



ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ ගැසට් පත්‍රය  
අති විශේෂ

**The Gazette of the Democratic Socialist Republic of Sri Lanka**  
**EXTRAORDINARY**

අංක 2426/21 – 2025 මාර්තු මස 03 වැනි සඳුදා – 2025.03.03  
No. 2426/21 – MONDAY, MARCH 03, 2025

(Published by Authority)

**PART I: SECTION (I) – GENERAL**

**Government Notifications**

My No: CI/1903

**THE INDUSTRIAL DISPUTES ACT CHAPTER 131**

THE Collective Agreement entered into between Lanka Island Resorts Ltd - No. 25, Galle Face Center Road, Colombo 03 of the one part and the Employee Council of Lanka Island Resorts Ltd - Bentota of the other part on 30th August 2024 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131 of the Legislative Enactments of Ceylon (Revised Edition 1956).

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

Department of Labour, Labour Secretariat, Colombo 05,  
24th day of January, 2025.



**Collective Agreement No. 36 of 2024**

**COLLECTIVE AGREEMENT BETWEEN LANKA ISLAND RESORTS LIMITED AND  
THE EMPLOYEE COUNCIL**

This Collective Agreement is entered into between, LANKA ISLAND RESORTS LIMITED, a duly incorporated Company having its Registered Office at No 25, Galle Face Center Road, Colombo 3 (hereinafter referred to as the “EMPLOYER”) of the one Part,

And

T11L EMPLOYEES in the Non-Executive grades who are members of the EMPLOYEE COUNCIL OF LANKA ISLAND RESORTS LIMITED, Bentota and whose names are stipulated in schedule one (1) hereof, (hereinafter referred to as “EMPLOYEES”) and who have authorized seven (7) employees, whose names are stipulated in the schedule Two (2) hereof (hereinafter referred to as “The Authorized Bargaining Agents”), to represent their interests, agree and sign on their behalf, of the other Part.

WITNESSETH and it is hereby agreed between the parties as follows:

TITLE: This collective Agreement shall hereinafter be known as the LANKA ISLAND RESORTS LIMITED NON-EXECUTIVE GRADES COLLECTIVE AGREEMENT 2024-2028.

**1. PARTIES COVERED AND BOUND:**

The terms of this Collective Agreement shall cover and bind the Employer, the Employees who are members of the Employee Council employed by the Employer whose names appear in schedule one (1) hereof and the Authorized Bargaining Agents whose names appear in Schedule Two (2) hereof.

**2. DATE OF OPERATION AND DURATION:**

The Agreement shall be effective as from the 1<sup>st</sup> date of April 2024 and shall continue to be in force thereafter unless it is terminated by either party giving one months notice in writing to the other, subject to the proviso that one party hereto shall not give such notice to the other party to commence before 1<sup>st</sup> of January 2028 and such notice shall not expire before 31<sup>st</sup> March 2028,

**3. SALARIES:**

Parties agree that the basic wage of Employees covered by this Agreement shall be revised in the following manner on 1st April 2024 (1<sup>st</sup> Year), 1<sup>st</sup> April 2026 (3<sup>rd</sup> Year).

Service Period	1st Year (LKR)	3rd Year (LKR)
Employees who have completed 01 year and less than 10 years	2000	2500
Employees who have completed 10 years and less than 15 years	3000	3500

Employees who have completed 15 years and less than 20 years	4000	4500
Employees who have completed 20 years and less than 25 years	6000	6000
Emnlovees who have completed 25 years and more	7500	7500

The Employees who have completed a minimum period of one year in service as at 1<sup>st</sup> April 2024 and who are in service as at the date of signing of this Agreement will be entitled to the salary increase granted hereunder. Any condition mentioned herein shall be entitled to the above employees until they are in the active role.

These increases will not be applicable in the event of close down of the hotel partially or fully due to renovation.

**4.ANNUAL INCREMENT:**

The Employer will grant the annual increment based on the Employee’s performance and potential.

Grade	Percentage	Remarks
A+	15%	Outstanding Performer
A	12%	Good Performer
B	10%	Average Performer
C	8%	Poor Performer

Annual increments will be paid on Basic Salary. The above percentages of annual salary increment, and the distribution will be governed by the corporate guidelines.

Employees who are in the active cadre for 31<sup>st</sup> March 2023 will only be considered for the increments.

**5. DEMANDS OF A FINANCIAL NATURE:**

“The Bargaining Agents” and the “Employees” jointly and severally agree that they shall not make any demands of a financial nature or any request in respect of matters covered by the Collective Agreement, during the initial period of coverage of this Collective Agreement and shall not resort to any form of trade union action on such matters during the said period. (The period between 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2028).

**6. LOANS:**

The employer will disburse five loans per month to five suitable employees following the practice hitherto prevailed and the amount of each loan shall not exceed Rs. 50,000/-. Such loans shall be granted only if the particular employee seeking the loan satisfies the eligibility criteria introduced by the employer. It is agreed between the parties that an employee who obtains such a loan shall not be entitled to any salary advance or any other loan including festival loan or financial facility from the employer until such loan is fully settled by the employee. An employee shall request such a loan only once in two years. The loan shall be recovered in 10 monthly installments.

**7. NEW YEAR GIFT (Annual Bonus for staff & executives):**

the employer will pay the annual New Year Gift following the hitherto prevailed practice, depending on the financial performance and profitability of the employer. New Year Gift will be paid as per the company policy. The following terms and conditions are applicable.

7.1 increment of 6% to the amount paid in the previous the year in achieving more than 80% of previous year revenue budget.

7.2 increment of 8% to the amount paid in the previous year in achieving 20% more than the previous year revenue budget.

7.3 increment of 4% to the amount paid in the previous year if the total revenue is less than 80% and more than 50% of the previous year revenue budget.

7.4 No bonus will be paid if the total turnover is 50% below the previous year revenue budget.

7.5 No pay for New year Gift:

(i) Authorized no pay up to 02 months subject to Medical Certificate will be paid and if it exceeds more than 02 months, bonus will be calculated on pro rata basis. Ex: 03 months for approved no pay (bonus amount/12) \*09 months.

(ii) Authorized no pay more than 03 months will not be entitled for New year gift amount

(iii) This policy (No 7.5) (i) & (ii) will not be applicable for those who are enjoying maternity benefits.

