

The
Bangladesh  Gazette

Extraordinary
Published by Authority

SUNDAY, MARCH 6, 1983

GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

MINISTRY OF INDUSTRIES AND COMMERCE

Jute Division

NOTIFICATION

Dhaka, the 6th March 1983

No. S.R.O. 95-L/83.—In exercise of the powers conferred by sub-sections (1) and (2) of section 3 of the State-owned Manufacturing Industries Workers (Terms and Conditions of Service) Ordinance, 1979 (XIX of 1979), and in supersession of all Notifications issued in this behalf, the Government is pleased to determine the wage, 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 Mill. This Notification shall be deemed to have taken effect on the 1st day of July, 1977:

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.285—8—365—9—410	As per Appendix 'A'
Assorter (Kutchra)	III	Tk.300—9—390—10—440	Ditto.

(1559)

Price : Taka 2.00

1	2	3	4
Assorter (Pucca)	IV	Tk.310—10—410—12—470	As per Appendix 'A'
Assorter Sardar	VI	Tk.355—13—485—14—555	Ditto.
Assorter Head Sardar (if any as per BJMC approved set-up)	VII	Tk.370—14—510—15—585	Ditto.
BATCHING:			
Bale Opener	I	Tk.270—7—340—8—380	Ditto.
Selector (Baled)	III	Tk.300—9—390—10—440	Ditto.
Selector (Loose)	IV	Tk.310—10—410—12—470	Ditto.
WINDING:			
Reeler & Yarn Bundler	II	Tk. 285—8—365—9—410	Ditto.
Hessian Warp Winder	III	Tk.300—9—390—10—440	Ditto.
Hessian Weft Winder	III	Tk.300—9—390—10—440	Ditto.
Sacking Warp Winder	III	Tk.300—9—390—10—440	Ditto.
Sacking Warp Winder	III	Tk. 300—9—390—10—440	Ditto.
Sacking Weft Winder	III	Tk.300—9—390—10—440	Ditto.
High Speed Mack Roll & Mack Cop Winder	III	Tk.300—9—390—10—440	Ditto.
High Speed Precision Winder	III	Tk.300—9—390—10—440	Ditto.
High Speed Schewiter Cop Winder	III	Tk.300—9—390—10—440	Ditto.
Winder Sardar	V	Tk. 335—12—455—13—520	Ditto.
Winding Head Sardar (if any as per BJMC approved set-up)	VII	Tk.370—14—510—15—585	Ditto.
BEAMING:			
Beamer (Pre-Beaming Machine, Dry Beaming Machine & Dressing Machine)	III	Tk.300—9—390—10—440	Ditto.

1	2	3	4
1st Beamer (Pre Beaming Machine, Dry Beaming Machine & Dressing Machine)	IV	Tk.310—10—410—12—470	As per appendix 'A'
Beaming Sardar	V	Tk.335—12—455—13—520	Ditto.
Beaming Head Sardar (if any as per BJMC approved set-up)	VII	Tk.370—14—510—15—585	Ditto.
WEAVING			
Hessian Weaver Sacking Weaver Beam Tier-cum-Relieving Weaver	IV	Tk.310—10—410—12—470	Ditto.
Canvas Weaver	V	Tk.335—12—455—13—520	Ditto.
Weaving Line Sardar	VI	Tk.355—13—485—14—555	Ditto.
Weaving Head Sardar	VII	Tk. 370—14—510—15—585	Ditto.
FINISHING:			
<i>(a) Sewing:</i>			
Hand Sewer	III	Tk.300—9—390—10—440	Ditto.
Over Head Machine Operator	IV	Tk.310—10—410—12—470	Ditto.
Hemming Machine Operator	IV	Tk.310—10—410—12—470	Ditto.
Herackle Machine Operator	IV	Tk.310—10—410—12—470	Ditto.
Sewing Sectional Sardar	V	Tk.335—12—485—13—520	Ditto.
Finshing Head Sardar	VII	Tk.370—14—510—15—585	Ditto.
<i>(b) Baling:</i>			
Pressman	II	Tk.285—8—365—9—410	Ditto.
1st Pressman	IV	Tk.310—10—410—12—470	Ditto.
Baling Sectional Sardar (if any as per BJMC approved set-up)	V	Tk.335—12—455—13—520	Ditto.

