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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

අංක 2090/14 – 2018 සැප්තැම්බර් මස 25 වැනි අඟහරුවාදා – 2018.09.25

No. 2090/14 – TUESDAY, SEPTEMBER 25, 2018

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

THE WAGES BOARDS ORDINANCE

Notification

WAGES BOARDS FOR THE CERAMICS PRODUCTS MANUFACTURING TRADE

IT is hereby notified under Section 29(3) of the Wages Boards Ordinance (Chapter 136), that the decisions of the Wages Boards for the Ceramic Products Manufacturing Trade made under Section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Hon. Minister of Labour and Trade Union Relations.

The decision shall come into force on the 01st of October, 2018.

S. A. N. SARANATISSA,

Secretary,

Ministry of Labour and Trade Union Relations.

Colombo 05.

20th September, 2018.

The decisions made by the Wages Board for the Ceramic Products Manufacturing Trade and set out in the Schedule to the Notification published in *Gazette Extraordinary* No. 1099/07, of 28th September, 1999, as varied from time to time and last varied by the Notification published in *Gazette Extraordinary* No. 1791/33 of 03rd January, 2013 should be further varied by substitution of the following paragraphs:



CLASS OF WORKERS

Skilled:

Section heads, miscellaneous machine operators, designers, charge handers, kiln operators, oven operators, senior lift operators, mould makers, research assistants, sculpture makers, artists, checkers, electricians.

Semi skilled:

Asst. mould makers, colour blenders, sorters, junior lift operators, polishers, packers, cleaners, products sticker binders, shovel loader operators, assistant machine operators, electricity generator machine operators, assistant oven operators.

Unskilled:

Cleaners, helpers, ordinary workers, gardeners and other related services.

Apprentices:

Workers engaged in miscellaneous duties for a training period of two years.

Minimum rate of wages for a month

| <i>Year of Employment</i> | <i>Skilled Rs.</i> | <i>Semi-skilled Rs.</i> | <i>Unskilled Rs.</i> | <i>Apprentice Rs.</i> |
|---------------------------|------------------------|-----------------------------|--------------------------|---------------------------|
| 1 st Year | 12,627.00 | 11,769.00 | 11,000.00 | 6,693.00 |
| 2 nd Year | 12,777.00 | 11,894.00 | 11,100.00 | 6,793.00 |
| 3 rd Year | 12,927.00 | 12,019.00 | 11,200.00 | |
| 4 th Year | 13,077.00 | 12,144.00 | 11,300.00 | |
| 5 th Year | 13,227.00 | 12,269.00 | 11,400.00 | |

10-286/1

THE WAGES BOARDS ORDINANCE**Notification****WAGES BOARD FOR THE ICE, AERATED WATERS, FRUIT JUICE AND JAM MANUFACTURING TRADE**

It is hereby notified under Section 29(3) of the Wages Boards Ordinance (Chapter 136), that the decisions of the Wages Board for the Ice, Aerated Waters, Fruit Juice and Jam Manufacturing Trade made under Section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Hon. Minister of Labour and Trade Union Relations.

The dermination shall came into force on the 01st of October, 2018.

S. A. N. SARANATISSA,
Secretary,
Ministry of Labour and Trade Union Relations.

Colombo 05.
20th September, 2018.

SCHEDULE

The decisions made by the Wages Board for the Ice, Aerated Waters, Fruit Juice and Jam Manufacturing Trade and set out in the Schedule to the Notification published in *Gazette* No. 13535 of 27th February, 1963, as varied from time to time and last varied by the Notification in *Gazette Extraordinary* No. 1823/68 of 16th August 2013, shall be further varied in Part II of that Schedule by the substitution for the existing part of the following new part:

PART II

Class of Workers:

Grade I:

Head Ice-cream/fruit juice, jam makers (by adding natural and artificial essences), Kanganies, Head syrup makers, operators of water-purifiers, Can makers, Carpenters, fillers (Automatic), Checkers.

Grade II:

Assistant ice-cream/fruit juice, jam makers (by adding natural and artificial essences), other workers engaged in the Manufacture of materials related to this trade, Repairers of cans, Carbon-dioxide gas controlemen, Assistant syrup makers, syrupers, Crowners, clean Bottle examiners, Carbonator operators, production counters, Filers (hand), Labelers (automatic), Bottle washer-off leaders, any other workers engaged in automatic machines in the production of aerated water, ice-harvesters.

Grade III:

Ice-cream/fruit juice/can-fillers, ice-cream/fruit juice/jam packers, ice-packers, bottle unpackers, Ice-loaders, Syrup-room laboures, Bottle washer loaders, Bottle sorters or cleaners Case fillers, Bottle-packers, Cleaners or sweepers, Bottle cleaners (hand), Case- carries or stackers, Stores labourers, Labelers (hand) and vehicle loaders.

