

Wage Relativity Adjustment

(As from 01 July 2024)

Attorneys' and Notaries

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

Clerk	18 th year	20,854
	19 th year	21,191
	20 th year & thereafter	21,554
Secretary	1 st year	17,101
	2 nd year	17,257
	3 rd year	17,418
	4 th year	17,580
	5 th year	17,735
	6 th year	17,943
	7 th year	18,150
	8 th year	18,258
	9 th year	18,465
	10 th year	18,672
	11 th year	18,932
	12 th year	19,191
	13 th year	19,350
	14 th year	19,609
	15 th year & thereafter	19,920

Wage Relativity Adjustment

(As from 01 July 2024)

Baking Industry

1. Bread manufacture

(1) Semi-automated bakery

Category of employee	Daily basic wages
	6-day week (Rs cs)
Bakery Operator	810.89
Handyperson	681.53

Extra remuneration for work performed at night – (basic daily wages + overtime) X 20%

(2) Industrial bakery

Bakery Operator	794.39
Handyperson	670.24

Extra remuneration for work performed at night – (basic daily wages + overtime) X 20%

(3) Mechanised bakery

Category of employee	Daily basic wages for first 13 bags of flour (Rs cs)
	Coupeur
Brigadier	699.94
Mixer	699.94
Mechanised Bakery Helper	639.69

Remuneration for every additional bag – (basic daily wages ÷ 13 x 1.5)

2. Biscuit factory

Category of employee	Daily basic wages 6 day week (Rs cs)
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

3. Pastry bakery

Oven Operator	659.46
Assistant Oven Operator	647.70
Mixer	685.19
Assistant Mixer	659.46
Pastry Bakery Helper	638.49

4. Other employees in the baking industry

Category of employee	Year of service	Monthly basic wages (Rs)
Clerk	1 st year	17,773
	2nd year	17,996
	3rd year	18,149

Clerk	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
	5 th 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
(Rs cs)**

Handpacker	634.61
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Wage Relativity Adjustment

(As from 01 July 2024)

Banks Fishermen and Frigo-workers

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

Wage Relativity Adjustment

(As from 01 July 2024)

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	1 st year	22,342
	2 nd year	22,583
	3 rd year	22,826
	4 th year	23,067
	5 th year	23,310
	6 th year	23,553
	7 th year	23,795
	8 th year & thereafter	24,037
2. Clerk	1 st year	21,039
	2 nd year	21,334
	3 rd year	21,692
	4 th year	21,988
	5 th year	22,282
	6 th year	22,577
	7 th year	22,872
	8 th year & thereafter	23,172

3. Weighbridge Clerk	1 st year	20,659
	2 nd year	20,946
	3 rd year	21,235
	4 th year	21,523
	5 th year	21,883
	6 th year	22,177
	7 th year	22,472
	8 th year & thereafter	22,779
4. Word Processing Operator	1 st year	20,637
	2 nd year	20,809
	3 rd year	21,104
	4 th year	21,398
	5 th year	21,764
	6 th year	22,066
	7 th year	22,367
	8 th year & thereafter	22,668
5. Receptionist/Telephonist	1 st year	19,420
	2 nd year	19,607
	3 rd year	19,963
	4 th year	20,243
	5 th year	20,525
	6 th year	20,692

7 th year	20,979
8 th year & thereafter	21,268

6. Learner for –

(a) first 3 months	19,011
(b) 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
2. Supervisor	1 st year	23,880
	2 nd year	24,181
	3 rd year	24,483
	4 th year	24,784
	5 th year	25,084
	6 th year	25,385
	7 th year	25,712
	8 th year and thereafter	26,020
3. Leading hand	1 st year	23,276
	2 nd year	23,406
	3 rd year	23,510
	4 th year	23,640
	5 th year & thereafter	23,770

4. Plant Operator	1 st year	22,418
	2 nd year	22,626
	3 rd year	22,834
	4 th year	23,016
	5 th year & thereafter	23,224

5. Multiskilled employee	1 st year	21,976
	2 nd year	22,236
	3 rd year	22,470
	4 th year	22,730
	5 th year & thereafter	22,990

6. 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	
	1 st year	22,834
	2 nd year	23,016
	3 rd year	23,224
	4 th year	23,432
	5 th year & thereafter	23,640
	Grade I	
	1 st year	22,418
	2 nd year	22,496
	3 rd year	22,574
4 th 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

8. Stone Mason 23,276

9. Cabinet Maker 23,276

10. Blockmaker 22,132

11. Stone Driller	22,132
12. Stone Breaker	22,132
13. Stone Splitter	22,132
14. Stone Employee	22,132
15. Tyreperson	22,132
16. Helper	20,728

Wage Relativity Adjustment

(As from 01 July 2024)

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
<i>Cafetier</i>	1st year	18,723
	2nd year	18,863
	3rd year	18,993
	4th year & thereafter	19,123

<i>Assistant Cafetier</i>	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
<i>Caviste</i>	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

Gardener	3rd year	20,013
	4th year & thereafter	20,143
	1st year	18,133
	2nd year	18,263
Driver	3rd year	18,398
	4th year & thereafter	18,548
	1st year	19,517
	2nd year	19,647
Animal Keeper	3rd year	19,777
	4th year & thereafter	19,882
	1st year	18,025
	2nd year	18,155
Delivery Person	3rd year	18,285
	4th year & thereafter	18,415
	1st year	18,700
	2nd year	18,730
Guide	3rd year	18,860
	4th year & thereafter	18,990
	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
Spa Therapist/ Hairdresser	1st year	19,375
	2nd year	19,550
	3rd year	19,725
	4th year & thereafter	19,800

Wage Relativity Adjustment

(As from 01 July 2024)

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 (Rs)	Rates per show above 28 shows and for casual employees (Rs cs)
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

Wage Relativity Adjustment

(As from 01 July 2024)

Cleaning Enterprises

Category of employee	Year of Service	Monthly basic wages (Rs)
Supervisor	1 st year	19,110
	2 nd year	19,310
	3 rd year	19,535
	4 th year	19,760
	5 th year	19,885
	6 th year	20,110
	7 th year	20,335
	8 th year and thereafter	20,560
Accounts Clerk	1 st year	17,990
	2 nd year	18,190
	3 rd year	18,390
	4 th year	18,590
	5 th year	18,790
	6 th year	18,961
	7 th year	19,169