Designation of Time-rated workers.	Grade No.	Monthly wages scale.
1	2	3
JUTE		
Tulandar, Issuer, Khamali, Labourer, and Cleaner/Sweeper.	I	Tk.270—7—340—8—380
Weighman & Sangrawala	II	Tk.285—8—365—9—410
BATCHING:		
Jute piler, Jute Carrier, Teaser, Helper, Root Cutter, Dust Shaker, Helper, Sweeper, Cleaner, Deptt. Labourer.	I	Tk.270—7—340—8—380
Softner Feeder, Softner Receiver, Jute Spreader Feeder, Spreader Receiver, Tandum Teaser Feeder, Tandum Teaser Receiver, Hard Waste Teaser Feeder.	II	Tk.285—8—365—9—410
BATCHING:		
Hard Waste Teaser Receiver, Hotlert Feeder, Hotlert Receiver, Dollop Weighman, Emulsion Tank Operator (Automatic), Dust Shaker Operator, Guillotine Machine Operator.	II	Tk.285—8—365—9—410
Emulsion Tank Operator (non-automatic).	III	Tk.300—9—390—10—440
Teaser Sardar, Softner Sardar	V	Tk.335—12—455—13—520
Head Sardar (if any as per BJMC approved set-up)	VII	Tk.370—14—510—15—585
PREPARING:		
Picking Labourer (If any as per BJMC approved set-up), Sweeper/Cleaner & Deptt. Labourer.	I	Tk.270—7—340—8—380
Breaker-Feeder (ord.), Breaker Receiver-II cum-Finisher Feeder, Finisher Card Receiver-cum-1st Drawing Feeder, Drawing Receiver-cum-Drawing Feeder.	II	Tk.285—8—365—9—410
Drawing Line Sardar, Breaker Card Sardar	V	Tk.335—12—455—13—520

1	2	3
Head Sardar (if any as per BJMC approved set-up).	VII	Tk. 370—14—510—15—585

SPINNING:

Silver can carrier, Sweeper/Cleaner & Deptt. Labourer.	I	Tk.270—7—340—8—380
Bobbin Shifter, Reeler, Yarn Tester	II	Tk.285—8—365—9—410
Twister, Labour Sardar, Sliver can Carrier-cum-Feeder.	III	Tk.300—9—390—10—440
Spinner, Reeler Line Sardar, Twister Sardar (If any as per BJMC approved set-up).	IV V	Tk.310—10—410—12—470 Tk.335—12—455—13—520
Line Sardar & Spinner (Looking after 200 spindles)	VI	Tk.355—13—485—14—555
Head Sardar (if any as per BJMC approved set-up).	VIII	Tk.400—16—560—17—696

WINDING:

Bobbin Cleaner, Cop Godown Labourer, I Spool Delivery Labourer, Deptt. Labourer, Sweeper/Cleaner.	I	Tk.270—7—340—8—380
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BEAMING:

Department Labourer & Sweeper/Cleaner.	I	Tk.270—7—340—8—380
Dyer	II	Tk.285—8—365—9—410
Starchman	III	Tk.300—9—390—10—440

WEAVING:

Departmental Labourer, Sweeper/Cleaner and Carrier.	I	Tk.270—7—340—8—380
Leather Repairer	III	Tk.300—9—390—10—440
Combman	IV	Tk.310—10—410—12—470

1	2	3
FINISHING:		
Bale Carrier, Cutting Machine Receiver, I Sewing Machine Receiver (Helper), Deptt. Labourer, Sweeper/Cleaner, Helper, Measuring Machine Receiver.	I	Tk.270—7—340—8—380
Twist Cutter, Damping Feeder, Damp- ing Receiver, Lapping Machine Feeder, Lapping Machine Receiver, Calender Receiver, Mangle Receiver, Cropping Machine Feeder, Measuring Machine Man, Cutting Machine Feeder, Hoop Cutter, Branding Receiver, Bag Checker and Bag Stamper:	II	Tk.285—8—365—9—410
Cloth Examiner- <i>c.l.m.</i> -repairer, Branding Machine Operator, Calender Feeder, Mangle Feeder, Bag Joiner (by hand):	III	Tk.300—9—390—10—440
Belt Man, Bag Joiner (By Machine)	IV	Tk.310—10—410—12—470
Finishing Sectional Sardar, Markman	V	Tk.335—12—455—13—520

BROAD LOOM MILLS

Designation of piece-rated workers.	Grade No.	Monthly wage scale.	Efficiency for calculation of base rate.
1	2	3	4
Spool Packer (Export yarn if any) Cop Winder, Roll Winder, Pre-beam Beamer, Beamer (Pre- Beam sizing m/c).	III	Tk.300—9—390—10—440	As per Appen- dix 'B'
Winding Sardar (if any as per BJMC approved set-up) & Beaming Sar- dar (if any as per BJMC approved set-up).	V	Tk.335—12—455—13—520	Ditto.