Minimum Rates of Wages for a Month

| <i>Year of Employment</i> | <i>Grade I Rs. Cts</i> | <i>Grade II Rs. Cts</i> | <i>Grade III Rs. Cts</i> |
|---------------------------|----------------------------|-----------------------------|------------------------------|
| 1 st Year | 14,125.00 | 13,560.00 | 13,000.00 |
| 2 nd Year | 14,275.00 | 13,685.00 | 13,100.00 |
| 3 rd Year | 14,425.00 | 13,810.00 | 13,200.00 |
| 4 th Year | 14,575.00 | 13,935.00 | 13,300.00 |
| 5 th Year | 14,725.00 | 14,060.00 | 13,400.00 |
| 6 th Year | 14,875.00 | 14,185.00 | 13,500.00 |
| 7 th Year | 15,025.00 | 14,310.00 | 13,600.00 |
| 8 th Year | 15,175.00 | 14,435.00 | 13,700.00 |
| 9 th Year | 15,325.00 | 14,560.00 | 13,800.00 |
| 10 th Year | 15,475.00 | 14,685.00 | 13,900.00 |
| 11 th Year | 15,625.00 | 14,810.00 | 14,000.00 |
| 12 th Year | 15,775.00 | 14,935.00 | 14,100.00 |
| 13 th Year | 15,925.00 | 15,060.00 | 14,200.00 |
| 14 th Year | 16,075.00 | 15,185.00 | 14,300.00 |
| 15 th Year | 16,225.00 | 15,310.00 | 14,400.00 |
| 16 th Year | 16,375.00 | 15,435.00 | 14,500.00 |

Minimum Rates of Wages for a Month (Contd.,)

| <i>Year of Employment</i> | <i>Grade I Rs. Cts</i> | <i>Grade II Rs. Cts</i> | <i>Grade III Rs. Cts</i> |
|---------------------------|----------------------------|-----------------------------|------------------------------|
| 17 th Year | 16,525.00 | 15,560.00 | 14,600.00 |
| 18 th Year | 16,675.00 | 15,685.00 | 14,700.00 |
| 19 th Year | 16,825.00 | 15,810.00 | 14,800.00 |
| 20 th Year | 16,975.00 | 15,935.00 | 14,900.00 |
| 21 th Year | 17,125.00 | 16,060.00 | 15,000.00 |
| 22 th Year | 17,275.00 | 16,185.00 | 15,100.00 |
| 23 th Year | 17,425.00 | 16,310.00 | 15,200.00 |
| 24 th Year | 17,575.00 | 16,435.00 | 15,300.00 |
| 25 th Year | 17,725.00 | 16,560.00 | 15,400.00 |

10-286/2

THE WAGES BOARDS ORDINANCE**Notification****WAGES BOARD FOR THE NURSING HOME TRADE**

IT is hereby notified under Section 29(3) of the Wages Board Ordinance (Chapter 136), that the decisions of the Wages Board for the Nursing Home Trade made under Section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Hon. Minister of Labour and Trade Union Relations.

The decision shall come into force on 01st of October, 2018.

S. A. N. SARANATISSA,

Secretary,

Ministry of Labour and Trade Union Relations.

Colombo 05.

20th September, 2018.

SCHEDULE

The decisions made by the Wages Board for the Nursing Home Trade and set out in the schedule to the notification published in *Gazette Extraordinary* No. 104 of 22nd March, 1974 as varied from time to time and last varied by the Notification published in *Gazette Extraordinary* No. 1800/27, of 07th March 2013, shall be further varied by the substitution for Part II of that Schedule of the following new Paragraph:

PART II

Class of Workers :

Grade I

Matrons, Apothecaries

Grade II:

Pharmacists, Nursing Sister, Laboratory Technologists, X'ray Technicians.

Grade III:

- (a) Nurses, Midwives, Storekeepers
- (b) Trainee Nurses : - 1st year of training
2nd year of training
3rd year of training

Grade IV:

Clerks, Typists, Receptionists, Telephone operators, Cashiers.

Grade V:

Attendants, Dispensers, Surgical Dressers, Stewards, Overseers, Ward Clerks, Diet Clerks

Grade VI:

Orderlies, Peons, Cooks, Watchers, Conservancy Labours.

Grade VII:

Linen Room Attendants, Labours, Garden Labours, Sweepers, Pantry Boys.

"Year " in relation to any trainee nurse shall be deemed to consist of twelve months employment.

