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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

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PART I : SECTION (I) — GENERAL

Government Notifications

My No. CI/1457

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Regnis Lanka PLC, No. 52, Ferry Road, Off Borupana Road, Ratmalana of the one part and the Ceylon Mercantile, Industrial and General Workers' Union (CMU), No. 3, 22nd Lane, Colombo 3 of the other part on 24th day of March 2015 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

M. D. C. AMARATHUNGA,
Commissioner of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05,
6th July 2015.

Collective Agreement No. 10 of 2015

Collective Agreement

The Collective Agreement made on 24th day of March 2015 pursuant to the Industrial Disputes Act between Regnis Lanka PLC, a Company duly registered in Sri Lanka under

the Companies' Ordinance and having its registered office at No.52, Ferry Road, Off Borupana Road, Ratmalana, (hereinafter referred to as "The Employer") of the One part, and the Ceylon Mercantile, Industrial and General Workers' Union (CMU), a Trade Union duly registered in Sri Lanka Under the Trade Unions' Ordinance and having its registered office at No.3, 22nd Lane, Colombo 3 (hereinafter referred to as "The Union") of the Other Part.

Witnesseth, and it is hereby agreed between the parties as follows : -

Title : This Collective Agreement shall be known and referred to as the Regnis Lanka PLC Collective Agreement.

Registration : An application will be made by the Employer to the Commissioner of Labour for registration of this Agreement under the Industrial Disputes Act.

Whereas the Employer and the Union have, Consequent to negotiations arrived at a final settlement in respect of the following:



(1) *Employer covered and bound*

Regnis Lanka PLC Ratmalana

(2) *Employees covered and bound*

This Agreement shall cover and bind the Union and its members employed in the manual, Clerical, Supervisory and Quality Controllers' grades who are in service with the Employer, in a permanent capacity and in respect of whom salary scales have been set out in Annexure 01.

(3) *Date of operation and duration*

This Agreement shall be effective from the 15th March 2015 and shall continue to be in force unless it is terminated by either party with three months notice to the other in writing provided, however, that no such notice shall be given by either party prior to the 15th day of January 2017, and such notice shall not take effect and this Collective Agreement shall not stand terminated until the 15th day of March 2017. Any notice of termination given by a party prior to the 15th day of January 2017 shall have no effect whatsoever.

(4) *Salaries*

The employer shall increase the Salaries as follows :

- (1) A sum of Rs.2250/- will be added to the present basic salary with effect from the 15th day of March 2015.
- (2) Rs. 750/- increase to basic salary with effect from the 15th day of March 2016.
- (3) Employees in the grade of Supervisors, Quality Controllers and Senior Assistant (Accounts/ Commercial/Human Resources) would receive a further Rs. 1000/- increase to the salaries effective from the 15th day of March 2015.
- (4) A sum of Rs. 500/- will be added to the salary point Rs. 13050/- of Production Employee Grade 2 category to be effective 1st January 2015.
- (5) The salary increment of Chief Quality Controller Special Grade 01 of Rs. 120 will be increased by Rs. 25/- to Rs. 145/- and all other salary points will be adjusted proportionately. (Refer Annexure 01)

(5) *Ex-gratia payment*

The Employer agrees to pay within a period of seven days from signing of this Collective Agreement, Rs. 23,000/- to an employee ex-gratia.

This payment shall not constitute a part of an employee's wages and/or earnings for any consequential benefits whatsoever.

(6) *Service Award*

Rs. 25/- per each completed year of service will be added to the basic salary in respect of period of service of each employee in employment as at 15th day of March 2015, as a once and for all adjustment. This would be only in this instance.

(7) *Shift System*

Union agrees to work on shift as and when the management requests to do so. In the case of shift work, the parties have agreed to work on the following basis giving the 8 hours output within the shift.

- a. Morning shift - 6.00 a.m. to 2.00 p.m.
- b. Evening shift - 2.00 a.m. to 10.00 p.m.

It is agreed that workers would continue with the evening shift from 10.00 p.m. to 5.00 a. m. on overtime basis whenever required by the management, subject to the consent of the worker.

