7,907
	5 th year	8,277
Cleaner/Sweeper	1 st year	8,675
	2 nd year	8,719

	3 rd year	8,761
	4 th year	8,804
	5 th year	8,847
	6 th year	8,890
	7 th year	8,933
	8 th year	8,981
	9 th year & thereafter	9,030
Chief Cleaner	1 st year	9,383
	2 nd year	9,427
	3 rd year	9,469
	4 th year	9,513
	5 th year	9,555
	6 th year	9,603
	7 th year & thereafter	9,652
* Fuel Attendant (full-time)	1 st year	9,196
	2 nd year	9,233
	3 rd year	9,271
	4 th year	9,314
	5 th year	9,356
	6 th year	9,400
	7 th year & thereafter	9,448

* An additional daily allowance of 47.28 rupees shall be paid to any person other than a fuel attendant who performs the work of a fuel attendant.

Ticket Issuing	}	1 st year	10,092
Machine Repairer		2 nd year	10,189
		3 rd year	10,338
		4 th year	10,436
		5 th year	10,532

6th year & thereafter 10,634

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

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

Category of worker	Year of service	Monthly basic wages (Rs)
Gatekeeper	1 st year	9,072
	2 nd year	9,116
	3 rd year	9,158
	4 th year	9,207
	5 th year	9,255
	6 th year	9,303
	7 th year & thereafter	9,351
Watchperson	1 st year	8,670
	2 nd year	8,719
	3 rd year	8,766
	4 th year	8,815
	5 th year	8,863
	6 th year	8,911
	7 th year & thereafter	8,959

7. These regulations shall be deemed to have come into operation on 1 January 2014.

Made by the Minister on 20 May 2014.

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Tanker Driver	1 st year	9,276
	2 nd year	9,464
	3 rd year	9,652
	4 th year	9,840
	5 th year	10,054
	6 th year	10,269
	7 th year	10,484
	8 th year & thereafter	10,698
Tanker Driver's Assistant	1 st year	7,016
	2 nd year	7,153
	3 rd year	7,292
	4 th year	7,429
	5 th year	7,568
	6 th year	7,711
	7 th year	7,884
	8 th year & thereafter	8,055
Driver (Grade I)	1 st year	8,497
	2 nd year	8,692
	3 rd year	8,879
	4 th year	9,067
	5 th year	9,255
	6 th year	9,442
	7 th year	9,630
	8 th year & thereafter	9,818

Driver (Grade II)	1 st year	8,201
	2 nd year	8,363
	3 rd year	8,531
	4 th year	8,697
	5 th year	8,858
	6 th year	9,045
	7 th year	9,233
	8 th year & thereafter	9,422
Driver (Grade III)	1 st year	7,942
	2 nd year	8,109
	3 rd year	8,271
	4 th year	8,435
	5 th year	8,602
	6 th year	8,766
	7 th year	8,954
	8 th year & thereafter	9,142
Vehicle Assistant	1 st year	7,446
	2 nd year	7,584
	3 rd year	7,728
	4 th year	7,902
	5 th year	8,072
	6 th year	8,234
	7 th year	8,395
	8 th year & thereafter	8,564

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 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Daily wages (Rs cs)
Male worker	248.85
Female worker	207.39
Foreman	293.50
<i>Alimentateur</i>	269.23
Mason	287.46
Watchman	248.85
Factory Operator	269.23

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 2014.

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 5,102.84 rupees per month or 196.26 rupees per day during crop (6-day week) or 231.95 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 5,402.84 rupees per month or 201.80 rupees per day during crop (6-day week) and 245.58 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 (2014) Act 2013.

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

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

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

5. Rates of pay for cutting and/or loading

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

(Rs cs)

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

and loading –		
(i)	in trailers drawn by Scammell type wheel tractors	270.54
(ii)	in lorries	253.64
(iii)	in tramway wagons and baskets	236.77
(iv)	in low trailers drawn by Ferguson type wheel tractors	236.77
(b)	cutting and carrying canes over a distance not exceeding 15 gaulettes and stacking at not more than 3 gaulettes from the point of loading	207.88
(c)	cutting canes	135.31
(d)	loading canes in Scammell type trailers –	
(i)	if carried over a distance not exceeding 3 gaulettes	125.09
(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	152.34
(e)	loading canes in trailers other than of the Scammell type –	
(i)	if carried over a distance not exceeding 3 gaulettes	111.68
(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	135.31

(f)	loading canes in lorries –	
(i)	if carried over a distance not exceeding 3 gaulettes	121.49
(ii)	if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	146.42
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	142.05
(h)	cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading	142.05
(i)	cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading	148.69

(2) Where a worker is required to dig ruts and remove straw for stacking cut canes for mechanical side loading, he shall be paid an allowance of not less than 6.85 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 28.33 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 2.24 rupees per tonne for each additional gulette or fraction of a gulette, 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 19.69 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 23.32 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 11.63 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 31.54 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 15.09 rupees per tonne.