Minimum Rates of wages for a month

| Year of Employment | Grade I Rs. | Grade II Rs. | Grade III (A) Rs. | Grade III (B) Rs. | Grade IV Rs. | Grade V Rs. | Grade VI Rs. | Grade VII Rs. |
|--------------------|----------------|-----------------|----------------------|----------------------|-----------------|----------------|-----------------|------------------|
| 1st year | 14,975.00 | 14,652.00 | 14,110.00 | 8,870.00 | 13,674.00 | 13,239.00 | 12,810.00 | 12,500.00 |
| 2nd year | 15,225.00 | 14,877.00 | 14,310.00 | 9,020.00 | 13,849.00 | 13,389.00 | 12,935.00 | 12,600.00 |
| 3rd year | 15,475.00 | 15,102.00 | 14,510.00 | 9,170.00 | 14,024.00 | 13,539.00 | 13,060.00 | 12,700.00 |
| 4th year | 15,725.00 | 15,327.00 | 14,710.00 | | 14,199.00 | 13,689.00 | 13,185.00 | 12,800.00 |
| 5th year | 15,975.00 | 15,552.00 | 14,910.00 | | 14,374.00 | 13,839.00 | 13,310.00 | 12,900.00 |
| 6th year | 16,225.00 | 15,777.00 | 15,110.00 | | 14,549.00 | 13,989.00 | 13,435.00 | 13,000.00 |
| 7th year | 16,475.00 | 16,002.00 | 15,310.00 | | 14,724.00 | 14,139.00 | 13,560.00 | 13,100.00 |
| 8th year | 16,725.00 | 16,227.00 | 15,510.00 | | 14,899.00 | 14,289.00 | 13,685.00 | 13,200.00 |
| 9th year | 16,975.00 | 16,452.00 | 15,710.00 | | 15,074.00 | 14,439.00 | 13,810.00 | 13,300.00 |
| 10th year | 17,225.00 | 16,677.00 | 15,910.00 | | 15,249.00 | 14,589.00 | 13,935.00 | 13,400.00 |

THE WAGES BOARD ORDINANCE**Notification****WAGES BOARD FOR THE CINEMA TRADE**

It is hereby notified under section 29(3) of the Wages Board Ordinance (Chapter 136), that the decisions of the Wages Board for the Cinema Trade made under section 30 of that Ordinance and specified in the Schedule here to have been approved by the Hon. Ministry of Labour and Trade Union Relations.

The decision shall come into force on the 01st of October 2018.

S. A. N. SARANATISSA,

Secretary,

Ministry of Labour and Trade Unions Relations.

Colombo 05.

20th September, 2018.

SCHEDULE

The decisions made by the Wages Board for the Cinema Trade, and set out in the schedule to the notification published in *Extra ordinary Gazette* No. 9961 of 30th March, 1949 as varied from time to time and last varied by Notification published in *Extra ordinary Gazette* No. 1789/19, of 18th December 2012, shall be further varied by the substitution of the following new part for the Part I of that Schedule.

PART I

The minimum monthly rate of wages for time work applicable to the following classes of workers engaged in work within and outside the Municipal Area in the Cinema Trade shall be the rates set out in Table I and II below.

Class of Workers**A-Non-Clerical****Un-Skilled:**

Advertisement Cart Puller, Advertisement or poster boy, Bathroom boy, car or cycle park attendant, chocolate boy, Cleaner, Cloakroom boy, Cleaner, Conservancy Labourer, Garden Labourer, Gate Keeper, Hall boy, Peon, Sandwich boy, Soft drinks Keeper, un skilled labourer Usher, Ushertte, Waiter, Watcher (Day), Watcher (Night).

Semi-Skilled:

Assistant Bar-keeper, Assistant Engine Driver, Checker, Cook Grade II (lower), Re-winder, Telephone Operator, Third Assistant Operator.

Skilled - Grade II

Assistant operator, Bar keeper, Carpenter, Cook- Grade I (higher), Electrician - Grade II, Film room repairer - Grade II, Non-synch operator, Second Assistant operator, Supervisor or Head Checker, Tent Master, Wireman, Fireman.

Skilled - Grade I

Armature winder, Electrician - Grade I, Engine Driver, Film room repairer - Grade I, Head Operator, Tent maker.

B- Clerical

Grade III-

Advertisement Clerck, Assistant Cashier Clerk, Despatch and Clearing Clerk, Advance Booking Clerk, Booking Clerk.

Grade II-

Advertisement manager, Cashier Clerk, Clerk (Accounts and General) Typist, Wharf Clerk, Store-keeper, Book-keeper.

Grade I-

Head Clerk

Others-

Manager, Assistant Manager.

Table I

WITHIN THE MUNICIPAL AREA

| <i>Class of worker</i> | MINIMUM RATES OF WAGES FOR A MONTH YEAR OF EMPLOYMENT | | | | |
|------------------------|------------------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|
| | 1st Year | 2nd Year | 3rd Year | 4th Year | 5th Year |
| "A" Non Clerical | <i>Rs. Cts.</i> | <i>Rs. Cts.</i> | <i>Rs. Cts.</i> | <i>Rs. Cts.</i> | <i>Rs. Cts.</i> |
| Unskilled | 12000.00 | 12100.00 | 12200.00 | 12300.00 | 12,400.00 |
| Semi Skilled | 12447.00 | 12572.00 | 12697.00 | 12822.00 | 12947.00 |
| Skilled Grade II | 13149.00 | 13299.00 | 13449.00 | 13599.00 | 13749.00 |
| Skilled Grade I | 14344.00 | 14519.00 | 14694.00 | 14869.00 | 15044.00 |
| "B" Clerical | | | | | |
| Grade III | 12447.00 | 12572.00 | 12697.00 | 12822.00 | 12947.00 |
| Grade II | 13108.00 | 13258.00 | 13408.00 | 13558.00 | 13708.00 |
| Grade I Head Clerk | 13939.00 | 14114.00 | 14289.00 | 14464.00 | 14639.00 |
| Others | | | | | |
| Manager | 14836.00 | 15011.00 | 15186.00 | 15361.00 | 15536.00 |
| Assistant Manager | 12960.00 | 13110.00 | 13260.00 | 13410.00 | 13560.00 |

