

বাংলাদেশ



গেজেট

অতিরিক্ত সংখ্যা

কর্তৃপক্ষ কর্তৃক প্রকাশিত

বৃহস্পতিবার, অক্টোবর ৩, ১৯৮৫

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার

পাট ও বস্ত্র মন্ত্রণালয়

বিজ্ঞপ্তি

ঢাকা, ৩রা অক্টোবর ১৯৮৫

নং এস, আর, ও, ৪৩১-এল/৮৫-১৯৮৫ সালের The State-owned Manufacturing Industries Workers (Terms and Conditions of Service) অধ্যাদেশ (১৯৮৫ সালের ৩৯ নং অধ্যাদেশ)-এর ৩(১) ধারার ক্ষমতাবলে সরকার রাষ্ট্রীয় মালিকানাধীন এবং বাংলাদেশ, বস্ত্র কল সংস্থার অধীনস্থ বস্ত্রকলগুলিতে নিয়োজিত শ্রমিকদের দেয় মজুরী, উৎসব বোনাস, চিকিৎসা ভাতা, বাসস্থান ভাতা, যাতায়াত ভাতা, ছুটি নগদীকরণ এবং কনট্রাক্টিভিউটরী প্রভিডেন্ট ফান্ডের সুবিধা নিয়ে তফসিলে বর্ণিত খাতে নির্ধারণ করিলেন :

যত্র বিজ্ঞপ্তি ১৯৮৫ সালের ১লা জুন হইতে কার্যকর হইবে।

তফসিল

(ক) মজুরী :

পদবী	ধেড	পুরানো স্কেল	নূতন স্কেল
		টাকা	টাকা
সাধারণ শ্রমিক, ক্লিনার, সুইপার, ক্যারিয়ার।	১	২৭০-৭-৩৪০ ইবি-৮-৩৮০	৫৬০-২০-৮৬০

(৭২৮৯)

মূল্য: টাকা ২.৭০

	১	২	৩	৪
পিচার/সিংগেল সাইডার, লেপফরমার, রেলিং হেলপার, হেমারম্যান, ওয়াটারম্যান, ২ কবলার, পাম্প এটেনডেন্ট, হেলপার, টেস্টিং বয়, ফল্ডার, ষ্টাম্পম্যান/মার্কার, ক্রিলম্যান, মিল্লিংম্যান, মেন্ডার, ব্লীচার।			টাকা ২৮৫-৮-৩৬৫- ইবি-৯-৪১০	টাকা ৫৯০-২২-৯২০
ফেলম্যান, ওয়েলম্যান, সিমপ্লেক্স ডকার, ওয়াইন্ডার/ওয়াইনিডং টেনটার, ড্রয়ার, বিচার ক্যালেন্ডার, মেশিনম্যান, রুথ চেকার, রুথ সটার, ডাইয়ার, মেশিন অপারেটর (বি), বীম গেইটার, এ্যাসিস্টেন্ট টার্নার, ফায়ারম্যান, এয়ারকন্ডিশন অপারেটর, মটর এটেন- ডেন্ট, সর্পার, ড্রেসার, বেক সাইডার, পার্ন ওয়াইন্ডার।		৩	৩০০-৯-৩৯০- ইবি-১০-৪৪০	৬২০-২৪-৯৮০
বীলার, বান্ডার, ব্লেইংম্যান, কমবিং টেনটার, রিং ডকার, বীডম্যান, মেশিন অপারেটর (এ), গাইন্ডার, ষ্টীপার, ব্লোরম টেনটার, কাডিং টেনটার, ড্রইং- টেনটার, সিমপ্লেক্স টেনটার, টেপম্যান, নিডলম্যান।		৪	৩১০-১০-৪১০- ইবি-১২-৪৭০	৬৪০-২৬-১০৩০
হেড ডকার, ব্লাকস্মিথ, মোল্ডার, ভাইস- ম্যান, পেইন্টার, ইঞ্জিন ড্রাইভার, কার্পেন্টার, সাইডার, ডবল সাইডার, এ্যাসিস্টেন্ট ফিটার, সেপারম্যান, পেটার্নমেকার, এ্যাসিস্টেন্ট ইলেকট্রি- সিয়ান, ওয়ারম্যান, সুইচবোর্ড এটেন- ডেন্ট, উইভার, ওয়ারপার।		৫	৩৩৫-১২-৪৫৫- ইবি-১৩-৫২০	৬৯০-২৮-১১১০
ফিটার, জবার, হেডউইভার, টার্নার, মিলিং ম্যান, ইলেকট্রিসিয়ান, টিনস্মিথ, বরলার এটেনডেন্ট, টেন্ডল, মেশন, ওয়েল্ডার, সেন্ট্রোগ্রাফার, পলিশার।		৬	৩৫৫-১৩-৪৮৫- ইবি-১৪-৫৫৫	৭৩০-৩০-১১৮০
হেড জবার, হেড কাপেন্টার, হেড টার্নার।		৭	৩৭০-১৪-৫১০- ইবি-১৫-৫৮৫	৭৬০-৩২-১২৪০
হেড ফিটার, হেড ইলেকট্রিসিয়ান, আর্মচার ওয়াইন্ডার, এনথোভার।		৮	৪০০-১৬-৫৬০- ইবি-১৭-৬২৫	৮২০-৩৬-১৪৬৮

(খ) প্রাস্তিক সুবিধাবলী:

- (১) চিকিৎসা ভাতা : সকল শ্রমিকদের জন্য চিকিৎসা ভাতা বর্তমানে প্রচলিত প্রতি মাসে ৬০ টাকার স্থলে ১০০ টাকা করা হইয়াছে।
- (২) যাতায়াত ভাতা : কারখানার ১ (এক) মাইল পরিধির বাহিরে অবস্থানরত শ্রমিকদিগকে বর্তমানে প্রতি মাসে দেয় যাতায়াত ভাতা ২০ টাকার স্থলে ৪০ টাকা হইবে।
- (৩) বাড়ীভাড়া ভাতা : বর্তমানে প্রচলিত ৩০% অব্যাহত থাকিবে। এই ভাতা দেশের সর্বত্র সকল শ্রমিকদেরকে সমহারে দেওয়া হইবে। যে-সকল শ্রমিক পারিবারিক বাসস্থান গ্রহণ করিবেন তাহারা এই বাড়ী ভাড়া পাইবেন না। যে-সকল শ্রমিক একক শয্যা বাসস্থান (Single accommodation) গ্রহণ করিবেন তাহারা প্রতি মাসে ১০ টাকা সিট ভাড়া দিবেন। তবে তাহারা বাড়ী ভাড়া ভাতা পাইবেন।
- (৪) কনট্রিবিউটরী প্রভিডেন্ট ফান্ড : বর্তমানে প্রচলিত ৮৩% হারে নিয়োগকারী কর্তৃক চাদা প্রদান অব্যাহত থাকিবে।
- (৫) উৎসব বোনাস : প্রতি বৎসর দুইটি সমান কিস্তিতে এক মাসের মূলমজুরী উৎসব বোনাস হিসাবে প্রদানের ব্যবস্থা থাকিবে। কোন প্রতিষ্ঠানে এককালীন উৎসব বোনাস প্রদান করিতে পারিবেনা বা কোন শ্রমিক গ্রহণ করিতে পারিবেন না।
- (৬) ছুটি নগদীকরণ : বর্তমানে প্রচলিত বিধি অনুযায়ী অর্জিত ছুটির ৫০% নগদীকরণের পদ্ধতি অব্যাহত থাকিবে।

(গ) মজুরী নির্ধারণ :

- (১) নূতন মজুরী স্কেলে মজুরী নির্ধারণের সময় বর্তমান মূল মজুরীর সহিত মহার্ঘ ভাতা এবং ২৫ টাকা ক্ষতিপূরণ ভাতা যোগ করার পর নূতন স্কেলের প্রাস্তিক মূল মজুরীর কম হইলে মূল মজুরী নূতন স্কেলের প্রাস্তিক মূল মজুরীতে নির্ধারিত হইবে। মহার্ঘ ভাতা ও ক্ষতিপূরণ ভাতা যোগ করার পর বর্তমান মূল মজুরী যদি নূতন স্কেলে প্রাস্তিক মজুরী হইতে বেশী হয় অথচ নূতন স্কেলের কোন ধাপে না নিলে তবে মূল মজুরী উক্ত স্কেলের পরবর্তী ধাপে স্থির করা হইবে।
- (২) একই পদে কর্মরত শ্রমিকের পদে প্রতি ৩ (তিন) বৎসরের চাকুরীর জন্য একটি করিয়া ইনক্রিমেন্ট এবং সর্বোচ্চ ৫টি ইনক্রিমেন্ট প্রদান করা হইবে। যদি কাহারও চাকুরী বর্তমান পদে ৩ (তিন) বৎসর হইতে ৬ (ছয়) মাস বা তাহার কম সময় বাচিতি হয় তবে উহাকে এতদউদ্দেশ্যে ৩ (তিন) বৎসর বলিয়া গণ্য করা হইবে।
- (৩) উপরোক্ত ক ও খ উপ-অনুচ্ছেদ মোতাবেক মজুরী হিসাব করার পর কোন শ্রমিকের মজুরীর পরিমাণ নূতন মজুরী স্কেলের সর্বশেষ ধাপ অতিক্রম করিলে তাহার মজুরী উক্ত স্কেলে সর্বশেষ ধাপে নির্ধারিত হইবে এবং অতিরিক্ত মজুরী ব্যক্তিগতভািতা হিসাবে দেওয়া হইবে। এই ব্যক্তিগত ভাতা অবসর গ্রহণ চাকুরী হইতে অব্যাহতি, চাকুরী চ্যুতি, ছাঁটাই বা ধরখাত্তজনিত সুবিধাদি দেওয়ার বেলায় এমুলুমেন্ট হিসাবে গণ্য হইবে না।

