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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

අංක 1775/17 - 2012 සැප්තැම්බර් 14 වැනි සිකුරාදා - 2012.09.14  
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**PART I : SECTION (I) — GENERAL**

**Government Notifications**

**THE WAGES BOARDS ORDINANCE**

**Notification**

WAGES BOARDS FOR THE BISCUIT AND CONFECTIONARY MANUFACTURING TRADE

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

Objections to the aforesaid proposal will be received by the Chairman of the Board until 12.00 noon on 05th October, 2012.

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

V. B. P. K. WEERASINGHE,  
Chairman,  
Wages Board for the Biscuit and  
Confectionary Manufacturing Trade.

Department of Labour,  
Colombo 05,  
12th August, 2012.

SCHEDULE

The decisions made by the Wages Board for the Biscuit and Confectionary (Including Chocolate Manufacturing) Manufacturing Trade and set out in the Schedule to the Notification published in *Gazette* No. 14806 of 14th June, 1968, as varied from time to time, and last varied by the Notification published in *Gazette Extraordinary* No. 1660/35 of 30th June, 2010, shall be further varied by the substitution of the following new part in lieu of part II of that Schedule.

PART II

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

*Classes of workers*

**Class 'A' workers (Skilled)**

(a) Biscuit Manufacturing :

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

(b) Confectionery Manufacturing :

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

**Class 'B' workers (semi-Skilled)**

(a) Biscuit Manufacturing :

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

(b) Confectionary Manufacturing :

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

**Class 'C' workers (unskilled).**

(a) Biscuit Manufacturing :

Workers engaged in the following - Operations connected with the breaking of dough ; Carrying of baked biscuit to and from the cooling rack ; washing and cleaning of trays and containers ; Collecting and arranging cut biscuit ; and any other operations connected with or incidental to Biscuit Manufacturing.

(b) Confectionery Manufacturing :

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

**TABLE I**

***Minimum Rate of Wages for a Month  
For workers in mechanized factories***

Class of workers	1st Year	2nd Year	3rd Year	4th Year	5th Year
Class 'A' workers (Skilled)	Rs. Cts.	Rs. Cts	Rs. Cts	Rs. Cts	Rs. Cts
(a) Biscuit Manufacturing :	10,962.00	11,112.00	11,262.00	11,412.00	11,562.00
(b) Confectionery Manufacturing :	10,962.00	11,112.00	11,262.00	11,412.00	11,562.00
Class 'B' workers (Semi-Skilled)					
(a) Biscuit Manufacturing :	10,542.00	10,667.00	10,792.00	10,917.00	11,042.00
(b) Confectionery Manufacturing :	10,542.00	10,667.00	10,792.00	10,917.00	11,042.00
Class 'C' workers (Unskilled)					
(a) Biscuit Manufacturing :	10,122.00	10,222.00	10,322.00	10,422.00	11,522.00
(b) Confectionery Manufacturing :	10,122.00	10,222.00	10,322.00	10,422.00	11,522.00

**TABLE II**

***Minimum Rate of Wages for a Month  
For workers in non mechanized factories***

Class of workers	1st Year	2nd Year	3rd Year	4th Year	5th Year
Class 'A' workers (Skilled)	Rs. Cts.	Rs. Cts	Rs. Cts	Rs. Cts	Rs. Cts
(a) Biscuit Manufacturing :	10,500.00	10,650.00	10,800.00	10,950.00	11,100.00
(b) Confectionery Manufacturing :	10,500.00	10,650.00	10,800.00	10,950.00	11,100.00
Class 'B' workers (Semi-Skilled)					
(a) Biscuit Manufacturing :	10,080.00	10,205.00	10,330.00	10,455.00	10,580.00
(b) Confectionery Manufacturing :	10,080.00	10,205.00	10,330.00	10,455.00	10,580.00
Class 'C' workers (Unskilled)					
(a) Biscuit Manufacturing :	9,660.00	9,760.00	9,860.00	9,960.00	10,060.00
(b) Confectionery Manufacturing :	9,660.00	9,760.00	9,860.00	9,960.00	10,060.00

## THE WAGES BOARDS ORDINANCE

### Notification

#### WAGES BOARDS FOR THE HOTEL AND CATERING TRADE

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

Objections to the proposed decisions will be received by the Chairman of the Board until 12.00 noon on 05th October, 2012.

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

V. B. P. K. WEERASINGHA,  
Chairman,  
Wages Board for the Hotel and Catering Trade.

Department of Labour,  
Colombo 05,  
10th August, 2012.

