
Government Notice No. 205 of 2019

THE EMPLOYMENT RELATIONS ACT

**Regulations made by the Minister under section 93 of
the Employment Relations Act**

1. These regulations may be cited as the Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration) Regulations 2019.

2. In these regulations –

“accounts clerk” means an employee who performs one or more of the following duties –

- (a) prepares money for deposits in bank and arranges withdrawals;
- (b) effects bank deposits and withdrawals;
- (c) makes up wage packets and wage sheets;
- (d) prepares, examines, reconciles and executes all accounts;
- (e) prepares and monitors budgets and estimates;
- (f) assists in the annual and periodic stocktaking;
- (g) supervises staff under his control;

“barbender superior grade” means an employee who –

- (a) performs all the duties of a barbender grade I; and
- (b) is in charge of a gang of lower grade employees in the trade;

“barbender grade I” means an employee who –

- (a) prepares and fixes reinforcement in steel structures;
- (b) reads drawings;

- (c) works according to specifications; and
- (d) is capable of supervising lower grade employees in the trade;

“barbender grade II” means an employee who assists a barbender grade I in his duties;

“blacksmith superior grade” means an employee who –

- (a) performs all the duties of a blacksmith grade I; and
- (b) is in charge of a gang of lower grade employees in the trade;

“blacksmith grade I” means an employee who –

- (a) organises and supervises work of lower grade employees in the trade;
- (b) carries out measurements and calculations required;
- (c) deals with the working characteristics of wrought iron, steel and with steel hardening and tempering;
- (d) performs hand forging and welding operations;
- (e) shapes metal by hammering, cutting and punching; and
- (f) works from drawings or other specifications;

“blacksmith grade II” means an employee who performs all the duties of a blacksmith grade I but has not reached the standard or aptitude of a blacksmith grade I;

“blockmaker” means an employee engaged in the making of blocks and all other functions related thereto such as carrying and mixing of cement, rocks, chippings and water for making blocks and curing them;

“blockmaking industry” means the industry relating to the making of blocks for building and decorative purposes;

“carpenter superior grade” means an employee who –

- (a) performs all the duties of a carpenter grade I; and
- (b) is in charge of a gang of lower grade employees in the trade;

“carpenter grade I” means an employee who –

- (a) carries out, from drawings and specifications, the construction of any structure, building or shuttering for concrete work;
- (b) prepares and correctly sets out all timber members and erects all partitions, roofs, doors and window frames;
- (c) takes off quantities from plans and prepares cutting lists;
- (d) inspects and reports on the state of repairs of any wooden structure;
- (e) makes free-hand dimensional sketches; and
- (f) is capable of supervising lower grade employees in the trade;

“carpenter grade II” means an employee who performs all the duties of a carpenter grade I but has not reached the standard or aptitude of a carpenter grade I;

“chief supervisor” means an employee who –

- (a) organises, coordinates and controls activities of employees engaged on a site of work to ensure efficient uses of resources;
- (b) allocates work programmes to any supervisor working under his supervision;
- (c) verifies the proper carrying out and progress of work on sites of work; and

- (d) ensures respect of all health and safety regulations on sites of work;

“clerk” –

- (a) means an employee employed for the purpose of performing clerical or similar duties; but
- (b) does not include a receptionist, a telephonist or a word processing operator;

“construction industry” means the industry relating to building, civil engineering and erection and dismantling works, including –

- (a) site preparation works;
- (b) excavation works;
- (c) construction, structural alteration, renovation, repair, maintenance, including cleaning and painting, and demolition of all types of buildings, roads, bridges, airfields, harbour works, inland waterways, dams, river and avalanche and sea defence works, railways, tunnels, viaducts and any other works related to the provision of services such as communication, drainage, sewerage including connection and plumbing thereof, water and energy supplies;
- (d) erection and dismantling of prefabricated building and structures as well as the manufacturing of prefabricated elements; and
- (e) landscape works;

