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No. 1936/50 – THURSDAY, OCTOBER 15, 2015

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PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1816.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

The Collective Agreement entered into between Hayleys Agriculture Holdings Limited, 400, Deans Road, Colombo 10 of the one part and The Inter Company Employees' Union, No. 259/9, Sethsiri Mawatha, Koswatta, Thalangama of the other part on 20th day of January 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,
06th October, 2015.

Collective Agreement No. 12 of 2015

THIS COLLECTIVE AGREEMENT made this Twentieth day of January Two Thousand Fifteen to take effect from the First day of November Two Thousand and Fourteen pursuant to the Industrial Disputes Act between

HAYLEYS AGRICULTURE HOLDINGS LIMITED, having its registered office at 400, Deans Road, Colombo 10. (hereinafter referred to as the "Employer"), of the One Part

and

THE INTER COMPANY EMPLOYEES' UNION a registered Trade Union having its office at 259/9 Sethsiri Mawatha, Koswatta, Thalangama (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 HAYLEYS AGRICULTURE HOLDINGS LIMITED KOTTAWA FACTORY MANUAL WORKERS' COLLECTIVE AGREEMENT OF 2014.



PART I

CONTAINING TERMS AND CONDITIONS OF EMPLOYMENT AND MATTERS INCIDENTAL THERETO AND CONNECTED THEREWITH.

1. **Persons Covered and Bound.**— This Agreement shall cover and bind the Employer, the Union and the Members of the Union who are employed and are working at the Factory at 168/D, Brahmanagama, Kottawa of the Employer in a manual or labouring capacity on monthly contracts of employment as at the date of signing this Agreement and for whom provision has been made in the wage scales set out in schedules 1 and 2 of this Agreement. For employees recruited to the permanent cadre of Haychem (Pvt) Ltd. after First June Two Thousand and Eight and for new employees recruited directly under the Employer, provision has been made in the Wage Scales set out in Schedule 3 of this Agreement and Clauses 15 and 20 shall not apply to such employees.

2. **Date of Operation and Duration.**— This Agreement shall be effective as from the First day of November Two Thousand and Fourteen and shall thereafter continue in force unless it is determined by either party giving notice in terms of the Industrial Disputes Act in writing to the other subject to the following provisos:

- (a) That one party hereto shall not give such notice to the other party before the Thirty First day of October Two Thousand and Seventeen and no notice given before that date shall be regarded as valid.
- (b) That in the event of a reduction in the par value of the Sri Lankan Rupee under any provision of law, a party shall be at liberty to abrogate this Agreement by giving one month's notice in writing to the other in terms of the Industrial Disputes Act.

3. **General Terms and Conditions of Employment.**— During the continuance in force of this Agreement the terms and conditions of this Agreement shall be deemed to be included in each contract of service between the Employer bound by this Agreement and an Employee covered and bound by this Agreement whether such contract of service be written or oral, which was subsisting on the date hereof or which shall come into being at any time after the date hereof during the continuance in force of this Agreement.

4. **New Employees.**— The Company will be entitled to recruit employees to the permanent cadre after the date hereof and place them on a suitable point in the Wage Scale set out in Schedule 3, if required. Such new employees will not be covered by clauses 15 and 20 of this Agreement. The Wage Scale set out in Schedule 3 hereto includes the Statutory Allowances as at the date of this Agreement.

5. **Probation.**— Every Employee recruited by the Employer shall serve a period of probation of not more than six (6) months. Provided however, that if during the six (6) months probationary period the Employer is not satisfied with the progress of such Employee, the probationary period may be extended for a further period of three (3) months and in that event the Employer shall indicate to the Employee in writing the reasons why the probationary period has been extended. During the period of probation or extended probation the Employer shall have the right to terminate the Services of the Employee without notice.

6. **Attendance.**—

- (1) Unless otherwise specifically instructed by his Employer an Employee shall present himself for work on everyday (other than a holiday) at the usual starting time of the store, factory, mill or job and shall there remain available for work throughout the normal working hours.
- (2) If, at a store, factory, mill or job, work is temporarily not available for an Employee in his own occupation he shall be deemed to be ready and willing to perform work within the capacity and skill in any other occupation at any other work site of the Employer where work is available.
- (3) Irregular attendance or unpunctuality of an Employee shall constitute neglect of duty for which he shall be liable to appropriate disciplinary action.

7. **Hours of Work.**— The hours of work on a normal working day or on a shift shall be nine and one half (9 1/2) hours inclusive of a half (1/2) hour interval for lunch and two fifteen minutes intervals for tea. (Please note that the decision to work a five day week was arrived at consequent to the Fuel Conservation Law of 1973 and the request made by the employees to continue with the same work arrangements after the repeal of the Law. Therefore, currently the employees enjoy the benefit of an additional holiday on the short working day which is presently on Saturday).

8. **Forfeiture of Wages.**— Unless for good cause shown to the satisfaction of the Employer and Employee fails to hold himself available for work throughout the normal working hours of each working day he shall forfeit and his Employer shall be entitled to deduct his wages for the period from the time at which such failure occurs until he is again available for work.

9. Overtime.-

- (1) If required by his Employer, an Employee shall work reasonable overtime which has been authorized by the Employer. Refusal to work reasonable overtime in the absence of a satisfactory explanation which is acceptable to the Employer shall constitute neglect of duty for which an Employee shall be liable to appropriate disciplinary action.
- (2) Overtime work (that is work performed in excess of normal working hours) shall be remunerated at one and half (1 1/2) times the normal hourly rate ascertained in accordance with the provisions of clause 19(a) hereof.

10. Weekly Holiday.-

- (1) In respect of each week every Employee shall be allowed a paid holiday on a Sunday in that week as the weekly holiday provided however, that if an Employee has not worked for a period of at least twenty eight (28) hours, exclusive of any period of overtime work during that week, he shall be liable to forfeit and his Employer shall be entitled to deduct one day's wage in respect of the weekly holiday for that week computed in accordance with the provisions of clause 19 (b) hereof.
- (2) In computing the period of twenty eight (28) hours referred to in sub-clause (1) the Employer shall include -
 - (a) Every holiday allowed by the Employer to the Employee as annual holiday;
 - (b) Every public holiday granted by the Employer in terms of clause 12 hereof;
 - and
 - (c) Every day's absence on any ground approved by the Employer.
- (3) The Employer may employ any Employee on a weekly holiday subject to the following conditions:
 - (i) A day within the six days next succeeding such weekly holiday shall be allowed to that Employee as a holiday with remuneration. Provided however, that if any Employee who is employed on a weekly holiday is liable to forfeit and the Employer is entitled to deduct one day's wage in respect of that weekly holiday as provided in sub-clause (1) then and in such event that Employee shall forfeit and the Employer shall be entitled to deduct one day's wage computed in accordance with the provisions of clause 19(b) hereof in respect of the holiday which shall be allowed to that Employee within six (6) days of that weekly holiday. Provided further, that in respect of not more than two (2) such weekly holidays in any one calendar month the Employer may with the consent of the Employee-
 - (a) Instead of allowing an alternate holiday within six (6) days of the weekly holiday in respect of which that Employee shall not be liable to forfeit and the Employer shall not be entitled to deduct one day's wage as aforesaid, pay him one day's wage computed in accordance with the provisions of clause 19(b) hereof in lieu of such alternate holiday, or
 - (b) In case that Employee is entitled to an alternate holiday within six (6) days of the weekly holiday as aforesaid in respect of which alternate holiday he shall be liable to forfeit and the Employer shall be entitled to deduct a day's wage as aforesaid, employ that Employee on the alternate holiday.
 - (ii) That in respect of work done on such weekly holiday the Employee shall be paid as remuneration-
 - (a) One and one half (1 1/2) times the normal hourly rate ascertained in accordance with the provisions of clause 19 (a) hereof for the number of hours worked during the first nine (09) hours (exclusive of one (1) hour for a meal); and
 - (b) At double the normal hourly rate ascertained in accordance with the provisions of clause 19(a) hereof for each subsequent hour of work.

The provisions of this Sub-clause shall not apply to employees engaged on work outside the business premises of the Employer for periods exceeding twelve (12) hours in respect of the duration of each such period.

- (4) Saturday shall be a non-working day and where an Employee does not qualify for a paid weekly holiday in terms of this clause he shall forfeit three fifth of his pay for Saturday if he has worked only 2 days in the week; four fifth of his pay for Saturday if he has worked only one day in the week and shall receive no pay for the Saturday if he has not worked on any day in the week. For the purpose of this Sub-clause days worked will be reckoned in terms of sub-clause (2) above.

11. Annual Holidays.- An employee will be entitled to a maximum of fourteen (14) days earned annual leave in accordance with the practice of the Company.

12. Public Holidays.-

- (1) Public holidays shall be allowed to an Employee in accordance with the practice of the Company. Provided however, that an Employee may be employed on a public holiday in accordance with the practice of the Company.
- (2) If any public holiday which an Employee is eligible to under the provisions of sub-clause (1) falls on a Sunday, a day either in the Six (6) days immediately preceding or in the six (6) days immediately succeeding such public holiday shall be granted to the employee as a weekly holiday in accordance with the provisions of clause 10 hereof.
- (3) If any public holiday to which an Employee is eligible under the provisions of sub clause (1) falls on a Saturday the number of hours constituting the normal working day on the day immediately preceding such public holiday shall be four and one half (4 1/2) hours and no interval for a meal shall be granted.

13. Casual Leave.-

- (1) In respect of each year of employment during which any Employee has been continuously in employment that Employee shall be entitled to take on account of private business or other reasonable cause including ill health if that Employee's entitlement to sick leave has been fully utilized, leave (hereinafter referred to as 'Casual Leave') with remuneration for the period or an aggregate of periods not exceeding seven (7) days and the Employer shall allow such Casual Leave and shall be liable to pay such remuneration. Provided however, that not more than two (2) days casual leave shall be taken at any time save and except upon the ground of ill health. Provided further that any employee shall not be entitled to take Casual Leave immediately preceding or immediately following any period of annual holidays. Provided further that in respect of any employee's first year of employment including any period of probation he shall be entitled to Casual Leave for that year computed on the basis of one day for each complete period of two months' service.
- (2) Casual leave will normally be granted on application without the Employee being required to state the reason for the application. Where an Employer finds it difficult to grant an application for Casual Leave his difficulty shall be notified to the Employee as soon as possible after the application is made and in such case the Employee may be required to state the reason for the application in order that the Employer may decide whether it is reasonable in the circumstances to grant him Casual Leave.

14. Sick Leave.-

- (1) In any year an Employee covered by Wage Scales set out in schedules 1 and 2 of this Agreement shall be entitled to Sick Leave not exceeding twenty-one (21) days provided that:
 - (a) His illness is supported by a medical certificate from a registered medical practitioner (unless waived by his Employer), and
 - (b) The Employee shall not be on probation with in the meaning of Clause 5 hereof. Provided, however, that an employee who has been on probation shall as from the date of confirmation in respect of the remainder of the first year of employment be entitled to sick leave not exceeding ten (10) days if he is confirmed after six (6) months' probation and sick leave not exceeding five (5) days if he is confirmed after nine (9) months' probation.
- (2) In any year an employee recruited to the permanent cadre of Haychem (Pvt) Ltd after First June Two Thousand and Eight and for new employees recruited directly under the Employer covered by the wage Scale set out in Schedule 3 of this Agreement shall be entitled to sick leave not exceeding 7 days Provided that:
 - (a) His illness is supported by a medical certificate from a registered medical practitioner (unless waived by his Employer), and
 - (b) The employee shall not be on probation within the meaning of Clause 5 hereof. Provided, however, that an employee who has been on probation shall as from the date of confirmation in respect of the remainder of the first year of employment be entitled to sick leave not exceeding Five (05) days if he is confirmed after six (6) months' probation and Sick Leave not exceeding three (03) days if he is confirmed after nine (9) months' probation.