(iv) For unauthorized no pay, New Year gift will be paid as follows,

(a) 01 day of unauthorized no pay- 10% will be deducted from the New year gift

(b) 02 days-04 days of unauthorized no pay- 20% will be deducted from the New year gift

(c) 05 days-09 days of unauthorized no pay- 50% will be deducted from the New year gift

(d) 10 days of unauthorized no pay- 100% will be deducted from the New year gift

7.6 New year gift policy is as follows:

(i) Employees who are in the active cadre as at 31<sup>th</sup> December of the previous year will be entitled to a full new year gift amount.

(ii) Employees who are in the active cadre between 01<sup>st</sup> January-30<sup>th</sup> June will be entitled to 50% from the new year gift.

(iii) Employees who are in the cadre between 01<sup>st</sup> July 30<sup>th</sup> September will be entitled to 25% of the New year gift amount.

(iv) Employees who joined after 1<sup>st</sup> October and above will not be entitled to New year Gift.

**8. SALARY ADVANCE:**

The Employer will continue to grant salary advances for employees shall not exceed Rs. 10,000/=. The salary advance shall be recovered in monthly emoluments of the employees in the same month's salary.

**9. FESTIVAL ADVANCE:**

The employer will continue to grant Festival Advance of Rs. 25,000/= once in annually employees those who have completed minimum one - year period and amount to be deducted through eight equal installments. The advance payment will be granted to employees whose religion is Christians on or before the Christmas and same will be granted for non-Christians on or before Sinhala & Hindu new year day. No employee shall be entitled to request advance payment two times a year.

**10. SERVICE CHARGE DURING THE RENOVATION PERIOD:**

The employer agrees to consider for the payment of 75% average service charge for the period Hotel under complete renovation . The average service charge for H1 (April - September) and H2 (October -March) of the previous year will be considered for arriving at the average figure.

**11. DEATH DONATION:**

The hitherto adopted practice regarding the Death Donation will continue. In the event of a death of an employee or family member of an employee, the joint death donation paid by the employer and employees to the employee concerned shall be Rs. 150,000/-. The contribution of the death donation should consist of 40% from the hotel, 40% from the Employee's fund and the remaining 20% shall equally distributed among all employees and recover from the same month's salary. The employer shall provide a vehicle for employees of the department to which the deceased employee was attached to, in order to attend the funeral. The employer agrees that the facility of providing transport shall be applicable for even in the case of a death of an immediate family member of an employee (spouse, children, father, mother, father-in-law. mother-in-law)

**12. MEDICAL (HOSPITALIZATION & OPD FACILITY)**

Employer will continue the existing medical policy of the company, and the employees are entitled to reimburse maximum of LKR. 70,000/- for hospitalization claim upon correct following of the claiming procedure. Employer will continue the OPD medical facility with the limits set for Executives will be LKR 20,600 and non-executive category will be LKR 18000, respectively.

**13. RETIREMENT GIFT.**

Employer agrees to pay an amount of retirement gift of LKR 50,000 to the associate.

**14. PAY AND ALLOWANCES WHILE ON MEDICAL TREATMENT:**

When an Employee is unable to report to work due to prolonged illness supported by a valid medical certificate the Employer agrees to pay him an eligible service charge percentage for a period not exceeding three months.

**15. DISCIPLINARY PROCEDURE:**

The employer agrees to complete disciplinary procedure (including domestic inquiry) within the period of three months subjected to both the parties' commitment.

**16. DISPUTE SETTLEMENT PROCEDURE:**

The employees and the bargaining agents jointly and severally agree not to engage in any form of trade union action with regard to any matter covered by this Collective Agreement. Accordingly, the following agreements have been established between employees and the bargaining agent.

16.1 The Employee Council and its members agree that they will maintain discipline and adhere to the rules and regulations of the Company. Further, the members of the Employee Council agree to extend unconditional support and cooperation to the Management to achieve higher standards of work ethics and create a harmonious industrial relations environment within the organization.

16.2 The Employee Council and its members agree to extend its support to achieve the objectives of the Company and will extend its cooperation to maintain higher standards in the hospitality industry. It is further agreed by the members of the Employee Council that they will not engage in any act or support any initiative which will adversely impact the reputation and image of the Company.

16.3 With regard to matters not covered by this agreement the employees and the bargaining agents agree to the following dispute settlement procedure:

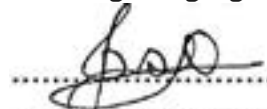
- (a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the Bargaining Agent to the Employer, and at least two weeks' time given for the employer to resolve the dispute.
- (b) If no satisfactory solution is found, the matter should be referred to the Employers' Federation of Ceylon (EFC), for the purpose of attempting to resolve the dispute.
- (c) If after the discussions, the matter cannot be resolved, the conciliatory proceedings under the Industrial Disputes Act No. 43 of 1950 (as amended) should be followed.
- (d) If after conciliation has failed in the Labour Department, the employees wish to take trade Union action, written notice should be given of not less than 14 days by the Bargaining Agents on behalf of the employees who are members of the Employee Relations and Staff Welfare Association to the Employer.

**IN WITNESS HEREOF PARTIES HAVE HEREUNTO SET THEIR HANDS ON THIS THIRTIETH DAY OF AUGUST TWO THOUSAND TWENTY-FOUR**



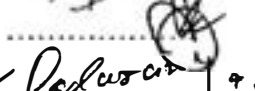
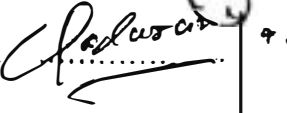
For & Behalf of Lanka Island Resorts Limited  
The Employer,

  
.....  
**SIBI MATHEW**  
General Manager





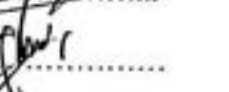

For & Behalf of Employees  
The Bargaining Agent,

  
.....  
**J.A ISURU MADUSHANKA**  
Secretary of the Employee Council



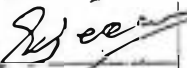



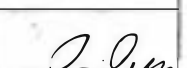












**WITNESSEES:**

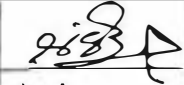



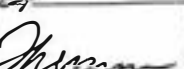
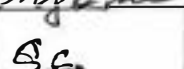
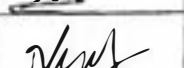
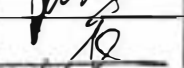
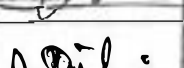






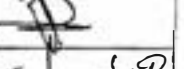

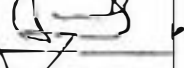
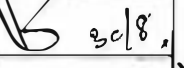

