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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2421/11 – 2025 ජනවාරි 29 වැනි බදාදා – 2025.01.29
No. 2421/11 – WEDNESDAY, JANUARY 29, 2025

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: සාහි/වතු/3/2024.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Kurunegala Plantations Limited (Maintenance & Support Staff), No. 80, Dambulla Road, Kurunegala of the one part and the Inter Company Employees Union, No. 10, Council Lane, Dehiwala of the other part on 19th October, 2023 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.
09th January, 2024.

Collective Agreement No. 4of 2024

Collective Agreement – Maintenance & Support Staff

This Collective Agreement entered into between the Kurunegala Plantations Limited having its registered Office at No. 80, Dambulla Road, Kurunegala of the First Part, and the Inter Company Employees Union of No. 10, Council Lane, Dehiwala of the Second part, made and entered into on the 19th of October 2023 Witnesseth as follows:



1. TITLE.— This Agreement shall be known as the Kurunegala Plantations Limited Collective Agreement for Maintenance & Support Staff.

2. EMPLOYEES COVERED AND BOUND.— This Agreement shall bind the management of the Kurunegala Plantations Limited, whose name is mentioned as first part for and in respect of the categories of employees hereinafter described in Clause 3 hereof.

3. UNION AND EMPLOYEES COVERED AND BOUND.— This Agreement shall cover and bind the aforesaid trade union, hereinafter referred to as the union, and members of the said union who are employed by Kurunegala Plantations Limited, on monthly contract of employment as at the date of signing 19th of October 2023, and in respect of whom salary ranges are prescribed in Schedule I hereon.

4. EARLIER AGREEMENTS.— The provisions of this Agreement shall supersede and replace any earlier Agreements in respect of these categories and shall be deemed conclusive in relation to all terms and conditions. In the event of there being any dispute with regard to the existence of any other term or condition not contained herein, the same shall be resolved by the Commissioner General of Labour in terms of the Industrial Disputes Act, if the matter is not resolved the party of the Second Part shall not be entitled to take trade union action on the basis of the existence of any such alleged term or condition.

5. DATE OF OPERATION AND DURATION.— Subject to any provisions to the contrary, this Agreement shall be effective from 1st August 2023 to 31st July 2026 and shall thereafter continue in force unless terminated by either party giving notice of termination in terms of the Industrial Disputes Act, subject to the condition that no party shall give notice to the other before 31st July 2026.

6. GENERAL TERMS AND CONDITIONS.—

- (i) The revised terms and conditions relating to this Agreement shall only come into force on the 1st August 2023 and shall be deemed to be included in all contracts of employment of those covered by this Agreement with effect from the said date.
- (ii) Any employee enjoying better terms and conditions than what is stipulated in this Agreement shall continue to enjoy same.
- (iii) Grading of employees covered shall be at the discretion of the Employer.
- (iv) Upon completion of 10 years satisfactory service under the same employer, shall be placed on Grade 01, with a minimum of one (1) increment

7. FIRST APPOINTMENT.—

- (i) No person will be recruited to a grade covered by this Agreement unless he/she has required knowledge and experience in the trade.
- (ii) All designations of new recruits should be as specified in Schedule 1 hereof.

8. PROBATION.— On recruitment every employee shall serve a period of probation of not more than six months, subject to the right of the Employer to extend the probationary period for a further period of three months at his discretion for reasons of unsatisfactorily performance, misconduct or other justifiable cause. Confirmation shall be by letter. However, in the event of the probationary period not being extended after the period of 6 months, the employee shall be deemed to be confirmed notwithstanding there being no letter of confirmation. During the period of probation or extended probation the Employer shall have the right to terminate without notice or assigning reasons therefor.

9. ATTENDANCE AT WORK.– Unless otherwise specifically instructed by his Employer and such instructions not being of a permanent nature, an employee shall present himself for work on every day other than a holiday due to him, at the usual starting time and at the usual working place and shall thereafter remain available for work throughout the normal working hours.

10. PROMOTION.–

- (i) Wherever vacancies exist, all other factors being comparable, seniority shall be given preference. The Employers shall advertise internally vacancies where employees covered by this Agreement may have appropriate skills and qualifications to make them eligible.
- (ii) All employees covered by this agreement Upon completion of 10 years satisfactory service under the same employer, shall be placed on Grade 01, with a minimum of one (1) increment.

11. SALARIES

1. The salaries payable to the employees covered and bound by this agreement with effect from 1st August 2023 shall be as follows.

- (i) The present Rs. 5,000/- (15%) paid as Monthly Allowance in par with the Public Enterprises Circular No. 01/2022 shall be included to the basic salary.
- ii. With effect from 1st August 2023, the salaries of all employees in employment shall be increased by five percent (5%) based on last drawn salary, Provided, however in respect of the period 1st August 2023 to 31st October 2023 it is hereby agreed that the said increase will be regarded as national arrears. (without any consequential benefits such as EPF, ETF, Overtime *etc.*)
- iii. Employees under this agreement are eligible to receive bonuses/incentives give by th Kurunegala plantations limited or under the guidelines issued by Treasury / Relevant Authorities.
- iv. It is agreed that any salary increases/ Allowance granted by the Government within the period of 1st August 2023 to 31st July 2026 will be applicable to employees covered by this agreement.
- v. Employees who reach the maximum salary point depicted in the scales will continue to receive annual increments if they continue to remain within the same category.
- vi. In terms of the above salary revision, the salary revision applicable will accordingly be revised as per schedule 1 of theis agreement.
- vii. Subject to the provisions set out in clause 6 (i) above, the Kurunegala Plantations Limited covered and bound shall pay the revised salaries in the month of August 2023 with arrears as per clause 11 (i) (ii).

2. STAFF QUARTERS

- (i) With effect from date hereof, Employees covered by this agreement are entitled to a payment in lieu of staff quarters being provided to them, shall receive a payment described below.

Lorry / Tractor Driver	Rs. 1150/-
Car Driver	Rs. 1150/-
Blacksmith	Rs. 1150/-
Carpenter	Rs. 1150/-
Engine Driver	Rs. 1150/-

Welder	Rs. 1150/-
Mechanic / Motor Mechanic	Rs. 1150/-
Electrician / Forman	Rs. 1150/-
Backhoe Operator	Rs. 1150/-
Creche Attendant / CDO	Rs. 1150/-
Pre School Teacher	Rs. 1150/-

(ii) Kurunegala Plantations Limited under take to maintain the staff quarters provided to them on request of relevant employees.

