



THE CEYLON GOVERNMENT GAZETTE

EXTRAORDINARY

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PART I—GENERAL GOVERNMENT NOTIFICATIONS

L. D.—B. 97/47

THE WAGES BOARDS ORDINANCE

Notification

IN accordance with the provisions of section 26A of the Wages Boards Ordinance, No 27 of 1941, the Wages Board for the Dock, Harbour and Port Transport Trade hereby notifies its intention to make, by virtue of the powers vested in it by sections 20, 25 and 26 of that Ordinance, the decisions set out in the schedule hereto.

Objections to the proposed decisions will be received by the Chairman of the Board until 12 noon on April 30, 1949.

Every such objection must be made in writing and must contain a statement of the grounds upon which such objection is taken.

Colombo, April 12, 1949

M. RAJANAYAGAM,
Chairman of the Dock, Harbour and Port Transport Trade Wages Board.

Schedule

PART I

Directions under Section 20 (2) (b)

The special allowance shall be computed and published once a month by the Commissioner of Labour

The special allowance for each month shall be computed on the cost of living index number for the month immediately preceding the month in respect of which such allowance is to be computed.

PART II

- 1 Wages shall be paid on a monthly basis
- 2 The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out below
- 3 (1) A worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked or presented himself to the employer and made himself available for work within his normal hours of work during the minimum number of working days specified in respect of that month in column II below.

I		II		I		II	
Month	..	Minimum number of working days	..	Month	..	Minimum number of working days	..
January	..	27	..	July	..	27	..
February	..	24	..	August	..	27	..
March	..	27	..	September	..	26	..
April	..	26	..	October	..	27	..
May	..	27	..	November	..	26	..
June	..	26	..	December	..	27	..

(2) In respect of each day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1), the minimum rate of wages payable shall be an amount equal to one and a half times the minimum daily rate ascertained by dividing the minimum monthly rate by 30.

4. Where a worker of any class specified in this Part has commenced employment in the course of any month, he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the period of his employment bears to the minimum number of working days specified in respect of that month in paragraph 3 (1).

5. Where by reason of any unauthorised absence a worker of any class specified in this Part has not worked in any month during the minimum number of working days specified in respect of that month in paragraph 3 (1), he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the difference between such minimum number of working days and the number of days of unauthorised absence bears to such minimum number of working days.

6. Absence from work on holidays or on days on which the employer fails to provide work or on days for which leave with full pay is allowed to a worker, shall not be deemed to be unauthorised absence.

7. For the purposes of computing the wages of a worker, a holiday referred to in Part III shall be deemed to be a day on which the worker has worked.

1 Class of Worker	2 Basic Rate for a Month	3 Rate of Special Allowance for a Month	
		(a) Where the cost of living index number for the preceding month is 255, the special allowance shall be	(b) Where the cost of living index number for the preceding month is above or below 255, the rate of the special allowance prescribed in the preceding column (a) shall be increased or decreased, as the case may be, for each complete unit of 5 points by which that index number exceeds or falls short of 255 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in the tables below*
	Rs. c.	Bs. s.	Rs. c.
1 MANUAL WORK.			
Special Grade.			
GENERAL CARGO.			
<i>On Board.</i>			
Foremen ..			
<i>Afloat.</i>			
Foremen ..			
COAL.			
<i>On Board</i>			
Foremen (discharging section)	65 0	28 0	0 75
Foremen (bunkering section)			
<i>Ashore.</i>			
Foremen ..			
FUEL OILS.			
<i>Afloat.</i>			
Masters (diesel barges)			
Skilled Grade.			
GENERAL CARGO.			
<i>On Board.</i>			
Hatch tindals			
<i>Afloat.</i>			
Suécarnies (tug or launch)			
Drivers (tug or launch)			
Assistant foremen			
Serangs (tug or launch)			
<i>Ashore.</i>			
Nattarnies			
Assistant nattarnies			
COAL			
<i>On Board.</i>			
Hatch tindals (discharging)	55 0	24 0	0 75
Winchmen (bunkering by crane)			
<i>Afloat.</i>			
Divers (salvage section)			
Tindal divers (salvage section)			
FUEL OILS.			
<i>Afloat.</i>			
Head drivers (diesel barges)			
Tindals			
Engine drivers (barges)			
Coxswains (launches)			
Driver steersmen of launches			
Steersmen of diesel barges			
Second drivers of diesel barges			
Semi-skilled Grade.			
GENERAL CARGO			
<i>On Board.</i>			
Winchmen			
Deckmen			
Box repairers			
<i>Afloat.</i>			
Firemen (tug or launch)	45 0	21 0	0 75
Drivers (water, boiler, or diesel boats)			
Tindals (water, boiler, or diesel boats)			
Firemen (water, boiler, or diesel boats)			
Pipe serangs (water, boiler, or diesel boats)			
Deck hands (water, boiler, or diesel boats)			
Serangs (water, boiler, or diesel boats)			
Deckman (tug or launch)			