- ২। (ক) বঙ্গবন্ধুসমূহের সূত্রবিভাগে কর্মরত 'জ্বারদের' অধীনস্থ শ্রমিকদের গড় মজুরীর সহিত জ্বারদের প্রারম্ভিক মজুরী তুলনায় তাহাদের অধীনস্থ শ্রমিকদের প্রারম্ভিক মজুরীর শতকরা ব্যবধান যোগ করা হইবে। হেড জ্বারদের বেলায়ও এই পদ্ধতি অবলম্বন করিয়া মজুরী নির্ধারিত হইবে। বয়ন বিভাগের প্রচলিত পদ্ধতি চালু থাকিবে।
- (খ) পীস-রেটেড (Piece-rated) শ্রমিকদের জন্য মজুরী হিসাবের সময় তাহাদের মূল মজুরী নির্ধারিত নর্ম-অব এক্সিসিয়েন্সির ৩০ শতাংশের অতিরিক্ত হইবে না।

রাষ্ট্রপতির আদেশক্রমে

শেখ আবদুল্লাহ

উপ-সচিব।

Jute Division

NOTIFICATION

Dhaka, the 3rd October 1985

No. S.R.O. 432-L/85—In exercise of the powers conferred by sub-section (1) of section 3 of the State-owned Manufacturing Industries Workers' (Terms and Conditions of Service) Ordinance, 1985 (XXXIX of 1985) read with sub-section (2) of the said section, the Government is pleased to determine the wages, bonus, medical allowance, house rent allowance, conveyance allowance, leave, gratuity and night shift allowance specified in the Schedule below which shall be payable or admissible to a worker employed in any State-owned Jute Mills.

This Notification shall be deemed to have taken effect on the 1st day of June, 1985:

The Schedule

BANGLADESH JUTE MILLS CORPORATION

1. WAGES:

Designation of Piece-rated workers.	Grade No.	Monthly Wage scale.	Efficiency for calculation of base rate.
1	2	3	4
Jute:			
Kutchra Pressman	II	Tk. 590—22—920	As per Appendix, 'A
Assorter (Kutcha)	III	Tk. 620—24—980	Ditto

1	2	3	4
Assorter (Pucca)	.. IV	Tk.640—26—1030	As per Appendix 'A'
Assorter Sardar	.. VI	Tk.730—30—1180	Ditto.
Assorter Head Sadar (if any as per approved set-up).	.. VII	Tk.760—32—1240	Ditto.
Batching:			
Bale Opener	.. I	Tk.560—20—860	Ditto.
Selector (Baled)	.. III	Tk.620—24—980	Ditto.
Selector (Loose)	.. IV	Tk.640—26—1030	Ditto.
Winding:			
Reeler and Yarn Bundler	.. II	Tk.590—22—920	Ditto.
Hessian Warp Winder, Hessian Weft Winder, Sacking Warp Winder and Sacking Weft Winder.	.. III	Tk.620—24—980	Ditto.
High Speed Mack Roll Winder, ... High Speed Mack Cop Winder, High Speed Precision Winder and High Speed Schewiter Cop Winder.	III	Tk.620—24—980	Ditto.
Winding Sardar	... V	Tk.690—28—1110	Ditto.
Winding Head Sardar (if any) as per approved set-up.	... VII	Tk.760—32—1240	Ditto.
Beaming:			
Beamer (Pre-Beaming ... Machine, Dry Beaming Machine and Dressing Machine).	.. III	Tk.620—24—980	Ditto.
1st Beamer (Pre-Beaming Machine, Dry Beaming Machine and Dressing Machine).	.. IV	Tk.640—26—1030	Ditto.
Beaming Sardar	... V	Tk.690—28—1110	Ditto.
Beaming Head Sardar (if any, as per approved set-up).	... VII	Tk.760—32—1240	Ditto.
Weaving:			
Hessian Weaver, Sacking Weaver and Beam Tier-cum-Relieving Weaver.	... IV	Tk.640—26—1030	Ditto.
Canvas Weaver	... V	Tk.690—28—1110	Ditto.
Weaving Line Sardar ... (Hessian and Sacking).	... VI	Tk.730—30—1180	Ditto.
Weaving Head Sardar (Hessian and Sacking).	... VII	Tk.760—32—1240	Ditto.

1	2	3	4
Finishing:			
(a) Sewing:			
Hand Sewer ...	III	Tk.620—24—980	As per Appendix 'A'
Over Head Machine Operator, Hemming Machine Operator and Herackle Machine Operator.	IV	Tk.640—26—1030	Ditto.
Sewing Sectional Sardar ...	V	Tk.690—28—1110	Ditto.
Finishing Head Sardar ...	VII	Tk.760—32—1240	Ditto.
(b) Baling:			
Pressman ...	II	Tk.590—22—920	Ditto.
1st Pressman ...	IV	Tk.640—26—1030	Ditto.
Baling Sectional Sardar (if any, as per approved set-up).	V	Tk.690—28—1110	Ditto.

Designation of Time-rated workers.	Grade No.	Monthly Wage Scale
1	2	3

Jute:

Tulandar, Issuer, Khamali, Labourer and Cleaner/Sweeper.	I	Tk.560—20—860
Weighman and Sangrawala	II	Tk.590—22—920

Batching:

Jute Piler, Jute Carrier, Teaser Helper, Root Cutter, Dust Shaker Helper, Sweeper, Cleaner and Deptt. Labourer.	I	Tk.560—20—860
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Softner Feeder, Softner Receiver, Jute Spreader Feeder, Spreader Receiver, Tandum Teaser Feeder, Tandum Teaser Receiver, Hard Waste Teaser Feeder, Hard Waste Teaser Receiver, Hollert Feeder, Hollert Receiver, Dollop Weighman Emulsion Tank Operator (Automatic), Dust Shaker Operator and Cuillotine Machine Operator.	II	Tk.590—22—920
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Emulsion Tank Operator (Non-automatic).	III	Tk.620—24—980
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1	2	3
Teaser Sardar and Softner Sardar	V	Tk.690—28—1110
Head Sardar (if any, as per ... approved set-up).	VII	Tk.760—32—1240
Preparing:		
Picking Labourer (If any, as per approved set-up), Sweeper/Cleaner and Deptt. Labourer.	I	Tk.560—20—860
Breaker Feeder (Ord.), Breaker Receiver-cum-Finisher Feeder, Finisher Card Receiver-cum-1st Drawing Feeder and Drawing Receiver-cum-Drawing Feeder.	II	Tk.590—22—920
Drawing Line Sardar and Breaker Card Sardar. ...	V	Tk.690—28—1110
Head Sardar (if any, as per ... approved set-up).	VII	Tk.760—32—1240
Spinning:		
Silver Can Carrier, Sweeper/Cleaner and Deptt. Labourer. ..	I	Tk.560—20—860
Bobbin Shifter, Reeler and Yarn Tester. ..	II	Tk.590—22—920
Twister, Labour Sardar and Silver Can Carrier-cum-Feeder. ..	III	Tk.620—24—980
Spinner and Reeler Line Sardar ..	IV	Tk.640—26—1030
Twister Sardar (if any, as per approved set-up). ..	V	Tk.690—28—1110
Line Sardar and Spinner (Looking after 200 spindles). ..	VI	Tk.730—30—1180
Head Sardar (if any, as per approved set-up).	VIII	Tk. 820—36—1468
Winding:		
Bobbin Cleaner, Cop Godown Labourer, Spool Delivery Labourer, Deptt. Labourer and Sweeper/Cleaner. ..	I	Tk.560—20—860
Beaming:		
Deptt. Labourer and Sweeper/Cleaner. ..	I	Tk.560—20—860
Dyer	II	Tk.590—22—920
Starchman	III	Tk.620—24—980