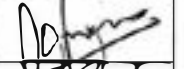


<u>Name</u>	<u>Signature</u>
(1) Megawarna Weerasooriya	
(2) Sridhar Swain	
(3) Jagath Rodrigo	
(4) Maduranga Jayathunga	

**WITNESSES:**


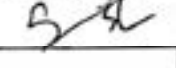


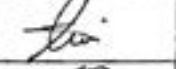

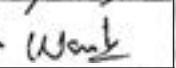
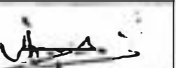

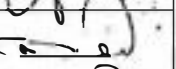

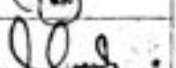
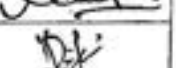
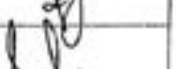





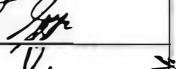
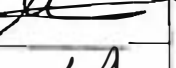
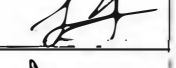

<u>Name</u>	<u>Signature</u>
(1) Samantha S Senavirathna	
(2) K.V.R.J Prasad	
(3) O.W Shantha Kumudu	
(4) A.I Jayasinghe	
(5) C.R Nanayakkara	
(6) Thusitha Weerasckara	

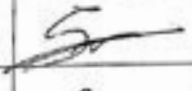
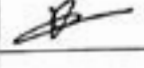

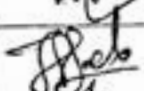
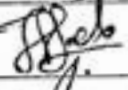
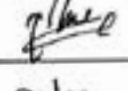
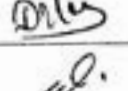
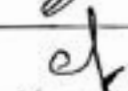



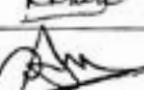

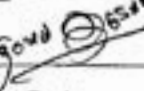
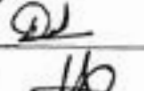






**MEMBERS OF THE EMPLOYEE COUNCIL OF LANKA ISLAND RESORTS LIMITED - BENTOTA**




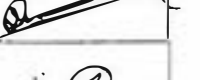

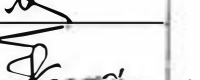
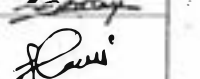

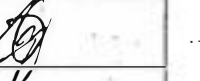
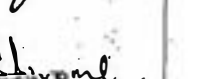
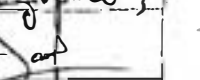
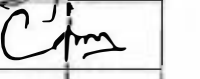
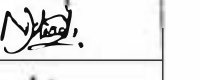

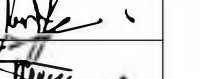


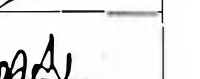


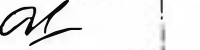


Srl No.	EPF No.	Name	Designation	Department	Signature
1	1397	Ms. S. D. DINUSHA FELICITA SOLANGAARACHCHI	Secretary	Admin	
2	49	MR W.B.S.S FERNANDO	Engineering Supervisor	Engineering	
3	50	MR T W SUJEEWA	Engineering Supervisor	Engineering	
4	127	MR I U ABEYNAYAKE	General Technician	Engineering	
5	392	MR K.V. ROSHAN JANAKA PRASAD	General Technician	Engineering	
6	557	MR.M. A TONY NALINDA	Painter	Engineering	
7	559	MR G.S INDRALAL FERNANDO	Engineering Supervisor	Engineering	
8	695	MR. G. INDIKA SAMPATH	Senior Technician	Engineering	
9	892	MR. JAGATH PRASANNA PATHIRAGE	Boiler Operator	Engineering	
10	1093	MR. S. H. M. SAMAN PRIYANTHA	General Technician	Engineering	
11	1270	Mr. W.A. UPUL DANUSHKA	General Technician	Engineering	
12	1379	Mr. B D RUWAN PRABHATH	General Technician	Engineering	
13	1403	Mr. B. ROSHAN RANGA KUMARA	Mason	Engineering	
14	1562	Mr. W.T.D; SOORIYA JEEWANATHA	Painter	Engineering	
15	1573	Mr. K. DANESHA SAMPATH UPANANDA DE SILVA	Shift Engineer	Engineering	
16	1576	Mr. H.P.D. MAHENDRA NIROSHAN	Carpenter	Engineering	
17	1579	Mr. E. MALINDU PRIYANKARA	General Technician	Engineering	
18	1581	Mr. M.H. NUWAN INDIKA	General Technician	Engineering	
19	1582	Mr. E.A. ROSHAN SUMITH KUMAR	General Technician	Engineering	
20	1610	Mr. PRABATH PRIYADARSHANA WARNASOORIYA	Director of Engineering	Engineering	











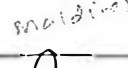



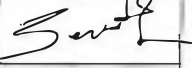

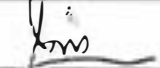
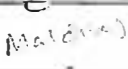

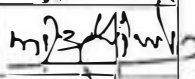



21	1631	Mr. M.D. NISALA GEEMAL	Shift Engineer	Engineering	
22	1632	Mr. U. K. MUDITHA SAMPATH IROSHANA	General Technician	Engineering	
23	1633	Mr. E. A. CHAMILA CHATHURANGA	General Technician	Engineering	
24	1650	Mr. P. ISURU SANJEEWA	General Technician	Engineering	
25	1660	Mr. K. MALINDA CRISHAN PERERA	AC Technician	Engineering	
26	1661	Mr. B.K. SAMAN CHANDANA	Painter	Engineering	
27	46	MR K G SENARATHARACHCHI	Captain	F&B	
28	80	MR M L SERASINGHE	Captain	F&B	
29	105	MR A R WIJESOORIYA	Steward	F&B	
30	106	MR C ROSHAN NANAYAKKARA	Barman	F&B	
31	166	MR M K CHANDANA ARUNA SHANTHA	Captain	F&B	
32	167	MR B A MANOJ DILSHANTHA	Steward	F&B	
33	309	MR SAMANTHA S. SENEVIRATHNA	Restaurant Manager	F&B	
34	310	MR M LALITH THARUPATHI	Assistant Restaurant Manager	F&B	
35	322	MR K P W ARUNA NISHANTHA	Barman	F&B	
36	459	MR A.G SUMITH CHANDANA	Steward	F&B	
37	466	MR N. SOORIYAARACHCHI	Captain	F&B	
38	502	MR K.P AJITH WEERA KUMARA	Steward	F&B	
39	652	MR K.B MANOJ MANCHANAYAKA	Captain	F&B	
40	664	MR. K. MANOJ KANNANGARA	Captain	F&B	
41	686	MR I.D CHANDANA DISANAYAKA	Steward	F&B	
42	749	MR W. CHAMINDA DAMITH SILVA	Assistant Restaurant Manager	F&B	
43	772	MR N.D BIMAL DUSHANTHA	Assistant Restaurant Manager	F&B	



