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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2426/23 – 2025 මාර්තු මස 03 වැනි සඳුදා – 2025.03.03
No. 2426/23 – MONDAY, MARCH 03, 2025

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

THE INDUSTRIAL DISPUTES ACT - CHAPTER 131

My No. CI/1900

THE Collective Agreement entered into between **D P L Premier Gloves Ltd - No. 400, Deans Road, Colombo 10** of the one part and the **Free Trade Zones and General Services Employees Union - No. 141, Ananda Rajakaruna Mawatha, Colombo 10** 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.
18th February, 2025

Collective Agreement No. 18 of 2024



THIS COLLECTIVE AGREEMENT made this Thirty First (31st) day of May Two Thousand and Twenty Three to take effect from the **First day of August Two Thousand and Twenty Two** pursuant to the Industrial Disputes Act between

DPL PREMIER GLOVES LIMITED (PB 5162) having its registered office at 400, Deans Road, Colombo 10 (hereinafter referred to as the "Employer") of the ONE PART

AND

FREE TRADE ZONES AND GENERAL SERVICES EMPLOYEES UNION a registered Trade Union having its office at No. 141, Ananda Rajakaruna Mawatha, Colombo 10 (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 **DPL PREMIER GLOVES LIMITED OPERATIONS ASSISTANTS' COLLECTIVE AGREEMENT OF 2022**

COLLECTIVE AGREEMENT

This Agreement is entered into between **DPL PREMIER GLOVES LIMITED**, a duly incorporated Company bearing Registration No. PB 5162 having its registered office at No. 400, Deans Road, Colombo 10, Sri Lanka (hereinafter referred to as the “**Employer**”) and the **FREE TRADE ZONES AND GENERAL SERVICES EMPLOYEES UNION**, a Trade Union duly registered in Sri Lanka and having its registered office at No. 141, Ananda Rajakaruna Mawatha, Colombo 10 (hereinafter referred to as the “**Union**”)

WHEREAS the Union made demands of the Employer for the revision of salaries of their members employed by the Employer at Biyagama Export Processing Zone, Block B, Walgama, Malwana, and the parties 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 by the Employer in confirmed permanent employment at DPL Premier Gloves Limited, Biyagama Export Processing Zone, Block B, Walgama, Malwana 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-Two and shall, unless otherwise terminated by either party giving one month's written notice to the other, continue to remain in force provided, however, that neither party shall give such notice prior to the First day of June Two Thousand and Twenty-Five and the Agreement shall not stand terminated prior to the Thirty First day of July Two Thousand and Twenty-Five. Further, it is agreed by and between parties that neither shall attempt to vary or alter the terms of this agreement during the pendency of same other than by mutual agreement.

3. SALARIES

The salary scales applicable to Employees covered and bound by this Agreement and hereinafter referred to as Employees, with effect from the first day of August Two Thousand and Twenty-Two shall be as set out in Schedule I hereto.

- 3.1 To ascertain the monthly salary payable to confirmed Employees with effect from the first day of August Two Thousand and Twenty-Two a sum of **Rupees Seven Thousand (Rs. 7,000/-)** will be added to the salary paid to such employees as at the Thirty First day of July Two Thousand and Twenty-Two. This amount includes the **Rupees Three Thousand Five Hundred (Rs. 3,500/-)** increase already granted together with the August 2022 salaries to the said employees.
- 3.2 With effect from the First day of August Two Thousand and Twenty-Three, the monthly salaries of confirmed employees will be revised and a sum of **Rupees Six Thousand (Rs.6,000/-)** will be added to the salary paid to such employees as at the Thirty First day of July Two Thousand and Twenty-Three.
- 3.3 With effect from the First day of August Two Thousand and Twenty-Four, the monthly salaries of employees will be revised and a sum of **Rupees Five Thousand (Rs.5,000/-)** will be added to the salary paid to such employees as at the Thirty First day of July Two Thousand and Twenty-Four.

4. PRODUCTIVITY IMPROVEMENT AND ELIMINATION OF WASTE

The Employees and the Union commit their fullest cooperation 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 DPL Premier Gloves Limited through the programmes conducted under the DPL Premier Gloves Productivity Improvement Schemes. In the event, the business exigencies require Employees, to agree to consider alternate work arrangements. The Management agrees to keep the Branch Union advised of any alternate work arrangements.

5. VARIATION OF TERMS AND 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. However, the Union reserves the right to canvas changes to the existing terms and conditions covered by this Collective Agreement during the period of revising same or after the Thirty First day of July Two Thousand and Twenty Five.

