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THE WAGES AND CONDITIONS OF EMPLOYMENT
TRIBUNALS ACT, 1976

ARRANGEMENT OF SECTIONS

PART I: PRELIMINARY PROVISIONS

Section:

1. Title.
2. Repeal.
3. Interpretation.

PART II: CONSTITUTION OF WAGES AND CONDITIONS
OF EMPLOYMENT TRIBUNALS

4. Powers of the Minister to establish tribunals.
5. Remuneration of members.
6. Meetings of the Tribunal.
7. Functions of the Tribunal.
8. Power of the Minister to implement the recommendations of the Tribunal.
9. Exemption of infirm and incapacitated persons.
10. Penalties.

PART III: OFFICERS OF WAGES, THEIR POWERS AND
DUTIES

11. Powers, duties and appointment of Officers of Wages.
12. Penalty for obstruction of Officers of Wages.
13. Regulations.

THE WAGES AND CONDITIONS OF EMPLOYMENT
TRIBUNALS ACT, 1976

(1976 Act No. 8)

(7.2.1976)

PART I: PRELIMINARY PROVISIONS

1. This Act may be cited as "The Wages and Conditions of Employment Tribunals Act, 1976". ⁽¹⁾ Title.
2. The Wages Tribunals Ordinance, 1952 is hereby repealed. Repeal.

3. In this Act, unless the context otherwise requires:— Interpretation.

"Minister" means the Minister of Finance and Economic Planning;

"Wages" shall have the same meaning assigned thereto in section 2 of the Employers and Employees Act, 1949;

"Decision" means a decision taken by the Minister under section 8;

"Basic salary" shall have the same meaning assigned thereto in section 2 of the Employers and Employees Act, 1949;

"Tribunal" means the wages and conditions of employment tribunal established in accordance with the provisions of section 4;

"Officer of Wages" means any person appointed as such by the Minister under section 11 (1).

PART II: CONSTITUTION OF WAGES AND CONDITIONS
OF EMPLOYMENT TRIBUNALS

4. (1) The Minister may, by a warrant, to be published in the Gazette, convene Wages and Conditions of Employment Tribunals in any province or district in relation to any sector of workers, industries or other employments for the regulation of wages and conditions of employment therein. Powers of the Minister to establish tribunals.

(1)—1974 Act No. 40.

(2) A tribunal shall be composed of such number of workers, employers and any other qualified persons as may be deemed fit to be appointed by the Minister; provided that the chairman shall not be from among the workers or employers and the rapporteur and the secretariat shall be appointed from the Department of Labour.

(3) The warrant of establishment shall specify duration of membership, conditions of its continuation and functions of the Tribunal.

Remuneration of members.

5. The Minister may fix suitable remuneration for the chairman and members of the Tribunal plus any travelling and other expenses incurred for the discharge of the work of the tribunal.

Meetings of the Tribunal.

6. More than half the number of members shall constitute a quorum for the meetings of the Tribunal and the decisions shall be passed by the majority of the votes of the members attending the meeting; provided that if the votes are equal, the side with which the Chairman votes shall prevail.

Functions of the Tribunal.

7. The Tribunal shall consider any other matter referred to it by the Minister, with reference to workers, employers and conditions of employment within the ambit of its jurisdiction as specified in the warrant of establishment, and in particular the Tribunal shall consider the following:—

- (a) to fix the minimum wages to be paid, either generally within its ambit of jurisdiction or for any particular work;
- (b) to fix the minimum holidays and the kinds thereof;
- (c) to determine a minimum standard for any other conditions of employment.

Powers of the Minister to implement the recommendations of the Tribunal.

8. (1) The Minister may make the decisions necessary to implement the recommendations of the Tribunal; provided that the Minister considers that these recommendations are not inconsistent with the rights of workers under any law or regulations made thereunder.

(2) The decisions referred to in sub-section (1) shall be published in the Gazette and shall come into force from such date as may be appointed by the Minister; provided that any condition of employment contrary to such decisions shall be of no effect ab initio unless such condition is more beneficial to the workers.

9. The Minister may exempt from the application of the provisions of any decision infirm and incapacitated persons. Exemption of infirm and incapacitated persons.

10. (1) Any person who contravenes the provisions of any decision shall on conviction be punished with imprisonment for a term not exceeding six months or with fine not exceeding Ls. 500 or with both; provided that when the offence is in relation to the nonenforcement of the minimum wages, the Court shall order the employer to pay the employee the difference between the minimum wage of the employee and the actual payment made to him for any period included in the order; provided that it shall not exceed three years. ⁽²⁾ Penalties.

(2) Notwithstanding sub-section (1) the employee may file a civil suit for recovery of any money due to him.

PART III: OFFICERS OF WAGES, THEIR POWERS AND DUTIES

11. (1) For the implementation of the provisions of this Act, and regulations and decisions made thereunder the Minister may appoint a reasonable number of Officers of Wages. Powers, duties and appointment of Officers of Wages.

(2) Any Officer of Wages shall have the following powers:—

- (a) to require the production of any basic pay sheets or any other records of wages and conditions of employment kept by an employer and to inspect and examine such sheets or records and copy part thereof;
- (b) at all reasonable times to enter any premises at which one or more workers, to whom the provisions of this Act apply are employed;

(2)—1974 Act No. 40.

- (c) to examine, either alone or in the presence of one or more persons, any employer or worker with respect to the provisions of this Act;
- (d) to ascertain that any employer to whom the provisions of this Act apply, keeps a satisfactory record of all his employees containing all the required information and such record shall be kept for a period of not less than one year after the employer has terminated his employment.

Penalty for obstruction of Officers of Wages.

12. (1) Any person who obstructs an Officer of Wages during the course of his duty or refuses to comply with any requirement of such Officer shall be punished with fine not exceeding Ls. 100 and in case of default of payment of fine he shall be liable to imprisonment for three months.

(2) Any person who produces, furnishes, or allows to be produced or furnished any forged document or any information which he knows to be false shall be punished with imprisonment for a term not exceeding six months or with fine not exceeding Ls. 500 or with both.

Regulations.

13. The Minister may make the necessary regulations for the implementation of the provisions of this Act, and he may impose a penalty of imprisonment for a term not exceeding six months or a fine not exceeding Ls. 200 or both to any person who contravenes any such regulations.

THE PETROLEUM PUBLIC CORPORATION ACT, 1976

ARRANGEMENT OF SECTIONS

PART I: PRELIMINARY

Section:

- 1. Title.
- 2. Interpretation.

PART II: ESTABLISHMENT OF THE CORPORATION, ITS OBJECTS AND POWERS

- 3. Establishment of the Corporation.
- 4. Objects of the Corporation.

PART III: THE BOARD

- 5. Establishment and Constitution of the Board.
- 6. Duties and powers of the Board.
- 7. Meetings of the Board.
- 8. Disqualification and termination of membership.
- 9. Disclosure of interest.
- 10. Remuneration of members of the Board.
- 11. The Secretary General.

PART IV: GENERAL MANAGER AND THE EMPLOYEES

- 12. Appointment of the General Manager.
- 13. Powers of the General Manager.
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PART V: FINANCIAL PROVISIONS

- 15. Financial Resources of the Corporation.
- 16. Finance, Accounts, Budget and Audit.
- 17. Utilization of Financial Resources of the Corporation.

PART VI: GENERAL PROVISIONS

- 18. Directions of the Minister.
- 19. Power to make Regulations.
- 20. Transfer of Rights, Liabilities and Powers.