(iii) In the event of any person not occupying a habitable quarters provide by the Employer such person shall be liable to disciplinary action.

12. ANNUAL INCREMENTS

- Annual increments shall be granted automatically on completion of a year's service. The increments will be awarded in accordance with the practice prevailing on each estate. Where increments are awarded on a uniform date to all employees, in the event of an employee being confirmed in service within six months of the date on which increments are awarded, he shall not be entitled to any increment and will become eligible only from the following year.
- An increment may be suspended, stopped or deferred by way of punishment or for general inefficiency, after the employee has been notified or for general inefficiency, after the employee has been notified in writing of such fact, In the case of deferment, the loss of increment shall be continuous, whereas stoppage would be only for the period relevant to the stoppage.
- Revised annual increments shall be paid as stated below to all employees in accordance with the practice prevailing on each estate. (Each year January and July).

	<i>Present</i>	<i>Effective from 2024</i>	<i>Grade 1</i>
Lorry / Tractor Driver	Rs. 350/00	Rs. 450/00	Rs. 550/00
Car Driver	Rs. 350/00	Rs. 450/00	Rs. 550/00
Black smith	Rs. 350/00	Rs. 450/00	Rs. 550/00
Carpenter	Rs. 350/00	Rs. 450/00	Rs. 550/00
Engine Driver	Rs. 350/00	Rs. 450/00	Rs. 550/00
Welder	Rs. 350/00	Rs. 450/00	Rs. 550/00
Pre School Teacher	Rs. 350/00	Rs. 450/00	Rs. 550/00
Mechanic/Motor Mechanic	Rs. 450/00	Rs. 550/00	Rs. 650/00
Electrician/Forman	Rs. 450/00	Rs. 550/00	Rs. 650/00
Backhoe Operator	Rs. 450/00	Rs. 550/00	Rs. 650/00
Creche Attendant/CDO	Rs. 450/00	Rs. 550/00	Rs. 650/00

All employees on completion of 10 years of service shall be palced on Grade 1 as per clause 6 (iv)

13. HOURS OF WORK AND OVERTIME

- The decisions of the relevant Wages Board shall apply.
- If required by his Employer, an employee shall work resonable, overtime which has been authorized by the Employer. Rates of overtime shall be according to the decision of the relevant Wages Board.

14. WEEKLY AND POYA HOLIDAYS

An Employee will be entitled to weekly holidays and half holidays as per the relevant Wages Board decisions.

15. STATUTORY HOLIDAYS

All employees covered by this Agreement will be entitled to the following 8 holidays.

Tamil Thai Pongal Day
National Day
Day prior to Sinhala and Tamil New Year
Sinhala and Tamil New Year day
May Day
Day following Vesak Full Moon Poya Day
Holy Prophet's Birth Day (Milad-Un-Nabi)
Christmas Day

Payment for work on such holidays shall be remunerated according to the relevant statutory rates

16. LEAVE

1. **Annual Leave** - Employees presently enjoying 14 days Annual Leave shall continue to do so. Others will receive annual holidays in accordance with the relevant Wages Board decision applicable to them.
2. **Casual Leave** - All employees shall be entitled in each year to a maximum of seven (7) days Casual Leave with full pay, not more than three (3) days being taken at a time. Casual leave not taken in any one year will not be carried over to the next year.
3. (i) **Sick Leave**- Leave on full pay shall be granted up to a maximum of 21 working days in a year. Sick Leave will be granted up to two days at a time without the submission of a Medical Certificate. For leave of three days and over a medical certificate from an approved Medical Practitioner or Government Hospital shall be considered necessary, subject to the right of the Employer to call for a medical certificate as aforementioned, where he deems it appropriate.
(ii) In the event of an employee not availing himself of his full quota of sick leave, he may carry forward his leave, which he could use in the event of hospitalization, or a prolonged illness in a succeeding year, subject to the condition however that he cannot avail himself of more than 90 working days on that account. Provided however this facility shall not be applicable to those who obtain payment on un-availed Sick Leave According to company policy at the end of each year.
(iii) In the case of an employee whose terms presently permit a higher quantum of sick leave he/she shall be permitted to continue to enjoy such concession as personal to him/her.

4. Maternity Leave

- (i) Maternity leave will be as per the provisions of the Shop and Office Employee's Act. Accordingly, 84 working days of maternity leave will be granted on a live child birth.
- (ii) Additional leave will be granted on half month's salary, upon employee's request, until the age of six months to the infant.
- (iii) Paternity leave of 2 days will be granted to the father of the child.

17. ADMINISTRATIVE TRANSFERS

- i. Transfers not involving hardship In relation to schooling of children or employment of a spouse, will, subject to the exigencies of the services and the requirements of the Employer, be made at the discretion of the Management with one month's notice in writing.
- ii. Transfers from one estate to another which are likely to cause hardship on account of children's schooling or the spouse's employment shall generally be made at the end of the year with three month's notice in writing.
- iii. Employees whose children are sitting for the GCE OL/AL examination for the first time will not be transferred in that particular year
- iv. The transfers of Employees whose children are to be admitted to Grade 01 in School will be Considered.
- v. Transfers from one Plantation District to another, which are likely to cause hardship on account of children's schooling, or the spouse's employment will be considered.
- vi. No employee covered by this Agreement shall be transferred, except on disciplinary grounds, in the last year prior to his retirement.
- vii. Employees whose children are sitting for year 5 scholarship exam will be considered.
- viii. The provisions of sub-clauses (i), (ii), (iii), (iv), (v), (vi) and (vii) above shall not apply to transfers on disciplinary grounds, but the Management shall give reasonable notice, depending on the circumstances of each case.

18 AGE OF RETIREMENT

Unless the letter of appointment specifies a higher retirement age, the age of retirement shall be 60 years and will be applicable to those who are in employment as at the date of signing this Agreement.