6. TRADE UNION ACTION

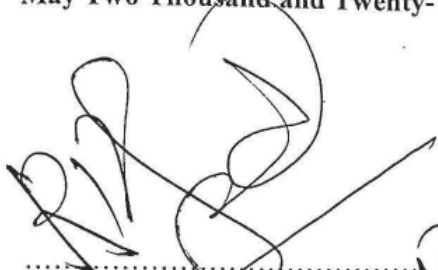
The Union and the Employees agree that they shall not during the pendency of this Agreement make any demands for wage increases or related allowances/payments, over and above those stated in this agreement. The Union and the employees further agree that they shall not resort to any form of trade union action relating to any matter covered by this Agreement.

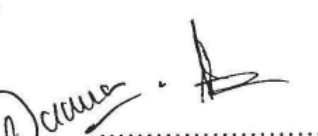
7. DISPUTE SETTLEMENT PROCEDURE

In the event of any industrial dispute that may arise on a matter not covered by this Agreement, parties shall endeavor 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's Branch Committee to the Employer, and at least ten working days 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) to attempt to resolve the dispute.
- (c) If after the discussion, the matter cannot be resolved by the intervention of the EFC and the Parent Union, the conciliatory proceedings under the Industrial Disputes Act should be followed.
- (d) If after conciliation has failed in the Labour Department, and if the Union wishes to take Trade Union action, written notice of a reasonable number of days should be given to the Employer and the EFC.

In witness hereof parties have hereunto set their hands on this **Thirty First (31st)** day of
May Two Thousand and Twenty-Three (2023) at Colombo.


For and on behalf of
DPL Premier Gloves Limited
Director,
S.A.N. Pushpakumara


For and on behalf of
**Free Trade Zones and General Services
Employees Union**


Name : Pushpika Janadheera

Name : Anton Marcus

Designation : Director / Managing Director
Dipped Products PLC

Designation: Joint Secretary

WITNESSES:


1.

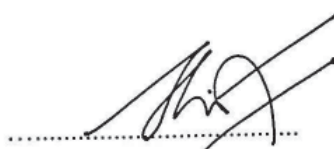
Name : W T C Kumara


1.

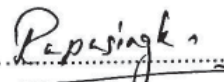
Name : A M C P Attanayake

Designation : Deputy General Manager
DPL Premier Gloves Ltd

Designation : Branch Union – President

2. 

Name : G D T C Perera

2. 

Name : I D A S Rupasinghe

Designation : Head – Human Resources
Dipped Products PLC

Designation : Branch Union - Secretary

Schedule I

WAGE SCALES APPLICABLE TO DPL PREMIER GLOVES LTD OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 AUGUST 2022

Stage	GR 1		GR 2		GR 3	
1	16,502.00	299 x 50.00	16,750.00	299 x 75.00	17,000.00	299 x 100.00
2	16,552.00		16,825.00		17,100.00	
3	16,602.00		16,900.00		17,200.00	
4	16,652.00		16,975.00		17,300.00	
5	16,702.00		17,050.00		17,400.00	
6	16,752.00		17,125.00		17,500.00	
7	16,802.00		17,200.00		17,600.00	
8	16,852.00		17,275.00		17,700.00	
9	16,902.00		17,350.00		17,800.00	
10	16,952.00		17,425.00		17,900.00	
11	17,002.00		17,500.00		18,000.00	
12	17,052.00		17,575.00		18,100.00	
13	17,102.00		17,650.00		18,200.00	
14	17,152.00		17,725.00		18,300.00	
15	17,202.00		17,800.00		18,400.00	
16	17,252.00		17,875.00		18,500.00	
17	17,302.00		17,950.00		18,600.00	
18	17,352.00		18,025.00		18,700.00	
19	17,402.00		18,100.00		18,800.00	
20	17,452.00		18,175.00		18,900.00	
21	17,502.00		18,250.00		19,000.00	
22	17,552.00		18,325.00		19,100.00	
23	17,602.00		18,400.00		19,200.00	
24	17,652.00		18,475.00		19,300.00	
25	17,702.00		18,550.00		19,400.00	
26	17,752.00		18,625.00		19,500.00	
27	17,802.00		18,700.00		19,600.00	
28	17,852.00		18,775.00		19,700.00	
29	17,902.00		18,850.00		19,800.00	
30	17,952.00		18,925.00		19,900.00	
31	18,002.00		19,000.00		20,000.00	
32	18,052.00		19,075.00		20,100.00	
33	18,102.00		19,150.00		20,200.00	
34	18,152.00		19,225.00		20,300.00	
35	18,202.00		19,300.00		20,400.00	
36	18,252.00		19,375.00		20,500.00	
37	18,302.00		19,450.00		20,600.00	
38	18,352.00		19,525.00		20,700.00	
39	18,402.00		19,600.00		20,800.00	
40	18,452.00		19,675.00		20,900.00	
41	18,502.00		19,750.00		21,000.00	
42	18,552.00		19,825.00		21,100.00	
43	18,602.00		19,900.00		21,200.00	
44	18,652.00		19,975.00		21,300.00	
45	18,702.00		20,050.00		21,400.00	
46	18,752.00		20,125.00		21,500.00	
47	18,802.00		20,200.00		21,600.00	
48	18,852.00		20,275.00		21,700.00	
49	18,902.00		20,350.00		21,800.00	
50	18,952.00		20,425.00		21,900.00	

