

3. TEA ALLOWANCE.- The employer shall provide free tea, on the following basis, to members of estate staff (including future recruits in those categories presently entitled) irrespective of what they had been enjoying in the past.

Senior staff	—	2 kgs.
Junior staff	—	1 1/2 kgs.
Other/minor staff	—	1 kg.

The staff members could purchase in addition to the above free tea, the same quantities at the rate of 75% of the NSA or COP whichever is lower.

Staff members who had been entitled to three or more kilos of tea at a concessionary rate before June 1992 would be entitled to purchase a maximum of 3 kgs at a concessionary rate of 35% of COP or NSA whichever is lower with effect from 1st June 2003.

4. DEATH GRANT.- (1) With effect from the date hereof, on the death of a staff member, the dependants will be paid a sum of Rs. 10,000 as funeral expenses.

(2) The dependants of the deceased staff member will be paid a 50% of the sum equivalent to 3 months salary within one month upon the death of the employee and the balance at the time the dependants hand over the staff quarters.

(3) If quarters are not provided to the deceased staff member, the dependants will be paid the sum equivalent to 3 months' salary within one month of the death of the staff member.

5. MEDICAL AID SCHEME.- A staff member who is a member of the staff medical aid scheme will be paid the total balance lying to his/her credit in the fund inclusive of the company's contribution to such fund, at the time of retirement/death or termination of his/her employment from the estate.

25. *Interpretation.*-

<i>Word</i>	<i>Meaning</i>
Union	means one of the Unions referred to as the Party of the Second Part in this Agreement.
Dispute	shall have the same meaning as in the Industrial Disputes Act.
Employer	means a company who has subscribed to this Agreement and is referred to in Schedule I hereof.
Week	means the period between midnight on any Saturday and midnight on the succeeding Sunday night.
Year	means a continuous period of 12 months.
Gender	a reference to the masculine gender shall include the feminine as well.

IN WITNESS WHEREOF THE PARTIES AFORESAID HAVE HEREUNTO SET THEIR HANDS AT COLOMBO ON THIS ELEVENTH DAY OF MARCH TWO THOUSAND AND FOUR.

LALITH OBEYSEKERE,
Chairman,
Plantation Services Employers' Group.

K. A. P. DHARMARATNE,
President,
Ceylon Estate Staffs' Union.

G. K. B. DASANAYAKA,
Director General,
The Employer's Federation of Ceylon.

GAMINI SARANANDA DE SILVA,
President,
National Estates Services Union.

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I කොටස: (I) ඡේදය – ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය – 2004.06.30

PART I: SEC. (I) – GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA – 30.06.2004

WITNESSES :

1
V. CONEHSAMY

1
MR. NATH AMARASINGHE,
General Secretary,
Ceylon Estate Staffs' Union.

2
M. ALUWIHARE

2
MR. M. S. A. H. MOHIDEEN,
General Secretary,
National Estates Services Union.

SCHEDULE I

Agalawatte Plantations Limited
Agrapata Plantations Limited
Balangoda Plantations Limited
Bogawantalawa Plantations Limited
Elpitiya Plantations Limited
Hapugastenna Plantations Limited
Horana Plantations Limited
Kahawatte Plantations Limited
Kegalle Plantations Limited
Kelani Valley Plantations Limited
Kotagala Plantations Limited
Madulsima Plantations Limited
Malwatta Valley Plantations Limited
Maskeliya Plantations Limited
Maturata Plantations Limited
Namunukula Plantations Limited
Pussellawa Plantations Limited
Talawakelle Plantations Limited
Udapussellawa Plantations Limited
Watawala Plantations Limited

SCHEDULE II

MEDICAL STAFF – SALARY SCALES

Stage	Creche Attendant Orderly Ward Attendant	Apprentice Pharmacist Midwife Grade I Midwife Grade II Welfare Officer	Pharmacist/ Junior Estate Medical Assistant	Estate Medical Practitioner	Medical Practitioner
	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.
1	3,660 0	4,050 0	4,840 0	5,625 0	9,000 0
2	3,715 0	4,125 0	4,940 0	5,825 0	9,300 0
3	3,770 0	4,200 0	5,040 0	6,025 0	9,600 0
4	3,825 0	4,275 0	5,140 0	6,225 0	9,900 0
5	3,880 0	4,350 0	5,240 0	6,425 0	10,200 0
6	3,935 0	4,425 0	5,340 0	6,625 0	10,500 0
7	3,990 0	4,500 0	5,440 0	6,825 0	10,800 0