1 Class of Worker	2 Basic Rate for a Month	3 Rate of Special Allowance for a Month	
		(a) Where the cost of living index number for the preceding month is 255, the special allowance shall be	(b) Where the cost of living index number for the preceding month is above or below 255, the rate of the special allowance prescribed in the preceding column (a) shall be increased or decreased, as the case may be, for each complete unit of 5 points by which that index number exceeds or falls short of 255 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in the tables below*
	Rs. c.	Rs. c.	Rs. c.
Ashore			
Kanganies (bag and general cargo)			
Checkers			
Kanganies (exports and imports)			
Collectors of sweepings			
Drivers (crane)			
Firemen (crane)			
Gear officemen			
COAL.			
<i>On Board.</i>			
Rope runners (discharging section)	45 0	21 0	0 75
Tub fillers (discharging section)			
Tindals (bunkering)			
Slungmen (bunkering by crane)			
FUEL OILS.			
<i>Afloat.</i>			
Third drivers (barges)			
Firemen (diesel barges)			
Greasers (diesel barges)			
Deckhands (diesel barges)			
Calassies			
Unskilled Grade I.			
GENERAL CARGO			
<i>On Board.</i>			
Collectors of sweepings			
Guymen			
Hookmen			
Bag statchers			
Shifters (cargo)			
Stowers (cargo)			
Stackmen			
Stevedores (other than hatch tindals, winchmen, deckmen, guymen, hookmen and stackmen)			
<i>Ashore.</i>			
Gate watchers			
Stackers (bag and general cargo)			
Slingers (bag and general cargo)	37 0	21 0	0 75
Assistant kanganies (exports and imports)			
COAL.			
<i>On Board.</i>			
Deckmen			
Tub shifters			
Tub repairers			
Tub trimmers			
Hookmen			
Guymen			
Trimmers (bunkering)			
<i>Afloat</i>			
Lighter tindals			
<i>Ashore.</i>			
Coal wall builders			
Unskilled Grade II.			
GENERAL CARGO.			
<i>On Board.</i>			
Hatch cleaners			
Ship serangs			
Watchmen (hatch, gang and "bad order")	31 0	21 0	0 75
<i>Afloat.</i>			
Tindals (gig boats)			
Crew (gig boats)			
Tindals (ash boats)			
Crew (ash boats)			

1 Class of Worker	2 Basic Rate for a Month	3 Rate of Special Allowance for a Month	
		(a) Where the cost of living index number for the preceding month is 255, the special allowance shall be	(b) Where the cost of living index number for the preceding month is above or below 255, the rate of the special allowance prescribed in the preceding column (a) shall be increased or decreased, as the case may be, for each complete unit of 5 points by which that index number exceeds or falls short of 255 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in the tables below*
	Rs a.	Rs c.	Rs c.
<i>Afloat (contd.)</i>			
Pontoonmen			
Cattle bargemen			
<i>Ashore.</i>			
Delivery men (bag and general cargo)			
Bag stitchers			
Shore serangs			
Shoremen (exports and imports)			
Messengers			
Box repairers (exports and imports)			
COAL.			
<i>On Board.</i>			
Ship serangs (discharging section)			
Ship serangs (bunkering)			
Winchmen (discharging section)			
Sweepers (discharging section)			
Hookmen (bunkering)			
Signalmen (bunkering by crane)			
Workers engaged in shovelling on deck, lifting bags, holding bags for filling and carrying bags (shifting section)	31 0	21 0	0 75
<i>Afloat.</i>			
Lightermen (salvage section)			
<i>Ashore.</i>			
Hookmen			
Bag stitchers			
Jetty serangs			
Messengers			
Water boys			
FUEL OILS			
<i>Afloat.</i>			
Serangs (diesel barges)			
Barge watchmen			
Women Workers.			
GENERAL CARGO.			
<i>Ashore.</i>			
Female kanganies	35 0	21 0	0 75
Female labourers	30 0	21 0	0 75
2. NON-MANUAL WORK.			
Special Grade.			
GENERAL CARGO.			
<i>On Board</i>			
Supervisors			
Cashiers			
Assistant cashiers			
Receipt keepers			
<i>Ashore.</i>			
Storekeepers			
Assistant storekeepers			
Supervisors (exports and imports)	75 0	32 0	1 0
COAL.			
<i>Ashore.</i>			
Cashiers			
Storekeepers			
Grade I.			
GENERAL CARGO.			
<i>On Board.</i>			
Tally clerks			
Plan clerks			
Measurement clerks			
Certificate clerks			
Assistant receipt keepers			
Assistant supervisors	55 0	24 0	0 75
<i>Afloat.</i>			
Saw mill supervisors			
Stacking supervisors			