**WAGE SCALES APPLICABLE TO DPL PREMIER GLOVES LTD OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 AUGUST 2022**

Stage	<u>GR 1</u>	<u>GR 2</u>	<u>GR 3</u>
51	19,002.00	20,500.00	22,000.00
52	19,052.00	20,575.00	22,100.00
53	19,102.00	20,650.00	22,200.00
54	19,152.00	20,725.00	22,300.00
55	19,202.00	20,800.00	22,400.00
56	19,252.00	20,875.00	22,500.00
57	19,302.00	20,950.00	22,600.00
58	19,352.00	21,025.00	22,700.00
59	19,402.00	21,100.00	22,800.00
60	19,452.00	21,175.00	22,900.00
61	19,502.00	21,250.00	23,000.00
62	19,552.00	21,325.00	23,100.00
63	19,602.00	21,400.00	23,200.00
64	19,652.00	21,475.00	23,300.00
65	19,702.00	21,550.00	23,400.00
66	19,752.00	21,625.00	23,500.00
67	19,802.00	21,700.00	23,600.00
68	19,852.00	21,775.00	23,700.00
69	19,902.00	21,850.00	23,800.00
70	19,952.00	21,925.00	23,900.00
71	20,002.00	22,000.00	24,000.00
72	20,052.00	22,075.00	24,100.00
73	20,102.00	22,150.00	24,200.00
74	20,152.00	22,225.00	24,300.00
75	20,202.00	22,300.00	24,400.00
76	20,252.00	22,375.00	24,500.00
77	20,302.00	22,450.00	24,600.00
78	20,352.00	22,525.00	24,700.00
79	20,402.00	22,600.00	24,800.00
80	20,452.00	22,675.00	24,900.00
81	20,502.00	22,750.00	25,000.00
82	20,552.00	22,825.00	25,100.00
83	20,602.00	22,900.00	25,200.00
84	20,652.00	22,975.00	25,300.00
85	20,702.00	23,050.00	25,400.00
86	20,752.00	23,125.00	25,500.00
87	20,802.00	23,200.00	25,600.00
88	20,852.00	23,275.00	25,700.00
89	20,902.00	23,350.00	25,800.00
90	20,952.00	23,425.00	25,900.00
91	21,002.00	23,500.00	26,000.00
92	21,052.00	23,575.00	26,100.00
93	21,102.00	23,650.00	26,200.00
94	21,152.00	23,725.00	26,300.00
95	21,202.00	23,800.00	26,400.00
96	21,252.00	23,875.00	26,500.00
97	21,302.00	23,950.00	26,600.00
98	21,352.00	24,025.00	26,700.00
99	21,402.00	24,100.00	26,800.00
100	21,452.00	24,175.00	26,900.00

