

**Sugar Industry (Agricultural Workers) (Remuneration Order) (Amendment)
Regulations 2014**

GN No. 119 of 2014

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THE EMPLOYMENT RELATIONS ACT

**Regulations made by the Minister under section 94 of
the Employment Relations Act**

1. These regulations may be cited as the **Sugar Industry (Agricultural Workers) (Remuneration Order) (Amendment) Regulations 2014**.

2. In these regulations –

“principal regulations” means the Sugar Industry (Agricultural Workers) (Remuneration Order) Regulations 1983.

3. Regulation 3 of the principal regulations is amended by revoking paragraph (5) and replacing it by the following paragraph –

(5) Every field worker (female) employed on an 8-hour day and whose former basic wage or salary was 5,102.84 rupees per month or 196.26 rupees per day during crop (6-day week) or 231.95 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 5,402.84 rupees per month or 201.80 rupees per day during crop (6-day week) and 245.58 rupees per day during intercrop (5-day week).

4. Regulation 9 of the principal regulations is revoked and replaced by the following new regulation –

9. The rates specified in regulation 3(5), the First Schedule and paragraphs 5 and 6 of the Second Schedule include the appropriate additional remuneration payable under the Additional Remuneration (2014) Act 2013.

5. The First Schedule to the principal regulations is revoked and replaced by the First Schedule set out in the Schedule to these regulations.

6. The Second Schedule to the principal regulations is amended –

(a) by revoking paragraph 5 and replacing it by the following new paragraph –

5. Rates of pay for cutting and/or loading

(1) Subject to subparagraphs (2) and (3), cutting and/or loading of properly trashed canes shall be paid for by weight at a rate not below the following rates per tonne –

	(Rs cs)
(a) cutting and carrying canes over a distance not exceeding 15 gaulettes and loading –	
(i) in trailers drawn by Scammell type wheel tractors	270.54
(ii) in lorries	253.64
(iii) in tramway wagons and baskets	236.77
(iv) in low trailers drawn by Ferguson type wheel tractors	236.77
(b) cutting and carrying canes over a distance not exceeding 15 gaulettes and stacking at not more than 3 gaulettes from the point of loading	207.88

(c)	cutting canes	135.31
(d)	loading canes in Scammell type trailers –	
	(i) if carried over a distance not exceeding 3 gaulettes	125.09
	(ii) if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	152.34
(e)	loading canes in trailers other than of the Scammell type –	
	(i) if carried over a distance not exceeding 3 gaulettes	111.68
	(ii) if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	135.31
(f)	loading canes in lorries –	
	(i) if carried over a distance not exceeding 3 gaulettes	121.49
	(ii) if carried over a distance exceeding 3 gaulettes but not exceeding 15 gaulettes	146.42
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	142.05
(h)	cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading	142.05

- (i) cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading

148.69

(2) Where a worker is required to dig ruts and remove straw for stacking cut canes for mechanical side loading, he shall be paid an allowance of not less than 6.85 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 28.33 rupees per tonne shall be paid to the worker who may, in such cases, be required by the employer to carry out light trimming with a billhook.

(b) Where canes have not been properly trashed within 3 weeks of cutting and the worker is not required to carry out light trimming, he shall be paid an allowance to be agreed upon between the worker and the employer, but which shall not be less than 33 per cent of the allowance payable under subparagraph (a).

(c) Where, at the time of cutting, a full trashing is required owing to the condition of the canes, such work shall be paid for at a rate to be agreed upon between the employer and the worker or, failing such agreement, at a rate fixed by the Minister.

(d) Where canes have to be carried over a distance of more than 15 gaulettes in a field, the relevant rates for cutting and loading or for cutting or loading done separately shall be increased by 2.24 rupees per tonne for each additional gaulette or fraction of a gaulette, and such increased rates shall be paid for, on the total amount of canes cut/or loaded by the worker in the field.

(e) Where a worker has, during cutting, to move straw from one interline to another, he shall be paid an additional allowance of 19.69 rupees per tonne of canes cut.

(f) (i) Where the yield of canes is less than 20 tonnes per arpent, the relevant rates for cutting and loading shall be increased by not less than 23.32 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 11.63 rupees per tonne.

(ii) Where the yield of canes is less than 10 tonnes per arpent, the relevant rates for cutting and loading shall be increased by not less than 31.54 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 15.09 rupees per tonne.

(g) (i) Where at the point of loading, there is a difference in level, other than a slope, of more than 2 feet, an additional allowance of 10.91 rupees per foot per tonne shall be paid for each additional foot or part of a foot, in excess of the 2 feet.

(ii) The difference in level shall be measured by the perpendicular distance between the level of the field and that of the road at the point of loading and, where there is no road, by the perpendicular distance between the level of the field and that of the ground on which the vehicle rests at the time of loading.

(h) Where the gradient of the slope in a field is steeper than 1 in 3, an additional allowance of 20.73 rupees per tonne shall be paid.

(i) Where, in any week, a worker –

(i) attends work on not less than 5 days; and

(ii) earns not less than the minimum basic wage each day, he shall be paid a bonus equivalent to 5 per cent of his weekly earnings.

(j) Where a worker is required to carry canes for loading across the lines “saute muraille” also known as “barfé”, he shall be paid an allowance of 8.31 rupees per tonne in addition to the relevant rates specified in subparagraph (1).

(b) by revoking paragraph 6 and replacing it by the following paragraph –

6. Productivity Bonus

Every worker who does cutting and/or loading of canes in the crop season shall be entitled to a productivity bonus representing a percentage of his actual earnings over a period of a fortnight according to the following table –

Productivity bonus	Fortnightly earnings (Rs)	
5% on earnings	between 3,940 and 4,830	
6% do	not more than	5,363
7% do	do	5,911
8% do	do	6,362
9% do	do	6,660
10% do	do	7,229
11% do	do	7,593
12% do	do	8,225
13% do	do	8,638
14% do	do	9,207
15% do	more than	9,207

1. These regulations shall be deemed to have come into operation on 1 January 2014.

Made by the Minister on 20 May 2014.

SCHEDULE

[Regulation 5]

FIRST SCHEDULE

[Regulation 3]

Category of worker**Wages****Monthly****Daily****(Rs cs)****Intercrop
(5-day week)****Crop
(6-day week)****(Rs cs)****(Rs cs)****Field Worker (other than special category) –**

(a) Male	7,264.80	330.22	279.42
(b) Female	5,904.25	268.38	227.09
(c) Young Person	5,560.89	252.77	213.88

Field Worker (special category) –

(a) Male	5,744.20	261.10	220.93
(b) Female	4,969.08	225.87	191.12
(c) Young Person	4,637.94	210.82	178.38

Night Soil Worker	7,257.72	329.90	279.14
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Watchman

(a) Chief Watchman	7,825.48	355.70	300.98
(b) Watchman (Grade 1)	7,515.30	341.60	289.05
(c) Watchman (Grade 2)	7,264.80	330.22	279.42

Hospital Servant	7,568.68	344.03	291.10
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Gardener	7,568.68	344.03	291.10
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Overseer (Grade 1)	9,033.12	410.60	347.43
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Overseer (Grade 2)	7,825.48	355.70	300.98
Platelayer	7,825.48	355.70	300.98
<i>Marqueur</i>	8,287.66	376.71	318.76
Loco-stoker	7,568.68	344.03	291.10
