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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2391/22 – 2024 ජූලි 03 වැනි බදාදා – 2024.07.03
No. 2391/22 – WEDNESDAY, JULY 03, 2024

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1852.

THE INDUSTRIAL DISPUTES ACT – CHAPTER 131

THE Collective Agreement entered into between State Pharmaceuticals Corporation, Mehwara Piyasa, 16th Floor, No. 41, Kirula Road, Colombo 05 of the one part and Five (5) Unions of the other part on 19th June, 2024 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

H. K. K. A. JAYASUNDARA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05
26th June, 2024.



Collective Agreement No. 25 of 2024

COLLECTIVE AGREEMENT 2023

Entered into between

STATE PHARMACEUTICALS CORPORATION OF SRI LANKA,
Colombo 05

of the One Part

And

SRI LANKA NIDAHAS SEWAKA SANGAMAYA,
PODUJANA PROGRESSIVE EMPLOYEES UNION,
STATE PHARMACEUTICALS CORPORATION EXECUTIVE OFFICERS' ASSOCIATION,
STATE PHARMACEUTICALS CORPORATION PHARMACISTS UNION AND
SAMAGI SEWAKA SANGAMAYA

mention herein of the Other Part

This Collective Agreement is made on 19th of June, 2024 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 - 1971 September 22nd of Wednesday) and having its head office at "Mehewara Piyasa", 16th Floor, No. 41, Kirula Road, Colombo 05, of the One Part (hereinafter referred to as "the SPC") and the following unions:

1. Sri Lanka Nidahas Sewaka Sangamaya
2. Podujana Progressive Employees Union
3. State Pharmaceuticals Corporation Executive Officers' Association
4. State Pharmaceuticals Corporation Pharmacists Union
5. Samagi Sewaka Sangamaya

The Collective Agreement shall be known and referred to as the "STATE PHARMACEUTICALS CORPORATION OF SRI LANKA COLLECTIVE AGREEMENT 2023 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 II in this Collective Agreement.

3. ***Date of Operation and Duration.***– This Agreement shall come into effect from 01.07.2023, and thereafter continue to be in force, unless it is repudiated by either party 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 15 months from the date of this agreement, and such notice shall be effective after expiry of 18 months (i.e. 31.12.2024) 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 18 months (One and half 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 (25%) 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 attached letter dated 08.04.2024 (*Annex I*) of Director General, Department of Public Enterprises of General Treasury and the table of salaries prepared based on the approval of the Director General of Public Enterprises (*Annex II*).
- (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 circulars 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 Traveling 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/APIT tax on emoluments shall be continued to be borne by employees :

8. **Methodology of Converting Existing Salary to Proposed Salary.**—

(i) 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 05th step of the scale as at the date immediately prior to the Effective date of this Agreement, will be placed on the 05th step of the relevant revised scale with effect from Effective date of this Collective Agreement.

(ii) Drugs Safety Allowance and Local Drugs Supply Allowance mentioned in "Column I" is calculated on the basis of given formula (Annex. II) will be fixed and Performance Allowance in "Column M" is calculated on the basis of given formula is variable linking to Key Performance Indicators (KPI). Amount receiving by each and every employee will be based on percentage achievement of KPI.

KPI based, Performance Based Allowance to be paid on overall basis up to June 2024, on divisional Performance basis up to August 2024 and Individual Performance basis from September 2024.

9. **Conversion Anomalies.**— Parties jointly agree to execute this Agreement on the basis that 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 there from :

10. **Other Commitments.**— The Unions agree that the employee will take all endeavors 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, Nutrition and Indigenous Medicines to be achieved by the SPC and should maintain adequate profitability 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.

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

01) Dr. U. Ajith Mendis
Chairman

NIC No. 522193992 V

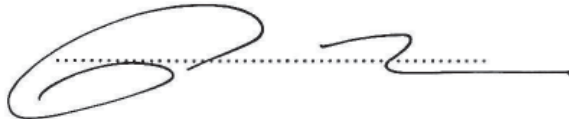
State Pharmaceuticals Corporation of Sri Lanka



02) Mr. M. L. Subasinghe Arachchi
Managing Director

NIC No. 692552377V

State Pharmaceuticals Corporation of Sri Lanka



Witnesses :

01) K. M. D. R. Dassanayake
General Manager

NIC No. 713443220 V

State Pharmaceuticals Corporation of Sri Lanka

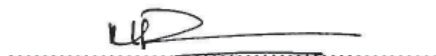


DINUSHA DASSANAYAKE
GENERAL MANAGER
State Pharmaceuticals Corporation of Sri Lanka
"Mehewara Piyasa"
No: 41, Kirula Road - Colombo 05.