**WAGE SCALES APPLICABLE TO DPL PREMIER GLOVES LTD OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 AUGUST 2022**

Stage	<u>GR 1</u>	<u>GR 2</u>	<u>GR 3</u>
101	21,502.00	24,250.00	27,000.00
102	21,552.00	24,325.00	27,100.00
103	21,602.00	24,400.00	27,200.00
104	21,652.00	24,475.00	27,300.00
105	21,702.00	24,550.00	27,400.00
106	21,752.00	24,625.00	27,500.00
107	21,802.00	24,700.00	27,600.00
108	21,852.00	24,775.00	27,700.00
109	21,902.00	24,850.00	27,800.00
110	21,952.00	24,925.00	27,900.00
111	22,002.00	25,000.00	28,000.00
112	22,052.00	25,075.00	28,100.00
113	22,102.00	25,150.00	28,200.00
114	22,152.00	25,225.00	28,300.00
115	22,202.00	25,300.00	28,400.00
116	22,252.00	25,375.00	28,500.00
117	22,302.00	25,450.00	28,600.00
118	22,352.00	25,525.00	28,700.00
119	22,402.00	25,600.00	28,800.00
120	22,452.00	25,675.00	28,900.00
121	22,502.00	25,750.00	29,000.00
122	22,552.00	25,825.00	29,100.00
123	22,602.00	25,900.00	29,200.00
124	22,652.00	25,975.00	29,300.00
125	22,702.00	26,050.00	29,400.00
126	22,752.00	26,125.00	29,500.00
127	22,802.00	26,200.00	29,600.00
128	22,852.00	26,275.00	29,700.00
129	22,902.00	26,350.00	29,800.00
130	22,952.00	26,425.00	29,900.00
131	23,002.00	26,500.00	30,000.00
132	23,052.00	26,575.00	30,100.00
133	23,102.00	26,650.00	30,200.00
134	23,152.00	26,725.00	30,300.00
135	23,202.00	26,800.00	30,400.00
136	23,252.00	26,875.00	30,500.00
137	23,302.00	26,950.00	30,600.00
138	23,352.00	27,025.00	30,700.00
139	23,402.00	27,100.00	30,800.00
140	23,452.00	27,175.00	30,900.00
141	23,502.00	27,250.00	31,000.00
142	23,552.00	27,325.00	31,100.00
143	23,602.00	27,400.00	31,200.00
144	23,652.00	27,475.00	31,300.00
145	23,702.00	27,550.00	31,400.00
146	23,752.00	27,625.00	31,500.00
147	23,802.00	27,700.00	31,600.00
148	23,852.00	27,775.00	31,700.00
149	23,902.00	27,850.00	31,800.00
150	23,952.00	27,925.00	31,900.00

**WAGE SCALES APPLICABLE TO DPL PREMIER GLOVES LTD OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 AUGUST 2022**

Stage	<u>GR 1</u>	<u>GR 2</u>	<u>GR 3</u>
151	24,002.00	28,000.00	32,000.00
152	24,052.00	28,075.00	32,100.00
153	24,102.00	28,150.00	32,200.00
154	24,152.00	28,225.00	32,300.00
155	24,202.00	28,300.00	32,400.00
156	24,252.00	28,375.00	32,500.00
157	24,302.00	28,450.00	32,600.00
158	24,352.00	28,525.00	32,700.00
159	24,402.00	28,600.00	32,800.00
160	24,452.00	28,675.00	32,900.00
161	24,502.00	28,750.00	33,000.00
162	24,552.00	28,825.00	33,100.00
163	24,602.00	28,900.00	33,200.00
164	24,652.00	28,975.00	33,300.00
165	24,702.00	29,050.00	33,400.00
166	24,752.00	29,125.00	33,500.00
167	24,802.00	29,200.00	33,600.00
168	24,852.00	29,275.00	33,700.00
169	24,902.00	29,350.00	33,800.00
170	24,952.00	29,425.00	33,900.00
171	25,002.00	29,500.00	34,000.00
172	25,052.00	29,575.00	34,100.00
173	25,102.00	29,650.00	34,200.00
174	25,152.00	29,725.00	34,300.00
175	25,202.00	29,800.00	34,400.00
176	25,252.00	29,875.00	34,500.00
177	25,302.00	29,950.00	34,600.00
178	25,352.00	30,025.00	34,700.00
179	25,402.00	30,100.00	34,800.00
180	25,452.00	30,175.00	34,900.00
181	25,502.00	30,250.00	35,000.00
182	25,552.00	30,325.00	35,100.00
183	25,602.00	30,400.00	35,200.00
184	25,652.00	30,475.00	35,300.00
185	25,702.00	30,550.00	35,400.00
186	25,752.00	30,625.00	35,500.00
187	25,802.00	30,700.00	35,600.00
188	25,852.00	30,775.00	35,700.00
189	25,902.00	30,850.00	35,800.00
190	25,952.00	30,925.00	35,900.00
191	26,002.00	31,000.00	36,000.00
192	26,052.00	31,075.00	36,100.00
193	26,102.00	31,150.00	36,200.00
194	26,152.00	31,225.00	36,300.00
195	26,202.00	31,300.00	36,400.00
196	26,252.00	31,375.00	36,500.00
197	26,302.00	31,450.00	36,600.00
198	26,352.00	31,525.00	36,700.00
199	26,402.00	31,600.00	36,800.00
200	26,452.00	31,675.00	36,900.00

