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(Published by Authority)

PART I : SECTION (I) – GENERAL

Government Notifications

My No.: CI/1496.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Shell Gas Lanka Limited, No. 498, R. A. de Mel Mawatha, Colombo 03 of the one part and All Ceylon Commercial and Industrial Workers' Union, No. 457, Dr. Colvin R. De Silva Mawatha, Union Place, Colombo 02 of the other part on 2nd June, 2006 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, Legislative Enactments of Ceylon (Revised Edition 1956).

D. SOMAWEERA EDIRISINGHE,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
11th September, 2006.

Collective Agreement No. 15 of 2006

COLLECTIVE AGREEMENT BETWEEN SHELL GAS LANKA LIMITED

AND

ALL CEYLON COMMERCIAL AND INDUSTRIAL WORKERS UNION 2006 – 2009

COLLECTIVE AGREEMENT BETWEEN SHELL GAS LANKA LIMITED AND ALL CEYLON COMMERCIAL AND INDUSTRIAL WORKERS UNION (SHELL GAS LANKA LIMITED BRANCH)

THIS Agreement made this 2nd day of June Two Thousand and Six, between Shell Gas Lanka Limited, having its registered office at 498, R. A. De Mel Mawatha, Colombo 03 (hereinafter referred to as “the Employer”) of the ONE PART and the All Ceylon Commercial and Industrial Workers Union (ACCIW), Shell Gas Lanka Limited Branch, a trade union duly registered under the provision of the Trade Union Ordinance and having its registered office at 457, Dr. Colvin R. De Silva Mawatha (Union Place), Colombo 02 (hereinafter referred to as “the Union”) of the OTHER PART witnesseth and it is hereby agreed between the parties as follows:

1. **Date of Operation and Duration.**— This Agreement shall be effective as from the First Day of March Two Thousand and Six and shall thereafter continue in force until the 28th Day of February Two Thousand and Nine.

2. **Terms and Conditions of the Agreement.**— The Terms and Conditions of this Agreement are as per Schedule I (attached).

3. **Applicability.**— All Terms and Conditions of employment as per Schedule I (attached) shall apply to all permanent employees in the non-executive cadre of “the Employer”.

On behalf of the employees
H. A. PIYADASA,
Act. General Secretary, for
and on behalf of All Ceylon Commercial and
Industrial Workers Union.

On behalf of the employer
HASSAN MADANI,
Country Chairman/Managing Director,
Shell Gas Lanka Limited.

WITNESSES:

1. SANATH EDIRIWEERA,
Human Resources Director
Shell Gas Lanka Limited.

1. W. P. GANARATNE,
President (Branch Union)
All Ceylon Commercial and
Industrial Workers Union.

2. MUDITHA THAMANAGAM
Financial Controller
Shell Gas Lanka Limited.

2. P. V. SIGERA
General Secretary,
All Ceylon Commercial and
Industrial Workers Union.

SCHEDULE I

Salaries & Benefits of Shell Gas Lanka Limited (SGLL) Employees

As per the Collective Agreement with All Ceylon Commercial and Industrial Workers Union (Shell Gas Lanka Limited Branch) with effect from 01st March, 2006 to 28th February, 2009.

BENEFIT/ALLOWANCE

DESCRIPTION

- | | | |
|-------------------------|---|--|
| 1. Basic Salary (BS) | : | All employees are given a Basic Salary (as per applicable Salary Scales). |
| 2. Cost of Living (COL) | : | The Cost of Living Index in the year 1952 was 100. Taking 100 as a base, Rs. 2 per index point will be paid as an allowance calculated on the current Cost of Living Index, and added to the monthly salary. |

3. Salary Revisions : Salaries will be revised annually from 2006 to 2008.
The salary revisions for the years 2006, 2007 and 2008 are as follows:

	<i>Year</i>	<i>Amount</i>
w. e. f 1st	June 2006	Rs. 1,650.00
w. e. f 1st	January 2007	Rs. 1,150.00
w. e. f 1st	January 2008	Rs. 1,200.00

