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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

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PART 1: SECTION (1) - GENERAL

Government Notifications

**THE WAGES BOARDS ORDINANCE
NOTIFICATION**

WAGES BOARDS FOR THE TEA EXPORT TRADE

IN accordance with the provisions of Section 28 of the Wages Boards Ordinance (Chapter 136), the Wages Board for the Tea Export Trade hereby notifies that the Board by virtue of the powers vested in it by Section 30 of the aforesaid Ordinance, proposes to vary in the manner set out in the Schedule hereto, such decisions of the Wages Board as are specified in that Schedule.

Objections to a farce said proposal will be received by the Chairman of the Board until 12.00 noon on 26 of July 2018.

Every such objection must be made in writing and must contain a statement of the grounds upon which such objection is made.

A. WIMALAWEERA,
Chairman,
Wages Board for the Tea Export Trade.

Department of Labour,
Colombo 05,
04th July, 2018.



SCHEDULE

The decisions made by the Wages Board for the Tea Export Trade and set out in the Schedule to the Notification Published in the *Gazette* Extraordinary No. 9436 of 21st July, 1945 as varied from time to time and last varied by the Notification published in the *Gazette* Extraordinary No. 1789/19 of 18th December, 2012 shall be further varied, by the substitution of the following new part for part II of that Schedule:-

Part II

Class of Workers

Grade II

Workers employed in sampling, opening boxes and turning out contents, weighing empty chests, cutting papers and lead sheets packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, making lead boxes and soldering, making boxes, weighing and packeting, pasting labels, cutting out and making jutehessian covers, covering with jutehessian, cleaning and sweeping of stores and drains, cutting, sifting, refiring and polishing green tea.

Intermediate Grade

Workers employed in weighing chests filled with tea, hand - bulking, hand - blending, box - makers and repairers.

Grade I

Workers employed in unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and restocking and laying out chests and loading for shipping,

Watchers

Minimum rate of wages for a month

Year of Employment	Grade II Rs. Cts.	Intermediate Rs. Cts.	Grade I Rs. Cts.	Watchers Rs. Cts.
1st Year	14,000.00	14,616.00	15,225.00	14,000.00
2nd Year	14,100.00	14,741.00	15,375.00	14,100.00
3rd Year	14,200.00	14,866.00	15,525.00	14,200.00
4th Year	14,300.00	14,991.00	15,675.00	14,300.00
5th Year	14,400.00	15,116.00	15,825.00	14,400.00
6th Year	14,500.00	15,241.00	15,975.00	14,500.00
7th Year	14,600.00	15,366.00	16,125.00	14,600.00
8th Year	14,700.00	15,491.00	16,275.00	14,700.00
9th Year	14,800.00	15,616.00	16,425.00	14,800.00
10th Year	14,900.00	15,741.00	16,575.00	14,900.00
11th Year	15,000.00	15,866.00	16,725.00	15,000.00
12th Year	15,100.00	15,991.00	16,875.00	15,100.00
13th Year	15,200.00	16,116.00	17,025.00	15,200.00
14th Year	15,300.00	16,241.00	17,175.00	15,300.00
15th Year	15,400.00	16,366.00	17,325.00	15,400.00
16th Year	15,500.00	16,491.00	17,475.00	15,500.00
17th Year	15,600.00	16,616.00	17,625.00	15,600.00
18th Year	15,700.00	16,741.00	17,775.00	15,700.00
19th Year	15,800.00	16,866.00	17,925.00	15,800.00
20th Year	15,900.00	16,991.00	18,075.00	15,900.00
21st Year	16,000.00	17,116.00	18,225.00	16,000.00
22nd Year	16,100.00	17,241.00	18,375.00	16,100.00
23rd Year	16,200.00	17,366.00	18,525.00	16,200.00
24th Year	16,300.00	17,491.00	18,675.00	16,300.00
25th Year	16,400.00	17,616.00	18,825.00	16,400.00
26th Year	16,500.00	17,741.00	18,975.00	16,500.00

**THE WAGES BOARDS ORDINANCE
NOTIFICATION**

WAGES BOARDS FOR THE RUBBER EXPORT TRADE

IN accordance with the provisions of Section 28 of the Wages Boards Ordinance (Chapter 136), the Wages Board for the Rubber Export Trade hereby notifies that the Board by virtue of the powers vested in it by Section 30 of the aforesaid Ordinance, proposes to vary in the manner set out in the Schedule hereto, such decisions of the Board as are specified in that Schedule.

