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අංක 1823/24 - 2013 අගෝස්තු 14 දින බදාදා - 2013 08 14

No. 1823/24 - WEDNESDAY, AUGUST 14, 2013

(Published by Authority)

## PART I : SECTION (I) - GENERAL Government Notifications

My No. L 41822.

### THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement emanated into between Road Development Authority, Sothiripaya, Bataramulla of the one part and the Sri Lanka Nidahas Sevaka Sangamaya, United Drivers' Union, Chemical and Allied Services Union, Communications Officers' Association, RDA Thiruchentti Niladhari Sangamaya, RDA Nidahas Podu Seva Sangamaya, Jathika Sevaka Sangamaya, Road Development Employees Union, Administrative and Staff Officer's Union, Laboratory Assistants' Union, Elanathi Podu Sevaka Sangamaya, Research Assistant Officer's Union, Technical Officers' Union, Account Assistants' and Audit Assistants' Union, All Ceylon Gang Leaders' and Labour Supervisors' Union, Kanakku Sevaka Sangamaya, Technical Assistants' Union of the other part on 14th day of July, 2013 is hereby published in terms of Section 66 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1950).

V. B. P. K. Wimalaratne,  
Commissioner General of Labour.

Department of Labour,  
Labour Secretariat,  
Colombo 05  
08th August, 2013

### Collective Agreement No. 19 of 2013

Collective Agreement 2013, Emulated in to between Road Development Authority, Sothiripaya, Bataramulla, of the One Part

and

The Non-Executive Unions of the RDA of the Other Part.

This Collective Agreement was made on 14th day of July 2013, by and between the Road Development Authority (established in terms of Road Development Authority Act, No. 73 of 1981) as amended by Act, No. 37 of 2009) and having its head office at "Sothiripaya", Bataramulla, of the one part (hereinafter referred to as "the RDA") and the following Non-Executive Unions;



1. Sri Lanka Nidahas Sevakas Sangamaya
2. United Drivers' Union
3. Clerical and Allied Services Union
4. Consolidated Officers' Association
5. RDA Tenkathaya Meidathan Sangamaya
6. RDA Nidahas Podu Seva Sangamaya
7. Sathika Sevakas Sangamaya
8. Road Development Employees Union
9. Administrative and Staff Officers' Union
10. Laboratory Assistants' Union
11. Health Podu Sevakas Sangamaya
12. Research Assistant Officers' Union
13. Technical Officers' Union
14. Auditor Assistants' and Audit Assistants' Union
15. All Ceylon Gang Leaders' and Limakar Supervisors' Union
16. Kandiris Sevakas Sangamaya
17. Technical Assistants' Union

of the aforesaid (hereinafter collectively referred to as "the Non-Executive Unions")

THIS COLLECTIVE AGREEMENT shall be known and referred to as the "ROAD DEVELOPMENT AUTHORITY COLLECTIVE AGREEMENT 2013 WITH THE NON-EXECUTIVE UNIONS MENTIONED HEREIN BEFORE."

**1. Employer to be Bound. - Road Development Authority**

**2. Employees to be Covered and Bound. -** This Collective Agreement shall cover and bind inter alia all members of the Non-Executive Unions mentioned herein before, whose members are in employment with the Road Development Authority, in the relevant categories of the Salary Scales contained in Annex I to this Collective Agreement.

**3. Date of Operation and Duration. -** This Agreement shall come into force on the date of its execution and thereafter continue to be in force, unless it is discontinued by either party giving six months notice in writing to the other provided, however, that no party shall give such notice to the other party before the expiry of 36 months from the date of this agreement, and such notice shall not expire until the end of 36 months from the date of this Agreement.

With regard to Notice of Termination of this Collective Agreement by the employees of the RDA, notice given by such number of employees representing at least 50 percent of the total members of all 19 Unions in the RDA consisting of both Engineers' Association, Accountants, Auditors, Administrative and Legal Officers' Association and Non-Executive Officers' Unions shall only be treated as due Notice.