The shift exchanging facility could be availed of only with the prior written approval of the management.

A shift allowance will be provided for shifts operating from 6.00 a.m. to 2.00 p.m. and 2.00 p.m. to 10.00 p.m. The amount of the shift allowance which is currently Rs.100/- will be reconsidered when the need for shift operation is considered.

If the management at its discretion decides that it is not necessary to work on a shift basis, then the present work practice will be reverted to, for a specific period of time.

(8) *Meals :*

The meal allowance will remain the same as previously and Rs. 100/- will be applicable for the following instances :

- i. Those who are assigned to work during 6.00 a.m. to 2.00 p.m. shift, if an employee does overtime work until 10.00 p.m. or is required to continue to work overtime thereafter.
- ii. Those who are assigned to work during 2.00 p.m. to 10.00 p.m. shift, if an employee does overtime until 5.00 a.m. on the following morning.

(9) *Medical Scheme*

The existing medical scheme will be revised in the following manner:

- (1) Increase medical reimbursement of Rs.100/- to Rs. 1400/- per month.
- (2) The company will register with an institution providing 24 hours ambulance service.

All other conditions of the medical scheme will be same.

(10) *Optical Aid Scheme*

An employee will be eligible for reimbursement up to Rs. 4000/- in respect of only one pair of spectacles during employment, prescribed by an Eye Specialist for his/her use. For such reimbursement, the employee should submit the prescription from an Eye Specialist, relevant invoices and the request (declaration) made by the employee. In addition an employee will be eligible to claim up to Rs.2000/- for a pair of lenses only every four years.

(11) *Duty Leave for General Council Meetings of the Union*

If a written request is made for permission to attend a meeting of the general council of the union 48 hours prior to such date, the employer at its discretion would generally grant permission to three designated Members of the General Council of the Union. The union hereby undertakes to furnish the employer a list of names of the designated members of the General Council of the Union from amongst its members and keep the employer informed of any changes made therein from time to time. The duty leave if granted would be to leave office not earlier than 2.00 p.m. On the designated day of the general council meeting and would be on one occasion per month.

Employer at its discretion would consider granting permission to designated members of the union to attend the Biennial Delegates Conference provided the branch union is in bargaining position. This would not preclude or prejudice the right of the employer to refuse to grant permission if in its discretion the exigencies of the circumstances warrant refusal.

(12) *Count Setting Mechanism*

The management and the Branch Union have agreed to the following :

- (1) The branch union will comply with production targets agreed upon with the management as per Annexure 02 attached.
- (2) The Management Representative and the Representative Machine Operators will discuss and work together to achieve maximum output of the operation and then it will be discussed and agreed with Branch Representatives.
- (3) Failing above, two Managers and Representative Machine Operators will check the actual timing etc. and jointly work to achieve the maximum output. It will be agreed with Branch Representatives.
- (4) Failing above, Machine Operators, Branch Union Committee and the Management Representatives will discuss and agree on count.
- (5) If a settlement cannot be achieved, a time study/work study will be carried out by a time study/work study practitioner and parties will try to arrive at a settlement based on its findings.
- (6) If yet a settlement fails, a discussion will be convened with the parent Union.

under the auspices of the employers' Federation of Ceylon to arrive at a settlement after discussion based on time study/work study practitioner's findings.
- (7) While discussion and negotiations as above are proceeding, the operation in question will continue.

13. *Trade Union Action*

The company, the Union and the employees covered and bound by this Agreement agree that no party shall attempt to amend, vary or alter the terms of this Agreement during its period of operation and Union and the employees shall not resort to any form of Trade Union action whatsoever in relation to any matter covered by this Agreement or related to the remuneration package of employees.

(d) Subject to clause 13 hereof, the Union and the employees agree that they shall not resort to any form of Trade Union action without having complied with the procedure set out above for the settlement of an industrial dispute and in the event of any Trade Union action, the Company shall be given reasonable notice of such action.

The Union and its member shall co-operate with the Company in the maintenance of discipline, avoidance of waste, maintenance of safe working conditions, improvement of quality, improvement of productivity and securing efficiency in such manner as to augment the competitive strength of the Company.