19 DISCIPLINARY INQUIRIES

- i. An employee may be suspended without pay by his Employer pending an inquiry on a charge which warrants dismissal or where, in the opinion of the Employer, a breach of the peace, damage to property or disturbance of business need to be avoided. Where an employee is suspended without pay he shall be notified in a general manner of the reasons for such suspension within 3 days of the actual suspension.
- ii. An employee may also be suspended with pay pending a disciplinary investigation and inquiry, where the Management deems that such measure is necessary.
- iii. An employee is entitled to be furnished with a 'show cause' notice setting out the charges of misconduct alleged against him and the employee shall be granted not less than seven (7) clear working days in which to give the answer or explanation. Where necessary the employee may request further time and the Employer shall permit a reasonable amount of time depending on the nature of the charges, but not exceeding a total of 14 working days, other than in exceptional circumstances.
- iv. If the Employer is satisfied with the written explanation, the employee shall be exonerated of the charge or charges and where appropriate he shall be summoned to report back for work. Where the explanation is unsatisfactory, the Employer shall hold a disciplinary inquiry within a reasonable length of time and shall

commence such inquiry within 30 working days from the date on which the explanation to the 'show cause' letter is received. Unless circumstances prevent the employer from doing so.

- v An employee shall be permitted to have a Union member to defend him at the Inquiry. Such representative shall not be a professional. If the employee wishes to have the benefit of a such representation he shall inform the Superintendent of the name of the person defending him at least 48 hours before the inquiry is due to commence. The Superintendent may object to the individual selected., in which event the accused employee may nominate another representative. The failure of an employee to be defended by a representative shall not vitiate the inquiry.
- vi The Employer shall endeavour to give the findings and convey the punishment, if any, within a period of 30 working days from the date on which the inquiry is concluded unless there is justification for the delay. In no case shall the findings be delayed beyond 90 working days from the date of conclusion of the inquiry, save and except in the case of a pending criminal investigation. If no findings are given within 90 working days and the above exception does not apply, the accused employee shall be exonerated of the charges.
- vii Notwithstanding the above provisions, an Employer may, where the circumstances so warrant, terminate an employee summarily. In such event the letter of termination shall set out the reasons for termination, including the justification for summary termination. In such event, the Union may appeal to the Employer or to the appropriate forum.

20 SUSPENSION PENDING DISCIPLINARY INQUIRIES

- i. An employee may be suspended from work without pay for a period not exceeding one month, pending a disciplinary inquiry when there is a prima facie evidence, in the opinion of the Employer, of a charge or charges of misconduct against him. Such suspension shall be in writing.
- ii. Suspension of an employee on the ground referred to in sub-clause (i) above for any period in excess of one month shall be on half pay.
- iii. The provisions contained in sub-clause (i) and (ii) above shall not apply to the suspension of an employee pending inquiries by the Police, by other Public Authorities or Audit Verifications.

21 SUSPENSION AS A MEASURE OF PUNISHMENT

- 1. Punishment for offences in the case of an employee may include suspension, provided however that such suspension shall not exceed fourteen days without pay and shall be in writing.
- 2. Punishment in excess of three days suspension without pay shall only be after a domestic inquiry

22 VARIATION OF TERMS AND CONDITIONS OF EMPLOYMENT AND DISPUTES

- i. Parties hereto agree that during the continuance in force of this Agreement they will not seek to vary, alter or add to any of the terms and conditions of employment except by mutual consent.
- ii. Any employee enjoying a benefit, which is over and above the normal entitlement shall continue to enjoy the same as personal., but this benefit shall not extend to any other employee. The above provision shall not apply to the consumption of electricity, where a limit is fixed for all employees.
- iii. Any dispute or issue of interpretation of this Agreement shall be resolved by reference to the Commissioner General of Labour under the Industrial Disputes Act, and if no settlement could be reached, by voluntary arbitration thereafter.
- iv. It is agreed by and between parties that the Unions, collectively or independently, or their members, shall not resort to any form of trade union action on any matter covered by this Agreement or is connected therewith.

23 DUTY LEAVE

- i. Subject to the approval of their respective Employers, the President and one other office bearer of the Parent Union will be permitted such duly leave as their Union duties require.
- ii. Where any dispute arises with regard to duty leave of the President and the nominated office bearer of the Parent Union, as specified in sub clause (1) above, the Kurunegala Plantations Limited will attempt to effect an amicable settlement between parties.
- iii. By mutual arrangement with the Employer, the Treasurer of the Parent Union shall be allowed twelve days duty leave in any one year.
- iv. By arrangement with their respective Employers, two Vice Presidents of the Union shall be allowed twelve days duty leave which may be shared, on condition that the total leave availed jointly by these two Vice Presidents shall not exceed twelve days in any one year.
- v. By arrangement with their respective Employers, Branch Chairman of the Union shall be allowed twelve days duty leave which may be shared with the respective Branch Secretaries, on condition that the total leave availed jointly by these two Office bearers shall not exceed twelve days in any one year.
- vi. Duty leave shall be granted to one employee per estate selected by the Union to attend seminars and workshops conducted by the union or any other labour related institute on not more than two occasion in a year for a period not exceeding (2) two days.
- vii. Two days duty leave shall be granted to employees selected by the union from each estate on the basis of one representative per estate to attend the delegates session bi-annually.

Part II**1 Amalgamation & Sub Leasing**

The Kurunegala Plantations Limited covered and bound by this Agreement undertakes to discuss with Union to resolve any issues relevant to employees in a situation of amalgamation/ sub leasing of estates/ divisions/ factories prior to such situation. However, the Kurunegala Plantations Limited will continue to be the Employer of such employee.

2 Electricity

100 units Free electricity would be granted to members covered by this agreement irrespective of what they had been enjoying in the past.

Recoveries for any excess usage will be made once in 6 months on the accumulated figure at the rate that costs each estate.

3 Kerosene Allowance

Employer shall provide 25 liters kerosene per mensem to those employees resident on estates/divisions without electricity.

4 Death Grant

- i With effect from the date hereof, on the death of a staff member, the dependents will be paid a sum of Rs.200,000/- as funeral expenses.

- ii The dependents of the deceased staff member will be paid 50% of the sum equivalent to 3 months salary within one month upon the death of the employee and the balance at the time the dependents hand over the staff quarters.
- iii If quarters are not provided to the deceased staff member, the dependents will be paid the sum equivalent to 3 months' salary within one month of the death of the staff member.