Stage	Creche Attendant Orderly Ward Attendant	Apprentice Pharmacist Midwife Grade I Midwife Grade II Welfare Officer	Pharmacist/ Junior Estate Medical Assistant	Estate Medical Practitioner	Medical Practitioner
(Contd.)	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.
8	4,045 0	4,575 0	5,540 0	7,025 0	11,100 0
9	4,100 0	4,650 0	5,640 0	7,225 0	11,400 0
10	4,155 0	4,725 0	5,740 0	7,425 0	11,700 0
11	4,210 0	4,800 0	5,840 0	7,625 0	12,000 0
12	4,265 0	4,875 0	5,940 0	7,825 0	12,300 0
13	4,320 0	4,950 0	6,040 0	8,025 0	12,600 0
14	4,375 0	5,025 0	6,140 0	8,225 0	13,900 0
15	4,430 0	5,100 0	6,240 0	8,425 0	13,200 0
16	4,485 0	5,175 0	6,340 0	8,625 0	13,500 0
17	4,540 0	5,250 0	6,440 0	8,825 0	13,800 0
18	4,595 0	5,325 0	6,540 0	9,025 0	14,100 0
19	4,650 0	5,400 0	6,640 0	9,225 0	14,400 0
20	4,705 0	5,475 0	6,740 0	9,425 0	14,700 0
21	4,760 0	5,550 0	6,840 0	9,625 0	15,000 0
22	4,815 0	5,625 0	6,940 0	9,825 0	15,300 0
23	4,870 0	5,700 0	7,040 0	10,025 0	15,600 0
24	4,925 0	5,775 0	7,140 0	10,225 0	15,900 0
25	4,980 0	5,850 0	7,240 0	10,425 0	16,200 0
26	5,035 0	5,925 0	7,340 0	10,625 0	16,500 0
27	5,090 0	6,000 0	7,440 0	10,825 0	16,800 0
28	5,145 0	6,075 0	7,540 0	11,025 0	17,100 0
29	5,200 0	6,150 0	7,640 0	11,225 0	17,400 0
30	5,255 0	6,225 0	7,740 0	11,425 0	17,700 0
31	5,310 0	6,300 0	7,840 0	11,625 0	18,000 0
32	5,365 0	6,375 0	7,940 0	11,825 0	18,300 0
33	5,420 0	6,450 0	8,040 0	12,025 0	18,600 0
34	5,475 0	6,525 0	8,140 0	12,225 0	18,900 0
35	5,530 0	6,600 0	8,240 0	12,425 0	19,200 0
36	5,585 0	6,675 0	8,340 0	12,625 0	19,500 0
37	5,640 0	6,750 0	8,440 0	12,825 0	19,800 0
38	5,695 0	6,825 0	8,540 0	13,025 0	20,100 0
39	5,750 0	6,900 0	8,640 0	13,225 0	20,400 0
40	5,805 0	6,975 0	8,740 0	13,425 0	20,700 0
41	5,860 0	7,050 0	8,840 0	13,625 0	21,000 0
42	5,915 0	7,125 0	8,940 0	13,825 0	21,300 0
43	5,970 0	7,200 0	9,040 0	14,025 0	21,600 0
44	6,025 0	7,275 0	9,140 0	14,225 0	21,900 0
45	6,080 0	7,350 0	9,240 0	14,425 0	22,200 0
46	6,135 0	7,425 0	9,340 0	14,625 0	22,500 0
47	6,190 0	7,500 0	9,440 0	14,825 0	
48	6,245 0	7,575 0	9,540 0	15,025 0	
49	6,300 0	7,650 0	9,640 0	15,225 0	
50	6,355 0	7,725 0	9,740 0	15,425 0	
51	6,410 0	7,800 0	9,840 0	15,625 0	
52	6,465 0				
53	6,520 0				
54	6,575 0				