15. Monthly Consolidated Wages in lieu of CCPI consolidation.-

- (1) Subject to the provisions of Clause 16 hereof, each employee shall be paid upon and subject to the other terms and conditions herein contained, a monthly consolidated wage on the basis of the scales of consolidated wages set out in the Schedules 1 and 2 hereto.
- (2) The scales of consolidated wages set out in Schedules 1 and 2 hereto include the Statutory allowances as at the date of this Agreement.

- (3) The wages of employees who are in employment as at the date of this Agreement and for whom provision has been made in the wage scales set out in schedules 1 and 2 of this Agreement will be revised as follows:
- (a) A sum of Rs. 800/- would be added to the wages payable to each Employee with effect from the First day of September Two Thousand and Fifteen.
 - (b) A sum of Rs. 800/- would be added to the wages payable to each Employee with effect from the First day of September Two Thousand and Sixteen.
 - (c) A sum of Rs. 800/- would be added to the wages payable to each Employee with effect from the First day of September Two Thousand and Seventeen.
- (4) Employees recruited to the permanent cadre of Haychem (Pvt) Ltd after First June Two Thousand and Eight and for new employees recruited directly under the Employer, and for whom provision has been made in the Wage Scale set out in Schedule 3 hereto, shall not be covered by the provisions of this Clause and therefore would not be entitled to the aforementioned payments.

16. Conversion to Scales of Monthly Consolidated Wages.–

- (1) For the purpose of ascertaining the wage which an employee shall receive with effect from the First day of November Two Thousand and Fourteen on the basis of the consolidated wages set out in the Schedules 1, 2 and 3 hereto the following provisions shall apply:
- (i) The monthly consolidated wage payable to an employee who is in receipt of a monthly consolidated wage of less than Rupees Fifteen Thousand as at the Thirty First day of October Two Thousand and Fourteen will be revised to Rupees Fifteen Thousand.
 - (ii) To the monthly consolidated wage payable to an employee who is in receipt of a monthly consolidated wage between Rupees Fifteen Thousand and Twenty Thousand as at the Thirty First day of October Two Thousand and Fourteen an amount equal to 15% of the wage payable to such employee as at the date shall be added.
 - (iii) To the monthly consolidated wage payable to an employee who is in receipt of a monthly consolidated wage exceeding Rupees Twenty Thousand as at the Thirty First day of October Two Thousand and Fourteen an amount equal to 12% of the wage payable to such employee as at the date shall be added.
- (2) Each employee shall thereafter be placed on the corresponding point of the wage scales set out in Schedules 1, 2 and 3 in the scale and grade applicable to him. If there is no corresponding point he shall be placed on the next highest point on the same scale and grade in monetary terms.
- (3) If during the continuance in force of this Agreement the Government of Sri Lanka –
- (a) Prescribes increases in wages by any written law applicable to categories covered by this Agreement legally obliging the Employer to make such payment, the Employer shall pay such increases in wages prescribed by such written law and in terms of such written law;
 - (b) Recommends increases in wages such recommendations will not be applicable to the Employer, irrespective of whether or not such recommendations are applicable to categories covered by this Agreement.

17. Productivity Bonus Scheme.– The Employer will continue to pay a Productivity bonus in accordance with the Productivity Bonus Schemes set out in Schedules 4 and 5 of this Agreement. The norms mentioned in Schedule 4 will be the level of production to be achieved by the employees on a daily basis during normal working hours.

18. Attendance Bonus Scheme.– Employees who are not entitled to receive a payment under the Productivity Bonus Scheme set out in Clause 17 and schedules 4 and 5 of this Agreement shall be entitled to receive an Attendance Bonus of Rs. 3000/- per month provided that the said employee reports for work on at least 80% of his normal working days. An employee who registers any unauthorized absence will not be entitled to any payment under this clause in respect of that particular month.

19. Wages for Periods Less Than One Month.– For the purpose of this Agreement the wages of any employee for periods less than one month shall be computed in the manner following:

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| (a) for one hour | the monthly wage divided by two hundred and forty (240) |
| (b) for one day | the monthly wage divided by thirty (30) |
| (c) for one half day
(either morning or afternoon) | a day's wage ascertained as above divided by two (2) |
| (d) for one week | a day's wage ascertained as above multiplied by seven (7) |

20. Annual Lump sum payment in lieu of non-Recurring cost of living gratuity.-

- (1) A lump sum payment on an *ex gratia* basis would be made to the employees for whom provision has been made in the Wage Scales set out in Schedules 1 and 2 on the following basis:
 - (a) A Sum of Rs. 16,000/- payable in September 2015 for the period 01 September 2014 to 31 August 2015.
 - (b) A Sum of Rs. 16,000/- payable in September 2016 for the period 01 September 2015 to 31 August 2016.
 - (c) A Sum of Rs. 16,000/- payable in September 2017 for the period 01 September 2016 to 31 August 2017.
- (2) No Provident Fund, Trust Fund, Overtime or any other payment shall be due or calculated on these *ex-gratia* payment.
- (3) Employees recruited to the permanent cadre of Haychem (Pvt) Ltd after First June 2008 and new employees recruited directly under the Employer and for whom provision has been made in the Wage Scale set out in Schedule 3 hereto, shall not be covered by the provisions of this Clause and therefore would not be entitled to the aforementioned payments.

21. Provident Fund.-

- (1) The Employer and an Employee shall contribute to the Provident Fund at rates prescribed by the Employees' Provident Fund Act, No. 15 of 1958.

22. Terminal Benefits.- The Employer will pay terminal benefits to Employees in accordance with the Gratuity Act, No. 12 of 1983.

23. Bonus.-

- (1) Without prejudice to existing bonus schemes and without prejudice to the Employer's claim that bonus payment in the past and as provided in this Agreement are *ex-gratia*, the Employer will, subject as hereinafter provided, continue to pay to each of his employees a bonus which will not be less than the sum of money paid to him as his bonus for the year immediately preceding the signing of the Agreement. If in any year the Employer, in his discretion reduces the bonus to an amount less than the sum of money paid to each of his Employees as bonus for the year immediately preceding the signing of this Agreement the Union may canvas such reduction of bonus with the Employer concerned. If the Union is not satisfied by the Employer in the matter, the Union may pursue this matter with the Employers Federation of Ceylon. If the dispute as to the reduction of bonus is not settled with the Federation, the same shall be referred to a committee of three (3) persons (hereinafter referred to as a 'Bonus Committee') which shall be constituted in accordance with the provisions of sub-clause 2 for settlement in the manner hereinafter set forth.
- (2) At the written request of the parties to the dispute as to the reduction of the bonus the Commissioner General of Labour will constitute a Bonus Committee which shall consist of three (3) senior accountants nominated by the Council of the Institute of Chartered Accountants of Sri Lanka. The said Chartered Accountants shall be persons with at least ten (10) years post qualification experience. The selection of the three Chartered Accountants will be communicated by the Institute of Chartered Accountants to the Commissioner General of Labour, the Employer, the Union and to the Federation. Thereupon the Commissioner General of Labour will communicate in writing to each member of the Bonus Committee so constituted a statement of principles and procedures by which the members of the Bonus Committee shall be bound in settling the dispute as to the reduction of Bonus.
- (3) Upon receipt of the submissions and the statement of the principles and procedures from the Commissioner General of Labour the Bonus Committee shall in accordance with the said principles and procedures decide whether the reduction of the bonus by the Employer was justified and if the reduction was not justified to what extent, if any, the bonus should be reduced. The Bonus Committee shall communicate its decision in writing to the Employer, the Union, the Federation and the Commissioner General of Labour. If the decision of the Bonus Committee is unanimous, such decision shall be final and binding on the parties to the dispute and the Union and / or its members shall not pursue the matter further by any form of Trade Union action or otherwise during the continuance in force of this Agreement. If, however, the Bonus Committee is divided in its decision then the decision of the Commissioner General of Labour on the matter shall be final and binding on the parties to the dispute and the Commissioner General's decision shall be communicated in writing to the Federation, and the Union or its members shall not pursue the matter further by any form of Trade Union action or otherwise during the continuance in force of this Agreement.

- (4) The Bonus committee shall not be entitled nor be competent to decide that in any year the Employer should pay his Employees a bonus exceeding the sum of money paid as bonus as in the year immediately preceding the signing of this Agreement.
- (5) The fees payable to the members of the Bonus committee shall be borne equally by the parties to the dispute as to the reduction of bonus and be payable on demand by the Commissioner General of Labour.
- (6) The payment of a bonus exceeding the sum of money paid as bonus to employees in the year immediately preceding the signing of this Agreement shall be in the sole discretion of the Employer and shall not be called in question by the Union and / or its members nor shall the Employer's failure or refusal to pay such bonus be the subject of any dispute.
- (7) The provisions of sub-clauses (1) (2) (3) (4) (5) and (6) shall *mutatis mutandis* apply to the existing bonus scheme.
- (8) At the request of the Commissioner General of Labour the Council of the Institute of Chartered Accountants of Sri Lanka will nominate three (3) chartered accountants with not less than ten (10) years of post qualification experience drawn from professional accountancy firms to serve on the Bonus Committee.

24. Annual Increments.-

- (1) The annual increments provided in each grade of the scales of consolidated wages in Schedules 1, 2 and 3 shall be automatic, unless as a matter of punishment for general inefficiency including irregular attendance or unpunctuality or disciplinary action on account of serious misconduct an increment is suspended, stopped or deferred in which case where an increment is -
 - (a) Deferred, the loss of increment shall be continuous throughout the year;
 - (b) Stopped, the loss of increment shall only be for the period of stoppage during the year;
 - (c) Suspended, the increment is suspended pending a decision to defer or stop an increment, such decision being dependent upon a consideration of the factors giving rise to the suspension. Where on such decision and increment is neither stopped nor deferred, then the suspension shall be treated as waived and the full increment from the date of suspension thereof shall occur to the employee concerned.

Deferment, stoppage or suspension of an increment shall only be effected in cases where the Employee has been notified, in writing of a complaint against such Employee and has been found guilty after due inquiry of inefficiency, fraud or misconduct which in the circumstances does not merit termination of employment.

- (2) The incremental rates as stipulated in respect of the consolidated scales of wages set out in Schedules 1, 2 and 3 hereof and/or may be revised thereafter in terms of clause 15 (3) shall be as set out hereunder.

Schedule 1

Grade III	10 x Rs. 100/- 10 x Rs. 105/- 179 x Rs. 115/-
Grade II	199 x Rs. 80/-
Grade I	199 x Rs. 65/-

Schedule 1

Skilled	149 x Rs. 125/-
Semi-Skilled	149 x Rs. 105/-
Unskilled	149 x Rs. 65/-

Schedule 1

Class B	199 x Rs. 105/-
Class G	199 x Rs. 65/-

Schedule 2

Grade 3	10 x Rs. 100/- 10 x Rs. 105/- 179 x Rs. 115/-
Grade 2	199 x Rs. 80/-
Grade 1	199 x Rs. 65/-

Schedule 3

Grade 3	10 x Rs. 100/- 10 x Rs. 105/- 179 x Rs. 115/-
Grade 2	199 x Rs. 80/-
Grade 1	199 x Rs. 65/-

(3) This agreement shall not have the effect of changing the incremental date of an Employee.

25. Warnings.-

If in the opinion of the Employer an offence warrants a warning the same shall be conveyed to the Employee, by a letter, a duplicate of which shall be signed by the Employee. If the Employee refuses to sign the duplicate the warning may be given to the Employee orally by the Employer in the presence of two witnesses.