	8 th year	19,390
Store Clerk	1 st year	17,990
	2 nd year	18,190
	3 rd year	18,390
	4 th year	18,590
	5 th year	18,790
	6 th year	18,961
	7 th year	19,169
	8 th year and thereafter	19,390
Clerk	1 st year	17,705
	2 nd year	17,890
	3 rd year	18,075
	4 th year	18,275
	5 th year	18,475
	6 th year	18,675
	7 th year	18,842
	8 th year and thereafter	19,049
Receptionist/ Telephonist	1 st year	17,195
	2 nd year	17,380
	3 rd year	17,565

	4 th year	17,750
Receptionist/ Telephonist	5 th year	17,935
	6 th year	18,135
	7 th year	18,335
	8 th year and thereafter	18,535
Driver grade I	1 st year	17,950
	2 nd year	18,150
	3 rd year	18,350
	4 th year	18,550
	5 th year	18,750
	6 th year	18,925
	7 th year	19,132
	8 th year and thereafter	19,340
Driver grade II	1 st year	17,650
	2 nd year	17,835
	3 rd year	18,020
	4 th year	18,220
	5 th year	18,420
	6 th year	18,620
	7 th year	18,820
	8 th year and thereafter	18,998
Driver grade III	1 st year	17,395

	2 nd year	17,580
	3 rd year	17,765
	4 th year	17,950
Driver grade III	5 th year	18,150
	6 th year	18,350
	7 th year	18,550
	8 th year and thereafter	18,750
Refuse Collector	1 st year	16,800
	2 nd year	16,955
	3 rd year	17,140
	4 th year	17,325
	5 th year	17,510
	6 th year	17,695
	7 th year	17,885
	8 th year and thereafter	18,075
Lavatory Attendant	1 st year	16,800
	2 nd year	16,955
	3 rd year	17,140
	4 th year	17,325
	5 th year	17,510
	6 th year	17,695
	7 th year	17,885

	8 th year and thereafter	18,075
Helper	1 st year	16,650
	2 nd year	16,800
	3 rd year	16,955
	4 th year	17,140
	5 th year	17,325
	6 th year	17,510
	7 th year	17,695
	8 th year and thereafter	17,880
Cleaner	1 st year	16,650
	2 nd year	16,800
	3 rd year	16,955
	4 th year	17,140
	5 th year	17,325
	6 th year	17,510
	7 th year	17,695
	8 th year and thereafter	17,880
Vehicle Attendant	1 st year	16,500
	2 nd year	16,650
	3 rd year	16,800
	4 th year	16,955
	5 th year	17,140

6 th year	17,325
7 th year	17,510
8th year and thereafter	17,695

Wage Relativity Adjustment

(As from 01 July 2024)

Distributive Trades

A – COMMON CATEGORIES OF EMPLOYEES INVOLVED IN ANY TYPE OF TRADE

PART I – ADMINISTRATIVE STAFF

Category of employee	Year of Service	Monthly basic wages (Rs)
Accounts Clerk, Customs Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1 st year	18,314
	2 nd year	18,577
	3 rd year	18,786
	4 th year	18,885
	5 th year	19,111
	6 th year	19,336
	7 th year	19,572
	8 th year & thereafter	19,878
Clerk	1 st year	17,124
	2 nd year	17,348
	3 rd year	17,571
	4 th year	17,771
	5 th year	17,990
	6 th year	18,266
	7 th year	18,545
	8 th year & thereafter	18,786
Word-processing Operator	1 st year	17,100
	2 nd year	17,100
	3 rd year	17,279
	4 th year	17,504
	5 th year	17,706
	6 th year	17,923
	7 th year	18,202
	8 th year & thereafter	18,481
Receptionist/ Telephonist	1 st year	16,800
	2 nd year	16,985
	3 rd year	17,100
	4 th year	17,301
	5 th year	17,520
	6 th year	17,716
	7 th year	17,911
	8 th year & thereafter	18,140

PART II – NON-ADMINISTRATIVE STAFF

Category of employee	Year of Service	Monthly basic wages (Rs)
Sales Demonstrator	1 st year	17,365
	2 nd year	17,571
	3 rd year	17,755
	4 th year	17,940
	5 th year	18,196
	6 th year	18,400
	7 th year	18,658
	8 th year & thereafter	18,851
Salesperson	1 st year	17,100
	2 nd year	17,301
	3 rd year	17,520
	4 th year	17,716
	5 th year	17,911
	6 th year	18,140
	7 th year	18,365
	8 th year & thereafter	18,590
Driver grade I	1 st year	18,007
	2 nd year	18,229
	3 rd year	18,400
	4 th year	18,626
	5 th year	18,786
	6 th year	18,858
	7 th year	19,030
	8 th year & thereafter	19,202
Driver grade II	1 st year	17,711
	2 nd year	17,852
	3 rd year	17,995
	4 th year	18,196
	5 th year	18,357
	6 th year	18,560
	7 th year	18,722
	8 th year & thereafter	18,873
Driver grade III	1 st year	17,452
	2 nd year	17,598
	3 rd year	17,738
	4 th year	17,879
	5 th year	18,023
	6 th year	18,229
	7 th year	18,384

	8 th year & thereafter	18,582
Vehicle Assistant	1 st year	17,075
	2 nd year	17,100
	3 rd year	17,262
	4 th year	17,422
	5 th year	17,582
	6 th year	17,733
	7 th year	17,884
	8 th year & thereafter	18,096
Attendant	1 st year	16,500
	2 nd year	16,600
	3 rd year	16,700
	4 th year	16,800
	5 th year	16,900
	6 th year	17,015
	7 th year	17,100
	8 th 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	1 st year	18,786
	2 nd year	18,858
	3 rd year	19,030
	4 th year	19,202
	5 th year	19,400
	6 th year	19,588
	7 th year	19,840
	8 th year & thereafter	19,928
Tanker Driver's Assistant	1 st year	16,645
	2 nd year	16,795
	3 rd year	16,945
	4 th year	17,095
	5 th year	17,100
	6 th year	17,100
	7 th year	17,100
	8 th year & thereafter	17,203
Cashier	1 st year	17,399
	2 nd year	17,609
	3 rd year	17,808
	4 th year	18,028
	5 th year	18,300

