
Government Notice No. 211 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 Electrical, Engineering and Mechanical Workshops (Remuneration) Regulations 2019.

2. In these regulations –

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

- (a) receiving cash, cheques and credit card payments and keeping relevant records;
- (b) preparing, examining, reconciling and executing all accounts;
- (c) preparing and monitoring budgets and estimates;
- (d) assisting in the annual or periodic stocktaking; and
- (e) performing such related work as may be required;

“apprentice” means an employee who is employed solely for the purpose of learning and acquiring skill in a trade to which these regulations apply;

“automobile electrician grade I” means an employee capable of –

- (a) performing all the operations of an automobile electrician grade II;
- (b) understanding alternating current (AC) and direct current (DC) fundamentals and carrying repairs on all electrical

machines, complete rewinding of starters, alternators and dynamos;

- (c) understanding the chemical reactions taking place in a battery and effecting the complete overhaul of a battery;
- (d) reading and understanding complicated wiring diagrams of car electrical equipment; and
- (e) locating and repairing simple faults in electronic ignition circuits;

“automobile electrician grade II” means an employee capable of –

- (a) performing all operations of an automobile electrician grade III;
- (b) performing minor alternating current (AC) and direct current (DC) work;
- (c) performing soldering work;
- (d) reading and understanding car circuit diagrams and effecting all repairs to the electrical system of an automobile;
- (e) installing, repairing, locating and removing faults on electric motors, and starters, alternators, generators, battery charging equipment, switchgear and other electrical appliances;
- (f) dealing with minor repairs on batteries and charging them effectively; and
- (g) using voltmeters, ammeters, detectors and other testing equipment required in connection with his trade;

“automobile electrician grade III” means an employee capable of –

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- (a) safeguarding himself and others working with him against electrical hazards;
 - (b) understanding the general wiring of an automobile;
 - (c) detecting minor electrical faults and carrying out necessary repairs; and
 - (d) carrying out minor repairs on starters, alternators, generators and other electrical appliances;

“blacksmith grade I” means an employee capable of –

- (a) performing all the operations of a blacksmith grade II;
- (b) organising and supervising work at a forge;
- (c) being conversant with annealing, tempering, normalising, hardening of different types of iron and steel and other heat treatment operations;
- (d) dealing with the working characteristics of wrought iron, mild steel and tool steel; and
- (e) accurately performing hand forging and welding operations;

“blacksmith grade II” means an employee capable of –

- (a) performing all the operations of a blacksmith grade III;
- (b) carrying out measurements and calculations required in the trade;
- (c) doing tempering and simple heat treatment;
- (d) making forging from sketches;
- (e) making simple welds in wrought iron and steel;
- (f) accurately forging rivets and pins; and
- (g) annealing simple hooks and chains;

“blacksmith grade III” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) preparing and tending fires for the purpose of his trade;
- (c) dealing with the working characteristics of wrought iron, mild steel and plain carbon steels;
- (d) making from a model, hammers, tongs, chisels and other hand tools in general use;
- (e) bending round, angling and channelling sections to a given pattern, repairing the body of lorries, hooks or chain links; and
- (f) using a pneumatic hammer effectively;

“carpenter grade I” means an employee capable of –

- (a) performing all the operations of a carpenter grade II;
- (b) carrying out from drawings and specifications the construction of any structure, building or shuttering for concrete work, preparing and correctly setting out all timber members and erecting all partitions, roofs, doors and window frames;
- (c) taking off quantities from plans and preparing cutting lists;
- (d) inspecting and reporting on the state of repairs of any wooden structure; and
- (e) making freehand dimensioned sketches;

“carpenter grade II” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) carrying out the measurements and calculations required;

