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අති විශේෂ EXTRAORDINARY

අංක 1903/6 – 2015 පෙබරවාරි 24 වැනි අඟහරුවාදා – 2015.02.24

No. 1903/6 – TUESDAY, FEBRUARY 24, 2015

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No. : CI / 1829.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement (in English Translation into Sinhala and Tamil) entered into between State Pharmaceuticals Corporation of Sri Lanka, No. 75, Sir Baron Jayathilaka Mawatha, Colombo 01 of the one part and The Sri Lanka Nidahas Sewaka Sangamaya, No. 75, Sir Baron Jayathilaka Mawatha, Colombo 01., State Pharmaceuticals Corporation Executive Officers' Association, 75, Sir Baron Jayathilaka Mawatha, Colombo 01, Jathika Sevaka Sangamaya, 75, Sir Baron Jayathilaka Mawatha, Colombo 01., Eksath Rajya Sewa Aushada Sanstha Sewaka Sangamaya, 75, Sir Baron Jayathilaka Mawatha, Colombo 01., Aushada Sanstha Sewaka Sangamaya, 158/18, E. D. Dabare Mawatha, Colombo 05., Rajya Oushada Neethigatha Sanstha Aushada Weedeenge Sangamaya, 43/1/1, Railway Avenue, Nugegoda of the other part on the 28th day of November, 2014 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

HERATH YAPA,
Commissioner of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
10th February, 2015.

Collective Agreement No. 41 of 2014

Collective Agreement 2014

Entered into Between

State Pharmaceuticals Corporation of Sri Lanka

Colombo 01

of the One Part

and

The Sri Lanka Nidahas Sewaka Sangamaya and Five Other

Unions Mention herein of the Other Part

THIS COLLECTIVE AGREEMENT is made on Twenty eighth day of November Two Thousand and Fourteen by and between the STATE PHARMACEUTICALS CORPORATION OF SRI LANKA (ESTABLISHED UNDER THE STATE INDUSTRIAL CORPORATIONS ACT, NO. 49 OF 1957 and Gazette Notification No. : 14,976/3 - Wednesday, September 22, 1971 and having its



head office at "No. 75, Sir Baron Jayathilaka Mawatha, Colombo 01, of the one part (hereinafter referred to as "the SPC") and the following unions :-

1. Sri Lanka Nidahas Sevaka Sangamaya
2. State Pharmaceuticals Corporation Executive Officers' Association
3. Jathika Sevaka Sangamaya
4. Eksath Rajya Sewa Aushada Sanstha Sewaka Sangamaya
5. Aushada Sanstha Sewaka Sangamaya
6. Rajya Aushada Neethigatha Sanstha Aushada Weedeenge Sangamaya

THIS COLLECTIVE AGREEMENT shall be known and referred to as the "STATE PHARMACEUTICALS CORPORATION OF SRI LANKA COLLECTIVE AGREEMENT 2014" WITH THE ALL SPC UNIONS MENTIONED HEREIN BEFORE.

1. **Employer to be Bound.** - State Pharmaceuticals Corporation of Sri Lanka.

2. **Employees to be Covered and Bound.** - This Collective Agreement shall cover and bind *inter alia* all permanent employees of STATE PHARMACEUTICALS CORPORATION OF SRI LANKA in the relevant categories of the Salary Scales contained in Annex 1 in this collective agreement.

3. **Date of Operation and Duration.** - This Agreement shall come into effect from First day of July 2014, and thereafter continue to be in force, unless it is repudiated by either party by giving six months notice in writing to the other party. However, it is agreed further that no party shall give such notice to the other party before expiry of 30 months from the date of this agreement, and such notice shall be effective after expiry of 36 months (i. e. 30/06/2017) from the date of this agreement.

4. Parties agree that they should commence discussions for renegotiations of the terms and conditions of this agreement or for formulation of new collective agreement before the expiry of this agreement.

5. **Matters Covered and Variation of Terms and Conditions of Employment and Benefits.** - It is agreed that this Collective Agreement shall be in full and final settlement of all matters covered herein as well as of all matters raised by representatives representing the membership of the said all unions in relation to the period of 36 month (3 years) from the date of this agreement, in respect of which negotiations have already taken place and matters have been agreed upon by all before the execution of this Agreement. Hence it is agreed that during the continuance of this Collective Agreement matters discussed, negotiated and agreed upon between the parties as reflect herein shall remain to be in force and that no Union of the SPC will during the period this Collective Agreement will resort to any trade union action such as work to rule, picketing, strikes and will also not to vary, alter or add any of the terms and conditions of employment or benefits applicable or enjoyed as provided for in this Agreement, other than in an event where an annual salary increment of 25 percent or over has been granted to the Corporation employees.