6 th year	18,525
7 th year	18,750
8 th year & thereafter	18,975

PART II – RETAIL TRADE

Lubricator, Cleaner	1 st year	16,500
	2 nd year	16,600
	3 rd year	16,700
	4 th year	16,800
	5 th year	16,900
	6 th year	17,015
	7 th year	17,100
	8 th year & thereafter	17,187

Pump Attendant	1 st year	16,600
	2 nd year	16,700
	3 rd year	16,800
	4 th year	16,900
	5 th year	17,015
	6 th year	17,100
	7 th year	17,129
	8 th year & thereafter	17,255

Filling Station Assistant	1 st year	16,800
	2 nd year	16,900
	3 rd year	17,015
	4 th year	17,100
	5 th year	17,129
	6 th year	17,255
	7 th year	17,383
	8 th year & thereafter	17,497

Cashier	1 st year	17,075
	2 nd year	17,176
	3 rd year	17,399
	4 th year	17,609
	5 th year	17,808
	6 th year	18,028
	7 th year	18,300
	8 th year & thereafter	18,525

C. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN PHARMACEUTICAL TRADE

PART I – WHOLESALE TRADE

Cashier	1 st year	17,399
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2 nd year	17,609
3 rd year	17,808
4 th year	18,028
5 th year	18,300
6 th year	18,525
7 th year	18,750
8 th year & thereafter	18,975

PART II – RETAIL TRADE

Pharmacy Technician	1 st year & thereafter	23,000
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Cashier	1 st year	17,075
	2 nd year	17,176
	3 rd year	17,399
	4 th year	17,609
	5 th year	17,808
	6 th year	18,028
	7 th year	18,300
	8 th year & thereafter	18,525

Shop Assistant	1 st year	16,800
	2 nd year	16,975
	3 rd year	17,100
	4 th year	17,301
	5 th year	17,510
	6 th year	17,695
	7 th year	17,880
	8 th year & thereafter	18,065

D. SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN OTHER TRADES

PART I – SUPERMARKET

Check-out Operator	1 st year	17,075
	2 nd year	17,176
	3 rd year	17,399
	4 th year	17,609
	5 th year	17,808
	6 th year	18,028
	7 th year	18,300
	8 th year & thereafter	18,525

<i>Employé de rayon</i>	1 st year	16,600
	2 nd year	16,700
	3 rd year	16,800
	4 th year	16,900
	5 th year	17,015
	6 th year	17,100

	7 th year	17,129
	8 th year & thereafter	17,255
Meat/Fish Packer	1 st year	16,800
	2 nd year	16,915
	3 rd year	17,030
	4 th year	17,100
	5 th year	17,176
	6 th year	17,309
	7 th year	17,452
	8 th year & thereafter	17,582
Cold Room Attendant	1 st year	17,273
	2 nd year	17,400
	3 rd year	17,525
	4 th year	17,650
	5 th year	17,775
	6 th year	17,900
	7 th year	18,035
	8 th year & thereafter	18,170

PART II – WHOLESALE TRADE OR WHOLESALE AND RETAIL TRADE

Shop Assistant	1 st year	16,800
	2 nd year	16,975
	3 rd year	17,100
	4 th year	17,301
	5 th year	17,510
	6 th year	17,695
	7 th year	17,880
	8 th year & thereafter	18,065
Cashier	1 st year	17,399
	2 nd year	17,609
	3 rd year	17,808
	4 th year	18,028
	5 th year	18,300
	6 th year	18,525
	7 th year	18,750
	8 th year & thereafter	18,975
Cold Room Attendant	1 st year	17,273
	2 nd year	17,400
	3 rd year	17,525
	4 th year	17,650
	5 th year	17,775
	6 th year	17,900

7 th year	18,035
8 th year & thereafter	18,170

Pesticides Handler

1 st year	17,273
2 nd year	17,400
3 rd year	17,525
4 th year	17,650
5 th year	17,775
6 th year	17,900
7 th year	18,035
8 th year & thereafter	18,170

PART III – RETAIL TRADE

Cashier

1 st year	17,075
2 nd year	17,176
3 rd year	17,399
4 th year	17,609
5 th year	17,808
6 th year	18,028
7 th year	18,300
8 th year & thereafter	18,525

Shop Assistant

1 st year	16,800
2 nd year	16,975
3 rd year	17,100
4 th year	17,301
5 th year	17,505
6 th year	17,685
7 th year	17,865
8 th year & thereafter	18,065

Cold Room Attendant

1 st year	17,273
2 nd year	17,400
3 rd year	17,525
4 th year	17,650
5 th year	17,775
6 th year	17,900
7 th year	18,035
8 th year & thereafter	18,170

Wage Relativity Adjustment

(As from 01 July 2024)

Domestic Workers

Category of employee	Monthly basic wages (Rs)	Hourly basic rate (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
<i>Garde-malade</i>	17,100	54.81

Wage Relativity Adjustment

(As from 01 July 2024)

Electrical, Engineering and Mechanical Workshops

Category of employee	Year of service	Monthly wages (Rs)
Accounts Clerk, Storekeeper	1 st year	18,000
	2 nd year	18,207
	3 rd year	18,315
	4 th year	18,522
	5 th year	18,755
	6 th year	18,989
	7 th year & thereafter	19,222
Clerk	1 st year	17,348
	2 nd year	17,536
	3 rd year	17,720
	4 th year	17,927
	5 th year	18,135
	6 th year	18,242
	7 th year & thereafter	18,449
Receptionist/Telephonist	1 st year	16,840
	2 nd year	17,023
	3 rd year	17,205
	4 th year	17,391

Receptionist/Telephonist	5 th year	17,580
	6 th year	17,787
	7 th year & thereafter	17,995
Electrician, Motor Mechanic Superior grade	1 st year	19,775
	2 nd year	19,983
	3 rd 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	1 st year	18,479	17,397	16,500
	2 nd year	18,687	17,586	16,642
	3 rd year	18,894	17,793	16,824
	4 th year	19,102	18,001	17,007
	5 th year	19,309	18,208	
	6 th year	19,416	18,316	
	7 th year & thereafter	19,624		

		Grade I	Grade II
Carpenter, Electrician, Painter	1 st year	18,479	17,397
	2 nd year	18,687	17,586
	3 rd year	18,894	17,793
	4 th year	19,102	18,001
	5 th year	19,309	18,208
	6 th year	19,416	18,316
	7 th year & thereafter	19,624	