Table II

OUT SIDE THE MUNICIPAL AREA

| Class of worker | MINIMUM RATES OF WAGES FOR A MONTH YEAR OF EMPLOYMENT | | | | |
|-------------------|----------------------------------------------------------|----------|----------|----------|-----------|
| | 1st Year | 2nd Year | 3rd Year | 4th Year | 5th Year |
| "A" Non Clerical | Rs. Cts. | Rs. Cts. | Rs. Cts. | Rs. Cts. | Rs. Cts. |
| Unskilled | 12048.00 | 12148.00 | 12248.00 | 12348.00 | 12,448.00 |
| Semi Skilled | 12548.00 | 12673.00 | 12798.00 | 12923.00 | 13048.00 |
| Skilled Grade II | 13243.00 | 13393.00 | 13543.00 | 13693.00 | 13843.00 |
| Skilled Grade I | 14438.00 | 14613.00 | 14788.00 | 14963.00 | 15138.00 |
| "B" Clerical | | | | | |
| Grade III | 12548.00 | 12673.00 | 12798.00 | 12923.00 | 13048.00 |
| Grade II | 12548.00 | 12698.00 | 12848.00 | 12998.00 | 13148.00 |
| Grade I | | | | | |
| Head Clerk | 13682.00 | 13857.00 | 14032.00 | 14207.00 | 14382.00 |
| Others | | | | | |
| Manager | 14586.00 | 14761.00 | 14936.00 | 15111.00 | 15286.00 |
| Assistant Manager | 12656.00 | 12806.00 | 12956.00 | 13106.00 | 13256.00 |

10-286/4

THE WAGES BOARD ORDINANCE

Notification

WAGES BOARD FOR THE COCONUT GROWING TRADE

IT is hereby notified under Section 29(3) of the Wages Boards Ordinance (Chapter 136), that the decisions of the Wages Board for the Coconut Growing Trade made under Section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Hon. Ministry of Labour and Trade Union Relations.

The decision shall come into force on the 01st of October, 2018.

S. A. N. SARANATISSA,
Secretary,
Ministry of Labour and Trade Unions Relations.

Colombo 05.
20th September, 2018.

SCHEDULE

The decisions made by the Wages Board for the Coconut Growing Trade, and set out in the schedule to the Notification published in *Gazette Extraordinary* No. 99/71 of 30th April, 1949 as varied from time to time and last varied by the Notification published in *Gazette Extraordinary* No. 1838/26, of 27th November 2013, shall be further varied by the substitution of the following new part for Part II of that Schedule.

1. In Part II of that schedule in the minimum wage for piece work application to the workers shall be as follows.

| <i>Process</i> | <i>Rate (Rs.)</i> |
|-----------------------------------------------------------------------------------------|------------------------|
| 1. In the raising and maintenance of plantation plucking nuts | 2391.00 per 1000 trees |
| 2. In the manufacture of Copra - Husking nuts, Splitting Nuts, Copra Curing and Sorting | 700.00 per 1000 nuts |

PART III

2. Processes

- (a) The raising and maintenance of a coconut plantaion
- (b) The manufacture of Copra

The minumum rate of wages for time work in relation to above processes shall be

| | |
|-----------------|--------------------|
| For all workers | Rs. 600.00 per Day |
|-----------------|--------------------|

Notwithstanding anything to the contrary contained in the preceding provision of this part, the minimum rate of wages for time work for any worker engaged in cattle keeping on Sunday shall be one and a half times the minimum rate of wage for the work fixed for such workers in respect of a normal working day.

PART III 'A'

The minimum rate of wages for time work in relation to

- (a) The work of a Conductor
- (b) The work of a watcher shall be

| <i>Acres</i> | <i>Watcher (Rs.)</i> | <i>Conductor (Rs.)</i> |
|--------------------------------------------------------------------------------------------------------|----------------------|------------------------|
| 1. Any coconut plantation or division there of not less than 10 acres but less than 25 acres in extent | 12520.00 | Not Applicable |
| 2. Any coconut plantation or division thereof not less than 25 acres but less than 50 acres in extent | 13064.00 | 13426.00 |
| 3. Any coconut plantation or any division thereof not less than 50 acres in extent | 14971.00 | 15332.00 |

THE WAGES BOARD ORDINANCE**Notification****WAGES BOARD FOR THE RUBBER EXPORT TRADE**

IT is hereby notified under Section 29(3) of the Wages Boards Ordinance (Chapter 136), that the decisions of the Wages Board for the Rubber Export Trade made under Section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Hon. Ministry of Labour and Trade Union Relations.

