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The Gazette of the Democratic Socialist Republic of Sri Lanka EXTRAORDINARY

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2398/48 – SATURDAY, AUGUST 24, 2024

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: IR/COM/03/2018/163

THE INDUSTRIAL DISPUTES ACT - CHAPTER 131

THE award No. A/83/2019 dated 23.07.2024 transmitted to me by the Arbitrator to whom the Industrial Dispute which has arisen between Mr.G.L.M.Ratnayaka, No. 22/9, Isuru Uyana, Weliweriya West, Weliweriya of the one part and Sri Lanka Rupavahini Corporation, Independent Square, Colombo 07 of the other part was referred for settlement through arbitration by order dated 01.08.2019 made under Section 4(1) of the Industrial Dispute Act, Chapter 131 (as amended) and published in the *Gazette Extraordinary* No. 2135/66 dated 09.08.2019 of the Democratic Socialist Republic of Sri Lanka, is hereby published in terms of Section 18(1) of the said Act.

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

Department of Labour,
Colombo 05.
13th August, 2024.



Arbitration and Industrial Court branch

Ref No.: IR/COM/03/2018/163

Case No. A/83/2019

Matter of an Industrial Dispute

Between,

Mr. G.L.M. Rathnayaka,
No. 22/9, Isuru Uyana,
Weliweriya West,
Weliweriya.

of the one Part

And

Sri Lanka Rupavahini Corporation,
Independendnt Square,
Colombo 07

of the other Part

THE AWARD

The Honourable Minister of Labour and Trade Union Relations by virtue of the powers vested in him by Section 4 (1) of the Industrial Disputes Act, Chapter 131 of the Legislative Enactments of Ceylon (1956 Revised Edition), as amended by Acts, Nos. 14 of 1957, 4 of 1962 and 39 of 1968 (read with Industrial Disputes - Special Provisions) Act, No. 37 of 1968 appointed me as Arbitrator by his order dated 1st August 2019 and referred the following disputes to me for settlement by Arbitration.

The matter in dispute between the aforesaid parties is:-

Whether the Mr. G.L.M. Rathnayaka Cameraman of the Sri Lanka Rupavahini Corporation has been caused injustice by non-compliance of the below - mentioned matters and if so, to what relief he is entitled.

1. Not been placed in Grade viii B in year 1996 even though others had been
2. Not been given the salary increments from 16.12.2004 to 01.10.2005.
3. Not been placed in the salary step relevant to the post of Cameramen from 01.04.2005.
4. Not been placed in the post of Senior Cameramen, salary Category MA 4 from 08.08.2013.

Appearance:

Mr. Gracian Silva,
Representative appeared for the party of the First Part

Mr. D. Sandun Senadhipathi - appeared,
for the Party of the Second Part

Both parties have filed the statements under Regulations 21(1) and 21(2) of the Industrial Disputes Regulations of 1958 as amended.

The Applicant in his evidence stated as follows:

The applicant joined as a Rigger Grade 9 B in Sri Lanka Rupavahini Corporation on 16/12/1991.

Later he was promoted to Trainee Camera Operator Grade 8 B on 1.10.2005 after getting selected by an examination and an interview. His salary was Rs. 16040/=. He further said his salary was not revised.

The applicant also produced and marked his educational and technical qualifications. (A4, A5 and A6).

He also marked as A7 a letter issued by Director General (Engineering) appreciating his contribution in fixing new transmitting station at Deniyaya.

The Applicant said when he joined as a Rigger, Grade 9 B his salary was Rs 1600/=.

In 1988.01.01. 8 B Camera man salary was Rs.2410/=

In 1988.01.01. 9 B Electrical Technician salary Rs.1600/=

In 1996.08.09, as per salary revision salary scale for 8 B was Rs 3130/= But the Applicant did not get the said salary scale and therefor he suffered a financial loss.

During Cross examination witness stated as follows.

The Applicant rejected that he was recruited to Rigger 10 B. He said he was recruited to Rigger 9 B.

He further said that he was not aware that how much marks he obtained during the interview.