14. *Disputes Settlement Producedure*

In the event of dispute that may arise between parties, the following procedure shall be followed for the resolution of such dispute.

(a) The Branch Committee of the Union will initially raise such dispute with the management and the parties shall endeavor to have such dispute resolved through discussions.

Witness hereof, the parties hereunto set their hands on this 24th day of March Two Thousand and Fifteen.

For and on behalf of
Regnis Lanka PLC

For and on behalf of
The Ceylon Mercantile,
Industrial and General
Workers' Union

(b) In the event of no resolution of the matter in dispute, the Branch Committee of the Union will refer the dispute to the Union and Union will raise it with the management direct, or with the Employers' Federation of Ceylon for resolution through discussions.

Name :

Designation :

Name :

Designation :

(c) In the event of no satisfactory resolution of the dispute after discussions in terms of (b) above, the Union or the Company may seek the intervention of the Department of Labor under the provisions of the Industrial Disputes Act for conciliation.

Witnesses :

Name :

Designation :

Name :

Designation :

Anexure 01

REGNIS LANKA (PLC), SALARY SCALE
WITH EFFECT FROM 15TH MARCH - 2015

Production/Maintenance/Stores Employee Grade II	13,550.00	150x94.00	27,650.00
Production/Maintenance/Stores Employee Grade I	14,500.00	150x97.00	29,050.00
Asst. Technician/Counterman Grade II	15,350.00	150x103.00	30,800.00
Technician Grade II/Counterman Grade I	16,250.00	150x109.00	32,600.00
Technician Grade I/Store men	17,150.00	150x115.00	34,400.00
Master Technician/Senior Store men	17,850.00	150x121.00	36,000.00
Supervisor	14,500.00	150x115.00	31,750.00
Supervisor Special Grade II	15,350.00	150x121.00	33,500.00
Supervisor Special Grade I	16,350.00	150x127.00	35,400.00

Senior Production Supervisor	19,100.00	125x133.00	35,725.00
Senior Production Supervisor Special Grade II	20,350.00	125x139.00	37,725.00
Senior Production Supervisor Special Grade I	21,350.00	125x145.00	39,475.00
Quality Controller	14,300.00	150x109.00	30,650.00
Quality Controller Special Grade II	15,200.00	150x115.00	32,450.00
Quality Controller Special Grade I	16,150.00	150x121.00	34,300.00
Senior Quality Controller	18,950.00	125x127.00	34,825.00
Senior Quality Controller Special Grade II	20,050.00	125x133.00	36,675.00
Senior Quality Controller Special Grade I	20,900.00	125x139.00	38,275.00
Chief Quality Controller Grade II	14,800.00	150x127.00	33,850.00
Chief Quality Controller Grade I	15,600.00	150x133.00	35,550.00
Chief Quality Controller Special Grade II	18,400.00	125x139.00	35,775.00
Chief Quality Controller Special Grade I	19,700.00	125x145.00	37,825.00
Driver Grade III	13,850.00	150x103.00	29,300.00
Driver Grade II	14,750.00	150x109.00	31,100.00
Driver Grade I	15,650.00	150x115.00	32,900.00
Delivery Employee Grade III	13,550.00	150x91.00	27,200.00
Delivery Employee Grade II	14,400.00	150x94.00	28,500.00
Delivery Employee Grade I	15,250.00	150x97.00	29,800.00
Accounts/HR/Commercial			
Junior Assistant	13,750.00	150x97.00	28,300.00
Assistant	14,700.00	150x106.00	30,600.00
Senior Assistant	15,650.00	150x115.00	32,900.00
Office Aid Grade II	13,650.00	150x94.00	27,750.00
Grade I	14,500.00	150x97.00	29,050.00
Stenographer Grade II	13,750.00	150x97.00	28,300.00
Grade I	14,700.00	150x106.00	30,600.00
Special Grade II	16,100.00	150x121.00	34,250.00
Special Grade I	17,050.00	150x127.00	36,100.00