1 Class of Worker	2 Basic Rate for a Month	3 Rate of Special Allowance for a Month		
		(a)		(b)
		Where the cost of living index number for the preceding month is 255, the special allowance shall be		Where the cost of living index number for the preceding month is above or below 255, the rate of the special allowance prescribed in the preceding column (a) shall be increased or decreased, as the case may be, for each complete unit of 5 points by which that index number exceeds or falls short of 255 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in the tables below*
	Rs c.	Rs c	Rs c	
<i>Ashore.</i>				
Despatch clerks			
Clearing clerks]			
Shipping clerks			
Assistant supervisors (exports and imports)	55 0	24 0	.. 0 75
Tally clerks			
<i>COAL.</i>				
<i>On Board</i>				
Tally clerks			
Grade II.				
<i>GENERAL CARGO</i>				
<i>On Board.</i>				
Checkers			
Timekeepers			
<i>Afloat.</i>				
Timekeepers			
Overseers			
<i>Ashore .</i>				
Landing clerks			
Musters clerks			
Warehouse clerks	45 0	21 0	.. 0 75
Cart cart clerks			
Lighter clerks			
Pass writers			
Store clerks			
Receipt clerks			
Examining clerks			
Wharf clerks			
Assistant wharf clerks			
Delivery clerks			
<i>COAL</i>				
<i>On Board.</i>				
Coal clerks			

* Tables illustrating the application of the directions set out in column 3 (b) above.

1. Special allowance in the event of a rise in the index number—

Index Numbers	Manual Work			Non-manual Work		
	Special Grade	Skilled Grade	Semi-skilled Grade, Unskilled Grades I and II, and women workers	Special Grade	Grade I	Grade II
	Rs c	Rs c	Rs c	Rs c	Rs c.	Rs. c
255-259	23 0	24 0	21 0	32 0	24 0	21 0
260-264	23 75	24 75	21 75	33 0	24 75	21 75
265-269	29 50	25 50	22 50	34 0	25 50	22 50
270-274	30 25	26 25	23 25	35 0	26 25	23 25

2. Special allowance in the event of a fall in the index number—

255-251	28 0	24 0	21 0	31 0	24 0	21 0
250-246	27 25	23 25	20 25	30 0	23 25	20 25
245-241	26 50	22 50	19 50	29 0	22 50	19 50
240-236	25 75	21 75	18 75	28 0	21 75	18 75

PART III

Annual Holidays (section 25)

If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year, he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

In this paragraph "days on which a worker has worked" includes—

- (a) every holiday allowed by the employer to the worker under section 25;
- (b) every day of absence on any grounds approved by the employer;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment;
- (d) every day of absence due to anthrax or any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117);
- (e) every day on which the employer fails to provide work for the worker;

- (f) every day of absence due to a strike or lockout that is not illegal, such days not exceeding in the aggregate 30 days a year ;
 (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance, and
 (h) every day of absence on the day following a night shift.

2 Subject to the provisions of paragraph 4, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon, between him and his employer.

3 The remuneration of a worker in respect of a holiday taken in any month shall form part of his wages for that month, such wages being computed in accordance with the provisions of Part II

4 Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take before he leaves his employment or is discontinued or dismissed from employment—

- (a) every holiday that he was entitled to in respect of the previous year which he has not already taken, and
 (b) in case the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 1, every holiday that he would have otherwise been entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 3 .

Provided, however, that the total number of holidays that such a worker might take in any year shall not exceed 21.

5 In these paragraphs, " year " means a continuous period of 12 months.

6 The foregoing decisions shall not apply in respect of employment at any time more than 12 months prior to the date on which the decisions come into force

L. D.—B. 97/47.

THE WAGES BOARDS ORDINANCE

Notification

IN accordance with the provisions of section 26A of the Wages Boards Ordinance, No 27 of 1941, as amended by Ordinance No 40 of 1943, the Wages Board for the Dock, Harbour and Port Transport Trade hereby notifies its intention to make, by virtue of the powers vested in it by sections 20 and 26 of that Ordinance, the decisions set out in the Schedule hereto

Objections to the proposed decisions will be received by the Chairman of the Board until 12 noon on April 30, 1949.