**4. Matters covered and variation of terms and conditions of employment and benefits. -** It is agreed that this Collective Agreement shall be in full and effect as the final settlement of all matters covered herein as well as of all matters raised by representatives representing the membership of the said 19 Unions in relation to the period of 36 months from the date of this Agreement, in respect of which negotiations have already taken place and matters have been agreed upon by all parties the execution of this Agreement. Hence it is agreed that during the continuance of this Collective Agreement matters discussed, negotiated and agreed upon between the parties as reflected herein shall remain as is in force and the Union of the RDA will during the period of this Collective Agreement will seek to vary, alter or add any of the terms and conditions of employment or benefits applicable or enjoyed as provided for in this Agreement other than an event whereupon annual salary increases of 75 percent or over has been granted to the public service.

**5. Salary Components. -** As from the date of execution of this Collective Agreement, each employee covered and bound by this Agreement shall be paid upon scale subject to the other terms and conditions herein contained a monthly salary which comprises the following components:

(a) Revised Salary as set out in the Annex I hereto, on the basis that in the case of any such employee whose salary has reached the highest point in the applicable salary scale as set out in Annex I, will be entitled to a continuous annual increment based on the last rate received drawn by such employee of such applicable salary scale.

(b) Further:

(i) Any advantage given to Public Service in terms of any Circular Instruction issued by the Secretary to the Treasury or the

Secretary, Public Administration, will continue to be applicable to the employees of the RDA, as may be relevant; and

(6) The Cost of Living Allowance (COLA) or related adjustments as may be announced in the annual budget will also be extended to the Employees of RDA, as may be relevant, in view of the fact that a separate COLA adjustment did not form part of this Collective Agreement.

6. **Taxes on Emoluments.** - For avoidance of doubt, it is acknowledged the pays tax on emoluments shall be continued to be borne by employees.

7. **Conversion of Salaries.** - The Salaries of employees will be converted to the revised scale by applying the step for step (post by post) method of conversion.

Eg. An employee who had been on the 35th step of the scale as on the date immediately prior to the Effective date of this Agreement, will be placed on the 45th step of the relevant revised scale with effect from Effective date.

8. **Conversion committee.** - Parties jointly agree to re-constitute this Agreement on the basis that any anomaly associated with the calculation of increments will be referred to a Committee comprising of representatives of the RDA (2 members), Executive Officers' Unions (2 members) and Non-Executive Unions (2 members) to be notified suitably. Such committee shall be appointed within a month from the date of this Agreement and its recommendations shall be given within 3 months thereafter.

9. **Other Commitments.** - The above said Non-Executive Officers' Unions on behalf of its membership further agree to assist and support the Managements of the Road Development Authority in every manner to obtain the maximum contribution of membership to achieve annual targets entrusted by the government to the Road Development Authority.

10. **Incidental matters not to be covered.** - The parties hereby agree to all other matters incidental to this agreement not dealt with herein shall be governed by applicable laws, regulations and circular instructions applicable.

My No: C/1322.

# THE INDUSTRIAL DISPUTES ACT, CHAPTER 141

For and behalf of the RDA  
R. W. R. PEMASANI  
Chairman  
Road Development Authority

W. A. S. Wickramasinghe

G. RATHNASEERA  
Working Director 3  
Joint Member  
Road Development Authority

Witnesses

1. \_\_\_\_\_

2. \_\_\_\_\_

For and on behalf of the Non - Executive Union referred to herein:

1. SRI LANKA NIDHAS SEVAKA SANGAMAYA  
( R. D. A. නියෝජිත )  
G. E. M. Rajaratne  
Joint Member

2. UNITED DRIVERS' UNION  
Rajaratne  
Joint Member

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3. CLERICAL AND ALLIED SERVICES UNION

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Association

4. CONSOLIDATED OFFICERS' UNION

Consolidated Officers Association  
Road Development Authority



5. RDA THAKSHANA NILADHARI SANGAMAYA

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6. RDA NIDAHAS PODU SEVA SANGAMAYA

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7. JATHIKA SEVAKA SANGAMAYA

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8. ROAD DEVELOPMENT EMPLOYEES UNION

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9. ADMINISTRATIVE AND STAFF OFFICERS' UNION