26. Suspension.-

(1) An employee may be suspended without pay by his Employer -

- (a) Pending an inquiry to be held by the Employer on a charge or charges of misconduct which warrants dismissal;
- (b) In order to avoid a breach of the peace or damage to the property or disturbance of business of the Employer;
- (c) As a punishment for misconduct for a period not exceeding seven (7) working days after the inquiry;

(2) At the time of suspension under sub-clause (1)(a) or within twenty-four (24) hours thereof the Employer shall provide the Employee with a written order of suspension specifying the reasons for such suspension and thereafter, hold an inquiry into the charge or charges in terms of clause 27 hereof.

27. Disciplinary Action.- Where the Employer proposes to proceed against an Employee then -

- (1) Irrespective of whether an Employee has been suspended under Clause 26 hereof or not, the Employee shall be furnished with a show cause notice which shall set out the particulars of the charge or charges of misconduct alleged against such Employee and such show cause notice shall give the Employee not less than five (5) clear working days in which to give the answer or explanation to the charge or charges preferred.
- (2) Within five (5) clear working days after the date of the show cause notice, the Employee shall furnish in writing to the Employer, the answer or explanation to the charges preferred against such Employee. Provided however that if in the circumstances it is reasonable, the employee may ask the Employer for an extension of time within which to furnish a written answer or explanation to the show cause notice and where such request is made by the Employee to the Employer, the Employer shall grant such request for such further period of time as is deemed necessary in the circumstances of the case.

- (3) If the Employer is satisfied with the written answer or explanation of the Employee, the Employee shall, if he is under suspension forthwith be reinstated and shall be paid all wages and entitlements due for the period of such suspension.
- (4) If the Employer is not satisfied with the written answer or explanation of the Employee to the show cause notice and such answer or explanation is rejected by the Employer, the Employer shall commence an inquiry within fourteen (14) working days from the date of receipt by him of the written answer or explanation to the show cause notice.
- (5) After holding such inquiry the Employer shall notify the Employee of the findings of each of the charges in the show cause notice and the punishment, If any, imposed by the Employer. Provided that if the Employer fails to make an order except for reasons beyond the control of the Employer on the charges in the show cause notice within thirty (30) working days from the conclusion of the inquiry into such charges, the Employee shall not be liable to be punished thereafter in respect of such charges and no inference adverse to the Employee in respect of such charges shall be drawn from such charges.
- (6) If the employee is under suspension and the Employer after such inquiry makes order that –
 - (a) The employee shall not be dismissed then the Employee shall resume employment forthwith and shall subject to the provisions of sub-clause 26(1)(c) hereof be paid all wages and entitlements due for the period of suspension irrespective of such other punishment less than dismissal that may be imposed by the Employer on the findings as to the charges in the show cause notice;
 - (b) The employee shall be dismissed, the Employee's dismissal shall take effect from the date of the Employee's suspension and accordingly the Employee shall not be paid for the period of such suspension;
 - (c) In view of the serious or involved nature of the charges in the show cause notice against the Employee, the Employer is unable to make a final order as it is necessary and desirable that the matter be referred to the Police or other authorities for further investigations or inquiries and that the matter be therefore referred to Police or other authorities or if in view of the serious or involved nature of the charges preferred against the Employee the matter had been previously referred to the Police or other authorities for investigations or inquiries that the outcome of such investigations or inquiries be awaited, then in either of such circumstances the employee may remain suspended without pay.
- (7) If in any case where an Employee is suspended as provided for herein the Employer fails to make order under paragraphs (a) to (c) of the preceding sub-clause for any reason other than that of the Employee's own seeking within thirty (30) working days from the date of the Employee's suspension, the Employee shall be entitled to half his normal remuneration for a period of thirty (30) days from the date of such suspension and to his full remuneration for the period of suspension in excess of thirty (30) days up to the date on which the Employer makes and order under paragraphs (a) to (c) of the preceding sub-clause, irrespective of the outcome of the inquiry.
- (8) In any case where the Employee is suspended as provided herein, the Employer shall make an order under paragraphs (a) to (c) of sub-clause 6 within ninety (90) days of the date of suspension of the Employee unless he is prevented from so doing by reason of the Employee's own seeking or for reasons beyond the control of the Employer or it is agreed between the Employer and the Union that in the circumstances of the case the period of ninety (90) days be extended for such further time as may be agreed.
- (9) The Employer shall not be required to hold an inquiry as referred to in sub-clauses 4 and 5 hereof where the Employer proposes to warn the Employee or where the Employee admits to the charge or charges. Provided however, that if the Union disputes the warning or punishment imposed on the Employee by the Employer and requests the holding of an inquiry the Employer shall comply with such request and the provisions relating to the holding of an inquiry shall then apply subject to the exception that the fact that the inquiry had not commenced within fourteen (14) working days after the receipt of the Employee's explanation shall not be material or relevant.
- (10) The Employer may, as an alternative to more serious disciplinary action, recover from an employee the cost of damage to or loss of the Employer's goods or property, or a percentage thereof, caused through the negligence of the employee as determined at a domestic inquiry or on the admission of the Employee.

28. **Retirement.**– On reaching the age of fifty five (55) years an Employee shall ipso facto retire and cease to be Employed by the Employer and there shall be no obligation on the Employer to give the Employee any notice of such retirement. Provided however, that an Employee who has retired may, at the discretion of the Employer, be employed after his retirement on a temporary basis on such terms as may be mutually agreed.

29. Termination of Services.-

- (1) Every contract, whether oral or written, for the hire of any Employee by the Employer except for work usually performed by the day, or by the job, or by the journey, shall (subject to the provisions of clause 5 hereof or unless otherwise expressly stipulated) be deemed and taken in law to be a contract for hire and service for the period of one month and to be renewable from month to month and shall be deemed and taken in law to be so renewed, unless one month's previous notice be given by either party to the other of his intention to determine the same and such month has expired.
- (2) Where an Employee is engaged for a particular job or period such as casual or temporary work, he shall be informed thereof at the commencement of his employment and his contract of service will terminate on the completion of the job or period or the failure of the Employee to complete the job within reasonable time.

30. Union Recognition.- The Union shall be competent to make representations on behalf of any of its members bound by this agreement who is employed in any workplace of the Employer bound by this Agreement. In regard to issues of general application or to the effect of principle such as matters affecting general terms and conditions of employment either in the workplace or the trade as whole, the following provisions shall apply.

- (1) When the Union is representative of not less than forty per cent. (40%) of the employees whose membership subscription is not in arrears, the Employer of such employees will recognize the Union for the purpose of general claims and matters and negotiate with it on that basis. If there is any other Union which is also representative of not less than forty percent (40%) of such employees the Employer will be at liberty to require that general claims and matters be discussed and negotiated with the Union competent to make general demands by virtue of the requisite membership and not separately with each such Union.
- (2) When the Employer carries on more than one type of business or has more than one workplace and the claim or matter is restricted to one type of business or one workplace but is applicable or capable of being applicable to other Employees in the service of the Employer, the competence of the Union to make such claims or raise such matter shall be determined by reference to the duly qualified members of such Union in proportion to the total number of Employees in the service of the Employer in Sri Lanka.
- (3) If it becomes necessary to decide the question whether at the establishment of the Employer the Union is, competent to make general claims or raise general matters, the same shall be determined by a referendum which shall be held by the Department of Labour and the result of such referendum shall be binding on the Employer and the Union and the parties hereto.

31. Disputes procedure.-

- (1) In the first instance the Union shall submit any demand on behalf of its members to the Employer of such members and give the Employer at least ten (10) working days' time within which to reply. If in the Union's opinion the Employer's reply is unsatisfactory the Union and the Employer shall explore the possibility of reaching a settlement.
- (2) When the union concludes that negotiations with the Employer and the Employers' Federation of Ceylon have been abortive it shall ask the Department of Labour to intervene and give the Department not less than ten (10) working day's to arrange Conference and/or discussions with a View to a settlement of the dispute. Negotiations under the aegis of the Department of Labour shall then proceed until the Department of Labour reports failure.
- (3) Subject to the provisions of clause 33 hereof all disputes between the Union and the Employer or between the parties hereto shall be settled in accordance with the provisions of the Industrial Disputes Act and the regulations made thereunder.
- (4) Any party to this Agreement shall not instigate, support or engage in any unfair Labour practice during the currency of this Agreement.

32. How Anomalies In The Course of Implementing this Agreement Shall be Dealt With .- Any anomaly, arising from the implementation of this Agreement shall be settled by negotiation between the Employer and the Union and if the matter cannot be settled by negotiation, it shall be settled in accordance with the provisions of the Industrial Disputes Act and the regulations made thereunder.

33. Trade Union Action.- The Union and Employees jointly and severally agree with the Employer that during the continuance in force of this Agreement they shall not engage in any strike or other form of trade union action against the Employer, in respect of any dispute between the Union or the Employees and the Employer, whether or not such dispute is related to the Agreement, except where such dispute has been caused by an act of the Employer which in the opinion of the controlling body (by whatsoever name called) of the union is *mala fide* or vindictive or calculated to threaten or undermine the existence or the legitimate activities of the union and/or its members or is grossly

unfair or seriously detrimental to the interest of the union and/or its members. Provided however that at least seven (7) days notice in writing shall be given by the union to the Employer, the Federation and the Commissioner General of Labour before the date of commencement of any intended strike or other form of trade union action consequent upon an act of the Employer which in the opinion of the controlling body (by whatsoever name called) of the union is *mala fide* or vindictive or calculated to threaten or undermine the existence or the legitimate activities of the union and/or its members is grossly unfair or seriously detrimental to the interest of the union and/or its members.

34. Variation of Terms and Conditions of Employment and Benefits.-

- (1) The Union and the employees jointly and severally agree with the Employer that during the continuance in force of this Agreement, they will not seek to vary, alter or add to all or any of the terms and conditions of employment presently applicable to any of the employees covered and bound by this agreement as amended or altered in terms of this Agreement, or all or any of the benefits presently enjoyed by any of the employees covered and bound by this Agreement other than by mutual agreement.
- (2) The Employer agrees with the union and the Employees that the Employer shall not seek to vary, alter or withdraw all or any of the benefits presently enjoyed by the employees other than by mutual agreement.
- (3) Any dispute or difference arising from negotiations under the provision of sub-clauses 1 or 2 may be resolved by voluntary arbitration but only if all the parties, concerned agree to submit such dispute or difference for settlement by voluntary arbitration.

PART II

CONTAINING THE FACILITIES AND CONCESSIONS GRANTED BY THE EMPLOYER TO THE UNION

1. Breaches of Collective Agreement.- If in the opinion of the Employer and the Federation, the Union shall commit a breach of any of the terms of this Agreement, then and in any such event the Union shall cease to be entitled to enjoy the facilities and concessions granted by the Employer in the succeeding clauses of this Part and same shall stand withdrawn without Prejudice to the Employer's right to restore such facilities and concessions upon such terms and conditions as the Employer may decide.

2. Domestic Inquiries.- If an employee who is furnished with a show cause notice in terms of clause 27 is a member of the union, the following provisions shall apply to the inquiry held by the Employer pursuant to such show cause notice-

- (a) The Employer will, subject as hereinafter provided, allow another member of the Union (hereinafter referred to as 'an Observer') to be present as an observer without loss of wages for absence from work.
- (b) If the Employer who is served with a show cause notice desires an 'Observer' to be present at the inquiry to be held pursuant to such show cause notice, he shall forty eight (48) hours at least before the time appointed for the commencement of the inquiry submit to the Employer the name of such Observer.
- (c) An Observer may answer any questions which the person who conducts the inquiry may ask him, but an Observer shall not be entitled to represent the Employee who is served with a show cause notice or otherwise partake in the inquiry.
- (d) The person who conducts an inquiry shall be entitled to require an Observer who obstructs such inquiry, in any manner whatsoever to withdraw therefrom and an Observer shall forthwith comply with such requirement.
- (e) The absence of an Observer from the whole or part of an inquiry for any reason whatsoever shall not vitiate such inquiry, nor the proceedings there at, nor the findings pursuant thereto.

