



ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ ගැසට් පත්‍රය
අති විශේෂ

The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 1817/32 - 2013 ජූලි මස 03 වැනි බදාදා - 2013.07.03
No. 1817/32 - WEDNESDAY, JULY 03, 2013

(Published by Authority)

PART I : SECTION (I) — GENERAL

Government Notifications

My No. : CI/139.

Commercial and Industrial Workers' Union having its registered office at No. 17, Barracks Lane, Colombo 2 (hereinafter referred to as "the Union").

THE INDUSTRIAL DISPUTES ACT (CHAPTER 131)

THE Memorandum of Settlement entered into between Singer (Sri Lanka) PLC, No. 80, Nawam Mawatha, Colombo 2 of the one part and the Commercial and Industrial Workers' Union, No. 17, Barracks Lane, Colombo 2 of the other part on 4th day of January 2013, regarding Clerical, Allied and Technical Staff Grade Employees is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

V. B. P. K. WEERASINGHE,
Commissioner of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05,
21st May, 2013.

Memorandum of Settlement No. 01 of 2013

Memorandum of Settlement entered into between Singer (Sri Lanka) PLC of No. 80, Nawam Mawatha, Colombo 2 (hereinafter referred to as "The Employer") and the

It is hereby agreed by and between parties as follows :

1. This Memorandum of Settlement shall cover the Employer, the Union and members of the Union employed on permanent basis in Clerical, Allied and Technical Staff Grade by the employer who are in the service as at 01st December 2012 and for whom salary scales have been prescribed in Schedule I hereof.
2. This Memorandum of Settlement shall come into effect on 01st December 2012 and shall continue thereafter until either party gives one month's written notice of termination of the agreement to the other, provided, however, neither party shall give such notice of termination before 31st of October, 2014.
3. During the pendency of this agreement the company shall make a payment in lieu of Cost of Living as it did in the year 2012.



4. It is agreed by and between parties that during the pendency of this Memorandum of Settlement neither party shall attempt to vary or alter any of the terms and conditions set out herein other than by way of mutual agreement.
5. In the event of a dispute in relation to any matter that is not covered by this agreement, parties are agreed to resolve such dispute through discussions at the Company level or failing which at the Employers' Federation of Ceylon or failing which through conciliation and/or voluntary arbitration in terms of the Industrial Disputes Act.
6. With effect from 01st December, 2012 the salaries applicable to the employees covered by this agreement shall be in terms of the scales set out in Schedule I hereof.
7. (i) To ascertain the salary payable to an employee with effect from 01st December, 2012, a sum equal to 11.5% of the salary drawn by each employee as at November, 2012 shall be added to the salary payable to an employee as at 30th November, 2012 and the employee shall be placed on the corresponding point in monetary terms in the grade applicable to him/her on the salary scale set out in Schedule I. If there is no corresponding point the employee shall be placed on the next higher point in monetary terms.
- (ii) With effect from 1st December, 2013, each employee who is in employment and who was in employment as at 1st December 2012 shall be
- granted a salary increase equal to 0.5% of the salary paid to such employee as at November, 2012 and such employee shall thereafter be placed on the corresponding salary point in the grade applicable under the salary scales applicable as at such time. In the event of there being no such corresponding point such employee shall be placed on the next high point as in the case of the first conversion.
- In witness hereof parties have set their hand hereunto at Colombo on this 4th day of January, Two Thousand and Thirteen
- | | |
|--|---|
| For and on behalf of the Employer | For and on behalf of the Union |
| 1.
M. P. A. Salgado,
Finance Director. | 1.
Saranapala Silva,
General Secretary - CIWU |
| 2.
P. L. D. C. Perera,
Director - Human Resources | 2.
M. K. P. D. Perera,
Branch President - CIWU |
| 3.
H. M. I. S. Herath,
Manager - Industrial Relations. | 3.
R. S. Perera,
Branch Secretary - CIWU |
| Singer (Sri Lanka) PLC,
MAHESH WIJewardene,
Commercial Director. | |

SCHEDULE - I

Minor Staff

Grade I	16,360	$(14 \times 50) + (21 \times 60) + (14 \times 75)$	=	19,370	& thereafter 75
---------	--------	--	---	--------	-----------------

Clerical Staff

Grade I	16,558	$(14 \times 75) + (35 \times 100)$	=	21,108	& thereafter 100
Grade II	16,853	$(14 \times 85) + (30 \times 125)$	=	21,793	& thereafter 125
Higher Grade	17,798	$(10 \times 150) + (10 \times 175) + (20 \times 200)$	=	25,048	& thereafter 200
Special Grade	18,363	$(5 \times 200) + (10 \times 250) + (25 \times 300)$	=	29,363	& thereafter 300

Senior Mechanics, TV, Agro, & Maintenance Technicians, Service Technicians - Microchip, Electronic Technicians, Mechanics - Depot Shops/Mega/Modern Homes, Technicians - Customer Service, Autogard

Grade I	16,701	$(14 \times 75) + (26 \times 100)$	=	20,351	& thereafter 100
Grade II	17,138	$(14 \times 85) + (26 \times 125)$	=	21,578	& thereafter 125
Grade III	18,140	$(14 \times 150) + (26 \times 175)$	=	24,790	& thereafter 175

Technicians, Sales Technicians, Technical Sales Assistant, Sales Assistants & Technical Assistants (Microchip, Apparel Solutions, Service Centres, Singer Homes)

Grade I	17,043	$(14 \times 75) + (21 \times 100)$	=	20,193	& thereafter 100
Grade II	17,594	$(14 \times 85) + (21 \times 125)$	=	21,409	& thereafter 125
Grade III	18,368	$(14 \times 150) + (21 \times 175)$	=	24,143	& thereafter 175

Refrigerator & QC Technicians

Grade I	16,584	$(14 \times 75) + (21 \times 100)$	=	19,734	& thereafter 100
Grade II	17,081	$(14 \times 85) + (21 \times 125)$	=	20,896	& thereafter 125
Grade III	17,798	$(14 \times 150) + (21 \times 175)$	=	23,573	& thereafter 175

Leading Technicians - Service Centers, Technical Supervisors, Quality Assurance Officers, AC Supervisors, Quality Assurance Supervisors

Grade I	17,815	$(14 \times 75) + (21 \times 100)$	=	20,965	& thereafter 100
Grade II	18,153	$(14 \times 85) + (21 \times 125)$	=	21,968	& thereafter 125

07 - 507