02) M. R. Nimmika Thushari

NIC No. 738110692 V

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

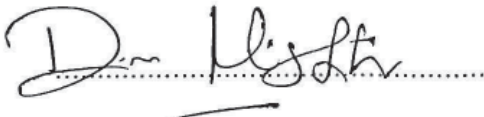


M. R. Nimmika Thushari
Deputy General Manager (HR & Admin.)
State Pharmaceuticals Corporation of Sri Lanka
"Mehewara Piyasa", 16th Floor
No: 41, Kirula Road - Colombo 05

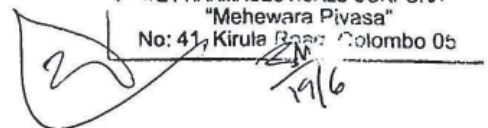
03) D. N. Dewasurendra

NIC No. 695071132 V

Acting Deputy General Manager - Finance
State Pharmaceuticals Corporation of Sri Lanka



Nishanthi Dewasurendra
Actg. Deputy General Manager (Fina.)
STATE PHARMACEUTICALS CORPORATION
"Mehewara Piyasa"
No: 41, Kirula Road - Colombo 05



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


1. Sri Lanka Nidahas Sewaka Sangamaya.(Reg. No 3030)

Name :Lesly Devendra

NIC No. 194335900619

Position : General Secretary

Signature & Rubber stamp:


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4. වන මහල,
අංක 341/21, සරණ මාවත,
රාජගිරිය.

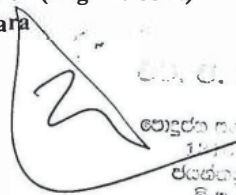
2. Podujana Progressive Employees Union (Reg. No 8864)

Name :M.G.A Saman Kumara

NIC No. 761020030V

Position : President

Signature & Rubber stamp :


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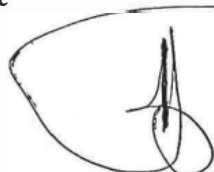
3. State Pharmaceuticals Corporation Executive Officers' Association (Reg. No 7658)

Name : D.P Ajith Liyanage

NIC No. 196733100567

Position : President

Signature & Rubber stamp :


SPC Executive Officers' Association
.....
Authorised Signature

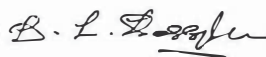
4. State Pharmaceuticals Corporation Pharmacists Union (Reg. No 8371)

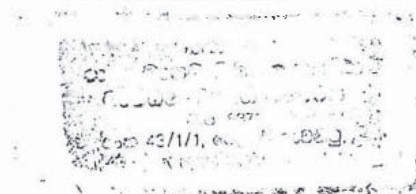
Name : D.Lakmali Dassanayake

NIC No. 815795431V

Position : President

Signature & Rubber stamp:






5. Samagi Sewaka Sangamaya (Reg. No 9422)

Name : H.S.D.R Karunarathna

NIC No. 623640205V

Position : Secretary

Signature & Rubber stamp:


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නො. 592, බංගලා හංදිය,
කෝට්ටේ පාර, කෝට්ටේ.

