

33. MANUFACTURING SECTOR WORKERS WELFARE FUND

- 33.1 Established as a body corporate as per Act No. 29 of 2012, the Manufacturing Sector Workers Welfare Fund (MSWWF) operates under the *aegis* of the Ministry of Labour, Human Resource Development and Training, and Commerce and Consumer Protection. Its objective is to advance and promote social and economic welfare of workers, their spouses and their children in the manufacturing sector.
- 33.2 Its strategies, among others, are: to improve the quality of life of workers; provide educational support and training; promote computer literacy; promote family socialisation and personal dynamics through increased engagement in leisure and sports activities; stimulate awareness on welfare matters at work and at home; provide day-care services to children in the age bracket of three months to four years; and to provide for the welfare of expatriate workers. In so doing, the Fund envisions to be the number one customer focused welfare service provider of the manufacturing sector in the region.
- 33.3 In delivering on its mandate, the General Manager, being at the helm of the Fund, is responsible for the execution of the policy of the Board and the control and management of the day-to-day administration of the Fund. He is assisted by a Programme Coordinator, a Secretary and supported by staff belonging to the technical, general services and other occupational groups.
- 33.4 For this review, Management's representations were geared towards restyling the grade of Telephone Operator and abolishing the grades of Public Relations/Liaison Officer and Internal Auditor while the staff side has requested to restyle the grade of Secretary and grant duty free facilities for the purchase of a car. During meeting, parties were informed of the general philosophy behind restyling of grades and grant of duty free facilities.
- 33.5 We are, in this Report, abolishing the grade of Public Relations/Liaison Officer and providing the revised salaries of existing grades.

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SALARY SCHEDULE

MSWWF 1 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425

Surveillant
formerly Security Guard

MSWWF 2 : Rs 14725 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 23950

Office Attendant

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- MSWWF 3 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400**
Telephone Operator
- MSWWF 4 : Rs 15745 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 28225**
Driver/Handy Worker (Skilled)
- MSWWF 5 : Rs 16785 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Clerk/Word Processing Operator
- MSWWF 6 : Rs 17565 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Programme/Welfare Assistant
- MSWWF 7 : Rs 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Management Support Officer
- MSWWF 8 : Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Accounts Clerk
Executive Officer (Personal)
- MSWWF 9 : Rs 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Confidential Secretary
- MSWWF 10 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Accounts Officer
- MSWWF 11 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Accounts Officer

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**MSWWF 12 : Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100
x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**

Programme Welfare Officer
Secretary

**MSWWF 13 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100
x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**

IT Officer

**MSWWF 14 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100
x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**

Accountant

**MSWWF 15 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
x 1700 – 64400 x 1800 – 69800**

Programme Coordinator

MSWWF 16 : Rs 103875

General Manager