Objections to the aforesaid proposal will be received by the Chairman of the Board until 12.00 noon on 26 of July 2018.

Every such objection must be made in writing and must contain a statement of the grounds upon which such objection is taken.

A. WIMALAWEERA,
Chairman,
Wages Board for the Rubber Export Trade.

Department of Labour,
Colombo 05.
04th July, 2018

SCHEDULE

The decisions made by the Wages Board for the Rubber Export Trade and set out in the Schedule to the Notification Published in the *Gazette* Extraordinary No. 9436 of 21st July, 1945 as varied from time to time and last varied by the Notification published in the *Gazette* Extraordinary No. 1789/19 of 18th December, 2012 shall be further varied, by the substitution of the following new part for part II of that schedule:-

Part II

Minimum Rate of Wages For a Month

Class of Workers

Grade II

Workers employed in stripping, clipping and bark cutting, Washing and re-smoking mouldy rubber, general labour including moving to presses, weighing machines and other parts of the store. Assembling, wrapping and pricking rubber for bailing, pressing, hooping and wire tying, cutting, jutehessian covers, painting, drying, assembling and marking, treating jutehessian for special packing, covering bales with jute hessian and stitching, laying out bales, cleaning and sweeping of stores and drains.

Intermediate Grade

Workers employed in weighing, grading and sorting, the work of press operators.

Grade I

Workers employed in loading, unloading and carrying bales, stacking, and sorting.

Watchers

Stage	Grade II Rs. Cts.	Intermediate Rs. Cts.	Grade I Rs. Cts.	Watchers Rs. Cts.
1st Year	14,000.00	14,601.00	15,210.00	14,000.00
2nd Year	14,100.00	14,726.00	15,360.00	14,100.00
3rd Year	14,200.00	14,851.00	15,510.00	14,200.00
4th Year	14,300.00	14,976.00	15,660.00	14,300.00
5th Year	14,400.00	15,101.00	15,810.00	14,400.00
6th Year	14,500.00	15,226.00	15,960.00	14,500.00
7th Year	14,600.00	15,351.00	16,110.00	14,600.00
8th Year	14,700.00	15,476.00	16,260.00	14,700.00
9th Year	14,800.00	15,601.00	16,410.00	14,800.00
10th Year	14,900.00	15,726.00	16,560.00	14,900.00
11th Year	15,000.00	15,851.00	16,710.00	15,000.00
12th Year	15,100.00	15,976.00	16,860.00	15,100.00
13th Year	15,200.00	16,101.00	17,010.00	15,200.00
14th Year	15,300.00	16,226.00	17,160.00	15,300.00
15th Year	15,400.00	16,351.00	17,310.00	15,400.00

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**THE WAGES BOARDS ORDINANCE
NOTIFICATION**

WAGES BOARDS FOR THE CINEMA TRADE

IN accordance with the provisions of Section 28 of the Wages Boards Ordinance (Chapter 136), the Wages Board for the Cinema Trade hereby notifies that the Board by virtue of the powers vested in it by Section 30 of the aforesaid Ordinance, proposes to vary in the manner set out in the Schedule hereto, such decisions of the Board as are specified in that Schedule.

Objections to the aforesaid proposal will be received by the Chairman of the Board until 12.00 noon on 26 of July 2018.

Every such objection must be made in writing and must contain a statement of the grounds upon which such objection is taken.

A. WIMALAWEERA,
Chairman,
Wages Board for the Cinema Trade.

Department of Labour,
Colombo 05,
06th July, 2018.