The Applicant further said that he was recruited as a trainee Camera Technician on 1.4.2005 as he passed the practical examination with highest marks and also passed the examination.

On 16.12.2004 he was promoted Rigger, Grade 7 with a salary scale of Rs. 16,040/=

On 01.10. 2005 he was promoted as Camera Technician with a salary 16,040/= The Applicant said his problem occurred in 1996 as he was not placed in proper salary scale.

The Applicant further said though he was recruited to Rigger, Grade 9B, it was not amended to 8 B.

During re examination the Applicant reiterated that in 1996, there was a amendments to other Grades except for the post of Rigger resulting him an injustice.

Mr. Jayantha Lal Perera, Assistant Director, Administration in his evidence stated as follows

He said as approved by the management of the Co-operation, Electrical Technicians and Air Condition Technicians who were in the Grade 9 B has been amended to Grade 8 B. According to Committee report of 2001, Committee has informed that the Applicant cannot be promoted.

The witness further said following Grades were amended to Grade 9 B to Grade 8 B

- i. Air Conditioning Technicians
- ii. Electrical Technicians
- iii. Diesel Technicians
- iv. Data Operators
- v. Receptionists
- vi. Telephone Operators
- vii. Beuticians

The witness further said since the Applicant has not worked 15 years as a Cameraman he was not considered to be promoted. (Wa 9 and Wa 10)

During Cross examination witness further stated as follows.

The riggers duties are climb to transmission tower, fixing cables and maintenance towers.

There are about 15 employees of 9B grade in the Co-operation. Some of them were promoted 8B even without interview being held.

After analyzing the evidence of the given I arrived at following conclusion..

- i. On 1991.12.16, the Applicant was recruited as a rigger, Grade 9 B after an interview and competitive examination
- ii. As a rigger he performed important and risky tasks such as climbing to transmission tower, fixing cables and maintenance.
- iii. In 1996 (1996.08.09.) others were promoted to Grade 8 B, except the Applicant.
- iv. Though the Applicant was promoted to Trainee Camera Technician on 01.04.2005 he was not proper salary scale. He was placed on Rs. 16040/= scale when others were paid 16,305/=
- v. The Applicant has followed 1 year course in Electrical Technician at Government Technical College. His professional qualifications were neglected by the Respondent.

After taking into totality of evidence, I have come to following conclusion.

- a. The Respondent has acted unfairly and maliciously towards the Applicants denying him appropriate salary scale.
- b. The Respondent has acted maliciously and irresponsible manner be little Applicant's contribution as a rigger.

In the circumstances, I wish to quote majority decision of the Supreme Court in State Bank in India vs. Edirisinghe (1991) that the arbitrator has to make an award which is just and equitable. he is not tied down and fettered by the terms of the contract of employment. He can create new rights and introduce new obligations between the parties. The effect of the award is to introduced terms which become implied terms of the contract. It was pointed out that as industrial arbitrator creates a new contract for the future in contrasts to a judge who enforces rights and liabilities arising out an existing contract. An industrial arbitrator settles disputes by dictating new conditions of employment to come into force in the future when he cannot get the parties to agree to them in contrast to a judge who determines the existing right and liabilities of the parties.

For the reasons aforesaid it is my finding that the Respondent, Sri Lanka Rupawahini Co-operation has caused injustice

to the Applicant, G.L.M. Rathnayake (party of the First part)

In the circumstances taking into consideration the totality of evidence led before me I make award that the party of the First part G.L. Rathnayake, be paid.

Salary difference, salary arrears, and holiday pay for the period 9.08.1996 to 31.8.2020 = Rs. 2967339/=.

And the aforesaid money should be deposited by the Party of the Second Part at the office of the Assistant Commissioner of Labour, Colombo central.

I further make order that this award should be implemented within 21 days of the publicaion in the Government Gazette of the Democratic Socialist Republic of Sri Lanka.

I consider this award just and equitable.

KAPILA MANAWASINGHE SARATHCHANDRA,
Arbitrator.

23rd, July, 2024.