5 Medical Aid Scheme

The Employer's contribution will be 10% of the Basic salary to the medical fund

6 Coconut Allowance

The Employer shall provide 40 Coconuts to members of estate staff (including future recruits) at a cost of Rs. 1 per nut irrespective of what they had been enjoying in the past

7 Insurance Scheme

The employer agrees to provide a personal Accident cover insurance scheme covering all staff members employed in estates under their management.

8 Union subscription

- i) The Employer agrees on the written request of an employee to deduct from the wages due to such employee, the current monthly union subscription as specified by the employee to be payable monthly by the employee to the union and remit the amount so deducted to the union by the following month, till such time the employee maintains his request.
- ii) In the event of the union being representative of less than 40% of the employees, no remittance in respect of check-off would be made thereafter.


9 Festival Advance

All employees will be paid a sum of Rs. 15,000/- interest free advance, before two weeks in respect of their festivals, which will be recovered in 10 equal instalments. Any future revision will be on mutual agreement.

INTERPETATION

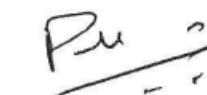
Word	Meaning
Union	means the union referred to as the party of the Second Part in this Agreement
Dispute	shall have the same meaning as in the Industrial Disputes Act.
Employer	means the Kurunegala Plantations Limited
Week	means the period between midnight on any Saturday and midnight on the succeeding Sunday night
Year	means a continuous period of 12 months
Gender	a reference to the masculine gender shall include the feminine as well

In witness whereof the parties aforesaid have hereunto set their hand at Kurunegala on this 19th day of October 2023.

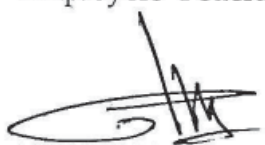

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Dr. S M M Samarakoon
Chief Executive Officer
Kurunegala Plantations Limited


.....
Wasantha Samarasinghe
President
Inter Company Employees Union

Witnesses


.....
D.N.Prasad De Silva
Senior Asst. Director General(Head of Plantations)
Employers' Federation of Ceylon


.....
Kanishka Niroshan
Vice President
Inter Company Employees Union


.....
I.A.Gunawardana
Manager-Human Resource & Administrative
Kurunegala Plantations Limited


.....
H.M.P.Premathilaka
Branch President - KPL
Inter Company Employees Union

SCHEDULE 1

MAINTENANCE & SUPPORT STAFF - SALARY RANGES

	Present Salary	Revised Salary	Annual Increment Range	Gr. 1
Lorry/Tractor Driver	31800/-	36800/00	450/00	550/-
Car Driver	31800/00	36800/00	450/00	550/-
Blacksmith		36800/00	450/00	550/-
Carpenter		36800/00	450/00	550/-
Engine Driver		36800/00	450/00	550/-
Welder		36800/00	450/00	550/-
Pre School Teacher		36800/00	450/00	550/-
Mechanic/Motor Mechanic		36800/00	550/00	650/-
Electrician/Forman		36800/00	550/00	650/-
Backhoe Operator		36800/00	550/00	650/-
Creche Attendant/CDO		36800/00	550/00	650/-

My No: CI/1863

THE INDUSTRIAL DISPUTES ACT - CHAPTER 131

The Collective Agreement entered into between **Dipped Products PLC Plant 3, No.400, Deans Road, Colombo 10** of the one part and the **United Tea, Rubber And Local Produce Workers Union, No.519-2/1, Elvitigala Mawatha, Colombo 05** of the other part on **7th December 2023** 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
09th January 2024

Collective Agreement No. 20 of 2024

THIS COLLECTIVE AGREEMENT made this Seventh day of December Two Thousand and Twenty Three to take effect from the **First day of August Two Thousand and Twenty Three** pursuant to the Industrial Disputes Act between

DIPPED PRODUCTS PLC (PQ60), having its registered office at 400, Deans Road, Colombo 10 (hereinafter referred to as the “Employer”) of the ONE PART

AND

UNITED TEA RUBBER AND LOCAL PRODUCE WORKERS’ UNION a registered Trade Union having its office at 519-2/1, Elvitigala Mawatha, Colombo 5 (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 **DIPPED PRODUCTS PLC PLANT 3 (FORMERLY GROSSART) OPERATIONS ASSISTANTS’ COLLECTIVE AGREEMENT OF 2023**

COLLECTIVE AGREEMENT

This Collective Agreement entered into between Dipped Products PLC, a duly incorporated company bearing registration No. PQ60 having its registered office at 400, Deans Road, Colombo 10, Sri Lanka and hereinafter referred to as “the Employer” and the United Tea Rubber and Local Produce Workers’ Union, a duly registered Trade Union having its registered office at 519-2/1, Elvitigala Mawatha, Colombo 5, Sri Lanka and hereinafter referred to as “the Union”.

Whereas the Union made certain demands of the Employer for the revision of terms and conditions of employment of their members employed by the Employer at Dipped Products Plant 3 (formerly known as Grossart) and the parties have after negotiations arrived at the following Agreement:

1. PARTIES COVERED AND BOUND

The terms of this Collective Agreement shall cover and bind the Employer, the Union and Members of the Union employed on permanent monthly contracts by the Employer at Dipped Products Plant 3 (formerly known as Grossart) as Operations Assistants in the Manual/Operative grades.

2. DURATION

This Agreement shall take effect from the First day of August Two Thousand and Twenty Three and shall, unless otherwise terminated by either party giving two month's written notice to the other, continue to remain in force provided, however, that neither party shall give such notice prior to the Thirty First day of May Two Thousand and Twenty Six, and the Agreement shall not stand terminated prior to the Thirty First day of July Two Thousand and Twenty Six.

3. SALARIES

The salary scales applicable to Employees covered and bound by this Agreement and hereinafter referred to as Employees, with effect from 1st August 2023 shall be as set out in Schedule I hereto.

- a) To ascertain the monthly salary payable to an Employee with effect from 1st August 2023 a sum of Rs.7,000/- will be added to the salary paid to such employees as at 31st July 2023.
- b) With effect from 1st August 2024 the monthly salaries of employees will be revised and a sum of Rs.6,000/- will be added to the salary paid to such employees as at 31st July 2024.
- c) With effect from 1st August 2025 the monthly salaries of employees will be revised and a sum of Rs.5,500/- will be added to the salary paid to such employees as at 31st July 2025.