#### SCHEDULE

The decisions made by the Wages Board for the Hotel and Catering Trade and set out in the Schedule to the Notification published in *Gazette Extraordinary* No. 34 of 27th April, 1979, as varied from time to time, and last varied by the Notification of the *Gazette Extraordinary* No. 1739/11 of 03rd January, 2012, shall be further varied as follows :-

The minimum rates of wages for time work applicable to the workers specified in Part I, hereto shall be the rates set out in the corresponding entry in Part II.

#### PART I

#### *Class of Workers*

##### **Grade I**

Assistant Room Boy, Cloak Room Attendant, Cloak Room Nanny, Bed Room Labourers, Cleaners, Lounge Labourers, Bed Room (conservancy) Labourers, conservancy Labourers, Office Boy, Office Labourers, Store Labourers, Cycle Orderly, Kitchen Cleaner, Kitchen Helpers, Dish Washers, Kitchen Labourers, Porter, Pantry Boy, Helper, Plate Room Boy, Glass Room Boy, Silver Room Boy, Bar Labourers, Utility Workers, Garden Labourers/Helper, Unskilled Maintenance Labourers.

##### **Grade II**

Room Boy, Housemen, Room Maid, Linen Room Attendant, Room Nanny, Peons, Messenger, Checkers, Bell Boy, Page Boy, Lift Boy, Doorman, Baggage Lift Operators, Pass Lift Operators, Assistant Waiter, Assistant Steward, Bus Boy, Assistant Bar Tender, Assistant Barman, Billiard Marker, Life Guard, Laundry Assistant, Gardener, Pool Attendant, Semi-skilled Maintenance Labourer.

##### **Grade III**

Seamstress, Tailors, Masseurs, Clerk Grade III, Stores Assistant, Driver, Bar Cashiers, Bill Clerk, General Clerk, Personnel Clerk, Snack Bar Cook, Sweet Maker, Assistant Cook, 3rd Kitchen Commis, Assistant Baker, Pantrymen, Cook Grade III, Assistant Bell Captain, Hall Porter, Waiter, Barman, Steward, Bar Waiter, Bar Steward, Security Guard, Guard, Head Gardener, Skilled Maintenance Labourer, Bar Tender.

**Grade IV**

Health Club Receptionist, Clerk Grade II, Assistant Store-Keeper, Stores Clerk, Assistant Night Auditor, Time Keeper, Cardex Assistant Accounts Clerk, Assistant Book Keeper, Cost Clerk, Credit Clerk, Sales Ledger Clerk, Wages Clerk, Typist, Cashier, General Assistant, Personnel Assistant, Assistant Head Cook, 2nd Kitchen Commis, Baker, Section Head Cook, Cook Grade II, Telephone Operator, Receptionist, Bell Captain, Head Porter, Room Service Order Taker, Butler, Head Barman, Head Bar Keeper, Head Waiter, Head Steward, Captain Hostess, Head Pantryman, Tea Maker, Security Leader, Senior Laundry Assistant.

**Grade V**

Floor Supervisor, Linen Room Supervisor, Nurses, Assistant House Keeper, Clerk Grade I, Store-Keeper, Head Accounts Clerk, Shroff, Book-Keeper, Night Auditor, Income Auditor, Stenographer, Chief Clerk, Chief Cashier, Auditor, Purchasing Assistant, Chief Time-Keeper, Kitchen Steward Supervisor, First Kitchen Commis, Head Cook, Staff Cook, Restaurant Cook, Front Office Clerk, Airport Representative, Head Receptionist, Chief Telex Operator, Chief Telephone Operator, Reservation Clerk, Supervisor, Disc-Jockey Manager, Security Shift Leader, Garden Supervisor, Engineering Charge Hand, Swimming Pool Supervisors.

PART II

***The Minimum Rates of Wages for a Month***

<i>Year of Employment within the establishment</i>	<i>Grade I Rs. Cts.</i>	<i>Grade II Rs. Cts.</i>	<i>Class of Workers Grade III Rs. Cts.</i>	<i>Grade IV Rs. Cts.</i>	<i>Grade V Rs. Cts.</i>
1st Year	9,660 00	10,080 00	10,500 00	10,920 00	11,340 00
2nd Year	9,760 00	10,205 00	10,650 00	11,095 00	11,540 00
3rd Year	9,860 00	10,330 00	10,800 00	11,270 00	11,740 00
4th Year	9,960 00	10,455 00	10,950 00	11,445 00	11,940 00
5th Year	10,060 00	10,580 00	11,100 00	11,620 00	12,140 00
6th Year	10,160 00	10,705 00	11,250 00	11,795 00	12,340 00
7th Year	10,260 00	10,830 00	11,400 00	11,970 00	12,540 00
8th Year	10,360 00	10,955 00	11,550 00	12,145 00	12,740 00
9th Year	11,460 00	10,080 00	11,700 00	12,320 00	12,940 00
10th Year	11,560 00	10,205 00	11,850 00	12,495 00	13,140 00

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**THE WAGES BOARDS ORDINANCE**

**Notification**

**WAGES BOARDS FOR THE CINEMA TRADE**

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

Objections to the aforesaid proposal will be received by the Chairman of the Board until 12.00 noon on 05th October, 2012.