1	2	3
Weaving:		
Department Labourer, Sweeper .. Cleaner and Carrier.	I	Tk.560—20—860
Leather Repairer	III	Tk.620—24—980
Combman	IV	Tk.640—26—1030
Finishing:		
Bale Carrier, Cutting Machine .. Receiver, Sewing Machine Receiver (Helper), Department Labourer, Sweeper/Cleaner, Helper and Measuring Machine Receiver.	I	Tk.560—20—860
Twist Cutter, Damping Feeder, .. Damping Receiver, Lapping Machine Feeder, Lapping Machine Receiver, Cleander Receiver, Mangle Receiver, Cropping Machine Feeder, Measuring Machine Man, Cutting Machine Feeder, Hoop Cutter, Branding Receiver, Bag Checker and Bag Stamper.	II	Tk.590—22—920
Cloth Examiner- <i>can</i> -repairer, .. Branding Machine Operator, Calender Feeder, Mangle Feeder and Bag Joiner (By hand).	III	Tk.620—24—980
Belt Man and Bag Joiner .. (By Machine).	IV	Tk.640—26—1030
Finishing Sectional Sardar .. and Markman.	V	Tk.690—28—1110

BROAD LOOM MILLS

Designation of Piece-rated workers	Grade No.	Monthly wage scale.	Efficiency for calculation of base rate.
1	2	3	4
Winding :			
Roll winder and Cop winder	III	Tk. 620—24—980	As per Appendix 'B'
Winding Sardar (if any, as per approved set-up).	V	Tk. 690—28—1110	Ditto.
Beaming :			
Beamer (Pre-Beaming M/c) and Beamer (Pre-Beaming Sizing M/c).	III	Tk. 620—24—980	Ditto.
Ist Beamer (Pre-Beaming M/c and Ist Beamer (Pre-Beaming Sizing Machine).	IV	Tk. 640—26—1030	Ditto.

1	2	3	4
Beaming Sardar (if any as per approved set-up).	V	Tk.690—28—1110	As per Appendix 'B'.
Weaving :			
Weaver and Beam Tier-cum-Relieving Weaver (if any as per approved set-up).	IV	Tk. 640—26—1030	Ditto.
Weaving Line Sardar	VI	Tk. 730—40—1180	Ditto.
Weaving Head Sardar (if any as per approved set-up).	VII	Tk. 760—32—1240	Ditto.
Finishing :			
Spool Packer (Export yarn if any)	III	Tk. 620—24—980	Ditto.

Designation of Time-rated workers.	Grade No.	Monthly wage scale.
1	2	3
Sweeper/Cleaner and Deptt. Labourer.	I	Tk. 560—20—860
Broad Loom Beam Tier, Beam Tier (Automatic if any), Rolling up Machine attendant and Broad Loom Cloth Packer.	II	Tk. 590—22—920
Broad Loom Cloth Examiner-cum-Repairer Starchman and 1st Rolling up Machine Attendant (if any as per approved set-up).	III	Tk. 620—24—980
Mark Man	V	Tk. 690—28—1110

COTTON BAGGING PLANT

Designation of Piece-rated workers.	Grade No.	Monthly wage scale.	Efficiency for calculation of base rate.
1	2	3	4

Winding :			
Winder	III	Tk. 620—24—980	As per Appendix 'C'.

1	2	3	4
Beaming :			
Beamer	III	Tk. 620—24—980	As per
1st Beamer	IV	Tk. 640—26—1030	Appendix 'C'.
Beaming Sardar (if any, as per approved set-up).	V	Tk. 690—28—1110	Ditto.
Weaving :			
Weaver	IV	Tk. 640—26—1030	Ditto.
Line Sardar	V	Tk. 690—28—1110	Ditto.
Head Sardar (if any as per approved set-up).	VII	Tk. 760—32—1240.	Ditto.
Finishing :			
Pressman	II	Tk. 590—22—920	Ditto.
Cloth Folder and Repairer	III	Tk. 620—24—980	Ditto.
1st Pressman and Sewing Machine Operator.	IV	Tk. 640—26—1030	Ditto.
Finishing Sardar	V	Tk. 690—28—1110	Ditto.

Designation of Time-rated workers.	Grade No.	Monthly wage scale.
1	2	3

Batching :

Cutting Carrier/Dust Carrier, Cutting Bale Opener, Oil Sprayer (By hand), Sweeper/Cleaner, Jute Piler, Teaser Helper, Jute Bale Carrier, Thread Cutter (Manual), Dust Shaker Helper and Labourer.	I	Tk. 560—20—860
Picker Attendant, Softner Feeder, Softner Receiver, Thread Cutter, Hard Waste Teaser Feeder, Hard Waste Teaser Receiver, Teaser Feeder, Teaser Receiver, Dust Shaker Operator & Emulsion Tank Operator (Automatic).	II	Tk. 590—22—920
Emulsion Tank Operator (Non-automatic)	III	Tk. 620—24—980
Line Sardar	V	Tk. 690—28—1110
Head Sardar (if any, as per approved set-up)	VII	Tk. 760—32—1240

Preparing:

Blender Feeder, Conveyor Attendant Sweeper/ Cleaner and Can Carrier.	I	Tk. 560—20—860
Belton Card Attendant, Tow Breaker Feeder, Finisher Feeder, Drawing Receiver, Breaker Feeder, Breaker Receiver-cum-Finisher Feeder, Mixing Man-cum-Teaser Receiver, Finisher Card Receiver-cum-1st and 2nd Drawing Feeder & Dollop Weighman.	II	Tk. 590—22—920

1	2	3
Garnet Attendant	III	Tk. 620—24—980
Line Sardar	V	Tk. 690—28—1110
Head Sardar (if any, as per approved set-up).	VII	Tk. 760—32—1240
Spinning :		
Bobbin Labourer, Long Jute Carrier, Rolls Carrier, Can Carrier and Sweeper/Cleaner.	I	Tk. 650—20—860
Trion Slubber Feeder, Whitney Slubber Feeder, Roving Feeder and Drawing Receiver.	II	Tk. 590—22—920
Doffer, Twister and Sliver Can Carrier-cum-Feeder.	III	Tk. 620—24—980
Belton Slubber Attendant, Trion Slubber Attendant, Whitney Slubber Attendant, Roving Attendant, Head Doffer and Spinner.	IV	Tk. 640—26—1030
Line Sardar	V	Tk. 690—28—1110
Roving and Spinning Head Sardar (if any, as per approved set-up).	VIII	Tk. 820—36—1468
Beaming :		
Beaming Labourer	I	Tk. 560—20—860
Weaving :		
Weaving Labourer, Sweeper/Cleaner	I	Tk. 560—20—860
Creelor	II	Tk. 590—22—920
Leather Repairer	III	Tk. 620—24—980
Combman	IV	Tk. 640—26—1030
Finishing :		
Lapper, Cloth Carrier, Finishing Labourer, Finishing Bundle Carrier, Finished Bale Carrier and Sewing Helper.	I	Tk. 560—20—860
Cutting Machine Feeder, Cutting Machine Receiver and Hoop Cutter.	II	Tk. 590—22—920
Markman	V	Tk. 690—28—1110

LAMINATION PLANT

Designation of Piece-rated workers.	Grade No.	Monthly wage scale.	Efficiency for calculation of base rate.
1	2	3	4
Folder	II	Tk. 590—22—920	As per Appendix 'D'
Joint Machine Sewer ..	III	Tk. 620—24—980	Ditto.
Sewing Machine Operator ..	IV	Tk. 640—26—1030	Ditto.

Designation of Time-rated workers.	Grade No.	Monthly wage scale.
Helper, Labourer, Sweeper/Cleaner and Truck worker	I	Tk.560—20—860
Cutting Machine Operator and Packer	.. II	Tk.590—22—920
Extruder Feeder, Branding Machine Operator and Markman.	III	Tk.690—24—980
Line Sardar (if any, as per approved set-up).	.. V	Tk.690—28—1110
Extruder Operator	.. VI	Tk.730—30—1180

AMIN OLD FIELD LIMITED

Designation of Time-rated workers.	Grade No.	Monthly wage scale.
Sweeper/Cleaner, Labourer, Helper, Dust Shaker Operator and Side Trimmer Helper.	I	Tk.560—20—860
Streader Operator, Garnet Dapper, Hydrolic Press Operator and Baleman.	II	Tk.590—22—920
Mixture Machine Operator and Tufting Machine Operator.	III	Tk.620—24—980
Needle Punching Operator and Coating Machine Operator.	IV	Tk.640—26—1030

ENGINEERING, MILL AND FACTORY MECHANICAL DEPARTMENT

Designation of Time-rated workers.	Grade No.	Monthly wage scale.
1	2	3
Improver, Cleaner, Khalashi, Coalman, Store Labourer, General and Shafting Oiler.	I	Tk.560—20—860
Hammerman, Electric Craneman, Head Shafting Oiler, Craneman, Motorman, Skilled Khalashi (Stores), Wireman, Picker, Oilman, Electric Motor Cleaner, Rollerman, Journeyman, Felt Bob Cleaner, Skilled Khalashi (Workshop), Air Compressure Operator and Gharami.	II	Tk.590—22—920
Journayman, Head Motorman, Pin Boy, Gharami and Wireman.	III	Tk.620—24—980