Upholsterer		18,479
Tyreperson		17,975
Tyreperson Assistant		16,812
Apprentice	1 st year	16,500
	2 nd year	16,500
	3 rd year	16,500
	4 th year	16,500
	5 th year & thereafter	16,500

Wage Relativity Adjustment

(As from 01 July 2024)

Factory Employees

PART I

Category of employee	Year of service	Monthly wages (Rs)
Chief clerk	1 st year	19,940
	2 nd year	20,165
	3 rd year	20,402
	4 th year	20,681
	5 th year	20,895
	6 th year	21,196
	7 th year	21,443
	8 th year & thereafter	21,700
Accounts Clerk, Cashier, Storekeeper	1 st year	18,980
	2 nd year	19,246
	3 rd year	19,503
	4 th year	19,718
	5 th year	19,932
	6 th year	20,058
	7 th year	20,284

	8 th year & thereafter	20,530
Clerk, Assistant Storekeeper	1 st year	18,085
	2 nd year	18,254
	3 rd year	18,438
	4 th year	18,667
	5 th year	18,883
	6 th year	19,035
	7 th year	19,353
	8 th year & thereafter	19,653
Word Processing Operator	1 st year	17,787
	2 nd year	17,964
	3 rd year	18,140
	4 th year	18,357
	5 th year	18,575
	6 th year	18,808
	7 th year	18,935
	8 th year & thereafter	19,224

Telephonist, Receptionist	1 st year	17,556
	2 nd year	17,732
	3 rd year	17,909
	4 th year	18,118
	5 th year	18,334
	6 th year	18,553
	7 th year	18,786
	8 th year & thereafter	18,859
Foreman, Forewoman	1 st year	17,556
	2 nd year	17,732
	3 rd year	17,909
	4 th year	18,118
	5 th year	18,334
	6 th year	18,553
	7 th year	18,764
	8 th year & thereafter	18,859

PART II

Category of employee	Year of service	Monthly wages (Rs)
Factory Operator	1 st year	17,100
	2 nd year	17,100
	3 rd year	17,100

	4 th year	17,179
	5 th year	17,272
	6 th year	17,345
	7 th year	17,415
	8 th year & thereafter	17,487
	1 st year	17,100
	2 nd year	17,100
	3 rd year	17,100
	4 th year	17,100
Factory Attendant	5 th year	17,100
	6 th year	17,100
	7 th year	17,100
	8 th year & thereafter	17,152
	1 st year	16,500
	2 nd year	16,585
Assistant Factory Employee	3 rd year	16,709
	4 th year	16,793
	5 th year & thereafter	16,873

Wage Relativity Adjustment

(As from 01 July 2024)

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	18,000

Wage Relativity Adjustment

(As from 01 July 2024)

Light Metal and Wooden Furniture Workshops

PART I

Category of employee	Year of service	Monthly basic wages (Rs)
Administrative staff		
Accounts Clerk, Cashier, Storekeeper	1 st year	18,341
	2 nd year	18,546
	3 rd year	18,706
	4 th year	18,867
	5 th year	19,098
	6 th year	19,318
	7 th year	19,448
	8 th year & thereafter	19,734
Clerk	1 st year	17,925
	2 nd year	18,148
	3 rd year	18,301
	4 th year	18,363
	5 th year	18,642
	6 th year	18,867
	7 th year	19,092
	8 th year & thereafter	19,307
Word Processing Operator	1 st year	17,567
	2 nd year	17,731
	3 rd year	17,882
	4 th year	18,047
	5 th year	18,223
	6 th year	18,502

7 th year	18,727
8 th year & thereafter	18,953

Receptionist/Telephonist	1 st year	16,677
	2 nd year	16,842
	3 rd year	16,997
	4 th year	17,151
	5 th year	17,395
	6 th year	17,634
	7 th year	17,860
	8 th year & thereafter	18,148

PART II

Cabinet Maker (Superior Grade)	1 st year	18502
	2 nd year	18,566
	3 rd year	18,620
	4 th year	18,674
	5 th 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	1 st year	18,148	17,405	16,732
	2 nd year	18,204	17,474	16,798
	3 rd year	18,259	17,533	16,854
	4 th year	18,259	17,590	16,909
	5 th year & thereafter	18,266	17,644	16,964

Apprentice	1 st year	16,500
	2 nd year	16,500
	3 rd year	16,500
	4 th year	16,500
	5 th year & thereafter	16,500

Category of employee	Year of service	Monthly basic wages (Rs)		
		Grade I (Rs)	Grade II (Rs)	Others (Rs)
Driver	1 st year	17,969	17,720	17,458
	2 nd year	18,025	17,775	17,515
	3 rd year	18,080	17,828	17,572
	4 th year	18,193	17,882	17,629
	5 th year & thereafter	18,248	17,936	17,693

Lorry helper	1 st year	16,732
	2 nd year	16,798
	3 rd year	16,854
	4 th year & thereafter	16,909

Attendant	1 st year	16,500
	2 nd year	16,500
	3 rd year	16,500
	4 th year & thereafter	16,500

Wage Relativity Adjustment

(As from 01 July 2024)

Livestock Workers

Category of employee	Year of service	Monthly basic wages (Rs cs)
Supervisor	1 st year	17,696
	2 nd year	17,847
	3 rd year	18,000
	4 th year	18,271
	5 th year & thereafter	18,481
Farm Employee grade I		17,211
Farm Employee grade II		16,500

Wage Relativity Adjustment

(As from 01 July 2024)

Media Employees

Category of employee	Year of service	Monthly salary (Rs)
Journalist, <i>Secrétaire de</i> <i>Redaction,</i> Caricaturist, Radio Presenter	1 st year	25,925
	2 nd year	26,425
	3 rd year	26,925
	4 th year	27,425
	5 th year	27,925
	6 th year	28,425
	7 th year	28,925
	8 th year	29,425
	9 th year	29,925
	10 th year & thereafter	30,425
Junior Journalist, Photographer, Videographer, Audiovisual Editor, Radio Technician	1 st year	20,925
	2 nd year	21,225
	3 rd year	21,525
	4 th year	21,825
	5 th year	22,125
	6 th year	22,425
	7 th year	22,725

8 th year	23,025
9 th year	23,325
10 th year	23,625
11 th year	23,925
12 th year	24,225
13 th year	24,525
14 th year	24,825
15 th year & thereafter	25,125