4. ANNUAL INCREMENTS

The annual increments provided in each grade of the scales of consolidated wages in Schedule I hereto 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 -

- i) deferred, the loss of increment shall be continuous throughout the year;
- ii) stopped, the loss of increment shall only be for the period of stoppage during the year;
- iii) 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 an 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.

5. PRODUCTIVITY BONUS SCHEME

Subject to the Productivity Bonus Rate being revised with effect from 1st August 2023, 1st August 2024 and 1st August 2025, the current Productivity Bonus Scheme and Attendance Bonus Schemes will continue to be effective in the following manner:

a) The productivity bonus rate per man hour will be computed as follows;

i) For **General Shift Employees**

$$\frac{\text{Equivalent Grade 1 pairs of Sorted Gloves} \times \text{Productivity Bonus Factor}}{\text{Actual Man Hours}}$$

ii) For **Shift Employees - Non-Production**

$$\frac{\text{Equivalent Grade 1 pairs of Sorted Gloves} \times \text{Productivity Bonus Factor}}{\text{Actual Man Hours}} \times 1.05$$

iii) For **Shift Employees - Production**

$$\frac{\text{Equivalent Grade 1 pairs of Sorted Gloves} \times \text{Productivity Bonus Factor}}{\text{Actual Man Hours}} \times 1.10$$

iv) For **Shift Keymen - Production**

$$\frac{\text{Equivalent Grade 1 pairs of Sorted Gloves} \times \text{Productivity Bonus Factor}}{\text{Actual Man Hours}} \times 1.15$$

v) For **General Shift Keymen**

$$\frac{\text{Equivalent Grade 1 pairs of Sorted Gloves} \times \text{Productivity Bonus Factor}}{\text{Actual Man Hours}} \times 1.10$$

- b) Productivity rate tables applicable for unsupported glove operation, supported glove operation and finishing section (chlorination) operation are set out in Schedule II. General shift employees would be covered under the rate table applicable for the unsupported glove operation.
- c) On weekly holidays, Mercantile holidays and Poya days the employees shall receive a special payment equivalent to 2 ½ times the hourly rate applicable to the given employees. Further, the actual hours an employee works on such days shall be considered for the computation of the Productivity Bonus to that individual employee.
- d) Each employee will be paid the legally entitled overtime. If the payment computed under the Productivity Bonus Scheme in a given month is more than the amount due as overtime such employee would also receive the difference between the two amounts as Productivity Bonus.
- e) If for whatever reason due to a drop in production in a particular month the payment computed under the Productivity Bonus Scheme is less or equal to the overtime entitlement in such month, the employee will not be entitled to any payment under the productivity bonus scheme.

6. OVERTIME

Both parties agree that due to the 24 hours x 7 days nature of the operations a reasonable amount of overtime work by employees is unavoidable. However, the parties agree that the Employer shall put in place systems and controls to achieve the following:

- a) To minimize the actual number of hours of work to be performed as overtime work on normal working days to not exceed 24 hours per employee per month except with the mutual agreement of both parties depending on exigencies of factory operations.
- b) To equitably distribute as far as practicable the number of hours of overtime work available during a month among all employees attached to the various operational units of the factory. To this end the factory management shall display at the beginning of each month a roster of names detailing the order in which overtime work shall be assigned in each operational unit. An employee refusing to perform reasonable overtime unless for reasons acceptable to the management shall, in addition to being subject to suitable disciplinary action will also be disqualified from receiving any Productivity Bonus Payment for the month. Provided, however, any Employee who has performed overtime as stipulated in (a) above, will not be subject to any deduction pertaining to payment of the Productivity Bonus due to such Employees. The amounts due to the disqualified employees will be distributed proportionately among the balance employees,

7. SUSPENSION

- (i) An employee may be suspended from work without pay by his Employer :-
 - a. Pending an inquiry to be held by such 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 the business of the Employer.
 - c. As a punishment for misconduct for a period not exceeding seven (7) working days after due inquiry.
- (ii) At the time of suspension under sub-clause (1) (a) or within forty eight (48) 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 7 hereof.

8. DISCIPLINARY ACTION

Where the Employer proposes to proceed against an Employee then -

- (i) irrespective of whether an employee has been suspended under Clause 7 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 which shall give the Employee not less than Seven (7) clear working days in which to give the answer or explanation to the charge or charges preferred.
- (ii) 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 the basic wages due for the period of such suspension.
- (iii) 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.
- (iv) 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 an 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.

(v) 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 7(1)(c) hereof be paid the basic wages 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; OR
- 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; OR
- 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 the 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.

vi) 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 or for reasons beyond the control of the Employer, 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) working days from the date of such suspension and to his full remuneration for the period of suspension in excess of thirty (30) working days up to the date on which the Employer makes an order under paragraphs (a) to (c) of the preceding sub-clause, irrespective of the outcome of the inquiry.

vii) in any case where an Employee is suspended as provided for herein, the Employer shall make an order under paragraphs (a) to (c) of sub-clause (v) within ninety (90) days of the date of suspension of the Employee unless he is prevented from doing so 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.

viii) the Employer shall not be required to hold an inquiry as referred to in sub-clauses (iii) and (iv) 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 14 working days after receipt of the Employee's explanation shall not be material or relevant.

9. WARNING

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.

10. PRODUCTIVITY IMPROVEMENT AND ELIMINATION OF WASTE

The employees and the Union commit their fullest co-operation to the Employer to enhance productivity levels in the factory and minimize waste in all forms in the mutual interest of preserving the future of Dipped Products PLC through the programmes conducted under the Dipped Products productivity improvement schemes. In the event the business exigencies require, Employees agree to consider alternate work arrangements. The Management agrees to keep the Union advised of any alternate work arrangements.

11. VARIATION OF TERMS & CONDITIONS

The Employer and the Union agree that during the pendency 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, other than by mutual Agreement.