6. **Salary Components.** - As from the date of execution of this Collective Agreement, each employee covered and bound by this Agreement shall be paid upon and subject to the other terms and conditions herein contained a monthly salary which comprises the following components;

(i) As per Annex 01 attached to letter dated 19.11.2014 of Secretary to the Treasury.

(ii) Further ;

(a) Any advantage given to Corporation employees in terms of any Circular instruction issued by the Secretary to the Treasury, The Secretary, Public Administration (only the circular applicable to State Corporation and Statutory Boards), will continue to be applicable to the employees of the SPC, as may be relevant; and

(b) The Cost of Living Allowance (COLA) or related adjustments as may be announced in the annual Budget will also be extended to the employees of SPC, as may be relevant, in view of the fact that a separate COLA Adjustment did not form part of this Collective Agreement.

(c) The Travelling Allowance not relevant for the employees who are entitled to vehicle benefit including fuel Allowance approved by Government.

- (d) All other non salary benefits enjoyed by employees to be continued separately and will not change unless prior approval is granted by the Treasury.

7. **Taxes on Emoluments.**- For avoidance of doubt, it is acknowledged the PAYE tax on emoluments shall be continued to be borne by employees.

8. **Methodology of Converting Existing Salary to Proposed Salary.**- The Salaries of employees will be converted to the revised scale by applying the step for step (point by point) method of conversion. As per annexed salary scales.

Eg. An employee, who had been on the 05 th step of the scale as at the date immediately prior to the Effective date of this Agreement, will be placed on the 5th step of the relevant revised scale with effect from Effective date of this collective agreement.

9. **Conversion Anomalies.** -Parties jointly agree to execute this Agreement on the basis that any anomaly associated with the calculation of increments will be referred to a Committee comprising of one member from Ministry of Health, Treasury Representative, representatives of the SPC (3 members) and Presidents of the unions to which the respective employee is attached. Such committee shall be appointed within a month from the date of this Agreement and its recommendations shall be given within 3 months therefrom.

10. **Other Commitments.**- The Unions agree that the employees will take all endeavours to enhance the productivity of the operations of SPC through which a growth of 10% turnover excluding procurement orders placed by the Ministry of Health to be achieved by the SPC at the end of the year.

11. **Incidental Matters on to be Covered.**- The Parties hereby agree to all other matters incidental to this Agreement not dealt with herein shall be governed by applicable laws, regulations and Circular Instructions applicable. However the union retains the right to raise any issue which they consider as unreasonable to its members.

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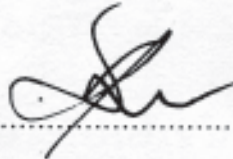
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PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 24.02.2015

For and on behalf of the State Pharmaceuticals Corporation of Sri Lanka

01) Chairman

State Pharmaceuticals Corporation of Sri Lanka



PROF. S. D. JAYARATNE

MBBS(Col), MD(Col), FRCP (UK)

Professor in Medicine

Faculty of Medical Sciences

University of Sri Jayawardenapura

CHAIRMAN

STATE PHARMACEUTICALS CORPORATION

02) Managing Director

State Pharmaceuticals Corporation of Sri Lanka

R. L. Dharmathilleka

Witnesses :

R. L. Dharmathilleka

Managing Director

State Pharmaceuticals Corporation

01) General Manager - State Pharmaceuticals Corporation of Sri Lanka

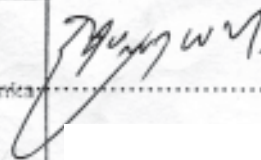
DINUSHA DASSANAYAKE

GENERAL MANAGER

State Pharmaceuticals Corporation of Sri Lanka

75, Sir Baron Jayatilaka Mawatha

Colombo 1, Sri Lanka



02) Deputy General Manager - Finance
State Pharmaceuticals Corporation of Sri Lanka

MAHINDA GAMAGE
FCMA (UK) CMA (AUS) HBA (COL)
Deputy General Manager (Finance)
STATE PHARMACEUTICALS CORPORATION

28/11/14 N. G. Mahinda 571 740 435V

03) Deputy General Manager - Human Resource and Administration
State Pharmaceuticals Corporation of Sri Lanka

28/11/2014 570442414V
H. G. W. Dharmasena

For and on behalf of the Trade Unions referred to herein :

01) Sri Lanka Nidahas Sewaka Sangamaya (SLNSS)