3. Union Meetings.- The following Provisions shall apply to Meetings of the Union:-

- (a) In respect of each meeting, which the Union desires to hold at the Employer's premises, and application for permission shall be previously made to the Employer.
- (b) If the employer decides to grant permission, the Employer shall be entitled to impose *inter-alia*, one or more of the under noted conditions:
 - (i) That no person other than an Employee in the service of that Employer shall be present at a meeting of the union;
 - (ii) On occasions such as the Annual General Meeting of the Union, office Bearers of the Parent Union may with the previous approval of the employer, attend;
 - (iii) Fix a time limit within which a meeting of the Union shall be concluded or adjourned.

- (c) It shall be the duty of the Union and its Office Bearers to ensure that the terms on which permission to hold a meeting of the Union is granted, are duly complied with.
- (d) It shall be the duty of the Union and its Office Bearers to ensure that no damage is caused in the course of the, or in connection with a meeting of the Union to the Employer's property or any other persons at the Employer's premises and the Union shall indemnify the Employer and keep the Employer indemnified against any such damage.

4. *Duty Leave.*—

- (1) The following provisions shall apply to duty leave –

Without prejudice to the right of the Employer, to refuse to grant permission if in his discretion the exigencies of the circumstances warrant refusal, the Employer will generally grant permission for not less than two (2) office bearers of the Union –

- (a) To be present at conferences held under the aegis of the Employer or the Employers' Federation of Ceylon or the Department of Labour in connection with a dispute between the Union and the Employer.

or

- (b) To attend inquiries before Industrial Courts, Arbitrators or Labour Tribunals –
without loss of wages for such absence.

- (2) The Employer shall provide the President and the Secretary one day's duty leave per month to attend meetings at the Union Headquarters in connection with Union activities if required to do so by the Union. The Employer shall be informed of such meetings at least 48 hours before the meeting and written approval should be obtained from the management.
- (3) The Employer will, in his discretion, grant leave without remuneration to an Employee to attend a Trade Union course or seminar or conference either in Sri Lanka or abroad unless the Employee concerned is entitled to annual or other holidays, which he wishes to utilize for the purpose.
- (4) The Employer shall grant a day's duty leave for the branch committee not exceeding fourteen (14) employees to attend the Annual Convention of the Parent Union. However, the Employer shall be informed of such meetings at least 48 hours before the meeting and written approval should be obtained from the management.

5. *Check-off.*—

- (1) The facility of check-off shall be granted, subject to Clause 1 of Part II hereof only so long as the Union represents no less than forty (40) percent of the Employees covered and bound by this Collective Agreement.
- (2) The Employer shall on the written request of an Employee deduct from the wages due to such Employees the current monthly Union dues as are specified by the Employee to be payable monthly by the employee to the Union and remit the amount so deducted to the Union in accordance with the procedure and upon and subject to the conditions hereinafter set forth.
- (3) Every employee who agrees to the deduction of Union dues from his wages shall sign a statement to that effect in the form set out in Form No. 1 referred to as an 'Authorization'.
- (4) Every Employee shall be entitled to withdraw his agreement to check-off at any time by signing a statement to that effect in the form set out in Form No. 2 hereinafter referred to as a 'Revocation'.
- (5) As far as practicable deduction under an authorization shall commence from the wages due immediately after the date of receipt of such authorization and shall continue thereafter until the authorization is cancelled by a revocation.
- (6) As far as practicable deductions under an authorization shall cease from the date of receipt of a revocation cancelling such authorization. Provided however –
 - (a) That the Employer shall not be liable in any manner whatsoever to the Union or the Employee concerned for failure to comply with sub-clause 5 or 6;
 - (b) that at his discretion the Employer shall be entitled not to make deductions by way of check-off in any month in which the deductions from the Employee's wages in that month exceed the deduction permitted by Law.

- (7) The Employer shall not later than the tenth (10th) day of each month remit the Union dues deducted from the wages of the Employees in the month immediately preceding, to the Treasurer of the Union in accordance with the tenor of each authorization by a cheque payable to the Treasurer thereof and crossed 'Account Payee'.
- (8) The cheque shall be sent at the risk of the Union and the Employees concerned by post in a prepaid envelope addressed to the Treasurer of the Union at its address for the time being.
- (9) The Treasurer of the Union shall promptly acknowledge receipt of the cheque.
- (10) The Employer shall not be liable to pay to the Union or the Treasurer on its behalf as aforesaid any sum other than the Union's dues actually deducted.

FORM No. 1

Name of Employer: HAYLEYS AGRICULTURE HOLDINGS LIMITED

Authorization

As I am an Employee working at the factory at 168D Brahmanagama, Kottawa, of the Employer covered and bound by the HAYLEYS AGRICULTURE HOLDINGS LIMITED COLLECTIVE AGREEMENT 2014, and I desire to avail myself of the facility for check-off contained in the Collective Agreement to which I am eligible as a member of the INTER COMPANY EMPLOYEES' UNION, please deduct from my wages each month a sum of Rupees (Rs.) in respect of my current monthly membership dues to the said Union and remit same to the said Union on my behalf. The first payment should please be made from my wages due immediately following the date hereof.

.....
(Date of signing)

.....
(Signature of Employee)

.....
(Full name of Employee)

.....
(Checkroll Number)

Received on
(To be filled by the Employer)

FORM No. 2

Name of Employer : HAYLEYS AGRICULTURE HOLDINGS LIMITED

Revocation

With reference to the authorization submitted by me, please cease to deduct from my wages any further membership dues in favour of INTER COMPANY EMPLOYEES' UNION, with effect from the wages next due to me immediately following the date hereof.

.....
(Date of signing)

.....
(Signature of Employee)

.....
(Full name of Employee)

.....
(Checkroll Number)

Received on
(To be filled by the Employer)

PART III

CONTAINING DEFINITIONS OF CERTAIN WORDS

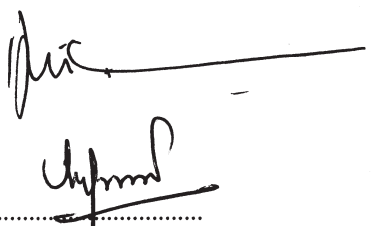
In Parts I and II of this Agreement unless excluded by the Subject or context, the following words shall have the meaning set opposite to them.

<i>Words</i>	<i>Meaning</i>
Branch Union	The Branch Union at the factory at 168D, Brahmanagama, Kottawa
Check-off	The act of the Employer deducting in terms of Clause 5 of Part II the subscriptions payable to the Union by an employee from the latter's pay.
Dispute	Shall have the same meaning as in the Industrial Disputes Act.
Employee (For convenience sometimes referred to as 'he' or its grammatical variations)	An employee covered and bound by this Agreement.
Employer	HAYLEYS AGRICULTURE HOLDINGS LIMITED (PB 575)
Federation	Employers' Federation of Ceylon
Industrial Disputes Act	The Industrial Disputes Act, No. 43 of 1950
Normal Incremental Date	The date on which an employee would normally receive an increment
Relevant Wages Board	The Wages Board which covers the Trade in which the particular employee is employed in
Union	Inter Company Employees' Union
Wage	The monthly wage according to the scales of wages set out in Schedule 1, 2 and 3 hereto.
Week	The period between midnight on any Saturday night and midnight on the succeeding Saturday night.
Year	A continuous period of twelve (12) months

Words importing the masculine gender shall include the feminine gender

Words importing the singular number shall include the plural and *vice versa*

In witness hereof parties have hereunto set their hands on this Twentieth day of January Two Thousand and Fifteen at Colombo.

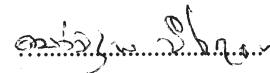

for and on behalf of
HAYLEYS AGRICULTURE
HOLDINGS LIMITED


for and on behalf of
INTER COMPANY EMPLOYEES'
UNION

Name:

S. M. Gamag

Name:



Designation:

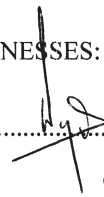
Director

Designation:

General Manager

WITNESSES:

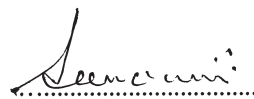
1.



Name:

Anura Sayasuriya

1.



Name:

T. SUMANASIRI

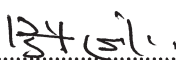
Designation:

General Manager Plant

Designation:

B/SECRETARY

2.



Name:

N. J. Kumara

2.



Name:

K. O. Nandaseera

Designation:

GM - HR

Designation:




Rizvi Zaheed

Managing Director

Hayleys Agriculture Holdings Ltd.

No. 25, Foster Lane,

Colombo 10.

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
PRODUCTION, STORES & ALLIED MANUAL WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	GR_I		GR_II		GR_III	
1	15,717.00	199 x 65.00	15,737.00	199 x 80.00	15,762.00	10 x 100.00
2	15,782.00		15,817.00		15,862.00	
3	15,847.00		15,897.00		15,962.00	
4	15,912.00		15,977.00		16,062.00	
5	15,977.00		16,057.00		16,162.00	
6	16,042.00		16,137.00		16,262.00	
7	16,107.00		16,217.00		16,362.00	
8	16,172.00		16,297.00		16,462.00	
9	16,237.00		16,377.00		16,562.00	
10	16,302.00		16,457.00		16,662.00	
11	16,367.00		16,537.00		16,762.00	10 x 105.00
12	16,432.00		16,617.00		16,867.00	
13	16,497.00		16,697.00		16,972.00	
14	16,562.00		16,777.00		17,077.00	
15	16,627.00		16,857.00		17,182.00	
16	16,692.00		16,937.00		17,287.00	
17	16,757.00		17,017.00		17,392.00	
18	16,822.00		17,097.00		17,497.00	
19	16,887.00		17,177.00		17,602.00	
20	16,952.00		17,257.00		17,707.00	
21	17,017.00		17,337.00		17,812.00	179 x 115.00
22	17,082.00		17,417.00		17,927.00	
23	17,147.00		17,497.00		18,042.00	
24	17,212.00		17,577.00		18,157.00	
25	17,277.00		17,657.00		18,272.00	
26	17,342.00		17,737.00		18,387.00	
27	17,407.00		17,817.00		18,502.00	
28	17,472.00		17,897.00		18,617.00	
29	17,537.00		17,977.00		18,732.00	
30	17,602.00		18,057.00		18,847.00	
31	17,667.00		18,137.00		18,962.00	
32	17,732.00		18,217.00		19,077.00	
33	17,797.00		18,297.00		19,192.00	
34	17,862.00		18,377.00		19,307.00	
35	17,927.00		18,457.00		19,422.00	
36	17,992.00		18,537.00		19,537.00	
37	18,057.00		18,617.00		19,652.00	
38	18,122.00		18,697.00		19,767.00	
39	18,187.00		18,777.00		19,882.00	
40	18,252.00		18,857.00		19,997.00	
41	18,317.00		18,937.00		20,112.00	
42	18,382.00		19,017.00		20,227.00	
43	18,447.00		19,097.00		20,342.00	
44	18,512.00		19,177.00		20,457.00	
45	18,577.00		19,257.00		20,572.00	
46	18,642.00		19,337.00		20,687.00	
47	18,707.00		19,417.00		20,802.00	
48	18,772.00		19,497.00		20,917.00	
49	18,837.00		19,577.00		21,032.00	
50	18,902.00		19,657.00		21,147.00	