Provided however, the employer agrees to make an *ex gratia* payment of a sum Rs. 8,250/- to every employee covered and bound by this agreement by way of notional arrears in 2006 which will not attract any consequential benefits such as EPF, OT ect.
4. E. P. F. Salary : Basic Salary + Cost of Living + Meal Allowance = E. P. F. Salary
The above monthly salary is taken for calculations of Overtime and contributions of E. P. F. and E. T. F. accounts.
5. Overtime : Overtime Hourly Rate = E. P. F. Salary \times 0.0075
6. Employees Provident Fund Contribution (15% of E. P. F. Salary) : $\frac{15 \times (\text{Basic Salary} + \text{Cost of Living} + \text{Meal Allowance})}{100}$
: The employer deposits the above monies in the E. P. F. accounts of all employees. In addition, each employee contributes 10% of their E. P. F. Salary to individual E. P. F. accounts.
7. Employees Trust Fund Contribution (3% of E. P. F. Salary) : $\frac{03 \times (\text{Basic Salary} + \text{Cost of Living} + \text{Meal Allowance})}{100}$
The employer deposits the above monies in the E. T. F. accounts of all employees.
8. Attendance Allowance : An Attendance Allowance of Rs. 150 is paid if an employee is absent (with prior approval) on less than 3 1/2 days a month. Rs. 600 is paid if an employee does not take any leave during the month. Annual Leave and Lieu Leave are not counted as absent days (Please refer to the Human Resources Policies and Procedures Manual for further details).
9. Shift Allowance : This is applicable only to Shift Workers such as Security and Plant Operators (for all shifts worked). Shift Allowance is paid as follows:

<i>Shift</i>	<i>Allowance</i>
Day Shift	Rs. 10.00
Evening Shift	Rs. 20.00
Night Shift	Rs. 30.00
10. Meal Allowance : A Meal allowance of Rs 24/- per day per employee will paid for all days worked. The meal allowance for Head Office and Kerawalapitiya employees shall be Rs. 30/- per day as they do not have Canteen facilities. The Meal allowance may be deducted for Late Attendance or Batta. (Please refer to the Human Resources Policies and Procedures for further details).
11. Travelling Allowance : The Travelling Allowance is paid as follows (for all days worked):

<i>Location</i>	<i>Allowance</i>
Head Office	Rs. 32.30
Kerawalapitiya	Rs. 32.30
Mabima	Rs. 32.30

: Travelling Allowance will be deducted if punctuality is not maintained or if claiming

Batta (Please refer to the Human Resources Policies and Procedures Manual for further details).

12. Company Product Subsidy : An LPG subsidy of Rs. 650.00 per month is paid to all employees for LPG usage at home.

13. Risk Allowance : A Risk Allowance of Rs. 200.00 per occasion is paid to Cashiers and Acting Cashiers for transporting cash.

14. Stock Taking Allowance : Employees participating in the annual Stock Taking exercise are provided a lunch allowance of Rs. 50 per day as well as a Stock Taking Allowance as follows:

<i>Salary Scale</i>	<i>Allowance</i>
C (Labour Grade)	Rs. 112.50
B (Clerical/ Supervisory Grade)	Rs. 187.50

If above tasks are done on approved holidays, Overtime is also paid.

15. Subsistence for Official Travel (Batta) : For Official travel over 15 miles from the usual place of work, employees will be given Subsistence and Lodging Allowances (Batta) of Rs. 350/- per day. Employees must also be away from their workplace for over 12 hours to qualify for the full allowance mentioned above. If the period of stay is less than 12 hours but more than 6 hours, the applicable amount will be half of the allowance (Please refer to the Human Resources Policies and Procedures Manual for further details).

16. Mid - Year Bonus : A Mid-Year Bonus equal to one month's E. P. F. Salary of qualifying employees is paid during the month of July every year.

17. Annual Performance Based Bonus : An annual Performance bonus will be based on the financial and business performance of the Company as set out below:-

<i>Performance</i>	<i>Bonus</i>
Below Target	Rs. 22,000
Threshold	Rs. 22,000
On Target	Rs. 22,000
Above Target	Rs. 27,000
Outstanding	Rs. 32,000

A part payment of Rs. 22,000 of the Annual Performance Based Bonus will be paid in December and the balance of the annual performance bonus to be paid in the following year when the Company's performance is known.