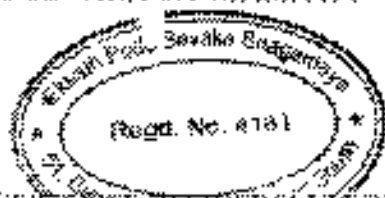
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10. LABORATORY ASSISTANTS' UNION

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11. EKSATH PODU SEVAKA SANGAMAYA



*[Handwritten signature]*

12. RESEARCH ASSISTANT OFFICERS' UNION

Research Assistant Officer's Association of  
 Road Development Authority  
 Research and Development Division  
 Road Development Authority  
 Bompala Road, Ratmalana.  
 Reg. No. 5524

*[Handwritten signature]*

13. TECHNICAL OFFICERS' UNION

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 පරීක්ෂණ සහ පර්යේෂණ  
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14. ACCOUNT ASSISTANTS AND AUDIT

ASSISTANTS' UNION

ACCOUNTS ASSISTANTS' & AUDIT ASSISTANTS  
 ASSOCIATION OF R. D. A. REG. NO. 7117

*[Handwritten signature]*

15. ALL CEYLON GANG LEADERS' AND

LABOUR SUPERVISORS' UNION

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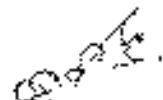
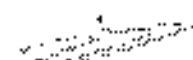
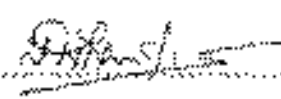
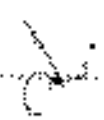
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## 16. KANISHTA SEVAKA SANGAMAYA

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## 17. TECHNICAL ASSISTANTS' UNION

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This Collective Agreement entered into between Road Development Authority, Sethasingaya, Battaramulla of the one part and The Accountants, Auditors, Administrative & Legal Officers' Association of the Road Development Authority of the other part on 3rd day of July 2013 is hereby published in terms of Section 86 of the Industrial Disputes Act, Chapter 111, of the Legislative Instruments of Ceylon (Official Edition 1964).

V. B. P. K. Wimalasiri,  
General Secretary of Labour.

Department of Labour,  
Labour Secretariat,  
Colombo 05,  
06th August, 2013.

**Collective Agreement No. 18 of 2013**

**COLLECTIVE AGREEMENT ENTERED INTO BETWEEN  
ROAD DEVELOPMENT AUTHORITY, SETHASINGAYA, BATTARAMULLA OF THE ONE PART  
AND  
THE ACCOUNTANTS, AUDITORS, ADMINISTRATIVE  
& LEGAL OFFICERS' ASSOCIATION OF THE RDA OF THE OTHER PART**

THIS COLLECTIVE AGREEMENT is made on this 03rd day of July 2013, by and between the ROAD DEVELOPMENT AUTHORITY (established in terms of Road Development Authority Act No. 73 of 1981) as amended by Act No. 37 of 2009 and having its head office at "Sethasingaya" Battaramulla, of the one part (hereinafter referred to as "the RDA") and the ROAD DEVELOPMENT AUTHORITY ACCOUNTANTS, AUDITORS, ADMINISTRATIVE & LEGAL OFFICERS' ASSOCIATION of the other part (hereinafter referred to as "the RDA & LOA")

THIS COLLECTIVE AGREEMENT shall be known and referred to as the ROAD DEVELOPMENT AUTHORITY COLLECTIVE AGREEMENT 2013 WITH THE ROAD DEVELOPMENT AUTHORITY ACCOUNTANTS, AUDITORS, ADMINISTRATIVE & LEGAL OFFICERS' ASSOCIATION HEREIN BEFORE

1. *Employer to be Bound.* - Road Development Authority.

2. *Employees to be Covered and Bound.* - This Collective Agreement shall cover and bind inter alia all members of the Road Development Authority Accountants, Auditors, Administrative & Legal Officers' Association mentioned herein before, whose members are in employment with the Road Development Authority, in the relevant categories of the Salary Scales contained in Annex 1 to this Collective Agreement

3. *Term of Operation and Duration.* - This Agreement shall come in to force on the date of its execution and thereafter continue to be in force, unless it is determined by either party giving six months notice in writing to the other provided, however, that no party shall give such notice to the other party before the expiry of 10 months from the date of the agreement, and such notice shall not expire until the end of 36 months from the date of this Agreement.