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
PRODUCTION, STORES & ALLIED MANUAL WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	GR_I	GR_II	GR_III
51	18,967.00	19,737.00	21,262.00
52	19,032.00	19,817.00	21,377.00
53	19,097.00	19,897.00	21,492.00
54	19,162.00	19,977.00	21,607.00
55	19,227.00	20,057.00	21,722.00
56	19,292.00	20,137.00	21,837.00
57	19,357.00	20,217.00	21,952.00
58	19,422.00	20,297.00	22,067.00
59	19,487.00	20,377.00	22,182.00
60	19,552.00	20,457.00	22,297.00
61	19,617.00	20,537.00	22,412.00
62	19,682.00	20,617.00	22,527.00
63	19,747.00	20,697.00	22,642.00
64	19,812.00	20,777.00	22,757.00
65	19,877.00	20,857.00	22,872.00
66	19,942.00	20,937.00	22,987.00
67	20,007.00	21,017.00	23,102.00
68	20,072.00	21,097.00	23,217.00
69	20,137.00	21,177.00	23,332.00
70	20,202.00	21,257.00	23,447.00
71	20,267.00	21,337.00	23,562.00
72	20,332.00	21,417.00	23,677.00
73	20,397.00	21,497.00	23,792.00
74	20,462.00	21,577.00	23,907.00
75	20,527.00	21,657.00	24,022.00
76	20,592.00	21,737.00	24,137.00
77	20,657.00	21,817.00	24,252.00
78	20,722.00	21,897.00	24,367.00
79	20,787.00	21,977.00	24,482.00
80	20,852.00	22,057.00	24,597.00
81	20,917.00	22,137.00	24,712.00
82	20,982.00	22,217.00	24,827.00
83	21,047.00	22,297.00	24,942.00
84	21,112.00	22,377.00	25,057.00
85	21,177.00	22,457.00	25,172.00
86	21,242.00	22,537.00	25,287.00
87	21,307.00	22,617.00	25,402.00
88	21,372.00	22,697.00	25,517.00
89	21,437.00	22,777.00	25,632.00
90	21,502.00	22,857.00	25,747.00
91	21,567.00	22,937.00	25,862.00
92	21,632.00	23,017.00	25,977.00
93	21,697.00	23,097.00	26,092.00
94	21,762.00	23,177.00	26,207.00
95	21,827.00	23,257.00	26,322.00
96	21,892.00	23,337.00	26,437.00
97	21,957.00	23,417.00	26,552.00
98	22,022.00	23,497.00	26,667.00
99	22,087.00	23,577.00	26,782.00
100	22,152.00	23,657.00	26,897.00

**WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
PRODUCTION, STORES & ALLIED MANUAL WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014**

Stage	GR_I	GR_II	GR_III
101	22,217.00	23,737.00	27,012.00
102	22,282.00	23,817.00	27,127.00
103	22,347.00	23,897.00	27,242.00
104	22,412.00	23,977.00	27,357.00
105	22,477.00	24,057.00	27,472.00
106	22,542.00	24,137.00	27,587.00
107	22,607.00	24,217.00	27,702.00
108	22,672.00	24,297.00	27,817.00
109	22,737.00	24,377.00	27,932.00
110	22,802.00	24,457.00	28,047.00
111	22,867.00	24,537.00	28,162.00
112	22,932.00	24,617.00	28,277.00
113	22,997.00	24,697.00	28,392.00
114	23,062.00	24,777.00	28,507.00
115	23,127.00	24,857.00	28,622.00
116	23,192.00	24,937.00	28,737.00
117	23,257.00	25,017.00	28,852.00
118	23,322.00	25,097.00	28,967.00
119	23,387.00	25,177.00	29,082.00
120	23,452.00	25,257.00	29,197.00
121	23,517.00	25,337.00	29,312.00
122	23,582.00	25,417.00	29,427.00
123	23,647.00	25,497.00	29,542.00
124	23,712.00	25,577.00	29,657.00
125	23,777.00	25,657.00	29,772.00
126	23,842.00	25,737.00	29,887.00
127	23,907.00	25,817.00	30,002.00
128	23,972.00	25,897.00	30,117.00
129	24,037.00	25,977.00	30,232.00
130	24,102.00	26,057.00	30,347.00
131	24,167.00	26,137.00	30,462.00
132	24,232.00	26,217.00	30,577.00
133	24,297.00	26,297.00	30,692.00
134	24,362.00	26,377.00	30,807.00
135	24,427.00	26,457.00	30,922.00
136	24,492.00	26,537.00	31,037.00
137	24,557.00	26,617.00	31,152.00
138	24,622.00	26,697.00	31,267.00
139	24,687.00	26,777.00	31,382.00
140	24,752.00	26,857.00	31,497.00
141	24,817.00	26,937.00	31,612.00
142	24,882.00	27,017.00	31,727.00
143	24,947.00	27,097.00	31,842.00
144	25,012.00	27,177.00	31,957.00
145	25,077.00	27,257.00	32,072.00
146	25,142.00	27,337.00	32,187.00
147	25,207.00	27,417.00	32,302.00
148	25,272.00	27,497.00	32,417.00
149	25,337.00	27,577.00	32,532.00
150	25,402.00	27,657.00	32,647.00

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
PRODUCTION, STORES & ALLIED MANUAL WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	GR_I	GR_II	GR_III
151	25,467.00	27,737.00	32,762.00
152	25,532.00	27,817.00	32,877.00
153	25,597.00	27,897.00	32,992.00
154	25,662.00	27,977.00	33,107.00
155	25,727.00	28,057.00	33,222.00
156	25,792.00	28,137.00	33,337.00
157	25,857.00	28,217.00	33,452.00
158	25,922.00	28,297.00	33,567.00
159	25,987.00	28,377.00	33,682.00
160	26,052.00	28,457.00	33,797.00
161	26,117.00	28,537.00	33,912.00
162	26,182.00	28,617.00	34,027.00
163	26,247.00	28,697.00	34,142.00
164	26,312.00	28,777.00	34,257.00
165	26,377.00	28,857.00	34,372.00
166	26,442.00	28,937.00	34,487.00
167	26,507.00	29,017.00	34,602.00
168	26,572.00	29,097.00	34,717.00
169	26,637.00	29,177.00	34,832.00
170	26,702.00	29,257.00	34,947.00
171	26,767.00	29,337.00	35,062.00
172	26,832.00	29,417.00	35,177.00
173	26,897.00	29,497.00	35,292.00
174	26,962.00	29,577.00	35,407.00
175	27,027.00	29,657.00	35,522.00
176	27,092.00	29,737.00	35,637.00
177	27,157.00	29,817.00	35,752.00
178	27,222.00	29,897.00	35,867.00
179	27,287.00	29,977.00	35,982.00
180	27,352.00	30,057.00	36,097.00
181	27,417.00	30,137.00	36,212.00
182	27,482.00	30,217.00	36,327.00
183	27,547.00	30,297.00	36,442.00
184	27,612.00	30,377.00	36,557.00
185	27,677.00	30,457.00	36,672.00
186	27,742.00	30,537.00	36,787.00
187	27,807.00	30,617.00	36,902.00
188	27,872.00	30,697.00	37,017.00
189	27,937.00	30,777.00	37,132.00
190	28,002.00	30,857.00	37,247.00
191	28,067.00	30,937.00	37,362.00
192	28,132.00	31,017.00	37,477.00
193	28,197.00	31,097.00	37,592.00
194	28,262.00	31,177.00	37,707.00
195	28,327.00	31,257.00	37,822.00
196	28,392.00	31,337.00	37,937.00
197	28,457.00	31,417.00	38,052.00
198	28,522.00	31,497.00	38,167.00
199	28,587.00	31,577.00	38,282.00
200	28,652.00	31,657.00	38,397.00

**WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
ENGINEERING TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014**

Stage	U_SK		S_SK		SK	
1	15,717.00	149 x 65.00	15,742.00	149 X 105.00	15,827.00	149 x 125.00
2	15,782.00		15,847.00		15,952.00	
3	15,847.00		15,952.00		16,077.00	
4	15,912.00		16,057.00		16,202.00	
5	15,977.00		16,162.00		16,327.00	
6	16,042.00		16,267.00		16,452.00	
7	16,107.00		16,372.00		16,577.00	
8	16,172.00		16,477.00		16,702.00	
9	16,237.00		16,582.00		16,827.00	
10	16,302.00		16,687.00		16,952.00	
11	16,367.00		16,792.00		17,077.00	
12	16,432.00		16,897.00		17,202.00	
13	16,497.00		17,002.00		17,327.00	
14	16,562.00		17,107.00		17,452.00	
15	16,627.00		17,212.00		17,577.00	
16	16,692.00		17,317.00		17,702.00	
17	16,757.00		17,422.00		17,827.00	
18	16,822.00		17,527.00		17,952.00	
19	16,887.00		17,632.00		18,077.00	
20	16,952.00		17,737.00		18,202.00	
21	17,017.00		17,842.00		18,327.00	
22	17,082.00		17,947.00		18,452.00	
23	17,147.00		18,052.00		18,577.00	
24	17,212.00		18,157.00		18,702.00	
25	17,277.00		18,262.00		18,827.00	
26	17,342.00		18,367.00		18,952.00	
27	17,407.00		18,472.00		19,077.00	
28	17,472.00		18,577.00		19,202.00	
29	17,537.00		18,682.00		19,327.00	
30	17,602.00		18,787.00		19,452.00	
31	17,667.00		18,892.00		19,577.00	
32	17,732.00		18,997.00		19,702.00	
33	17,797.00		19,102.00		19,827.00	
34	17,862.00		19,207.00		19,952.00	
35	17,927.00		19,312.00		20,077.00	
36	17,992.00		19,417.00		20,202.00	
37	18,057.00		19,522.00		20,327.00	
38	18,122.00		19,627.00		20,452.00	
39	18,187.00		19,732.00		20,577.00	
40	18,252.00		19,837.00		20,702.00	
41	18,317.00		19,942.00		20,827.00	
42	18,382.00		20,047.00		20,952.00	
43	18,447.00		20,152.00		21,077.00	
44	18,512.00		20,257.00		21,202.00	
45	18,577.00		20,362.00		21,327.00	
46	18,642.00		20,467.00		21,452.00	
47	18,707.00		20,572.00		21,577.00	
48	18,772.00		20,677.00		21,702.00	
49	18,837.00		20,782.00		21,827.00	
50	18,902.00		20,887.00		21,952.00	