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- (c) identifying the properties, uses and working characteristics of common timber used in the trade;
 - (d) making simple mortise and tenon joints, and plans and groove boards for panelling;
 - (e) making and finishing boarded panels and floorings;
 - (f) making and fixing skirtings and internal joineries generally;
 - (g) carrying out simple repair works and erecting scaffoldings and shutterings for concrete works;
 - (h) erecting and repairing wooden roof structures, including the fixing of roofing sheets and shingles;
 - (i) making and fixing doors, windows and louvres, fixing wooden logging for evaporators and vacuum pans and repairing the wooden bodyworks of lorries;
 - (j) identifying the properties, uses and working characteristics of all timber used in the trade;
 - (k) making all types of joints used in carpentry and identifying their properties;
 - (l) carrying out all types of repair works to timbered structures;
 - (m) making out from drawings the timber required for the repair or construction of frameworks, roofs trusses, or any other type of structure, including wooden loggings for evaporators or vacuum pans and the wooden bodyworks of lorries; and
 - (n) carrying out the construction of chairs, tables, benches, cabinets and other simple joinery works;

“clerk” –

- (a) means a person employed for the purpose of performing clerical or similar duties; but
- (b) does not include a receptionist/telephonist;

“electrical workshop” means a workshop engaged in the repair and maintenance of machinery, equipment and apparatus used for the measurement, generation, transmission, storage and utilisation of electric power;

“electrician grade I” means an employee employed in an electrical or engineering workshop, and capable of –

- (a) performing all the operations of an electrician grade II;
- (b) dealing with and replacing alternating current (AC) and direct current (DC) works, batteries and automotive circuits;
- (c) dealing with all types of cables and sizes of conductors and bus bars used on various types of electric lighting and power installations and electric machines;
- (d) preparing compounds and filling joint boxes;
- (e) installing, repairing, locating and removing faults on electric motors, starters, dynamos, generators, battery charging equipments, automotive circuits, domestic appliances, switchgears and circuit breakers;
- (f) using meggers, voltmeters and ammeters and other testing equipments in connection with his trade;
- (g) reading and understanding simple wiring diagrams;
- (h) preparing estimates of quantities of materials required for specific works; and

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- (i) performing complete wiring of electrical panels;
- “electrician grade II” means an employee employed in an electrical or engineering workshop, and capable of –
- (a) safeguarding himself and others working with him against any electrical hazards;
 - (b) performing soldering works;
 - (c) working on poles, fixing arms, insulators, brackets, cable fuses and running and regulating overhead lines;
 - (d) dealing with all types of internal wirings on electric lightings and power installations, including conduits, and copper covered cables, armoured cable works and metal and plastic trunkings;
 - (e) dealing with low tension circuits;
 - (f) performing ordinary maintenance works on electric lightings, power installations and overhead lines;
 - (g) renewing fuses and making and soldering conductor joints of all types on low tension systems;
 - (h) effecting minor repairs to motors, dynamos, generators and other electrical appliances; and
 - (i) assembling electrical components and performing simple wiring on electrical panels;
- “electrician superior grade” means an employee employed in an electrical or engineering workshop, and capable of –
- (a) performing all the operations of an electrician grade I;
 - (b) locating and repairing simple faults in industrial electronic equipments;

- (c) dealing with the appropriate size of conductors, fuses and meters for any given load;
- (d) reading and writing English and French;
- (e) reading and understanding complicated wiring diagrams and plans of electrical equipments and motors; and
- (f) rewinding any type of electrical motor, generator or transformer and repairing any type of electrical equipment or appliance;

“employee” –

- (a) means a person employed in an electrical, engineering or mechanical workshop; 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 the provisions of 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;

“engineering workshop” means a workshop engaged in the design, manufacture, erection, commissioning and servicing of electrical and mechanical equipment and machinery;

“fitter grade I” means an employee capable of –

- (a) performing all the operations of a fitter grade II;
- (b) making freehand dimensioned sketches and reading drawings;
- (c) doing any marking off from drawings; and
- (d) using precision instruments such as dial gauges and micrometers, in performing work of the highest precision in precise fitting operations;

“fitter grade II” means an employee capable of –

- (a) performing all the operations of a fitter grade III;
- (b) doing marking off from datum line;
- (c) filing and scraping to a finish of 0.05 millimetre;
- (d) using inside and outside calipers and precision instruments used in the trade;
- (e) fitting and aligning a complete set of bearings for a shaft and aligning machineries; and
- (f) dismantling, fitting, overhauling and re-erecting more complicated parts of machinery such as mills and larger steam engines;