PRODUCTION ISSUES RESOLVED IN COLLECTIVE AGREEMENT DATED 15TH MARCH 2015 WITH CMU

1. Door preparation (one person per 8 hours)

200/192 (sets)	19
72	21
182	36
55	56
55N	36
242/245	17
260/251 (sets)	16
150	56

Assembly Line "A"

1. Door assembly (one person per 8 hours)

55	38
72/182	38
200/192	15
242/245	10
260/251	20
RGS 150 (One person to fix door for both lines)	50

2. Additional person given for mask defects at 1st operation to be removed from 200/192/245/242 lines immediately.

3. Charging operations to be combined under one operator for 58 and 38 lines

Assembly Line 'B'

1. Normal targets to be given with the drain heater at mounting, pressure testing and gas charging operations.

2. Same conditions 1 & 2 under Assembly line 'A'.

3. Guide duct fixing of no frost models to be done by the coil welding person as done previously (Coil welding operation)

Parts

1. Punching of inner liner on hydraulic puncher : 02 people to give 28 per hour

2. Also if punching of inner liner done manually : 02 people to give 28 per hour.

Geo Door Liner Cutting/Drilling

1. GEO 200D (Set)	02 people	output per 8 hours 145
2. GEO 182 S	02 people	output per 8 hours 200
3. GEO 242 D Top	02 people	output per 8 hours 291
4. GEO 260 NF Top	02 people	output per 8 hours 291
5. 5/55/242/245/260/251	02 people	output per 8 hours 220

My No. CI/1373

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Polytex Garments Limited, Minuwangoda Road, Ekala, Ja-ela of the one part and the Polytex Ekamuthu Sevaka Sangamaya, IPZ, Koggala, Habaraduwa of the other part on 06th day of March 2015 is hereby published in terms of Sections 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956)

M. D. C. AMARATHUNGA,
Commissioner of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05,
6th July 2015.

Collective Agreement No. 06 of 2015

Collective Agreement

This Collective Agreement made on this 06th day of March Two Thousand Fifteen, to take effect from the 01st day of January Two Thousand Fifteen, pursuant to the Industrial Dispute Act between.

Polytex Garments Limited having its registered office at Minuwangoda Road, Ekala, Ja-Ela (hereinafter referred to as the "Employer") of the One Part

and

Polytex Ekamuthu Sevaka Sangamaya affiliated to the All Ceylon Federation of Free Trade Unions having its registered office at IPZ, Koggala, Habaraduwa (hereinafter referred to as the "Union") of the Second Part

Witnesseth and it is hereby agreed between the parties as follows :

Title : This Agreement shall be known and referred to as the Polytex Garments Limited, Koggala Collective Agreement of 2015.

COLLECTIVE AGREEMENT

This Collective Agreement is entered into by and between POLYTEX GARMENTS LTD., a duly incorporated company having its registered office at Minuwangoda Road, Ekala, Ja-Ela, (hereinafter referred to as "the Employer" or "the Company") of the one part and POLYTEX EKAMUTHU SEVAKA SANGAMAYA affiliated to The All Ceylon

Federation of Free Trade Unions, having its registered office at IPZ, Koggala, Habaraduwa, (hereinafter referred to as "the Union") of the other part on this 06th day of March Two Thousand and Fifteen.

WHEREAS, parties had a series of discussions, in regard to the revision of the terms of employment of employees, who are members of the union and who are employed in Grades III & IV stipulated in the Wages Board for the Garment Manufacturing Trade, in the permanent cadre of the Employer's Factory at Koggala, parties have now agreed on the following terms as a full and final settlement.

1. *Parties Covered and Bound*

The provisions of this Agreement shall apply to the Employer, the Union and Members of the Union engaged as Grade III and IV employees stipulated in the Wages Board for the Garment Manufacturing Trade and who have permanent contracts of employment as at the date of this agreement in the Employer's Factory at Koggala.

2. *Duration of the Agreement*

This Agreement shall take effect from 1st January 2015 and shall, unless otherwise terminated by either party giving one month's written notice to the other, continue to remain in force provided, however, that neither party shall give such notice prior to the 30th November 2015, and the Agreement shall not stand terminated prior to the 31st day of December 2015.