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
ENGINEERING TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	U_SK	S_SK	SK
51	18,967.00	20,992.00	22,077.00
52	19,032.00	21,097.00	22,202.00
53	19,097.00	21,202.00	22,327.00
54	19,162.00	21,307.00	22,452.00
55	19,227.00	21,412.00	22,577.00
56	19,292.00	21,517.00	22,702.00
57	19,357.00	21,622.00	22,827.00
58	19,422.00	21,727.00	22,952.00
59	19,487.00	21,832.00	23,077.00
60	19,552.00	21,937.00	23,202.00
61	19,617.00	22,042.00	23,327.00
62	19,682.00	22,147.00	23,452.00
63	19,747.00	22,252.00	23,577.00
64	19,812.00	22,357.00	23,702.00
65	19,877.00	22,462.00	23,827.00
66	19,942.00	22,567.00	23,952.00
67	20,007.00	22,672.00	24,077.00
68	20,072.00	22,777.00	24,202.00
69	20,137.00	22,882.00	24,327.00
70	20,202.00	22,987.00	24,452.00
71	20,267.00	23,092.00	24,577.00
72	20,332.00	23,197.00	24,702.00
73	20,397.00	23,302.00	24,827.00
74	20,462.00	23,407.00	24,952.00
75	20,527.00	23,512.00	25,077.00
76	20,592.00	23,617.00	25,202.00
77	20,657.00	23,722.00	25,327.00
78	20,722.00	23,827.00	25,452.00
79	20,787.00	23,932.00	25,577.00
80	20,852.00	24,037.00	25,702.00
81	20,917.00	24,142.00	25,827.00
82	20,982.00	24,247.00	25,952.00
83	21,047.00	24,352.00	26,077.00
84	21,112.00	24,457.00	26,202.00
85	21,177.00	24,562.00	26,327.00
86	21,242.00	24,667.00	26,452.00
87	21,307.00	24,772.00	26,577.00
88	21,372.00	24,877.00	26,702.00
89	21,437.00	24,982.00	26,827.00
90	21,502.00	25,087.00	26,952.00
91	21,567.00	25,192.00	27,077.00
92	21,632.00	25,297.00	27,202.00
93	21,697.00	25,402.00	27,327.00
94	21,762.00	25,507.00	27,452.00
95	21,827.00	25,612.00	27,577.00
96	21,892.00	25,717.00	27,702.00
97	21,957.00	25,822.00	27,827.00
98	22,022.00	25,927.00	27,952.00
99	22,087.00	26,032.00	28,077.00
100	22,152.00	26,137.00	28,202.00

**WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
ENGINEERING TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014**

Stage	U_SK	S_SK	SK
101	22,217.00	26,242.00	28,327.00
102	22,282.00	26,347.00	28,452.00
103	22,347.00	26,452.00	28,577.00
104	22,412.00	26,557.00	28,702.00
105	22,477.00	26,662.00	28,827.00
106	22,542.00	26,767.00	28,952.00
107	22,607.00	26,872.00	29,077.00
108	22,672.00	26,977.00	29,202.00
109	22,737.00	27,082.00	29,327.00
110	22,802.00	27,187.00	29,452.00
111	22,867.00	27,292.00	29,577.00
112	22,932.00	27,397.00	29,702.00
113	22,997.00	27,502.00	29,827.00
114	23,062.00	27,607.00	29,952.00
115	23,127.00	27,712.00	30,077.00
116	23,192.00	27,817.00	30,202.00
117	23,257.00	27,922.00	30,327.00
118	23,322.00	28,027.00	30,452.00
119	23,387.00	28,132.00	30,577.00
120	23,452.00	28,237.00	30,702.00
121	23,517.00	28,342.00	30,827.00
122	23,582.00	28,447.00	30,952.00
123	23,647.00	28,552.00	31,077.00
124	23,712.00	28,657.00	31,202.00
125	23,777.00	28,762.00	31,327.00
126	23,842.00	28,867.00	31,452.00
127	23,907.00	28,972.00	31,577.00
128	23,972.00	29,077.00	31,702.00
129	24,037.00	29,182.00	31,827.00
130	24,102.00	29,287.00	31,952.00
131	24,167.00	29,392.00	32,077.00
132	24,232.00	29,497.00	32,202.00
133	24,297.00	29,602.00	32,327.00
134	24,362.00	29,707.00	32,452.00
135	24,427.00	29,812.00	32,577.00
136	24,492.00	29,917.00	32,702.00
137	24,557.00	30,022.00	32,827.00
138	24,622.00	30,127.00	32,952.00
139	24,687.00	30,232.00	33,077.00
140	24,752.00	30,337.00	33,202.00
141	24,817.00	30,442.00	33,327.00
142	24,882.00	30,547.00	33,452.00
143	24,947.00	30,652.00	33,577.00
144	25,012.00	30,757.00	33,702.00
145	25,077.00	30,862.00	33,827.00
146	25,142.00	30,967.00	33,952.00
147	25,207.00	31,072.00	34,077.00
148	25,272.00	31,177.00	34,202.00
149	25,337.00	31,282.00	34,327.00
150	25,402.00	31,387.00	34,452.00

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
MOTOR TRANSPORT TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	CLASS_B		CLASS_G	
1	15,802.00	199 x 105.00	15,732.00	199 x 65.00
2	15,907.00		15,797.00	
3	16,012.00		15,862.00	
4	16,117.00		15,927.00	
5	16,222.00		15,992.00	
6	16,327.00		16,057.00	
7	16,432.00		16,122.00	
8	16,537.00		16,187.00	
9	16,642.00		16,252.00	
10	16,747.00		16,317.00	
11	16,852.00		16,382.00	
12	16,957.00		16,447.00	
13	17,062.00		16,512.00	
14	17,167.00		16,577.00	
15	17,272.00		16,642.00	
16	17,377.00		16,707.00	
17	17,482.00		16,772.00	
18	17,587.00		16,837.00	
19	17,692.00		16,902.00	
20	17,797.00		16,967.00	
21	17,902.00		17,032.00	
22	18,007.00		17,097.00	
23	18,112.00		17,162.00	
24	18,217.00		17,227.00	
25	18,322.00		17,292.00	
26	18,427.00		17,357.00	
27	18,532.00		17,422.00	
28	18,637.00		17,487.00	
29	18,742.00		17,552.00	
30	18,847.00		17,617.00	
31	18,952.00		17,682.00	
32	19,057.00		17,747.00	
33	19,162.00		17,812.00	
34	19,267.00		17,877.00	
35	19,372.00		17,942.00	
36	19,477.00		18,007.00	
37	19,582.00		18,072.00	
38	19,687.00		18,137.00	
39	19,792.00		18,202.00	
40	19,897.00		18,267.00	
41	20,002.00		18,332.00	
42	20,107.00		18,397.00	
43	20,212.00		18,462.00	
44	20,317.00		18,527.00	
45	20,422.00		18,592.00	
46	20,527.00		18,657.00	
47	20,632.00		18,722.00	
48	20,737.00		18,787.00	
49	20,842.00		18,852.00	
50	20,947.00		18,917.00	

**WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
MOTOR TRANSPORT TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014**

Stage	CLASS_B	CLASS_G
51	21,052.00	18,982.00
52	21,157.00	19,047.00
53	21,262.00	19,112.00
54	21,367.00	19,177.00
55	21,472.00	19,242.00
56	21,577.00	19,307.00
57	21,682.00	19,372.00
58	21,787.00	19,437.00
59	21,892.00	19,502.00
60	21,997.00	19,567.00
61	22,102.00	19,632.00
62	22,207.00	19,697.00
63	22,312.00	19,762.00
64	22,417.00	19,827.00
65	22,522.00	19,892.00
66	22,627.00	19,957.00
67	22,732.00	20,022.00
68	22,837.00	20,087.00
69	22,942.00	20,152.00
70	23,047.00	20,217.00
71	23,152.00	20,282.00
72	23,257.00	20,347.00
73	23,362.00	20,412.00
74	23,467.00	20,477.00
75	23,572.00	20,542.00
76	23,677.00	20,607.00
77	23,782.00	20,672.00
78	23,887.00	20,737.00
79	23,992.00	20,802.00
80	24,097.00	20,867.00
81	24,202.00	20,932.00
82	24,307.00	20,997.00
83	24,412.00	21,062.00
84	24,517.00	21,127.00
85	24,622.00	21,192.00
86	24,727.00	21,257.00
87	24,832.00	21,322.00
88	24,937.00	21,387.00
89	25,042.00	21,452.00
90	25,147.00	21,517.00
91	25,252.00	21,582.00
92	25,357.00	21,647.00
93	25,462.00	21,712.00
94	25,567.00	21,777.00
95	25,672.00	21,842.00
96	25,777.00	21,907.00
97	25,882.00	21,972.00
98	25,987.00	22,037.00
99	26,092.00	22,102.00
100	26,197.00	22,167.00

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
MOTOR TRANSPORT TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	CLASS_B	CLASS_G
101	26,302.00	22,232.00
102	26,407.00	22,297.00
103	26,512.00	22,362.00
104	26,617.00	22,427.00
105	26,722.00	22,492.00
106	26,827.00	22,557.00
107	26,932.00	22,622.00
108	27,037.00	22,687.00
109	27,142.00	22,752.00
110	27,247.00	22,817.00
111	27,352.00	22,882.00
112	27,457.00	22,947.00
113	27,562.00	23,012.00
114	27,667.00	23,077.00
115	27,772.00	23,142.00
116	27,877.00	23,207.00
117	27,982.00	23,272.00
118	28,087.00	23,337.00
119	28,192.00	23,402.00
120	28,297.00	23,467.00
121	28,402.00	23,532.00
122	28,507.00	23,597.00
123	28,612.00	23,662.00
124	28,717.00	23,727.00
125	28,822.00	23,792.00
126	28,927.00	23,857.00
127	29,032.00	23,922.00
128	29,137.00	23,987.00
129	29,242.00	24,052.00
130	29,347.00	24,117.00
131	29,452.00	24,182.00
132	29,557.00	24,247.00
133	29,662.00	24,312.00
134	29,767.00	24,377.00
135	29,872.00	24,442.00
136	29,977.00	24,507.00
137	30,082.00	24,572.00
138	30,187.00	24,637.00
139	30,292.00	24,702.00
140	30,397.00	24,767.00
141	30,502.00	24,832.00
142	30,607.00	24,897.00
143	30,712.00	24,962.00
144	30,817.00	25,027.00
145	30,922.00	25,092.00
146	31,027.00	25,157.00
147	31,132.00	25,222.00
148	31,237.00	25,287.00
149	31,342.00	25,352.00
150	31,447.00	25,417.00

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
MOTOR TRANSPORT TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	CLASS_B	CLASS_G
151	31,552.00	25,482.00
152	31,657.00	25,547.00
153	31,762.00	25,612.00
154	31,867.00	25,677.00
155	31,972.00	25,742.00
156	32,077.00	25,807.00
157	32,182.00	25,872.00
158	32,287.00	25,937.00
159	32,392.00	26,002.00
160	32,497.00	26,067.00
161	32,602.00	26,132.00
162	32,707.00	26,197.00
163	32,812.00	26,262.00
164	32,917.00	26,327.00
165	33,022.00	26,392.00
166	33,127.00	26,457.00
167	33,232.00	26,522.00
168	33,337.00	26,587.00
169	33,442.00	26,652.00
170	33,547.00	26,717.00
171	33,652.00	26,782.00
172	33,757.00	26,847.00
173	33,862.00	26,912.00
174	33,967.00	26,977.00
175	34,072.00	27,042.00
176	34,177.00	27,107.00
177	34,282.00	27,172.00
178	34,387.00	27,237.00
179	34,492.00	27,302.00
180	34,597.00	27,367.00
181	34,702.00	27,432.00
182	34,807.00	27,497.00
183	34,912.00	27,562.00
184	35,017.00	27,627.00
185	35,122.00	27,692.00
186	35,227.00	27,757.00
187	35,332.00	27,822.00
188	35,437.00	27,887.00
189	35,542.00	27,952.00
190	35,647.00	28,017.00
191	35,752.00	28,082.00
192	35,857.00	28,147.00
193	35,962.00	28,212.00
194	36,067.00	28,277.00
195	36,172.00	28,342.00
196	36,277.00	28,407.00
197	36,382.00	28,472.00
198	36,487.00	28,537.00
199	36,592.00	28,602.00
200	36,697.00	28,667.00