1	2	3
<p>Furniture Polisher, Welder (Electric and Gas), Electric Mistry, Pumpman, Wood Turner, Turner, Bench Fitter, Milling Machine Man, Labourer Sardar. (Serang), Bobbing Repairer, Moulder, Boiler, Fire Man, Furnaceman, Painter, Grinder, Plumber, Black Smith, Tin Smith, Carpenter, Drillman, Shapperman, Crane Driver, Fork Lifter Driver, Motor Mechanic, Boringman, Planner Machine Man, Extruder Machine Man, Core Maker, Shot Blast Operator, Mismuller Machine Operator, Laddle Maker, Bend Saw Machine Operator, Silver Can Repairer/Maker, Loco Engine Driver, Rebeter, Pointsman, Pumpman (Sprinkler Hydrant), Heat Treatment Machineman, Mason, Letter Painter, Sofa Maker, Book Binder, Saw Machineman, Crushing Machineman, Gharami Sardar, Khalashi Sardar, Loom Joiner, Ecco Loader and Warp Stop Motion Fitter, Vice Shop Fitter, Listman, Head Picker and Head Pin Boy.</p>	IV	Tk.640—26—1030
<p>Letter Painter, Welder, Electric Mistry, Wood Turner, Turner, Bench Fitter, Milling Machineman, Boiler Attendant, Diesel Engine Mechanic, Fire Diesel Engine Attendant, Black Smith, Tin Smith, Carpenter, Drillman, Shapperman, Crane Driver, Lifter Driver, Motor Mechanic, Boringman, Planner Machineman, Extruder Machineman, Core Maker, Shot Blast Operator, Laddle Maker, Bend Saw Machine Operator, Sliver Can Repairer/Maker, Loco Engine Driver, Rebeter, Pumpman (Sprinkler Hydrant), Heat Treatment Machineman, Mason, Sofa Maker, Saw Machineman, Crushing Machine-man, Moulder, Gharami, Sardar, Khalashi Sardar, Motor Winder, Bobbin Repairer, Fitter, Vice Shop Fitter and Loom Joiner, Carpenter, Ecco Loader and Warp Stop Motion Fitter and Baling Press Driver.</p>	V	Tk.690—28—1110
<p>Electric Mistry, Tyndal (Boilder House), Welder (Gas and Electric), Turner, Fitter, Wood Turner, Milling Machineman, Motor Winder, Black Smith, Tin Smith, Carpenter, Drillman, Shapperman, Crane Driver, Lifter Driver, Motor Mechanic, Bend Saw Machine Operator, Heat Treatment Machineman, Mason, Letter Painter, Saw Machinineman, Moulder, Loco Engine Driver, Pattern Maker, Vice Shop Fitter, Loom Joiner, Ecco Loader and Warp Stop Motion Fitter.</p>	VI	Tk.730—30—1180

1	2	3
Motor Mechanic, Fitter, Turner, Bench Fitter, Tin Smith, Carpenter, Milling Machineman, Drillman, Shapperman, Electrician, Switch Board Attendant, Power House Attendant, Chargehand, Black Smith, Crane Driver, Lifter Driver, Motor Winder, Loco Engine Driver, Pattern Maker and Ecco Loader and Warp Stop Motion Fitter.	VII	Tk.760—32—1240
Pattern Maker, Chargehand, Switch Board Attendant and Power House Attendant.	VIII	Tk.820—36—1468

Promotion/upgradation in respect of Mechanical and Engineering departmental worker, on completion of one year in the maximum of his grade may be made on the basis of seniority-cum-efficiency as and when vacancy, in next higher grade occurs as per approved set-up. This matter may, however, be left entirely at the discretion of the management.

AMIN CARPET PLANT

Designation of Piece-rated workers.	Grade No.	Monthly wage scale.	Efficiency fo calculation of base rate.
Winding:			
Roll Winder, Cop Winder	.. III	Tk.620—24—980	As per Appendix 'E'
Beaming :			
Beamer	.. III	Tk.620—24—980	Ditto.
1st Beamer	.. IV	Tk.640—26—1030	Ditto.
Weaving:			
Creelman (Carpet Loom)	.. III	Tk.620—24—980	Ditto.
Mat weaver, Tap weaver, Assistant Carpet weaver.	IV	Tk.640—26—1030	Ditto.
Mat Sardar, Tape Sarder	.. V	Tk.690—28—1110	Ditto.
Carpet weaver	.. VII	Tk.760—32—1240	Ditto.
Carpet Sardar	.. VIII	Tk.820—36—1468	Ditto.

Designation of Time-rated workers.	Grade No.	Monthly wage scale.
1	2	3
Batching and Preparing Department:		
Jute Receiver, Morah Opener, Jute Carrier, Cleaner, Departmental Labourer, Helper and Truckman.	I	Tk.660—20—860
Softner Feeder, Softner Receiver, Breaker Feeder, Finisher Card Feeder and Drawing Feeder.	II	Tk.590—22—920
Spinning and Winding Department:		
Godown Labourer, Helper, Cleaner and Departmental Labourer.	I	Tk.560—20—860
Bundler, Bobbin Shifter and Yarn Tester	II	Tk.590—22—920
Sliver Feeder, Twister	III	Tk.620—24—980
Spinner	IV	Tk.640—26—1030
Winding and Twisting Sardar	V	Tk.690—28—1110
Batching to Spinning Sardar	VII	Tk.760—32—1240
Beaming Department :		
Helper, Cleaner and Departmental Labourer	I	Tk. 560—20—860
Weaving Department :		
Helper, Departmental Labourer and Cleaner	I	Tk. 560—20—860
Bobbin Boy	III	Tk. 620—24—980
Finishing Department :		
Helper, Cleaner, Departmental Labourer and Baleman.	I	Tk. 560—20—860
Baleman (Packer), Stitcher and Rolling Machine Man.	II	Tk. 590—22—920
Tape Checker, Fringing Machine Man, Sewing Machine Man and Assistant Shearing Machine Man.	III	Tk. 620—24—980
Carpet Repairer, Hand Clipping Machine Man, Markman, Tape Checker Sardar and Shearing Machine Man.	V	Tk. 690—28—110
Finishing Sardar	VI	Tk. 730—30—1180

1	2	3
Dyeing Department :		
Helper, Cleaner and Departmental Labourer ...	I	Tk.560—20—860
Morah Binder	II	Tk. 590—22—920
Assistant Dyeing Man, Assistant Hydro Extractor Machine Man and Assistant Air Speed Dyeing Machine Man.	I	Tk. 640—26—1030
Hydro Extractor m/c man, Air Speed Dying m/c man and Dyeing Man.	V	Tk. 690—28—1110
Dyeing Sardar	VII	Tk. 760—32—1240
Engineering, Mills and Factory Mechanical Department		
Improver, Cleaner, Khalashi, Coalman, Store Labourer and General and Shafting Oiler.	I	Tk. 560—20—760
Hummerman, Electric Craneman, Head Shafting Oiler, Craneman, Motorman, Skilled Khalashi (Stores), Wireman, Picker, Oilman, Electric Motor Cleaner, Roller man, Journeyman, Felt, Bob Cleaner, Skilled Khalashi (Workshop) Air Compressor Operator and Gharami.	II	Tk. 590—22—920
Journeyman, Head Motorman, Pin Boy, Gharami and Wireman.	III	Tk. 620—24—980
Furniture Polisher, Welder (Electric and Gas), Electric Mistry, Pumpman, Wood Turner, Turner, Bench Fitter, Milling Machine Man, Labourer Sardar (Serang), Bobbin Repairer, Moulder, Boiler Fire Man, Furnace Man, Painter, Grinder, Plumber, Black Smith, Tin Smith, Carperter, Drill man, Shapperman, Crane Driver, Lifter Driver, Motor Machanic, Boring Man, Planner Machine Man, Extruder Machine Man, Core Maker, Sho. Blash Operator, Mismuller Machine Operator, Laddle Maker, Bend Saw Machine Operator, Sliver Can Repairer/Maker, Loco Engine Driver, Rebeter, Pointman, Pumpman (Spinkler Hydrant), Heat Treatment Machine Man, Mason, Letter Painter, Sofa Maker, Book Binder, Saw Machine Man, Crushing Machine Man, Gharami Sardar, Khalashi Sardar, Loom joiner, Ecco Loader and Warp Stop Motion Fitter, Vice Shop Fitter and Listman.	IV	Tk. 640—26—1030