EOG 08 - 0270

My No.: CI/546

THE INDUSTRIAL DISPUTES ACT - CHAPTER 131

THE Collective Agreement entered into between Causeway Paints Lanka (Pvt) Limited, No.15, Noel Mendis Mawatha, Moderawila Industrial Estate, Panadura of the Samastha Lanka Welanda Ha Karmantha Kamkaru Sangamya, No. 457, Dr. Colvin R De Silva Mawatha, Colombo 02 of the other part on 30th December 2022 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.
14th August, 2024.

Collective Agreement No. 10 of 2023

This Collective Agreement entered into in terms of the Industrial Disputes Act on this 30th day of December Two Thousand Twenty-Two to take effect from the 1st day of April Two Thousand Twenty Two, between Causeway Paints Lanka (Pvt) Limited, a company duly registered under the companies' Act and having its registered office at 15, Noel Mendis Mawatha, Moderawila Industrial Estate, Panadura, (hereinafter referred to as the Employer) of the One part and the Samastha Lanka

Welanda Ha Karmantha Kamkaru Sangamaya (All Ceylon Commercial & Industrial Worker's Union), a Trade Union duly registered under the Trade Union's Ordinance and having its registered office at No.457, Dr. Colvin R, De Silva Mawatha, (Union Place), Colombo 2, (hereinafter referred to as the Union), of the Other Part.

WITNESSETH and its is hereby agreed between the parties as follows:-

TITLE The Collective Agreement shall be known and referred to as the Asian Paints Causeway Moratuwa Factory Employee's Collective Agreement 2022.

1. **Employees' Parties to Be Covered And Bound.** - This Agreement shall cover and bind only those eligible employees, who are members of the Union in the manual grade in the factory situated in No. 81, Koralawella Road, Moratuwa. as of the date of signing this Agreement.

2. **Date Of Operation And Duration.** - This Collective Agreement shall be effective as from the 1st day of April Two Thousnad Twenty-Two, and shall continue to be in force uness it is terminated by either party with three month's notice to the other, in writing, provided however that no such notice shall be given by either party, prior to 31st December Two Thousand Twenty-Four, and such notice shall not take effect and this Collective Agreement shall not stand terminated untill the 31st day of March, Two Thousand Twenty-Five. Any notice of termination given by a party prior to the 31st day December Two Thousand Twenty-Four, shall have no effect whatsoever, However, both parties have agreed to start the next Collective Agreement negotiations before 6 months from 31st March 2025 for the purpose of concluding the new Collective Agreement soon after the existing Collective Agreement period.

5. **Salaries.** - The Employer shall increase the salaries of all employees covered and bound by this Agreement as follows provided the employess continue to give the production targets as agreed and set out in Annexure 1 herein.

The monthly basic salary of such eligible employees will be increased by Rs. 5.200/= with effect from 1st April 2022 for a period of one year.

Salary increases of next two year will be calculated based on the below mentioned formula;

3.1. **Annual increment effective date - 1st April 2023.**

- If the Productivity Proposal as per the Annexure 1 is being followed correctly and the average output is greater than or equal to 100% from 1st January 2023 to 31st March 2023, the monthly basic salary of such eligible employees will be increased by Rs. 5,000/=
- If the Productivity Proposal as per the Annexure 1 is being followed correctly and the average output is less than 100% but more than or equal to 90% from 1 st January 2023 to 31st March 2023, the monthly basic salary of such eligible employees will be increased by Rs. 4,800/=
- If the Productivity Proposal as per the Annexure 1 is being followed correctly and the average output is less than 90% but more than or equal to 85% from 1st January 2023 to 31st March 2023, the monthly basic salary of such eligible employees will be increased by Rs. 4,500/=
- If the Productivity Proposal as per the Annexure 1 is being followed correctly and the average output is less than 85% from 1 st January 2023 to 31st March 2023, the monthly basic salary of such eligible employees will be increased by Rs. 3,200/=