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD JULY 2007 RECRUITS) WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	GR_1		GR_2		GR_3	
1	12,858.00	199 x 65.00	12,878.00	199 x 80.00	12,903.00	10 x 100.00
2	12,923.00		12,958.00		13,003.00	
3	12,988.00		13,038.00		13,103.00	
4	13,053.00		13,118.00		13,203.00	
5	13,118.00		13,198.00		13,303.00	
6	13,183.00		13,278.00		13,403.00	
7	13,248.00		13,358.00		13,503.00	
8	13,313.00		13,438.00		13,603.00	
9	13,378.00		13,518.00		13,703.00	
10	13,443.00		13,598.00		13,803.00	
11	13,508.00	10 x 105.00	13,678.00		13,903.00	
12	13,573.00		13,758.00		14,008.00	
13	13,638.00		13,838.00		14,113.00	
14	13,703.00		13,918.00		14,218.00	
15	13,768.00		13,998.00		14,323.00	
16	13,833.00		14,078.00		14,428.00	
17	13,898.00		14,158.00		14,533.00	
18	13,963.00		14,238.00		14,638.00	
19	14,028.00		14,318.00		14,743.00	
20	14,093.00		14,398.00		14,848.00	
21	14,158.00	179 x 115.00	14,478.00		14,953.00	
22	14,223.00		14,558.00		15,068.00	
23	14,288.00		14,638.00		15,183.00	
24	14,353.00		14,718.00		15,298.00	
25	14,418.00		14,798.00		15,413.00	
26	14,483.00		14,878.00		15,528.00	
27	14,548.00		14,958.00		15,643.00	
28	14,613.00		15,038.00		15,758.00	
29	14,678.00		15,118.00		15,873.00	
30	14,743.00		15,198.00		15,988.00	
31	14,808.00		15,278.00		16,103.00	
32	14,873.00		15,358.00		16,218.00	
33	14,938.00		15,438.00		16,333.00	
34	15,003.00		15,518.00		16,448.00	
35	15,068.00		15,598.00		16,563.00	
36	15,133.00		15,678.00		16,678.00	
37	15,198.00		15,758.00		16,793.00	
38	15,263.00		15,838.00		16,908.00	
39	15,328.00		15,918.00		17,023.00	
40	15,393.00		15,998.00		17,138.00	
41	15,458.00		16,078.00		17,253.00	
42	15,523.00		16,158.00		17,368.00	
43	15,588.00		16,238.00		17,483.00	
44	15,653.00		16,318.00		17,598.00	
45	15,718.00		16,398.00		17,713.00	
46	15,783.00		16,478.00		17,828.00	
47	15,848.00		16,558.00		17,943.00	
48	15,913.00		16,638.00		18,058.00	
49	15,978.00		16,718.00		18,173.00	
50	16,043.00		16,798.00		18,288.00	

**WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD JULY 2007 RECRUITS) WITH EFFECT FROM 1 SEPTEMBER 2014**

Stage	GR_1	GR_2	GR_3
51	16,108.00	16,878.00	18,403.00
52	16,173.00	16,958.00	18,518.00
53	16,238.00	17,038.00	18,633.00
54	16,303.00	17,118.00	18,748.00
55	16,368.00	17,198.00	18,863.00
56	16,433.00	17,278.00	18,978.00
57	16,498.00	17,358.00	19,093.00
58	16,563.00	17,438.00	19,208.00
59	16,628.00	17,518.00	19,323.00
60	16,693.00	17,598.00	19,438.00
61	16,758.00	17,678.00	19,553.00
62	16,823.00	17,758.00	19,668.00
63	16,888.00	17,838.00	19,783.00
64	16,953.00	17,918.00	19,898.00
65	17,018.00	17,998.00	20,013.00
66	17,083.00	18,078.00	20,128.00
67	17,148.00	18,158.00	20,243.00
68	17,213.00	18,238.00	20,358.00
69	17,278.00	18,318.00	20,473.00
70	17,343.00	18,398.00	20,588.00
71	17,408.00	18,478.00	20,703.00
72	17,473.00	18,558.00	20,818.00
73	17,538.00	18,638.00	20,933.00
74	17,603.00	18,718.00	21,048.00
75	17,668.00	18,798.00	21,163.00
76	17,733.00	18,878.00	21,278.00
77	17,798.00	18,958.00	21,393.00
78	17,863.00	19,038.00	21,508.00
79	17,928.00	19,118.00	21,623.00
80	17,993.00	19,198.00	21,738.00
81	18,058.00	19,278.00	21,853.00
82	18,123.00	19,358.00	21,968.00
83	18,188.00	19,438.00	22,083.00
84	18,253.00	19,518.00	22,198.00
85	18,318.00	19,598.00	22,313.00
86	18,383.00	19,678.00	22,428.00
87	18,448.00	19,758.00	22,543.00
88	18,513.00	19,838.00	22,658.00
89	18,578.00	19,918.00	22,773.00
90	18,643.00	19,998.00	22,888.00
91	18,708.00	20,078.00	23,003.00
92	18,773.00	20,158.00	23,118.00
93	18,838.00	20,238.00	23,233.00
94	18,903.00	20,318.00	23,348.00
95	18,968.00	20,398.00	23,463.00
96	19,033.00	20,478.00	23,578.00
97	19,098.00	20,558.00	23,693.00
98	19,163.00	20,638.00	23,808.00
99	19,228.00	20,718.00	23,923.00
100	19,293.00	20,798.00	24,038.00

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD JULY 2007 RECRUITS) WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	GR_1	GR_2	GR_3
101	19,358.00	20,878.00	24,153.00
102	19,423.00	20,958.00	24,268.00
103	19,488.00	21,038.00	24,383.00
104	19,553.00	21,118.00	24,498.00
105	19,618.00	21,198.00	24,613.00
106	19,683.00	21,278.00	24,728.00
107	19,748.00	21,358.00	24,843.00
108	19,813.00	21,438.00	24,958.00
109	19,878.00	21,518.00	25,073.00
110	19,943.00	21,598.00	25,188.00
111	20,008.00	21,678.00	25,303.00
112	20,073.00	21,758.00	25,418.00
113	20,138.00	21,838.00	25,533.00
114	20,203.00	21,918.00	25,648.00
115	20,268.00	21,998.00	25,763.00
116	20,333.00	22,078.00	25,878.00
117	20,398.00	22,158.00	25,993.00
118	20,463.00	22,238.00	26,108.00
119	20,528.00	22,318.00	26,223.00
120	20,593.00	22,398.00	26,338.00
121	20,658.00	22,478.00	26,453.00
122	20,723.00	22,558.00	26,568.00
123	20,788.00	22,638.00	26,683.00
124	20,853.00	22,718.00	26,798.00
125	20,918.00	22,798.00	26,913.00
126	20,983.00	22,878.00	27,028.00
127	21,048.00	22,958.00	27,143.00
128	21,113.00	23,038.00	27,258.00
129	21,178.00	23,118.00	27,373.00
130	21,243.00	23,198.00	27,488.00
131	21,308.00	23,278.00	27,603.00
132	21,373.00	23,358.00	27,718.00
133	21,438.00	23,438.00	27,833.00
134	21,503.00	23,518.00	27,948.00
135	21,568.00	23,598.00	28,063.00
136	21,633.00	23,678.00	28,178.00
137	21,698.00	23,758.00	28,293.00
138	21,763.00	23,838.00	28,408.00
139	21,828.00	23,918.00	28,523.00
140	21,893.00	23,998.00	28,638.00
141	21,958.00	24,078.00	28,753.00
142	22,023.00	24,158.00	28,868.00
143	22,088.00	24,238.00	28,983.00
144	22,153.00	24,318.00	29,098.00
145	22,218.00	24,398.00	29,213.00
146	22,283.00	24,478.00	29,328.00
147	22,348.00	24,558.00	29,443.00
148	22,413.00	24,638.00	29,558.00
149	22,478.00	24,718.00	29,673.00
150	22,543.00	24,798.00	29,788.00

**WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD JULY 2007 RECRUITS) WITH EFFECT FROM 1 SEPTEMBER 2014**

Stage	GR_1	GR_2	GR_3
151	22,608.00	24,878.00	29,903.00
152	22,673.00	24,958.00	30,018.00
153	22,738.00	25,038.00	30,133.00
154	22,803.00	25,118.00	30,248.00
155	22,868.00	25,198.00	30,363.00
156	22,933.00	25,278.00	30,478.00
157	22,998.00	25,358.00	30,593.00
158	23,063.00	25,438.00	30,708.00
159	23,128.00	25,518.00	30,823.00
160	23,193.00	25,598.00	30,938.00
161	23,258.00	25,678.00	31,053.00
162	23,323.00	25,758.00	31,168.00
163	23,388.00	25,838.00	31,283.00
164	23,453.00	25,918.00	31,398.00
165	23,518.00	25,998.00	31,513.00
166	23,583.00	26,078.00	31,628.00
167	23,648.00	26,158.00	31,743.00
168	23,713.00	26,238.00	31,858.00
169	23,778.00	26,318.00	31,973.00
170	23,843.00	26,398.00	32,088.00
171	23,908.00	26,478.00	32,203.00
172	23,973.00	26,558.00	32,318.00
173	24,038.00	26,638.00	32,433.00
174	24,103.00	26,718.00	32,548.00
175	24,168.00	26,798.00	32,663.00
176	24,233.00	26,878.00	32,778.00
177	24,298.00	26,958.00	32,893.00
178	24,363.00	27,038.00	33,008.00
179	24,428.00	27,118.00	33,123.00
180	24,493.00	27,198.00	33,238.00
181	24,558.00	27,278.00	33,353.00
182	24,623.00	27,358.00	33,468.00
183	24,688.00	27,438.00	33,583.00
184	24,753.00	27,518.00	33,698.00
185	24,818.00	27,598.00	33,813.00
186	24,883.00	27,678.00	33,928.00
187	24,948.00	27,758.00	34,043.00
188	25,013.00	27,838.00	34,158.00
189	25,078.00	27,918.00	34,273.00
190	25,143.00	27,998.00	34,388.00
191	25,208.00	28,078.00	34,503.00
192	25,273.00	28,158.00	34,618.00
193	25,338.00	28,238.00	34,733.00
194	25,403.00	28,318.00	34,848.00
195	25,468.00	28,398.00	34,963.00
196	25,533.00	28,478.00	35,078.00
197	25,598.00	28,558.00	35,193.00
198	25,663.00	28,638.00	35,308.00
199	25,728.00	28,718.00	35,423.00
200	25,793.00	28,798.00	35,538.00

SCHEDULE 3

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD NOVEMBER 2009 RECRUITS) AND NEW RECRUITS
WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	GRADE 1		GRADE 2		GRADE 3	
1	12,010.00	199 x 65.00	12,200.00	199 x 80.00	12,400.00	10 x 100/-
2	12,075.00		12,280.00		12,500.00	
3	12,140.00		12,360.00		12,600.00	
4	12,205.00		12,440.00		12,700.00	
5	12,270.00		12,520.00		12,800.00	
6	12,335.00		12,600.00		12,900.00	
7	12,400.00		12,680.00		13,000.00	
8	12,465.00		12,760.00		13,100.00	
9	12,530.00		12,840.00		13,200.00	
10	12,595.00		12,920.00		13,300.00	
11	12,660.00		13,000.00		13,400.00	10 x 105/-
12	12,725.00		13,080.00		13,505.00	
13	12,790.00		13,160.00		13,610.00	
14	12,855.00		13,240.00		13,715.00	
15	12,920.00		13,320.00		13,820.00	
16	12,985.00		13,400.00		13,925.00	
17	13,050.00		13,480.00		14,030.00	
18	13,115.00		13,560.00		14,135.00	
19	13,180.00		13,640.00		14,240.00	
20	13,245.00		13,720.00		14,345.00	
21	13,310.00		13,800.00		14,450.00	179 x 115/-
22	13,375.00		13,880.00		14,565.00	
23	13,440.00		13,960.00		14,680.00	
24	13,505.00		14,040.00		14,795.00	
25	13,570.00		14,120.00		14,910.00	
26	13,635.00		14,200.00		15,025.00	
27	13,700.00		14,280.00		15,140.00	
28	13,765.00		14,360.00		15,255.00	
29	13,830.00		14,440.00		15,370.00	
30	13,895.00		14,520.00		15,485.00	
31	13,960.00		14,600.00		15,600.00	
32	14,025.00		14,680.00		15,715.00	
33	14,090.00		14,760.00		15,830.00	
34	14,155.00		14,840.00		15,945.00	
35	14,220.00		14,920.00		16,060.00	
36	14,285.00		15,000.00		16,175.00	
37	14,350.00		15,080.00		16,290.00	
38	14,415.00		15,160.00		16,405.00	
39	14,480.00		15,240.00		16,520.00	
40	14,545.00		15,320.00		16,635.00	
41	14,610.00		15,400.00		16,750.00	
42	14,675.00		15,480.00		16,865.00	
43	14,740.00		15,560.00		16,980.00	
44	14,805.00		15,640.00		17,095.00	
45	14,870.00		15,720.00		17,210.00	
46	14,935.00		15,800.00		17,325.00	
47	15,000.00		15,880.00		17,440.00	
48	15,065.00		15,960.00		17,555.00	
49	15,130.00		16,040.00		17,670.00	
50	15,195.00		16,120.00		17,785.00	

**WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD NOVEMBER 2009 RECRUITS) AND NEW RECRUITS
WITH EFFECT FROM 1 SEPTEMBER 2014**

Stage	GRADE 1	GRADE 2	GRADE 3
51	15,260.00	16,200.00	17,900.00
52	15,325.00	16,280.00	18,015.00
53	15,390.00	16,360.00	18,130.00
54	15,455.00	16,440.00	18,245.00
55	15,520.00	16,520.00	18,360.00
56	15,585.00	16,600.00	18,475.00
57	15,650.00	16,680.00	18,590.00
58	15,715.00	16,760.00	18,705.00
59	15,780.00	16,840.00	18,820.00
60	15,845.00	16,920.00	18,935.00
61	15,910.00	17,000.00	19,050.00
62	15,975.00	17,080.00	19,165.00
63	16,040.00	17,160.00	19,280.00
64	16,105.00	17,240.00	19,395.00
65	16,170.00	17,320.00	19,510.00
66	16,235.00	17,400.00	19,625.00
67	16,300.00	17,480.00	19,740.00
68	16,365.00	17,560.00	19,855.00
69	16,430.00	17,640.00	19,970.00
70	16,495.00	17,720.00	20,085.00
71	16,560.00	17,800.00	20,200.00
72	16,625.00	17,880.00	20,315.00
73	16,690.00	17,960.00	20,430.00
74	16,755.00	18,040.00	20,545.00
75	16,820.00	18,120.00	20,660.00
76	16,885.00	18,200.00	20,775.00
77	16,950.00	18,280.00	20,890.00
78	17,015.00	18,360.00	21,005.00
79	17,080.00	18,440.00	21,120.00
80	17,145.00	18,520.00	21,235.00
81	17,210.00	18,600.00	21,350.00
82	17,275.00	18,680.00	21,465.00
83	17,340.00	18,760.00	21,580.00
84	17,405.00	18,840.00	21,695.00
85	17,470.00	18,920.00	21,810.00
86	17,535.00	19,000.00	21,925.00
87	17,600.00	19,080.00	22,040.00
88	17,665.00	19,160.00	22,155.00
89	17,730.00	19,240.00	22,270.00
90	17,795.00	19,320.00	22,385.00
91	17,860.00	19,400.00	22,500.00
92	17,925.00	19,480.00	22,615.00
93	17,990.00	19,560.00	22,730.00
94	18,055.00	19,640.00	22,845.00
95	18,120.00	19,720.00	22,960.00
96	18,185.00	19,800.00	23,075.00
97	18,250.00	19,880.00	23,190.00
98	18,315.00	19,960.00	23,305.00
99	18,380.00	20,040.00	23,420.00
100	18,445.00	20,120.00	23,535.00

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD NOVEMBER 2009 RECRUITS) AND NEW RECRUITS
WITH EFFECT FROM 1 SEPTEMBER 2014

Stage	GRADE 1	GRADE 2	GRADE 3
101	18,510.00	20,200.00	23,650.00
102	18,575.00	20,280.00	23,765.00
103	18,640.00	20,360.00	23,880.00
104	18,705.00	20,440.00	23,995.00
105	18,770.00	20,520.00	24,110.00
106	18,835.00	20,600.00	24,225.00
107	18,900.00	20,680.00	24,340.00
108	18,965.00	20,760.00	24,455.00
109	19,030.00	20,840.00	24,570.00
110	19,095.00	20,920.00	24,685.00
111	19,160.00	21,000.00	24,800.00
112	19,225.00	21,080.00	24,915.00
113	19,290.00	21,160.00	25,030.00
114	19,355.00	21,240.00	25,145.00
115	19,420.00	21,320.00	25,260.00
116	19,485.00	21,400.00	25,375.00
117	19,550.00	21,480.00	25,490.00
118	19,615.00	21,560.00	25,605.00
119	19,680.00	21,640.00	25,720.00
120	19,745.00	21,720.00	25,835.00
121	19,810.00	21,800.00	25,950.00
122	19,875.00	21,880.00	26,065.00
123	19,940.00	21,960.00	26,180.00
124	20,005.00	22,040.00	26,295.00
125	20,070.00	22,120.00	26,410.00
126	20,135.00	22,200.00	26,525.00
127	20,200.00	22,280.00	26,640.00
128	20,265.00	22,360.00	26,755.00
129	20,330.00	22,440.00	26,870.00
130	20,395.00	22,520.00	26,985.00
131	20,460.00	22,600.00	27,100.00
132	20,525.00	22,680.00	27,215.00
133	20,590.00	22,760.00	27,330.00
134	20,655.00	22,840.00	27,445.00
135	20,720.00	22,920.00	27,560.00
136	20,785.00	23,000.00	27,675.00
137	20,850.00	23,080.00	27,790.00
138	20,915.00	23,160.00	27,905.00
139	20,980.00	23,240.00	28,020.00
140	21,045.00	23,320.00	28,135.00
141	21,110.00	23,400.00	28,250.00
142	21,175.00	23,480.00	28,365.00
143	21,240.00	23,560.00	28,480.00
144	21,305.00	23,640.00	28,595.00
145	21,370.00	23,720.00	28,710.00
146	21,435.00	23,800.00	28,825.00
147	21,500.00	23,880.00	28,940.00
148	21,565.00	23,960.00	29,055.00
149	21,630.00	24,040.00	29,170.00
150	21,695.00	24,120.00	29,285.00

**WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD NOVEMBER 2009 RECRUITS) AND NEW RECRUITS
WITH EFFECT FROM 1 SEPTEMBER 2014**

Stage	GRADE 1	GRADE 2	GRADE 3
151	21,760.00	24,200.00	29,400.00
152	21,825.00	24,280.00	29,515.00
153	21,890.00	24,360.00	29,630.00
154	21,955.00	24,440.00	29,745.00
155	22,020.00	24,520.00	29,860.00
156	22,085.00	24,600.00	29,975.00
157	22,150.00	24,680.00	30,090.00
158	22,215.00	24,760.00	30,205.00
159	22,280.00	24,840.00	30,320.00
160	22,345.00	24,920.00	30,435.00
161	22,410.00	25,000.00	30,550.00
162	22,475.00	25,080.00	30,665.00
163	22,540.00	25,160.00	30,780.00
164	22,605.00	25,240.00	30,895.00
165	22,670.00	25,320.00	31,010.00
166	22,735.00	25,400.00	31,125.00
167	22,800.00	25,480.00	31,240.00
168	22,865.00	25,560.00	31,355.00
169	22,930.00	25,640.00	31,470.00
170	22,995.00	25,720.00	31,585.00
171	23,060.00	25,800.00	31,700.00
172	23,125.00	25,880.00	31,815.00
173	23,190.00	25,960.00	31,930.00
174	23,255.00	26,040.00	32,045.00
175	23,320.00	26,120.00	32,160.00
176	23,385.00	26,200.00	32,275.00
177	23,450.00	26,280.00	32,390.00
178	23,515.00	26,360.00	32,505.00
179	23,580.00	26,440.00	32,620.00
180	23,645.00	26,520.00	32,735.00
181	23,710.00	26,600.00	32,850.00
182	23,775.00	26,680.00	32,965.00
183	23,840.00	26,760.00	33,080.00
184	23,905.00	26,840.00	33,195.00
185	23,970.00	26,920.00	33,310.00
186	24,035.00	27,000.00	33,425.00
187	24,100.00	27,080.00	33,540.00
188	24,165.00	27,160.00	33,655.00
189	24,230.00	27,240.00	33,770.00
190	24,295.00	27,320.00	33,885.00
191	24,360.00	27,400.00	34,000.00
192	24,425.00	27,480.00	34,115.00
193	24,490.00	27,560.00	34,230.00
194	24,555.00	27,640.00	34,345.00
195	24,620.00	27,720.00	34,460.00
196	24,685.00	27,800.00	34,575.00
197	24,750.00	27,880.00	34,690.00
198	24,815.00	27,960.00	34,805.00
199	24,880.00	28,040.00	34,920.00
200	24,945.00	28,120.00	35,035.00

PRODUCTION NORMS

	TYPE OF PACK	PACK SIZES	OPERATION UNITS WITH EFFECT FROM 1 st NOVEMBER 2011
CATEGORY B	GLASS BOTTLES	50 / 100ml	4030
		200ml	3360
		400 / 500ml	2890
	POLY BOTTLES	100ml	4310
		200ml	3750
		400 / 500ml	2890
	POLY CANS (Hand Filling)	1.0 ltr	648
		2.0 ltr	606
		3.0 / 4.0ltr	514
CATEGORY B	POWDER PRODUCTS	50 / 100g (MF)	2500
		200g (MF)	2500
		500g (MF)	2000
		1.0 kg (MF)	1250
		5 -25g (HF)	1500
		50 / 100 g (HF)	1250
		200 g (HF)	1100
		500 g (HF)	1025
		1.0 kg (HF)	600

FORMULATIONS

	NO OF BATCHES
Curaterr 5% G	6 x 735 kg
Curaterr 3% G	8 x 625 kg
Insecticide	2 x 1200 kg
Weedicide	2 x 2500 kg
Powder & Baits	8 x 100 kg

QUALIFYING LEVEL/QUANTITY FOR PAYMENT OF PRODUCTIVITY BONUS

Pack Size	Productivity Level Starting from 1 st November 2011	Qualifying level for Incentive payment
50 / 100ml Glass	4030	5239
200ml Glass	3360	4368
400 / 500ml Glass	2890	3757
100ml Poly	4310	5603
200ml Poly	3750	4875
400 / 500ml Poly	2890	3757
1.0 Ltr Poly Can	648	842
2.0 Ltr Poly Can	606	788
3.0 / 4.0 Ltr Poly Can	514	668
50/100g Powder (M/F)	2500	3250
200g Powder (M/F)	2500	3250
500g Powder (M/F)	2000	2600
1.0kg Powder (M/F)	1250	1625
5 - 25g Powder H/F	1500	1950
50/100g Powder (H/F)	1250	1625
200g Powder (H/F)	1100	1430
500g Powder (H/F)	1025	1332
1.0kg Powder (H/F)	600	780

PRODUCTIVITY BONUS PAYMENTS SCHEME

% Productivity Level Over Norm	Payment (Rs)
10	Nil
20	Nil
30	59.50
40	87.50
50	285.00
60	320.00
70	380.00
80	460.00
90	560.00
100	760.00