SCHEDULE

The decisions made by the Wages Board for the Cinema Trade and set out in the Schedule to the Notification Published in the *Gazette* Extraordinary No. 9961 of 30th March, 1949, as varied from time to time and last varied by the Notification published in the *Gazette* Extraordinary No. 1789/19 of 18th December, 2012 shall be further varied, by the substitution of the following new part for part I of that Schedule.

Part I

The minimum monthly rate of wages for time work applicable to the following classes of workers engaged in work within and outside the Municipal Area in the Cinema Trade shall be the rates set out in Table I and II below.

Class of Workers

A - Non - Clerical

Un-skilled:

Advertisement Cart Puller, Advertisement or posted boy, Bathroom boy, car or cycle park attendant, chocolate boy, Cleaner, Cloakroom boy, Cleaner, Conservancy labourer, Garden Labourer, Gate keeper, Hall boy, Peon, Sandwich boy, soft drinks keeper, Un-skilled labourer, Usher, Ushertte, Waiter, Watcher (Day), Watcher (Night).

Semi-skilled:

Assistant Bar-keeper, Assistant Engine Driver, Checker, Cook Grade II (lower), Rewinder, Telephone Operator, Third Assistant Operator

Skilled - Grade II

Assistant operator, Bar keeper, Carpenter, Cook - Grade I (higher), Electrician - Grade II, Film room repairer - Grade II, Non - synch operator, Second Assistant operator, Supervisor or Head Checker, Tent Master, Wireman, Fireman.

Skilled - Grade I

Armature winder, Electrician - Grade I, Engine Driver, Film room repairer - Grade I, Head operator, Tent maker.

B - Clerical

Grade III -

Advertisement Clerk, Assistant Cashier Clerk, Despatch and Clearing Clerk, Advance Booking Clerk, Booking Clerk.

Grade II -

Advertisement manager, Cashier Clerk, Clerk (Accounts and General) Typist, Wharf Clerk, Store-keeper, Book-keeper.

Grade I -

Head clerk.

Others

Manager, Assistant Manager

Table I

Within the Municipal Area

Class of worker	Minimum Rates of Wages for a month				
	Year of Employment				
	1st year	2nd year	3rd year	4th year	5th year
"A" Non Clerical	Rs. Cts	Rs. Cts	Rs. Cts	Rs. Cts	Rs. Cts
Unskilled	12,000.00	12,100.00	12,200.00	12,300.00	12,400.00
Semi Skilled	12,447.00	12,572.00	12,697.00	12,822.00	12,947.00
Skilled Grade II	13,149.00	13,299.00	13,449.00	13,599.00	13,749.00
Skilled Grade I	14,344.00	14,519.00	14,694.00	14,869.00	15,044.00
"B" Clerical					
Grade III	12,447.00	12,572.00	12,697.00	12,822.00	12,947.00
Grade II	13,108.00	13,258.00	13,408.00	13,558.00	13,708.00
Grade I	13,939.00	14,114.00	14,289.00	14,464.00	14,639.00
Head Clerk					
Others					
Manager	14,836.00	15,011.00	15,186.00	15,361.00	15,536.00
Assistant Manager	12,960.00	13,110.00	13,260.00	13,410.00	13,560.00

Table II
Outside the Municipal Area

Class of worker	Minimum Rates of Wages for a month Year of Employment				
	1st year	2nd year	3rd year	4th year	5th year
"A" Non Clerical	Rs. Cts	Rs. Cts	Rs. Cts	Rs. Cts	Rs. Cts
Unskilled	12,048.00	12,148.00	12,248.00	12,348.00	12,448.00
Semi Skilled	12,548.00	12,673.00	12,798.00	12,923.00	13,048.00
Skilled Grade II	13,243.00	13,393.00	13,543.00	13,693.00	13,843.00
Skilled Grade I	14,438.00	14,613.00	14,788.00	14,963.00	15,138.00
"B" Clerical					
Grade III	12,548.00	12,673.00	12,798.00	12,923.00	13,048.00
Grade II	12,548.00	12,698.00	12,848.00	12,998.00	13,148.00
Grade I	13,682.00	13,857.00	14,032.00	14,207.00	14,382.00
Head Clerk					
Others					
Manager	14,586.00	14,761.00	14,936.00	15,111.00	15,286.00
Assistant Manager	12,656.00	12,806.00	12,956.00	13,106.00	13,256.00