GROUP B

Category of employee	Year of service	Monthly salary (Rs)
Documentalist, Maquettiste	1 st year	20,925
	2 nd year	21,175
	3 rd year	21,425
	4 th year	21,675
	5 th year	21,925
	6 th year	22,175
	7 th year	22,425
	8 th year	22,675
	9 th year	22,925
	10 th year & thereafter	23,175
Proof Reader	1 st year	18,732

2 nd year	18,882
3 rd year	19,032
4 th year	19,182
5 th year	19,332
6 th year	19,482
7 th year	19,632
8 th year	19,782
9 th year	19,932
10 th year & thereafter	20,082

Clerk, Word Processing Operator

1 st year	19,425
2 nd year	19,575
3 rd year	19,725
4 th year	19,875
5 th year	20,025
6 th year	20,175
7 th year	20,325
8 th year	20,475
9 th year	20,625
10 th year & thereafter	20,775

Assistant Documentalist	1 st year	18,665
	2 nd year	18,815
	3 rd year	18,965
	4 th year	19,115
	5 th year	19,275
	6 th year	19,515
	7 th year	19,565
	8 th year	19,715
	9 th year	19,863
	10 th year & thereafter	20,013

Receptionist/Telephonist, Radio Switchboard Operator	1 st year	18,425
	2 nd year	18,525
	3 rd year	18,625
	4 th year	18,725
	5 th year	18,825
	6 th year	18,925
	7 th year	19,025
	8 th year	19,125
	9 th year	19,225
	10 th year & thereafter	19,325

Advertisement Clerk, Accounts Clerk, Store Clerk, Cashier	1 st year	19,425
	2 nd year	19,625
	3 rd year	19,825
	4 th year	20,025
	5 th year	20,225
	6 th year	20,425
	7 th year	20,625
	8 th year & thereafter	20,825
Driver	1 st year	19,150
	2 nd year	19,300
	3 rd year	19,450
	4 th year	19,600
	5 th year & thereafter	19,750

Wage Relativity Adjustment

(As from 01 July 2024)

Office Attendants

Category of Office Attendant	Year of service	Monthly basic wages (Rs)
Head Office Attendant	1 st year	19,335
	2 nd year	19,568
	3 rd year	19,827
	4 th year	20,086
	5 th year	20,346
	6 th year	20,605
	7 th year	20,864
	8 th year	21,123
	9 th year	21,383
	10 th year & thereafter	21,642
Office Attendant	1 st year	17,563
	2 nd year	17,772
	3 rd year	17,979
	4 th year	18,186
	5 th year	18,294
	6 th year	18,501
	7 th year	18,735
	8 th year	18,968
	9 th year	19,201

10th year &
thereafter

19,335

Wage Relativity Adjustment

(As from 01 July 2024)

Grades and Sectors not covered by Remuneration Regulations

Method of calculation

(a) Basic wage: less than Rs 20,000

Relativity adjustment = Difference between basic wage of December 2023

+ Rs 4,925 – basic wage January 2024

(b) 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

(a) Rs 25,000 a month (Occupation requiring a degree)

(b) Rs 23,000 a month (Occupation requiring a diploma)

Wage Relativity Adjustment

(As from 01 July 2024)

Pre-Primary School Employees

Category of employee	Year of service	Monthly basic wages (Rs)
Teaching staff		
Teacher Supervisor		18,851
Teacher (grade I)	1 st year	17,671
	2 nd year	17,770
	3 rd year	17,886
	4 th year	17,991
	5 th year	18,112
	6 th year	18,222
	7 th year	18,361
	8 th year	18,483
	9 th year	18,621
	10 th year & thereafter	18,744
Teacher (grade II)	1 st year	17,100
	2 nd year	17,137
	3 rd year	17,261
	4 th year	17,361
	5 th 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
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Non-teaching staff

Cook	17,100
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Gardener/ Handyperson	16,500
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School Attendant	}	1 st year	17,100
		2 nd year	17,100
		3 rd year	17,100
		4 th year	17,100
		5 th year & thereafter	17,100

Wage Relativity Adjustment

(As from 01 July 2024)

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	1 st year	19,636
	2 nd year	19,896
	3 rd year	20,155
	4 th year	20,414
	5 th year	20,673
	6 th year	20,933
	7 th year	21,192
	8 th year	21,451
	9 th year	21,710
	10 th year & thereafter	21,970
Proof Reader	1 st year	19,376
	2 nd year	19,635
	3 rd year	19,895
	4 th year	20,154
	5 th year	20,413
	6 th year	20,672

Proof Reader	}	7 th year	20,932
		8 th year	21,191
		9 th year	21,450
		10 th year & thereafter	21,709

Cameraperson/ Platemaker, Photoengraver, Photo-type Setter, Computer to Plate Operator,	}	1 st year	19,077
		2 nd year	19,310
		3 rd year	19,469
		4 th year	19,729
		5 th year	19,988
		6 th year	20,247
		7 th year	20,506
		8 th year	20,766
		9 th year	21,025
		10 th year & thereafter	21,284

Assistant Machine Operator		20,210
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Binder/Cutter	}	1 st year	17,790
		2 nd year	17,998
		3 rd year	18,205
		4 th year	18,313
		5 th year	18,546
		6 th year	18,779
		7 th year	19,012
		8 th year	19,246
		9 th year	19,405
		10 th year & thereafter	19,664

Handyperson, Helper	1 st year	16,710
	2 nd year	16,885
	3 rd year	17,060
	4 th year	17,235
	5 th year & thereafter	17,440
Apprentice	1 st year	16,910
	2 nd year	17,085
	3 rd year	17,260
	4 th year	17,466
Clerk Receptionist/Telephonist, Typist, Secretary	1 st year	18,090
	2 nd year	18,297
	3 rd year	18,431
	4 th year	18,664
	5 th year	18,897
	6 th year	19,131
	7 th year	19,364
	8 th year	19,523
	9 th year	19,783
	10 th year & thereafter	20,042
Storekeeper	1 st year	18,478
	2 nd year	18,712
	3 rd year	18,945
	4 th year	19,178
	5 th year	19,412
	6 th year	19,571
	7 th year	19,830
	8 th year	20,089
	9 th year	20,349