“driver grade I” means a driver, other than a plant operator, who drives a vehicle of not less than 10 tonnes, and who is capable of supervising lower grade employees in the trade;

“driver grade II” means a driver, other than a plant operator, who drives a vehicle of less than 10 tonnes;

“electrician superior grade” means an employee who –

- (a) performs all the duties of an electrician grade I; and
- (b) is in charge of a gang of lower grade employees in the trade;

“electrician grade I” means an employee who –

- (a) installs, maintains and repairs electrical wiring and related equipment in houses, industrial and commercial establishments and other buildings; and
- (b) is capable of supervising lower grade employees in the trade;

“electrician grade II” means an employee who performs all the duties of an electrician grade I but has not reached the standard or aptitude of an electrician grade I;

“employee” –

- (a) means any person employed under any contract of service of whatsoever duration in the blockmaking industry, construction industry, stone crushing and any other related industry; but
- (b) does not include an employee –
 - (i) whose basic wage or salary is at a rate exceeding 600,000 rupees in a year, except in relation to –
 - (A) Part II of the First Schedule; and

(B) sections 5, 26, 32, 33, 34, 49, 50, 52, 53, 54 and Parts VI, VII, VIII and XI of the Workers' Rights Act 2019;

- (ii) whose conditions of employment are governed by any other Remuneration Regulations;
- (iii) employed by a statutory body or a local authority, as the case may be, whose conditions of employment are governed by the recommendations made by the Pay Research Bureau, or a salary commission, by whatever name called;

“leading hand” means a skilled employee who assists a foreman or, in the absence of the latter, is required in addition to his normal duties to supervise the work of a gang of employees;

“learner” means an employee who is training to become a storekeeper, tool keeper or timekeeper;

“mason superior grade” means an employee who –

- (a) performs all the duties of a mason grade I; and
- (b) who is in charge of a gang of lower grade employees in the trade;

“mason grade I” means an employee who –

- (a) lays building blocks, iron frames and structures;
- (b) does concrete works;
- (c) aligns blocks with level and plumb line;
- (d) applies plaster;
- (e) examines drawings and specifications;
- (f) performs all other similar duties connected with a construction; and

- (g) is capable of supervising lower grade employees in the trade;

“mason grade II” means an employee who performs all the duties of a mason grade I but has not reached the standard or aptitude of a mason grade I;

“mechanic superior grade” means an employee who –

- (a) performs all the duties of a mechanic grade I; and
- (b) is in charge of a gang of lower grade employees in the trade;

“mechanic grade I” means an employee who –

- (a) repairs or services motor vehicles;
- (b) examines defective vehicles to ascertain the nature and location of defects;
- (c) dismantles parts;
- (d) replaces damaged parts;
- (e) grinds valves;
- (f) relines brakes;
- (g) rebushes steering mechanisms;
- (h) performs other tasks to effect repairs;
- (i) changes oil in engines and transmission systems;
- (j) lubricates joints;
- (k) tightens loose parts;
- (l) makes adjustments;
- (m) performs other tasks to keep vehicles in good condition; and
- (n) is capable of supervising lower grade employee in the trade;

“mechanic grade II” means an employee who performs all the duties of a mechanic grade I but has not reached the standard or aptitude of a mechanic grade I;

“multi-skilled employee” means an employee who is skilled in more than one of the occupations specified in item 6 of Part II of the Second Schedule and who is employed to perform duties pertaining thereto as per agreement;

“painter superior grade” means an employee who –

- (a) performs all the duties of a painter grade I; and
- (b) is in charge of a gang of lower grade employees in the trade;

“painter grade I” means an employee who –

- (a) does lining, sign-writing and lettering;
- (b) cuts all weights of glass;
- (c) mixes putty and glazing;
- (d) estimates materials for puttying, painting, varnishing, glazing and any other operation appertaining thereto;
- (e) mixes and blends paints to any required shade;
- (f) deals with the properties and application of the various types of paints, enamels, stains, varnishes and polishes;
- (g) deals with fillers and thinners;
- (h) uses primers and undercoats;
- (i) does finishing coats in paints and other similar duties; and
- (j) is capable of supervising lower grade employees in the trade;