“fitter grade III” means an employee capable of –

- (a) carrying out measurements and calculations required in the trade;
- (b) using all the tools of the trade;
- (c) cutting chevron grooves in mill rollers and simple keyways;
- (d) filing, scraping and bedding flat and curved surfaces to a finish of 0.1 millimetre;

- (e) using drifting, shaping, planing, milling and sawing machines;
- (f) dismantling, fitting, overhauling and erecting pumps, small steam engines and mechanical lubricators, and other simple parts of machinery; and
- (g) doing simple marking off;

“heavy mechanical workshop” means a workshop engaged in –

- (a) the repair and maintenance of heavy machinery, including heavy rollers, boilers, evaporators, steam engines and their components for the manufacturing industry;
- (b) the repair and maintenance of heavy equipment, including cranes, crawler tractors, heavy dumpers and earth moving equipment generally and their components for agriculture and the construction industry; or
- (c) the repair and maintenance of ships, tugs, barges and their components;

“light mechanical vehicles” includes cars, lorries and light wheel tractors, whether running on petrol, diesel or otherwise;

“light mechanical workshop” means a workshop engaged in the repair and maintenance of –

- (a) bicycles, motorcycles and other 2 wheelers, and their components; or
- (b) light mechanical vehicles and their components;

“motor mechanic grade I” means an employee who holds a valid driving licence and where he is employed –

- (a) in a heavy mechanical workshop, is capable of performing all the operations of a motor mechanic grade II, employed in a light mechanical workshop and all the operations of a

motor mechanic grade II employed in a heavy mechanical workshop;

- (b) in a light mechanical workshop, is capable of –
- (i) performing all the operations of a motor mechanic grade II employed in a light mechanical workshop;
 - (ii) reading and writing English and French;
 - (iii) understanding measurements required in the trade and using cylinder gauges, micrometers, dial gauges, depth gauges, crankshaft indicators and other precision instruments;
 - (iv) identifying all parts of motor vehicles by their English or French names;
 - (v) reading sketches and drawings;
 - (vi) dealing with various working clearances and components;
 - (vii) tuning engines;
 - (viii) dismantling, reassembling and adjusting carburettors; and
 - (ix) dealing with and adjusting internal combustion engines, diesel fuel pumps and nozzles;

“motor mechanic grade II” means an employee who is capable of performing all the operations of a motor mechanic grade III, and where he is employed –

- (a) in a heavy mechanical workshop, is capable of maintaining, repairing, overhauling and reassembling bulldozers, crawler tractors, agricultural and earth moving equipment, cranes, and other heavy mechanical units;

- (b) in a light mechanical workshop, holds a valid driving licence and is capable of –
 - (i) understanding simple dimensioned sketches and drawings;
 - (ii) repairing and adjusting clutches, gearboxes, coupling, rear axles, brakes systems, ordinary hydraulic and power brakes, steering systems, springs, swivel pins, and stub axles;
 - (iii) testing a crankshaft for alignment and refitting it with a complete set of bearings by scraping;
 - (iv) using all tools and equipment used in the workshop;
 - (v) detecting faults and repairing a motor vehicle; and
 - (vi) testing a vehicle for roadworthiness after the vehicle has been repaired;

“motor mechanic grade III” means an employee employed in a light mechanical workshop and capable of –

- (a) using and maintaining the tools and equipment of the trade;
- (b) overhauling and reassembling the simple mechanical assembly of light mechanical vehicles; and
- (c)
 - (i) carrying out minor adjustments to brakes, clutches and other mechanical parts of light mechanical vehicles;
 - (ii) locating and repairing minor mechanical faults; or
 - (iii) maintaining and repairing bicycles and their components;

“motor mechanic superior grade” means an employee who –

- (a) is employed in a heavy mechanical workshop;