3.2. Annual increment effective date - 1st April 2024.

- If the Productivity Target as per the Annexure 1 is being followed correctly and the average output is greater than or equal to 100% from 1 st April 2023 to 31st March 2024, the monthly basic salary of such eligible employees will be increased by Rs. 5,000/=
- If the Productivity Target as per the Annexure 1 is being followed correctly and the average output is than 100% but more than or equal to 90% from 1 st April 2023 to 31st March 2024, the monthly basic salary of such eligible employees will be increased by Rs. 4,800/=
- If the Productivity Target as per the Annexure 1 is being followed correctly and the average output is less than 90% but more than or equal to 85% from 1st April 2023 to 31st March 2024, the monthly basic salary of such eligible employees will be increased by Rs. 4,500/-
- If the Productivity Target as per the Annexure 1 is being followed correctly and the average output is less than 85% from 1st April 2023 to 31st March 2024, the monthly basic salary of such eligible employees will be increased by Rs. 3,200/-

In addition to the salary increases, an additional hardship allowance is being introduced for the employees covered and bound by this Collective Agreement with effect from 1st June 2022. This hardship allowance is being introduced as one time measure to offset the hardship faced by the employees due to the volatile economic situation in the Country. The individual amount of each employee is mentioned in the Annexure 2 of this Agreement. The hardship allowance would be included for EPF-ETF calculation but would not be taken into consideration for Gratuity Payments.

4. Budgetary Relief Allowance of Workers Act.— Parties are in agreement that since there is a Collective Agreement between parties, the Budgetary Relief Allowance of Workers Act No. 36 of 2005, and the Budgetary Relief Allowance of Workers Act No. 4 of 2016, does not have any bearing in respect of this company and in any event, the salary increases granted as above would set off and mean and include the allowances applicable under the said laws.

Arrears

In respect of the salary increase of Rs. 5,200/= *w.e.f.* 1st April 2022 arrears would be paid effective from 1st April 2022 which would include EPF, ETF and other statutory benefits.

5. Medical Assistance.— The Employer shall arrange for the services of a General Medical Practitioner once a year to conduct a medical check-up of workers and shall provide a sum of Rs. 18,000/= per employee per annum as medical reimbursement. The employees would be entitled to reimburse the amount on the basis of Rs. 4,500/= per quarter. The amount not reimbursed from the maximum value of Medical Reimbursement shall be encashed to the employee each quarter.

6. Bonus.— The company will continue to pay one (1) month's basic salary as bonus ex-gratia in December of each year.

7. Production Bonus.— Parties were in agreement to fully implement all the terms and conditions of the Productivity Targets, currently in force between the Management and the Union and agreed upon. A copy of the said Productivity Targets is annexed herewith as Annexure 1.

The employer shall pay a Production Bonus per month to employees based on the following formula and the number of days reported for work:

Productivity Target compliance %	Production Bonus value per month (for a month with 22 working days*)			
	If he works for 22 days or more in a month on regular working days (including holidays)	If he works for 20 days or more in a month on regular working days (including holidays)	If he works for 18 days or more in a month on regular working days (including holidays)	If he works for 14 days or more in a month on regular working days (including holidays)
Greater than or equal to 100%	6,500	5,525	4,940	3,900
Greater than or equal to 95% but less than 100%	6,175	5,249	4,693	3,705
Greater than or equal to 90% but less than 95%	5,850	4,973	4,446	3,510
Upto 85% and between 85% to 90%	5,525	4,696	4,199	3,315

* for months with workings days other than 22 days, a similar calculation will be applicable. If any employee is not called for work on any working day by the management due to unavailability of work or such reasons, at the discretion of the management, that said day would be considered as "reported for work" for the purpose of calculation of Productivity Bonus. This would not be applicable for the employees suspended due to a disciplinary action or pending inquiry or such reasons.

(a) If an employee goes on half day, he shall work and complete his work on pro-rata basis (of the desired production output in a shift).

* Average leave taken by an employee in a month has been considered in the above-mentioned targets.

8. **Attendance Incentive.**— The Employer shall pay an attendance incentive of Rs.400/- per month to employees, to enthruse attendance and eliminate absenteeism, on the following formula : -

(a) An employee shall qualify to receive an attendance incentive of Rs.400/- per month, where they have reported to work on every working day in that month.

