

**Sugar Industry (Agricultural Workers) (Remuneration Order) (Amendment)  
Regulations 2016**

**GN No. 73 of 2016**

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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 2016**.

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 6,605.00 rupees per month or 254.04 rupees per day during crop (6-day week) or 300.23 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 6,855.00 rupees per month or 263.65 rupees per day during crop (6-day week) and 311.59 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 (2016) Act 2015.

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 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 –

	<b>(Rs cs)</b>
(a) cutting and carrying canes over a distance not exceeding 15 <i>gaulettes</i> and loading –	
(i) in trailers drawn by Scammell type wheel tractors	335.43
(ii) in lorries	314.47
(iii) in tramway wagons and baskets	293.56
(iv) in low trailers drawn by Ferguson type wheel tractors	293.56
(b) cutting and carrying canes over a distance not exceeding 15 <i>gaulettes</i> and stacking at not more than 3 <i>gaulettes</i> from the point of loading	257.74

(c)	cutting canes	167.77
(d)	loading canes in Scammell type trailers –	
	(i) if carried over a distance not exceeding 3 <i>gaullettes</i>	155.10
	(ii) if carried over a distance exceeding 3 <i>gaullettes</i> but not exceeding 15 <i>gaullettes</i>	188.88
(e)	loading canes in trailers other than of the Scammell type –	
	(i) if carried over a distance not exceeding 3 <i>gaullettes</i>	138.47
	(ii) if carried over a distance exceeding 3 <i>gaullettes</i> but not exceeding 15 <i>gaullettes</i>	167.77
(f)	loading canes in lorries –	
	(i) if carried over a distance not exceeding 3 <i>gaullettes</i>	150.63
	(ii) if carried over a distance exceeding 3 <i>gaullettes</i> but not exceeding 15 <i>gaullettes</i>	181.54
(g)	cutting canes collectively up to and not exceeding 5 lines and windrowing the cut canes on one line for mechanical loading	176.12
(h)	cutting canes up to and not exceeding 3 lines and stacking the cut canes in stacks of 400 kilogrammes or thereabout for mechanical loading	176.12

- (i) cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kilogrammes or thereabout for mechanical loading 184.36

(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 8.50 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 35.12 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 due 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 to be 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 2.78 rupees per tonne for every 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 24.42 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 28.91 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 14.42 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 39.10 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 18.71 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 13.52 rupees per foot per tonne shall be paid for every 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 one in 3, an additional allowance of 25.70 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 10.31 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 –

<b>Productivity bonus</b>	<b>Fortnightly earnings (Rs)</b>	
5% on earnings	between 4,885 and 5,989	
6% do	not more than	6,649
7% do	do	7,329
8% do	do	7,888
9% do	do	8,258
10% do	do	8,963
11% do	do	9,414
12% do	do	10,198
13% do	do	10,710
14% do	do	11,415
15% do	more than	11,415

7. These regulations shall be deemed to have come into operation on 1 January 2016.

Made by the Minister on 2 March 2016.

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**SCHEDULE**

[Regulation 5]

**FIRST SCHEDULE**

[Regulation 3]

Category of worker	Wages		
	Monthly (Rs cs)	Daily	
		Intercrop (5-day week) (Rs cs)	Crop (6-day week) (Rs cs)
<b>Field Worker (other than special category) –</b>			
(a) Male	9,007.71	409.44	346.45
(b) Female	7,463.13	339.23	287.04
(c) Young Person	7,058.77	320.85	271.49
<b>Field Worker (special category) –</b>			
(a) male	7,274.07	330.64	279.77
(b) female	6,355.53	288.89	244.44
(c) young person	5,982.21	271.92	230.09
Night Soil Worker	8,998.64	409.03	346.10
<b>Watchman</b>			
(a) Chief Watchman	9,631.21	437.78	370.43
(b) Watchman (Grade 1)	9,288.92	422.22	357.27

(c) Watchman (Grade 2)	9,007.71	409.44	346.45
Hospital Servant	9,350.08	425.00	359.62
Gardener	9,350.08	425.00	359.62
Overseer (Grade 1)	10,876.66	494.39	418.33
Overseer (Grade 2)	9,631.21	437.78	370.43
Platelayer	9,631.21	437.78	370.43
<i>Marqueur</i>	10,138.51	460.84	389.94
Loco-stoker	9,350.08	425.00	359.62

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