With regard to Notice of Termination of this Collective Agreement by the employees of the RDA, notice given by such number of employees representing at least 50 percent of the total membership of all 10 Unions in the RDA consisting of both Engineers' Association, Accountants, Auditors, Administrative and Legal Officers Association and Non Executive Officers' Union that only be treated as the Notice

4. *Notice covered and variation of terms and conditions of employment and benefits.* - It is agreed that the Collective Agreement shall be in full and effect until termination of all matters covered herein as well as of all matters raised by representatives representing the membership of the said 10 Unions in relation to the period of 24 months from the date of this Agreement, in respect of which proceedings have already taken place but matters have been agreed upon by all before the execution of this Agreement, provided that during the continuance of this Collective Agreement matters discussed, negotiated and agreed upon between the parties as referred herein shall remain to be in force and that no Union of the RDA will during the period this Collective Agreement will seek to vary, alter or add any of the terms and conditions of employment or benefits applicable or enjoyed as provided for in this Agreement other than in all cases where an unusual injury increase of 25 percent or over has been granted to the public service.

5. **Salary Components.** - As from the date of execution of this Collective Agreement, each employee covered and bound by this Agreement shall be paid upon and subject to the other terms and conditions hereinafter mentioned a monthly salary which comprised the following components:

(i) Revised Salary as set out in the Annex I herein, on the basis that in the case of any such employee whose salary has reached the highest point in the applicable salary scale as set out in Annex I, will be entitled to a normal annual increment based on the last increment drawn by such employee of such applicable salary scale.

(ii) Further:

(a) Any advantage given to Public Service in terms of any Circular Instruction issued by the Secretary to the Treasury or the Secretary, Public Administration, will continue to be applicable to the employees of the RDA, as may be relevant; and

(b) The Cost of Living Allowance (COLA) or related adjustments as may be announced in the annual Budget will also be extended to the Employees of RDA, as may be relevant, in view of the fact that a separate COLA Adjustment shall not form part of this Collective Agreement.

6. **Taxes on Emoluments.** - For avoidance of doubt, it is acknowledged the paye tax on emoluments shall be continued to be borne by employees.

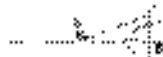
7. **Conversion of Salaries.** - The Salaries of employees will be converted to the revised scale by applying the map for step (up) in by point method of conversion.


Eg. An employee who had been on the 15th step of the second of the scale immediately prior to the effective date of this Agreement, will be placed on the 15th step of the relevant revised scale with effect from its effective date.

8. **Conversion committees.** - Parties jointly agree to execute this Agreement on the basis that any anomaly arising with the calculation of increments will be referred to a Committee comprising of representatives of the RDA (2 members), Executive Officer's Union (2 members) and Public Employees' Union (2 members) to be notified jointly. Such committee shall be appointed within a month from the date of this Agreement and its recommendations shall be given a decision within three months.

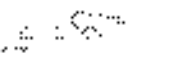
9. **Other Commitments.** - The elected members of the Road Development Authority, Accountants, Auditors, Administrative and Legal Officers' Association on behalf of its membership further agree to assist and support the Management of the Road Development Authority in every manner to ensure the maximum contribution of its members to achieve annual target set out by the government to the Road Development Authority.

10. **Incidental matters not to be covered.** - The parties hereby agree to all other matters incidental to this agreement not dealt with herein shall be governed by applicable laws, regulations and circular instructions applicable.