**WAGE SCALES APPLICABLE TO DPL PREMIER GLOVES LTD OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 AUGUST 2022**

Stage	<u>GR 1</u>	<u>GR 2</u>	<u>GR 3</u>
201	26,502.00	31,750.00	37,000.00
202	26,552.00	31,825.00	37,100.00
203	26,602.00	31,900.00	37,200.00
204	26,652.00	31,975.00	37,300.00
205	26,702.00	32,050.00	37,400.00
206	26,752.00	32,125.00	37,500.00
207	26,802.00	32,200.00	37,600.00
208	26,852.00	32,275.00	37,700.00
209	26,902.00	32,350.00	37,800.00
210	26,952.00	32,425.00	37,900.00
211	27,002.00	32,500.00	38,000.00
212	27,052.00	32,575.00	38,100.00
213	27,102.00	32,650.00	38,200.00
214	27,152.00	32,725.00	38,300.00
215	27,202.00	32,800.00	38,400.00
216	27,252.00	32,875.00	38,500.00
217	27,302.00	32,950.00	38,600.00
218	27,352.00	33,025.00	38,700.00
219	27,402.00	33,100.00	38,800.00
220	27,452.00	33,175.00	38,900.00
221	27,502.00	33,250.00	39,000.00
222	27,552.00	33,325.00	39,100.00
223	27,602.00	33,400.00	39,200.00
224	27,652.00	33,475.00	39,300.00
225	27,702.00	33,550.00	39,400.00
226	27,752.00	33,625.00	39,500.00
227	27,802.00	33,700.00	39,600.00
228	27,852.00	33,775.00	39,700.00
229	27,902.00	33,850.00	39,800.00
230	27,952.00	33,925.00	39,900.00
231	28,002.00	34,000.00	40,000.00
232	28,052.00	34,075.00	40,100.00
233	28,102.00	34,150.00	40,200.00
234	28,152.00	34,225.00	40,300.00
235	28,202.00	34,300.00	40,400.00
236	28,252.00	34,375.00	40,500.00
237	28,302.00	34,450.00	40,600.00
238	28,352.00	34,525.00	40,700.00
239	28,402.00	34,600.00	40,800.00
240	28,452.00	34,675.00	40,900.00
241	28,502.00	34,750.00	41,000.00
242	28,552.00	34,825.00	41,100.00
243	28,602.00	34,900.00	41,200.00
244	28,652.00	34,975.00	41,300.00
245	28,702.00	35,050.00	41,400.00
246	28,752.00	35,125.00	41,500.00
247	28,802.00	35,200.00	41,600.00
248	28,852.00	35,275.00	41,700.00
249	28,902.00	35,350.00	41,800.00
250	28,952.00	35,425.00	41,900.00

**WAGE SCALES APPLICABLE TO DPL PREMIER GLOVES LTD OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 AUGUST 2022**

Stage	<u>GR 1</u>	<u>GR 2</u>	<u>GR 3</u>
251	29,002.00	35,500.00	42,000.00
252	29,052.00	35,575.00	42,100.00
253	29,102.00	35,650.00	42,200.00
254	29,152.00	35,725.00	42,300.00
255	29,202.00	35,800.00	42,400.00
256	29,252.00	35,875.00	42,500.00
257	29,302.00	35,950.00	42,600.00
258	29,352.00	36,025.00	42,700.00
259	29,402.00	36,100.00	42,800.00
260	29,452.00	36,175.00	42,900.00
261	29,502.00	36,250.00	43,000.00
262	29,552.00	36,325.00	43,100.00
263	29,602.00	36,400.00	43,200.00
264	29,652.00	36,475.00	43,300.00
265	29,702.00	36,550.00	43,400.00
266	29,752.00	36,625.00	43,500.00
267	29,802.00	36,700.00	43,600.00
268	29,852.00	36,775.00	43,700.00
269	29,902.00	36,850.00	43,800.00
270	29,952.00	36,925.00	43,900.00
271	30,002.00	37,000.00	44,000.00
272	30,052.00	37,075.00	44,100.00
273	30,102.00	37,150.00	44,200.00
274	30,152.00	37,225.00	44,300.00
275	30,202.00	37,300.00	44,400.00
276	30,252.00	37,375.00	44,500.00
277	30,302.00	37,450.00	44,600.00
278	30,352.00	37,525.00	44,700.00
279	30,402.00	37,600.00	44,800.00
280	30,452.00	37,675.00	44,900.00
281	30,502.00	37,750.00	45,000.00
282	30,552.00	37,825.00	45,100.00
283	30,602.00	37,900.00	45,200.00
284	30,652.00	37,975.00	45,300.00
285	30,702.00	38,050.00	45,400.00
286	30,752.00	38,125.00	45,500.00
287	30,802.00	38,200.00	45,600.00
288	30,852.00	38,275.00	45,700.00
289	30,902.00	38,350.00	45,800.00
290	30,952.00	38,425.00	45,900.00
291	31,002.00	38,500.00	46,000.00
292	31,052.00	38,575.00	46,100.00
293	31,102.00	38,650.00	46,200.00
294	31,152.00	38,725.00	46,300.00
295	31,202.00	38,800.00	46,400.00
296	31,252.00	38,875.00	46,500.00
297	31,302.00	38,950.00	46,600.00
298	31,352.00	39,025.00	46,700.00
299	31,402.00	39,100.00	46,800.00
300	31,452.00	39,175.00	46,900.00