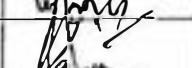



44	782	MR G. SISIL RAJAKUMARA	Steward	F&B	
45	811	MR H. WIPUL SURESH	Steward	F&B	
46	916	MR. W.K NUWAN LASANTHA	Steward	F&B	
47	951	MR. INDIKA SAMPATH WEERASEKARA	Steward	F&B	
48	1004	MR. M.W AMILA PRIYADARSHANA	Steward	F&B	
49	1118	MR. B.G.D. RASIKA PRABATH WIJERATHNA	Steward	F&B	
50	1141	MR. O. RAVINDRA SANATH DESHAPRIYA DE SILVA	Steward	F&B	
51	1163	MS. VIRANGA CHAMIKA AMARASINGHE	Guest Service Associate	F&B	
52	1167	MR. K.V. CHANDANA RUWAN PREMATHILAKA	Steward	F&B	
53	1260	Mr.P.V.RUWAN HEMANTHA	Steward	F&B	
54	1289	Mr.R.D.DUMINDA DAMMIKA AMARAJEEWA	Steward	F&B	
55	1309	Mr.H.M.MADUKA RUSHAN	Steward	F&B	
56	1318	Mr.M. B. MOHAMED RIZLY	Captain	F&B	
57	1332	Mr. K. M. KUSHAN MANJUSRI	Captain	F&B	
58	1346	Mr.JURNIOUS TERRANCE WELSH	Steward	F&B	
59	1407	Mr. M. DINESH SANJAYA SILVA	Steward	F&B	
60	1410	Mr. H. D. ASIRI GEETHANJANA	Steward	F&B	
61	1433	Mr. J. A. ISURU MADUSHANKA	Steward	F&B	
62	1440	Mr. H. D. K. GAYAN GUNASEKARA	Steward	F&B	
63	1453	Ms. A. SEWWANDI NISANSALA FERNANDO	Hostess	F&B	
64	1457	Mr. K.O.K. JANITHA DANUSHKA	Steward	F&B	
65	1458	Mr. L.G. DILRUK SUPUN LAKMAL	Steward	F&B	
66	1498	Mr. W. ERANGA LAKMAL	Steward	F&B	






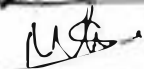

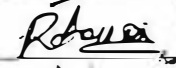
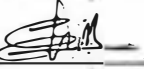
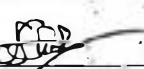

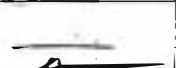


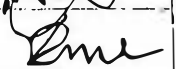
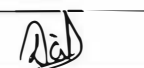
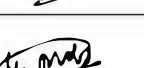
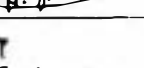
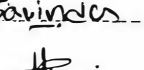
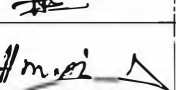


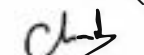
67	1499	Mr. K. RASHMIN PABASARA	Steward	F&B	
68	1608	Mr. T.M. SAJAN DHANANJAYA	Steward	F&B	
69	1642	Mr. M. HARITH CHATHUSANKA DE SILVA	Steward	F&B	
70	1656	Mr.D. ASITHA DHANANJAYA	Steward	F&B	Asitha
71	1667	Mr. K.A. HASITH KAUSHAN	Steward	F&B	
72	28	MS M D SAJKA DILHANI	Finance Executive	Finance	
73	638	MR. AJITH FERNANDO	Finance Assistant	Finance	
74	649	MR THUSITHA WEERASEKARA	Finance Executive	Finance	
75	958	MR. M. DILRUKSHA PERERA	Finance Executive	Finance	
76	1027	MR. CHAMINDA P. PERUSINGHE	Stores Helper	Finance	
77	1128	MR. H.E.M.I SUSANGITH WIMANSA HERATH EKANAYAKE	Assistant Storekeeper	Finance	
78	1293	Mr.K.D.UPUL PUSHPAKUMARA	Finance Executive	Finance	
79	1380	Ms. G K AMALI KANCHANA SILVA	Finance Assistant	Finance	
80	1467	Mr. D. CHIRATH NIMSARA	Stores Helper	Finance	
81	1639	Ms. M. A. RIDMI ISHARA GUNAWARDANA	Finance Assistant	Finance	
82	1652	Mr. R. M. ARUNA LAKSHITHA RATHNAYAKE	Night Auditor	Finance	
83	1665	Mr. D. AMINDA VIDURANGA SILVA	Finance Assistant	Finance	
84	1666	Mr. M. G. DINESH ARAVINDA MALIYADDA	Assistant Manager-Finance	Finance	
85	1677	Mr. K.A.D. DIMUTHU MADUSHAN	Finance Assistant	Finance	
87	81	MR K A WIJEBANDARA	Bell Captain	Front Office	
88	228	MS. W. G. CHANDRIKA	Front Office Executive	Front Office	
89	648	MR C. JANAKANTHA EDIRISINGHE	Bell Captain	Front Office	
90	805	MR S. DAMMIKA ROSHAN	Bell Boy	Front Office	


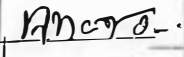








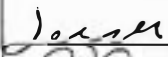
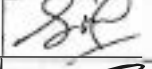

