**Wage Relativity Adjustment**

**(As from 01 July 2024)**

Attorneys’ and Notaries

|  |  |  |
| --- | --- | --- |
| **Category of employee** | **Year of service** | **Monthly basic wage**  **(Rs)** |
| Clerk | 1st year | 17,101 |
| 2nd year | 17,257 |
| 3rd year | 17,418 |
| 4th year | 17,580 |
| 5th year | 17,735 |
| 6th year | 17,943 |
| 7th year | 18,150 |
| 8th year | 18,258 |
| 9th year | 18,465 |
| 10th year | 18,672 |
| 11th year | 18,932 |
| 12th year | 19,191 |
| 13th year | 19,350 |
| 14th year | 19,609 |
| 15th year | 19,920 |
| 16th year | 20,232 |
| 17th year | 20,543 |
| 18th year | 20,854 |
| Clerk | 19th year | 21,191 |
| 20th year & thereafter | 21,554 |
| Secretary | 1st year | 17,101 |
| 2nd year | 17,257 |
| 3rd year | 17,418 |
| 4th year | 17,580 |
| 5th year | 17,735 |
| 6th year | 17,943 |
| 7th year | 18,150 |
| 8th year | 18,258 |
| 9th year | 18,465 |
| 10th year | 18,672 |
| 11th year | 18,932 |
| 12th year | 19,191 |
| 13th year | 19,350 |
| 14th year | 19,609 |
| 15th year & thereafter | 19,920 |

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Baking Industry

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | | |  |
| 1. **Bread manufacture** |  | | |  |
| 1. **Semi-automated bakery** | | |  |  |
| **Category of employee** |  | | | **Daily basic wages** |
|  |  | | | **6-day week**  **(Rscs)** |
| Bakery Operator |  | | | 810.89 |
| Handyperson |  | | | 681.53 |
| Extra remuneration for work performed at night – (basic daily wages + overtime) X 20% | | | | |
| 1. **Industrial bakery** |  | | |  |
| Bakery Operator |  | | | 794.39 |
| Handyperson |  | | | 670.24 |
| Extra remuneration for work performed at night – (basic daily wages + overtime) X 20% | | | | |
| 1. **Mechanised bakery** | |  | |  |
| **Category of employee** | |  | | **Daily basic wages for first 13 bags of flour**  **(Rscs)** |
| Coupeur | |  | | 752.57 |
| Brigadier | |  | | 699.94 |
| Mixer | |  | | 699.94 |
| Mechanised Bakery Helper | |  | | 639.69 |
| Remuneration for every additional bag – (basic daily wages ÷ 13 x 1.5) | | | | |
| 1. **Biscuit factory** | |  | |  |
| **Category of employee** | |  | | **Daily basic wages** |
|  | |  | | **6 day week**  **(Rscs)** |
| Oven Operator | |  | | 647.70 |
| Assistant Oven Operator | |  | | 643.30 |
| Mixer | |  | | 659.46 |
| Assistant Mixer | |  | | 643.30 |
| Machine Operator | |  | | 659.46 |
| Assistant Machine Operator or Biscuit Stamping Machine Operator | |  | | 643.30 |
| Biscuit Factory Helper | |  | | 638.49 |
| 1. **Pastry bakery** | |  | |  |
| Oven Operator | |  | | 659.46 |
| Assistant Oven Operator | |  | | 647.70 |
| Mixer | |  | | 685.19 |
| Assistant Mixer | |  | | 659.46 |
| Pastry Bakery Helper | |  | | 638.49 |
| 1. **Other employees in the baking industry** | | | |  |
| **Category of employee** | | **Year of service** | | **Monthly basic wages**  **(Rs)** |
| Clerk  Clerk | | 1st year | | 17,773 |
| 2nd year | | 17,996 |
| 3rd year | | 18,149 |
| 4th year | | 18,311 |
| 5th year | | 18,590 |
| 6th year | | 18,715 |
| 7th year | | 18,940 |
| 8th year & thereafter | | 19,155 |
| Driver | | 1st year | | 17,820 |
| 2nd year | | 17,885 |
| 3rd year | | 17,950 |
| 4th year | | 18,045 |
| 5th year & thereafter | | 18,140 |
| Salesperson | | 1st year | | 17,185 |
| 2nd year | | 17,250 |
| 3rd year | | 17,315 |
| 4th year | | 17,380 |
| 5th year & thereafter | | 17,445 |
|  | |  | | **Daily basic wages** |
|  | |  | | **6 day week**  **(Rscs)** |
| Handpacker | |  | | 634.61 |

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Banks Fishermen and Frigo-workers**

|  |  |  |
| --- | --- | --- |
| **Category of worker** | **Remuneration**  **(Catch per dory of 3 fishermen)** | **Rate per kilogramme**  **(Rscs)** |
| Banks Fisherman | Up to 125 kilogrammes | 32.82 |
| Above 125 kilogrammes | 43.41 |
|  | | **Rate per day**  **(Rscs)** |
| Frigo-worker |  | 807.39 |

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Blockmaking, Construction, Stone Crushing and Related Industries**

**PART I**

|  |  |  |  |
| --- | --- | --- | --- |
| **Category of employee** | | **Year of service** | **Monthly basic wages**  **(Rs)** |
| **Administrative staff** | |  |  |
| 1. Accounts Clerk, Store and Tool keeper, Timekeeper | | 1st year | 22,342 |
| 2nd year | 22,583 |
| 3rd year | 22,826 |
| 4th year | 23,067 |
| 5th year | 23,310 |
| 6th year | 23,553 |
| 7th year | 23,795 |
| 8th year & thereafter | 24,037 |
| 1. Clerk | | 1st year | 21,039 |
| 2nd year | 21,334 |
| 3rd year | 21,692 |
| 4th year | 21,988 |
| 5th year | 22,282 |
| 6th year | 22,577 |
| 7th year | 22,872 |
| 8th year & thereafter | 23,172 |
| 1. Weighbridge Clerk | | 1st year | 20,659 |
| 2nd year | 20,946 |
| 3rd year | 21,235 |
| 4th year | 21,523 |
| 5th year | 21,883 |
| 6th year | 22,177 |
| 7th year | 22,472 |
| 8th year & thereafter | 22,779 |
| 1. Word Processing Operator | | 1st year | 20,637 |
| 2nd year | 20,809 |
| 3rd year | 21,104 |
| 4th year | 21,398 |
| 5th year | 21,764 |
| 6th year | 22,066 |
| 7th year | 22,367 |
| 8th year & thereafter | 22,668 |
| 1. Receptionist/Telephonist | | 1st year | 19,420 |
| 2nd year | 19,607 |
| 3rd year | 19,963 |
| 4th year | 20,243 |
| 5th year | 20,525 |
| 6th year | 20,692 |
|  | | 7th year | 20,979 |
| 8th year & thereafter | 21,268 |
| 1. Learner for – | |  |  |
| 1. first 3 months | |  | 19,011 |
| 1. next 3 months | |  | 22,126 |
| **PART II** | | | |
| **Category of employee** | **Year of service** | | **Monthly basic wages**  **(Rs)** |
| **Non-administrative staff** |  | |  |
| 1. Chief Supervisor |  | | 26,436 |
| 1. Supervisor | 1st year | | 23,880 |
| 2nd year | | 24,181 |
| 3rd year | | 24,483 |
| 4th year | | 24,784 |
| 5th year | | 25,084 |
| 6th year | | 25,385 |
| 7th year | | 25,712 |
| 8th year and thereafter | | 26,020 |
| 1. Leading hand | 1st year | | 23,276 |
| 2nd year | | 23,406 |
| 3rd year | | 23,510 |
|  | 4th year | | 23,640 |
| 5th year & thereafter | | 23,770 |
| 1. Plant Operator | 1st year | | 22,418 |
| 2nd year | | 22,626 |
| 3rd year | | 22,834 |
| 4th year | | 23,016 |
| 5th year & thereafter | | 23,224 |
| 1. Multiskilled employee | 1st year | | 21,976 |
| 2nd year | | 22,236 |
| 3rd year | | 22,470 |
| 4th year | | 22,730 |
| 5th year & thereafter | | 22,990 |
| 1. **Skilled employees**   Barbender, Blacksmith, Carpenter, Electrician, Mason, Mechanic, Painter, Plumber, Turner, Welder and any other employee possessing the same level of skill in allied occupations) |  | |  |
| **Superior Grade** | |  |
| 1st year | | 22,834 |
| 2nd year | | 23,016 |
| 3rd year | | 23,224 |
| 4th year | | 23,432 |
| 5th year & thereafter | | 23,640 |
|  | **Grade I** | |  |
|  | 1st year | | 22,418 |
| 2nd year | | 22,496 |
| 3rd year | | 22,574 |
| 4th year | | 22,678 |
| 5th year & thereafter | | 22,756 |
|  | **Grade II** | |  |
|  | 1st year | | 21,690 |
| 2nd year | | 21,820 |
| 3rd year | | 21,924 |
| 4th year | | 22,028 |
| 5th year & thereafter | | 22,132 |
|  |  | |  |
| **7. Driver** | **Grade I**  1st year | | 22,418 |
| 2nd year | | 22,496 |
| 3rd year | | 22,574 |
| 4th year | | 22,678 |
| 5th year & thereafter | | 22,756 |
|  |  | |  |
|  | **Grade II** | |  |
| 1st year | | 21,690 |
| 2nd year | | 21,820 |
| 3rd year | | 21,924 |
| 4th year | | 22,028 |
|  | 5th year & thereafter | | 22,132 |
| 1. Stone Mason |  | | 23,276 |
| 1. Cabinet Maker |  | | 23,276 |
| **10.** Blockmaker |  | | 22,132 |
| **11.** Stone Driller |  | | 22,132 |
| 1. Stone Breaker |  | | 22,132 |
| 1. Stone Splitter |  | | 22,132 |
| 1. Stone Employee |  | | 22,132 |
| 1. Tyreperson |  | | 22,132 |
| 1. Helper |  | | 20,728 |