MEDICAL CLAIMS AND FACILITIES

18. Allowance for Treatment at private Hospitals : The Company will reimburse up to Rs. 50,000/= if an employee or a registered member of his/her family is warded at a private Hospital. This allowance is paid once in two years.

19. Allowance for Day -to-day Medical Expenses : An employee can claim up to Rs. 3,750/= per annum for Day - to- Day Medical Expenses. This allowance is available for employees and registered members of his/her family. Any unutilised amount will be given to employees at the end of the year.

20. Consultation Fees : The Company will reimburse Specialist Consultation Fees up to Rs. 3,500/= per

annum for employees and registered members of their families (Specialist Fees on being referred to by an approved Medical Practitioner).

21. Spectacle Allowance : A Spectacle Allowance of Rs. 5,000/= will be given to employees once in every 3 years. Valid only for employees.
22. Optical and Dental Allowance : An allowance of Rs. 2,250/= per annum is available for employees and registered members of their families for treatment of Eyes and Teeth.
23. Spectacle Lens Allowance : An allowance of up to Rs. 2,000/= can be claimed by employees for changing Spectacle Lenses once in two years. Valid only for employees.
24. Allowance for Treatment at Government Hospitals : An allowance of Rs. 250/= per day up to Rs. 5,000/= per annum can be claimed by employees and registered members of their families for being warded in a Non - Paying Ward.
25. Allowance for Medical Tests : An annual allowance of up to Rs. 4,500/= is available for employees and registered members of their families for Deep Ray Therapy, X-Ray, Radiology, Radium Treatment, Blood Tests, Pathology Tests, Physiotherapy etc.
26. Medical Facilities : The Services of a qualified Doctor is available for limited hours on designated days. Further, the Company has also obtained the services of a qualified Nurse on a full - time basis.

PAYMENT OF GRATUITY

27. : The gratuity Act applies to all employees who have five or more years of service. Gratuity will be calculated at the rate of one half of the final E. P. F. Salary for every year of service.
28. : Employees who are dismissed or whose services were terminated on disciplinary grounds will be entitled to the full Gratuity.

LOAN SCHEMES

29. Housing Loan : Up to 12 1/2 % of the interest will be paid by SGLL on Housing Loans obtained by qualifying employees from approved donor agencies/banks up to a maximum loan amount of Rs. 500,000.
30. Distress Loan : A Distress Loan amounting to Rs. 200,000 will be given to all permanent employees (irrespective of their current salary grade) at an interest rate of 7.2 % per annum payable over a period of 48 months in equal instalments.
31. Festival Loan : A Festival Loan of Rs. 4,000 is available for employees to celebrate either the Sinhala/ Hindu New Year, Christmas or a Muslim Festival. This loan is repayable in 10 equal monthly instalments at an interest rate of 7.2% per annum.
32. Festival Advance : The Rs. 1,500 Festival Advance is an interest-free loan, recovered in 10 monthly instalments (for festivals approved by the State).

LEAVE SCHEMES

33. Leave Types : 14 days Annual Leave, 07 days Casual Leave and 21 days Medical Leave may be availed by all qualifying employees. Employees excluding Shift Workers are also given 3 hours Short Leave per month.

However, all leave (except Medical Leave) must be taken with prior approval.

For employees who have worked 24 hours continuously, one day's Lieu Leave is granted. (This will be exceptional, all working hours are subject to the HSE Policy)

Also, for employees (Clerical and allied) who have worked over 6 hours on a Saturday, a 1/2 day's Lieu Leave is granted. Qualifying employees who work on Sundays are entitled to one day's Lieu Leave.