12. TRADE UNION ACTION

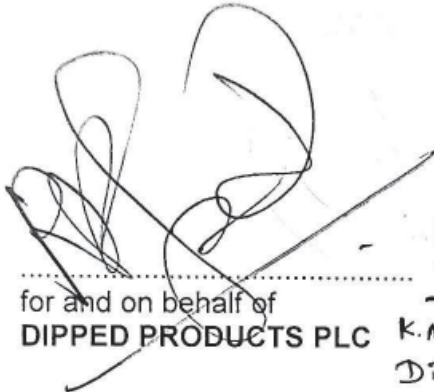
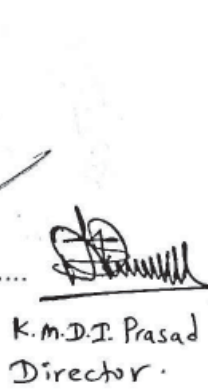
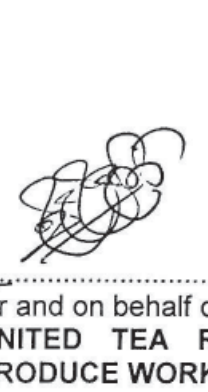
The Trade Union and the employees further agree that they shall not during the pendency of this Agreement make any demands for wage increases or related allowances/payments of any form.

13. DISPUTE SETTLEMENT PROCEDURE

In the event of any industrial dispute that may arise on a matter not covered by this Agreement, parties shall endeavour to have it settled by following the dispute resolution procedure set out below:

- a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the Union to the Employer, and at least two weeks given for the Employer to resolve the dispute;
- b) If no satisfactory solution is found, the matter should be referred to the Parent Union and the Employers' Federation of Ceylon (EFC) for the purpose of attempting to resolve the dispute;
- c) In the event of non-resolution of the dispute at Stage (b) above, parties agree to resolve the relevant dispute in accordance with the conciliation proceedings in terms of the provisions of the Industrial Disputes Act;
- d) In the event of a failure of conciliation proceedings in terms of the Industrial Disputes Act, the Union agrees that it shall give 07 days written notice, prior to engaging in any trade union action.

In witness hereof parties have hereunto set their hands on this **Seventh (7th)** day of
December Two Thousand and Twenty Three (2023) at Colombo.

		
for and on behalf of DIPPED PRODUCTS PLC	K.M.D.T. Prasad Director	for and on behalf of UNITED TEA RUBBER & LOCAL PRODUCE WORKERS' UNION

Name: Pushpika Janadheera

Name: U C Perera

Designation: Managing Director

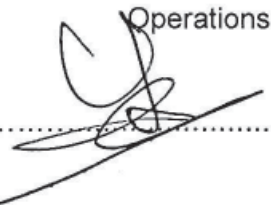
Designation: Co-Secretary

WITNESSES

1. 

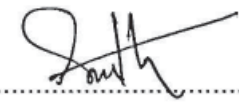
Name: S A N Pushpakumara.

Designation: General Manager -
Operations

2. 

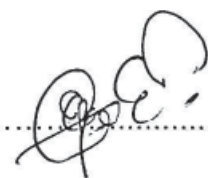
Name : W T C Kumara

Designation : Deputy General Manager -
Operations

1. 

Name: B M S Udayasiri

Designation: President – Branch Union

2. 

Name: S M A N Sandanayake

Designation: Secretary – Branch Union

Schedule I

WAGE SCALES APPLICABLE TO DPL - PLANT 03 (FORMERLY GROSSART) OPERATIONS ASSISTANTS WITH EFFECT FROM 01 AUGUST 2023

Stage	U SK		S SK		SK	
1	17,500.00	199 x 75.00	17,800.00	199 x 100.00	18,300.00	199 x 125.00
2	17,575.00		17,900.00		18,425.00	
3	17,650.00		18,000.00		18,550.00	
4	17,725.00		18,100.00		18,675.00	
5	17,800.00		18,200.00		18,800.00	
6	17,875.00		18,300.00		18,925.00	
7	17,950.00		18,400.00		19,050.00	
8	18,025.00		18,500.00		19,175.00	
9	18,100.00		18,600.00		19,300.00	
10	18,175.00		18,700.00		19,425.00	
11	18,250.00		18,800.00		19,550.00	
12	18,325.00		18,900.00		19,675.00	
13	18,400.00		19,000.00		19,800.00	
14	18,475.00		19,100.00		19,925.00	
15	18,550.00		19,200.00		20,050.00	
16	18,625.00		19,300.00		20,175.00	
17	18,700.00		19,400.00		20,300.00	
IS	18,775.00		19,500.00		20,425.00	
19	18,850.00		19,600.00		20,550.00	
20	18,925.00		19,700.00		20,675.00	
21	19,000.00		19,800.00		20,800.00	
22	19,075.00		19,900.00		20,925.00	
23	19,150.00		20,000.00		21,050.00	
24	19,225.00		20,100.00		21,175.00	
25	19,300.00		20,200.00		21,300.00	
26	19,375.00		20,300.00		21,425.00	
27	19,450.00		20,400.00		21,550.00	

Schedule I (Contd)

28	19,525.00		20,500.00		21,675.00	
29	19,600.00		20,600.00		21,800.00	
30	19,675.00		20,700.00		21,925.00	
31	19,750.00		20,800.00		22,050.00	
32	19,825.00		20,900.00		22,175.00	
33	19,900.00		21,000.00		22,300.00	
34	19,975.00		21,100.00		22,425.00	
35	20,050.00		21,200.00		22,550.00	
36	20,125.00		21,300.00		22,675.00	
37	20,200.00		21,400.00		22,800.00	
38	20,275.00		21,500.00		22,925.00	
39	20,350.00		21,600.00		23,050.00	
40	20,425.00		21,700.00		23,175.00	
41	20,500.00		21,800.00		23,300.00	
42	20,575.00		21,900.00		23,425.00	
43	20,650.00		22,000.00		23,550.00	
44	20,725.00		22,100.00		23,675.00	
45	20,800.00		22,200.00		23,800.00	
46	20,875.00		22,300.00		23,925.00	
47	20,950.00		22,400.00		24,050.00	
48	21,025.00		22,500.00		24,175.00	
49	21,100.00		22,600.00		24,300.00	
50	21,175.00		22,700.00		24,425.00	
51	21,250.00		22,800.00		24,550.00	
52	21,325.00		22,900.00		24,675.00	
53	21,400.00		23,000.00		24,800.00	
54	21,475.00		23,100.00		24,925.00	
55	21,550.00		23,200.00		25,050.00	
56	21,625.00		23,300.00		25,175.00	
57	21,700.00		23,400.00		25,300.00	
58	21,775.00		23,500.00		25,425.00	

Schedule I (Contd)