**\_\_\_\_\_\_\_­­­­­­­­­­­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Catering and Tourism Industries**

|  |  |  |
| --- | --- | --- |
| **Category of employee** | **Year of service** | **Monthly basic wages (Rs)** |
| Head Cook, Head Pastry Cook |  | 21,186 |
| Assistant Head Cook,  Assistant Head Pastry  Cook | 1st year | 20,591 |
| 2nd year | 20,721 |
| 3rd year | 20,851 |
| 4th year & thereafter | 20,981 |
| Cook, Pastry Cook | 1st year | 20,075 |
| 2nd year | 20,205 |
| 3rd year | 20,335 |
| 4th year & thereafter | 20,465 |
| Assistant Cook,  Assistant Pastry Cook | 1st year | 18,723 |
| 2nd year | 18,863 |
| 3rd year | 18,993 |
| 4th year & thereafter | 19,123 |

|  |  |  |
| --- | --- | --- |
| Fast Food Operative | 1st year | 18,688 |
| 2nd year | 18,723 |
| 3rd year | 18,863 |
| 4th year & thereafter | 18,993 |
| Head Waiter | 1st year | 19,778 |
| 2nd year | 19,883 |
| 3rd year | 20,078 |
| 4th year & thereafter | 20,273 |
| Assistant Head Waiter | 1st year | 18,615 |
| 2nd year | 18,655 |
| 3rd year | 18,790 |
| 4th year & thereafter | 18,925 |
| Waiter, Beach Waiter,  Loader, Tea Maker | 1st year | 18,113 |
| 2nd year | 18,263 |
| 3rd year | 18,398 |
| 4th year & thereafter | 18,548 |
| Head Bartender |  | 21,186 |
| Bartender | 1st year | 19,778 |
| 2nd year | 19,883 |
| 3rd year | 20,078 |
| 4th year & thereafter | 20,273 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Assistant Bartender | 1st year | | 18,133 | |
| 2nd year | | 18,263 | |
| 3rd year | | 18,398 | |
| 4th year & thereafter | | 18,548 | |
| Restaurant Supervisor |  | | 22,151 | |
| Assistant Restaurant  Supervisor | 1st year | | 21,186 | |
| 2nd year | | 21,441 | |
| 3rd year | | 21,636 | |
| 4th year & thereafter | | 21,826 | |
| Kitchen Cost Controller | 1st year | | 18,927 | |
| 2nd year | | 19,057 | |
| 3rd year | | 19,187 | |
| 4th year & thereafter | | 19,417 | |
| Cashier | 1st year | | 20,075 | |
| 2nd year | | 20,205 | |
| 3rd year | | 20,335 | |
| 4th year & thereafter | | 20,460 | |
| *Cafetier* | 1st year | | 18,723 | |
| 2nd year | | 18,863 | |
| 3rd year | | 18,993 | |
| 4th year & thereafter | | 19,123 | |
| Assistant *Cafetier* | 1st year | | 17,933 | |
| 2nd year | | 18,063 | |
| 3rd year | | 18,198 | |
| 4th year & thereafter | | 18,328 | |
| Storekeeper | 1st year | | 20,398 | |
| 2nd year | | 20,593 | |
| 3rd year | | 20,788 | |
| 4th year & thereafter | | 20,983 | |
| Assistant Storekeeper | 1st year | | 19,055 | |
| 2nd year | | 19,185 | |
| 3rd year | | 19,480 | |
| 4th year & thereafter | | 19,745 | |
| Store Attendant | 1st year | | 18,793 | |
| 2nd year | | 18,928 | |
| 3rd year | | 19,058 | |
| 4th year & thereafter | | 19,288 | |
| *Caviste* | 1st year | | 19,055 | |
| 2nd year | | 19,185 | |
| 3rd year | | 19,415 | |
| 4th year & thereafter | | 19,615 | |
| Receptionist | 1st year | | 20,398 | |
| 2nd year | | 20,528 | |
| 3rd year | | 20,658 | |
| 4th year & thereafter | | 20,788 | |
| Assistant Receptionist | 1st year | | 19,517 | |
| 2nd year | | 19,647 | |
| 3rd year | | 19,777 | |
| 4th year & thereafter | | 19,882 | |
| Senior Accounts Clerk | 1st year | | 21,929 | |
| 2nd year | | 22,184 | |
| 3rd year | | 22,444 | |
| 4th year & thereafter | | 22,714 | |
| Accounts Clerk | 1st year | | 20,399 | |
| 2nd year | | 20,594 | |
| 3rd year | | 20,789 | |
| 4th year | | 20,984 | |
| 5th year | | 21,189 | |
| 6th year | | 21,444 | |
| 7th year & thereafter | | 21,639 | |
| Personnel Clerk,  Room Service Clerk | 1st year | | 19,946 | |
| 2nd year | | 20,141 | |
| 3rd year | | 20,336 | |
| 4th year & thereafter | | 20,526 | |
| Telephonist | 1st year | | 18,688 | |
| 2nd year | | 18,723 | |
| 3rd year | | 18,928 | |
| 4th year & thereafter | | 19,123 | |
| Porter Operator | 1st year | | 18,468 | |
| 2nd year | | 18,583 | |
| 3rd year | | 18,688 | |
| 4th year & thereafter | | 18,688 | |
| Housekeeper | 1st year | | 21,046 | |
| 2nd year | | 21,251 | |
| 3rd year | | 21,506 | |
| 4th year & thereafter | | 21,701 | |
| Assistant Housekeeper | 1st year | | 20,591 | |
| 2nd year | | 20,786 | |
| 3rd year | | 20,981 | |
| 4th year & thereafter | | 21,186 | |
| Linen Keeper | 1st year | | 20,398 | |
| 2nd year | | 20,528 | |
| 3rd year | | 20,658 | |
| 4th year & thereafter | | 20,788 | |
| Valet | 1st year | | 18,133 | |
| 2nd year | | 18,263 | |
| 3rd year | | 18,398 | |
| 4th year & thereafter | | 18,548 | |
| Launderer,  Sewing Attendant | 1st year | | 17,933 | |
| 2nd year | | 18,063 | |
| 3rd year | | 18,198 | |
| 4th year & thereafter | | 18,328 | |
| Trainee, Certified Trainee |  | | 16,500 | |
| Sports Instructor | 1st year | | 20,399 | |
| 2nd year | | 20,659 | |
| 3rd year | | 20,919 | |
| 4th year & thereafter | | 21,189 | |
| Entertainer | 1st year | | 19,778 | |
| 2nd year | | 20,013 | |
| 3rd year | | 20,273 | |
| 4th year & thereafter | | 20,528 | |
| Skipper | 1st year | | 18,469 | |
| 2nd year | | 18,619 | |
| 3rd year | | 18,724 | |
| 4th year & thereafter | | 18,929 | |
| Skipper's Assistant | 1st year | | 18,161 | |
| 2nd year | | 18,261 | |
| 3rd year | | 18,361 | |
| 4th year & thereafter | | 18,466 | |
| Kitchen Helper, Sports & Leisure Attendant,  Cleaner | 1st year | | 17,933 | |
| 2nd year | | 18,063 | |
| 3rd year | | 18,198 | |
| 4th year & thereafter | | 18,328 | |
| Waste Water Plant Operative | 1st year | | 18,061 | |
| 2nd year | | 18,196 | |
| 3rd year | | 18,326 | |
|  | | 4th year & thereafter | 18,466 | |
| Cabinet Maker,  Carpenter, Electrician,  Welder/Plumber, Mason,  Painter, Refrigeration Mechanic | | 1st year | 20,142 | |
| 2nd year | 20,272 | |
| 3rd year | 20,397 | |
| 4th year & thereafter | 20,527 | |
| Handyperson | | 1st year | 20,013 | |
| 2nd year | 20,143 | |
| 3rd year | 20,273 | |
| 4th year & thereafter | 20,398 | |
| Assistant Handyperson | | 1st year | 19,778 | |
| 2nd year | 19,883 | |
| 3rd year | 20,013 | |
| 4th year & thereafter | 20,143 | |
| Gardener | | 1st year | 18,133 | |
| 2nd year | 18,263 | |
| 3rd year | 18,398 | |
| 4th year & thereafter | 18,548 | |
| Driver | | 1st year | 19,517 | |
| 2nd year | 19,647 | |
| 3rd year | 19,777 | |
| 4th year & thereafter | 19,882 | |
|  |  | |
| Animal Keeper | | 1st year | 18,025 | |
| 2nd year | 18,155 | |
| 3rd year | 18,285 | |
| 4th year & thereafter | 18,415 | |
| Delivery Person | | 1st year | 18,700 | |
| 2nd year | 18,730 | |
| 3rd year | 18,860 | |
| 4th year & thereafter | 18,990 | |
| Guide | | 1st year | 18,950 | |
| 2nd year | 19,125 | |
| 3rd year | 19,400 | |
| 4th year & thereafter | 19,575 | |
| Kid's Club Hostess | 1st year | | 17,010 |
| 2nd year | | 17,360 |
| 3rd year | | 17,710 |
| 4th year & thereafter | | 17,925 |
| SpaTherapist/ Hairdresser | 1st year | | 19,375 |
| 2nd year | | 19,550 |
| 3rd year | | 19,725 |
| 4th year & thereafter | | 19,800 |

**Cinema Employees**

|  |  |  |
| --- | --- | --- |
|  | **PART I** | |
| **Category of employee** | **Monthly basic wages**  **(Rs)** | |
| Driver | 18,244 | |
| Store Assistant | 17,542 | |
| Caretaker/Cleaner | 17,542 | |
| Cleaner | 16,500 | |
| Helper | 16,540 | |
|  | **PART II** | |
| **Category of employee** | **Basic wages for up to 28 shows per month** | **Rates per show above 28 shows and forcasual employees** |
|  | **(Rs)** | **(Rscs)** |
| Projectionist | 18,074 | 826.66 |
| Assistant Projectionist | 16,942 | 678.81 |
| Box-office Attendant | 16,839 | 658.24 |
| Ticket Controller | 16,839 | 658.24 |
| Usher | 16,839 | 658.24 |
| *Café* Keeper | 16,839 | 658.24 |