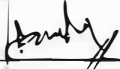








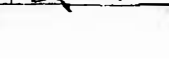
91	893	MS. N.D.T. HIMALI DILUKSH	Telephone Operator	Front Office	
92	923	MR. K. A. SURANGA MAHESH KOLONNE	Assistant Front Office Manager	Front Office	
93	946	MS. W.A NIRUKSHIKA WICKRAMASINGHE	Front Office Executive	Front Office	
94	967	MR. I. K. MAHINDA LAL	Duty Manager	Front Office	
95	1123	MR. H.G JANAKA SAMPATH IROSHANA	Bell Boy	Front Office	
96	1245	Ms.B.A.NILUSHA LAKSHANI WIJewardana	Guest Relations Executive	Front Office	
97	1307	Mr.S.L.D. GAMAGE	Bell Boy	Front Office	
98	1495	Ms. HANSIKA SEWWANDI WEERASEKARA	Guest Relation Officer	Front Office	
99	1553	Mr. W. YASITHA LAKMAL DE MEL	Duty Manager	Front Office	
100	1563	Mr, J.M.D. KRISHAN MADUWANThA JAYAMANNA	Duty Manager	Front Office	
101	1643	Ms. R. M. P. G. SHIROMALI NIRANGIKA	Telephone Operator cum Front Office Associate	Front Office	
102	1646	Mr. E. NUWAN SANJEEWA EGODAGE	Front Office Associate	Front Office	
103	1679	Mr. PATHUM CHANAKA BALASURIYA	Front Office Associate	Front Office	
104	1680	Ms. B.H. RAMESHA NISHADI BUWANAYAKE	Front Office Associate	Front Office	
105	1681	Ms. HASANI MADHAWI UBYEWICKRAMA	Front Office Associate	Front Office	
106	1684	Mr. G.D. NADUN KAVISHKA	Front Office Associate	Front Office	
107	365	MR. K.D. THARANGA PUSHPAJEEWA	Gardner	Horticulture	
108	368	MR.W. A SARATH CHANDRA	Gardner	Horticulture	
109	369	MR M.D. ROSHAN CHRISHANTHA	Gardner	Horticulture	
110	371	MR NALEEN WETTEWA	Gardner	Horticulture	
111	374	MR G.D CHAMINDA	Gardner	Horticulture	
112	397	MR O.G.W KAPILA BUDDIKA	Gardner	Horticulture	
113	398	MR. K. CHANDANA PRIYATHILAKA	Gardner	Horticulture	

114	1018	MR.D. NILUK JAYALAL ABEYAWANSHA	Gardner	Horticulture	
115	1470	Mr. T.K.G. WIJAYASIRI	Horticulture Manager	Horticulture	
116	302	MR. T. D. SARATH WIJERATNA	Senior Housekeeping Supervisor	Housekeeping	
117	378	MR A SRIYANTHA RANASINGHE	Housekeeping - Team Member	Housekeeping	
118	436	MR R PRIYANKARA LENORA	Housekeeping - Team Member	Housekeeping	
119	479	MR W.A.D. URANTHA UDAYA KUMARA	Housekeeping Supervisor	Housekeeping	
120	561	MR D.K. SAMAN PRIYADARSHANA	Housekeeping - Team Member	Housekeeping	
121	573	MR B.H MILTON JAYARATHNA	Housekeeping - Team Member	Housekeeping	
122	631	MR O.W. SHANTHA KUMUDU	Housekeeping - Team Member	Housekeeping	
123	657	MR S.I ROHAN SILVA	Housekeeping - Team Member	Housekeeping	
124	733	MR. P.B.K.N K.WIMALASOORIYA	Housekeeping - Team Member	Housekeeping	
125	751	MR M.D NISHANTHA	Housekeeping - Team Member	Housekeeping	
126	764	MR. R.M.L. KUMARA RATHNAYAKA	Housekeeping Supervisor	Housekeeping	
127	839	MR M. HARSHA CHANDIMAL	Housekeeping - Team Member	Housekeeping	
128	1067	MR. K. SANATH KUMARA DE SILVA	Housekeeping - Team Member	Housekeeping	
129	1119	MR. GAYAN NISHANTHA JAYASINGHE	Housekeeping - Team Member	Housekeeping	
130	1137	MR. K.S. RAVINDRA KUMARA SILVA	Housekeeping Supervisor	Housekeeping	
131	1237	Mr.K.D.SACHITH RUKSHAN RANATHUNGA	Housekeeping - Team Member	Housekeeping	
132	1248	Mr.A.I.JAYASINGHE	Housekeeping - Team Member	Housekeeping	
133	1305	Mr.M.D.B.JINENDRA	Housekeeping - Team Member	Housekeeping	
134	1308	Mr.T.PRIYANGA RUKMAL	Housekeeping - Team Member	Housekeeping	
135	1432	Mr. I. P. DINESH WARNAKULA WEERASINGHE	Housekeeping Executive	Housekeeping	
136	1444	Mr. W. D. CHAMITH SANKALPA	Housekeeping- Team Member	Housekeeping	

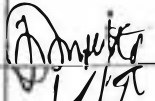
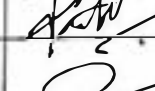
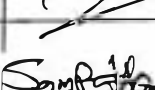


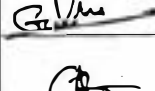
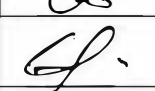
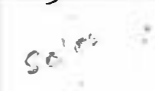

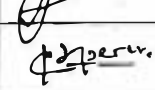
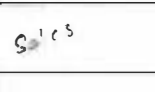
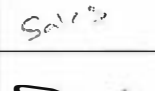

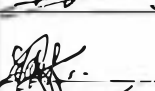

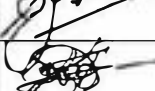

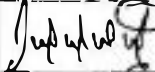




137	1507	Mr. DHAMMIKA SUMEDA PEIRIS	Executive Housekeeper	Housekeeping	
138	1618	Mr. M. H. RASHMIKA PATHUM HETTIARACHCHI	Trainee Room Attendant	Housekeeping	
139	1619	Mr. Y. K. AYESH SANJAYA PATHUM SHANTHA	Trainee Room Attendant	Housekeeping	
140	1622	Mr. W. D. PRASAD ASANKA SENEVIRATHNA	Housekeeping- Team Member	Housekeeping	
141	1644	Mr. K. H. SUJITH DIMUTHU PRIYALAL	Housekeeping- Team Member	Housekeeping	
142	1649	Mr. H. D. MAHESH RANDIKA	Housekeeping- Team Member	Housekeeping	
143	1657	Mr. Y. G. KAVINDU SANJANA YATAWARA	Housekeeping- Team Member	Housekeeping	
144	1658	Mr. THANUSHA THAKSHARA UKWATTA	Housekeeping- Team Member	Housekeeping	
145	1664	Mr. A. K. K. RANJAN	Housekeeping- Team Member	Housekeeping	
146	1668	Mr. R. A. D. NESHAN LAKMINA	Housekeeping- Team Member	Housekeeping	
147	445	MR G.L.U.T SENEVIRATHNA	Utility Worker	HR	
148	454	MR G.C WIKUMPRIYA DE SILVA	Accommodation Supervisor	HR	
149	674	MR E.D NUWAN DARSHANA	Assistant HR Manager	HR	
150	1234	Ms. J.G.H.I. JAYAWARDANA	HR Executive	HR	
151	1567	Mr. W.W.R.W.M.M.H.B. WEERASOORIYA	Director of Human Resources	HR	
152	1682	Mr. NANDUN RANDIKA WICKRAMARACHCHI	Information Systems Manager	Information Systems	
153	57	MR V U SUNIL	Demi Chef De Partie	Kitchen	
154	67	MR A G PRASANNA	Demi Chef De Partie	Kitchen	
155	78	MR H D P R JAYATUNGA	Senior Sous Chef	Kitchen	
156	178	MR D M SAMPATH PRIYANTHA	Commis	Kitchen	
157	340	MR KALINGA LALITH	Sous Chef	Kitchen	
158	345	MR K.A. LALITH KOLONNE	Chef de - Partie	Kitchen	
159	448	MR K.L THUSHARA SAMPATH	Demi Chef De Partie	Kitchen	