59	21,850.00		23,600.00		25.550.00	
60	21,925.00		23,700.00		25.675.00	
61	22,000.00		23,800.00		25.800.00	
62	22,075.00		23,900.00		25.925.00	
63	22,150.00		24,000.00		26.050.00	
64	22,225.00		24,100.00		26.175.00	
65	22,300.00		24,200.00		26.300.00	
66	22,375.00		24,300.00		26.425.00	
67	22,450.00		24,400.00		26.550.00	
68	22,525.00		24,500.00		26.675.00	
69	22,600.00		24,600.00		26.800.00	
70	22,675.00		24,700.00		26.925.00	
71	22,750.00		24,800.00		27.050.00	
72	22,825.00		24,900.00		27.175.00	
73	22,900.00		25,000.00		27.300.00	
74	22,975.00		25,100.00		27.425.00	
75	23,050.00		25,200.00		27.550.00	
76	23,125.00		25,300.00		27.675.00	
77	23,200.00		25,400.00		27.800.00	
78	23,275.00		25,500.00		27.925.00	
79	23,350.00		25,600.00		28.050.00	
80	23,425.00		25,700.00		28.175.00	
81	23,500.00		25,800.00		28.300.00	
82	23,575.00		25,900.00		28.425.00	
83	23,650.00		26,000.00		28.550.00	
84	23,725.00		26,100.00		28.675.00	
85	23,800.00		26,200.00		28.800.00	
86	23,875.00		26,300.00		28.925.00	
87	23,950.00		26,400.00		29.050.00	
88	24,025.00		26,500.00		29.175.00	
89	24,100.00		26,600.00		29.300.00	

Schedule I (Contd)

90	24,175.00		26,700.00		29,425.00	
91	24,250.00		26,800.00		29,550.00	
92	24,325.00		26,900.00		29,675.00	
93	24,400.00		27,000.00		29,800.00	
94	24,475.00		27,100.00		29,925.00	
95	24,550.00		27,200.00		30,050.00	
96	24,625.00		27,300.00		30,175.00	
97	24,700.00		27,400.00		30,300.00	
98	24,775.00		27,500.00		30,425.00	
99	24,850.00		27,600.00		30,550.00	
100	24,925.00		27,700.00		30,675.00	
101	25,000.00		27,800.00		30,800.00	
102	25,075.00		27,900.00		30,925.00	
103	25,150.00		28,000.00		31,050.00	
104	25,225.00		28,100.00		31,175.00	
105	25,300.00		28,200.00		31,300.00	
106	25,375.00		28,300.00		31,425.00	
107	25,450.00		28,400.00		31,550.00	
108	25,525.00		28,500.00		31,675.00	
109	25,600.00		28,600.00		31,800.00	
110	25,675.00		28,700.00		31,925.00	
111	25,750.00		28,800.00		32,050.00	
112	25,825.00		28,900.00		32,175.00	
113	25,900.00		29,000.00		32,300.00	
114	25,975.00		29,100.00		32,425.00	
115	26,050.00		29,200.00		32,550.00	
116	26,125.00		29,300.00		32,675.00	
117	26,200.00		29,400.00		32,800.00	
118	26,275.00		29,500.00		32,925.00	
119	26,350.00		29,600.00		33,050.00	
120	26,425.00		29,700.00		33,175.00	

Schedule I (Contd)

121	26,500.00		29,800.00		33.300.00	
122	26,575.00		29,900.00		33.425.00	
123	26,650.00		30,000.00		33.550.00	
124	26,725.00		30,100.00		33.675.00	
125	26,800.00		30,200.00		33.800.00	
126	26,875.00		30,300.00		33.925.00	
127	26,950.00		30,400.00		34.050.00	
128	27,025.00		30,500.00		34.175.00	
129	27,100.00		30,600.00		34.300.00	
130	27,175.00		30,700.00		34.425.00	
131	27,250.00		30,800.00		34.550.00	
132	27,325.00		30,900.00		34.675.00	
133	27,400.00		31,000.00		34.800.00	
134	27,475.00		31,100.00		34.925.00	
135	27,550.00		31,200.00		35.050.00	
136	27,625.00		31,300.00		35.175.00	
137	27,700.00		31,400.00		35.300.00	
138	27,775.00		31,500.00		35.425.00	
139	27,850.00		31,600.00		35.550.00	
140	27,925.00		31,700.00		35.675.00	
141	28,000.00		31,800.00		35.800.00	
142	28,075.00		31,900.00		35.925.00	
143	28,150.00		32,000.00		36.050.00	
144	28,225.00		32,100.00		36,175.00	
145	28,300.00		32,200.00		36,300.00	
146	28,375.00		32,300.00		36,425.00	
147	28,450.00		32,400.00		36.550.00	
148	28,525.00		32,500.00		36.675.00	
149	28,600.00		32,600.00		36.800.00	
150	28,675.00		32,700.00		36.925.00	
151	28,750.00		32,800.00		37.050.00	

Schedule I (Contd)

152	28,825.00		32,900.00		37,175.00	
153	28,900.00		33,000.00		37,300.00	
154	28,975.00		33,100.00		37,425.00	
155	29,050.00		33,200.00		37,550.00	
156	29,125.00		33,300.00		37,675.00	
157	29,200.00		33,400.00		37,800.00	
158	29,275.00		33,500.00		37,925.00	
159	29,350.00		33,600.00		38,050.00	
160	29,425.00		33,700.00		38,175.00	
161	29,500.00		33,800.00		38,300.00	
162	29,575.00		33,900.00		38,425.00	
163	29,650.00		34,000.00		38,550.00	
164	29,725.00		34,100.00		38,675.00	
165	29,800.00		34,200.00		38,800.00	
166	29,875.00		34,300.00		38,925.00	
167	29,950.00		34,400.00		39,050.00	
168	30,025.00		34,500.00		39,175.00	
169	30,100.00		34,600.00		39,300.00	
170	30,175.00		34,700.00		39,425.00	
171	30,250.00		34,800.00		39,550.00	
172	30,325.00		34,900.00		39,675.00	
173	30,400.00		35,000.00		39,800.00	
174	30,475.00		35,100.00		39,925.00	
175	30,550.00		35,200.00		40,050.00	
176	30,625.00		35,300.00		40,175.00	
177	30,700.00		35,400.00		40,300.00	
178	30,775.00		35,500.00		40,425.00	
179	30,850.00		35,600.00		40,550.00	
180	30,925.00		35,700.00		40,675.00	
181	31,000.00		35,800.00		40,800.00	
182	31,075.00		35,900.00		40,925.00	
183	31,150.00		36,000.00		41,050.00	
184	31,225.00		36,100.00		41,175.00	