07-809/3

THE WAGES BOARDS ORDINANCE NOTIFICATION

WAGES BOARDS FOR THE COCONUT GROWING TRADE

IN accordance with the provisions of Section 28 of the Wages Boards Ordinance (Chapter 136), the Wages Board for the Coconut Growing Trade hereby Notifies that the Board by virtue of the powers vested in it by Section 30 of the aforesaid Ordinance, proposes to vary in the manner set out in the Schedule hereto, such decisions of the Board as are specified in that Schedule.

Objections to the aforesaid proposal will be received by the Chairman of the Board until 12.00 noon on 26th July 2018.

Every such objection shall be made in writing and must contain a statement of the grounds upon which such objection is taken.

A. WIMALAWEERA,
Chairman,
Wages Board for the Coconut Growing Trade.

Department of Labour,
Colombo 05.
06th July, 2018

SCHEDULE

The decisions made by the Wages Board for the Coconut Growing Trade and set out in the Schedule to the Notification Published in the *Gazette* Extraordinary No. 99/71 of 30th April 1949 as varied from time to time and last varied by the Notification published in the *Gazette* Extra ordinary No. 1833/26 of 27th November, 2013 shall be future varied, by the substitution of the following new part for part II of that schedule:-

1) In part II of that schedule in the minimum wage for piece work applicable to the workers shall be as follows :

Process	Rate (Rs.)
1) In the raising and maintenance of plantation plucking nuts	2,391.00 per 1000 trees
2) In the manufacture of Copra - Husking nuts, Splitting Nuts, Copra Curing and Sorting	700.00 per 1000 nuts

Part III

2) Processes

- a) The raising and maintenance of a coconut plantation
- b) The manufacture of Copra

The minimum rate of wages for time work in relation to above processes shall be

For all workers	Rs. 600.00 per day
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Notwithstanding anything to the contrary contained in the preceding provision of this part, the minimum rate of wages for time work for any worker engaged in cattle keeping on Sunday shall be one and a half times the minimum rate of wage for the work fixed for such worker in respect of a normal working day.

Part III 'A'

The minimum rate of wages for time work in relation to

- a) The work of a Conductor
- b) The work of a watcher shall be

Acres	Watcher (Rs.)	Conductor (Rs.)
1) Any coconut plantation or division there of not less than 10 acres but less than 25 acres in extent	15,000.00	Not Applicable.
2) Any coconut plantation or division there of not less than 25 acres but less than 50 acres in extent	15,647.00	16,080.00
3) Any coconut plantation or any division there of not less than 50 acres in extent	17,931.00	18,364.00

07-809/4

**THE WAGES BOARDS ORDINANCE
NOTIFICATION**

WAGES BOARDS FOR THE CERAMIC PRODUCTS MANUFACTURING TRADE

IN accordance with the provisions of Section 28 of the Wages Boards Ordinance (Chapter 136), the Wages Board for the Ceramic Products Manufacturing Trade, hereby Notifies that the Board by virtue of the powers vested in it by Section 30 of the aforesaid Ordinance, proposes to vary in the manner set out in the Schedule hereto, such decisions of the Board as are specified in that Schedule.

Objections to the aforesaid proposal will be received by the Chairman of the Board until 12.00 noon on 26th July 2018.

Every such objection must be made in writing and must contain a statement of the grounds upon which such objection is made.