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Cleaning Enterprises**

|  |  |  |
| --- | --- | --- |
|  |  |  |
| **Category of employee** | **Year of Service** | **Monthly basic wages**  **(Rs)** |
| Supervisor | 1st year | 19,110 |
| 2nd year | 19,310 |
| 3rd year | 19,535 |
| 4th year | 19,760 |
| 5th year | 19,885 |
| 6th year | 20,110 |
| 7th year | 20,335 |
| 8th year and thereafter | 20,560 |
| Accounts Clerk | 1st year | 17,990 |
| 2nd year | 18,190 |
| 3rd year | 18,390 |
| 4th year | 18,590 |
| 5th year | 18,790 |
| 6th year | 18,961 |
| 7th year | 19,169 |
|  | 8th year | 19,390 |
| Store Clerk | 1st year | 17,990 |
| 2nd year | 18,190 |
| 3rd year | 18,390 |
| 4th year | 18,590 |
| 5th year | 18,790 |
| 6th year | 18,961 |
| 7th year | 19,169 |
| 8th year and thereafter | 19,390 |
| Clerk | 1st year | 17,705 |
| 2nd year | 17,890 |
| 3rd year | 18,075 |
| 4th year | 18,275 |
| 5th year | 18,475 |
| 6th year | 18,675 |
| 7th year | 18,842 |
| 8th year and thereafter | 19,049 |
| Receptionist/ Telephonist  Receptionist/ Telephonist | 1st year | 17,195 |
| 2nd year | 17,380 |
| 3rd year | 17,565 |
| 4th year | 17,750 |
| 5th year | 17,935 |
| 6th year | 18,135 |
| 7th year | 18,335 |
| 8th year and thereafter | 18,535 |
| Driver grade I | 1st year | 17,950 |
| 2nd year | 18,150 |
| 3rd year | 18,350 |
| 4th year | 18,550 |
| 5th year | 18,750 |
| 6th year | 18,925 |
| 7th year | 19,132 |
| 8th year and thereafter | 19,340 |
| Driver grade II | 1st year | 17,650 |
| 2nd year | 17,835 |
| 3rd year | 18,020 |
| 4th year | 18,220 |
| 5th year | 18,420 |
| 6th year | 18,620 |
| 7th year | 18,820 |
| 8th year and thereafter | 18,998 |
| Driver grade III | 1st year | 17,395 |
| 2nd year | 17,580 |
| 3rd year | 17,765 |
| 4th year | 17,950 |
| Driver grade III | 5th year | 18,150 |
| 6th year | 18,350 |
| 7th year | 18,550 |
| 8th year and thereafter | 18,750 |
| Refuse Collector | 1st year | 16,800 |
| 2nd year | 16,955 |
| 3rd year | 17,140 |
| 4th year | 17,325 |
| 5th year | 17,510 |
| 6th year | 17,695 |
| 7th year | 17,885 |
| 8th year and thereafter | 18,075 |
| Lavatory Attendant | 1st year | 16,800 |
| 2nd year | 16,955 |
| 3rd year | 17,140 |
| 4th year | 17,325 |
| 5th year | 17,510 |
| 6th year | 17,695 |
| 7th year | 17,885 |
| 8th year and thereafter | 18,075 |
| Helper | 1st year | 16,650 |
| 2nd year | 16,800 |
| 3rd year | 16,955 |
| 4th year | 17,140 |
| 5th year | 17,325 |
| 6th year | 17,510 |
| 7th year | 17,695 |
| 8th year and thereafter | 17,880 |
| Cleaner | 1st year | 16,650 |
| 2nd year | 16,800 |
| 3rd year | 16,955 |
| 4th year | 17,140 |
| 5th year | 17,325 |
| 6th year | 17,510 |
| 7th year | 17,695 |
| 8th year and thereafter | 17,880 |
| Vehicle Attendant | 1st year | 16,500 |
| 2nd year | 16,650 |
| 3rd year | 16,800 |
| 4th year | 16,955 |
| 5th year | 17,140 |
| 6th year | 17,325 |
| 7th year | 17,510 |
| 8th year and thereafter | 17,695 |

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Distributive Trades**

|  |  |  |
| --- | --- | --- |
| **A – COMMON CATEGORIES OF EMPLOYEEES INVOLVED IN ANY TYPE OF TRADE** | | |
| **PART I – ADMINISTRATIVE STAFF** | | |
| **Category ofemployee** | **Year ofService** | **Monthly basic wages** |
| **(Rs)** |
| Accounts Clerk, Customs Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller | 1st year | 18,314 |
| 2nd year | 18,577 |
| 3rd year | 18,786 |
| 4th year | 18,885 |
| 5th year | 19,111 |
| 6th year | 19,336 |
| 7th year | 19,572 |
| 8th year & thereafter | 19,878 |
|  |  |  |
| Clerk | 1st year | 17,124 |
| 2nd year | 17,348 |
| 3rd year | 17,571 |
| 4th year | 17,771 |
| 5th year | 17,990 |
| 6th year | 18,266 |
| 7th year | 18,545 |
| 8th year & thereafter | 18,786 |
|  |  |  |
| Word-processing Operator | 1st year | 17,100 |
| 2nd year | 17,100 |
| 3rd year | 17,279 |
| 4th year | 17,504 |
| 5th year | 17,706 |
| 6th year | 17,923 |
| 7th year | 18,202 |
| 8th year & thereafter | 18,481 |
|  |  |  |
| Receptionist/ Telephonist | 1st year | 16,800 |
| 2nd year | 16,985 |
| 3rd year | 17,100 |
| 4th year | 17,301 |
| 5th year | 17,520 |
| 6th year | 17,716 |
| 7th year | 17,911 |
| 8th year & thereafter | 18,140 |

|  |  |  |
| --- | --- | --- |
| **PART II – NON-ADMINISTRATIVE STAFF** | | |
| **Category ofemployee** | **Year ofService** | **Monthly basic wages** |
| **(Rs)** |
| Sales Demonstrator | 1st year | 17,365 |
| 2nd year | 17,571 |
| 3rd year | 17,755 |
| 4th year | 17,940 |
| 5th year | 18,196 |
| 6th year | 18,400 |
| 7th year | 18,658 |
| 8th year & thereafter | 18,851 |
|  |  |  |
| Salesperson | 1st year | 17,100 |
| 2nd year | 17,301 |
| 3rd year | 17,520 |
| 4th year | 17,716 |
| 5th year | 17,911 |
| 6th year | 18,140 |
| 7th year | 18,365 |
| 8th year & thereafter | 18,590 |
|  |  |  |
| Driver grade I | 1st year | 18,007 |
| 2nd year | 18,229 |
| 3rd year | 18,400 |
| 4th year | 18,626 |
| 5th year | 18,786 |
| 6th year | 18,858 |
| 7th year | 19,030 |
| 8th year & thereafter | 19,202 |
|  |  |  |
| Driver grade II | 1st year | 17,711 |
| 2nd year | 17,852 |
| 3rd year | 17,995 |
| 4th year | 18,196 |
| 5th year | 18,357 |
| 6th year | 18,560 |
| 7th year | 18,722 |
| 8th year & thereafter | 18,873 |
|  |  |  |
| Driver grade III | 1st year | 17,452 |
| 2nd year | 17,598 |
| 3rd year | 17,738 |
| 4th year | 17,879 |
| 5th year | 18,023 |
| 6th year | 18,229 |
| 7th year | 18,384 |
| 8th year & thereafter | 18,582 |
|  |  |  |
| Vehicle Assistant | 1st year | 17,075 |
| 2nd year | 17,100 |
| 3rd year | 17,262 |
| 4th year | 17,422 |
| 5th year | 17,582 |
| 6th year | 17,733 |
| 7th year | 17,884 |
| 8th year & thereafter | 18,096 |
|  |  |  |
| Attendant | 1st year | 16,500 |
| 2nd year | 16,600 |
| 3rd year | 16,700 |
| 4th year | 16,800 |
| 5th year | 16,900 |
| 6th year | 17,015 |
| 7th year | 17,100 |
| 8th year & thereafter | 17,129 |
|  |  |  |
| **B – SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN THE DISTRIBUTION, STORAGE AND SALES OF PETROLEUM PRODUCTS** | | |
| **PART - I WHOLESALE TRADE** | | |
| Tanker Driver | 1st year | 18,786 |
| 2nd year | 18,858 |
| 3rd year | 19,030 |
| 4th year | 19,202 |
| 5th year | 19,400 |
| 6th year | 19,588 |
| 7th year | 19,840 |
| 8th year & thereafter | 19,928 |
|  |  |  |

|  |  |  |
| --- | --- | --- |
| Tanker Driver’s Assistant | 1st year | 16,645 |
| 2nd year | 16,795 |
| 3rd year | 16,945 |
| 4th year | 17,095 |
| 5th year | 17,100 |
| 6th year | 17,100 |
| 7th year | 17,100 |
| 8th year & thereafter | 17,203 |
|  |  |  |
| Cashier | 1st year | 17,399 |
| 2nd year | 17,609 |
| 3rd year | 17,808 |
| 4th year | 18,028 |
| 5th year | 18,300 |
| 6th year | 18,525 |
| 7th year | 18,750 |
| 8th year & thereafter | 18,975 |
|  |  |  |
| **PART II – RETAIL TRADE** | | |
| Lubricator,Cleaner | 1st year | 16,500 |
| 2nd year | 16,600 |
| 3rd year | 16,700 |
| 4th year | 16,800 |
| 5th year | 16,900 |
| 6th year | 17,015 |
| 7th year | 17,100 |
| 8th year & thereafter | 17,187 |
| Pump Attendant |  |  |
| 1st year | 16,600 |
| 2nd year | 16,700 |
| 3rd year | 16,800 |
| 4th year | 16,900 |
| 5th year | 17,015 |
| 6th year | 17,100 |
| 7th year | 17,129 |
| 8th year & thereafter | 17,255 |
|  |  |  |

|  |  |  |
| --- | --- | --- |
| FillingStation Assistant | 1st year | 16,800 |
| 2nd year | 16,900 |
| 3rd year | 17,015 |
| 4th year | 17,100 |
| 5th year | 17,129 |
|  | 6th year | 17,255 |
| 7th year | 17,383 |
| 8th year & thereafter | 17,497 |
|  |  |  |
| Cashier  Cashier | 1st year | 17,075 |
| 2nd year | 17,176 |
| 3rd year | 17,399 |
| 4th year | 17,609 |
| 5th year | 17,808 |
| 6th year | 18,028 |
| 7th year | 18,300 |
| 8th year & thereafter | 18,525 |
|  |  |  |
| **C. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN PHARMACEUTICAL TRADE** | | |
| **PART I – WHOLESALE TRADE** | | |
| Cashier | 1st year | 17,399 |
| 2nd year | 17,609 |
| 3rd year | 17,808 |
| 4th year | 18,028 |
| 5th year | 18,300 |
| 6th year | 18,525 |
| 7th year | 18,750 |
| 8th year & thereafter | 18,975 |
|  |  |  |
| **PART II – RETAIL TRADE** | | |
| Pharmacy Technician | 1st year& thereafter | 23,000 |
|  |  |
| Cashier | 1st year | 17,075 |
| 2nd year | 17,176 |
| 3rd year | 17,399 |
| 4th year | 17,609 |
| 5th year | 17,808 |
| 6th year | 18,028 |
| 7th year | 18,300 |
| 8th year & thereafter | 18,525 |
|  |  |  |
| Shop Assistant | 1st year | 16,800 |
| 2nd year | 16,975 |
| 3rd year | 17,100 |
| 4th year | 17,301 |
| 5th year | 17,510 |
| 6th year | 17,695 |
| 7th year | 17,880 |
| 8th year & thereafter | 18,065 |
|  |  |  |
| **D. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN OTHER TRADEs** | | |
| **PART I – SUPERMARKET** | | |
| Check-out Operator | 1st year | 17,075 |
| 2nd year | 17,176 |
| 3rd year | 17,399 |
| 4th year | 17,609 |
| 5th year | 17,808 |
| 6th year | 18,028 |
| 7th year | 18,300 |
| 8th year & thereafter | 18,525 |
|  |  |  |
| *Employé de rayon* | 1st year | 16,600 |
| 2nd year | 16,700 |
| 3rd year | 16,800 |
| 4th year | 16,900 |
| 5th year | 17,015 |
| 6th year | 17,100 |
| 7th year | 17,129 |
| 8th year &thereafter | 17,255 |
|  |  |  |
| Meat/Fish Packer | 1st year | 16,800 |
| 2nd year | 16,915 |
| 3rd year | 17,030 |
| 4th year | 17,100 |
| 5th year | 17,176 |
| 6th year | 17,309 |
| 7th year | 17,452 |
| 8th year & thereafter | 17,582 |
|  |  |  |
| Cold Room Attendant | 1st year | 17,273 |
| 2nd year | 17,400 |
| 3rd year | 17,525 |
| 4th year | 17,650 |
| 5th year | 17,775 |
|  | 6th year | 17,900 |
| 7th year | 18,035 |
| 8th year & thereafter | 18,170 |