  
The Secretary to the Treasury  
Ministry of Finance  
C/100/100/100/100/100

  
The Secretary to the Public Administration  
Ministry of Public Administration  
C/100/100/100/100/100

  
Chairman of the RDA  
Road Development Authority  
C/100/100/100/100/100

  
The Secretary to the RDA  
Road Development Authority  
C/100/100/100/100/100

NEW SALARY STRUCTURE FOR NON EXECUTIVES

As applicable

Grade	Current Salary	Basic Allowance		House Allowance		Medical Allowance		Transport Allowance		Total Salary before COL	COL	KMD	Total Salary after COL		KMD	Annual Increase
		Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed				Present	Proposed		
Senior Advisor	1	11,900.00	20,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	21,000.00	21%	1,600.00	22,600.00	22,600.00	1,600.00	21%
	2	12,500.00	20,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	21,500.00	21%	1,600.00	23,100.00	23,100.00	1,600.00	21%
	3	13,100.00	21,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	22,000.00	21%	1,600.00	23,600.00	23,600.00	1,600.00	21%
	4	13,700.00	21,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	22,500.00	21%	1,600.00	24,100.00	24,100.00	1,600.00	21%
	5	14,300.00	22,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	23,000.00	21%	1,600.00	24,600.00	24,600.00	1,600.00	21%
Advisor	6	14,900.00	22,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	23,500.00	21%	1,600.00	25,100.00	25,100.00	1,600.00	21%
	7	15,500.00	23,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	24,000.00	21%	1,600.00	25,600.00	25,600.00	1,600.00	21%
	8	16,100.00	23,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	24,500.00	21%	1,600.00	26,100.00	26,100.00	1,600.00	21%
	9	16,700.00	24,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	25,000.00	21%	1,600.00	26,600.00	26,600.00	1,600.00	21%
	10	17,300.00	24,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	25,500.00	21%	1,600.00	27,100.00	27,100.00	1,600.00	21%
Senior Manager	11	17,900.00	25,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	26,000.00	21%	1,600.00	27,600.00	27,600.00	1,600.00	21%
	12	18,500.00	25,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	26,500.00	21%	1,600.00	28,100.00	28,100.00	1,600.00	21%
	13	19,100.00	26,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	27,000.00	21%	1,600.00	28,600.00	28,600.00	1,600.00	21%
	14	19,700.00	26,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	27,500.00	21%	1,600.00	29,100.00	29,100.00	1,600.00	21%
	15	20,300.00	27,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	28,000.00	21%	1,600.00	29,600.00	29,600.00	1,600.00	21%
Manager	16	20,900.00	27,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	28,500.00	21%	1,600.00	30,100.00	30,100.00	1,600.00	21%
	17	21,500.00	28,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	29,000.00	21%	1,600.00	30,600.00	30,600.00	1,600.00	21%
	18	22,100.00	28,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	29,500.00	21%	1,600.00	31,100.00	31,100.00	1,600.00	21%
	19	22,700.00	29,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	30,000.00	21%	1,600.00	31,600.00	31,600.00	1,600.00	21%
	20	23,300.00	29,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	30,500.00	21%	1,600.00	32,100.00	32,100.00	1,600.00	21%
Senior Executive	21	23,900.00	30,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	31,000.00	21%	1,600.00	32,600.00	32,600.00	1,600.00	21%
	22	24,500.00	30,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	31,500.00	21%	1,600.00	33,100.00	33,100.00	1,600.00	21%
	23	25,100.00	31,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	32,000.00	21%	1,600.00	33,600.00	33,600.00	1,600.00	21%
	24	25,700.00	31,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	32,500.00	21%	1,600.00	34,100.00	34,100.00	1,600.00	21%
	25	26,300.00	32,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	33,000.00	21%	1,600.00	34,600.00	34,600.00	1,600.00	21%
Executive	26	26,900.00	32,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	33,500.00	21%	1,600.00	35,100.00	35,100.00	1,600.00	21%
	27	27,500.00	33,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	34,000.00	21%	1,600.00	35,600.00	35,600.00	1,600.00	21%
	28	28,100.00	33,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	34,500.00	21%	1,600.00	36,100.00	36,100.00	1,600.00	21%
	29	28,700.00	34,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	35,000.00	21%	1,600.00	36,600.00	36,600.00	1,600.00	21%
	30	29,300.00	34,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	35,500.00	21%	1,600.00	37,100.00	37,100.00	1,600.00	21%
Senior Professional	31	29,900.00	35,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	36,000.00	21%	1,600.00	37,600.00	37,600.00	1,600.00	21%