Working days shall exclude statutory and weekly holidays and a maximum of a day's annual leave approved by the Management and taken during that month.

Subject to the above, employees shall be absent for the purpose of this incentive scheme where they have been on leave of any description, *i.e.* annual, casual, sick or approved accident leave.

(b) The attendance incentive will be paid on a reducing scale as follows: -

Leave absence per month incentive payable

Half day (4 hours taken on one single Occasion or on a cumulative basis)	Rs.375/
One day (8 hours)	Rs.350/
One and half days (12 hours)	Rs.325/
Two days (16 hours)	Rs.300/-

Employees who absent themselves from work on more than two days in a month will not be entitled to any incentive.

Any Employee who is placed on No Pay even half a day (1/2) in any month, will not be entitled to this incentive.

9. **Grant of loans.**— The Employer shall give a workman a loan of three months' salary or Rs. 10,000/-, whichever is higher, to be recovered in 24 monthly installments, with interest at prevailing market rates, set by the Bank of Ceylon, subject to two guarantors.

Those eligible to sign as guarantors for this loan will be as follows :—

(a) A worker could obtain a loan and sign as a guarantor of one other worker.

(b) A worker who does not obtain a loan could sign as a guarantor for two other workers.

10. **Annual Excursion.**— The Employer shall arrange only the transport for a two-day excursion and grant an annual excursion allowance, as follows, per employee :—

Rs. 7,000/- for the first year

Rs. 7,000/- for the second year

Rs. 7,000/- for the third year

No pilot trips will be allowed from Company's cost.

11. **Donation to the dependants of deceased employees.**— In the event of the unfortunate death of an employee, a payment would be made jointly by the Employer and Employees to the dependants of the deceased employee on the following basis:—

The Employees would work on a holiday as a mark of respect to the deceased employee and donate the day's wages to the family of the bereaved. The Company will contribute an equal amount as its contribution to the bereaved family .

The payment as mentioned above would be made to a dependant nominated by the employee concerned. All employees will be required to nominate the recipient who will be entitled to receive this payment on behalf of the dependants.

The Management will contribute Rs. 80,000/= per year to the Workers' Death Donation Fund.

12. **Shift Work.**— The Employer has introduced a rostered two-shift work arrangement with effect from October 2001 in the factory and the employees are complying with same. The two-shift work arrangement shall be adopted by the Employer depending on the exigencies of business. The shift hours will be as follows :—

Morning shift - 8.00 a.m. to 5.00 p.m.

Night shift - 8.00 p.m. to 5.00 a.m.

The employees will be entitled to one break of half hour's duration and two breaks of 15 minutes duration during the operation of the above mentioned shifts.

The Employer shall pay a sum of Rs. 2,000/- per month, per employee, during the months in which the factory works on the two-shift work arrangement as set out above. The employer shall also pay a sum of Rs. 20/- per employee per day to each employee who is rostered for work in the night shift and reports for same. The above payment on account of shift work shall not constitute a part of the earnings of employees and shall not attract any consequential payments such as Overtime, Provident Fund, Trust Fund, etc.

The Employer reserves the right to revert to the general one-shift work arrangement at any time with notice to the employees.

The following allowances will be paid to the employees on account of overtime work performed after 8.00 p.m. during the operation of the general one-shift work allowance

Transport and Dinner Allowance Rs. 300/-

If an employee works from 5.00 p.m. to 8.00 p.m., such employee would be eligible to obtain food upto the value of Rs. 65/= per day from the canteen.

It was agreed that during night shift, workers in Stores, N.C. Section and Technology Section would be utilized in other areas of production work depending on the requirements and workers agreed to this condition in order to earn the shift allowance.

In the event of the necessity to change the present shift timings, it was agreed that the union and management would discuss and arrive at different shift timings without increase to the present shift allowance.

13. An employee could purchase paints only upto the extent of his basic salary of one month on the following basis per year:

(i)	for the 1st 20 Itrs. Of paint	-	50% discount.
(ii)	for the remainder of paint purchases	-	40% discount.

14. Productivity improvement in all areas.

It was decided that the Management and Union will continue to strive to improve productivity.