160	585	MR R.N DE KUMARATHUNGA	Chef de - Partie	Kitchen	
161	626	MR H. DILEEP SANDAYAKA	Demi Chef De Partie	Kitchen	
162	871	MR. L HEMANTHA	Demi Chef De Partie	Kitchen	
163	952	MR. J. CHAMINDA PRASAD KUMARA SILVA	Commis	Kitchen	
164	954	MR. M. A. BINDULA	Commis	Kitchen	
165	1043	MR. AJITH UDAYANGA HETTIARACHCHI	Commis	Kitchen	
166	1115	MR. G. KAMAL ROHITHA	Demi Chef De Partie	Kitchen	
167	1125	MR. R. JAGATH PRIYANTHA LENORA	Commis	Kitchen	
168	1157	MR. M.A. PALITHA CHANDANA	Commis	Kitchen	
169	1159	MR. U.J. UPUL KUMARA WEERASINGHE	Demi Chef De Partie	Kitchen	
170	1179	MR. P.M. CHAMINDA KUMARA	Chef de - Partie	Kitchen	
171	1257	Mr.N.D.M.MAHI PRIYANKARA NANAYAKKARA	Demi Chef De Partie	Kitchen	
172	1314	Mr.D.AJITH DAMMIKA RANAWAKA	Commis	Kitchen	
173	1326	Mr.GAYAN ABEYTHUNGA	Commis	Kitchen	
174	1426	Mr. Y. BUDDHIKA ISURU DE SILVA	Commis	Kitchen	
175	1429	Mr. ACHALA SAMPATH KANDAGE	Commis	Kitchen	
176	1487	MR. I.B. CHAMINDA CHINTHAKA DHARMADASA	Commis	Kitchen	
177	1494	Mr.K.V.CHARITHA PRIYANJITH	Demi Chef De Partie	Kitchen	
178	1548	Mr. U.R. KUMUDU LAKSMAN	Commis	Kitchen	
179	1559	Mr. M.M.W.S.Y.B. EKANAYAKE	Commis	Kitchen	
180	1560	MR.I. SUMITH DISSANAYAKA	Demi Chef De Partie	Kitchen	
181	1570	Mr.G.H. SANJEEWA SUMUDU PRIYANTHA	Jnr. Sous Chef - Pastry & Bakery	Kitchen	
182	1571	Mr. K.H. SUGATH SENADHEERA	Demi Chef De Partie	Kitchen	

183	1572	Ms. W. DULANJALEE SEWWANDI	Commis	Kitchen	
184	1594	Mr. UDUGAMA KORALALAGE DON ISHILA BHANUKA	Commis	Kitchen	
185	1595	Mr. L. KAVEESH NIMSARA DE SILVA	Commis	Kitchen	
186	1596	Mr. DENETH KAUSHALYA MAHAKUMARA	Commis	Kitchen	
187	1597	Mr. A. K. SADEEP DIWANJANA	Commis	Kitchen	
188	1598	Mr. D. S. MISHAL NIVODA	Commis	Kitchen	
189	1609	Mr. A. VISHWA DINESH NIMSARA	Commis	Kitchen	
190	1617	MR.S.L. ROHANA PUSHPA KUMARA	Demi Chef De Partie	Kitchen	
191	1623	Mr. THAWALAMAGE RUCHIRA BAHNUKA	Commis	Kitchen	
192	1636	Mr. D. P. NISHANTHA SANDARUWAN	Commis	Kitchen	
193	1637	Mr. W. A. ISURU MANOJ KUMARA	Commis	Kitchen	
194	1638	Mr. G. W. THARANGA SAMPATH	Demi Chef De Partie	Kitchen	
195	1641	Mr. DILSHAN MADURANGA ADIKARAM	Commis	Kitchen	
196	1654	Mr. W. VIPULARATHNA DE SILVA	Chef de - Partie	Kitchen	
197	1659	Mr. W.D. PADMA KUMARA WATAWALA	Commis	Kitchen	
198	1663	Mr. W. DILAN DHAMMIKA KUMARA	Commis	Kitchen	
199	1669	Mr.H. MANOJ SANJEEWA DE SILVA	Jr. Sous Chef	Kitchen	
200	1670	Mr. M. SAVINDU MANAHARA	Commis	Kitchen	
201	1671	Mr. N. P. HASHINI SANDUNIKA	Commis	Kitchen	
202	1683	Mr. HIWANDADURA MALINDA DE SILVA	Executive Sous Chef	Kitchen	
206	379	MR G.D VIJITHA KUMARA	Utility Worker	Kitchen Stewarding	
207	381	MR S.A MAHINDA KUMARA	Utility Worker	Kitchen Stewarding	
208	441	MR M.U CHANDIKA PRASAD	Senior Stewarding Supervisor	Kitchen Stewarding	