THE INDUSTRIAL DISPUTES ACT - CHAPTER 131

THE Collective Agreement entered into between Bank of Ceylon, No. 01, "BOC Square", Bank of Ceylon Mawatha, Colombo 01 of the one part and the Ceylon Bank Employees' Union, No. 20, Temple Road, Colombo 10 of the other part on 16th July 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,
18th February, 2025.

Collective Agreement No. 30 of 2024**COLLECTIVE AGREEMENT**

between

BANK OF CEYLON,
No. 01, "BOC Square", Bank of Ceylon Mawatha, Colombo 1

And

CEYLON BANK EMPLOYEES' UNION,
No. 20, Temple Road, Colombo 10,

This Collective Agreement is made on this 16th day of July Two Thousand Twenty Four (16th July 2024) by and between the Bank of Ceylon of the One Part (hereinafter referred to as the "Bank") and the Ceylon Bank employees Union of the Other Part (hereinafter referred to as "the Union"):

TITLE : This Agreement will be known and referred to as "Bank of Ceylon Collective Agreement" with the Ceylon Bank Employees' Union for the period first day of January, Two thousand Twenty four to thirty first day of December, Two thousand twenty six (01.01.2024-31.12.2026).

1. ***Employer to be Covered And Bound.***- This Agreement shall cover and bind the Bank of Ceylon, which is a party to this Agreement.

2. ***Employees to be Covered And Bound.***- This Agreement shall cover and bind members of the Union in employment with the Bank of Ceylon and employees who are in any of the categories for which a salary scale has been prescribed in this Agreement in the Annexure I hereto.

3. ***Date Of Operation And Duration.***- This Agreement shall be effected from First day of January Two Thousand and Twenty Four (1st January 2024) and thereafter continue to be in force, unless it is determined by either party giving six

months prior notice in writing to the other party provided, however, that no party shall give such notice to the other party after the First day of July Two Thousand and Twenty Six.

4. *Matters Covered and Variation of Terms and Conditions of Employment and Benefits.*–

- (a) This Agreement shall be in full and final settlement of all matters covered herein as well as of all the matters raised by the Union and in relation to the period 01.01.2024 - 31.12.2026 and in respect of which negotiations took place between the parties before the conclusion of this Agreement and the Union agrees that it will not during the continuance in force of this Agreement raise any of the matters which were discussed and negotiated between the parties preceding this Agreement.
- (b) The Union and its members shall not during the continuance in force of this Agreement see to vary, alter or add to all or any of the terms and conditions of employment or benefits applicable or enjoyed as provided for in this Agreement other than by mutual agreement with the Bank.
5. ***Salary Components.***– As from First day of January Two Thousand and TwentyFour (01st January 2024) each employee covered and bound by this Agreement shall be paid upon and subject to the other terms and conditions herein contained a monthly salary which comprises the following components :
- (a) Fixed component linked to “Basic Salary ” and related allowances.
- (b) Variable component linked to performance. (Please refer Clause 5.2)

5.1 Fixed Component

The fixed component comprises the following items :-

- (i) Revised basic salary as set out in the Annexure I hereto. (increments will be granted continuously notwithstanding the maximum point given in the salary scales).
- (ii) Allowances
- (a) In addition to the basic salary, the following allowances will be paid, effective from First day of January Two Thousand and Twenty Four (01st January 2024).
- (i) Cost of Living Allowance as per item (b) below.
- (ii) Rent Allowance as per item (c) below.
- (iii) 10% of the Salary, Rent Allowance and Cost of Living Allowance.
- (b) The Cost of Living Allowance at the rate of Rs. 2.75 will be frozen as at December 1999 at the index point of 2404.9 commencing from January 2000 every one (01) point change over and above the Colombo Consumer Price Index (CCPI) of December 1999 only will be computed at Rs. 3/-. If the index point drops below the December 1999 level *i.e.* 2404.9, the computation should be at the rate of Rs. 2.75 per point.
- (c) The Rent Allowance, which will be 20% of the Basic Salary.

