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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 1384/07 - 2005 මාර්තු 15 වැනි අඟහරුවාදා - 2005.03.15
No. 1384/07 - TUESDAY, MARCH 15, 2005

(Published by Authority)

PART I : SECTION (I) — GENERAL

Government Notifications

L.D.B 8/2003.

TERMINATION OF EMPLOYMENT OF WORKMEN (SPECIAL PROVISIONS) ACT, NO. 45 OF 1971
Order under Section 6 D

BY virtue of the powers vested in me by section 6D of the Termination of Employment of Workmen (Special Provisions) Act, No. 45 of 1971 as amended by Act, No. 12 of 2003, I Mahinda Madihahewa, Commissioner of Labour, in consultation with the Minister in charge of the subject of Labour Relations and Foreign Employment, do hereby set out in the Schedule hereto, the formula to be followed for the computation of compensation to be paid to a workman.

The Order published in the *Gazette Extraordinary* No. 1321/17 dated 31st December, 2003 is hereby rescinded.

MAHINDA MADIHAHEWA,
Commissioner of Labour.

Colombo,
15th March, 2005.

SCHEDULE

FORMULA FOR PAYMENT OF COMPENSATION

<i>Column I</i>	<i>Column II</i>	<i>Column III</i>
<i>Number of Year(s) of Service completed at the Date of Termination</i>	<i>Number of Months Salary to be paid as Compensation for each Year of Service</i>	<i>Maximum Compensation (Cumulative)</i>
1 to 5	2.5	12.5 months
6 to 14	2.0	30.5 months

<i>Column I</i>	<i>Column II</i>	<i>Column III</i>
<i>Number of Year(s) of Service completed at the Date of Termination</i>	<i>Number of Months Salary to be paid as Compensation for each Year of Service</i>	<i>Maximum Compensation (Cumulative)</i>
15 to 19	1.5	38.0 months
20 to 24	1.0	43.0 months
25 to 34	0.5	48.0 months

Note.- (1) However, if at the time of the termination of his services a workmen has less than Four years left of his services, he shall be paid either the aggregate salary for the period of denied service or compensation computed according to the above Formula, whichever is less, and if the period of denied service is more than four years, compensation shall be computed according to the above formula.

(2) No amount in excess of Rupees One Million Two Hundred and Fifty Thousand shall be paid to any workman as compensation computed according to the above formula.

In this Order :-

“**Salary**” means the basic salary or wages plus cost of living allowance or any other similar allowance ; and

“**Year**” means a completed period of twelve months and in relation to the first year in employment, includes One Hundred and Eighty days of service.

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