1	2	3
Letter Painter, Welder, Electric Mistry, Wood Turner, Turner, Bench Fitter, Milling Machine Man, Boiler Attendant, Diesel Engine Machanic, Fire Diesel Engine Attendant, Black Smith, Tin Smith, Carpenter, Drillman, Shapper Man, Crane Driver, Lifter Driver, Motor Mechanic, Boringman, Planner Machineman, Extruder Machine Man, Core Maker, Shot Blast Operator, Laddle Maker, Bend Saw Machine Operator, Silver Can Repairer/Maker, Loco Engine Driver, Rebeter, Pumpman (Sprinkler Hydrant), Heat Treatment Machine Man, Mason, Sofa Maker, Saw Machine Man, Crushing Machine Man, Moulder, Gharami Sardar, Khalashi Sardar, Motor Winder, Bobbin Repairer, Fitter, Vice Shop Fitter, Loom joiner, Carpenter, Ecco Loader and Warp Stop Motion Fitter and Baling Press Driver.	V	Tk. 690—28—1110
Electric Mistry, Tyndal (Boiler House), Welder (Gas and Electric), Turner, Fitter, Wood Turner, Milling Machine Man, Motor Winder, Black Smith, Tin Smith, Carpenter, Drillman, Shapperman, Crane Driver, Lifter Driver, Motor Mechanic, Bend Saw Machine Operator, Heat Treatment Machine Man, Mason, Letter Painter, Saw Machine Man, Moulder, Loco Engine Driver, Pattern Maker, Vice Shop Fitter, Loom Joiner and Ecco Loader and Warp Stop Motion Fitter.	VI	Tk. 730—30—1180
Motor Mechanic, Fitter, Turner, Bench Fitter, Tin Smith, Carpenter, Milling Machine Man, Drillman, Shapperman, Electrician, Switch Board Attendant, Charged hand, Black Smith, Crane Driver, Lifter Driver, Motor Winder, Loco Engine Driver, Pattern Maker, Ecco Loader and Warp Stop Motion Fitter.	VII	Tk. 760—32—1240
Pattern Maker, Charge Hand, Switch Board Attendant and Power House Attendant.	VIII	Tk. 820—36—1468

BAGDAD-DHAKA AND FURAT-KARNAFULI CARPET FACTORIES

Designation of Piece-rated workers	Grade No.	Monthly wage scale	Efficiency for calculation of base rate.
Winding			
Reeler,	III	Tk. 620—24—980	As per Appendix 'F'
Winder (Mack Roll High Speed m/c)			
Winder (Precision High Speed m/c)			
Winder (Bobbin Winding High Speed Machine).			
Winder (Mack Cop High Speed m/c)			

Designation of Piece-rated workers	Grade No.	Monthly wage scale	Efficiency for calculation of base rate.
Beaming:			
Beamer	III	Tk. 620—24—980	As per Appendix 'F'
1st Beamer	IV	Tk. 640—26—1030	Ditto.
Weaving:			
Creelman	III	Tk. 620—24—980	Ditto.
Asstt. Weaver	IV	Tk. 640—26—1030	Ditto.
Weaver	VII	Tk. 760—32—1240	Ditto.
Weaving Sardar	VIII	Tk. 820—36—1468	Ditto.

Designation of Time-rated workers	Grade No.	Monthly wage scale
1	2	3

Batching and Preparing:

Jute Receiver, Morah Oper er, Jute Carrier, Cleaner, I Tk. 560—20—860
Departmental Labourer, Helper and Truck Man.

Spreader Receiver, Spreader Feeder, Breaker II Tk. 590—22—920
Feeder, Breaker Receiver, Finisher Receiver, Drawing Feeder, Drawing Receiver and Finisher Feeder.

Spinning and Twisting Department:

Helper, Cleaner, Departmental Labourer and I Tk. 560—20—860
Sliver Can Carrier.

Shifter (Bobbin), Bundler and Yarn Tester II Tk. 590—22—920

Twister and Sliver Can Carrier-cum- Feeder III Tk. 620—24—980

Spinner and Relieving Spinner IV Tk. 640—26—1030

Spinner (looking after 200 spled) VI Tk. 730—30—1180

Relieving Spinner (looking after VI Tk. 730—30—1180
200 spled)

Sardar (Batch. to Spining) VII Tk. 760—32—1240

1	2	3
Winding Department :		
Helper, Cleaner and Departmental Labourer ..	I	Tk. 560—20—860
Winding/Twisting Sarder	V	Tk. 590—28—1110
Beaming Department:		
Helper, Cleaner and Departmental Labourer ..	I	Tk. 560—20—860
Weaving Department:		
Helper, Departmental Labourer and Cleaner ..	I	Tk. 560—20—860
Finishing Department:		
Helper, Cleaner, Departmental Labourer, Bale Man and Finishing Godown Labourer.	I	Tk. 560—20—860
Bale Man (Packer), Sticher, Rolling and Measuring M/c. Operator, Card Puncher Assistant, Emulsion Man (Mixture Man) and Lacingman Assistant.	II	Tk. 590—22—920
Fringing M/c. Asstt. Operator, Overedging M/c. Assistant Operator, Shearing M/c. Asstt. Operator and Back Coating M/c. Assistant Operator.	III	Tk. 620—24—980
Back Cleaning M/c. Operator and Lacing Man	IV	Tk. 640—26—1030
Shearing M/c. Operator, Carpet Examiner-cum-Repairer, Mark Man, Back Coating M/c. Operator, Fringing and Overedging M/c. Operator.	V	Tk. 690—28—1110
Finishing Sardar and Card Puncher. ..	VI	Tk. 730—30—1180
Dying Department:		
Helper, Cleaner and Departmental Labourer ..	I	Tk. 560—20—860
Hank Carrier and Morah Binder	II	Tk. 590—22—920
Dyeing M/c. Asstt. Operator, Drier M/c. Asstt. Operator and Hydro Extractor M/c. Asstt. Operator. ..	III	Tk. 620—24—980
Dyeing M/c. Operator, Hydro Extractor M/c. Operator, Drier M/c. Operator. ..	IV	Tk. 640—26—1030
Dyeing Sardar	VII	Tk. 760—32—1240

1	2	3
Jute Department:		
Jute Carrier, Departmental Labourer and Helper ..	I	Tk. 560—20—860
Jute Assorter	IV	Tk. 640—26—1030
Jute Sardar	VI	Tk. 730—30—1180
Engineering, Mills and Factory Mechanical Department:		
Improver, Cleaner, Khalashi, Coalman, Store Labourer, General and Shifting Oiler. ..	I	Tk. 560—20—860
Electric Craneman, Head Shafting Oiler, Craneman, Hammerman, Motorman, Skilled Khalashi (Stores), Wireman, Picker, Oilman, Electric Motor Cleaner, Roller, Journeyman, Felt Bob Cleaner, Skilled Khalashi (Workshop), Air Compressor Operator and Gharami. ..	II	Tk. 590—22—920
Journeyman, Head Motorman, Pin Boy, Gharami and wireman. ..	III	Tk. 620—24—980
Furniture Polisher, Welder (Electric and Gas), Electric Mistry, Pumpman, Wood Turner, Turner, Bench Fitter, Labour Sarder (Serang), Milling Machine Man, Boobin Repairer, Moulder, Boiler Fireman, Furnace Man, Painter, Grinder, Plumber, Black Smith, Tin Smith, Carpenter, Drill Man, Shapperman, Crane Driver, Lifter Driver, Motor Mechanic, Boring Man, Planner Machine Man, Extruder Machine Man, Core Maker, Shot Blash Operator, Mismullar Machine Operator, Laddle Maker, Bend Saw Machine Operetor, Silvercan Repairer /Maker, Loco Engine Driver, Rebeter, Pointsman, Pumpman (Sprinkler Hydrant), Heat Treatment Machine Man, Mason, Letter Painter, Sofa Maker, Book Binder, Saw Machine Man, Crushing Machine Man, Gharami Sarder, Khalashi Sarder, Loom Joiner, Ecco Loader and Warp stop motion fitter, Vice shop fitter, Listman, Jacquard Mistry, Card Cutter. ..	IV	Tk. 640—26—1030
Letter Painter, Wolder, Electric Mistry Wood Turner, Turner, Bench Fitter, Milling Machine Man, Diesel Engine Machine Man, Boiler Attendant, Fire Diesel Engine Attendant, Black smith, Ting mith, Carpenter, Drillman, Shapperman, Crane Driver, Lifter	V	Tk. 690—28—1110

1

2

3

Driver, Motor Mechanic, Boringman, Planner machineman, Extruder machineman, Core maker, Shot Blast Operator, Laddle Maker, Bend Saw Machine Operator, Silver Can Repairer/Maker, Loco Engine Driver, Rebetor, Pumpman (Sprinkler Hydrant), Heat Treatment Mechine Man, Mason, Sofa Maker, Saw Machineman, Moulder, Crushing Machineman, Gharami Sarder, Khalashi Sarder, Motor Winder, Bobbin Repairei, Fitter, Vice Shop Fitter, Loom Joiner, Carpenter, Ecco Loader and Warp Stop Motion Fitter, Baling Press Driver, Jacquard Mistry and Card Cutter.

Electric Mistry, Tyndal (Boiler House), Welder (Gas and Electric), Turner, Fitter, .. VI Tk. 730—30—1180
Wood Turner, Milling Machineman, Motor Winder, Black Smith, Tin Smith, Carpenter, Drillman, Shapperman, Crane Driver, Lifter Driver, Motor Mechanic, Bend Saw Machine Operator, Heat Treatment Machine Man, Mason, Letter Painter, Saw Machine Man, Moulder, Loco Engine Driver, Pattern Maker, Vice Shop Fitter, Loom Joiner, Ecco Loader and Warp Stop Motion Fitter, Jacquard Mistry and Card Cutter.