(g) (i) Where at the point of loading, there is a difference in level, other than a slope, of more than 2 feet, an additional allowance of 10.91 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 20.73 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 8.31 rupees per tonne in addition to the relevant rates specified in subparagraph (1).

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

6. Productivity Bonus

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

Productivity bonus	Fortnightly earnings (Rs)	
5% on earnings	between 3,940 and 4,830	
6% do	not more than	5,363
7% do	do	5,911
8% do	do	6,362
9% do	do	6,660
10% do	do	7,229
11% do	do	7,593
12% do	do	8,225
13% do	do	8,638
14% do	do	9,207
15% do	more than	9,207

7. These regulations shall be deemed to have come into operation on 1 January 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 5]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages		
	Monthly (Rs cs)	Daily	
		Intercrop (5-day week) (Rs cs)	Crop (6-day week) (Rs cs)
Field Worker (other than special category) –			
(a) Male	7,264.80	330.22	279.42
(b) Female	5,904.25	268.38	227.09
(c) Young Person	5,560.89	252.77	213.88
Field Worker (special category) –			
(a) Male	5,744.20	261.10	220.93
(b) Female	4,969.08	225.87	191.12
(c) Young Person	4,637.94	210.82	178.38
Night Soil Worker	7,257.72	329.90	279.14
Watchman			
(a) Chief Watchman	7,825.48	355.70	300.98
(b) Watchman (Grade 1)	7,515.30	341.60	289.05
(c) Watchman (Grade 2)	7,264.80	330.22	279.42
Hospital Servant	7,568.68	344.03	291.10
Gardener	7,568.68	344.03	291.10
Overseer (Grade 1)	9,033.12	410.60	347.43
Overseer (Grade 2)	7,825.48	355.70	300.98
Platelayer	7,825.48	355.70	300.98

<i>Marqueur</i>	8,287.66	376.71	318.76
Loco-stoker	7,568.68	344.03	291.10

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Sugar Industry (Non-Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 “267.88 rupees for a normal day’s work during crop and 316.58 rupees during intercrop” and replacing them by the words “279.42 rupees for a normal day’s work during crop and 330.22 rupees during intercrop”.
6. These regulations shall be deemed to have come into operation on 1 January 2014.

Made by the Minister on 20 May 2014.

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) }	10,322.14	9,422.42	9,041.38	8,662.90
Motor Mechanic (automobile), Pan Boiler, Electrician }	10,085.84	9,230.36	8,842.68	8,360.48
Blacksmith, Coppersmith, Fitter, Moulder, Pattern Maker, Plumber and Pipefitter, Sheet Metal Worker, Boiler Maker, Turner, Welder }	9,343.50	9,230.36	8,842.68	8,360.48
Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory Attendant }	9,230.36	9,040.20	8,217.76	8,028.18
Driver (Heavy Mechanical Unit), Loading and Harvesting Machine Operator }	—	8,659.54	8,123.16	7,880.24
Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) }	—	8,328.60	8,123.16	7,880.24

Factory Operator —	Chief (Rs cs)	Superior Grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
1 st year	—	7,707.88	7,537.36	7,279.96
2 nd year	—	7,753.94	7,562.96	7,336.98
3 rd year	—	7,778.18	7,575.76	7,423.42
4 th year	—	7,806.96	7,589.74	7,438.58
5 th year	—	7,834.56	7,611.72	7,461.82
6 th year & thereafter	—	7,880.24	7,705.52	7,516.48

	Chief	Others
Evaporator Attendant, Boiler Attendant, Hotwater Treatment Plant Attendant	7,880.24	7,537.36
Sugar Refiner, <i>Peseur de jus</i> , Striker	—	7,537.36
Office Messenger, Store Attendant	7,537.36	7,264.80
Telephone operator, Sampler, Bagger and Stoker (<i>cendrier</i> working under grate or in furnace for boilers)	—	7,336.98
Clarifier Worker, Filter Press Worker, Irrigation Pipe Adjuster, Bus Attendant, Locomotive attendant, Lorry Loader, Lorry attendant, Tractor Attendant, Tyre Repairer, Lime Control Worker and all other non-agricultural workers	—	7,264.80

Category of worker	Monthly wages (Rs cs)
Irrigation Pump operator – 1 st year	7,707.88
2 nd year	7,753.94
3 rd year	7,778.18
4 th year	7,806.96
5 th year	7,834.56
6 th year & thereafter	7,880.24
Coachsmith, Coachpainter	9,040.20
Weighbridge Attendant	7,264.80
Chief Boiler Attendant operating a water tube boiler without spreader stoker }	8,089.64
Chief Boiler Attendant operating a water tube boiler with spreader stoker and automatic controls }	8,336.50

THE EMPLOYMENT RELATIONS ACT

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

- 1.** These regulations may be cited as the Tailoring Trade (Remuneration Order) (Amendment) Regulations 2014.
- 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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
- 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 2014.

Made by the Minister on 20 May 2014.