	32	30,500.00	35,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	36,500.00	21%	1,600.00	38,100.00	38,100.00	1,600.00	21%
	33	31,100.00	36,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	37,000.00	21%	1,600.00	38,600.00	38,600.00	1,600.00	21%
	34	31,700.00	36,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	37,500.00	21%	1,600.00	39,100.00	39,100.00	1,600.00	21%
	35	32,300.00	37,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	38,000.00	21%	1,600.00	39,600.00	39,600.00	1,600.00	21%
Professional	36	32,900.00	37,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	38,500.00	21%	1,600.00	40,100.00	40,100.00	1,600.00	21%
	37	33,500.00	38,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	39,000.00	21%	1,600.00	40,600.00	40,600.00	1,600.00	21%
	38	34,100.00	38,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	39,500.00	21%	1,600.00	41,100.00	41,100.00	1,600.00	21%
	39	34,700.00	39,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	40,000.00	21%	1,600.00	41,600.00	41,600.00	1,600.00	21%
	40	35,300.00	39,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	40,500.00	21%	1,600.00	42,100.00	42,100.00	1,600.00	21%
Senior Staff	41	35,900.00	40,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	41,000.00	21%	1,600.00	42,600.00	42,600.00	1,600.00	21%
	42	36,500.00	40,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	41,500.00	21%	1,600.00	43,100.00	43,100.00	1,600.00	21%
	43	37,100.00	41,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	42,000.00	21%	1,600.00	43,600.00	43,600.00	1,600.00	21%
	44	37,700.00	41,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	42,500.00	21%	1,600.00	44,100.00	44,100.00	1,600.00	21%
	45	38,300.00	42,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	43,000.00	21%	1,600.00	44,600.00	44,600.00	1,600.00	21%
Staff	46	38,900.00	42,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	43,500.00	21%	1,600.00	45,100.00	45,100.00	1,600.00	21%
	47	39,500.00	43,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	44,000.00	21%	1,600.00	45,600.00	45,600.00	1,600.00	21%
	48	40,100.00	43,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	44,500.00	21%	1,600.00	46,100.00	46,100.00	1,600.00	21%
	49	40,700.00	44,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	45,000.00	21%	1,600.00	46,600.00	46,600.00	1,600.00	21%
	50	41,300.00	44,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	45,500.00	21%	1,600.00	47,100.00	47,100.00	1,600.00	21%
Junior Staff	51	41,900.00	45,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	46,000.00	21%	1,600.00	47,600.00	47,600.00	1,600.00	21%
	52	42,500.00	45,500.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	46,500.00	21%	1,600.00	48,100.00	48,100.00	1,600.00	21%
	53	43,100.00	46,000.00	1,451.50	1,281.50	1,384.50	1,384.50	1,384.50	1,384.50	47,000.00	21%	1,600.00	48,600.00	48,600.00	1,600.00	21

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ANALYST: J. L. K. 10/15/79

Second Document: "The  
"Catholic Church" - Catholicism

**SECRETARY**  
**OF THE**  
**AMERICAN ASSOCIATION**  
**OF UNIVERSITY AND COLLEGE**  
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**1900-1901**

ADDITIONAL INFORMATION: 10/1/88

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\*See Bibliography, "Book Reviews and Reviews."

— **உயிர்ப்பிழைப்பு** : உயிர்ப்பிழைப்பு

Category	Contract Chain	Basic Salary		HRA Allowance		Bonus Details		Insurance Allowance		Central Salary Hodge		Employee Allowance	COT	Total Salary After (14)
		Period	Present	Present	Present	Present	Present	Present	Present	Present	Present			
Joshi	1	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	2	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	3	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	4	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	5	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
Joshi	6	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	7	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	8	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	9	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	10	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
Joshi	11	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	12	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	13	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	14	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00
	15	Engineer	26,000.00	63,800.00	20,000.00	4,750.00	2,000.00	4,000.00	5,000.00	48,500.00	48,500.00	15,000.00	63,500.00	82,500.00

## ROAD DEVELOPMENT AUTHORITY NEW SALARY STRUCTURE FOR EXECUTIVES

2014-01-01