209	846	MR. M.L DANUSHKA PADMAKUMARA	Stewarding Supervisor	Kitchen Stewarding	
210	949	MR. H. ANURA JAYALAL FERNANDO	Utility Worker	Kitchen Stewarding	
211	950	MR. D.M DAMITH CHAMARA	Stewarding Team Leader	Kitchen Stewarding	
212	984	MR. E. A. PRIYANTHA KUMARA	Utility Worker	Kitchen Stewarding	
213	1328	Mr. C.T. SAMAN KUMARA SILVA	Kitchen Steward	Kitchen Stewarding	
214	1479	MR. DILIP HASHANTHA RUPASINGHE YAPA	Kitchen Steward	Kitchen Stewarding	
215	1556	Mr. R. NIPUNA THISARA	Kitchen Steward	Kitchen Stewarding	
216	160	MS NISHANTHI LIYANARACHCHI	Linen Room Supervisor	Laundry	
217	451	MR T. SAMAN SILVA	Laundry Operator	Laundry	
218	562	MR D.M SIRIPALA	Laundry Team Leader	Laundry	
219	687	MR. R. PRASANNA LENORA	Laundry Operator	Laundry	
220	1002	MR. C.M.P SISIL KUMARA	Laundry Operator	Laundry	
221	1047	MR. H.S CHAMILA ROSHAN FERNANDO	Laundry Team Leader	Laundry	
222	1240	Mr.M.D.SANKA FERNANDO	Laundry Operator	Laundry	
223	1304	Mr.K.C.PRIYADARSHANA	Laundry Operator	Laundry	
224	1373	Mr. J. V. PRIYANTHA KUMARA	Laundry Operator	Laundry	
225	1624	Mr. RASIKA KUMARA MALLUWAWADU	Laundry Manager	Laundry	
226	1635	Mr. S. RAJEEV JAYAWEERA	Linen Room Attendant cum Tailor	Laundry	
227	1640	Mr. S. K. SAMITH ASANKA SILVA	Laundry Attendant	Laundry	
228	1673	Mr. M. L. HARSHA MADUSANKA	Laundry Operator	Laundry	
229	1295	Mr.K.J.N.S.RODRIGO	Materials Manager	Purchasing	
230	1383	Mr. K. MADHAWA MADUSHANKA MENDIS	Material Executive	Purchasing	
231	1613	Mr. N. M. NILUSHA IMANTHA	Purchasing Assistant	Purchasing	



232	55	MR M D A PRIYANTHA	Pool Attentdent	Recreation	
233	793	MR J. CHAMARA KOTTEARACHCHI	Animator	Recreation	
234	909	MR. NIROSHAN DE SILVA	Gym Instructor	Recreation	
235	1215	MR.W.A. KELUM SAMPATH GUNATHILAKA	Pool Attentdent	Recreation	
236	1472	Mr. S.M. MENAKA LALITHA KUMARA DE SILVA	Activity Manager	Recreation	
237	1476	Mr. R.T.N. JANITH CHATHURANGA	Lifeguard	Recreation	
238	1502	Mr. G. GIMHAN KAVINDA	Lifeguard	Recreation	
239	1676	Mr. S. CHAMITH PRIYADARSHANA JAYARATHNA	Lifeguard	Recreation	
240	1090	MR. H.A.D MADURANGA CHATHURDIKA JAYATHUNGA	Revenue Manager	Sales & Reservation	
241	1530	Mr.CHANDIMA CHATHURANGA	Director of Sales & Marketing Taj Bentota & Taj Maldives	Sales & Reservation	
242	1590	Mr. UDAWATTAGE CHALANA PRASAD DE SILVA	Reservation Executive	Sales & Reservation	
243	1606	Ms. D. CHAMALI JEEWAKI PERERA	Reservation Officer	Sales & Reservation	
244	1630	Ms.MELODY ROCHELLE DE ANDREWS	Assistant Sales Manager	Sales & Reservation	
245	1675	Ms. MELISHA ANNA PETERSON	Assistant Sales Manager	Sales & Reservation	
246	338	MR S DEEPAL PANDITAGE	Doorman	Security	
247	432	MR. W.A.P. AMARAJEEWA	Doorman	Security	
248	1024	MR.N. D JANAKA SANJEEWA	Doorman	Security	
249	1480	Mr. ARUNA SANJEEWA LEKAMGE	Security Manager	Security	
250	1484	MR. M. ASANKA SANJAYA KUMARA	Security Supervisor	Security	
251	1505	Mr.K. V. DAMINDA SANATH KUMARASINGHE	Security Supervisor	Security	
252	1546	Mr. R. KUMARA VIRAJ ERANDA	Security Supervisor	Security	
253	1628	Mr. NILANKA PRASAN MUNASINGHE	Security Executive	Security	

254	1655	Mr. K. L. DON AMILA SARANGA	Security Supervisor	Security	
255	898	MS. M. SAROJINI	SPA Therapist	SPA	
256	910	MS. WASANTHA SOBANI AMARASEKARA	SPA Therapist	SPA	
257	962	MR. A. B. GAYAN SAMPATH	Spa Attendant	SPA	
258	1103	MR. W.D DILAN BUDDHIKA GUNATHILAKE	SPA Attendant	SPA	
259	1591	Mr. D.H. SURANGA CHAMI SANDARUWAN	SPA Therapist	Spa	
260	1672	DR. DILAKSHI MAHESHIKA KARUNARATHNA	Ayurvedic Doctor	Spa	

## Schedule Two (2)

**AUTHORIZED BARGAINING AGENTS OF THE EMPLOYEE COUNCIL OF LANKA  
ISLAND RESORTS LIMITED - BENTOTA**

Name	Appointment of the Employee Council	Signature	Date
1. Samantha S Senavirathna	President		30.08.2024
2. J.A Isuru Madushanka	Secretary		30/08/2024
3 K.V.R.J Prasad	Vice President		30.08.24
4. O.W Shantha Kumudu	Assit. Secretary		30.08.2024
5. A.I Jayasinghe	Welfare officer		30.08.24
6. C.R Nanayakkara	Sports Officer		30.08.24
7.Thusitha Weerasekara	Treasurer		30.08.2024

My No.: CI/1874

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Glaxo Wellcome Ceylon Ltd - No. 121, Galle Road, Kaldemulla, Moratuwa of the one part and the Commercial and Industrial Workers' Union - No. 17, Barracks Lane, Colombo 02 of the other part on 02nd May 2024 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

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

Department of Labour, Labour Secretariat, Colombo 05,  
24th day of January, 2025.