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- (b) holds a valid driving licence; and
 - (c) is capable of –
 - (i) performing all the operations of a motor mechanic grade I, employed in a light mechanical workshop and all the operations of a motor mechanic grade I employed in a heavy mechanical workshop;
 - (ii) maintaining, repairing, overhauling and reassembling heavy mechanical units, including all hydraulic systems; and
 - (iii) reading and interpreting mechanical engineering drawings;

“moulder grade I” means an employee capable of –

- (a) performing all the operations of a moulder grade II;
- (b) dealing with the castings of alloys and special metals;
- (c) conducting all foundry operations; and
- (d) charging and working an iron cupola, including packing and mixing metals;

“moulder grade II” means an employee capable of –

- (a) performing all the operations of a moulder grade III;
- (b) dealing with and preparing sands and facings used in the making of moulds;
- (c) preparing moulds for all types of castings and making fitting cores for these moulds; and
- (d) charging and working a brass and cast iron crucible furnace, including mixing metals;

“moulder grade III” means an employee capable of –

- (a) dealing with routine foundry work;
- (b) using and maintaining the tools of the trade;
- (c) carrying out measurements and calculations required in the trade; and
- (d) preparing moulds for simple castings and making fitting cores for these moulds;

“painter grade I” means an employee capable of –

- (a) performing all the operations of a painter grade II;
- (b) doing ordinary lining, signwriting and lettering;
- (c) mixing and blending paints to any required shade;
- (d) preparing motor vehicle bodies for cellulose spraying;
- (e) completely supervising cellulose spraying on an automobile and polishing with rubbing compound;
- (f) dealing with the properties and application of the various types of paints, enamels, stains, varnishes and polishes;
- (g) dealing with fillers and thinning paint; and
- (h) using primers, undercoats and finishing coats in paint and enamel;

“painter grade II” means an employee capable of –

- (a) differentiating between colours;
- (b) using and maintaining brushes, rollers, blowlamps, spray-guns and other tools of the trade;
- (c) removing paint with washing soda solution, washing and burning off paints;
- (d) preparing surfaces for painting;

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- (e) making putty, using sand paper, painting, stopping up and flattening down with pumice, and varnishing;
 - (f) preparing ordinary distemper; and
 - (g) preparing, mixing and matching paints, using boiled or raw linseed oil and driers;

“panel beater grade I” means an employee capable of –

- (a) performing all the operations of a panel beater grade II;
- (b) marking out plates accurately and to any required shape according to drawings;
- (c) setting out and developing plates to any thickness to give the correct form when bent; and
- (d) estimating the materials required for any given job;

“panel beater grade II” means an employee capable of –

- (a) performing all the operations of a panel beater grade III;
- (b) carrying out measurements and calculations required in the trade;
- (c) working from simple sketches and drawings;
- (d) performing marking out of plates;
- (e) using rolling and bending machines to cut, bend and roll steel plates;
- (f) using welding equipment; and
- (g) manufacturing panels for electrical controls and hydraulic package units;

“panel beater grade III” means an employee capable of –

- (a) carrying out simple measurements and calculations required in the trade;

- (b) carrying out repairs on the metallic bodies of vehicles;
- (c) cutting plates up to one sixteenth inch and rivet heads;
- (d) preparing and adjusting plates for welding; and
- (e) punching rivet holes and using pneumatic tools for riveting;

“pattern maker grade I” means an employee capable of –

- (a) performing all the operations of a pattern maker grade II;
- (b) reading any mechanical drawing in which castings are involved;
- (c) making freehand dimensioned sketches;
- (d) understanding contraction figures for the common types of metals and making corresponding allowances for the amount of draw on the patterns; and
- (e) making any type of pattern and core box;

“pattern maker grade II” means an employee capable of –

- (a) performing all the operations of a pattern maker grade III;
- (b) identifying and knowing the working characteristics of the common timber used in the trade; and
- (c) making complicated patterns and core boxes from drawings and making such allowances for contraction of the metal;

“pattern maker grade III” means an employee capable of –

- (a) carrying out measurements and necessary calculations in the trade;
- (b) using and maintaining the tools of the trade;
- (c) making patterns and core boxes of simple design; and

(d) repairing damaged patterns and core boxes;