34. 7 Days Annual Leave : Of the 14 days Annual Leave, 7 days may be taken together provided the employee gives prior notice of 21 days. An allowance of 25% of 7 days E.P.F. Salary is given to employees who take this leave.
35. Unutilised Annual Leave : Unutilised Annual Leave can be encashed at the rate of a day's wage for each day.
36. Unutilised Medical Leave : Unutilised Medical Leave can be encashed at the rate of one month's salary for 21 days and proportionate salary for days less than 21.
37. Maternity Leave : Statutory entitlement is 84 working days for the birth of the first two children and 42 working days for the birth of subsequent children. Also, the female employee is granted a one hour leave per day for breast feeding until the child reaches one year in age.
38. Short Leave : Short Leave is granted three times a month (01 hour/per occasion) or twice a month (1 1/2 hours/per occasion). Short Leave may be deducted for late attendance of employees. Short Leave must be availed with prior notice.
39. Special Leave for muslim Employees : Special Leave from 12 noon to 2 p.m. will be granted to all Muslim employees to participate in religious observances on Ramazan Days and on Fridays.
40. Leave for Examinations : Duty Leave will be granted to employees appearing for examinations related to their fields of activity.
41. Grace Period : A grace period of 15 minutes is granted to Clerical/supervisory grades from 8.30-8.45 a.m. and for Minor Staff from 7.30-7.45 a.m.

INSURANCE SCHEMES AND COMPENSATION

42. Group Life Insurance : Each employee will be insured for Rs. 250,000 under a Group Life Insurance Policy. Dependants will receive Rs. 250,000 on the death of an employee.
43. Workmen's Compensation Act : Workmen's Compensation Act applies.

STAFF WELFARE AND OTHER PAYMENTS/BENEFITS/AWARDS

44. Uniforms : 03 sets of uniforms are given to each eligible employee along with sewing charges. Three pairs of socks and a pair of shoes are also provided to eligible employees.
45. First Day of the Year Payment : Rs. 500.00 is paid to each employee on the first working day of the year together with a token gift.
46. Long Service Awards : The following awards will be granted to employees who have completed the under-mentioned service periods:

Service Period	Award
10 years of service	1 weeks EPF Salary
20 years of service	2 weeks EPF Salary
25 years of service	4 weeks EPF Salary
30 years of service	6 weeks EPF Salary

47. Training for Employee's Children : For children of employees who have completed 15 years of service, a training facility will be given for a period of 6 months together with a monthly payment of **Rs. 2,000/-** (only two children will be accommodated per year).
48. Umbrellas : An Umbrella per year is issued to qualifying Field Officers.

49. Canteen Facilities : Facilities are given to Canteen contractors to provide food and meals at prices less than the open market rates.
50. Funeral Expenses : Upon the death of an employees, Rs, 10,000/- is paid for funeral expenses. Transport will also be provided to fellow employees (from the deceased employee's work unit) to attend the funeral.
51. Trips and Excursions (Minor Staff) : For floor level employees, an annual trip will be provided with transport facilities, food, lodging and a Rs. 500/- interest-free loan (Trip Loan) to be deducted in 5 monthly installments. The dates of such trips should be mutually agreeable in order to ensure continuity of the business.
52. Trips and Excursions (Clerical and Allied Staff) : A one-day excursion will be organized by the Company on an annual basis.
53. Transport Facilities : For employees of Mabima a Transport Service is provided from Kiribathgoda and Kaduwela. For employees of Kerawalapitiya Transport Service is provided from the Terminal to Peliyagoda Junction.
54. Training : Whenever possible, training programs will be conducted for employees to up grade their knowledge and skills.
55. Upgrading and Promotions : Upgrading and promotions of employees through job evaluations, internal examinations and training and trade tests will be conducted on a continuous basis.
The Company will conduct performance appraisal. This will form the basis for any increments beyond the normal annual increment of one salary point.
56. The Union and the employees hereby agree that they will not resort to any Trade Union action during the pendency of this agreement on any of the matters covered by this agreement.
In respect of any matter not covered by this agreement parties agree to follow the dispute settlement procedure set out under the Industrial Disputes Act.
57. The Company also reserves the right to recruit anyone who meets its requirement. If an employee's child is found suitable, the Company will employ such person(s) only if they have been found to be better or equal to another person who has applied for the same position. The final say will lie with the Interview Board.
58. The employees agree to the implementation of a suitable 12 Hour Shift Roster system (as deemed appropriate by the Company) for the filling plant operations. Any Changes to the Roster will be communicated to the employees.
59. The employees agree to abide by the Royal Dutch Shell Group of Companies Statement of General Business Principles.
60. The employees agree to the implementation of a proper Dispute Settlement Procedure for Shell Gas Lanka Limited.
61. The employees agree to the implementation of Company Policies including the Code of Conduct, Disciplinary Procedures, Shell Group Drugs and Alcohol Policy and the Shell Group Health, Safety and Environmental (HSE) Policy. The employees also undertake to refrain from hampering any action(s) taken by the Company to implement these policies and procedures.
62. The employees agree to ensure that they work Overtime only with prior approval of the Management.
63. The Company reserves the right to implement a Medical Insurance Scheme for all employees at terms no less favourable to what is currently being enjoyed by employees.
64. Apart from this Collective Agreement, the employees of Shell Gas Lanka Limited are not subject to any other Collective Agreement. Therefore this agreement for all intent and purposes apply to employees Shell Gas Lanka Limited in Shell Gas Lanka Limited with effect from 1st March 2006.