Motoi Mechanic, Fitter, Turner, .. VII Tk. 760—32—1240
Bench Fitter, Tin Smith, Carpenter, Milling Machine man, Drillman, Shapperman, Electrician, Switch Board Attendant, Power House Attendant, Chargehand, Black Smith, Crane Driver, Lifter Driver, Motor Winder, Loco Engine Driver, Pattern Maker, Ecco Loader and Warp Stop Motion Fitter.

Pattern Maker, Chargehand, Switch Board .. VIII Tk. 820—36—1468
Attendant and Power House Attendant.

After merging existing Dearness Allowance and Compensatory allowance minimum basic wages in the New Wages Scale has been fixed at Tk. 560.00 per month.

FRINGE BENEFITS

(a) **Festival Bonus:** Festival bonus equivalent to one month's basic wages shall be paid in a year to all categories of workers in two equal instalments on two festival occasions. No enterprise shall pay this festival bonus in full at a time and none of the workers shall accept this festival bonus in full at a time in a year.

Any worker who shall work for at least 213 days in a year preceeding 12 (twelve) months of Eid-ul-Fitr shall be entitled to above festival bonus in full i. e. one month's basic wages and any worker who shall work for at least 107 days in a year preceeding 12 (twelve) months of Eid-ul-Fitr shall be entitled to half of the above bonus.

(b) **Medical Allowance** : Medical Allowance at Tk. 100.00 per month as against existing Tk. 60.00 per month shall be admissible.

(c) **House Rent Allowance** : Present system of payment of House Rent Allowance at 30% of basic wages shall continue. This system for payment of House Rent allowance shall be applicable uniformly in all areas of the country. The workers who will be provided with family accommodation shall not get any House Rent Allowance and those workers who will be provided with single accommodation shall have to pay Tk. 10.00 per month as seat rent, but they shall get House Rent Allowance.

(d) **Conveyance Allowance** : Workers residing beyond one mile radius of the factory premises shall get conveyance allowance at Tk. 40.00 per month as against existing Tk. 20.00 per month.

(e) **Leave** : The permanent workers will enjoy the following leave facilities:—

- (i) **Annual Leave** : At the rate of one day for every 18 (eighteen) days of work actually performed by a permanent worker during the previous period of 12 (twelve) months. Accumulation of such earned leave shall be allowed up to 90 days of which 50% may be encashed once a year.
- (ii) **Casual Leave** : Every permanent worker shall be entitled to casual leave with full wages for 10 (ten) days in a calendar year.
- (iii) **Sick Leave** : Every permanent worker shall be entitled to Sick Leave will full wages for a total period of 14 (fourteen) days in a calendar year.

Casual leave and sick leave not availed of by any worker during a year shall not be carried forward and should not be allowed to be encashed.

- (iv) **Festival holidays** : Every worker shall be allowed 10 (ten) days festival holidays with full wages in a calendar year.
- (v) **Contributory Provident Fund** : Existing system of Contributory Provident Fund at 8% basic wages shall continue.

3. GRATUITY

In case of voluntary resignation and termination a permanent worker shall be paid gratuity at the rate of one month's basic wages (208 hours basic wages) for each year of his completed service if he has completed 5 (Five) years of continuous service.

4. NIGHT SHIFT ALLOWANCE

Night Shift Allowance : Tk. 3.00 shall be paid for 8 hours work in Night Shift.

5. FIXATION PRINCIPLE

The initial wages in the New Scale of a worker shall be fixed in accordance with the following principles:—

- (a) Wages in the New Scale shall first be fixed after adding Dearness Allowance and Compensatory Allowance of Tk. 25.00 with present basic wages as on 31st May 1985:

Provided that if the total amount under sub-clause (a) is found less than the initial of relevant New Scale, wages shall be fixed at the initial stage. Provided further that if the total amount exceeds the initial of the relevant New Scale and there is no stage in that New Scale equal to that total, wages in such case, shall be fixed at a stage in that New Scale which is next above the total.

- (b) While fixing wages in the New Scale, the benefit of one increment for every three years of service in the *present post*, subject to a maximum of 5 increments shall be given. If the service of a worker in the present post is found short by 6 months or less to complete 3 years, such case be treated as 3 years for the purpose.
- (c) If the amount arrived at under sub-clauses 'a' and 'b' exceeds the maximum of the New Scale, wages in such case, shall be fixed at the maximum of that New Scale and the excess wages shall be allowed at personal allowance. This personal allowance shall not be counted as the emoluments for the purpose of calculating final benefits on account of retirement, resignation, termination, retrenchment and dismissal.
- (d) With the fixing up of basic wages of a worker in the New Scale he shall no longer get Dearness Allowance and Compensatory Allowance.
- (e) The existing system of determination of wages of the Sarder and Line Sarder working in Jute Mills shall continue.

6. Piece rate wages (শ্রম বহুরী) of a piece rated worker will be determined on the basis of base rate as per Norm of efficiency. While calculating this piece-rate wages (শ্রম বহুরী) his basic wages shall not exceed 30% of his normal wages as per Norm of efficiency.

APPENDIX "A"

Efficiency for calculation of base rate

JUTE MILLS

EFFICIENCY OF INDIVIDUAL :

1. JUTE DEPARTMENT :

- (a) Kutcha Assortment from Garsat Jute : 15.4 mds. per day of 8 hours.
- (b) Pucca Assortment from Garsat Jute : 7.45 mds. per day of 8 hours.

(c) Pucca Assortment from Boja/Kutchha bales:
8.34 mds. per day of 8 hours.

(d) Kutchha Assortment from Kutchha Bale with hackling (if necessary and Applicable).
: 15.4 mds. per day of 8 hours.

(e) Assortment from Pucca Bale :
23.85 mds. per day of 8 hours.

2. BATCHING DEPARTMENT:

(a) Bale Opener Pucca (cutting, Habijabi and cut Rope):
53.05 mds. per day of 8 hours.

(b) Bale opener pucca (Long Jute) and Morah Making :
36 mds. per day of 8 hours.

(c) Bale Opener Kutchha (Long Jute) and Morah making :
43.56 mds per day of 8 hours.

3. WINDING DEPARTMENT :

(a) *Reeling* : 300 lbs. per day of 8 hours. Standard yarn—10 lbs.

(b) *Bundling*: 45 bundles per day of 8 hours (1 bundle—56 lbs Standard yarn).

(c) *Roll Winding (Ordinary) Frasers*:

(i) Sacning Warp : Speed—167 yds./minute. Efficiency—56% Standard yarn 10 lbs. Production/Spindle/hour—3.192 lbs.

(ii) Hessian Warp : Speed—167 yds/minute. Efficiency—58% standard yarn 8 lbs. Production/Spindle/hour—3.190 lbs.

(d) *Roll Winding (High Speed) Mack Roll* :

(i) Sacking Warp : Speed—500 yds/minute. Efficiency—60% standard yarn 10 lbs. Production /Spindle/hour—12.494 lbs.

(ii) Hessian Warp : Speed—500 yds/minute. Efficiency—63% standard yarn 8 lbs. Production/Spindle/hour—10.495.

Fornon-Tag-end boobines and defective machine add 10% of base rate in both the cases.

(e) *Precision Winding (High Speed)*:

Speed—500 yds/minute. Efficiency—48% Standard Yarn 7.5 lbs Production/Spindle/hour—7.50 lbs.

(f) *Cop Winding (Ordinary) Frasers J. F. Low* :

(a) Hessian Weft : Speed—108 yds/minute. Efficiency—48% standard Yarn 10 lbs. Production/Spindle/hour—2.160

(b) Sacking Weft : Speed—116 yds/minute. Efficiency—38% standard Yarn 34 lbs. Production/Spindle/hour—6.245 lbs.

(g) Cop Winding (High Speed) Mack Cop :

(a) Hessian Weft : Speed—258 yds/minute. Efficiency—52% standard Yarn 10 lbs. Production/Spindle/hour—5.590 lbs.

(h) Schewiter Cop (High Speed) :

(a) Hessian Weft : Speed—250 yds/minute, Efficiency—60% standard Yarn 7.5 lbs. Production/Spindle/hour—4.687 lbs.

(i) Spool Winding : 878 lbs. per day of 8 hours. Standard Yarn— $2 \times 7 = 14$ lbs.

(j) Warp Winding (Rolls and Cones) :

866 lbs. per day of 8 hours. Standard Yarn— $2 \times 7 = 14$ lbs.

(k) Ply Twine: 2676 lbs. per day of 8 hours. Standard yarn—14 lbs (3 ply).

4. Beaming Department:

(i) Pre-Beam:

Standard Fabric—40"/10 ozes, 11×12
Machine Speed—300 yds/minute at 100% efficiency.
Efficiency—30% for base rate.
Production—90 yds/minute.
For 1 on-Tag-end spools—add 35% of base rate.

(ii) Dry-Beaming(Sacking):

Machine Speed—38 yds/minute at 100% efficiency.
Efficiency—61% for base rate.
Production—23.18 yds/minute.

(iii) Cylinder Dressing (Hessian-ordinary):

Machine speed—25 yds/minute at 100% efficiency.
Efficiency—60% for base rate.
Production—15.00 yds/minute.