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

V. B. P. K. WEERASINGHE,  
Chairman,  
Wages Board for the Cinema Trade.

Department of Labour,  
Colombo 05,  
08th October, 2012.

#### SCHEDULE

The decisions made by the Wages Board for the Cinema Trade and set out in the Schedule to the Notification published in *Gazette Extraordinary* No. 9,961 of 30th March, 1949, as varied from time to time and last varied by the Notification published in *Gazette Extraordinary* No. 1,660/35 of 30th June, 2010, shall be further varied, by the substitution of the following new part for Part I of that Schedule.

#### PART I

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

#### *Class of Workers*

##### **A Non -Clerical**

##### **Un-skilled :**

Advertisement Cart Puller, Advertisement or poster boy, Bathroom boy, car or cycle park attendant, chocolate boy, Cleaner, Cloakroom boy, Cleaner, Conservancy Labourer, Garden Labourer, Gate Keeper, Hall boy, Peon, Sandwich boy, Soft drinks keeper, Unskilled labourer, Usher, Ushertte, Waiter, Watcher (Day) Watcher (Night).

##### **Semi Skilled :**

Assistant Bar-Keeper, Assistant Engine Driver, Checker, Cook Grade II (lower), Re-winder, Telephone Operator, Third Assistant Operator.

##### **Skilled - Grade II**

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

##### **Skilled - Grade I**

Armature winder, Electrician - Grade I, Engine Driver, Film room repairer - Grade I, Head Operator, Tent Maker.

##### **B - Clerical**

##### **Grade III**

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

##### **Grade II**

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

##### **Grade I**

Head Clerk.

##### **Others**

Manager, Assistant Manager.

**Table I**

*Within the Municipal Area*

<i>Class of worker</i>	<i>Minimum Rates of Wages for a month - Year of Employment</i>				
	<i>1st Year Rs. Cts.</i>	<i>2nd Year Rs. Cts.</i>	<i>3rd Year Rs. Cts.</i>	<i>4th Year Rs. Cts.</i>	<i>5th Year Rs. Cts.</i>
<i>A non - Clerical</i>					
Un-skilled	8,850.00	8,950.00	9,050.00	9,150.00	9,250.00
Semi-skilled	9,220.00	9,345.00	9,470.00	9,595.00	9,720.00
Skilled - Grade II	9,740.00	9,890.00	10,040.00	10,190.00	10,340.00
Skilled - Grade I	10,625.00	10,800.00	10,975.00	11,150.00	11,325.00
<i>B - Clerical</i>					
Grade III	9,220.00	9,345.00	9,470.00	9,595.00	9,720.00
Grade II	9,710.00	9,860.00	10,010.00	10,160.00	10,310.00
Grade I Head Clerk	10,325.00	10,500.00	10,675.00	10,850.00	11,025.00
<i>Others</i>					
Manager	10,990.00	11,165.00	11,340.00	11,515.00	11,690.00
Assistant Manager	9,600.00	9,750.00	9,900.00	10,050.00	10,200.00

**Table II**

*Outside the Municipal Area*

<i>Class of worker</i>	<i>Minimum Rates of Wages for a month - Year of Employment</i>				
	<i>1st Year Rs. Cts.</i>	<i>2nd Year Rs. Cts.</i>	<i>3rd Year Rs. Cts.</i>	<i>4th Year Rs. Cts.</i>	<i>5th Year Rs. Cts.</i>
<i>A non - Clerical</i>					
Un-skilled :	8,925.00	9,025.00	9,125.00	9,225.00	9,325.00
Semi-skilled	9,295.00	9,420.00	9,545.00	9,670.00	9,795.00
Skilled - Grade II	9,810.00	9,960.00	10,110.00	10,260.00	10,410.00
Skilled - Grade I	10,695.00	10,870.00	11,045.00	11,220.00	11,395.00
<i>B - Clerical</i>					
Grade III	9,295.00	9,420.00	9,545.00	9,670.00	9,795.00
Grade II	9,295.00	9,445.00	9,595.00	9,745.00	9,895.00
Grade I Head Clerk	10,135.00	10,310.00	10,485.00	10,660.00	10,835.00
<i>Others</i>					
Manager	10,805.00	10,980.00	11,155.00	11,330.00	11,505.00
Assistant Manager	9,375.00	9,525.00	9,675.00	9,825.00	9,975.00

## THE WAGES BOARDS ORDINANCE

### Notification

#### WAGES BOARD FOR PRINTING TRADE

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

Objections to the aforesaid proposal will be received by the Chairman of the Board until 12.00 noon on 05th October, 2012.