H. M. KARUNADASA 722142314 V

02) STATE PHARMACEUTICALS CORPORATION EXECUTIVE OFFICERS' ASSOCIATION

D. N. Dewasendra - 695071132V

03) JATHIKA SEWAKA SANGAMAYA

H. G. P. D. S. Alugge
566001420V

04) EKSATH RAJYA SEWA AUSHADA SANSTHA SEWAKA SANGAMAYA

H. K. M. S. Wanniarachchi
730221568V

05) AUSHADA SANSTHA SEWAKA SANGAMAYA

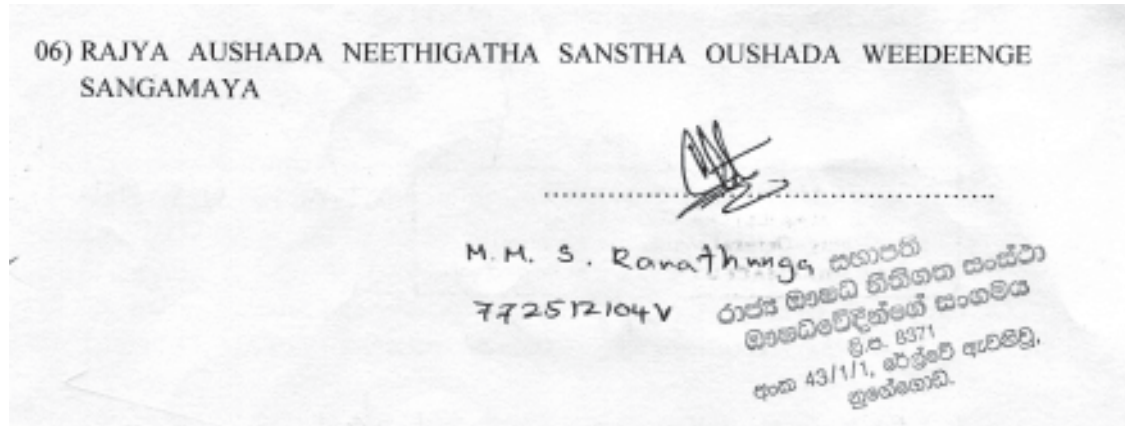
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PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 24.02.2015



STATE PHARMACEUTICALS CORPORATION OF SRI LANKA
NEW SALARY STRUCTURE FOR COLLECTIVE AGREEMENT

Annex 01

Present Salary Structure										New Salary Structure					Total Salary Change %
Category	Basic Salary	Special Allowance	Travelling Allowance	Attendance Allowance	COLA	Total Salary Present	Basic Salary	Drug Safety Responsibility Allowance	Travelling Allowance	CPA	Attendance Allowance (max)	Total			
	A	B=(A*20%)	C=(A*20%)+1000	D	E	(A+B+C+D+E)	P	Q=(P*15%)	R=(P*20%)+2000	S	T	(P+Q+R+S+T)			
PL 1	11,930	2,386	3,386	2,750	7,800	28,252	15,000	2,500	5,000	10,000	3,000	35,500	26		
PL 2	12,410	2,482	3,482	2,750	7,800	28,924	15,600	2,500	5,120	10,000	3,000	36,220	25		
PL 3	12,670	2,534	3,534	2,750	7,800	29,288	15,930	2,500	5,186	10,000	3,000	36,616	25		
MA 1-1	13,450	2,690	3,690	2,750	7,800	30,380	16,900	2,535	5,380	10,000	3,000	37,815	24		
MA 2-1	14,610	2,922	3,922	2,750	7,800	32,004	18,370	2,756	5,674	10,000	3,000	39,800	24		
JM 1-1	20,525	4,105	5,105	2,750	7,800	40,285	25,800	3,870	7,160	10,000	3,000	49,830	24		
MM 1-1	25,640	5,128	6,128	2,750	7,800	47,446	32,230	4,835	8,446	10,000	3,000	58,511	23		
HM 1-1	38,530	7,706	*	2,750	7,800	56,786	48,450	7,268	*	10,000	3,000	68,718	21		
HM 2-1	44,030	8,806	*	2,750	7,800	63,386	55,360	8,304	*	10,000	3,000	76,664	21		

Other Allowances: COLA (as may be announced in the annual budget)
* Fuel Allowance approved by the Treasury circulars

Bonuses: Year-end Government Approved bonus
Profit sharing bonus

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PROPOSED SALARY SCALES

CATEGORY		SALARY SCALE				
PL 1	15000/-	150/- × 10	165/- × 10	185 × 7	200/- × 15	22445/-
PL 2	15600/-	165/- × 10	185/- × 10	200 × 10	215/- × 12	23680/-
PL 3	15930/-	165/- × 10	185/- × 10	200 × 10	215/- × 12	24010/-
MA 1.1	16900/-	185/- × 10	215/- × 7	300 × 4	405/- × 20	29555/-
MA 2.1	18370/-	185/- × 10	215/- × 7	300 × 4	405/- × 20	31025/-
JM 1.1	25800/-	460/- × 10	695/- × 18			42910/-
MM 1.1	32230/-	840/- × 3	925/- × 7	1165 × 15		58700/-
HM 1.1	48450/-	1385/- × 15				69225/-
MA 2.1	55360/-	1650/- × 12				75160/-