1	2	3	4
Weaver, Beam Tier-cum- Relieving Weaver (if any as per BJMC approved set-up), 1st Pre- Beam Beamer, 1st Beamer (Pre-Beam sizing Machine).	IV	Tk.310—10—410—12—470	As per Appendix 'B'
Weaving Line Sardar	VI	Tk.355—13—485—14—555	Ditto.
Weaving Head Sardar (if any as per BJMC approved set-up).	VII	Tk.370—14—510—15—585	Ditto.

Designation of Time-rated workers.	Grade No.	Monthly wage scale.
1	2	3
Sweeper/Cleaner, Department Labourer	I	Tk.270—7—340—8—380
Broad Loom Beam Tier, (Automatic if any), Rolling up Machine attendant, Broad loom Cloth Packer.	II	Tk.285—8—365—9—410
Broad Loom Cloth Examiner-cum- Repairer, Starchman, 1st Rolling up Machine Attendant (if any as per BJMC approved set-up).	III	Tk.300—9—390—10—440
Mark Man	V	Tk.335—12—455—13—520

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.300—9—390—10—440	As per Appendix 'C'
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BEAMING:

Beamer	III	Tk.300—9—390—10—440	Ditto.
1st Beamer	IV	Tk.310—10—410—12—470	Ditto.

1	2	3	4
Beaming Sardar (if any as per BJMC approved set-up).	V	Tk.335—12—455—13—520	As per Appen- dix 'C'
WEAVING:			
Weaver	IV	Tk.310—10—410—12—470	Ditto.
Line Sardar	V	Tk.335—12—455—13—520	Ditto.
Head Sardar (if any as per BJMC approved set-up).	VII	Tk.370—14—510—15—585	Ditto.
FINISHING:			
Pressman	II	Tk.285—8—365—9—410	Ditto.
Cloth Folder and Re- pairer.	III	Tk.300—9—390—10—440	Ditto.
1st Pressman, Sewing Machine Operator.	IV	Tk.310—10—410—12—470	Ditto.
Finishing Sardar	V	Tk.335—12—455—13—520	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, Labourer.	I	Tk.270—7—340—8—380
Picker Attendant, Softener Feeder, Softener Receiver, Thread Cutter, Hard Waste Teaser Feeder, Hard Waste Teaser Receiver, Teaser Feeder, Teaser Receiver, Dust Shaker Operator, Emulsion Tank Operator (Automatic).	II	Tk.285—8—365—9—410
Emulsion Tank Operator (non-auto- matic).	III	Tk.300—9—390—10—440

1	2	3
Line Sardar	V	Tk.335—12—455—13—520
Head Sardar (if any as per BJMC approved set-up)	VII	Tk.370—14—510—15—585
PREPARING:		
Blender Feeder, Conveyor Attendant, Sweeper/Cleaner, Can Carrier.	I	Tk.270—7—340—8—380
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 Draw- ing Feeder, Dollop Weighman.	II	Tk.285—8—365—9—410
Garnet Attendant	III	Tk.300—9—390—10—440
Line Sardar	V	Tk. 335—12—455—13—520
Head Sardar (if any as per BJMC approved set-up)	VII	Tk.370—14—510—15—585
SPINNING :		
Bobbin Labourer, Long Jute Carrier, Rolls Carrier, Can Carrier, Sweeper/ Cleaner.	I	Tk.270—7—340—8—380
Trion Slubber Feeder, Whitney Slubber Feeder, Roving Feeder, Drawing Receiver.	II	Tk.285—8—365—9—410
Doffer, Twister, Sliver Can Carrier-cum- Feeder.	III	Tk.300—9—390—10—440
Belton Slubber Attendant, Trion Slub- ber Attendant, Whitney Slubber Attendant, Roving Attendant, Head Doffer and Spinner.	IV	Tk.310—10—410—12—470
Line Sardar	V	Tk.335—12—455—13—520
Roving and Spinning Head Sardar (if any as per BJMC approved set-up)	VIII	Tk.400—16—560—17—696
BEAMING :		
Beaming Labourer	I	Tk.270—7—340—8—380