	10 th year & thereafter	20,608
Store Attendant	1 st year	17,110
	2 nd year	17,285
	3 rd year	17,492
	4 th year	17,699
	5 th year & thereafter	17,906
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Wage Relativity Adjustment

(As from 01 July 2024)

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	1 st year & thereafter	23,000
Assistant Nurse	1 st year	17,100
	2 nd year	17,160
	3 rd year	17,310
	4 th year	17,455
	5 th year	17,605
	6 th year	17,799
	7 th year	17,978
	8 th year	18,185
	9 th year	18,404
	10 th year & thereafter	18,588
Midwife	1 st year	17,277
	2 nd year	17,422
	3 rd year	17,565
	4 th year	17,703

	5 th year	17,827
	6 th year	18,007
	7 th year	18,213
	8 th year	18,431
	9 th year	18,615
	10 th year & thereafter	18,860
Nursing Aid	1 st year	16,853
	2 nd year	17,003
	3 rd year	17,100
	4 th year	17,100
	5 th year	17,100
	6 th year	17,236
	7 th year	17,455
	8 th year	17,667
	9 th year	17,855
	10 th year & thereafter	18,047

PART II

Driver		17,455
Cook	1 st year	17,100
	2 nd year	17,160
	3 rd year and thereafter	17,389
Receptionist	1 st year	17,100

	2 nd year	17,100
	3 rd year and thereafter	17,236
Nursing Home Attendant, Lauderer	1 st year	16,500
	2 nd year	16,650
	3 rd year	16,800
	4 th year	16,950
	5 th year and thereafter	17,100
Gardener		17100
Kitchen Help	1 st year	16,500
	2 nd year	16,650
	3 rd year and thereafter	16,800
Handyperson		17,978

Wage Relativity Adjustment

As from 01 July 2024

Private Secondary Schools

Category of employee	Year of service	Monthly salary (Rs)
Principal		25,000
1. Teachers, other than instructors		
(1) Graduate	1 st year & thereafter	25,000
(2) Non-Graduate grade I, Non-Graduate grade II, Non-Graduate grade III	1 st year & thereafter	23,000
(3) Non-Graduate grade IV	1 st year & thereafter	16,500
2. Instructors		
(1) Instructor grade I	1 st year & thereafter	23,000
(2) Instructor grade II	1 st year	16,500
	2 nd year	16,500
	3 rd year	16,500
	4 th year	16,500
	5 th year	16,500
	6 th year	16,563

Instructor grade II	7 th year	16,684
	8 th year	16,823
	9 th year	16,957
	10 th year	17,062
	11 th year	17,176
	12 th year	17,382
	13 th year & thereafter	17,560

3. Other employees

(1) Clerk, Typist, Secretary, Usher or Librarian , Laboratory Attendant, Workshop Attendant	1 st year & thereafter	16,500
(2) Caretaker, Cleaner, Gardener		16,500

Wage Relativity Adjustment

(As from 01 July 2024)

Private Security Services Employees

Category	Year of service	Monthly basic salary (Rs)
Security Guard	1 st year	17,934
	2 nd year	18,049
	3 rd year	18,164
	4 th year	18,279
	5 th year	18,394
	6 th year	18,509
	7 th year	18,624
	8 th year	18,739
	9 th year	18,854
	10 th year and thereafter	18,969

Wage Relativity Adjustment

(As from 01 July 2024)

Public Transport (Buses)

Category of employee	Year of service	Basic wages per month (Rs)
Traffic supervisor	1 st year	24,535
	2 nd year	24,710
	3 rd year	24,885
	4 th year	25,060
	5 th year	25,235
	6 th year	25,410
	7 th year	25,585
	8 th year	25,760
	9 th year	25,935
	10 th year	26,110
Traffic officer	1 st year	23,610
	2 nd year	23,785
	3 rd year	23,960
	4 th year	24,060
	5 th year	24,235
	6 th year	24,410
	7 th year	24,585
	8 th year	24,760
	9 th year	24,935

	10 th year	25,110
Driver	1 st year	22,947
	2 nd year	23,122
	3 rd year	23,297
	4 th year	23,472
	5 th year	23,647
	6 th year	23,822
	7 th year	23,922
	8 th year	24,097
	9 th year	24,272
	10 th year	24,447
Conductor	1 st year	22,368
	2 nd year	22,543
	3 rd year	22,718
	4 th year	22,893
	5 th year	23,068
	6 th year	23,243
	7 th year	23,418
	8 th year	23,593
	9 th year	23,768
	10 th 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 (Rs cs)
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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	1 st year	25,229
	2 nd year	25,404
	3 rd year	25,579
	4 th year	25,754
	5 th year	25,929
	6 th year	26,104
	7 th year	26,279
	8 th year	26,454
	9 th year	26,629
	10 th year	26,804
Cashier, Storekeeper, Chief	1 st year	23,730
	2 nd year	23,905
	3 rd year	24,005

Clerk

4 th year	24,180
5 th year	24,355
6 th year	24,530
7 th year	24,705
8 th year	24,880
9 th year	25,055
10 th year	25,230

Senior Clerk

1 st year	22,810
2 nd year	22,985
3 rd year	23,160
4 th year	23,335
5 th year	23,510
6 th year	23,685
7 th year	23,860
8 th year	23,960
9 th year	24,135
10 th year	24,310

Junior Clerk, Typist

1 st year	21,560
2 nd year	21,735
3 rd year	21,910
4 th year	22,085
5 th year	22,260
6 th year	22,435
7 th year	22,610

	8 th year	22,785
	9 th year	22,960
	10 th year	23,135
	1 st year	21,710
	2 nd year	21,885
Data Input Clerk	3 rd year	22,060
	4 th year	22,235
	5 th year	22,410
	6 th year	22,585
	7 th year	22,760
	8 th year	22,935
	9 th year	23,110
	10 th year	23,285
	1 st year	21,476
Head Messenger	2 nd year	21,651
	3 rd year	21,826
	4 th year	22,001
	5 th year	22,176
	6 th year	22,351
	7 th year	22,526
	8 th year	22,701
	9 th year	22,876
	10 th year	23,051
		1 st year