“painter grade II” means an employee who performs all the duties of a painter grade I but has not reached the standard or aptitude of a painter grade I;

“plant operator” means an employee who operates any equipment or plant, whether fixed or mobile, of varying size and complexity, such as pre-mixed concrete plant, pre-mixed asphalt plant, stone-crushing plant, blockmaking plant, tower crane, earth-moving or earth-excavating tractor or caterpillar or bulldozer, bobcat, grader, road roller, or any other similar equipment or plant;

“plumber superior grade” means an employee who –

- (a) performs all the duties of a plumber grade I; and
- (b) is in charge of a gang of lower grade employees in the trade;

“plumber grade I” means an employee who –

- (a) assembles, installs and maintains pipes, fittings and fixtures of drainage, heating and sanitary systems at various locations;
- (b) examines drawings or other specifications;
- (c) cuts passage holes for pipes in walls or floors;
- (d) cuts, reams, threads and bends pipes;
- (e) joins pipes by the use of screws and bolts, fittings, caulks joints and tests them for leaks with air or water pressure gauges;
- (f) installs fixtures;
- (g) does repairs and maintenance work such as replacing washers, mending burst pipes and opening clogged drains; and

(h) is capable of supervising lower grade employees in the trade;

“plumber grade II” means an employee who performs all the duties of a plumber grade I but has not reached the standard or aptitude of a plumber grade I;

“reasonable business grounds” means –

(a) inability or impracticability to reorganise working arrangements of existing employees;

(b) a detrimental effect on the ability to meet customers’ demand;

“receptionist/telephonist” means an employee who performs one or more of the following duties –

(a) operates a telephone switchboard;

(b) receives, records and passes telephone messages;

(c) supplies information to callers and directs them to persons called upon;

(d) keeps records of callers;

“related industry” means any other industry involved in activities directly related to the block-making, construction and stone-crushing industry and which includes a premixed concrete plant, and an asphalt plant;

“skilled employee” means an employee who is skilled in one of the occupations specified in item 6 of Part II of the Second Schedule and whose work achieves varying degrees of excellence and standard according to his specific grade;

“stone breaker” means an employee who breaks stones with a stone-axe;

“stone crushing industry” means the industry relating to the making of stone dust and other related functions and includes stone breaking, stone splitting and stone chipping;

“stone employee” means a person who carries and feeds stones into a stone crusher and/or delivers the stone chippings (macadam) or stone dust to customers;

“stonemason” means a mason who carries out ornamental stone work;

“stone splitter” means an employee who drills and splits stones with a pneumatic drill;

“store and toolkeeper” means a person –

- (a) who receives, stores and issues tools, merchandise, equipment or other goods; and
- (b) maintains relevant records;

“supervisor” means an employee who –

- (a) assigns duties or tasks to each employee working under his supervision according to instructions received from his employer or the chief supervisor;
- (b) supervises and coordinates the work of the employees under his supervision to ensure proper and timely completion of tasks on sites of work;
- (c) verifies and records the amount of work performed by each employee during the day;
- (d) ensures that employees under his supervision work in a safe environment and comply with all safety regulations; and
- (e) performs any ancillary duties as may be assigned to him by his employer or the chief supervisor;

“time keeper” means a person who –

- (a) keeps records of times of arrival and departure of employees;
- (b) calculates wages due from records of hours worked or work performed by individual employees; and
- (c) prepares and effects payment of wages;

“turner superior grade “ means an employee who –

- (a) performs all the duties of a turner grade I; and
- (b) is in charge of a gang of lower grade employees in the trade;

“turner grade I” means an employee who –

- (a) performs all the duties of a turner grade II;
- (b) reads and interprets engineering drawings and operation sheets;
- (c) sets the machine correctly for all types of work;
- (d) uses precision instruments in high precision work such as grinding and lapping attachments; and
- (e) understands the theory and use of coolants;