Annex II

PROPOSED SALARY STRUCTURE FOR 2023 - 2024																			
Category	PRESENT SALARY						Performance Based Allowance												
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
	Basic Salary	Drug Safety Allowance	Local Drug supply allowance	Traveling Allowance	Special Allowance	COL	Total Salary/Basic Salary		Combined value of Local Drug supply and Drug safety allowance (B+C)	Drug Safety and Local Drug supply allowance as per new proposal	Incremental value of Local Drug and Drug safety allowance (J-I)	Salary/Scale based Allowance	Total (K+L)	Traveling Allowance	Special Allowance	COL	Total Salary (H+I+J+K+L+M+N+O+P+Q)		
	B ₁ (A*15%) + 8000	C ₁ (5000 + F + D ₁ (A*20%) + 8000)												J=(G*20%) + 2000					
	BS	(45000*V)	(35000*V)	+2000															
PL 2	1	1112	27520	17131.64	10371.72	7504.00	5000	10000	72912.50	30938	26212.50	27140.63	928.13	10000.00	10928.13	8187.50	5000	13000	91265.63
	1	1222	30250	18037.50	10777.78	8050.00	5000	10000	77547.35	34400	27523.35	29283.50	1760.65	10000.00	11760.65	8882.32	5000	10000	97564.00
	1	1040	25750	16544.32	10141.41	7150.00	5000	10000	74595.73	32188	26685.73	27908.13	1222.40	10000.00	11222.40	8337.50	5000	10000	91533.13
PL 3	1	1162	28750	17539.77	10595.66	7750.00	5000	10000	79605.43	35938	28105.43	30239.63	1234.20	10000.00	12134.20	9187.50	5000	10000	100341.63
	1	1284	31780	18545.18	10994.14	8356.00	5000	10000	84675.32	39725	29532.32	31576.75	1377.43	10000.00	12137.43	9545.00	5000	10000	107246.75
	1	1062	26290	16723.50	10217.78	7258.00	5000	10000	75489.28	32863	26941.28	28328.38	1387.10	10000.00	11387.10	8572.50	5000	10000	94761.33
MA 1	1	1183	29290	17718.95	10642.02	7858.00	5000	10000	80508.97	36613	28360.97	30645.38	1254.41	10000.00	12284.41	9187.50	5000	10000	101580.38
	1	1306	32320	18724.36	11070.51	8464.00	5000	10000	85578.87	40400	29794.87	32997.00	1202.13	10000.00	13702.13	10000.00	5000	10000	108477.00
	1	1128	27910	17261.05	10446.87	7582.00	5000	10000	78199.91	34888	27907.91	29589.13	1881.22	10000.00	13481.22	8977.50	5000	10000	100455.13
MA 2	1	1263	31260	18372.64	10970.61	8252.00	5000	10000	83805.24	39075	29293.24	31374.75	2891.51	10000.00	14481.51	9815.00	5000	10000	108064.75
	1	1455	36000	19945.45	11590.91	9200.00	5000	10000	91736.36	45000	31336.36	35847.50	4311.14	10000.00	16311.14	11000.00	5000	10000	118841.50
	1	1225	30310	18057.41	10786.26	8062.00	5000	10000	82215.67	37888	28843.67	31445.63	2601.96	10000.00	14601.96	9577.50	5000	10000	105910.63
JWG 1	1	1360	33660	19169.00	11260.00	8732.00	5000	10000	87821.00	42075	30429.00	31401.25	3602.25	10000.00	15602.25	10415.00	5000	10000	113512.25
	1	1552	38400	20741.82	11930.30	9680.00	5000	10000	95752.12	48000	32672.12	37704.00	5031.88	10000.00	17031.88	11500.00	5000	10000	124304.00
	1	1721	42600	22135.45	12524.24	10520.00	5000	10000	102779.70	53250	34659.70	40942.00	6281.30	10000.00	20282.30	12400.00	5000	10000	135847.00
MM 1	1	2072	51285	25017.30	13752.42	12570.00	5000	10000	117311.72	64106	38769.72	47659.94	8890.22	10000.00	228902.22	34321.25	5000	10000	155587.41
	1	2148	53175	25644.43	14019.70	12635.00	5000	10000	120474.13	66469	39664.13	49116.31	9352.18	10000.00	25482.18	15293.25	5000	10000	161978.81
	1	2781	68835	30840.70	16234.24	15767.00	5000	10000	146676.95	86044	47074.95	61231.06	14156.11	10000.00	30156.11	19424.75	5000	10000	197483.56
HM 2	1	3244	80295	34643.34	17354.85	-00	5000	10000	147793.19	100369	52494.19	78300.60	17595.12	10000.00	35595.12	16000.00	5000	10000	203462.00
	1	3703	91645	38409.48	19459.90	-00	5000	10000	164514.38	114556	57869.38	78876.94	21007.56	10000.00	41007.56	20500.00	5000	10000	228433.13

1. Basic Salary increased by 25% (Present Basic Salary x 25%) :

2. Drug Safety responsibility & Local Drug Supply Allowance = Basic Salary 15%+ Rs. 8000 Fixed + Rs. 14,500* salary Gap Ratio.