15. The Union and its members shall co-operate with the Company in the maintenance of discipline, avoidance of waste, maintenance of safe working conditions, improvement of quality of productivity and securing efficiency in such manner as to augment the competitive strength of the Company.
16. The Union and its members agree that during the period of this Agreement, they shall not seek to change or vary the terms of employment and shall not resort to any Trade Union action or any matter covered herein.

If Trade Union action is to be taken on any matter, not covered by this Agreement, the Union shall give written notice of 14 days to the Employer to enable a settlement of the underlying dispute. Any breach of this Clause shall entitle the Employer to repudiate this Agreement forthwith.

In witness whereof, parties have set their hands on this 30th Day of December Two Thousand Twenty Two

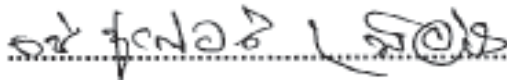
For & on behalf of
CAUSEWAY PAINTS LANKA (PVT) LIMITED.


HEMANTHA LANKARATHNA
HEAD OF HR

For & on behalf of
SAMASTHA LANKA WELANDA HA
KARMANTHA KAMKARU SANGAMAYA


H. A. PIYADASA
GENERAL SECRETARY


AMIT KUMAR KHEMKA
COUNTRY HEAD
FINANCE, COMMERCIAL & LOGISTICS


J.A. DE SILVA
PRESIDENT - BRANCH UNION

Witness:

Name: Kushan Amarasinghe

Designation: National operations Manager

Signature: [Signature]

Witness:

Name: P. M. R. Gunarajana

Designation: [Signature]

Signature: [Signature]

Witness:

Name: Emanga Hettiaratchi

Designation: ER Manager

Signature: [Signature]

Witness:

Name: P. U. S. N. Fernando

Designation: [Signature]

Signature: [Signature]

ANNEXURE 01

SUMMARY OF PRODUCTIVITY TARGET FOR FACTORY WORKERS

1. SOD WB Section

Average Batch Size	=	850 Ltr (batch size vary from 400Ltr - 1000 Ltr.)
Number of Batches per day	=	8 batches
Total Section Volume	=	5600Ltr
Total Manpower Involvement	=	9
Water Based Section Productivity	=	75 Ltrs / Man hour

SOD WB Section			
Processing	Processing Operators (Grinding + Tinting)	5	Operators
	Average Batch Size	850	Ltr
	No. of batches per processing machine	5	batches
	No. of batches Tinting/Adjustment	4	batches per tinterman
	No. of processing machine per day	1.5	machines
	No. of batches to be completed per day	8	batches

Packing	Packing Operators	4	Operators
	Average Batch Size	850	Ltr
	No. of batches per packing machine	3 to 5	batches based on the **WB SKU Plan
	No. of packing points per day	2	packing points
	No. of batches to be completed per day	6 to 10	batches
	Box Preparation	0.25	Operators
Overall Section	Average Daily Section Output	5600	Ltr
	Total Operators	9.25	Operators
	Productivity of the section	75	Ltrs/Man Hours

**** WB SKU Plan** is defined as per below.

Scenario	1L	4L	10L/20L	No. of Packs	Volume (Ltr)
1	1700	-	-	1700	1700
2	-	850	-	850	3400
3	-	-	425	425	4250
4	500	300	170	970	3400
5	850	425	-	1275	2550
6	500	425	100	1025	3200

2. SOD SB Section

Average Batch Size	=	850 Ltr (batch size vary from 400 Ltr - 1200Ltr)
Ball Mill Batch Size	=	1500 - 3200 Ltr
Number of Batches - Dyno Mill /Super Mill	=	3 - 4 batches
Total Section Volume	=	5950Ltr
Total Manpower Involvement	=	15.5 nos
Solvent Based Section Productivity	=	48 Ltrs / Man hour

Solvent Based Section			
Processing	Processing Operators (Grinding + Tinting)	8	Operators
	Average Batch Size	850	Ltr
	No. of batches per processing machine	3 to 4	no. of batches depending on the packing or daily requirements
	No. of processing machine per day	1 to 7	depending on the packing requirement or daily requirements
	No. of batches to be completed per day	4 to 14	depending on the packing requirement or daily requirements