The decision shall come into force on the 01st of October, 2018.

S. A. N. SARANATISSA,

Secretary,

Ministry of Labour and Trade Unions Relations.

Colombo 05.

20th September, 2018.

SCHEDULE

The decisions made by the Wages Board for the Rubber Export Trade, and set out in the Schedule to the Notification published in the *Gazette Extraordinary* No. 9436 of 21st July, 1945 as varied from time to time and last varied by the Notification published in *Gazette Extraordinary* No. 1789/19, of 18th December 2012, shall be further varied by the substitution of the following new part for Part II of that Schedule.

PART II**Minimum Rate of Wages for a Month****Class of Workers****Grade II**

Workers employed in stripping, clipping and bark cutting, Washing and re-smoking mouldy rubber; general labour including moving to presses, weighing machines and other parts of the store; Assembling, wrapping and pricking rubber for bailing, pressing, hooping and wire tying, cutting, jutehessian covers, painting, drying, assembling and marking, treating jutehessian for special packing, covering bales with jute hessian and stitching, laying out bales, cleaning and sweeping of stores and drains.

Intermediate Grade

Workers employed in weighing, grading and sorting, the work of press operators.

Grade I

Workers employed in loading, unloading and carrying bales, stacking and sorting

Watchers

| <i>Stage</i> | <i>Grade II Rs. Cts.</i> | <i>Intermediate Rs. Cts.</i> | <i>Grade I Rs. Cts.</i> | <i>Watcher Rs. Cts.</i> |
|--------------|------------------------------|----------------------------------|-----------------------------|-----------------------------|
| 1st Year | 13,000.00 | 13,572.00 | 14,137.00 | 13,000.00 |
| 2nd Year | 13,100.00 | 13,697.00 | 14,287.00 | 13,100.00 |
| 3rd Year | 13,200.00 | 13,882.00 | 14,437.00 | 13,200.00 |
| 4th Year | 13,300.00 | 13,947.00 | 14,587.00 | 13,300.00 |
| 5th Year | 13,400.00 | 14,072.00 | 14,737.00 | 13,400.00 |
| 6th Year | 13,500.00 | 14,197.00 | 14,887.00 | 13,500.00 |
| 7th Year | 13,600.00 | 14,322.00 | 15,037.00 | 13,600.00 |
| 8th Year | 13,700.00 | 14,447.00 | 15,187.00 | 13,700.00 |
| 9th Year | 13,800.00 | 14,572.00 | 15,337.00 | 13,800.00 |
| 10th Year | 13,900.00 | 14,697.00 | 15,487.00 | 13,900.00 |
| 11th Year | 14,000.00 | 14,822.00 | 15,637.00 | 14,000.00 |
| 12th Year | 14,100.00 | 14,947.00 | 15,787.00 | 14,100.00 |
| 13th Year | 14,200.00 | 15,072.00 | 15,937.00 | 14,200.00 |
| 14th Year | 14,300.00 | 15,197.00 | 16,087.00 | 14,300.00 |
| 15th Year | 14,400.00 | 15,322.00 | 16,237.00 | 14,400.00 |

10-286/6

THE WAGES BOARDS ORDINANCE

Notification

**WAGES BOARD FOR THE BISCUIT AND CONFECTIONARY MANUFACTURING TRADE
(INCLUDING CHOCOLATE MANUFACTURING)**

It is hereby notified under Section 29(3) of the Wages Boards Ordinance (Chapter 136), that the decisions of the Wages Board for the Biscuit and Confectionary Manufacturing (Including Chocolate Manufacturing) Trade made under Section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Hon. Minister of Labour and Trade Union Relations.

The decisions shall come into force on the 01st of October 2018.

S. A. N. SARANATISSA,
Secretary,
Ministry of Labour and Trade Union Relations.

Colombo.
12th September, 2018.

SCHEDULE

The decisions made by the Wages Board for the Biscuit and Confectionary (including Chocolate Manufacturing) Manufacturing Trade, and set out in the schedule to the notification published in the *Gazette* No. 14806 of 14th June, 1968 as varied from time to time and last varied by Notification published in *Extraordinary Gazette* No. 1789/19, of 18th December 2013, shall be further varied by the substitution of the following new part in lieu of Part II of that Schedule.

PART II

The minimum monthly rate of wages for time work applicable to workers of the below mentioned classes of mechanized and non-mechanized factories of the Biscuit and Confectionary (including Chocolate Manufacturing) Manufacturing Trade shall be the rates set out in table I and II respectively.