	2 nd year	20,770
	3 rd year	20,945
Messenger	4 th year	21,120
	5 th year	21,295
	6 th year	21,470
	7 th year	21,645
	8 th year	21,820
	9 th year	21,995
	10 th year	22,170
	1 st year	20,732
Photocopy Machine Operator, Telephonist	2 nd year	20,907
	3 rd year	21,082
	4 th year	21,257
	5 th year	21,432
	6 th year	21,607
	7 th year	21,782
	8 th year	21,957
	9 th year	22,132
	10 th 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	1 st year	29,345

	2 nd year	29,520
	3 rd year	29,695
	4 th year	29,870
	5 th year	30,045
	6 th year	30,220
	7 th year	30,395
	8 th year	30,570
	9 th year	30,745
	10 th year	30,920
Chief Mechanic	1 st year	27,595
	2 nd year	27,770
	3 rd year	27,945
	4 th year	28,120
	5 th year	28,295
	6 th year	28,470
	7 th year	28,645
	8 th year	28,820
	9 th year	28,995
	10 th year	29,170
Mechanic Electrician (superior grade)	1 st year	25,845
	2 nd year	26,020
	3 rd year	26,195
	4 th year	26,370
	5 th year	26,545
	6 th year	26,720

	7 th year	26,895
	8 th year	27,070
	9 th year	27,245
	10 th year	27,420
Mechanic, Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (grade I)	1 st year	24,095
	2 nd year	24,270
	3 rd year	24,445
	4 th year	24,620
	5 th year	24,795
	6 th year	24,970
	7 th year	25,145
	8 th year	25,320
	9 th year	25,495
	10 th year	25,670
Mechanic Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder(grade II)	1 st year	22,245
	2 nd year	22,420
	3 rd year	22,595
	4 th year	22,770
	5 th year	22,945
	6 th year	23,120
	7 th year	23,295
	8 th year	23,470
	9 th year	23,645
	10 th year	23,820
Mechanic	1 st year	20,863

Coach Builder, Painter, Electrician, Fitter, Blacksmith, Welder (grade III)	2 nd year	20,966
	3 rd year	21,069
	4 th year	21,170
	5 th year	21,279
	6 th year	21,370
	7 th year	21,545
	8 th year	21,720
	9 th year	21,895
	10 th year	22,070
	Upholsterer	1 st year
2 nd year		22,123
3 rd year		22,298
4 th year		22,473
5 th year		22,648
6 th year		22,823
7 th year		22,998
8 th year		23,173
9 th year		23,348
10 th year		23,523
Lubricator	1 st year	21,242
	2 nd year	21,417
	3 rd year	21,592
	4 th year	21,767
	5 th year	21,942

	6 th year	22,117
	7 th year	22,292
	8 th year	22,467
	9 th year	22,642
	10 th year	22,817
Helper	1 st year	20,465
	2 nd year	20,640
	3 rd year	20,815
	4 th year	20,990
	5 th year	21,165
	6 th year	21,340
	7 th year	21,515
	8 th year	21,690
	9 th year	21,865
	10 th year	22,040
Tyreperson (Supervisor)	1 st year	23,890
	2 nd year	24,065
	3 rd year	24,240
	4 th year	24,415
	5 th year	24,590
	6 th year	24,765
	7 th year	24,940
	8 th year	25,115
	9 th year	25,290

	10 th year	25,465
Tyreperson grade I	1 st year	22,215
	2 nd year	22,390
	3 rd year	22,565
	4 th year	22,740
	5 th year	22,915
	6 th year	23,090
	7 th year	23,265
	8 th year	23,440
	9 th year	23,615
	10 th year	23,790

	1 st year	20,465
Tyreperson grade II	2 nd year	20,640
	3 rd year	20,815
	4 th year	20,990
	5 th year	21,165
	6 th year	21,340
	7 th year	21,515
	8 th year	21,690
	9 th year	21,865
	10 th year	22,040

	1 st year	18,403
Apprentice	2 nd year	18,528
	3 rd year	18,814

	4 th year	19,288
	5 th year	19,644
Cleaner/Sweeper	1 st year	20,394
	2 nd year	20,469
	3 rd year	20,644
	4 th year	20,819
	5 th year	20,994
	6 th year	21,169
	7 th year	21,344
	8 th year	21,519
	9 th year	21,694
	10 th year	21,869
Chief cleaner	1 st year	21,000
	2 nd year	21,175
	3 rd year	21,350
	4 th year	21,525
	5 th year	21,700
	6 th year	21,875
	7 th year	22,050
	8 th year	22,225
	9 th year	22,400
	10 th year	22,575
Fuel attendant (full-time)	1 st year	20,929
	2 nd year	21,104

	3 rd year	21,279
	4 th year	21,454
	5 th year	21,629
	6 th year	21,804
	7 th year	21,979
	8 th year	22,154
	9 th year	22,329
	10 th year	22,504
Ticket Issuing Machine Repairer	1 st year	22,073
	2 nd year	22,248
	3 rd year	22,423
	4 th year	22,598
	5 th year	22,773
	6 th year	22,948
	7 th year	23,123
	8 th year	23,298
	9 th year	23,473
	10 th year	23,648
Gatekeeper	1 st year	20,778
	2 nd year	20,953
	3 rd year	21,128
	4 th year	21,303
	5 th year	21,478
	6 th year	21,653
	7 th year	21,828

8 th year	22,003
9 th year	22,178
10 th year	22,353

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Wage Relativity Adjustment

(As from 01 July 2024)

Road Haulage Industry

Category of employee	Year of service	Monthly basic wages (Rs)
Tanker Driver	1 st year	18,759
	2 nd year	18,874
	3 rd year	19,062
	4 th year	19,250
	5 th year	19,464
	6 th year	19,679
	7 th year	19,894
	8 th year & thereafter	20,008
Tanker Driver's Assistant	1 st year	16,500
	2 nd year	16,650
	3 rd year	16,800
	4 th year	16,950
	5 th year	17,100
	6 th year	17,221
	7 th year	17,394
	8 th year & thereafter	17,565

Driver grade I	1 st year	18,007
	2 nd year	18,202
	3 rd year	18,389
	4 th year	18,574
	5 th year	18,759
	6 th year	18,852
	7 th year	19,040
	8 th year & thereafter	19,228
Driver grade II	1 st year	17,711
	2 nd year	17,873
	3 rd year	18,041
	4 th year	18,207
	5 th year	18,368
	6 th year	18,555
	7 th year	18,743
	8 th year & thereafter	18,832
Driver grade III	1 st year	17,452
	2 nd year	17,619
	3 rd year	17,781
	4 th year	17,945