|  |  |  |
| --- | --- | --- |
| **PART II – WHOLESALE TRADE OR WHOLESALE AND RETAIL TRADE** | | |
| Shop Assistant | 1st year | 16,800 |
| 2nd year | 16,975 |
| 3rd year | 17,100 |
| 4th year | 17,301 |
| 5th year | 17,510 |
| 6th year | 17,695 |
| 7th year | 17,880 |
| 8th year & thereafter | 18,065 |
|  |  |  |
| Cashier | 1st year | 17,399 |
| 2nd year | 17,609 |
| 3rd year | 17,808 |
| 4th year | 18,028 |
| 5th year | 18,300 |
| 6th year | 18,525 |
| 7th year | 18,750 |
| 8th year &thereafter | 18,975 |
|  |  |  |
| Cold RoomAttendant | 1st year | 17,273 |
| 2nd year | 17,400 |
| 3rd year | 17,525 |
| 4th year | 17,650 |
| 5th year | 17,775 |
| 6th year | 17,900 |
| 7th year | 18,035 |
| 8th year & thereafter | 18,170 |
|  |  |  |
| Pesticides Handler | 1st year | 17,273 |
| 2nd year | 17,400 |
| 3rd year | 17,525 |
| 4th year | 17,650 |
| 5th year | 17,775 |
| 6th year | 17,900 |
| 7th year | 18,035 |
| 8th year & thereafter | 18,170 |
| **PART III – RETAIL TRADE** | | |
| Cashier | 1st year | 17,075 |
| 2nd year | 17,176 |
| 3rd year | 17,399 |
| 4th year | 17,609 |
| 5th year | 17,808 |
| 6th year | 18,028 |
| 7th year | 18,300 |
| 8th year & thereafter | 18,525 |
|  |  |  |
| Shop Assistant | 1st year | 16,800 |
| 2nd year | 16,975 |
| 3rd year | 17,100 |
| 4th year | 17,301 |
| 5th year | 17,505 |
| 6th year | 17,685 |
| 7th year | 17,865 |
| 8th year & thereafter | 18,065 |
|  |  |  |
| Cold RoomAttendant | 1st year | 17,273 |
| 2nd year | 17,400 |
| 3rd year | 17,525 |
| 4th year | 17,650 |
| 5th year | 17,775 |
| 6th year | 17,900 |
| 7th year | 18,035 |
| 8th year & thereafter | 18,170 |
|  | \_\_\_\_\_\_\_\_\_\_\_\_\_ |  |

**Domestic Workers**

|  |  |  |
| --- | --- | --- |
| **Category of employee** | **Monthly basic wages** | **Hourly basic rate** |
|  | **(Rs)** | **(Rs)** |
| Cook | 16,745 | 85.87 |
| Gardener | 17,100 | 87.69 |
| Household employee | 16,500 | 84.62 |
| Household employee/ Cook | 17,095 | 87.67 |
| Caretaker | 17,100 | 87.69 |
| Driver | 17,669 | 90.61 |
| *Garde-malade* | 17,100 | 54.81 |
| \_\_\_\_\_\_\_\_\_\_\_\_\_ | | |

**Electrical, Engineering and Mechanical Workshops**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Category of employee** | **Year of service** | | **Monthly wages**  **(Rs)** | | | |
| Accounts Clerk, Storekeeper | 1st year | | 18,000 | | | |
| 2nd year | | 18,207 | | | |
| 3rd year | | 18,315 | | | |
| 4th year | | 18,522 | | | |
| 5th year | | 18,755 | | | |
| 6th year | | 18,989 | | | |
| 7th year & thereafter | | 19,222 | | | |
| Clerk | 1st year | | 17,348 | | | |
| 2nd year | | 17,536 | | | |
| 3rd year | | 17,720 | | | |
| 4th year | | 17,927 | | | |
| 5th year | | 18,135 | | | |
| 6th year | | 18,242 | | | |
| 7th year & thereafter | | 18,449 | | | |
| Receptionist/Telephonist | 1st year | | 16,840 | | | |
| 2nd year | | 17,023 | | | |
| 3rd year | | 17,205 | | | |
| 4th year | | 17,391 | | | |
| Receptionist/Telephonist | 5th year | | 17,580 | | | |
| 6th year | | 17,787 | | | |
| 7th year & thereafter | | 17,995 | | | |
| Electrician, Motor Mechanic  Superior grade | 1st year | | 19,775 | | | |
| 2nd year | | 19,983 | | | |
| 3rd year & thereafter | | 20,190 | | | |
|  |  | **Grade I**  **(Rs)** | | **Grade II**  **(Rs)** | **Grade III**  **(Rs)** |
| Automobile Electrician, Blacksmith, Fitter, Motor Mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet Metal employee/Boiler maker, Turner, Welder | 1st year | 18,479 | | 17,397 | 16,500 |
| 2nd year | 18,687 | | 17,586 | 16,642 |
| 3rd year | 18,894 | | 17,793 | 16,824 |
| 4th year | 19,102 | | 18,001 | 17,007 |
| 5th year | 19,309 | | 18,208 |  | |
| 6th year | 19,416 | | 18,316 |  | |
| 7th year & thereafter | 19,624 | |  |  | |
|  |  | **Grade I** | | **Grade II** |  | |
| Carpenter, Electrician, Painter | 1st year | 18,479 | | 17,397 |  | |
| 2nd year | 18,687 | | 17,586 |  | |
| 3rd year | 18,894 | | 17,793 |  | |
| 4th year | 19,102 | | 18,001 |  | |
| 5th year | 19,309 | | 18,208 |  | |
| 6th year | 19,416 | | 18,316 |  | |
|  | 7th year & thereafter | 19,624 | |  |  | |
| Upholsterer |  | 18,479 | |  | | |
| Tyreperson |  | 17,975 | |
| Tyreperson Assistant |  | 16,812 | |
| Apprentice | 1st year | 16,500 | |
| 2nd year | 16,500 | |
| 3rd year | 16,500 | |
| 4th year | 16,500 | |
| 5th year & thereafter | 16,500 | |

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Factory Employees**

**PART I**

|  |  |  |
| --- | --- | --- |
| **Category of employee** | **Year of service** | **Monthly wages**  **(Rs)** |
| Chief clerk | 1st year | 19,940 |
| 2nd year | 20,165 |
| 3rd year | 20,402 |
| 4th year | 20,681 |
| 5th year | 20,895 |
| 6th year | 21,196 |
| 7th year | 21,443 |
| 8th year & thereafter | 21,700 |
| Accounts Clerk, Cashier, Storekeeper | 1st year | 18,980 |
| 2nd year | 19,246 |
| 3rd year | 19,503 |
| 4th year | 19,718 |
| 5th year | 19,932 |
| 6th year | 20,058 |
| 7th year | 20,284 |
| 8th year &thereafter | 20,530 |
| Clerk, Assistant Storekeeper | 1st year | 18,085 |
| 2nd year | 18,254 |
| 3rd year | 18,438 |
| 4th year | 18,667 |
| 5th year | 18,883 |
| 6th year | 19,035 |
| 7th year | 19,353 |
| 8th year & thereafter | 19,653 |
| Word Processing Operator | 1st year | 17,787 |
| 2nd year | 17,964 |
| 3rd year | 18,140 |
| 4th year | 18,357 |
| 5th year | 18,575 |
| 6th year | 18,808 |
| 7th year | 18,935 |
| 8th year &thereafter | 19,224 |
| Telephonist, Receptionist | 1st year | 17,556 |
| 2nd year | 17,732 |
| 3rd year | 17,909 |
| 4th year | 18,118 |
| 5th year | 18,334 |
| 6th year | 18,553 |
| 7th year | 18,786 |
| 8th year & thereafter | 18,859 |
| Foreman, Forewoman | 1st year | 17,556 |
| 2nd year | 17,732 |
| 3rd year | 17,909 |
| 4th year | 18,118 |
| 5th year | 18,334 |
| 6th year | 18,553 |
| 7th year | 18,764 |
| 8th year &thereafter | 18,859 |
|  | **PART II** |  |
| **Category of employee** | **Year of service** | **Monthly wages**  **(Rs)** |
| Factory Operator | 1st year | 17,100 |
| 2nd year | 17,100 |
| 3rd year | 17,100 |
| 4th year | 17,179 |
| 5th year | 17,272 |
| 6th year | 17,345 |
| 7th year | 17,415 |
| 8th year & thereafter | 17,487 |
| Factory Attendant | 1st year | 17,100 |
| 2nd year | 17,100 |
| 3rd year | 17,100 |
| 4th year | 17,100 |
| 5th year | 17,100 |
| 6th year | 17,100 |
| 7th year | 17,100 |
| 8th year & thereafter | 17,152 |
| Assistant Factory Employee | 1st year | 16,500 |
| 2nd year | 16,585 |
| 3rd year | 16,709 |
| 4th year | 16,793 |
| 5th year & thereafter | 16,873 |