“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) operating a telephone switchboard;
- (b) receiving, recording and passing telephone messages;
- (c) supplying information to callers and directing them to persons called upon;
- (d) keeping records of callers; and
- (e) doing such related work as may be required;

“rigger grade I” means an employee capable of –

- (a) performing all the operations of a rigger grade II;
- (b) performing all types of rigging operations necessary for the erection of heavy equipments and machineries, structural steel works and roof trusses; and
- (c) reading and understanding drawings and handling instructions;

“rigger grade II” means an employee capable of –

- (a) performing all the operations of a rigger grade III;
- (b) erecting rigging poles, masts and other scaffolding for simple operations, including dismantling and erection of small roof trusses, steel structures and equipment;

- (c) supervising and organising the work of his gang; and
- (d) dealing with the working strength of wires, chains, ropes and lifting tackles;

“rigger grade III” means an employee capable of –

- (a) dealing with necessary safety precautions;
- (b) using and maintaining winches, hoists, jacks, tackles and other tools of the trade;
- (c) operating overhead cranes in the workshop for handling heavy machinery; and
- (d) loading and unloading and moving heavy equipment to a designated site;

“sheet metal employee/boiler maker grade I” means an employee capable of –

- (a) performing all the operations of a sheet metal employee and boiler maker grade II;
- (b) marking out plates accurately and to any required shape according to drawings;
- (c) spacing rivet holes and dealing with the necessary rivet diameter and length for any type of job;
- (d) setting out and developing plates to any thickness to give the correct form when bent;
- (e) preparing and erecting all metallic structures;
- (f) carrying out careful examination of boilers and pressure vessels and reporting on their conditions;
- (g) overhauling and carrying out major repairs on all types of boilers and heat exchangers; and

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- (h) estimating the materials required for any given job;
- “sheet metal employee/boiler maker grade II” means an employee capable of –
- (a) performing all the operations of a sheet metal employee and boiler maker grade III;
 - (b) carrying out measurements and calculations required in the trade;
 - (c) working from simple sketches and drawings;
 - (d) performing marking out of plates;
 - (e) using a rolling and bending machine;
 - (f) preparing chain slats to a pattern;
 - (g) cutting, bending and rolling steel plates;
 - (h) preparing and erecting simple metallic structures;
 - (i) performing hot riveting in any position and dealing with the necessary length of rivets for all types of riveting;
 - (j) extracting, annealing, replacing and expanding tubes;
 - (k) riveting fullers and caulking seams;
 - (l) carrying out hydraulic tests on pressure vessels; and
 - (m) understanding the operation of all types of boilers and heat exchangers;
- “sheet metal employee/boiler maker grade III” means an employee capable of –
- (a) carrying out simple measurements and calculations required in the trade;
 - (b) cutting plates above one sixteenth inch and rivet heads;

- (c) drawing out, tempering and grinding chisels;
- (d) building and tending fire to bring rivets to correct heat;
- (e) striking and holding up rivets;
- (f) performing cold riveting;
- (g) punching rivet holes;
- (h) using pneumatic tools for riveting;
- (i) preparing and chamfering plates for welding;
- (j) repairing tanks, troughs and large diameter pipes; and
- (k) dismantling, cleaning and re-erecting pipes and accessories;

“storekeeper” means an employee responsible for the procurement, receipt, custody and issue of tools, equipment and materials in a store and the keeping of records thereof;

“turner grade I” means an employee capable of –

- (a) performing the operations of a turner grade II;
- (b) reading and interpreting engineering drawings and operation sheets;
- (c) setting the machine correctly for all types of work;
- (d) using precision instruments in high precision work such as grinding and lapping attachments; and
- (e) understanding the theory and use of coolants;

“turner grade II” means an employee capable of –

- (a) performing all the operations of a turner grade III;
- (b) performing high precision work (0.005 millimetre) on simple, capstan and turret lathes;
- (c) working out the change of gear wheels for screw cutting;

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- (d) gauging the correct cutting speed and feed for metals;
 - (e) reading and interpreting engineering drawings; and
 - (f) understanding the use of proper coolants;