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

V. B. P. K. WEERASINGHE,  
Chairman,  
Wages Board for the Printing Trade.

Department of Labour,  
Colombo 05,  
10th August, 2012.

#### SCHEDULE

The decisions made by the Wages Board for the Printing Trade and set out in the Schedule to the Notification published in the *Gazette Extraordinary* No. 9,436 of 21st July, 1945, as varied from time to time and last varied by the Notification in *Gazette Extraordinary* No. 1,660/35 of 30th June, 2010, shall be further varied by the substitution published of the following new part for Part II of that Schedule.

#### PART II

#### *Class of Workers*

##### **Class 'A' worker**

Process Artists, Process Camera Operators, Process Etcher, Process Hands, Litho Artists, Litho and Offset Machine Minders, Rotary Machine Minders, Photographers and Rotagrano Machine Minders, Tin Plate Printers, Film Setters, Lino-type Operators, Monotype Keyboard Operators, Ludlow Operators, Lino-type Mechanics, Printing Mechanics, Process Engravers and Mounters, Process Printers Down, Litho Transfers, Litho Provers, Proof Readers (other than those employed in the production of newspapers).

##### **Class 'B' worker**

Mono-type Caster Operators (Attendants), Super Caster Attendants, Elrod Machine Operators, Compositors, Stone Hands and Imposing Hand, Pressmen, Letter Press Cylinder Machine Minders and Feeders, Silk Screen Machine Operators, Rubber Stamp Makers, Relief Stamp and Dye Stamping Machine Operators, Binders, Binding Machine Operators, Sewing Machine Operators, Folding Machine Operators, Cartoon Cutting and Pasting Machine Operators, Cutters (Hand and Machine), Guillotine Machine Operators, Guiding Machine Operators and Guilders Rulers (Hand and Machine), Stereo Typers Manglemen, Foundrymen, Foundry Plate Casters, Type Casters, Platen Machine Minders (Operating fully automatic machine), Roller Casting (using the Roller Casting gun), Platen Machine Minders (Hand feed), Roller Caster (Hand).

##### **Class 'C' worker**

Foundry Plate Clippers, Foundry Labourers, Rotary Labourers, Packers, Counters and Checkers.



**Class 'D' worker**

Unskilled workers not under 18 years of age.

**Class 'E' worker**

Unskilled workers under 18 years of age.

**Class 'F' worker**

Watchers.

**Basic rate of Wages for a Month for Workers Other than Learners and Apprentices**

<i>Year of Employment within the establishment</i>	<i>'A' Class Rs. Cts.</i>	<i>'B' Class Rs. Cts.</i>	<i>'C' Class Rs. Cts.</i>	<i>'D' Class Rs. Cts.</i>	<i>'E' Class Rs. Cts.</i>
1st Year	10,530.00	10,140.00	9,750.00	9,360.00	8,970.00
2nd Year	10,730.00	10,315.00	9,900.00	9,485.00	9,070.00
3rd Year	10,930.00	10,490.00	10,050.00	9,610.00	9,170.00
4th Year	11,130.00	10,665.00	10,200.00	9,735.00	9,270.00
5th Year	11,330.00	10,840.00	10,350.00	9,860.00	9,370.00
6th Year	11,530.00	11,015.00	10,500.00	9,985.00	9,470.00
7th Year	11,730.00	11,190.00	10,650.00	10,110.00	9,570.00
8th Year	11,930.00	11,365.00	10,800.00	10,235.00	9,670.00
9th Year	12,130.00	11,540.00	10,950.00	10,360.00	9,770.00
10th Year	12,330.00	11,715.00	11,100.00	10,485.00	9,870.00
11th Year	12,530.00	11,890.00	11,250.00	10,610.00	9,970.00
12th Year	12,730.00	12,065.00	11,400.00	10,735.00	10,070.00
13th Year	12,930.00	12,240.00	11,550.00	10,860.00	10,170.00
14th Year	13,130.00	12,415.00	11,700.00	10,985.00	10,270.00
15th Year	13,330.00	12,590.00	11,850.00	11,110.00	10,370.00

**Trade Learners and Apprentices**

<i>Year of Employment within the establishment</i>	<i>'A' Class Rs. Cts.</i>	<i>'B' Class Rs. Cts.</i>	<i>'C' Class Rs. Cts.</i>
1st Year	8,000.00	7,730.00	7,450.00
2nd Year	8,150.00	7,855.00	7,550.00
3rd Year	8,300.00	7,980.00	7,650.00
4th Year	8,450.00	8,105.00	7,750.00
5th Year	8,600.00	8,230.00	7,850.00

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