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Field-crop and Orchard Workers**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Category of employee** | | **Monthly basic wages**  **(Rs)** | |  |  |
| Field labourer grade I | | 17,211 | |  |  |
| Field labourer grade II | | 16,500 | |  |  |
| Surveillant  **Light Metal and Wooden Furniture Workshops**   |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Category of employee** | **PART I**  **Year of service** | **Monthly basic wages**  **(Rs)** | | | |  |  |  | | | | **Administrative staff** |  |  | | | | Accounts Clerk, Cashier, Storekeeper | 1st year | 18,341 | | | | 2nd year | 18,546 | | | | 3rd year | 18,706 | | | | 4th year | 18,867 | | | | 5th year | 19,098 | | | | 6th year | 19,318 | | | | 7th year | 19,448 | | | | 8th year & thereafter | 19,734 | | | | Clerk | 1st year | 17,925 | | | | 2nd year | 18,148 | | | | 3rd year | 18,301 | | | | 4th year | 18,363 | | | | 5th year | 18,642 | | | | 6th year | 18,867 | | | | 7th year | 19,092 | | | | 8th year & thereafter | 19,307 | | | | Word Processing Operator | 1st year | 17,567 | | | | 2nd year | 17,731 | | | | 3rd year | 17,882 | | | | 4th year | 18,047 | | | | 5th year | 18,223 | | | | 6th year | 18,502 | | | | 7th year | 18,727 | | | | 8th year & thereafter | 18,953 | | | | Receptionist/Telephonist | 1st year | 16,677 | | | | 2nd year | 16,842 | | | | 3rd year | 16,997 | | | | 4th year | 17,151 | | | | 5th year | 17,395 | | | | 6th year | 17,634 | | | | 7th year | 17,860 | | | | 8th year & thereafter | 18,148 | | | | **PART II** | | | | | | Cabinet Maker (Superior Grade) | 1st year | 18502 | | | | 2nd year | 18,566 | | | | 3rd year | 18,620 | | | | 4th year | 18,674 | | | | 5th year & thereafter | 18,727 | | | | **Skilled employees** | | **Grade I**  **(Rs)** | **Grade II**  **(Rs)** | **Grade III**  **(Rs)** | | Blacksmith, Cabinet Maker, Electrician, Fitter, Machine operator, Mechanic, Painter, Panel beater, Pipe bender, Trimmer, Turner, Upholsterer, Welder and other employees in charge of sophisticated equipment | 1st year | 18,148 | 17,405 | 16,732 | | 2nd year | 18,204 | 17,474 | 16,798 | | 3rd year | 18,259 | 17,533 | 16,854 | | 4th year | 18,259 | 17,590 | 16,909 | | 5th year & thereafter | 18,266 | 17,644 | 16,964 | | | | Apprentice | 1st year | 16,500 |  |  | |  | 2nd year | 16,500 |  |  | |  | 3rd year | 16,500 |  |  | |  | 4th year | 16,500 |  |  | |  | 5th year & thereafter | 16,500 |  |  | | **Category of employee** | **Year of service** | **Monthly basic wages**  **(Rs)** | | | |  |  | **Grade I**  **(Rs)** | **Grade II**  **(Rs)** | **Others**  **(Rs)** | | Driver | 1st year | 17,969 | 17,720 | 17,458 | | 2nd year | 18,025 | 17,775 | 17,515 | | 3rd year | 18,080 | 17,828 | 17,572 | | 4th year | 18,193 | 17,882 | 17,629 | | 5th year & thereafter | 18,248 | 17,936 | 17,693 | |  |  |  |  | |  |  |  |  | | Lorry helper | 1st year | 16,732 | | | 2nd year | 16,798 | | | 3rd year | 16,854 | | | 4th year & thereafter | 16,909 | | | Attendant | 1st year | 16,500 | |  | | 2nd year | 16,500 | |  | | 3rd year | 16,500 | |  | | 4th year & thereafter | 16,500 | |  |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Livestock Workers**   |  |  |  |  | | --- | --- | --- | --- | | **Category of employee** | **Year of service** | **Monthly basic wages**  **(Rs cs)** | | | Supervisor | 1st year | 17,696 | | | 2nd year | 17,847 | | | 3rd year | 18,000 | | | 4th year | 18,271 | | | 5th year & thereafter | 18,481 | | | Farm Employee grade I |  | 17,211 | | | Farm Employee grade II |  | 16,500 | | |  |  |  |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Media Employees**   |  |  |  | | --- | --- | --- | | **Category of employee** | **Year of service** | **Monthly salary**  **(Rs)** | | Journalist, *Secrétaire de Redaction*, Caricaturist, Radio Presenter | 1st year | 25,925 | | 2nd year | 26,425 | | 3rd year | 26,925 | | 4th year | 27,425 | | 5th year | 27,925 | | 6th year | 28,425 | | 7th year | 28,925 | | 8th year | 29,425 | | 9th year | 29,925 | | 10th year & thereafter | 30,425 | | Junior Journalist, Photographer, Videographer, Audiovisual Editor, Radio Technician | 1st year | 20,925 | | 2nd year | 21,225 | | 3rd year | 21,525 | | 4th year | 21,825 | |  | 5th year | 22,125 | |  | 6th year | 22,425 | |  | 7th year | 22,725 | |  | 8th year | 23,025 | |  | 9th year | 23,325 | |  | 10th year | 23,625 | |  | 11th year | 23,925 | |  | 12th year | 24,225 | |  | 13th year | 24,525 | |  | 14th year | 24,825 | |  | 15th year & thereafter | 25,125 |   **GROUP B**   |  |  |  | | --- | --- | --- | | **Category of employee** | **Year of service** | **Monthly salary**  **(Rs)** | | Documentalist, Maquettiste | 1st year | 20,925 | |  | 2nd year | 21,175 | |  | 3rd year | 21,425 | |  | 4th year | 21,675 | |  | 5th year | 21,925 | |  | 6th year | 22,175 | |  | 7th year | 22,425 | |  | 8th year | 22,675 | |  | 9th year | 22,925 | |  | 10th year & thereafter | 23,175 | | Proof Reader | 1st year | 18,732 | |  | 2nd year | 18,882 | |  | 3rd year | 19,032 | |  | 4th year | 19,182 | |  | 5th year | 19,332 | |  | 6th year | 19,482 | |  | 7th year | 19,632 | |  | 8th year | 19,782 | |  | 9th year | 19,932 | |  | 10th year & thereafter | 20,082 | | Clerk, Word Processing Operator | 1st year | 19,425 | |  | 2nd year | 19,575 | |  | 3rd year | 19,725 | |  | 4th year | 19,875 | |  | 5th year | 20,025 | |  | 6th year | 20,175 | |  | 7th year | 20,325 | |  | 8th year | 20,475 | |  | 9th year | 20,625 | |  | 10th year & thereafter | 20,775 |  |  |  |  | | --- | --- | --- | | Assistant Documentalist | 1st year | 18,665 | |  | 2nd year | 18,815 | |  | 3rd year | 18,965 | |  | 4th year | 19,115 | |  | 5th year | 19,275 | |  | 6th year | 19,515 | |  | 7th year | 19,565 | |  | 8th year | 19,715 | |  | 9th year | 19,863 | |  | 10th year & thereafter | 20,013 | | Receptionist/Telephonist, Radio Switchboard Operator | 1st year | 18,425 | |  | 2nd year | 18,525 | |  | 3rd year | 18,625 | |  | 4th year | 18,725 | |  | 5th year | 18,825 | |  | 6th year | 18,925 | |  | 7th year | 19,025 | |  | 8th year | 19,125 | |  | 9th year | 19,225 | |  | 10th year & thereafter | 19,325 |  |  |  |  | | --- | --- | --- | | Advertisement Clerk, Accounts Clerk, Store Clerk, Cashier | 1st year | 19,425 | |  | 2nd year | 19,625 | |  | 3rd year | 19,825 | |  | 4th year | 20,025 | |  | 5th year | 20,225 | |  | 6th year | 20,425 | |  | 7th year | 20,625 | |  | 8th year & thereafter | 20,825 | | Driver | 1st year | 19,150 | |  | 2nd year | 19,300 | |  | 3rd year | 19,450 | |  | 4th year | 19,600 | |  | 5th year & thereafter | 19,750 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Office Attendants**   |  |  |  | | --- | --- | --- | | **Category of Office Attendant** | **Year of service** | **Monthly basic wages**  **(Rs)** | | Head Office Attendant | 1st year | 19,335 | | 2nd year | 19,568 | | 3rd year | 19,827 | | 4th year | 20,086 | | 5th year | 20,346 | | 6th year | 20,605 | | 7th year | 20,864 | | 8th year | 21,123 | | 9th year | 21,383 | | 10th year & thereafter | 21,642 | | Office Attendant | 1st year | 17,563 | | 2nd year | 17,772 | | 3rd year | 17,979 | | 4th year | 18,186 | | 5th year | 18,294 | | 6th year | 18,501 | | 7th year | 18,735 | | 8th year | 18,968 | | 9th year | 19,201 | | 10th year &thereafter | 19,335 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Grades and Sectors not covered by Remuneration Regulations**  **Method of calculation**   1. **Basic wage: less than Rs 20,000**   Relativity adjustment = Difference between basic wage of December 2023 + Rs 4,925 – basic wage January 2024   1. **Basic wage:Rs 20,000 up to Rs 50,000**   Relativity adjustment = Rs 2,925  **Basic salary of holders of a degree or a diploma graduates**   1. Rs25,000 a month ( Occupation requiring a degree) 2. Rs 23,000 a month ( Occupation requiring a diploma)   **Pre-Primary School Employees**   |  |  |  | | --- | --- | --- | | **Category of employee** | **Year of service** | **Monthly basic wages**  **(Rs)** | | **Teaching staff** |  |  | | Teacher Supervisor |  | 18,851 | | Teacher (grade I) | 1st year | 17,671 | | 2nd year | 17,770 | | 3rd year | 17,886 | | 4th year | 17,991 | | 5th year | 18,112 | | 6th year | 18,222 | | 7th year | 18,361 | | 8th year | 18,483 | | 9th year | 18,621 | | 10th year & thereafter | 18,744 | | Teacher (grade II) | 1st year | 17,100 | | 2nd year | 17,137 | | 3rd year | 17,261 | | 4th year | 17,361 | | 5th year & thereafter | 17,462 | | Teacher (grade III) | Less than 5 years | 17,100 | | 5 to 10 years | 17,100 | | more than 10 years & thereafter | 17,313 | | **Non-teaching staff** |  |  | | Cook |  | 17,100 | | Gardener/ Handyperson |  | 16,500 | | School Attendant | 1st year | 17,100 | | 2nd year | 17,100 | | 3rd year | 17,100 | | 4th year | 17,100 | | 5th year & thereafter | 17,100 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | 18,000 | |  |  |