Packing	Packing Operators	7	Operators
	Average Batch Size	850	Ltr
	No. of batches per packing machine	1 to 4	no. of batches based on the **SB SKU Plan or daily requirements
	No. of packing points per day	3.5	packing points
	No. of batches to be completed per day	4 to 14	no. of batches based on the **SB SKU Plan or daily requirements
	Box Preparation	0.5	operators
Overall Section	Average Daily Section Output	5950	Ltr
	Total Operators	15.5	Operators
	Productivity of the section	48	Ltrs / Man Hours

Zn Phosphate packing volume will be considered as 1500Ltr in 4Ltr packs within 8hr shift. If there is mix pack without 4Ltr, the packing volume is 750Ltr within 8hr shift.

****SB SKU Plan** is defined as per below.

Scenario	200 ML	500 ML	1L	4L	No. of Packs	Volume (Ltr)
1	-	-	850	425	1275	2550
2	-	-	-	850	850	3400
3	200	600	800	175	1775	1840
4	200	600	850	150	1800	1790
5	1800	-	-	-	1800	360
6	-	1800	-	-	1800	900

3. **TDS Section.**-

Total Section Volume	= 26540 Ltr
Total operators	= 14
Total Productivity of TSD section	= 237 Ltrs / Man Hrs

TDS Section			
Water Based Processing & Packing	Processing & Packing Operators	8	Operators
	Batch Size	2000 - 6200	Ltr
	No. of batches per processing machine per day	2 to 4	no. of batches depending on the batch size
	No. of processing machine per day	1.5	TSD machines
	No. of packing machine per day	1 to 2	Machines
	No. of batches per packing machine per day	2 to 4	no. of batches depending on the batch size
	No. of batches to be completed per day	3 to 5	depending on the packing requirement or daily requirements
	Average Water Based production Output	11700	Ltr
Filler Processing & Packing	Processing & Packing Operators	6	Operators
	Batch Size	1200 - 2000	Ltr
	No. of batches per processing machine per day	4 to 06	no. of batches
	No. of packing machine per day	2 to 03	Machines
	No. of batches per packing machine per day	4 to 06	no. of batches
	No. of processing machine per day	2.5	1.5 TSD machines + 1
	No. of batches to be completed per day	11 to 14	Batches
	Average Filler Production Output	14840	Ltr
Overall Section	Average Daily Section Output	26540	Ltr
	Total Operators	14	Operators
	Productivity of the section	237/=	Ltrs / Man Hours

4. WB WDFN Section .–

Total Section Volume = 2700 Ltr
 Total operators = 7.5
 Total Productivity of TSD section = 45 Ltrs / Man Hrs

WDFN Section			
Processing & Packing	Processing Operators (Processing + Tinting)	1.5	Operators
	No. of batches per processing machine per day	0.5	Machines
	Packing Operators	6	Operators (DB2K - 4nos, WDFN - 2 nos)
	Batch Size	200 - 1000	Ltr
	No. of batches per processing machine	2 to 4	no of batches depending on the batch size
	No. of processing machine per day	1.5	TSD machines
	No. of volume of WDFN/WPCC output per packing machine	800 - 1000	Ltr
	No. of volume of DB2K output per packing machine	1800 - 2000	Kg
	No. of batches to be completed per day	3 to 6	Batches
Overall Section	Average Daily Section Output	2700	Ltr
	Total Operators	7.5	Operators
	Productivity of the section	45	Ltrs / Man Hours

5. Raw Material (RM) Stores & Packing Materials (PM) Stores .–

Raw Material Stores - 5.5 batches (Batch size: 850Ltr) should be issued by a person and also unloading & staking the RMs or PMs received from the suppliers as per the instruction given with a proper manner. Required skilled operator will be allocated for raw materials identification, storing & issuing.

Packing Material Stores - All the received packing materials should be unloaded and stored in the proper location of the packing material stores & the plant requirement to be issued on time with proper documentations.