CLASS OF WORKERS

Class "A" workers (Skilled)**(a) Biscuit Manufacturing :**

Workers engaged in the following - Operations connected with the mixing of dough including the clearing of mixing tubs and containers, weighing and measuring of ingredients, adding of chemicals, essences and coloring and feeding the mixers; Work connected with the cutting machine: Operation connected with cutting and embossing; the baking of biscuits including the work of oven loaders and oven helpers; Operation connected with the stacking machine;

(b) Confectionary Manufacturing :

Workers engaged in the following:- Boiling of ingredients: Work connected with the transferring of "batch" to and from "hot-tables" ; Work connected with the transferring of "batch" to and from "cool-tables"; operations connected with the "batch feeder"; Work connected with the emptying of "batch" to trays; Operations connected with "tableting machine"; Operations connected with the "centre manufacturing machines"; Work connected with the oscillating pans including the adding of essences, sugar and coloring materials; Operations with the sifting machine; Cleaning and roasting of cocoa beans; Emptying roasted cocoa beans into "refitting hull"; Work connected with the "tempering machine" and the "depositer" Work connected with the "vibrating" and the "cooling tunnel".

Class "B" workers (semi-skilled)**(a) Biscuit Manufacturing :**

Workers engaged in the following - Work connected with the receipt and storage of flour and sugar, margarine, vegetable fat, glucose, lecine, essences, cocoa powder, cheese, malt, milk powder, chemicals, butter, ammonia, baking powder, eggs and other ingredients; Work connected with loading and unloading, carrying and conveying of ingredients; Work connected with flour sifting spreading, rolling and flattening of mixed dough on cutting table; Work connected with carrying stacking loading and unloading of biscuit tins and packets; pocketing, heat sealing, labeling; packing and pasting of cartons;

(b) Confectionary Manufacturing :

Workers engaged in the following:- Work connected with the receipt and storage of ingredients, including glucose, sugar essences, cocoa beans, milk powder, vegetable butter, gelatin, chemicals and flavours; Weighing, measuring and mixing of ingredients; Weighing and packing of toffees, chocolates and sweets; collection of sweets in trays and drying sweets in the heating room; the adding of gelatin and coloring materials, Collection of jujubes in trays, weighing and packing of jujubes

wrapping, labelling and packing of sweets and chocolates; and any other operations or activities connected with or incidental to the confectionary manufacturing.

Class "C" workers (Un Skilled)

(a) Biscuit Manufacturing :

Workers engaged in the following - Operations connected with the breaking of dough; Carrying of baked biscuits to and from the cooling rack; Washing and cleaning of trays and containers; Collecting and arranging cut biscuits; and any other operations connected with or incidental to Biscuit Manufacturing.

(b) Confectionary Manufacturing :

Workers engaged in the following - Sorting of sweets, chocolates and toffees; Sealing of bags; Filling of chocolate moulds; separating the chocolates from the moulds.

Table I

**Minimum Rate of Wages for a Month
For workers in mechanized factories**

| Class of Workers | 1st Year <i>Rs. Cts.</i> | 2nd Year <i>Rs. Cts.</i> | 3rd Year <i>Rs. Cts.</i> | 4th Year <i>Rs. Cts.</i> | 5th Year <i>Rs. Cts.</i> |
|-------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| <i>Class "A" Workers (Skilled)</i> | | | | | |
| (a) Biscuit Manufacturing | 14,689.00 | 14,839.00 | 14,989.00 | 15,139.00 | 15,289.00 |
| (b) Confectionary Manufacturing | 14,689.00 | 14,839.00 | 14,989.00 | 15,139.00 | 15,289.00 |
| <i>Class "B" workers (semi - skilled)</i> | | | | | |
| (a) Biscuit Manufacturing | 14,126.00 | 14,251.00 | 14,376.00 | 14,501.00 | 14,626.00 |
| (b) Confectionary Manufacturing | 14,126.00 | 14,251.00 | 14,376.00 | 14,501.00 | 14,626.00 |
| <i>Class "C" workers (unskilled)</i> | | | | | |
| (a) Biscuit Manufacturing | 13,563.00 | 13,663.00 | 13,763.00 | 13,863.00 | 13,963.00 |
| (b) Confectionary Manufacturing | 13,563.00 | 13,663.00 | 13,763.00 | 13,863.00 | 13,963.00 |