Schedule I (Contd)

185	31,300.00		36,200.00		41.300.00	
186	31,375.00		36,300.00		41.425.00	
187	31,450.00		36,400.00		41.550.00	
188	31,525.00		36,500.00		41.675.00	
189	31,600.00		36,600.00		41.800.00	
190	31,675.00		36,700.00		41.925.00	
191	31,750.00		36,800.00		42.050.00	
192	31,825.00		36,900.00		42.175.00	
193	31,900.00		37,000.00		42.300.00	
194	31,975.00		37,100.00		42.425.00	
195	32,050.00		37,200.00		42.550.00	
196	32,125.00		37,300.00		42.675.00	
197	32,200.00		37,400.00		42.800.00	
198	32,275.00		37,500.00		42.925.00	
199	32,350.00		37,600.00		43.050.00	
200	32,425.00		37,700.00		43.175.00	

Schedule II

Calculation of Equivalent Production

Factors for Sorted Grade 1 Gloves			
Supported Gloves	Plant J	Product Type	Factor
		Paragon	1.00
		Grip-lt	1.17
		Lite-lt	1.63
		Hand-lt	1.87
		Hold-lt	1.98
		Max-lt	1.98
		Ruf-lt	1.98
		Laural	3.30
		In-fin it	4.20
	current standard cycle 100 seconds	Grade 2	0.60

Unsupported gloves	Plant K current chain speed 36/38HZ	311-45.32	1.00	
		611-45.30/32	1.00	
		611T-35/45.29	1.00	
		651-45.31	1.00	
		621-40.30	1.05	
		621-45.30	1.05	
		621-50.30	1.05	
		621-52.30	1.05	
		621-55.30/32	1.05	
		661-40.30	1.05	
		661-45.30	1.05	
		661-50.30	1.05	
		422C-50.31	1.05	
		661T-45.30	1.05	
		691-45.30	1.05	
		Plant L current standard cycle 90-100 seconds	661-40.29/30	1.00
			661-45.30/32	1.00
	661-50.30/32		1.00	
	621-38.30		1.00	
	621-40.30		1.00	
	621-45.30		1.05	
	621-50.30		1.00	
	621-52.30		1.00	
	621-55.30/32		1.13	
	811-28.33	1.15		
Factors for new products will be introduced as and when required				
Factors may change with plant modification. Any such change would be notified to the Union.				

Eligibility

- 1 Need to work for more than 15 days per calendar month,
 2. Total equivalent production must be more than 100,000 of supported and 1,000,000 of unsupported pairs per month,
- Subjected to change, based on operational requirements

Productivity Bonus Scheme (Unsupported)

Eligible Departments		
Plant K	-	Shift
Plant L	-	Shift
Production	-	General
Compound	-	Shift
Compound	-	General
Quality Control	-	Shift
Quality Control	-	General - L S/CHL
Quality Control	-	TSP
QC In House TSP		
Former Mounting & Dispatch		
Laboratory - Quality Assurance - Shift		
Product change		
Training		

Rate Table (Unsupported Glove Operation)

Scheme for low order situation

Cumulative Grade I Production	Sorted Grade 1 Quantity (Pairs/month)	Productivity Bonus Factor
1,000,000	1st 1,000,000	0.35
1,200,000	Next 200,000	0.45
1,400,000	Next 200,000	0.65

Scheme for Normal order situation

Cumulative Grade I Production	Sorted Grade 1 Quantity (Pairs/month)	Productivity Bonus Factor
1,000,000	1 st 1,000,000	0.53
1,100,000	Next 100,000	0.25
1,200,000	Next 100,000	0.30
1,300,000	Next 100,000	0.35
1,400,000	Next 100,000	0.40

1,500,000	Next 100,000	0.50
1,600,000	Next 100,000	0.70
1,700,000	Next 100,000	0.90
1,800,000	Next 100,000	1.10
1,850,000	Next 50,000	1.20
1,900,000	Next 50,000	1.35
1,950,000	Next 50,000	1.50
2,000,000	Next 50,000	1.60

Productivity Bonus Scheme

Plant J [Supported Glove Plant 1 Rate Table

Scope

Plant J 4 groups
Washing
Counting

Incremental Rate Table.

Quantity (Pairs/month)	Productivity Bonus Factor
100,000	3.00
110,000	0.50
120,000	0.60
130,000	0.70
140,000	0.80
150,000	0.90
160,000	1.00
170,000	1.10
180,000	1.20
190,000	1.30
200,000	1.40
210,000	1.50
220,000	1.60
230,000	1.70
240,000	1.80
250,000	2.00
260,000	2.20
270,000	2.40
280,000	2.60

28A

I කොටස: (I) ඡේදය - ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය - 2025.01.29

PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 29.01.2025

For shift Keymen - 1.15 times the rate devived from the above factor

**CHLORINATION KEYMEN
PRODUCTIVITY BONUS SCHEME****Rate Table**

Quantity (Pairs/month)	Productivity Bonus Factor
1,000,000	0.0088
1,100,000	0.0089
1,200,000	0.0090
1,300,000	0.0091
1,400,000	0.0092
1,500,000	0.0093
1,600,000	0.0094
1,700,000	0.0095
1,800,000	0.0096
1,900,000	0.0097
2,000,000	0.0098
2,100,000	0.0099
2,200,000	0.0100
2,300,000	0.0101
2,400,000	0.0102
2,500,000	0.0103
2,600,000	0.0104
2,700,000	0.0105
2,800,000	0.0106
2,900,000	0.0107
3,000,000	0.0108
3,100,000	0.0109
3,200,000	0.0110
3,300,000	0.0111
3,400,000	0.0112
3,500,000	0.0113
3,600,000	0.0114
3,700,000	0.0115
3,800,000	0.0116
3,900,000	0.0117
4,000,000	0.0118

For shift Keymen - 1.15 times the rate devived from the above factor

EOG 01 - 0285