“turner grade II” means an employee who –

- (a) uses and maintains the tools of the trade;
- (b) carries out measurements and calculations required in the trade;
- (c) performs high precision work (0.005 millimetres) on simple, capstan and turret lathes;
- (d) works out the change of gear wheels for screw cutting;
- (e) gauges the correct cutting speed and feed for metals;

(f) reads and interprets engineering drawings; and

(g) understands the use of proper coolants;

“tyreperson” means an employee who –

(a) uses and maintains the tools of the trade;

(b) removes and replaces tyres of all types of wheels;

(c) repairs inner tubes;

(d) understands the purpose of ordinary, tubeless and radial tyres;

(e) maintains and repairs punctures in tubeless tyres by plugging, vulcanising and performing any other such connected works;

(f) adjusts wheel balancing where the necessary apparatus is available; and

(g) operates and maintains air compressors for inflating tyres;

“unskilled employee” means an employee who performs manual tasks involving physical effort but no particular skill;

“weighbridge clerk” means an employee who checks the correct weighing of every vehicle, its gross weight and tare and makes the appropriate entries according to the nature of sales;

“welder superior grade” means an employee who –

(a) performs all the duties of a welder grade I; and

(b) is in charge of a gang of lower grade employees in the trade;

“welder grade I” means an employee who –

(a) performs all the duties of a welder grade II;

(b) makes dimensioned free-hand sketches and reads and interprets any drawings;

- (c) reads and carries out properly welding instructions written in English and French; and
- (d) carries out all welding jobs according to the strictest procedures;

“welder grade II” means an employee who –

- (a) uses and maintains the tools of the trade;
- (b) uses an oxyacetylene flame for all welding and cutting purposes;
- (c) works from simple drawings and sketches;
- (d) carries out all forms of welding in all thicknesses of materials;
- (e) makes welds in oblique, vertical and up-hand positions;
- (f) adopts correct measures to avoid under-cutting, expansion and contraction;
- (g) recognises different metals and selects the most suitable electrodes for welding; and
- (h) welds with submerged arc welding set;

“word processing operator” means a person who performs one or more of the following duties –

- (a) types and collates letters, memoranda and similar matter according to written, dictated or other information;
- (b) performs word processing and simple computer/data processing work; and
- (c) operates telefax and e-mail services.

3. (1) Subject to the other provisions of this regulation and regulation 7, every employee shall be –

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- (a) governed by the conditions of employment specified in –
 - (i) the Workers’ Rights Act 2019; and
 - (ii) the First Schedule;
 - (b) remunerated at the rates specified in the Second Schedule.
- (2) Where the conditions of employment in the Workers’ Rights Act 2019 are different from those in the First Schedule, the conditions specified in the First Schedule shall prevail.
- (3) The rates specified in the Second Schedule include –
- (a) the appropriate national minimum wage payable under the National Minimum Wage Regulations 2017; and
 - (b) the additional remunerations payable under the Additional Remuneration and Other Allowances (2018) Act 2017 and the Additional Remuneration and Other Allowances (2019) Act 2018.
- (4) Where a scale of wages applies to an employee, he shall be entitled to –
- (a) the initial wages prescribed in the scale which applies to him; and
 - (b) one increment in respect of every year of service he reckons with his employer in the category in which he is employed.
- (5) An employee shall not be employed as a learner for more than 6 months.