Table II

**Minimum Rate of Wages for a Month
For Wokers in Non Mechanized Factories**

| Class of workers | 1st Year | 2nd Year | 3rd Year | 4th Year | 5th Year |
|-------------------------------------------|-----------|-----------|-----------|-----------|-----------|
| | Rs. Cts. | Rs. Cts. | Rs. Cts. | Rs. Cts. | Rs. Cts. |
| <i>Class "A" workers (skilled)</i> | | | | | |
| (a) Biscuit Manufacturing | 14,070.00 | 14,220.00 | 14,370.00 | 14,520.00 | 14,670.00 |
| (b) Confectionary Manufacturing | 14,070.00 | 14,220.00 | 14,370.00 | 14,520.00 | 14,670.00 |
| <i>Class "B" workers (semi - skilled)</i> | | | | | |
| (a) Biscuit Manufacturing | 13,507.00 | 13,632.00 | 13,757.00 | 13,882.00 | 14,007.00 |
| (b) Confectionary Manufacturing | 13,507.00 | 13,632.00 | 13,757.00 | 13,882.00 | 14,007.00 |
| <i>Class "C" workers (un skilled)</i> | | | | | |
| (a) Biscuit Manufacturing | 13,000.00 | 13,100.00 | 13,200.00 | 13,300.00 | 13,400.00 |
| (b) Confectionary Manufacturing | 13,000.00 | 13,100.00 | 13,200.00 | 13,300.00 | 13,400.00 |

10-286/7

THE WAGES BOARDS ORDINANCE

Notifications

WAGES BOARD FOR THE TANNING, FOOTWEAR AND LEATHER GOODS MANUFACTURING TRADE

IT is hereby notified under Section 29(3) of the Wages Board Ordinance (Chapter 136), that the decisions of the Wages Board for the Tanning, Footwear and Leather Goods Manufacturing Trade made under Section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Hon. Minister of Labour and Trade Union Relations.

The decisions shall come into force on the 01st of October, 2018.

S. A. N. SARANATISSA,
Secretary,
Ministry of Labour and Trade Union Relations.

Colombo 05.
14th September, 2018.

SCHEDULE

The decisions made by the Wages Board for the Tanning, Footwear and Leather Goods Manufacturing Trade, and set out in the Schedule to the notification published in *Gazette* No. 14921 of 28th August, 1970 as varied from time to time and last varied by the Notification published in *Gazette Extraordinary* No. 1660/35, of 07th March 2013, shall be further varied by the substitution of the following Parts.

PART II

The minimum monthly rates of wages for time work applicable to the below mentioned classes of workers of the Tanning, Footwear and Leather Goods Manufacturing Trade shall be the rates set-out in the table.

Classes of Workers

The Tanning of Leather

Grade I :

Washing raw hides, Boiling hides in lime, Dehairing the skins, Fleshing the skins, Applying chemicals, Bleaching, Oiling, Shaving, Staking, Socking, Applying salt, Removing excessive oil.

Grade II :

Splitting, Spraying, Filling of salt hides, Trimming Selecting and grading of skins, Buffing, Operating, Machine, Slickering.

Grade III :

Application of flour and drying, Curing the hides, the work of cleaners and sweepers, any other Operation connected with or incidental to the work specified above.

The Manufacture and Repair of Footwear :

Grade I :

Compounding upper making fabric pasting (Mechanical) Cutting soles, Cutting uppers, Edge trimming, mounting, Bottom Pressing, Heel building, Heel compressing, Clicking of uppers Edge setting.

Grade II :

Loading Pressing shoes, Binding uppers, Slotting Boring, Attaching buckles, stitching soles, Scouring, Skiving Solution making, Vamp setting, Eye-letting.

Grade III :

Mixing rubber cement, Cutting straps, Reverting uppers, Dipping in cement, Inserting uppers, Preparing uppers, Cementing back seams, Pasting soles, Polishing, Finishing, Issuing boxes, Labeling boxes, Stamping boxes the work of cleaners and sweepers, any other Operation connected with or incidental, to the work specified above.

The Manufacturing of Leather Goods :

Grade I :

Machine and hand clicking, Perforating and slit-cutting, Riveting, Hand pressing, Making Foot-balls, Volley-balls and Net-balls, Making Traveling bags, document cases and purses (machine).

Grade II :

Fixing studs, Buckles and buttons, Embossing, Fixing locks, Fittings and handles Sewing, Making Traveling bags, Document cases and purses (machine).

Grade III :

Marking, Applying cement and paste, Finishing, Inflating and stamping, any other Operation connected with or incidental to work specified above Learners or Apprentices.

The period of apprenticeship in relation to any learner or apprentice referred to above shall be deemed to consist of 156 working days.

Minimum rate of wage for a month

| <i>Year of Employment</i> | <i>Tanning, Footwear and Leather Goods Manufacturing</i> | | | |
|-------------------------------|----------------------------------------------------------|-----------------------------|------------------------------|--------------------------------------------|
| | <i>Grade I Rs.Cts.</i> | <i>Grade II Rs.Cts.</i> | <i>Grade III Rs.Cts.</i> | <i>Learners or Apprentices Rs.Cts.</i> |
| 1st Year | 15,750.00 | 15,120.00 | 14,500.00 | 7,500.00 |
| 2nd Year | 15,900.00 | 15,245.00 | 14,600.00 | |
| 3rd Year | 16,050.00 | 15,370.00 | 14,700.00 | |
| 4th Year | 16,200.00 | 15,495.00 | 14,800.00 | |
| 5th Year | 16,350.00 | 15,620.00 | 14,900.00 | |

10-286/8

THE WAGES BOARDS ORDINANCE**Notification****WAGES BOARDS FOR THE TEAEXPORT TRADE**

IT is hereby notified under Section 29(3) of the Wages Boards Ordinance (Chapter 136), that the decisions of the Wages Boards for the Tea Export Trade made under Section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Hon. Minister of Labour and Trade Union Relations.