(iv) Pre-Beam Feed High Speed Dressing (Hessian):

Machine speed—70 yds/minute at 100% efficiency.
Efficiency—33% for base rate.
Production—23.10 yds/minute.

5. Weaving Department:

(i) *Hessian:*

Efficiency—57% for base rate.
 Picks/minute—144. R.S.—46½"
 Standard Fabric—40"/10 ozes, 11×12
 Production—7.125 lbs/loom/hour.

(ii) *Sacking:*

Efficiency—62% for base rate.
 Picks/minute—158, R.S.—37"
 Standard Fabric—26½"/14.24 ozes, 6×8 B. Twill.
 Production—18.163 lbs/loom/hour.

(iii) *Conventional Hessian (High Speed):*

Efficiency—57% for base rate.
 Picks/minute—168, R.S.—46½"
 Standard Fabric—40"/10 ozes, 11×12
 Production—8.31 lbs./loom/hour.

(iv) *Hessian Fabrics up to 36" width—manufacture on Sacking 37½" R.S looms.*

Efficiency—57% for base rate.
 Picks/minute—158, R.S.—37½"
 Standard Fabric—40"/10 ozes, 11×12
 Production—7.818 lbs/loom/hour.

(v) *D/W. Canvas and Tarpaulin:*

Efficiency—57% for base rate.
 Picks/minute—144, R.S.—46½"
 Standard Fabric—40"/10 ozes, 11×12
 Production—7.125 lbs/loom/hour.

NOTE: For ordinary multiple looms with the exception of Jurgon looms, the undernoted deduction shall be made from base rate for having the following automatic devices (aids):

- | | |
|----------------------------|------|
| (i) For Ecco Cop Loader | —15% |
| (ii) For Pre-Beaming: | —5% |
| (iii) For Warp stop motion | —5% |

In case of Jurgon looms, such looms being less efficient deduction for automatic devices should be as follows:

- | | |
|----------------------------|-------|
| (i) For Ecco Cop Loader: | — 7½% |
| (ii) For Pre-Beaming | — 2½% |
| (iii) For Warp Stop Motion | — 2½% |

For the mills where there is no boiler—add 5% on base rate of Hessian and CBC only—but the same allowance *Must be discontinued* as soon as the boiler is put on operation.

6. Finishing Department:

Sewing Section:

(i) Sacking:

(a) Hemming:

Machine capacity—16 bundles of 25 bags each/ hour at 100% efficiency.

Efficiency—57% for base rate.

Production per machine—9.12 bundles of 25 bags each/hour.

(b) Overhead Sewing:

Machine capacity—8 bundles of 25 bags each /hour at 100% efficiency.

Efficiency—52% for base rate.

Production per machine—4.16 bundles of 25 bags each/hour.

(ii) Hessian:

(a) Hemming:

Machine capacity—12 bundles of 50 bags each/hour at 100% efficiency.

Efficiency—57% for base rate

Production per machine—6.84 bundles of 50 bags each/hour.

(b) Herackle:

Machine capacity—12 bundles of 25 bags each/hour at 100% efficiency.

Efficiency 60% for base rate.

Production Per or machine—7.2 bundles of 25 bags each/hour.

Standard bag size— 28"×20"

(iii) Hand Sewing:

(a) Hand sewer (2 stitches and 2 knots or 3 stitches and 1 knot):—

Efficiency for base rate—2.40 bundles of 25 bags each/hour.

Bags of 60"—80" in length—2.20 bundles of 25 bags each/hour.

Bags of over 80" length—2.00 bundles of 25 bags each/hour.

(b) Hand sewer (2 stitches & 1 knot):

Efficiency for base rate—3.00 bundles of 25 bags each/hour

(c) Hand sewer (40"×20") (1 stitch & 2 knots):

Efficiency for base rate—3.33 bundles of 25 bags each/hour.

(d) Cement bags 27½"×20" over head sewing—2.12 bundles of 25 bags each/hour.:

(e) Cement bags $29'' \times 19''$ (4 valves) mouth-2·10 bundles of 25 bags each/hour.:

(f) Hand sewing $29'' \times 19''$ — 4 bundles of 25 bags each/hour

Note: For safety sewn bags—deduct 25% from Hemming base rate in case of ordinary bag sewn both sides and for side & bottom sewn bags—no deduction.

For overhead sewn bags—add 10% of base rate in case of side & bottom sewn bags only.

For Tagging level on Corn Sack on overhead sewn bags—add 5% on ordinary base rate.

(iv) *Baling:*

Press:

(a) *Hessian:*

Efficiency—53% for base rate.

Upto 1000 yds. and 600 bags packing.

Production—6·625 bales per hour.

1001 to 2000 yds. and above 600 bags packing

Production—3·975 bales per hour.

(b) *Sacking:*

Efficiency—45% for base rate.

Upto 300 bags and 1000 yds. cloth packing

Production—5·625 bales per hour.

Above 300 bags and above 1000 yds. cloth packing

Production—4·50 bales per hour.

(c) *Twine:*

Efficiency for base rate—3·6 bales (5 mads) each per hour.

REPACKS, KUTCHA IRON OR ROPE BOUND—Deduct 30%
from appropriate rate.

APPENDIX 'B'

Efficiency for calculation of base rate (Broad Loom)

(A) *Winding Department:*

(i) *Roll Winding (Ordinary) Freasers:*

Speed—167 yds/minutes.

Efficiency—58% Standard yarn 8 lbs.

Production/Spindle/hour—3·228 lbs.

Production/spindle/hour—2·825 for below 8 lbs. yarn.

(ii) *Cop Winding (Ordinary) Freaser :*

Speed—108 yds/minute
 Efficiency—48% standard yarn 10 lbs.
 Production/Spindle/hour—2.160 lbs.
 Production/Spindle/hour—1.675 for below 8 lbs. yarn.

(iii) *Roll Winding (High Speed) Mack Roll.*

Speed—550 yds/minute
 Efficiency—63% Standard yarn 7.5 lbs.
 Production/Spindle/hour—10.828 lbs.

(iv) *Cop Winding (High speed) Mack cop:*

Speed—258 yds/minute.
 Efficiency—63% standard yarn 7.5 lbs.
 Production/Spindle/hour—5.079 lbs.

(B) Beaming Department:

(i) *Pre-Beaming Broad Loom :*

Machine speed—300 yds/minute at 100% Efficiency.
 Production—142.48 yds/minutes of 10 threads (standard 1000 yds).

Note: For non Tag-end spools if any add 20% of base rate.

(ii) *Pre-Beam Feed High Speed Dressing Machine:*

Machine speed—70 yds/minute at 100% efficiency.
 Production—25.00 yds/minute of 1200 threads (standard 1000 yds.).

(C) Weaving Department:

(i) *Carpet Backing Conventional :*

Efficiency—68% for base rate.
 Picks/minute—78, R.S.—186".
 Standard Fabric—150"/8 ozs. (13×12)
 Production/loom/hour—15.347 Lbs.

(ii) *Carpet Backing (High Speed) Sulzer looms:*

Efficiency—68% for base rate
 Picks/minute—177, R.S.—152".
 Standard Fabric—150"/8 ozes, (13×12)
 Production/looms/hour—34.825 Lbs.

Note: 50% of the base rate of conventional Broad Loom :

(D) Finishing Department:**(i) Spool Packer (Export Yarn).**

Efficiency for base rate.

- (a) 8 bags/hour (4 spools each).
- (b) 6 bags/hour (6 spools each).
- (c) 8 bags/hour (2 spools each).
- (d) 5 bags/hour (8 spools each).

APPENDIX 'C'

Efficiency for calculation of base rate.

'COTTON BAGGING PLANT'**1. Winding Department:****(i) Sacking West:**

Speed	116 yds/minute
Efficiency	40% standard yarn 34 lbs.
Production/Spindle/hour	6.576 lbs.

2 Weaving Department:*Cotton Bagging Cloth of Specification:*

Efficiency	40% for base rate.
Picks/minute	120, R.S.-F.L.C.B.-62½.
Standard Fabric	48"/30 ozs/liner yards, 3.5 × 2.5.
Production	60 lbs/loom/hour.

The above basis will hold in case of beam feed looms; where creels are used instead of beams at 50 per cent allowance on the loom efficiency is permissible to determine the standard efficiency.

3. Finishing Department :

- (i) Cloth Folding and Bundling— 3.08 bundles per hour.
- (ii) Cloth Repairing, Folding and Bandling — 2.33 bundles per hour.

Bailing (Press).

- (i) Master Bale 0.755 bales per hour.
- (ii) Double Bale 2.514 bales per hour.
- (iii) Single Bale 3.782 bales per hour.

APPENDIX 'D'

Efficiency for calculation of base rate.

LAMINATION PLANT.

- | | | | |
|-------------------------------------|-----|---|------------------------|
| (i) Folder | ... | — | 1.275 pieces per hour. |
| (ii) Sewing Machine Operatives | ... | — | 1.26 bags per hour. |
| (iii) Join Sewing Machine Operative | | — | 1.26 bags per hour. |

APPENDIX 'E'

Efficiency for calculation of base rate.