Collective Agreement No. 26 of 2024

**Collective Agreement**

This Collective Agreement is entered into between Glaxo Wellcome Ceylon Limited, having its Head Office at No. 121, Galle Road, Kaldemulla, Moratuwa, (hereinafter referred to as the "Company"), and the Commercial and Industrial workers' Union, having its registered office at No. 17, Barracks Lane, Colombo 02 (hereinafter referred to as the "Union") witnesses as follows:

1. The Agreement is made and entered into between the Company and the Union by way of a final and conclusive settlement of the demands made by the Union on 20th October 2022. for the duration of the Agreement. The Agreement shall be binding on the Company. Union and members of the Union who undertake not to seek the variation of any terms, conditions, or benefits during the effective period of this Agreement.
2. The Agreement shall be effective from 1st day of October 2022 to the 30th day of September 2025. The Agreement may be terminated by either party with one months' notice in writing to the other, provided however, that no such written notice can be given by parties prior to 1st April 2025. Any notice of termination given prior to 1st April 2025 shall have no effect whatsoever.
3. The Agreement shall cover and bind all non-executive staff *i.e.* Manual, Supervisory & Clerical staff, employed on monthly contracts of employment at Glaxo Wellcome Ceylon Limited, save and except all Representatives in the Marketing Division and Coordinators and Confidential Secretaries in the Company.
4. The Company agrees to grant a salary increase to the basic salary of all employees covered and bound by the Agreement, on the following basis,
  - \* 15% increase with effect from 1st April 2023
  - \* 9.4% increase with effect from 1st April 2024
  - \* 12% increase with effect from 1st April 2025

All salary increases thereafter shall be as per the table below:

Annual Performance Rating	15(%) Year 2023	9.4(%) Year 2024	12 (%) Year 2025
5	16.50	10.34	13.20
4	15.00	09.40	12 .00
3	13.50	08.46	10.80
2	09.00	05.46	07,20
1	06.00	03.76	04.80

- \* As per the Annual Performance Rating with effect from 1st April 2023  
 \* As per the Annual Performance Rating with effect from 1st April 2024  
 \* As per the Annual Performance Rating with effect from 1st April 2025
5. The Company agrees to increase the amount of the Distress Loan to Rs. 200,000/- to all employees covered and bound by this Agreement with over two years' service, with interest on Rs. 100.000/- on Corporate) interest rate at the time of receiving the loan, and Rs. 100.000/- as an interest - free distress loan. A loan so granted shall be recoverable in thirty- six monthly instalments, or where the employee ceases his/her service with the Company, from the Mercantile Senice Provident Society, if necessary. This will be subject to the Loan Policy of the Company.
  6. The Company agrees to continue with the existing Medical Allowance of Rs. 24,000/- per annum and outdoor treatment and hospitalization benefit of Rs. 300,000/= per annum.  
 The Company further agrees to increase the present Medical Allowance for outdoor treatment and hospitalization benefit for employees bound by this Agreement as and when same are revised for other business units of the Company, subject to the conditions laid down in the Medical Reimbursement Scheme - Operational Instructions of the Company.
  7. The Company agrees to increase the present Meal Allowance to all employees covered and bound by this Agreement, in the manner more fully set out below and in accordance with legal requirements. This Allowance will attract Provident Fund and Trust Fund contributions.
    - \* Meal Allowance of Rs. 200, with effect from 1st April 2023
    - \* Meal Allowance of Rs. 220, with effect from 1st April 2024
    - \* Meal Allowance of Rs. 240, with effect from 1st April 2025
  8. Special Allowance for extended working hours on weekdays will be paid in addition to overtime hours, as follows.
    - a. 5 pm to 8 pm - Normal OT + Rs. 80/- per day
    - b. 5 pm to 10 pm - Normal OT + Rs. 90/- per day
    - c. 5 pm to 12 pm - Normal OT + Rs.200/- per day
    - d. 5 pm to 2 am - Normal OT + Rs.250/- per day
    - e. 5 pm to 4 am - Normal OT + Rs.300/- per day
    - f. Saturday/ Sunday / Other Holidays meal allowance will be Rs. 220/- per day.
  9. Two hundred and forty tablets (240) of Panadol and 9g Iodex will be given per employee, once in six months, as stall samples.
  10. A sum of Rs. 1,000,000/- will be paid to the immediate family member nominated by the employee, as funeral expenses in the event of a death of an employee covered and bound by 4P this Agreement. Further, a Life Insurance and Accident Insurance and Accident Insurance cover is in place for all employees.
  11. Company agrees to pay Rs. 50.000/ in the event of a death of an immediate family member or parent-in-law of an employee covered and bound by this Agreement, effective from 1st April 2024.
  12. Value of Children's Christmas gift has increased up to Rs. 3000/=.
  13. Annual hamper value will be increased up to Rs. 7500/=.
  14. Company agrees to pay due consideration to employees' children along with others, when filling the vacancies in the organization, given that they possess required qualifications and expertise.
  15. The Union, the Employer and the Employees covered and bound by this Agreement undertake that they shall not during the continuance of this agreement seek to vary or change, in any manner, any of the terms and conditions agreed upon herein, except by mutual Agreement.
  16. In the event of a dispute or grievance during the period of this Agreement, the Union shall in the first instance notify the Company in writing of any such dispute or grievance. If the Company has not settled such dispute or grievance within 10 days from the date of receipt of Notice, the Union shall then be entitled to request a meeting for discussion/negotiation towards settling such dispute or grievance. If even after three such meetings (such three meetings to be concluded within 30 calendar days), there is no amicable settlement, the Union shall be free to consider reporting the matter to the Labour Department for conciliation.
  17. The Union also agrees that its members will not resort to any Trade Union or collective action in order to secure the change

of any terms and conditions of employment or benefits during the period of this Agreement.

18. All disputes between the Union and the Employer or between the Employer and Employees shall be settled in accordance with the provisions of the Industrial Disputes Act and the regulations made there under.
19. Any party to this Agreement shall not instigate, support, or engage in any unfair labour practices during the period of this Agreement.
20. When calculating gratuity payable to an employee covered and bound by this Agreement, the Company agrees to calculate the said gratuity amount, taking into consideration the increase corresponding to 'Annual Performance Rating of 2, of the next increment due,

The parties hereto have set their hands to his this Collective Agreement in the presence of witnesses

In Witness where of the parties have placed their signatures on this date of 02nd May 2024.



.....  
Swasthika Arulingam  
President  
Commercial and Industrial  
Workers' Union



.....  
Chauka Wanniarachchi  
Country Head - Sri Lanka and Maldives  
For and on behalf of  
Glaxo Wellcome Ceylon Limited



.....  
Uditha Karunaratne  
Senior Manager Human Resources  
For and on behalf of  
Glaxo Wellcome Ceylon Limited

Witnesses:



.....  
Amal Nishantha  
President, Branch Union



.....  
Adhil Khasim  
Deputy Director General  
The Employer's Federation of Ceylon



.....  
A.S Kumarasinghe  
Secretary, Branch Union