5.2 Variable Component

- (a) A monthly allowance based on Key Performance Indicators (KPIs) as morefully described in Annexure II hereto.

Annexure II will be reviewed annually by the Department of Public Enterprises and such review shall be considered as part and parcel of this Agreement. The Bank will duly communicate the outcome of such review to the Union.

(b) KPI level weightage based on performance has been morefully described in Annexure III hereto.

Annexure III may be reviewed annually by the Bank and it shall be considered as part and parcel of this Agreement. The Bank will duly communicate any change to Annexure III to the Union.

(c) Contributions for the Bank of Ceylon Pension Funds shall not be made by the Bank on the variable component and it shall not be taken into consideration for the purpose of calculation and payment of pension of the employees.

6. **Taxes on Emoluments.**— Advance Personal Income Tax on emoluments of staff shall be borne by the respective employees.

7. **Conversion of the Basic Salary.**—

(a) The basic salaries of all employees will be converted to the revised scale by applying the step to step (point to point) method of conversion.

e.g.— An employee who had been on the 5th step of the scale as at 31.12.2023 will be placed on the 5th step of the relevant revised scale with effect from 01.01.2024.

(b) Non-Banking Stream personnel shall also be placed at the appropriate revised salary scale, on the same basis.

8. **Conversion Anomalies.**—

The Bank of Ceylon and the Ceylon Bank Employees Union jointly agree to execute the Collective Agreement for the years 01.01.2024 - 31.12.2026 subject to referring to a Salary and the Cadre Committee to examine the possible anomalies associated with calculation of increments in the salary scales.

9. **Review of the Salary Structure.**—

The Bank of Ceylon and the Ceylon Bank Employees' Union jointly agree to review the existing salary structure of the employees referred in Clause No. 5 of this Agreement.

10. **Other Commitments.**—

The Union further agrees to assist, co-operate and support the Management of the Bank in every manner to obtain the maximum contribution of its members to achieve the targets set out in the Business Plan of the Bank.

11. Where the existing terms and conditions of employment of an employee covered and bound by this agreement and any existing concessions extended to the members of the Union are more favorable than the terms and conditions provided for in this Agreement, then nothing in this Agreement shall in any way affect or prejudice such existing terms and conditions of employment or such concessions shall continue to exist, notwithstanding anything to the contrary contained herein.

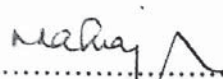
12. Where an employee was immediately prior to the date hereof entitled to or becomes entitled on or after that date under or by virtue of any law, contract, agreement, award or custom to any rights or privileges more favourable than those to which he / she would be entitled under this agreement, nothing in this agreement shall be deemed or construed to authorize or permit the Bank to withhold, restrict or terminate such right or privilege.

13. The terms and conditions of this agreement may be reviewed and amended with the mutual agreement of the Bank and the Union subject to the approval of the Department of Public Enterprises. Any such amendment should be duly executed by the parties and shall be an addendum to this agreement.

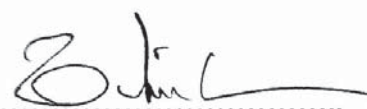
For and on behalf of the

BANK OF CEYLON

CEYLON BANK EMPLOYEES' UNION



.....
KDW Ratnayaka
Chairman



.....
Channa Dissanayake
President


.....
WPRPH Fonseka
General Manager


.....
Ranjan Senanayake
General Secretary

Witness to the above Signatories


.....
T perera
Act. Deputy General Manager
(Human Resource)


.....
Anuradha Niraj Peter
President
Bank of Ceylon Branch of CBEU

Annexure I

Revised salary Scale - 2024 - 2026

Job Category	Salary Scale 2024 - 2026	Gross Increase
Chief Manager	211,260 -277,140	25.00%
	5490 x 12	

Senior Manager	164,730 - 230,330	25.00%
	3280 x 20	
Manager	135,125-188,125	25.00%
	2650 x 20	
Assistant Manager Confidential Secretary II	113.040 -150.640	25.00%
	1880 x 20	
Executive Officer Confidential Secretary I	90,645 -115,045	24.75%
	1220 x 20	
Secretary III (Close)	84,275-103,275	24.50%
	950 x 20	
Junior Executive Officer Security Officer	81,115 - 99.715	24.50%
	930 x 20	
Junior Security Officer Staff Assistant III Audit Assistant III Junior Communicat. Officer IV Secretary III (Banking)	73,840 - 86.440	23.75%
	630 x 20	
Secretarial Assistant III Secretary II N (Non-Banking) Junior Communicat. Officer III	69,650 - 80,850	23.75%
	560 x 20	