The decision shall come into force on the 01st of October, 2018.

S. A. N. SARANATISSA,
Secretary,
Ministry of Labour and Trade Union Relations.

Colombo 05.
14th September, 2018.

SCHEDULE

The decisions made by the Wages Board for the Tea Export Trade and set out in the Schedule to the Notification published in the *Gazette Extraordinary* No. 9436 of 21st July, 1945, as varied from time to time and last varied by the Notification published in the *Gazette Extraordinary* No. 1789/19 of 18th December 2012, shall be further varied, by the substitution of the following new part for part II of that schedule:-

PART II

Class of Workers:

Grade II:

Workers employed in sampling, opening boxes and turning out contents. weighing empty chests, cutting papers and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping cut old marks, marking, weighing and packing, pasting labels, cutting out and making jute-hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting sifting and refiring and polishing green tea.

Intermediate Grade

Workers employed in weighing chests filled with tea, hand - bulking, hand-blending, box-makers and repairs.

Grade I:

Workers employed in unloading and carrying chests, stacking, carrying chests to blending boards, carrying to the store and restocking and laying out chests and loading for shipping.

Watchers

Minimum rates of Wages for a Month

| <i>Year of Employment</i> | <i>Grade II Rs. Cts</i> | <i>Intermediate Rs. Cts</i> | <i>Grade I Rs. Cts</i> | <i>Watchers Rs. Cts</i> |
|---------------------------|-----------------------------|---------------------------------|----------------------------|-----------------------------|
| 1st Year | 14,000.00 | 14,616.00 | 15,225.00 | 14,000.00 |
| 2nd Year | 14,100.00 | 14,741.00 | 15,375.00 | 14,100.00 |
| 3rd Year | 14,200.00 | 14,866.00 | 15,525.00 | 14,200.00 |
| 4th Year | 14,300.00 | 14,991.00 | 15,675.00 | 14,300.00 |
| 5th Year | 14,400.00 | 15,116.00 | 15,825.00 | 14,400.00 |
| 6th Year | 14,500.00 | 15,241.00 | 15,975.00 | 14,500.00 |
| 7th Year | 14,600.00 | 15,366.00 | 16,125.00 | 14,600.00 |
| 8th Year | 14,700.00 | 15,491.00 | 16,275.00 | 14,700.00 |
| 9th Year | 14,800.00 | 15,616.00 | 16,425.00 | 14,800.00 |
| 10th Year | 14,900.00 | 15,741.00 | 16,575.00 | 14,900.00 |
| 11th Year | 15,000.00 | 15,866.00 | 16,725.00 | 15,000.00 |
| 12th Year | 15,100.00 | 15,991.00 | 16,875.00 | 15,100.00 |
| 13th Year | 15,200.00 | 16,116.00 | 17,025.00 | 15,200.00 |

Minimum rates of wages for a month

| <i>Year of Employment</i> | <i>Grade II Rs. Cts</i> | <i>Intermediate Rs. Cts</i> | <i>Grade I Rs. Cts</i> | <i>Watchers Rs. Cts</i> |
|---------------------------|-----------------------------|---------------------------------|----------------------------|-----------------------------|
| 14th Year | 15,300.00 | 16,241.00 | 17,175.00 | 15,300.00 |
| 15th Year | 15,400.00 | 16,366.00 | 17,325.00 | 15,400.00 |
| 16th Year | 15,500.00 | 16,491.00 | 17,475.00 | 15,500.00 |
| 17th Year | 15,600.00 | 16,616.00 | 17,625.00 | 15,600.00 |
| 18th Year | 15,700.00 | 16,741.00 | 17,775.00 | 15,700.00 |
| 19th Year | 15,800.00 | 16,866.00 | 17,925.00 | 15,800.00 |
| 20th Year | 15,900.00 | 16,991.00 | 18,075.00 | 15,900.00 |
| 21st Year | 16,000.00 | 17,116.00 | 18,225.00 | 16,000.00 |
| 22nd Year | 16,100.00 | 17,241.00 | 18,375.00 | 16,100.00 |
| 23rd Year | 16,200.00 | 17,366.00 | 18,525.00 | 16,200.00 |
| 24th Year | 16,300.00 | 17,491.00 | 18,675.00 | 16,300.00 |
| 25th Year | 16,400.00 | 17,616.00 | 18,825.00 | 16,400.00 |
| 26th Year | 16,500.00 | 17,741.00 | 18,975.00 | 16,500.00 |