**SCHEDULE
[Regulation 4]**

**FIRST SCHEDULE
[Regulation 3]**

Category of worker	Monthly basic wages (Rs)
Tailor (Superior Grade)	8,179
Tailor (Grade I)	7,556
Tailor (Grade II)	7,181
Tailor (Grade III)	6,858
Learner –	
1 st year	4,098
2 nd year	4,444
3 rd year	4,821
4 th year	5,274
5 th year	5,624

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 2014.

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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.

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

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

(a) in paragraph 3(2) –

(i) in subparagraph (a), by deleting the figure “18.84” and replacing it by the figure “19.66”; and

(ii) in subparagraph (b), by deleting the figure “17.92” and replacing it by the figure “18.74”;

(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	7.45
(b) over 30 kgs and up to 40 kgs	8.23
(c) over 40 kgs	8.39

6. These regulations shall be deemed to have come into operation on 1 January 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

FIRST SCHEDULE
[Regulation 3]

Category of worker	Wages	
	Monthly (Rs)	Daily (Rs cs)
GROUP A		
Field Labourer (Male)	6,907	265.65
Field Labourer (Female)	5,761	221.58
Young Person	5,337	205.27
Watchman (Grade 2)	6,822	262.38
Sirdar or Gangman	7,568	291.08
GROUP B		
Factory Worker (Male)	6,907	265.65
Factory Worker (Female)	5,761	221.58
Gardener	6,907	265.65
Factory Supervisor	8,480	326.15
Messenger	6,927	266.42
Store Attendant	7,310	281.15
Laboratory Attendant (Grade 1)	7,310	281.15
(Grade 2)	7,075	272.12
Sirdar or Gangman	7,568	291.08
Assistant Sirdar or Gangman	7,162	275.46

Category of worker	Wages		
		Monthly (Rs)	Daily (Rs cs)
Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter	(Grade 1)	8,190	315.00
	(Grade 2)	7,879	303.04
	(Grade 3)	7,380	283.85
Carpenter & Stone Mason	(Grade 1)	7,398	284.54
	(Grade 2)	7,189	276.50
	(Grade 3)	6,995	269.04
Factory Operator		7,310	281.15
Weigher	(Grade 1)	7,920	304.62
	(Grade 2)	7,356	282.92
Leaf Checker		7,302	280.85
Watchman	(Grade 1)	7,157	275.27
	(Grade 2)	6,822	262.38
Driver	(Grade 1)	7,440	286.15
	(Grade 2)	7,242	278.54
Lorry Attendant/Lorry Helper		6,907	265.65
Factory Attendant		6,846	263.31
Boiler & Turbine Operator		8,293	318.96

THE EMPLOYMENT RELATIONS ACT

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

1. These regulations may be cited as the Travel Agents and Tour Operators Workers Remuneration (Amendment) Regulations 2014.
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 (2013) Act 2012” and replacing them by the words “Additional Remuneration (2014) Act 2013”.
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 2014.

Made by the Minister on 20 May 2014.

SCHEDULE
[Regulation 4]

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

Category of worker	Year of service	Monthly basic wages (Rs)
Senior accounts clerk	1 st year	10,688
	2 nd year	10,902
	3 rd year	11,117
	4 th year & thereafter	11,342
Accounts clerk	1 st year	9,415
	2 nd year	9,577
	3 rd year	9,738
	4 th year & thereafter	9,899
Administrative clerk, Planning Clerk, Reservation & Ticketing Officer and Cashier	1 st year	9,040
	2 nd year	9,201
	3 rd year	9,363
	4 th year & thereafter	9,523
Planning Officer	1 st year	10,688
	2 nd year	10,902
	3 rd year	11,117
	4 th year & thereafter	11,342
Trainee		6,155
Word Processing Operator	1 st year	8,213
	2 nd year	8,347
	3 rd year	8,485
	4 th year & thereafter	8,680

Receptionist/Telephonist	1 st year	7,821
	2 nd year	7,936
	3 rd year	8,104
	4 th year & thereafter	8,266
Hotel representative	1 st year	9,415
	2 nd year	9,603
	3 rd year	9,792
	4 th year & thereafter	9,980
Airport representative	1 st year	8,879
	2 nd year	9,094
	3 rd year	9,255
	4 th year & thereafter	9,415
Driver	1 st year	8597
	2 nd year	8,707
	3 rd year	8,815
	4 th year & thereafter	8,986
Guide	1 st year	8,879
	2 nd year	9,094
	3 rd year	9,255
	4 th year & thereafter	9,415
Travel consultant	1 st year	10,688
	2 nd year	10,902
	3 rd year	11,117
	4 th year & thereafter	11,342

Luggage handler	1 st year	7,637
	2 nd year	7,735
	3 rd year	7,821
	4 th year & thereafter	7,907
Vehicle attendant	1 st year	7,193
	2 nd year	7,302
	3 rd year	7,413
	4 th year & thereafter	7,523
Cleaner	1 st year	7,193
	2 nd year	7,302
	3 rd year	7,413
	4 th year & thereafter	7,523
Security officer	1 st year	7,878
	2 nd year	7,994
	3 rd year	8,104
	4 th year & thereafter	8,213
Watchperson		7,523