| **Printing Industry**   |  |  |  | | --- | --- | --- | | **Category of employee** | **Year of service** | **Monthly basic wages**  **(Rs)** | | Supervisor |  | 25,570 | | Assistant Supervisor |  | 24,875 | | Machine operator/Operator |  | 24,605 | | Quality controller/Checker |  | 23,672 | | Archivist |  | 22,253 | | Layout Artist | 1st year | 19,636 | | 2nd year | 19,896 | | 3rd year | 20,155 | | 4th year | 20,414 | | 5th year | 20,673 | | 6th year | 20,933 | | 7th year | 21,192 | | 8th year | 21,451 | | 9th year | 21,710 | | 10th year & thereafter | 21,970 | |  | 1st year | 19,376 | | 2nd year | 19,635 | | 3rd year | 19,895 | | Proof Reader  Proof Reader | 4th year | 20,154 | | 5th year | 20,413 | | 6th year | 20,672 | | 7th year | 20,932 | | 8th year | 21,191 | | 9th year | 21,450 | | 10th year & thereafter | 21,709 | | Cameraperson/ Platemaker, Photoengraver,  Photo-type Setter,  Computer to Plate Operator, | 1st year | 19,077 | | 2nd year | 19,310 | | 3rd year | 19,469 | | 4th year | 19,729 | | 5th year | 19,988 | | 6th year | 20,247 | | 7th year | 20,506 | | 8th year | 20,766 | | 9th year | 21,025 | | 10th year & thereafter | 21,284 | | Assistant Machine Operator |  | 20,210 | | Binder/Cutter | 1st year | 17,790 | | 2nd year | 17,998 | | 3rd year | 18,205 | | 4th year | 18,313 | | 5th year | 18,546 | | 6th year | 18,779 | | 7th year | 19,012 | | 8th year | 19,246 | | 9th year | 19,405 | | 10th year & thereafter | 19,664 |  |  |  |  | | --- | --- | --- | | Handyperson, Helper | 1st year | 16,710 | | 2nd year | 16,885 | | 3rd year | 17,060 | | 4th year | 17,235 | | 5th year & thereafter | 17440 | | Apprentice | 1st year | 16,910 | |  | 2nd year | 17,085 | |  | 3rd year | 17,260 | |  | 4th year | 17,466 | | Clerk  Receptionist/Telephonist,  Typist, Secretary | 1st year | 18,090 | | 2nd year | 18,297 | | 3rd year | 18,431 | | 4th year | 18,664 | | 5th year | 18,897 | | 6th year | 19,131 | | 7th year | 19,364 | | 8th year | 19,523 | | 9th year | 19,783 | | 10th year & thereafter | 20,042 | | Storekeeper | 1st year | 18,478 | | 2nd year | 18,712 | | 3rd year | 18,945 | | 4th year | 19,178 | | 5th year | 19,412 | | 6th year | 19,571 | | 7th year | 19,830 | | 8th year | 20,089 | | 9th year | 20,349 | | 10th year & thereafter | 20,608 | | Store Attendant | 1st year | 17,110 | | 2nd year | 17,285 | | 3rd year | 17,492 | | 4th year | 17,699 | | 5th year & thereafter | 17,906 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Private Hospitals and Other Related Health Services**  **PART I**   |  |  |  | | --- | --- | --- | | **Category of employee** | **Year of service** | **Monthly basic wages**  **(Rs)** | | Charge Nurse/Ward Sister |  | 25,000 | | Medical Laboratory Technician, Radiographer, Nurse, Dispenser | 1st year& thereafter | 23,000 | | Assistant Nurse | 1st year | 17,100 | | 2nd year | 17,160 | | 3rd year | 17,310 | | 4th year | 17,455 | | 5th year | 17,605 | | 6th year | 17,799 | | 7th year | 17,978 | | 8th year | 18,185 | | 9th year | 18,404 | | 10th year & thereafter | 18,588 | | Midwife | 1st year | 17,277 | | 2nd year | 17,422 | | 3rd year | 17,565 | | 4th year | 17,703 | | 5th year | 17,827 | | 6th year | 18,007 | | 7th year | 18,213 | | 8th year | 18,431 | | 9th year | 18,615 | | 10th year & thereafter | 18,860 | | Nursing Aid | 1st year | 16,853 | | 2nd year | 17,003 | | 3rd year | 17,100 | | 4th year | 17,100 | | 5th year | 17,100 | | 6th year | 17,236 | | 7th year | 17,455 | | 8th year | 17,667 | | 9th year | 17,855 | | 10th year & thereafter | 18,047 | | **PART II** | | | | Driver |  | 17,455 | | Cook | 1st year | 17,100 | | 2nd year | 17,160 | | 3rd year and thereafter | 17,389 | | Receptionist | 1st year | 17,100 | | 2nd year | 17,100 | | 3rd year and thereafter | 17,236 | | Nursing Home Attendant, Launderer | 1st year | 16,500 | | 2nd year | 16,650 | | 3rd year | 16,800 | | 4th year | 16,950 | | 5th year and thereafter | 17,100 | | Gardener |  | 17100 | | Kitchen Help | 1st year | 16,500 | | 2nd year | 16,650 | | 3rd year and thereafter | 16,800 | | Handyperson |  | 17,978 |   ­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Private Secondary Schools**   |  |  |  | | --- | --- | --- | | **Category of employee** | **Year of service** | **Monthly salary**  **(Rs)** | | Principal |  | 25,000 | | 1. **Teachers, other than instructors** |  |  | | (1) Graduate | 1st year& thereafter | 25,000 | |  |  | | (2) Non-Graduate grade I, Non-Graduate grade II, Non-Graduate grade III | 1st year& thereafter | 23,000 | |  |  | | (3)Non-Graduate grade IV | 1st year& thereafter | 16,500 | | 1. **Instructors** |  |  | | 1. Instructor grade I | 1st year& thereafter | 23,000 | | 1. Instructor grade II | 1st year | 16,500 | | 2nd year | 16,500 | | Instructor grade II | 3rd year | 16,500 | | 4th year | 16,500 | | 5th year | 16,500 | | 6th year | 16,563 | | 7th year | 16,684 | | 8th year | 16,823 | | 9th year | 16,957 | | 10th year | 17,062 | | 11th year | 17,176 | | 12th year | 17,382 | | 13th year & thereafter | 17,560 | | 1. **Other employees** |  |  | | 1. Clerk, Typist, Secretary, Usher or Librarian , | 1st year& thereafter | 16,500 | | Laboratory Attendant, Workshop Attendant |  |  | | 1. Caretaker, Cleaner, Gardener |  | 16,500 | |  |  |  |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Private Security Services Employees**   |  |  |  | | --- | --- | --- | | **Category** | **Year of service** | **Monthly basic salary**  **(Rs)** | | Security Guard | 1st year | 17,934 | | 2nd year | 18,049 | | 3rd year | 18,164 | | 4th year | 18,279 | | 5th year | 18,394 | | 6th year | 18,509 | | 7th year | 18,624 | | 8th year | 18,739 | | 9th year | 18,854 | | 10th year and thereafter | 18,969 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Public Transport (Buses)**   |  |  |  |  | | --- | --- | --- | --- | | **Category of employee** | **Year of service** | **Basic wages per month**  **(Rs)** | | | Traffic supervisor | 1st year | 24,535 | | | 2nd year | 24,710 | | | 3rd year | 24,885 | | | 4th year | 25,060 | | | 5th year | 25,235 | | | 6th year | 25,410 | | | 7th year | 25,585 | | | 8th year | 25,760 | | | 9th year | 25,935 | | | 10th year | 26,110 | | | Traffic officer | 1st year | 23,610 | | | 2nd year | 23,785 | | | 3rd year | 23,960 | | | 4th year | 24,060 | | | 5th year | 24,235 | | | 6th year | 24,410 | | | 7th year | 24,585 | | | 8th year | 24,760 | | | 9th year | 24,935 | | | 10th year | 25,110 | | | Driver | 1st year | 22,947 | | | 2nd year | 23,122 | | | 3rd year | 23,297 | | | 4th year | 23,472 | | | 5th year | 23,647 | | | 6th year | 23,822 | | | 7th year | 23,922 | | | 8th year | 24,097 | | | 9th year | 24,272 | | | 10th year | 24,447 | | | Conductor | 1st year | 22,368 | | | 2nd year | 22,543 | | | 3rd year | 22,718 | | | 4th year | 22,893 | | | 5th year | 23,068 | | | 6th year | 23,243 | | | 7th year | 23,418 | | | 8th year | 23,593 | | | 9th year | 23,768 | | | 10th year | 23,943 | | | (b) The wages of very casual employee shall be as follows – | | | | | | | **Category of casual worker** | **Hours of work** | | **Basic rate of pay** | | | | **(Rscs)** | | | Driver | For the first 4 hours on  any normal working day | | 533.26 | | | For every subsequent hour not exceeding 4 hours | | 133.74 | | | For every subsequent hour as from the ninth hour | | 200.61 | | | Conductor | For the first 4 hours on any normal working day | | 518.52 | | | For every subsequent hour not exceeding 4 hours | | 129.63 | | | For every subsequent hour as from the ninth hour | | 194.45 | |      |  |  |  | | --- | --- | --- | | **Category of employee** | **Year of service** | **Basic wages per month** | | **(Rs)** | | Accounts Clerk, Chief Cashier, Insurance Clerk | 1st year | 25,229 | | 2nd year | 25,404 | | 3rd year | 25,579 | | 4th year | 25,754 | | 5th year | 25,929 | | 6th year | 26,104 | | 7th year | 26,279 | | 8th year | 26,454 | | 9th year | 26,629 | | 10th year | 26,804 | | Cashier, Storekeeper, Chief Clerk | 1st year | 23,730 | | 2nd year | 23,905 | | 3rd year | 24,005 | | 4th year | 24,180 | | 5th year | 24,355 | | 6th year | 24,530 | | 7th year | 24,705 | | 8th year | 24,880 | | 9th year | 25,055 | | 10th year | 25,230 | | Senior Clerk | 1st year | 22,810 | | 2nd year | 22,985 | | 3rd year | 23,160 | | 4th year | 23,335 | | 5th year | 23,510 | | 6th year | 23,685 | | 7th year | 23,860 | | 8th year | 23,960 | | 9th