1.51-Regency responsibility & loan orig. job pay allowance = basic salary 15000 rs. 6000 fixed = Rs. 24,000 salary gap fixed.
2.52-Salary-Scale Based Allowance = Rs.10,000 for PL 1 to PL 3, Rs.12,000 for MA 1,1 to MA 2,1, RS.14,000 for JM 1,1, Rs.16,000 for MM 2,1, Rs.13,000 for HM 1,1 to HM 2,1
3.53-Regency responsibility & loan orig. job pay allowance = basic salary 15000 rs. 6000 fixed = Rs. 24,000 salary gap fixed.

Rest of monetary and non-monetary allowances enjoyed by employees remain unchanged as previous collective agreement (for 2020-2023 period)

SATE PHARMACEUTICALS CORPORATION OF SRI LANKA
COLLECTIVE AGREEMENT 2023 - 2024
PROPOSED SALARY SCALES

		PRESENT SCALES		PROPOSED SCALES	
	Step				
PL1	111	1	24,750/= 250/= x 10, 270/= x 10, 300/= x 7, 330/= x 15	30,940/= 315/= x 10, 340/= x 10, 375/= x 7, 415/= x 15	46,340/=
	111	12	27,520/= 270/= x 9, 300/= x 7, 330/= x 15	34,430/= 340/= x 9, 375/= x 7, 415/= x 15	46,340/=
	1	22	30,250/= 300/= x 6, 330/= x 15	37,865/= 375/= x 6, 415/= x 15	46,340/=
PL 2	111	1	25,750/= 270/= x 10, 300/= x 10, 330/= x 10, 350/= x 12	32,190/= 340/= x 10, 375/= x 10, 415/= x 10, 440/= x 12	48,770/=
	111	12	28,750/= 300/= x 9, 330/= x 10, 350/= x 12	35,965/= 375/= x 9, 415/= x 10, 440/= x 12	48,770/=
	1	22	31,780/= 330/= x 9, 350/= x 12	39,755/= 415/= x 9, 440/= x 12	48,770/=
PL3	111	1	26,290/= 270/= x 10, 300/= x 10, 330/= x 10, 350/= x 12	32,865/= 340/= x 10, 375/= x 10, 415/= x 10, 440/= x 12	49,445/=
	111	12	29,290/= 300/= x 9, 330/= x 10, 350/= x 12	36,640/= 375/= x 9, 415/= x 10, 440/= x 12	49,445/=
	1	22	32,320/= 330/= x 9, 350/= x 12	40,430/= 415/= x 9, 440/= x 12	49,445/=
MA 1.1	111	1	27,910/= 300/= x 10, 350/= x 7, 495/= x 4, 660/= x 20	34,890/= 375/= x 10, 440/= x 7, 620/= x 4, 825/= x 20	60,700/=
	111	12	31,260/= 350/= x 6, 495/= x 4, 660/= x 20	39,080/= 440/= x 6, 620/= x 4, 825/= x 20	60,700/=
	1	23	36,000/= 660/= x 19	45,025/= 825/= x 19	60,700/=
MA 2.1	111	1	30,310/= 300/= x 10, 350/= x 7, 495/= x 4, 660/= x 20	37,890/= 375/= x 10, 440/= x 7, 620/= x 4, 825/= x 20	63,700/=
	111	12	33,660/= 350/= x 6, 495/= x 4, 660/= x 20	42,080/= 440/= x 6, 620/= x 4, 825/= x 20	63,700/=
	1	23	38,400/= 660/= x 19	48,025/= 825/= x 19	63,700/=
JM 1.1	11	1	42,600/= 755/= x 10, 1135/= x 18	53,250/= 945/= x 10, 1420/= x 18	88,260/=
	1	12	51,285/= 1135/= x 17	64,120/= 1420/= x 17	88,260/=
MM 1.1	11	1	53,175/= 1375/= x 10, 1910/= x 15	66,470/= 1720/= x 10, 2390/= x 15	119,520/=
	1	12	68,835/= 1910/= x 14	86,060/= 2390/= x 14	119,520/=
HM	1.1	1	80,295/= 2270/= x 15	100,370/= 2840/= x 15	140,970/=
HM	2.1	1	91,645/= 2700/= x 12	114,560/= 3375/= x 12	155,060/=

A. A. S. S. S.
Director-General
Department of Government Printing
General Treasury
Colombo 01.