Every such objection must be made in writing and must contain a statement of the grounds upon which such objection is taken.

M. RAJANAYAGAM,
Chairman,

Colombo, April 12, 1949.

Wages Board for the Dock, Harbour and Port Transport Trade

Schedule

1. (1) The minimum rate of wages for piece work in respect of any class of workers specified in column hereunder shall be the rate specified in the corresponding entry in column II

Column I Class of Worker	Column II Minimum Rate		
	Lighters of 60 tons and under	Lighters over 60 tons but under 80 tons	Lighters of 80 tons and over
Lightermen	Rs. 6.00 for a trip	Rs. 7.00 for a trip	Rs. 8.00 for a trip
Assistant Tindals	Rs. 6.25 for a trip	Rs. 7.25 for a trip	Rs. 8.50 for a trip
Tindals	Rs. 6.50 for a trip	Rs. 7.50 for a trip	Rs. 9.00 for a trip

(2) The above-mentioned minimum rates of wages shall be increased by—

(i) 50 cents for—

- (a) each trip involving transshipment of cargo from ship to ship,
 (b) each trip where cargo is " shut out " and subsequently redirected to another vessel ;
 (c) each trip where cargo is discharged into a lighter from a hatch and subsequently loaded to another hatch of the same vessel.

(ii) Re. 1 for each trip made beyond the Locks to the Beira Lake, and

(iii) Rs. 2 for each trip on which the lighter carries dangerous cargo

2 (1) The guaranteed time-rate in respect of any class of workers specified in column I hereunder shall be the rate specified in the corresponding entry in column II.

Column I Class of Worker	Column II Guaranteed Time-rate	
	Lighters under 80 tons	Lighters of 80 tons and over
Lightermen	Rs. 105.00 for a month	Rs. 105.00 for a month
Assistant Tindals	Rs. 108.75 for a month	Rs. 112.50 for a month
Tindals	Rs. 112.50 for a month	Rs. 120.00 for a month

(2) Where the total wages for a month calculated at the minimum rate for piece work specified in paragraph 1 do not exceed the wages calculated at the guaranteed time-rate, the employer shall, notwithstanding anything to the contrary in any of the other provisions of this Schedule, pay the worker wages at the guaranteed time-rate specified in sub-paragraph (1) of this paragraph, in case he has performed his duty turns as required by the employer.

3. In the computation of the guaranteed time-rate for the purposes of paragraph 2, the employer may make deductions for absence from duty turns in the following manner :—

- (a) in the case of a worker on a lighter under 80 tons, $\frac{1}{2}$ ths of the piece rate in respect of one day and one night's absence, and $\frac{1}{4}$ ths of the piece rate in respect of a day or a night's absence ;

(b) in the case of a worker on a lighter of 80 tons and over, $15/23$ ths of the piece rate in respect of one day and one night's absence and $15/46$ ths of the piece rate in respect of a day or a night's absence

- 4 Where a lighter is awaiting or undergoing repair in the Boat Repair Yard, the employer shall—
- (a) offer employment on another lighter to the lightermen, assistant tindals or tindals at the rates specified in the preceding paragraphs, or
 - (b) pay at the monthly rate of Rs 60 to a tindal and Rs 55 to an assistant tindal or lighterman if in any month, for not less than the number of days specified for that month hereunder, such worker reports for duty at the Boat Repair Yard and makes himself available for work from 7.30 a.m. to 4.30 p.m. each day

<i>Month</i>	<i>Minimum Number of Working days</i>
January	27
February	24
March	27
April	26
May	27
June	26
July	27
August	27
September	26
October	27
November	26
December	27

5. In calculating the sum payable under sub-paragraph (b) of paragraph 4, the employer—
- (a) may deduct for every day the worker fails to report at the Boat Repair Yard a day's wage obtained by dividing the monthly rate by 30,
 - (b) shall have the right to refuse payment in respect of every day on which the worker refuses to work on another lighter when ordered to do so.
6. In the foregoing decisions "duty turn" shall mean—
- (a) a continuous period of 72 hours in respect of workers on lighters of 80 tons and over, and
 - (b) a continuous period of 48 hours in respect of workers on lighters of less than 80 tons.
- There shall be an interval of 24 hours between any two duty turns.