year | 24,135 | | 10th year | 24,310 | | Junior Clerk, Typist | 1st year | 21,560 | | 2nd year | 21,735 | | 3rd year | 21,910 | | 4th year | 22,085 | | 5th year | 22,260 | | 6th year | 22,435 | | 7th year | 22,610 | | 8th year | 22,785 | | 9th year | 22,960 | | 10th year | 23,135 | | Data Input Clerk | 1st year | 21,710 | | 2nd year | 21,885 | | 3rd year | 22,060 | | 4th year | 22,235 | | 5th year | 22,410 | | 6th year | 22,585 | | 7th year | 22,760 | | 8th year | 22,935 | | 9th year | 23,110 | | 10th year | 23,285 | | Head Messenger | 1st year | 21,476 | | 2nd year | 21,651 | | 3rd year | 21,826 | | 4th year | 22,001 | | 5th year | 22,176 | | 6th year | 22,351 | | 7th year | 22,526 | | 8th year | 22,701 | | 9th year | 22,876 | | 10th year | 23,051 | | Messenger | 1st year | 20,595 | | 2nd year | 20,770 | | 3rd year | 20,945 | | 4th year | 21,120 | | 5th year | 21,295 | | 6th year | 21,470 | | 7th year | 21,645 | | 8th year | 21,820 | | 9th year | 21,995 | | 10th year | 22,170 | | Photocopy Machine Operator, Telephonist | 1st year | 20,732 | | 2nd year | 20,907 | | 3rd year | 21,082 | | 4th year | 21,257 | | 5th year | 21,432 | | 6th year | 21,607 | | 7th year | 21,782 | | 8th year | 21,957 | | 9th year | 22,132 | | 10th year | 22,307 | | Part-time Cashier |  | 149.88  per hour |      |  |  |  |  | | --- | --- | --- | --- | | (2) The wages of every employee shall be as follows – | | | | | **Category of employee** | **Year of service** | **Basic wages per month** | | **(Rs)** | | Workshop Supervisor | 1st year | 29,345 | | 2nd year | 29,520 | | 3rd year | 29,695 | | 4th year | 29,870 | | 5th year | 30,045 | | 6th year | 30,220 | | 7th year | 30,395 | | 8th year | 30,570 | | 9th year | 30,745 | | 10th year | 30,920 | | Chief Mechanic | 1st year | 27,595 | | 2nd year | 27,770 | | 3rd year | 27,945 | | 4th year | 28,120 | | 5th year | 28,295 | | 6th year | 28,470 | | 7th year | 28,645 | | 8th year | 28,820 | | 9th year | 28,995 | | 10th year | 29,170 | | Mechanic  Electrician (superior grade) | 1st year | 25,845 | | 2nd year | 26,020 | | 3rd year | 26,195 | | 4th year | 26,370 | | 5th year | 26,545 | | 6th year | 26,720 | | 7th year | 26,895 | | 8th year | 27,070 | | 9th year | 27,245 | | 10th year | 27,420 | | Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (grade I) | 1st year | 24,095 | | 2nd year | 24,270 | | 3rd year | 24,445 | | 4th year | 24,620 | | 5th year | 24,795 | | 6th year | 24,970 | | 7th year | 25,145 | | 8th year | 25,320 | | 9th year | 25,495 | | 10th year | 25,670 | | Mechanic Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder( grade II) | 1st year | 22,245 | | 2nd year | 22,420 | | 3rd year | 22,595 | | 4th year | 22,770 | | 5th year | 22,945 | | 6th year | 23,120 | | 7th year | 23,295 | | 8th year | 23,470 | | 9th year | 23,645 | | 10th year | 23,820 | | Mechanic  Coach Builder, Painter,  Electrician, Fitter,  Blacksmith,  Welder (grade III) | 1st year | 20,863 | | 2nd year | 20,966 | | 3rd year | 21,069 | | 4th year | 21,170 | | 5th year | 21,279 | | 6th year | 21,370 | | 7th year | 21,545 | | 8th year | 21,720 | | 9th year | 21,895 | | 10th year | 22,070 | | Upholsterer | 1st year | 21,948 | | 2nd year | 22,123 | | 3rd year | 22,298 | | 4th year | 22,473 | | 5th year | 22,648 | | 6th year | 22,823 | | 7th year | 22,998 | | 8th year | 23,173 | | 9th year | 23,348 | | 10th year | 23,523 | | Lubricator | 1st year | 21,242 | | 2nd year | 21,417 | | 3rd year | 21,592 | | 4th year | 21,767 | | 5th year | 21,942 | | 6th year | 22,117 | | 7th year | 22,292 | | 8th year | 22,467 | | 9th year | 22,642 | | 10th year | 22,817 | | Helper | 1st year | 20,465 | | 2nd year | 20,640 | | 3rd year | 20,815 | | 4th year | 20,990 | | 5th year | 21,165 | | 6th year | 21,340 | | 7th year | 21,515 | | 8th year | 21,690 | | 9th year | 21,865 | | 10th year | 22,040 | | Tyreperson (Supervisor) | 1st year | 23,890 | | 2nd year | 24,065 | | 3rd year | 24,240 | | 4th year | 24,415 | | 5th year | 24,590 | | 6th year | 24,765 | | 7th year | 24,940 | | 8th year | 25,115 | | 9th year | 25,290 | | 10th year | 25,465 | | Tyreperson grade I | 1st year | 22,215 | | 2nd year | 22,390 | | 3rd year | 22,565 | | 4th year | 22,740 | | 5th year | 22,915 | | 6th year | 23,090 | | 7th year | 23,265 | | 8th year | 23,440 | | 9th year | 23,615 | | 10th year | 23,790 | | Tyreperson grade II | 1st year | 20,465 | | 2nd year | 20,640 | | 3rd year | 20,815 | | 4th year | 20,990 | | 5th year | 21,165 | | 6th year | 21,340 | | 7th year | 21,515 | | 8th year | 21,690 | | 9th year | 21,865 | | 10th year | 22,040 | | Apprentice | 1st year | 18,403 | | 2nd year | 18,528 | | 3rd year | 18,814 | | 4th year | 19,288 | | 5th year | 19,644 | | Cleaner/Sweeper | 1st year | 20,394 | | 2nd year | 20,469 | | 3rd year | 20,644 | | 4th year | 20,819 | | 5th year | 20,994 | | 6th year | 21,169 | | 7th year | 21,344 | | 8th year | 21,519 | |  | 9th year | 21,694 | | 10th year | 21,869 | | Chief cleaner | 1st year | 21,000 | | 2nd year | 21,175 | | 3rd year | 21,350 | | 4th year | 21,525 | | 5th year | 21,700 | | 6th year | 21,875 | | 7th year | 22,050 | | 8th year | 22,225 | | 9th year | 22,400 | | 10th year | 22,575 | | Fuel attendant (full-time) | 1st year | 20,929 | | 2nd year | 21,104 | | 3rd year | 21,279 | | 4th year | 21,454 | | 5th year | 21,629 | | 6th year | 21,804 | | 7th year | 21,979 | | 8th year | 22,154 | | 9th year | 22,329 | | 10th year | 22,504 | | Ticket Issuing Machine Repairer | 1st year | 22,073 | | 2nd year | 22,248 | | 3rd year | 22,423 | | 4th year | 22,598 | | 5th year | 22,773 | | 6th year | 22,948 | | 7th year | 23,123 | | 8th year | 23,298 | | 9th year | 23,473 | | 10th year | 23,648 | | Gatekeeper | 1st year | 20,778 | | 2nd year | 20,953 | | 3rd year | 21,128 | | 4th year | 21,303 | | 5th year | 21,478 | | 6th year | 21,653 | | 7th year | 21,828 | | 8th year | 22,003 | | 9th year | 22,178 | | 10th year | 22,353 |   ;  **Road Haulage Industry**   |  |  | | --- | --- | |  |  | |  |  | | **Category of employee** | | **Year of service** | **Monthly basic wages**  **(Rs)** | | Tanker Driver | | 1st year | 18,759 | | 2nd year | 18,874 | | 3rd year | 19,062 | | 4th year | 19,250 | | 5th year | 19,464 | | 6th year | 19,679 | | 7th year | 19,894 | | 8th year & thereafter | 20,008 | | Tanker Driver’s Assistant | | 1st year | 16,500 | | 2nd year | 16,650 | | 3rd year | 16,800 | | 4th year | 16,950 | | 5th year | 17,100 | | 6th year | 17,221 | | 7th year | 17,394 | | 8th year & thereafter | 17,565 | | Driver grade I | | 1st year | 18,007 | | 2nd year | 18,202 | | 3rd year | 18,389 | | 4th year | 18,574 | | 5th year | 18,759 | | 6th year | 18,852 | | 7th year | 19,040 | | 8th year & thereafter | 19,228 | | Driver grade II | | 1st year | 17,711 | | 2nd year | 17,873 | | 3rd year | 18,041 | | 4th year | 18,207 | | 5th year | 18,368 | | 6th year | 18,555 | | 7th year | 18,743 | | 8th year & thereafter | 18,832 | | Driver grade III | | 1st year | 17,452 | | 2nd year | 17,619 | | 3rd year | 17,781 | | 4th year | 17,945 | | 5th year | 18,112 | | 6th year | 18,276 | | 7th year | 18,464 | | 8th year & thereafter | 18,652 | | Vehicle Assistant | | 1st year | 16,930 | | 2nd year | 17,090 | | 3rd year | 17,238 | | 4th year | 17,410 | | 5th year | 17,580 | | 6th year | 17,744 | | 7th year | 17,905 | | 8th year & thereafter | 18,074 | |  |  |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Salt-Manufacturing Industry**   |  |  | | --- | --- | |  |  | |  |  | | **Category of employee** | **Monthly basic wages**  **(Rs)** | | Male employee | 16,500 | | Female employee | 16,500 | | Foreman | 17,141 | | *Alimentateur* | 17,030 | | Mason | 17,100 | | Factory Operator | 17,030 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Special Education Needs Institutions**   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Category of employee** | **Year of service** | **Monthly basic wage**  **(Rs)** |  |  |  | | Teacher | 1st year | 28,425 |  |  | |  | 2nd year | 28,800 |  |  | |  | 3rd year | 29,175 |  |  | |  | 4th year | 29,575 |  |  |  | |  | 5th year | 29,975 |  |  | |  | 6th year | 30,375 |  |  | |  | 7th year | 30,900 |  |  | |  | 8th year | 31,425 |  |  | |  | 9th year | 31,950 |  |  | |  | 10th year& thereafter | 32,475 |  |  | |  |  |  |  |  | | Teacher Assistant,Clerk | 1st year | 25,275 |  |  | |  | 2nd year | 25,578 |  |  | |  | 3rd year | 25,880 |  |  | |  | 4th year | 26,183 |  |  | |  | 5th year | 26,485 |  |  | |  | 6th year | 26,843 |  |  | |  | 7th year | 27,175 |  |  |  | |  | 8th year | 27,500 |  |  | |  | 9th year | 27,825 |  |  | |  | 10thyear& thereafter | 28,150 |  |  | | Carer, Driver | 1st