“turner grade III” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) carrying out measurements and calculations required in the trade; and
- (c) performing turning operations, plane and taper to a precision of 0.08 millimetre and ordinary screw cutting, internal and external;

“tyreperson” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) removing and replacing tyres of all types of wheels;
- (c) repairing inner tubes;
- (d) understanding the purpose of ordinary, tubeless and radial tyres;
- (e) maintaining and repairing punctures in tubeless tyres by plugging, vulcanising, or using other similar methods;
- (f) adjusting wheel balancing where the necessary apparatus is available; and
- (g) operating and maintaining air compressors for inflating tyres;

“tyreperson assistant” means an employee capable of –

- (a) using and maintaining the tools of the trade; and
- (b) assisting and helping the tyreperson in the trade;

“upholsterer” means an employee who –

- (a) stitches and changes plastic, leather or other sheeting in seats and backrests;
- (b) cuts and changes forms according to sizes of seat frames; and
- (c) prepares seats, backrests and coverings;

“welder grade I” means an employee capable of –

- (a) performing all the operations of a welder grade II;
- (b) making dimensioned freehand sketches and reading and interpreting any drawings;
- (c) reading and carrying out properly welding instructions written in English and French;
- (d) carrying out all welding jobs according to the strictest procedures; and
- (e) working with metal inert gas (MIG) and tungsten inert gas (TIG) welding sets;

“welder grade II” means an employee capable of –

- (a) performing all the operations of a welder grade III;
- (b) using an oxyacetylene flame for all welding and cutting purposes;
- (c) working from simple drawings and sketches;
- (d) carrying out all forms of welding in all thicknesses of materials;
- (e) making welds in oblique, vertical and up-hand positions;
- (f) adopting correct measures to avoid under-cutting, expansion and contraction;

- (g) recognising different metals and selecting the most suitable electrodes for welding;
- (h) welding with submerged arc welding set; and
- (i) being coded to any recognised standard procedure, excluding metal inert gas (MIG) and tungsten inert gas (TIG) procedures;

“welder grade III” means an employee capable of –

- (a) using and maintaining the tools of the trade;
- (b) taking necessary safety precautions;
- (c) dealing with electrodes in general use and preparing all work for welding; and
- (d) carrying out all forms of welds in mild steel and structural steel and using an oxyacetylene torch and electric arc welding for simple cutting and welding downhand.

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

- (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 an employee remains in the continuous employment of an employer in a category to which a scale of wages as set out in the Second Schedule applies, the employee shall be entitled to one increment for each year of service in the category until that employee reaches the top wages of the scale.

(5) Where an apprentice completes 5 years of service with the same employer, he shall be remunerated as a skilled employee in at least the lowest grade of the trade in which he has served as apprentice.

(6) Where an employee is employed on a daily basis, he shall be remunerated, in respect of each day's work, at a rate which is not less than one twenty sixth of the monthly wages specified in the Second Schedule and corresponding to the category in which he is employed.

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.

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- 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 an employee with conditions of employment which are more favourable than those specified in the First Schedule; or
 - (ii) remunerating the 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 Electrical, Engineering and Mechanical Workshops (Remuneration) Regulations 2013 are revoked.
- 9.** These regulations shall come into operation on 24 October 2019.

Made by the Minister on 17 October 2019.

FIRST SCHEDULE

[Regulations 2, 3, 6 and 7]

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

(1) The normal working week for a watchperson shall consist of 48 hours' work, made up 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. 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 a watchperson 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 watchperson 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) (a) A copy of the monthly schedule of duty worked out on a roster basis indicating the date and time at which a watchperson shall attend duty shall be handed over to the watchperson.

(b) The monthly schedule of duty shall be posted up in a conspicuous place at the place of work at least one week before the schedule is due to take effect.

(6) Where a watchperson 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 subparagraphs (1)(a) and (2).

3. 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 Electrical, Engineering and Mechanical Workshops (Remuneration) Regulations 2013 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 not less than 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 exceptional circumstances, give not less than 3 months' notice when applying for the vacation leave and the employer shall, subject to reasonable business grounds, accede to the application.