A. WIMALAWEERA,
Chairman,
Wages Board for the Ceramic Products
Manufacturing Trade.

Department of Labour,
Colombo 05.
04th July, 2018

SCHEDULE

The decisions made by the Wages Board for the Ceramic Products Manufacturing Trade and set out in the Schedule to the Notification Published in the *Gazette* Extraordinary No. 1099/07 of 28th September, 1999, as varied from time to time and last varied by the Notification published in the *Gazette* Extraordinary No. 1791/33 of 03rd January, 2013 should be further varied, by the substitution of the following paragraphs:-

Class of Workers

Skilled:

Section heads, miscellaneous machine operators, designers, charge handlers, kiln operators, oven operators, senior lift operators, mould makers, research assistants, sculpture makers, artists, checkers, electricians.

Semi-skilled:

Asst. mould makers, colour blenders, sorters, junior lift operators, polishers, packers, cleaners, products sticker binders, shovel loader operators, assistant machine operators, electricity generator machine operators, assistant oven operators.

Un - skilled

Cleaners, helpers, ordinary workers, gardeners and other related services.

Apprentices

Workers engaged in miscellaneous duties for a training period of two years.

Minimum Rate of Wages for a Month

Year of Employment	Skilled Rs. Cts.	Semi-skilled Rs. Cts.	Unskilled Rs. Cts.	Apprentice Rs. Cts.
1st Year	12,627.00	11,769.00	11,000.00	6,693.00
2nd Year	12,777.00	11,894.00	11,100.00	6,793.00
3rd Year	12,927.00	12,019.00	11,200.00	
4th Year	13,077.00	12,144.00	11,300.00	
5th Year	13,227.00	12,269.00	11,400.00	

07-809/5

**THE WAGES BOARDS ORDINANCE
NOTIFICATION**

**WAGES BOARDS FOR THE BISCUIT AND CONFECTIONERY MANUFACTURING TRADE
(INCLUDING CHOCOLATE MANUFACTURING)**

IN accordance with the provisions of Section 28 of the Wages Boards Ordinance (Chapter 136), the Wages Board for the Biscuit and Confectionery Manufacturing (including Chocolate Manufacturing) Trade hereby Notifies that the Board by virtue of the powers vested in it by Section 30 of the aforesaid Ordinance, proposes to vary in the manner set out in the Schedule hereto, such decisions of the Board as are specified in that Schedule.

Objections to the aforesaid proposal will be received by the Chairman of the Board until 12.00 noon on 26th July 2018.

Every such objection must be made in writing and must contain a statement of the grounds upon which such objection is taken.

A. WIMALAWEERA,
Chairman,

Wages Board for the Biscuit and Confectionery
Manufacturing (Including Chocolate Manufacturing) Trade.

Department of Labour,
Colombo 05.
04th July, 2018

SCHEDULE

The decisions made by the Wages Board for the Biscuit and Confectionery Manufacturing (including Chocolate Manufacturing) Trade and set out in the Schedule to the Notification Published in the *Gazette* No. 14806 of 14th June, 1968 as varied from time to time and last varied by the Notification published in the *Gazette* Extra ordinary No. 1789/19 of 18th December, 2012 shall be further varied, by the substitution of the following new part in lieu of part II of that schedule:-

Part II

The minimum monthly rate of wages for time work applicable to workers of the below mentioned classes of mechanized and non-mechanized factories of the Biscuit and Confectionery (including Chocolate Manufacturing) Manufacturing Trade shall be the rates set out in table I and II respectively.

Classes of Workers

Class 'A' workers (Skilled)

(a) Biscuit Manufacturing:

Workers engaged in the following:- Operations connected with the mixing of dough including the cleaning of mixing tubs and containers, weighing and measuring of ingredients, adding of chemicals, essences and coloring and feeding the mixers; Work connected with the cutting machine: Operation connected with cutting and embossing; the baking of biscuits including the work of oven loaders and oven helpers; Operation connected with the stacking machine;

(b) Confectionery Manufacturing:

Workers engaged in the following:- Boiling of ingredients: Work connected with the transferring of "batch" to and from "hot-tables", Work connected with the transferring of "batch" to and from "cool-tables", Operations connected with the "batch feeder", Work connected with the emptying of "batch" to trays, Operations connected with "tableting machine", Operations connected with the "centre manufacturing machines", Work connected with the oscillating pans including the adding of essences, sugar and coloring materials, Operations with the sifting machine, Cleaning and roasting of cocoa beans, Emptying roasted cocoa beans into "refitting hull" Work connected with the "tempering machine" and the "depositer", Work connected with the "vibrating" and the "cooling tunnel".