year | 21,975 |  |  | |  | 2nd year | 22,261 |  |  | |  | 3rd year | 22,506 |  |  | |  | 4th year | 22,833 |  |  | |  | 5th year | 23,199 |  |  |  | |  | 6th year | 23,405 |  |  | |  | 7th year | 23,691 |  |  | |  | 8th year | 23,977 |  |  | |  | 9th year | 24,263 |  |  | |  | 10thyear& thereafter | 24,549 |  |  | | Caretaker | 1st year | 21,425 |  |  | |  | 2nd year | 21,425 |  |  | |  | 3rd year | 21,425 |  |  |  | |  | 4th year | 21,700 |  |  | |  | 5th year | 21,986 |  |  | |  | 6th year | 22,261 |  |  | |  | 7th year | 22,536 |  |  | |  | 8th year | 22,811 |  |  | |  | 9th year | 23,086 |  |  | |  | 10thyear& thereafter | 23,361 |  |  | |  | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  |  | |  | **Sugar Industry (Agricultural Workers)**   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Category of employee** | | | **Wages** | | | |  |  |  | **Monthly** | **Daily** | | |  |  |  | **(Rscs)** | **Intercrop**  **(5-day week)**  **(Rscs)** | **Crop**  **(6-day week)**  **(Rscs)** | |  | | | |  |  |  | | **Field Employee (other than special category) –** | | |  |  |  | | 1. male | | | 18,454.81 | 838.86 | 709.80 | | 1. female | | | 16,627.92 | 755.81 | 639.54 | | **Field Employee (special category) –** | | |  |  |  | | 1. male | | | 16,500.00 | 750.00 | 634.62 | | 1. female | | | 16,500.00 | 750.00 | 634.62 | | Night Soil Employee | | | 18,443.15 | 838.33 | 709.35 | | **Watchperson** | | |  |  |  | | (a) Chief Watchperson | | | 19,094.97 | 867.95 | 734.42 | | (b) Watchperson (grade I) | | | 18,693.88 | 849.72 | 719.00 | | (c) Watchperson (grade II) | | | 18,454.81 | 838.86 | 709.80 | | Hospital Servant | | | 18,765.39 | 852.97 | 721.75 | | Gardener | | | 18,765.39 | 852.97 | 721.75 | | Overseer (grade I) | | | 20,568.13 | 934.92 | 791.08 | | Overseer (grade II) | | | 19,094.97 | 867.95 | 734.42 | | Platelayer | | | 19,094.97 | 867.95 | 734.42 | | *Marqueur* | | | 19,588.91 | 890.41 | 753.42 | | Loco-stoker | | | 18,765.39 | 852.97 | 721.75 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  | |  | **Sugar Industry (Non-Agricultural Workers)**   |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Category of employee** | **Monthly wages** | | | | |  | **Chief**  **(Rscs)** | **Superior grade**  **(Rscs)** | **Grade I**  **(Rscs)** | **Grade II**  **(Rscs)** | | 1. Motor Mechanic (Heavy Mechanical Unit) | 22,289.28 | 21,088.05 | 20,580.35 | 20,074.42 | | 1. Motor Mechanic (automobile), Pan Boiler, Electrician | 21,976.13 | 20,833.31 | 20,314.22 | 19,686.27 | | | 1. Blacksmith, Coppersmith, Fitter, Moulder, Pattern Maker, Plumber and Pipefitter, Sheet metal employee, Boiler maker, Turner, Welder | 20,956.23 | 20,833.31 | 20,314.22 | 19,686.27 | | | | | 1. Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory Attendant | 20,833.31 | 20,578.78 | 19,496.63 | 19,346.56 | | | | 1. Driver (Heavy Mechanical Unit), Loading and Harvesting Machine Operator |  | 20,071.26 | 19,370.58 | 19,163.29 | | **6.** Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader) |  | 19,645.41 | 19,370.58 | 19,163.29 |  |  |  |  |  |  | | --- | --- | --- | --- | --- | | **7.** Factory Operator |  |  |  |  | | 1st year | - | 18,947.84 | 18,724.10 | 18,474.96 | | 2nd year | - | 19,004.67 | 18,759.06 | 18,552.17 | | 3rd year | - | 19,035.30 | 18,776.04 | 18,669.46 | | 4th year | - | 19,070.66 | 18,795.61 | 18,589.61 | | 5th year | - | 19,104.46 | 18,821.86 | 18,622.58 | | 6th year & thereafter | - | 19,163.29 | 18,942.33 | 18,695.47 | |  | **Chief**  **(Rscs)** |  | **Others**  **(Rscs)** |  | |  |  |  |  |  | | **8.** Evaporator Attendant, Boiler Attendant, Hotwater Treatment Plant Attendant | 19,163.29 |  | 18,724.10 |  | | **9.** SugarRefiner, *Peseur de jus*, Striker |  |  | 18,724.10 |  | | **10**. Office Messenger, Store Attendant | 18,724.10 |  | 18,454.81 |  | | **11.** Telephone operator, Sampler, Bagger and Stoker (cendrier working under grate or in furnace for boilers) |  |  | 18,552.17 |  | | **12.** Clarifier employee, Filter Press employee, Irrigation Pipe Adjuster, Bus Attendant, Locomotive attendant, Lorry Loader, Lorry attendant, Tractor Attendant, Tyre Repairer, Lime Control employee and all other non-agricultural employees |  |  | 18,454.81 |  | | **13.** Irrigation Pump operator | 1st year |  | 18,947.84 |  | | 2nd year |  | 19,004.67 |  | | 3rd year |  | 19,035.30 |  | | 4th year |  | 19,070.66 |  | | 5th year |  | 19,104.46 |  | | 6th year & thereafter |  | 19,163.29 |  | | **14.** Coachsmith, Coachpainter |  |  | 20,578.78 |  | | **15.** Weighbridge Attendant |  |  | 18,454.81 |  | | **16**. Chief Boiler Attendant operating a water tube boiler without spreader stoker |  |  | 19,326.18 |  | | **17.** Chief Boiler Attendant operating a water tube boiler with spreader stoker and automatic controls |  |  | 19,653.31 |  |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  | |  | **Tailoring Trade**   |  |  | | --- | --- | | **Category of employee** | **Monthly basic wages**  **(Rs)** | | Superior Grade Tailor | 17,089 | | Tailor grade I | 16,500 | | Tailor grade II | 16,500 | | Tailor grade III | 16,500 | | Learner |  | | 1st year | 16,500 | | 2nd year | 16,500 | | 3rd year | 16,500 | | 4th year | 16,500 | | 5th year | 16,500 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Tea Industry Workers**   |  |  | | --- | --- | |  |  | | **Category of employee** | **Monthly basic wages**  **(Rs)** | | **GROUP A** |  | | Field Labourer (Male) | 17,100 | | Field Labourer (Female) | 16,500 | | Sirdar or Gangman | 17,641 | | **GROUP B** |  | | Factory Employee (Male) | 17,100 | | Factory Employee (Female) | 16,500 | | Gardener | 17,100 | | Factory Supervisor | 18,553 | | Messenger | 17,100 | | Store Attendant | 17,383 | | Laboratory Attendant grade I | 17,383 | | Laboratory Attendant grade II | 17,148 | | Sirdar or Gangman | 17,641 | | Assistant Sirdar or Gangman | 17,235 | | Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter grade I | 18,263 | | Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter grade II | 17,952 | | Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter grade III | 17,453 | | Carpenter & Stone Mason grade I | 17,471 | | Carpenter & Stone Mason grade II | 17,262 | | Carpenter & Stone Mason grade III | 17,100 | | Factory Operator | 17,383 | | Weigher grade I | 17,993 | | Weigher grade II | 17,429 | |  |  | | Leaf Checker | 17,375 | | Driver grade I | 17,513 | | Driver grade II | 17,315 | | Lorry Attendant/Lorry Helper | 17,100 | | Factory Attendant | 17,100 | | Boiler & Turbine Operator | 18,366 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  | |  |  |  |  |  |  | |  | **Travel Agents and Tour Operators**   |  |  |  | | --- | --- | --- | |  |  |  | | **Category of employee** | **Year of service** | **Monthly basic wages**  **(Rs)** | | Senior Accounts Clerk | 1st year | 19,795 | | 2nd year | 20,012 | | 3rd year | 20,232 | | 4th year & thereafter | 20,452 | | Accounts Clerk | 1st year | 18,622 | | 2nd year | 18,787 | | 3rd year | 18,952 | | 4th year & thereafter | 19,117 | | Administrative Clerk, Planning Clerk, Reservation & Ticketing Officer and Cashier | 1st year | 18,347 | | 2nd year | 18,512 | | 3rd year | 18,677 | | 4th year & thereafter | 18,842 | | Planning Officer | 1st year | 19,795 | | 2nd year | 20,012 | | 3rd year | 20,232 | |  | 4th year & thereafter | 20,452 |  |  |  |  | | --- | --- | --- | | Word processing Operator | 1st year | 17,522 | | 2nd year | 17,672 | | 3rd year | 17,822 | | 4th year & thereafter | 17,992 | | Receptionist/Telephonist | 1st year | 17,128 | | 2nd year | 17,277 | | 3rd year | 17,427 | | 4th year & thereafter | 17,577 | | Hotel Representative | 1st year | 18,622 | | 2nd year | 18,812 | | 3rd year | 19,002 | | 4th year & thereafter | 19,192 | | Airport Representative | 1st year | 18,187 | | 2nd year | 18,402 | | 3rd year | 18,592 | | 4th year & thereafter | 18,742 | | Driver | 1st year | 17,907 | | 2nd year | 18,057 | | 3rd year | 18,207 | |  | 4th year & thereafter | 18,357 | | Guide | 1st year | 18,186 | | 2nd year | 18,402 | | 3rd year | 18,562 | | 4th year & thereafter | 18,722 | | Travel Consultant | 1st year | 19,795 | | 2nd year | 20,017 | | 3rd year | 20,237 | | 4th year & thereafter | 20,457 | | Luggage Handler | 1st year | 16,944 | | 2nd year | 17,042 | | 3rd year | 17,142 | | 4th year & thereafter | 17,242 | | Vehicle Attendant | 1st year | 16,500 | | 2nd year | 16,612 | | 3rd year | 16,722 | | 4th year & thereafter | 16,832 | | Cleaner | 1st year | 16,502 | | 2nd year | 16,612 | | 3rd year | 16,722 | | 4th year & thereafter | 16,832 |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  | |  | |  |