SCHEDULE III

MEDICAL STAFF - SALARY SCALES

SCALE PRIOR TO 01.10.2003				PLACEMENT ON NEW SCALE			
Stage	Creche Attendant	Orderly Ward Attendant	12.50%	After Addition of 12.5% increase	Stage	New Scale	
	Rs.	Cts.	Rs. Cts.	Rs. Cts.		Rs. Cts.	
1	3,250	00	406 25	3,656 25	1	3,660	00
2	3,305	00	413 13	3,718 13	3	3,715	00
3	3,360	00	420 00	3,780 00	4	3,825	00
4	3,415	00	426 88	3,841 88	5	3,880	00
5	3,470	00	433 75	3,903 75	6	3,935	00
6	3,525	00	440 63	3,965 63	7	3,990	00
7	3,580	00	447 50	4,027 50	8	4,045	00
8	3,635	00	454 38	4,089 38	9	4,100	00
9	3,690	00	461 25	4,151 25	10	4,155	00
10	3,745	00	468 13	4,213 13	12	4,265	00
11	3,800	00	475 00	4,275 00	13	4,320	00
12	3,855	00	481 88	4,336 88	14	4,375	00
13	3,910	00	488 75	4,398 75	15	4,430	00
14	3,965	00	495 63	4,460 63	16	4,485	00
15	4,020	00	502 50	4,522 50	17	4,540	00
16	4,075	00	509 38	4,584 38	18	4,595	00
17	4,130	00	516 25	4,646 25	19	4,646	25
18	4,185	00	523 13	4,708 13	21	4,760	00
19	4,240	00	530 00	4,770 00	22	4,815	00
20	4,295	00	536 88	4,831 88	23	4,870	00
21	4,350	00	543 75	4,893 75	24	4,925	00
22	4,405	00	550 63	4,955 63	25	4,980	00
23	4,460	00	557 50	5,017 50	26	5,035	00
24	4,515	00	564 38	5,079 38	27	5,090	00
25	4,570	00	571 25	5,141 25	28	5,145	00
26	4,625	00	578 13	5,203 13	30	5,255	00
27	4,680	00	585 00	5,265 00	31	5,310	00
28	4,735	00	591 88	5,326 88	32	5,365	00
29	4,790	00	598 75	5,388 75	33	5,420	00
30	4,845	00	605 63	5,450 63	34	5,475	00
31	4,900	00	612 50	5,512 50	35	5,530	00
32	4,955	00	619 38	5,574 38	36	5,585	00
33	5,010	00	626 25	5,636 25	37	5,640	00
34	5,065	00	633 13	5,698 13	39	5,750	00
35	5,120	00	640 00	5,760 00	40	5,805	00
36	5,175	00	646 88	5,821 88	41	5,860	00
37	5,230	00	653 75	5,883 75	42	5,915	00
38	5,285	00	660 63	5,945 63	43	5,970	00
39	5,340	00	667 50	6,007 50	44	6,025	00
40	5,395	00	674 38	6,069 38	45	6,080	00
41	5,450	00	681 25	6,131 25	46	6,135	00
42	5,505	00	688 13	6,193 13	48	6,245	00
43	5,560	00	695 00	6,255 00	49	6,300	00
44	5,615	00	701 88	6,316 88	50	6,355	00
45	5,670	00	736 75	6,378 75	51	6,410	00
46	5,725	00	715 63	6,440 63			
47	5,780	00	722 50	6,502 50			

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SCALE PRIOR TO 01.10.2003

PLACEMENT ON NEW SCALE

Stage	Creche Attendant Orderly Ward Attendant	12.50%	After Addition of 12.5% increase	Stage	New Scale
	Rs. Cts.	Rs. Cts.	Rs. Cts.		Rs. Cts.
(Contd.					
48	5,835 00	729 38	6,564 38		
49	5,890 00	736 25	6,626 25		
50	5,945 00	743 13	6,688 13		
51	6,000 00	750 00	6,750 00		

SCALE PRIOR TO 01.10.2003

PLACEMENT ON NEW SCALE

Stage	Apprentice Pharmacist Midwife Grade I Midwife Grade II Welfare Officer	12.50%	After Addition of 12.5% increase	Stage	New Scale
	Rs. Cts.	Rs. Cts.	Rs. Cts.		Rs. Cts.
(Contd.					
1	3,600 00	450 00	4,050 00	1	4,050 00
2	3,675 00	459 38	4,134 38	3	4,200 00
3	3,750 00	468 75	4,218 75	4	4,275 00
4	3,825 00	478 13	4,303 13	5	4,350 00
5	3,900 00	487 50	4,387 50	6	4,425 00
6	3,975 00	496 88	4,471 88	7	4,500 00
7	4,050 00	506 25	4,556 25	8	4,575 00
8	4,125 00	515 63	4,640 63	9	4,650 00
9	4,200 00	525 00	4,725 00	10	4,725 00
10	4,275 00	534 38	4,809 38	12	4,875 00
11	4,350 00	543 75	4,893 75	13	4,950 00
12	4,425 00	553 13	4,978 13	14	5,025 00
13	4,500 00	562 50	5,062 50	15	5,100 00
14	4,575 00	571 88	5,146 88	16	5,175 00
15	4,650 00	581 25	5,231 25	17	5,250 00
16	4,725 00	590 63	5,315 63	18	5,325 00
17	4,800 00	600 00	5,400 00	19	5,400 00
18	4,875 00	609 38	5,484 38	21	5,550 00
19	4,950 00	618 75	5,568 75	22	5,625 00
20	5,025 00	628 13	5,653 13	23	5,700 00
21	5,100 00	637 50	5,737 50	24	5,775 00
22	5,175 00	646 88	5,821 88	25	5,850 00
23	5,250 00	656 25	5,906 25	26	5,925 00
24	5,325 00	665 63	5,990 63	27	6,000 00
25	5,400 00	675 00	6,075 00	28	6,075 00
26	5,475 00	684 38	6,159 38	30	6,225 00
27	5,550 00	693 75	6,243 75	31	6,300 00
28	5,625 00	703 13	6,328 13	32	6,375 00
29	5,700 00	712 50	6,412 50	33	6,450 00
30	5,775 00	721 88	6,496 88	34	6,525 00
31	5,850 00	731 25	6,581 25	35	6,600 00
32	5,925 00	740 63	6,665 63	36	6,675 00
33	6,000 00	750 00	6,750 00	37	6,750 00
34	6,075 00	759 38	6,834 38	39	6,900 00
35	6,150 00	768 75	6,918 75	40	6,975 00
36	6,225 00	778 13	7,003 13	41	7,050 00
37	6,300 00	787 50	7,087 50	42	7,125 00