Support to all other departments (specially production) to improve the productivity by working as a team.

6. **QC Department.**— Corporate & assist production floor & laboratory to test & complete all days' batches with 4.5 member team.

- WB & SB Sections - minimum 14 batches within 8hr
- DTS Bases checking - minimum 5 batches within 8hr
- TSD Section Checking (14 nos. - Filler & 2nos. - B White) within 8hr - 16 batches

Support to all other departments (specially production) to improve the productivity by working as a team.

7. **Distribution Department.**— Loading, Picking & Unloading 3600 Ltr (excluding above 4Ltr packs) of finish goods within the shift by one person. Apart from that the below task need to be fulfilled.

- Storing the FGs in a proper manner
- Maintain the FIFO
- Zero handling damaged on FGS
- Clear the production floor materials immediately to continue the production smoothly.

Support to all other departments (specially production) to improve the productivity by working as a team.

8. **Engineering Department.**— All scheduled maintenance to be carried out for all machinery as per instructions without interrupting operation. All small machineray defects to be rectified & repaired within 4 hours.

Support to all other departments (specially production) to improve the productivity by working as a team.

9. **General for All.**—

If there is delay in input for any stages workers must involve in other work specified by the supervisor. Eg. Machine cleaning, cleaning working area, cleaning utensils or work in some other area where services are required.

All operators must clean respective working area & utensils used for production operation in the day within the shift.

All operators shall make sure all equipments & utensils are used in proper manner to ensure smooth operation in the production floor.

In all respective activities must carry out as per the standard specified for products & Services.

The situation beyond employees, control such as scarcity of raw materials, Machine breakdown, *etc.* will not be included when calculating any of the productivity numbers stated in Annexure 01. The negligence of the factory worker/s or willful act/s which caused an impact on the productivity numbers will be taken into consideration for all the productivity calculations.

All targets and conditions stated in Annexure 01 should be applicable for this agreement period and further negotiation can be done in the next Collective Agreement negotiations as per the terms stated in

Hardship allowance

Employee Code	Name of employee	Basic Salary	Monthly Hardship allowance
1213	Perera H.G.B.	45,779.00	2,723.00
1214	Jidavachumara A.	47,092.00	2,881.00
1215	Perera V.T.J.	47,275.00	2,887.00
1216	De Silva L.A.	45,271.00	2,717.00
1217	Penna D.F.J.	44,345.00	2,729.00
1220	Vel S.D.	45,122.00	2,708.00
1221	Silva O.K.C.	45,225.00	2,717.00
1222	Appanamy I.G.M.P.	45,140.00	2,729.00
1223	Fernando W.A.R.S.	45,942.00	2,887.00
1224	Fernando S.S.	45,861.00	2,719.00
1225	Sirajika S.K.J.	45,799.00	2,748.00
1226	Srinanana D.M.	45,109.00	2,707.00
1227	Subaida M.K.	45,142.00	2,709.00
1228	Fernando P.J.J.V.K.	50,402.00	3,325.00
1229	Suruchari A.C.	46,858.00	2,812.00
1231	Fernando W.N.S.	47,119.00	2,828.00
1232	Siva A.B.K.	45,215.00	2,718.00
1233	Soysa L.A.	47,243.00	2,841.00
1234	Siripala S.H.	45,998.00	2,708.00
1235	Fernando W.S.S.	45,706.00	2,710.00
1236	Fernando V.L.A.P.	44,779.00	2,684.00
1238	Penna M.D.C.S.	44,330.00	2,657.00
1239	Ekundayake F.M.M.R.	44,319.00	2,637.00
1240	Laschandra S.A.D.	44,325.00	2,660.00
1241	Barca S.V.P.	44,528.00	2,672.00
1245	De Silva A.T.T.	45,454.00	2,730.00
1246	Penna A.C.	42,807.00	2,553.00
1248	Fernando K.S.	44,337.00	2,700.00
1249	Fernando W.S.	45,097.00	2,701.00
1250	Kandayake K.M.S.K.S.	43,217.00	2,394.00
1251	Penna S.H.W.	47,574.00	2,875.00

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