4. Every employee shall be entitled to a rest of not less than 11 consecutive hours in any day.
5. Where an employer employs more than one watchperson, the terms and conditions of employment of the watchpersons shall be governed by the Private Security Services Employees (Remuneration) Regulations 2019.
6. Notwithstanding paragraph 1(1) and (3) of the First Schedule, for the period ending 31 December 2019 –
 - (a) the normal working week for a watchperson shall consist of 72 hours' work, made up of 6 days of 12 hours, including time allowed for meal and tea breaks; and
 - (b) the watchperson referred to in paragraph (a) shall be remunerated at one and a half times the basic rate for every additional hour of work after the performance of 12 hours' work in every day.
7. Nothing in these regulations shall –
 - (a) prevent an employer from –
 - (i) providing the employee with conditions of employment which are more favourable than those specified in the First Schedule; or
 - (ii) remunerating an employee at a rate higher than that specified in the Second Schedule.
 - (b) authorise an employer to –
 - (i) reduce the wages of an employee; or
 - (ii) subject to section 57 of the Employment Relations Act, alter the conditions of employment of the employee so as to make them less favourable.

8. The Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) Regulations 2003 are revoked.
9. These regulations shall come into operation on 24 October 2019.

Made by the Minister on 11 October 2019.

FIRST SCHEDULE

[Regulations 2, 3, 6 and 7]

PART I – GENERAL CONDITIONS OF EMPLOYMENT**1. Provisions applicable specifically to watchperson**

(1) The normal working week for a watchperson shall consist of 48 hours' work, made up of 6 days of 8 hours on any working day, whether or not a public holiday, including time allowed for meal and tea breaks.

(2) Except where his services are required in special circumstances, a watchperson shall be entitled to one rest day in any working week, and the rest day shall, at least twice a month, be a Sunday.

(3) Subject to subparagraph (4), a watchperson who –

(a) works on a public holiday shall be remunerated –

(i) for the first 8 hours, at twice the basic rate; and

(ii) thereafter, at 3 times the basic rate,

for each hour of work;

(b) performs more than 48 hours or such lesser stipulated number of hours in any week, not being hours of work referred to in sub subparagraph (a), shall be remunerated at one and a half times the basic rate for every additional hour of work.

(4) For the purpose of computation of extra work, any authorised leave, including injury leave shall be deemed to constitute attendance at work.

(5) (a) Every watchperson shall be entitled to a normal day's pay in respect of every public holiday, other than a Sunday, that occurs on any of his normal working days.

(b) Where a watchperson is required to work on a public holiday, other than a Sunday, he shall be paid, in addition to the normal day's pay provided for under sub subparagraph (a), any remuneration due under subparagraph (3).

(c) Any agreement by a watchperson, other than a collective agreement under section 57 of the Employment Relations Act, to relinquish his right to a paid public holiday or to forego such leave shall be null and void.

2. Allowance to blockmakers

Every blockmaker who, in the course of a normal day's work is required to –

- (a) operate a concrete mixing machine;
- (b) operate a blockmaking machine; or
- (c) organise or supervise work relating to blockmaking,

shall be entitled to an allowance equivalent to 20 per cent of his earnings for that day.

3. Piece work

(1) Subject to subparagraph (2), an employee may be required to perform piece work by his employer at such rates to be agreed between them, which shall be determined in a manner that the employee shall earn not less than 10 per cent over and above the basic rate.

- (2) Where an employee is required to perform piece work –

- (a) (i) in excess of a normal day's work on a week day, he shall be paid at a rate which shall not be less than one and a half times the normal basic rate for every additional hour; and
- (ii) 10 per cent of the pay under sub sub paragraph (i);
- (b) on a public holiday –
 - (i) during normal working hours, he shall be paid at not less than twice the rate at which the work is remunerated when performed during the normal hours on a week day;
 - (ii) after normal working hours, he shall be paid at not less than 3 times the rate at which the work is remunerated when performed during the normal hours on a week day,and 10 per cent of the pay under sub sub paragraph (i) or (ii), as the case may be.

4. Rest period

Where an employee is required to perform work immediately after a normal day's work, he shall be granted a rest period of 15 minutes after the normal day's work, the time to be mutually agreed between the employer and the employee.