My No. CI/1396.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Nisol Corrugated Cartons Ltd., No. 129, Reid Avenue, Colombo 4 of the one part and Ceylon Mercantile Industrial and General Workers' Union (CMU) No. 03, 22nd Lane, Colombo 3 of the other part on 26th July 2006 is hereby published in terms of Section 6 of the Industrial Disputes Act, Chapter 131, Legislative Enactments of Ceylon (Revised Edition 1956).

D. SOMAWEERA EDIRISINGHE,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 5.
12th September, 2006.

Collective Agreement No. 16 of 2006 COLLECTIVE AGREEMENT

THIS Collective Agreement entered into between Nisol Corrugated Cartons Ltd., a company duly registered in Sri Lanka and having its registered office at No. 129, Reid Avenue, Colombo 4 (hereinafter referred to as "the Company" and the Ceylon Mercantile, Industrial and General Workers' Union (CMU), a trade Union duly registered in Sri Lanka and having its registered office at No. 3, 22nd Lane, Colombo 3 (hereinafter referred to as "the Union") on this 26th day of July 2006 at Colombo.

WHEREAS,

1. The Union made proposals to the Company for the revision of terms and conditions applicable to their members in the factory of the Company situated at Ekala, hereinafter referred to as "the factory".

2. The Company and the Union after negotiations have arrived at an agreement with regard to the matters discussed.

It is agreed between the said parties as follows:

1. **Parties Covered and Bound.**—This Agreement shall cover and bind the Company, the Union and members of the Union employed on monthly contracts of employment by the Company in the manual grades of the Company's factory at Ekala, hereinafter referred to as "the employees".

2. **Salaries.**— The Company agrees to grant a wage increase of Rs. 900/- with effect from 1st July 2006.

The Grading Scheme will continue to be applicable during the period of this Agreement and the employees will continue to received the annual salary increment granted in terms thereof, in accordance with the salary scale applicable to each employee and the seniority allowance in keeping with existing practice.

3. **Production Bonus Scheme.**— The Company will pay a monthly production bonus to its employees in accordance with the production bonus scheme as set out in Schedule 1 hereto.

It is agreed between parties that subject to the availability of orders, production will be maintained so as to achieve a delivered tonnage of not less than 1100 MT per month.

4. **Monthly Productivity Bonus.**— The Company agrees to make payment of a monthly productivity bonus to all employees covered under this Agreement in terms of the scheme, more fully described in Schedule II hereto.

5. **Daily Attendance Incentive Payments.**— The Daily Attendance Incentive payable to employees will be revised as follows:

- (a) Attendance on all days of the month – Rs. 25/- per day. (This includes the employee utilizing a day's annual leave with prior permission from management).
- (b) Attendance at work 20 or more days of the month—Rs. 18/- per day.
- (c) Attendance at work less than 20 days a month—Rs. 12/- per day.

6. **Night Shift Allowance.**— The payment of Night Shift Allowance will be revised as follows:

- (a) 100% attendance on the night shifts planned in a week – Rs. 75/- per night.
- (b) Attendance only on one night shift per week planned OR less than 100% attendance on more than one night planned—Rs. 65/- per night.