AMIN CARPET

1. Winding Department:

<i>Roll Winding Mack Roll (High speed) Machine</i>	
Speed	— 550 yds/minute
Efficiency	— 63% for base rate
	Standard yarn 6.50 Lbs.
Production/spindle/hour	— 9.384 Lbs at 63% efficiency.

Weaving Department :

Tape looms :—

- (i) 2" (2 heads) 9 shots.
Efficiency—53% for base rate.
Production /loom/hour—0.855 Rolls (1 Roll=72 yds).
- (ii) 2" to 4" (2 heads) 10 shots.
Efficiency—50% for base rate.
Production/loom/hour—0.694 Rolls (1 Roll=72 yds).
- (iii) 1" to 2" (4 heads) 9 shots.
Efficiency—55% for base rate.
Production/loom/hour—1.710 Rolls (1 Roll=72 yds).
- (iv) 2" (4 heads) 10 shots.
Efficiency—55% for base rate.
Production/loom/hour—1.530 Rolls (1 Roll=72 yds).
- (v) 2" (2 heads) 16 shots (Cotton Tape).
Efficiency—48% for base rate.
Production/loom/hour—0.418 Rolls (1 Roll=72 yds).

Mat looms :—

- (i) Lefco (Plain) 12 shots.
Efficiency—45% for base rate.
Production/loom/hour—0.150 Rolls (1 Roll=50 yds).
Incentive for perfect Roll 40 paisa.

- (ii) Northrop (Design) 20 shots.
Efficiency—42% for base rate.
Production/loom/hour—0.0772 Rolls (1 Roll=50 yds).
Incentive for perfect Roll 100 paisa.
- (iii) Northrop (Design screen and prayer Mat) 20 shots.
Efficiency—41% for base rate.
Production/loom/hour—0.0754 Rolls (1 Roll=50 yds).
Incentive for perfect Roll 100 paisa.

Carpet looms :—

- (i) Wilton (Plain) 3 feet width 14 shots.
Plain jute carpet and Plain wool carpet (cotton chain).
Efficiency—30% for base rate.
Production/loom/hour—0.103 Rolls (1 Roll=100 Rft.).
Incentive for perfect Roll 50 paisa.
- (ii) Wilton (Design) 3 feet width 16 shots.
Efficiency—28% for base rate
Production/loom/hour—0.0904 Rolls (1 Roll=100 Rft.)
Incentive for perfect Roll. 75 paisa.

Plush looms :—

- (i) Berridot (Plain) 4 feet width 14 shots.
Efficiency—15% for base rate.
Production/loom/hour—5.210 Rft.
Incentive for perfect Rft. 1 Paisa.
- (ii) Berridot (Design) 4 feet width 16 shots.
Efficiency—13% for base rate.
Production/loom/hour—5.210 Rft.
Incentive for perfect Rft. 3 paisa.

Broad looms :—

- (i) Vande Wiele (Plain) 9 feet width 12 shots.
Efficiency—20% for base rate.
Production/loom/hour—6.167 Rft.
Incentive for perfect Rft. 2 paisa.
- (ii) Vande Wiele (Design) 9 feet width 14 shots.
Efficiency—18% for base rate.
Production/loom/hour—4.749 Rft.
Incentive for perfect Rft. 6 paisa.
- (iii) Vande Wiele (Plain) 12 feet width 12 shots
Efficiency—22% for base rate.
Production/loom/hour—5.942 Rft.
Incentive for perfect Rft. 2 paisa.
- (iv) Vande Wiele (Design) 12 feet width 14 shots.
Efficiency—19% for base rate.
Production/loom/hour—3.749 Rft.
Incentive for perfect Rft. 8 paisa.

APPENDIX "E"

BAGDAD-DHAKA AND FURAT-KARNAFULI
CARPET FACTORIES

1. Winding Department :

(i) *Reeling* - Efficiency for calculation of base rate will be published at a later date. Meanwhile Reelers will be paid on time rate basis.

(ii) *Roll winding (High Speed) Mack Roll* :

(a) Machine Speed - 550 yds/minute.
Efficiency - 63% for base rate up to 6.50 lbs. yarn.
Production/Spindle/hour - 9.384 Lbs. at 63% efficiency.

(b) Over 6.50 Lbs. to 7.50 Lbs. yarn.
Efficiency - 63% for base rate.
Production/Spindle/hour - 10.828 Lbs. at 63% efficiency.

(iii) *Precision Winding (High Speed)* :

Machine Speed - 550 yds/minute.
Efficiency - 63% for base rate standard yarn - 7.50 Lbs.
Production/spindle/hour - 10.828 Lbs. at 63% efficiency.

(iv) *Bobbin winding (High Speed) (Hank to spool)* :-

Machine Speed - 21 yds/minute standard yarn - 12 Lbs.
Efficiency - 40% for base rate.
Production/spindle/hour - 4.36 Lbs. at 40% efficiency.

(v) *Cop winding (High Speed) Mack Cop* :

(a) Machine speed - 258 yds/minute.
Efficiency - 63% for base rate up to 13 Lbs (6.30 Lbs × 2 Ply) yarn
Production/spinudle/hour - 8.804 Lbs at 63% efficiency.

(b) Over 13 Lbs to 20 Lbs (10 Lbs × 2 Ply) yarn.
Efficiency - 63% for base rate.
Production/spindle/hour - 13.545 Lbs at 63% efficiency.

2. Beaming Department :

Beaming (cotton yarn) Efficiency for calculation of base rate will be published at a later date. Meanwhile Beamers will be paid on time rate basis.

3. Weaving Department :

(a) (i) *6' feet width loom (Design)* : Picks/minute - 84.
Efficiency - 19% for base rate.
Production/loom/hour - 15 shots - 5.32 Rft. Incentive per perfect RFT 8 paisa.

“ “ “—14 shots=5.70 Rft. Incentive per perfect Rft.
6 Paise.

“ “ “—12 shots=6.65 Rft. Incentive per perfect Rft.
4 Paise.

(ii) 6' feet width loom (Plain) —Picks/minute—84
Efficiency 20% for base rate.

Production/loom/hour—15 shots=5.60 Rft. Incentive per perfect Rft.
3 Paise.

“ “ “—14 “ = 6.00 Rft. Incentive per perfect Rft.
2 Paise

“ “ “—12 “ =7.00 Rft. Incentive per perfect Rft.
1 Paise.

(b) (i) 9' feet width loom (Design) —Picks/minute—78.
Efficiency—18% for base rate.

Production/loom/hour—15 shots=4.68 Rft. Incentive per perfect Rft.
10 Paise

“ “ “—14 “ =5.01 Rft. Incentive per perfect Rft.
8 Paise

“ “ “—12 “ =5.85 Rft. Incentive per perfect Rft.
6 Paise.

(ii) 9' feet width (Plain) —Picks/minute—78

Efficiency—19% for base rate

Production/loom/hour—15 shots=4.94 Rft. Incentive per perfect Rft 4 Paise

“ “ “—14 “ =5.29 Rft. Incentive per perfect Rft. 3 Paise

“ “ “—12 “ =6.175 Rft. Incentive per perfect Rft. 2 Paise

(c) (i) 12' feet width loom (Design) —Picks/minute—78

Efficiency—16% for base rate.

Production/loom/hour—15 Shots=3.966 Rft. Incentive per perfect Rft. 12 paise

“ “ “—14 “ =4.25 Rft. Incentive per perfect Rft. 10 Paise

“ “ “—12 “ =4.958 Rft. Incentive per perfect Rft. 8 Paise

(ii) 12' feet width loom (Plain)—Picks/minute—70

Efficiency—18% for base rate.

Production/loom/hour—15 Shots=4.20 Rft. Incentive per perfect Rft. 5 paisa.

” ” ” —14 ” =4.50 Rft. ” ” ” ” 4 Paisa

” ” ” —12 ” =5.25 Rft. ” ” ” ” 3 Paisa

(i) 15' feet width loom (Design) —Picks/minute—60

Efficiency—17% for the base rate.

Production/loom/hour—15 Shots=3.40 Rft. Incentive per perfect Rft. 15 Paisa.

” ” ” —14 ” =3.642 ” ” ” ” 12 Paisa

” ” ” —12 ” =4.25 ” ” ” ” 10 Paisa

(ii) 15' feet width loom (Plain) Picks/minute—60

Efficiency—18% for base rate.

Production/loom/hour—15 Shots—3.60 Rft. Incentive per perfect Rft. 6 Paisa.

” ” ” —14 ” =3.857 ” ” ” ” 5 Paisa.

” ” ” —12 ” =4.50 ” ” ” ” 4 Paisa.

The base rate of Assistant Carpet Weaver and creelman (carpet loom) working together with carpet weaver in a carpet loom will be determined on the basis of individual wages scale of Assistant carpet weaver and creelman (Carpet loom) as per norm of efficiency fixed for carpet loom.

By order of the President

SK. ABDULLAH

Deputy Secretary.