5. Meal break and meal allowance

(1) An employee other than a watchperson, shall be entitled, to every working day, to –

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- (a) a meal break of one hour to be taken not earlier than 3 hours and/or not later than 5 hours after the starting time; and
 - (b) 2 tea breaks of 15 minutes each, the first to be taken not earlier than 2 hours before the meal break and the second not later than 2 hours after the meal break.
- (2) Where –
- (a) an employee, other than a watchperson, has, by reason of his employment, to spend the night away from home;
 - (b) an employee, other than a watchperson, is required to perform more than 2 hours of extra work after having completed his normal day's work on any day of the week, whether or not a public holiday;
 - (c) a watchperson is required to work after his normal day's work,

he shall be paid a meal allowance of 85 rupees in respect of that day.

6. Shift work for watchperson

(1) Where work is performed on night shift, an employer shall not, without the watchperson's consent, require the watchperson to work –

- (a) on more than 6 consecutive nights; and
- (b) for more than 12 hours a day.

(2) For the purpose of subparagraph (1), night work means any period during which an employee is required to work or to remain at his workplace for at least 6 consecutive hours between 6 p.m. and 6 a.m. the following day.

(3) Where a female employee who may be required to perform night shift work produces a medical certificate certifying that she is pregnant, her employer shall not require her to perform night shift work during a period of at least 8 weeks before confinement.

(4) Shift work shall be scheduled –

(a) on a monthly basis; and

(b) organised in 2 or more shifts during a period of 24 consecutive hours.

(5) Where an employee is employed on shift work, he shall be paid an allowance of 15 per cent of his basic wage in addition to his normal day's wage for work performed during night shift as specified at paragraphs (1)(a) and (2).

7. Vacation leave

(1) Subject to subparagraphs (2) and (3), an employee, other than a migrant employee, who remains in continuous employment with the same employer for a period of at least 5 consecutive years shall be entitled to a vacation leave of not more than 30 days, whether taken consecutively or otherwise, for every period of 5 consecutive years, to be spent abroad, locally or partly abroad and partly locally.

(2) Subject to subparagraph (8), any subsequent eligibility period of 5 consecutive years shall be computed after the employee resumes work after the vacation leave under subparagraph (1).

(3) Where an employee would have been eligible to take vacation leave under the revoked Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) Regulations 2003 prior to, or within a period of less than 5 years from, 24 October 2019, the employee shall, on completion of the prescribed period

in the revoked regulations, be entitled to the vacation leave under subparagraph (1).

(4) The vacation leave shall be –

- (a) for a period of at least 6 consecutive days; and
- (b) with pay and such pay shall, in case the employee opts to spend the leave wholly or partly abroad, be effected at least 7 working days before the employee proceeds abroad.

(5) The vacation leave shall be deemed to constitute attendance at work and shall not be cumulative.

(6) An employee shall, except in special circumstances, give not less than 3 months' notice when applying for the vacation leave and the leave shall, subject to reasonable business grounds, be acceded thereto by the employer.

(7) Where an employer cannot, on reasonable business grounds, accede to the request of an employee under subparagraph (6) –

- (a) the employee and the employer may agree on another period when the vacation leave is to be taken; or
- (b) in default of an agreement, the employer shall, pay to the employee a normal day's wage in respect of each day's leave applied for and such payment shall be effected in the month the leave was due to start.

(8) Where an employee is paid wages in lieu of the vacation leave under subparagraph (7), any subsequent eligibility period of 5 consecutive years shall be computed as from the date of payment of the leave.

8. Optional retirement

Every employee who remains in continuous employment with the same employer for a period of not less than 10 years may retire on or after reaching the age of 55 years and shall be paid a gratuity as specified in Part VIII of the Workers' Rights Act 2019.

PART II – HEALTH AND SAFETY CONDITIONS

9. Protective equipment

- (1) Every employer shall provide –
 - (a) either 2 pairs of boots or steel-capped shoes or a combination of both, a raincoat and 2 uniforms per year to every employee specified in Part II of the Second Schedule;
 - (b) a pair of appropriate gloves, be it rubber, woollen, leather or otherwise to every employee specified in Part II of the Second Schedule except the watchperson;
 - (c) a respiratory mask to every employee directly exposed to dust and/or noxious emanations, either directly or as a result of working in confined spaces affected by dust or noxious substances and/or emanations;
 - (d) a pair of goggles to every employee employed in hacking concrete, welding or stone drilling;
 - (e) a protective waist band to every plant operator;
 - (f) a safety belt to every employee employed in erecting steel structures;
 - (g) a helmet to every employee specified in Part II of the Second Schedule; and

(h) a suitable apron to every blacksmith and every welder in his employment.