7. **Dispute Settlement Procedure.**— In the event of a 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 endeavour to have such dispute resolved through discussions.
- (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 the Union will raise it with the management direct or with the Employers' Federation of Ceylon for resolution through discussions.
- (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 Labour under the provisions of the Industrial Disputes Act for conciliation.
- (d) Subject to clause 8 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.

8. **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 the 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.

9. **Period of Operation.**— The provisions of this Agreement shall take effect from 1st July 2006, and shall continue in force unless determined by either party with one month's notice to the other, provided, however that neither party shall give such notice to the other before 1.06.2007 and such notice shall not expire before 30.06.2007.

10. **Work Arrangements.**— In respect of work arrangements in the factory, the Company has reached an agreement with the employees and the branch of the Union and the terms thereof shall be confirmed in writing and signed between parties.

Any dispute arising in this regard will be dealt with in terms of clause 7 of this Agreement.

11. In respect of item Nos: (2) and (6) set out in the Union's letter of 6th June, 2006, the agreement reached between the parties is more fully set out in the Agreement signed between the parties in terms of Clause 10 above.

IN WITNESS HEREOF THE PARTIES HERETO HAVE SET THEIR HANDS ON THIS 26TH DAY OF JULY 2006.

for and on behalf of
NISOL CORRUGATED CARTONS LTD.

NISEL AUSTIN
D. Y. Chairman

for and on behalf of
CEYLON MERCANTILE, INDUSTRIAL AND
GENERAL WORKERS'S UNION (CMU).

BALA TAMPOE
General Secretary

WITNESSES:

1. M. Perera
Managing Director

1. M. D. Siriwardhana
Branch Secretary

2. Ranjith Kariyawasam
General Manager

2. M. D. D. Sampath Fernando
President

SCHEDULE I

Production Bonus Scheme

- (a) The employees will be entitled to payment as follows in respect of production tonnage delivered and accepted by the customers in respect of each month.

<i>Delivered and Accepted Tonnage</i>	<i>Rate Payable</i>	<i>Rate Payable (If total waste is 6.5% or below)</i>
900 tons – 999 tons	Rs. 1.00 Per M/ton	
1000 tons – 1099 tons	Rs. 1.05 Per M/ton	
1100 tons – 1199 tons	Rs. 1.20 Per M/ton	
1200 tons – 1299 tons	Rs. 1.25 Per M/ton	Rs. 1.35 Per M/ton
1300 tons and above	Rs. 1.30 Per M/ton	Rs. 1.50 Per M/ton

- (b) Based on absence at work during a month, the following deductions will be made from the payments (above Rs. 750/-) payable in terms of the formula given above.

(i) Up to 03 days leave	No Deduction
(ii) 04 days leave	15%
(iii) 05 days leave	30%
(iv) 06 days leave	50%
(v) 07 days leave	75%
(vi) 08 days leave and above	No Payment

Any period of unauthorized absence (No pay) during a month will disqualify an employee from receiving any payment under this scheme.

- (c) Subject to the availability of orders, production will be maintained so as to achieve a delivered tonnage of not less than 1100 MT per month.

SCHEDULE II

Monthly Productivity Bonus Scheme

This Scheme will be effective from 1st July 2006

Unit of Measure	Kilogrammes (Kg) Delivered per Paid Manhour (kgs./Mhr)
Paid Manhour	No. of Manhours paid for by the Company for the month.
kg Delivered	No. of Kgs Delivered and Accepted by Customers in a month.
Payment Computation	Sum Payable based on Percentage Achieved of Target Kgs./Mhr. (Refer Table Below). All eligible Employees will receive the same amount in a month.
Penalties	No Payment for Employees on No. Pay.
Current Target	21.5 Kgs. / Mhr (100%)
Amount Payable	

<i>Productivity % For the Month</i>	<i>Payment for The Month (Rs.)</i>
65% - 74.99%	300.00
75% - 77.49%	500.00
77.5% - 79.9%	600.00
80% - 84.99%	700.00
85% - 89.99%	950.00
90% - 94.99%	1200.00
95% <	1450.00

Payment Date Payment to be made within 10 days in the next Month.