3. *Revision of Salaries :*

The salary revision shall consist of two components; the Non-Variable Component and the Variable Component which is linked to productivity.

(a) *Non-Variable Component of Wage Revision :*

Non-Variable Component will be added to the Salary of each employee in the following manner :

First Year - with effect from 1st January 2015 - Rs. 1,300/-

b) Variable Component of Wage Revision:

This component shall be calculated as set out in Annexure 1 of this Collective Agreement and the revisions so calculated will be added on to the salaries of employees covered and bound by this Collective Agreement with effect from 1st January 2015.

An employee who is confirmed in employment during the year and who has completed one (01) year in service would be entitled to the immediately succeeding increase in the salary.

4. *If during the continuance in force of this agreement the Government of Sri Lanka :*

- i) Prescribes in any year, increases in salary/ and or any allowances by any written law applicable to categories of employees covered by this Agreement, the Employer shall be entitled to take credit for the salary increases granted to an employee in respect of such year. in terms of Clause 3 hereof and determine the increase, if any, that is to be granted to an employee accordingly.
- ii) Recommends increases in salaries/and or any allowances, such recommendations will not be applicable to the Employer regardless of whether or not such recommendation is applicable to the categories of employees covered by this Agreement.

5. *Monthly Attendance Bonus:*

5.1 Monthly attendance bonus will be as follows :

- a. Employees who do not take any leave in the month will be entitled for Rs 2000/-.
- b. Employees who avail one day's approved leave per month shall receive Rs 1,500/-.

5.2 Employees who avail more than one day and up to two days of approved leave per month shall receive Rs 1000/- per month.

5.3 Employees who either avail more than two days of leave or are placed on "No Pay Absence" shall not qualify for the attendance bonus.

5.4 Any employee who exceeds more than ten days of late attendance or 60 minutes in total will not be entitled Rs.2000.00 of the attendance bonus instead they will receive Rs. 1500.00

5.5 Leave approved on account of contagious diseases and employment relates accidents, within the scope of the Workmen's Compensation Ordinance, shall be exempted from leave under this scheme.

5.6 In the event the total factory absenteeism percentage reaching the level of less than 6% per month, the employees will enjoy the concession of taking 2 days of approved leave whilst enjoying Rs. 1500/- as the bonus amount per month only for the qualifying month and Employees will enjoy the concession of taking one day of approved leave whilst enjoying Rs. 2000/- as the bonus amount per month only for the qualifying month.

6. *Best Line Award :*

Each month the best sewing line at the Koggala Factory will be selected and rewarded. Only the sewing line which achieves the highest efficiency level on SAH during a month will be selected and the award will be according to the efficiency level on SAH calculation (MTD) achieved as set out below:

6.1 *Monthly Scheme:*

- i) the line which achieves the highest efficiency level during a month and if the efficiency level is over 50% but below 55% on SAH calculation, (MTD) it shall qualify for an award of Rs 20,000/- per line for that particular month only or
- ii) if the highest efficiency level achieved during a month is above 56% but below 60% on SAH calculation, (MTD) it shall qualify for an award of Rs 25,000/- per line for that particular month only or

- iii) if the highest efficiency level achieved during a month is above 61 % but below 65% on SAH calculation,(MTD) it shall qualify for an award of Rs. 30,000/- per line for that particular month only or
- iv) If the highest efficiency level achieved during a month is above 66% and below 75% on SAH calculation,(MTD) it shall qualify for an award of Rs 40,000/- per line for that particular month only or
- v) if the highest efficiency level achieved during a month is above 75% on SAH calculation, (MTD) it shall qualify for an award of Rs. 50,000/- per line for that particular month only.
- vi) In addition to selecting the best sewing line, any sewing line that achieves efficiency levels of 65% or above on SAH calculation (MTD) during a month shall be entitled to a reward of Rs. 30,000/-per line for that particular month only.

It should, however, be noted that one sewing line shall be entitled to only one of the awards mentioned above, during a qualifying month.