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PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 30.06.2004

SCALE PRIOR TO 01.10.2003

PLACEMENT ON NEW SCALE

Stage	Apprentice Pharmacist Midwife Grade I Midwife Grade II Welfare Officer	12.50%	After Addition of 12.5% Increase	Stage	New Scale
	Rs. Cts.	Rs. Cts.	Rs. Cts.		Rs. Cts.
(Contd.)					
38	6,375 00	796 88	7,171 88	43	7,200 00
39	6,450 00	806 25	7,256 25	44	7,275 00
40	6,525 00	815 63	7,340 63	45	7,350 00
41	6,600 00	825 00	7,425 00	46	7,425 00
42	6,675 00	834 38	7,509 38	48	7,575 00
43	6,750 00	843 75	7,593 75	49	7,650 00
44	6,825 00	853 13	7,678 13	50	7,725 00
45	6,900 00	862 50	7,762 50	51	7,800 00
46	6,975 00	871 88	7,846 88		
47	7,050 00	881 25	7,931 25		
48	7,125 00	890 63	8,015 63		
49	7,200 00	900 00	8,100 00		
50	7,275 00	909 38	8,184 38		
51	7,350 00	918 75	8,268 75		

SCALE PRIOR TO 01.10.2003

PLACEMENT ON NEW SCALES

Stage	Pharmacist/ Junior Estate Medical Assistant	12.50%	After Addition of 12.5% Increase	Stage	New Scale
	Rs. Cts.	Rs. Cts.	Rs. Cts.		Rs. Cts.
1	4,300 00	537 50	4,837 50	1	4,840 00
2	4,400 00	550 00	4,950 00	3	5,040 00
3	4,500 00	562 50	5,062 50	4	5,140 00
4	4,600 00	575 00	5,175 00	5	5,240 00
5	4,700 00	587 50	5,287 50	6	5,340 00
6	4,800 00	600 00	5,400 00	7	5,440 00
7	4,900 00	612 50	5,512 50	8	5,540 00
8	5,000 00	625 00	5,625 00	9	5,640 00
9	5,100 00	637 50	5,737 50	10	5,740 00
10	5,200 00	650 00	5,850 00	12	5,940 00
11	5,300 00	662 50	5,962 50	13	6,040 00
12	5,400 00	675 00	6,075 00	14	6,140 00
13	5,500 00	687 50	6,187 50	15	6,240 00
14	5,600 00	700 00	6,300 00	16	6,340 00
15	5,700 00	712 50	6,412 50	17	6,440 00
16	5,800 00	725 00	6,525 00	18	6,540 00
17	5,900 00	737 50	6,637 50	19	6,640 00
18	6,000 00	750 00	6,750 00	21	6,840 00
19	6,100 00	762 50	6,862 50	22	6,940 00
20	6,200 00	775 00	6,975 00	23	7,040 00
21	6,300 00	787 50	7,087 50	24	7,140 00
22	6,400 00	800 00	7,200 00	25	7,240 00
23	6,500 00	812 50	7,312 50	26	7,340 00
24	6,600 00	825 00	7,425 00	27	7,440 00
25	6,700 00	837 50	7,537 50	28	7,540 00
26	6,800 00	850 00	7,650 00	30	7,740 00

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