(2) The protective equipment provided under subparagraph (1) shall be first issued on assumption of duty by the employee and shall be renewed as and when they become unserviceable, except for the items under subparagraph (1)(a) which shall be renewed by 30 April at latest every year.

(3) The protective equipment provided under subparagraph (1) shall remain the property of the employer.

(4) Notwithstanding the protective equipment granted under subparagraph (1), the employer shall abide by the provisions of the Occupational Safety and Health Act.

10. Issue of milk

(1) Every employer shall provide –

- (a) every stone breaker, stone splitter, stone employee and blockmaker, on every day on which he attends work, with 1,000 ml of milk;
- (b) every painter and every welder, on every day on which he does painting or welding works, with 500 ml of milk.

(2) No milk supplied under subparagraph (1) shall be taken away from the site of work by the employee.

11. Conveniences and facilities

(1) Every employer shall provide and maintain in good hygienic condition, for use by his employees –

- (a) washing facilities; and

(b) drinking water.

(2) Every employer shall, in addition, provide to every timekeeper, store and tool keeper, and to every employee specified in Part II of the Second Schedule –

(a) a pair of towels every 6 months; and

(b) one toilet soap every month,

the first issue of which should be effected on assumption of duty by the employee.

(3) Every female employee who has entered the seventh month of pregnancy shall be offered, as far as practicable and at her request, all appropriate working facilities as recommended by her medical practitioner.

12. Medical facilities

(1) Every employee regularly exposed to dust and/or noxious substances and emanations, either –

(a) directly by performing –

(i) tasks such as drilling and cutting of stones, concrete, wood or fibreboard; and

(ii) tasks involving the use of substances such as paint, thinner, enamel, varnish, welding material and special cement for tile-laying; or

(b) as result of regularly working in confined spaces affected by dust and/or noxious substances and emanations,

shall undergo a complete medical check-up at the expense of his employer every 6 months.

(2) In the event of any work-related health problems detected during such check-up necessitating further investigation, the doctor doing the check-up shall refer the employee to a recognised medical institution for appropriate investigations and medical care.

13. Tools

(1) The employer shall –

(a) provide to every employee the tools which may be required in the performance of work; and

(b) replace the tools as soon as they become unserviceable.

(2) The tools provided under subparagraph (1) shall remain the property of the employer.

SECOND SCHEDULE

[Regulations 2, 3 and 7]

PART I

Category of employee	Year of service	Monthly basic wages as at 24 October 2019 (Rs)	Monthly basic wages as at 24 October 2020 (Rs)	Monthly basic wages as at 24 October 2021 (Rs)
Administrative staff				
1. Accounts Clerk, Store and Tool Keeper, Timekeeper	1st year	14,084	14,713	15,342
	2nd year	14,306	14,944	15,583
	3rd year	14,529	15,177	15,826
	4th year	14,750	15,409	16,067
	5th year	14,973	15,642	16,310
	6th year	15,196	15,875	16,553
	7th year	15,418	16,106	16,795
	8th year & thereafter	15,641	16,339	17,037
2. Clerk	1st year	12,888	13,463	14,039
	2nd year	13,159	13,746	14,334
	3rd year	13,488	14,090	14,692
	4th year	13,759	14,373	14,988
	5th year	14,029	14,655	15,282
	6th year	14,300	14,939	15,577
	7th year	14,571	15,222	15,872
	8th year & thereafter	14,847	15,510	16,172