(7) Where an employer cannot, on reasonable business grounds, accede to the request of 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 in which 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.

PART II – HEALTH AND SAFETY CONDITIONS

4. Uniforms and protective equipment

(1) Every employer shall provide –

- (a) 2 overalls or uniforms, and 2 pairs of boots or protective shoes, whichever is appropriate, every year to every employee;
- (b) a pair of goggles to every welder;
- (c) a suitable apron to every blacksmith and every welder;
- (d) insulated pliers to every electrician;
- (e) a pair of gloves to every employee specified in Second Schedule except a watchperson; and
- (f) appropriate ear-muffs to every sheet metal employee and his attendants.

(2) Every employer shall provide to every blacksmith, electrician, fitter, motor mechanic, painter, panel beater, turner, tyreperson and tyreperson assistant –

- (a) a pair of towels every 6 months; and
- (b) one toilet soap every month,

the first one to be provided on assumption of duty by the employee.

(3) 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 specified in subparagraph (1)(a) which shall be renewed by 31 May at latest every year.

(4) The uniforms and protective equipment specified in subparagraph (1) shall remain the property of the employer.

(5) The protective equipment specified in subparagraphs (1) and (2) shall be provided in addition to any protective equipment provided under the Occupational Safety and Health Act.

5. Medical facilities

(1) An employer shall cause every blacksmith, moulder, panel beater, painter, sheet metal employee, turner, welder and other employee exposed to dust and noxious fumes and substances to undergo a complete medical examination, every 6 months, at the expense of the employer.

(2) Where, in the course of the medical examination, a medical practitioner detects any work-related health problem which, in his opinion, necessitates further medical examination or treatment, the medical practitioner may refer the employee to a medical institution for appropriate investigations and all the corresponding expenses shall be borne by the employer.

6. Milk

Every employer shall provide every blacksmith, moulder, painter, welder and every electrician in charge of batteries with 750 millilitres of milk on every day on which the employee attends work and works at his trade.

SECOND SCHEDULE
[Regulations 3 and 7]

Category of employee	Year of service	Monthly wages (Rs)
Accounts Clerk, Storekeeper	1 st year	10,900
	2 nd year	11,107
	3 rd year	11,215
	4 th year	11,422
	5 th year	11,655
	6 th year	11,889
	7 th year & thereafter	12,122
Clerk	1 st year	10,248
	2 nd year	10,436
	3 rd year	10,620
	4 th year	10,827
	5 th year	11,035
	6 th year	11,142
	7 th year & thereafter	11,349
Receptionist/Telephonist	1 st year	9,740
	2 nd year	9,923
	3 rd year	10,105
	4 th year	10,291
	5 th year	10,480
	6 th year	10,687
	7 th year & thereafter	10,895
Electrician, Motor Mechanic Superior grade	1 st year	12,775
	2 nd year	12,983
	3 rd year & thereafter	13,190

		Grade I	Grade II	Grade III
		(Rs)	(Rs)	(Rs)
Automobile Electrician, Blacksmith, Fitter, Motor Mechanic, Moulder, Panel beater, Pattern maker, Rigger, Sheet Metal employee, Boiler maker, Turner, Welder	1 st year	11,379	10,297	9,385
	2 nd year	11,587	10,486	9,542
	3 rd year	11,794	10,693	9,724
	4 th year	12,002	10,901	9,907
	5 th year	12,209	11,108	–
	6 th year	12,416	11,216	–
	7 th year & thereafter	12,624	–	–
Carpenter, Electrician, Painter	1 st year	11,379	10,297	
	2 nd year	11,587	10,486	
	3 rd year	11,794	10,693	
	4 th year	12,002	10,901	
	5 th year	12,209	11,108	
	6 th year	12,416	11,216	
	7 th year & thereafter	12,624	–	
Upholsterer		11,379		
Tyreperson		10,875		
Tyreperson Assistant		9,712		
Watchperson		9,588		
Apprentice	1 st year	8,900		
	2 nd year	8,900		
	3 rd year	8,900		
	4 th year	8,900		
	5 th year & thereafter	8,900		