Revised Salary Scale - 2024 - 2026

Job Category	Revised Salary Scale 2024 - 2026	Gross Increase
Staff Assistant II Secretary II (Banking)	68,145 - 78,945	23.75%
	540 x 20	
Secretarial Assistant II Secretary 1 N (Non-Banking) Junior Communicat. Officer II	66,300 - 74,900	23.50%
	430 x 20	
Senior Charge Hand	64,565 - 73,165	23.50%
	430 x 20	
Staff Assistant I Secretary 1 (Banking)	64,025 - 72,025	23.50%
	400 x 20	
Driver III Technician III	54,825 - 63,425	16.75%
	430 x 20	
Office Assistant IV Office Assistant III Security Assistant II Driver II Technician II Watcher III	53,685 - 61,085	16.75%
	370 x 20	
Secretarial Assistant I Junior Communicat. Officer I	52,515 - 58,315	16.75%
	290 x 20	
Office Assistant II Security Assistant I Driver I Technician I Multiduty Assistant III Watcher II	51,645 - 57,645	16.75%
	300 x 20	

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I කොටස: (I) ඡේදය – ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය – 2025.03.03

PART I: SEC. (I) – GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA – 03.03.2025

Typist/Typist-Confirmed	50,485 - 54,885	16.75%
	220 x 20	
Office Assistant I Multiduty Assistant II Watcher I	50,425 - 55,025	16.75%
	230 x 20	
Multiduty Assistant I	49,135 - 53,535	16.50%
	220 x 20	

Annexure II**KPI Based Allowance**

Job Category	KPI Based Allowance on 100% achievement
Chief Manager	54,000
Senior Manager	33,000
Manager	20,000
Assistant Manager Confidential Secretary II	13,000
Executive Officer Confidential Secretary 1	8,000
Secretary III (Close)	8,000
Junior Executive Officer Security Officer	7,000
Junior Security Officer Staff Assistant III Audit Assistant III Junior Communicat. Officer IV Secretary III (Banking)	5,000

Secretarial Assistant III Secretary II N (Non-Banking) Junior Communicat. Officer III	4,000
Staff Assistant II Secretary II (Banking)	4,000
Secretarial Assistant II Secretary I N (Non-Banking) Junior Communicat. Officer II	4,000
Senior Charge Hand	4,000
Staff Assistant I Secretary I (Banking)	4,000
Driver III Technician III	4,000
Office Assistant IV Office Assistant III Security Assistant II Driver II Technician II Watcher III	4,000
Secretarial Assistant I Junior Communicat. Officer I	4,000
Office Assistant II Security Assistant I Driver I Technician I Multiduty Assistant III Watcher II	4,000
Typist/Typist-Confirmed	4,000
Office Assistant I Multiduty Assistant II Watcher I	4,000
Multiduty Assistant I	3,000

KPI LEVEL WEIGHTAGE BASED ON PERFORMANCE

Employment Category	Bank Level *	Division Level **	Individual Performance Level ***
Branch Employees	50%	25% Based on Branch KPI achievement	25%
Area/Province Employees	50%	25% Based on provincial KPI achievement	25%
Head Office Units/Support Employees Business Divisions	50%	25% Based on Average of overall KPI achievement of all business units.	25%

1 * Bank Level:-Overall Bank Performance Monthly Measurement

Table 1.1
Bank Level KPI score calculation

KPI	KPI Weightage
Loans and Advance (Capital)	20%
Total Deposits	20%
Operating Profit	20%
NPA-DPD	20%
Fee base Income (Excluding Incentive)	20%

Table 1.2

Bank Level KPI achievement index

KPI Achievement %	KPI Score
75 or more	50
60-74	40
40-59	30
20-39	20
Below 20	0

2 **Division:- Branch/Area/Province level monthly performance

Table 2.1
Branch/Area/Province KPI score calculation

KPI	KPI Weightage
Loans and Advance (Capital)	25%
Total Deposits	25%
NPA-DPD	25%
Fee base Income (Excluding Incentive)	25%

Table 2.2
Branch/Area/province level KPI achievement index

KPI Achievement %	KPI Score
75 or more	25
60-74	20
40-59	15
20-39	10
Below 20	0

3 * Individual:- Based on employee last performance evaluation**

Table 3.1
Individual PPA/PMS conversion index

PMS/PPA Achivement %	PMS/PPA Score
75 or more	25
60-74	20
40-59	15
20-39	10
Below 20	0

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