Class 'B' workers (semi - skilled)

(a) Biscuit Manufacturing:

Workers engaged in the following: - Work connected with the receipt and storage of flour and sugar, margarine, vegetable fat, glucose, lecine, essences, cocoa powder, cheese, malt, milk powder, chemicals, butter, ammonia, baking powder, eggs and other ingredients, Work connected with loading and unloading, carrying and conveying of ingredients; Work connected with flour sifting, spreading, rolling and flattening of mixed dough on cutting table; Work connected with carrying, stacking loading and unloading of biscuit tins and packets; pocketing, heat sealing, belling, packing and pasting of cartoons;

(b) Confectionery Manufacturing:

Workers engaged in the following: - Work connected with the receipt and storage of ingredients, including glucose, sugar essences, cocoa beans, milk powder, vegetable butter, gelatin, chemicals and flavors; Weighing, measuring and mixing of ingredients; Weighing and packing of toffees, chocolates and sweets; collection of sweets in trays and drying sweets in the heating room; the adding of gelatin and coloring material, Collection of jujubes in trays, weighing and packing of jujubes wrapping, labeling and packing of sweets and chocolates; and any other operations or activities connected with or incidental to the confectionery manufacturing.

Class 'C' workers (unskilled)

(a) Biscuit Manufacturing:

Workers engaged in the following: - Operations connected with the breaking of dough; Carrying of baked biscuits to and from the cooling rack; Washine and cleaning of trays and containers; Collecting and arranging cut biscuits; and any other

operations connected with or incidental to Biscuit Manufacturing.

(b) Confectionery Manufacturing:

Workers engaged in the following: - Sorting of sweets, chocolates and toffees; Sealing of bags; Filling of chocolate moulds; separating the chocolates from the moulds.

Table I
Minimum rate of wages for a month
For worker s in mechanized factories

Class of workers	1st year	2nd Year	3rd Year	4th Year	5th Year
Class 'A' workers (Skilled)	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.
(a) Biscuit Manufacturing:	14,689.00	14,839.00	14,989.00	15,139.00	15,289.00
(b) Confectionery Manufacturing:	14,689.00	14,839.00	14,989.00	15,139.00	15,289.00
Class 'B' workers (semi-skilled)					
(a) Biscuit Manufacturing:	14,126.00	14,251.00	14,376.00	14,501.00	14,626.00
(b) Confectionery Manufacturing:	14,126.00	14,251.00	14,376.00	14,501.00	14,626.00
Class 'C' workers (unskilled)					
(a) Biscuit Manufacturing:	13,563.00	13,663.00	13,763.00	13,863.00	13,963.00
(b) Confectionery Manufacturing:	13,563.00	13,663.00	13,763.00	13,863.00	13,963.00

Table II
Minimum rate of wages for a month
For worker s in mechanized factories

Class of workers	1st year	2nd Year	3rd Year	4th Year	5th Year
Class 'A' workers (Skilled)	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.
(a) Biscuit Manufacturing:	14,070.00	14,220.00	14,370.00	14,520.00	14,670.00
(b) Confectionery Manufacturing:	14,070.00	14,220.00	14,370.00	14,520.00	14,670.00
Class 'B' workers (semi-skilled)					
(a) Biscuit Manufacturing:	13,507.00	13,632.00	13,757.00	13,882.00	14,007.00
(b) Confectionery Manufacturing:	13,507.00	13,632.00	13,757.00	13,882.00	14,007.00
Class 'C' workers (unskilled)					
(a) Biscuit Manufacturing:	13,000.00	13,100.00	13,200.00	13,300.00	13,400.00
(b) Confectionery Manufacturing:	13,000.00	13,100.00	13,200.00	13,300.00	13,400.00

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