6.2 Annual Scheme:

- i) One (01) sewing line which has maintained a Year to Date (YTD)efficiency level of 60% or above on SAH calculation, shall be selected as the best performer for the year and shall qualify for the Best Performing Sewing Line Award of Rs. 50.000/-.
- ii) It should be noted that in selecting the above award winners, the present selection criteria will also apply in addition to the SAH calculation as stipulated above.

7. Transport for Employees:

- 7.1 If the entire factory achieves performance levels of 60% efficiency on SAH calculation in the previous year, transport shall be arranged from the 1st January of the following year to places where there is a minimum of 20 employees who require the facility.

7.2 If the factory achieves 70% efficiency on SAH calculation in the previous year, transport will be provided free of charge from 1 st January in the following year up to 31st December of the same year to places where there is a minimum of 20 employees who require the facility.

7.3 If they do not meet above criteria on SAH in paragraph 7.2 it is agreed that the employee will bear 25% of the cost that would be incurred in providing this facility.

8. Annual Bonus:

The company will continue to make payment of the annual bonus of two months as per existing criteria. The wage increase coming into effect from 01.01. 2015 shall be considered for the April 2015 Bonus payment.

9. Performance Bonus:

The existing Performance Bonus scheme shall remain in force for the duration of the collective agreement.

10. Union Facilities :

The management shall continue to provide the following facilities, which have been provided to the Union.

- i) The Employer agrees to grant the facility of union subscription dues “check off” to the Union in respect of its members subject to request forms being submitted by the employees concerned.
- ii) The Employer agrees to provide a notice board on the understanding that all notices which are to be displayed will have to be approved by the Employer.
- iii) Duty leave of 1/2 day will granted to ten members of the Branch Committee to attend to the General Council Meetings of the Union once a month or duty leave of one (1) day will be provided to 5 members of the branch committee to attend the meeting. Provided however, 3 days prior notice will have to be given to the Employer in this regard.

- iv) The branch union may have union committee meetings in the company canteen. However the branch union will have to notify the employer in advance and obtain prior permission in this regard. The committee meetings will be held after normal working hours.
- v) The employer further agrees to provide a document cabinet for the use of branch committee.
- vi) The committee members will be granted three days (03) annually to attend educational training programmes subjected a maximum of six (06) at a given time. The union is required to give at least one week notice for this purpose.
- vii) The employer further agrees to grant permission to hold educational programmes at the company canteen after working hours provided a written notice in advance (3days) is given to the management and permission obtained.
11. *Variation of terms and conditions*
- The employer, the Union, and the employees covered and bound by this Agreement undertake that they shall not during the continuance of this Agreement attempt to seek to vary, in any manner, any of the terms and conditions agreed upon herein and shall not resort to any form of Trade Union action in relation to any dispute connected with or arising out of any matter covered by this Agreement.
12. *Dispute Resolution:*
- The union and the employees further agree that in the event of any industrial dispute that may arise during the course of this agreement, the following procedure shall be complied with:
1. The branch committee of the union will initially raise the dispute with the manager directly concerned and thereafter, if necessary with the general management for resolution.
 11. In the event of no satisfactory resolution after discussion with the employer, the branch committee will refer the matter to the union and the union will raise it with the employer direct or through the Employers' Federation of Ceylon for resolution through discussions.
 - iii. In the event of no satisfactory resolution after discussions in term of (ii) above, the union or the employer may seek the intervention of the department of labour under the provisions of Industrial Dispute Act for conciliation.
- The union and the employees undertake that they shall not resort to any form of trade union action without having complied with the procedural steps in terms of (i), (ii) and (iii) above and in the event of any trade union action thereafter, they shall give at least 14 days notice to the employer.
13. The union and the employees agree with the employer that they shall not up to 31st December 2015 raise any further issues / demands with regard to employee wages, bonuses, awards or any other monetary benefits and shall not resort to any form of trade union actions on such matters and any other matters which is covered by this agreement.
14. It is hereby agreed between parties that there is an understanding with regard to transferability of employees from one line to another according to operational requirements.
- In witness whereof, both parties aforeaid have hereunder set their hands on this 6th day of March, Two Thousand and Fifteen at Colombo.
- | | |
|--|---|
| Graham Parley
Director-Manufacturing
For and on behalf of
Polytex Garments Ltd. | Ms. M. C. Rajahmony
President
For and on behalf of the
All Ceylon Federation of
Free Trade Unions |
|--|---|
- Witnesses :
- | | |
|---|--|
| 1..... | 1..... |
| Name: Vindika Jayaratne
Designation: HR Manager | Name : Jayantha Liyanage
Designation : President |
| 2..... | 2..... |
| Name : Indika Gamage
Designation : Senior Manager
Group HR and Admin. | Name : E. W. W. K. I. Ruwanmali
Designation : Secretary |