3. Weighbridge clerk	1st year	12,540	13,099	13,659
	2nd year	12,803	13,374	13,946
	3rd year	13,068	13,652	14,235
	4th year	13,332	13,928	14,523
	5th year	13,663	14,273	14,883
	6th year	13,933	14,555	15,177
	7th year	14,204	14,838	15,472
	8th year & thereafter	14,486	15,133	15,779
4. Word processing operator	1st year	12,519	13,078	13,637
	2nd year	12,677	13,243	13,809
	3rd year	12,948	13,526	14,104
	4th year	13,218	13,808	14,398
	5th year	13,554	14,159	14,764
	6th year	13,831	14,448	15,066
	7th year	14,108	14,737	15,367
	8th year & thereafter	14,384	15,026	15,668
5. Receptionist/ Telephonist	1st year	11,310	11,815	12,320
	2nd year	11,574	12,091	12,607
	3rd year	11,900	12,431	12,963
	4th year	12,158	12,700	13,243
	5th year	12,416	12,971	13,525
	6th year	12,570	13,131	13,692

	7th year	12,833	13,406	13,979
	8th year & thereafter	13,098	13,683	14,268
6. Learner	First 3 months	10,935	11,423	11,911
	Next 3 months	13,886	14,506	15,126

PART II

Category of employee	Year of service	Monthly basic wages as at 24 October 2019	Monthly basic wages as at 24 October 2020	Monthly basic wages as at 24 October 2021
		(Rs)	(Rs)	(Rs)
Non-administrative staff				
1. Chief Supervisor		17,843	18,639	19,436
2. Supervisor	1st year	15,496	16,188	16,880
	2nd year	15,773	16,477	17,181
	3rd year	16,050	16,766	17,483
	4th year	16,326	17,055	17,784
	5th year	16,602	17,343	18,084
	6th year	16,878	17,632	18,385
	7th year	17,179	17,945	18,712
	8th year & thereafter	17,461	18,240	19,020
Category of employee	Year of service	Daily basic wages (Rs)		
3. Leading Hand	1st year	574	600	626
	2nd year	579	605	631
	3rd year	583	609	635
	4th year	588	614	640
	5th year & thereafter	592	619	645
4. Plant Operator	1st year	544	569	593

	2nd year	551	576	601
	3rd year	559	584	609
	4th year	566	591	616
	5th year & thereafter	573	599	624
5. Multiskilled employee	1st year	529	552	576
	2nd year	538	562	586
	3rd year	547	571	595
	4th Year	556	581	605
	5th year & thereafter	565	590	615
6. Skilled employees				
	Superior grade			
Barbender, Blacksmith, Carpenter, Electrician, Mason, Mechanic, Painter, Plumber, Turner, Welder and any other employee possessing the same level of skill in allied occupations	1st year	559	584	609
	2nd year	566	591	616
	3rd year	573	599	624
	4th year	580	606	632
	5th year & thereafter	588	614	640
	Grade I			
	1st year	544	569	593
	2nd year	547	572	596
	3rd year	550	575	599
	4th year	553	578	603
	5th year & thereafter	556	581	606

	}	Grade II			
		1st year	519	542	565
		2nd year	523	546	570
		3rd year	527	550	574
		4th year	531	554	578
		5th year & thereafter	535	559	582
7. Driver	}	Grade I			
		1st year	544	569	593
		2nd year	547	572	596
		3rd year	550	575	599
		4th year	553	578	603
		5th year & thereafter	556	581	606
Driver	}	Grade II			
		1st year	519	542	565
		2nd year	523	546	570
		3rd year	527	550	574
		4th year	531	554	578
		5th year & thereafter	535	559	582
8. Stone Mason			574	600	626
9. Cabinet Maker			574	600	626
10. Blockmaker			535	559	582

11. Stone Driller	535	559	582
12. Stone Breaker	535	559	582
13. Stone Splitter	535	559	582
14. Stone Employee	535	559	582
15. Tyreperson	535	559	582
16. Unskilled Person	484	506	528
17. Watchperson	527	550	574