Vehicle Assistant

5 th year	18,112
6 th year	18,276
7 th year	18,464
8 th year & thereafter	18,652
1 st year	16,930
2 nd year	17,090
3 rd year	17,238
4 th year	17,410
5 th year	17,580
6 th year	17,744
7 th year	17,905
8 th year & thereafter	18,074

Wage Relativity Adjustment

(As from 01 July 2024)

Salt-Manufacturing Industry

Category of employee	Monthly basic wages (Rs)
Male employee	16,500
Female employee	16,500
Foreman	17,141
<i>Alimentateur</i>	17,030
Mason	17,100
Factory Operator	17,030

Wage Relativity Adjustment
(As from J01 uly 2024)

Special Education Needs Institutions

Category of employee	Year of service	Monthly basic wage (Rs)
Teacher	1 st year	28,425
	2 nd year	28,800
	3 rd year	29,175
	4 th year	29,575
	5 th year	29,975
	6 th year	30,375
	7 th year	30,900
	8 th year	31,425
	9 th year	31,950
	10 th year & thereafter	32,475
Teacher Assistant, Clerk	1 st year	25,275
	2 nd year	25,578
	3 rd year	25,880
	4 th year	26,183
	5 th year	26,485
	6 th year	26,843

7 th year	27,175
8 th year	27,500
9 th year	27,825
10 th year & thereafter	28,150

Carer, Driver

1 st year	21,975
2 nd year	22,261
3 rd year	22,506
4 th year	22,833
5 th year	23,199
6 th year	23,405
7 th year	23,691
8 th year	23,977
9 th year	24,263
10 th year & thereafter	24,549

Caretaker

1 st year	21,425
2 nd year	21,425
3 rd year	21,425
4 th year	21,700
5 th year	21,986
6 th year	22,261
7 th year	22,536

8 th year	22,811
9 th year	23,086
10 th year & thereafter	23,361

Wage Relativity Adjustment

(As from 01 July 2024)

Sugar Industry (Agricultural Workers)

Category of employee	Wages		
	Monthly	Daily	
	(Rs cs)	Intercrop (5-day week) (Rs cs)	Crop (6-day week) (Rs cs)
Field Employee (other than special category) –			
(a) male	18,454.81	838.86	709.80
(b) female	16,627.92	755.81	639.54
Field Employee (special category) –			
(a) male	16,500.00	750.00	634.62
(b) 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
Platelayar	19,094.97	867.95	734.42
<i>Marqueur</i>	19,588.91	890.41	753.42
Loco-stoker	18,765.39	852.97	721.75

Wage Relativity Adjustment
(As from 01 July 2024)
Sugar Industry (Non-Agricultural Workers)

Category of employee	Monthly wages			
	Chief (Rs cs)	Superior grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
1. Motor Mechanic (Heavy Mechanical Unit)	22,289.28	21,088.05	20,580.35	20,074.42
2. Motor Mechanic (automobile), Pan Boiler, Electrician	21,976.13	20,833.31	20,314.22	19,686.27
3. 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
4. Painter, Tinsmith, Carpenter, Mason, Rigger, Laboratory Attendant	20,833.31	20,578.78	19,496.63	19,346.56
5. 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				
1 st year	-	18,947.84	18,724.10	18,474.96
2 nd year	-	19,004.67	18,759.06	18,552.17
3 rd year	-	19,035.30	18,776.04	18,669.46

	Chief (Rs cs)	Others (Rs cs)
4 th year	-	18,589.61
5 th year	-	18,622.58
6 th year & thereafter	-	18,695.47
8. Evaporator Attendant, Boiler Attendant, Hotwater Treatment Plant Attendant	19,163.29	18,724.10
9. Sugar Refiner, <i>Peseur de jus</i>, 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	1 st year	18,947.84
	2 nd year	19,004.67
	3 rd year	19,035.30
	4 th year	19,070.66
	5 th year	19,104.46

	6 th 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

Wage Relativity Adjustment

(As from 01 July 2024)

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	
1 st year	16,500
2 nd year	16,500
3 rd year	16,500
4 th year	16,500
5 th year	16,500

Wage Relativity Adjustment
(AS from 01 July 2025)
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

Wage Relativity Adjustment

(As from 01 July 2024)

Travel Agents and Tour Operators

Category of employee	Year of service	Monthly basic wages (Rs)
Senior Accounts Clerk	1 st year	19,795
	2 nd year	20,012
	3 rd year	20,232
	4 th year & thereafter	20,452
Accounts Clerk	1 st year	18,622
	2 nd year	18,787
	3 rd year	18,952
	4 th year & thereafter	19,117
Administrative Clerk, Planning Clerk, Reservation & Ticketing Officer and Cashier	1 st year	18,347
	2 nd year	18,512
	3 rd year	18,677
	4 th year & thereafter	18,842
Planning Officer	1 st year	19,795
	2 nd year	20,012
	3 rd year	20,232
	4 th year & thereafter	20,452

Word processing Operator	1 st year	17,522
	2 nd year	17,672
	3 rd year	17,822
	4 th year & thereafter	17,992
Receptionist/Telephonist	1 st year	17,128
	2 nd year	17,277
	3 rd year	17,427
	4 th year & thereafter	17,577
Hotel Representative	1 st year	18,622
	2 nd year	18,812
	3 rd year	19,002
	4 th year & thereafter	19,192
Airport Representative	1 st year	18,187
	2 nd year	18,402
	3 rd year	18,592
	4 th year & thereafter	18,742
Driver	1 st year	17,907
	2 nd year	18,057
	3 rd year	18,207
	4 th year & thereafter	18,357
Guide	1 st year	18,186
	2 nd year	18,402
	3 rd year	18,562
	4 th year & thereafter	18,722

Travel Consultant	1 st year	19,795
	2 nd year	20,017
	3 rd year	20,237
	4 th year & thereafter	20,457
Luggage Handler	1 st year	16,944
	2 nd year	17,042
	3 rd year	17,142
	4 th year & thereafter	17,242
Vehicle Attendant	1 st year	16,500
	2 nd year	16,612
	3 rd year	16,722
	4 th year & thereafter	16,832
Cleaner	1 st year	16,502
	2 nd year	16,612
	3 rd year	16,722
	4 th year & thereafter	16,832