PTX SAH Efficiency for 2012

	2012-Jan	2012-Feb	2012-Mar	2012-Apr	2012-May	2012-June	2012-July	2012-Aug	2012-Sep	2012-Oct	2012-Nov	2012-Dec
KOG	61.01%	55.70%	60.25%	56.24%	51.49%	41.38%	51.55%	47.42%	48.11%	48.16%	47.63%	50.00%

Wage Increase 2013

	2012-Jan	2012-Feb	2012-Mar	2012-Apr	2012-May	2012-June	2012-July	2012-Aug	2012-Sep	2012-Oct	2012-Nov	2012-Dec
KOG	158.33	116.67	158.33	116.67	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

** Added Rs. 50 to all employees to the final increment for 2013 considering the CBA and the corporations of all employees during the year 2012

PTX SAH Efficiency for 2013

	2013-Jan	2013-Feb	2013-Mar	2013-Apr	2013-May	2013-June	2013-July	2013-Aug	2013-Sep	2013-Oct	2013-Nov	2013-Dec
KOG	54.82%	58.20%	57.25%	51.81%	49.74%	45.55%	42.67%	50.30%	49.73%	54.94%	63.01%	63.36%

Wage Increase 2014

	2013-Jan	2013-Feb	2013-Mar	2013-Apr	2013-May	2013-June	2013-July	2013-Aug	2013-Sep	2013-Oct	2013-Nov	2013-Dec
KOG	108.33	137.50	129.17	108.33	108.33	108.33	108.33	108.33	108.33	108.33	170.83	170.83

PTX SAH Efficiency for 2014

	2014-Jan	2014-Feb	2014-Mar	2014-Apr	2014-May	2014-June	2014-July	2014-Aug	2014-Sep	2014-Oct	2014-Nov	2014-Dec
KOG	61.86%	69.11%	64.96%	58.83%	64.37%	60.85%	64.66%	63.01%	68.20%	73.60%	71.23%	71.99%

Wage Increase 2015

	2014-Jan	2014-Feb	2014-Mar	2014-Apr	2014-May	2014-June	2014-July	2014-Aug	2014-Sep	2014-Oct	2014-Nov	2014-Dec
KOG	170.83	216.67	170.83	137.50	170.83	170.83	170.83	170.83	216.67	258.33	258.33	258.33

Certify the Efficiency of the Factory by TED Department

Approved by Director Garments Manufacturing

Date : 6th March 2015

Productivity Link Variable Increment Calculation Form

2013 Fix Increment	Variable Increment	Total Increment
Less than 55	1200	0 1200
55-57.99	1200	150 1350
58-59.99	1200	200 1400
60-64.99	1200	600 1800
65-69.99	1200	1150 2350
more than 70	1200	1750 2950

Productivity Link Variable Increment

2014 Fix Increment	Variable Increment	Total Increment
Less than 55	1300	0 1300
55-57.99	1300	250 1550
58-59.99	1300	350 1650
60-64.99	1300	750 2050
65-69.99	1300	1300 2600
more than 70	1300	1800 3100

Productivity Link Variable Increment Calculation Form

2015 Fix Increment	Variable Increment	Total Increment
Less than 55	1300	0 1300
55-57.99	1300	250 1550
58-59.99	1300	350 1650
60-64.99	1300	750 2050
65-69.99	1300	1300 2600
more than 70	1300	1800 3100

Prepared by Senior Manager GHR and Admin

Date : 6th March 2015