1	2	3
WEAVING :		
Weaving Labourer and Sweeper/Cleaner	I	Tk.270—7—340—8—380
Creelor	II	Tk.285—8—365—9—410
Leather Repairer	III	Tk.300—9—390—10—440
Combman	IV	Tk.310—10—410—12—470
FINISHING :		
Lapper, Cloth Carrier, Finishing Labourer, Finishing Bundle Carrier, Finished Bale Carrier, Sewing Helper.	I	Tk.270—7—340—8—380
Cutting Machine Feeder, Cutting Machine Receiver, Hoop Cutter.	II	Tk.285—8—365—9—410
Markman	V	Tk.335—12—455—13—520

LAMINATION PLANT

1	2	3	4
Designation of Piece-rated workers.	Grade No.	Monthly wage scale.	Efficiency for Calculation of base rate.
Folder	II	Tk.285—8—365—9—410	As per Appendix 'D'
Join Machine Sewer	III	Tk.300—9—390—10—440	Ditto.
Sewing Machine Operator	IV	Tk.310—10—410—12—470	Ditto.

1	2	3
Designation of Time-rated workers.	Grade No.	Monthly wage scale.
Helper, Labourer, Sweeper/Cleaner Truck Worker.	I	Tk.270—7—340—8—380
Cutting Machine Operator, Packer	II	Tk.285—8—365—9—410
Extruder Feeder, Branding Machine Operator, Markman	III	Tk.300—9—390—10—440
Line Sardar (if any as per BJMC approved set-up).	V	Tk.335—12—455—13—520
Extruder Operator	VI	Tk.355—13—485—14—555

AMIN OLD FIELD LIMITED

Designation of Time-rated workers.	Grade No.	Monthly wage scale.
1	2	3
Sweeper/Cleaner, Labourer, Helper, Dust Shaker Operator, Side Trimmer Helper.	I	Tk.270—7—340—8—380
Streader Operator, Garnet Dapper, Hydraulic Press Operator, Saleman.	II	Tk.285—8—365—9—410
Mixture Machine Operator, Tufting Machine Operator.	III	Tk.300—9—390—10—440
Needle Punching Operator, Coating Machine Operator.	IV	Tk.310—10—410—12—470

ENGINEERING, MILL AND FACTORY MECHANICAL DEPTT.

Improver, Cleaner, Khalashi, Coalman, Store Labourer, General & Shafting Oiler.	I	Tk.270—7—340—8—380
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, Gharami.	II	Tk.285—8—365—9—410
Journeyman, Head Motorman, Pin Boy, Gharami, Wireman.	III	Tk.300—9—390—10—440
Furniture Polisher, Welder (Electric & 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,	IV	Tk.310—10—410—12—470

1

2

3

Sliver Can Repairer/Maker, Loco Engine Driver, Rebetor, Points Man, Pumpman (Sprinkler 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 & Warp Stop Motion Fitter, Vice Shops Fitter, Listman, Head Picker and Head Pin Boy.

Letter Painter, Welder, Electric Mistry, V Tk.335-12-455-13-520
 Wood Turner, Turner, Bench Fitter, Milling Machine Man, Boiler Attendant, Diesel Engine Mechanic, Fire Diesel Engine Attendant, Black Smith, Tin Smith, Carpenter, Drillman, Shapperman, Crane Driver, Lifter Driver, Motor Mechanic, Boringman, Planer Machine Man, Extruder Machine Man, Core Maker, Shot Blast Operator, Laddle Maker, Bend Saw Machine Operator, Sliver Can Repairer/Maker, Loco Engine Driver, Rebetor, Pumpman (Sprinkler Hydrant), Heat Treatment Machineman, Mason, Sofa Maker, Saw Machine Man, Crushing Machine Man, Moulder, Gharami Sardar, Khalashi Sardar, Motor Winder, Bobbine Repairer, Fitter, Vice Shop Fitter, Loom Joiner, Carpenter, Ecco Loader and Warp Stop Motion Fitter, Baling Press Driver.

Electric Mistry, Tyndal (Boiler House), VI Tk.355-13-485-14-555
 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, Ecco Loader & Warp Stop Motion Fitter.

1	2	3
Motor Mechanic, Fitter, Turner, 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 & War Stop Motion Fitter.	VII	Tk.370—14—510—15—585
Pattern Maker, Chargehand, Switch Board Attendant, Power House Attendant.	VIII	Tk.400—16—560—17—696

2. Bonus :

Bonus equal to one month's basic wage shall be paid in one financial year to all categories of workers in two equal instalments on two festival occasions.

Any worker who shall work at least 213 days in a year shall be entitled to above bonus in full, i.e. one month's basic wage, any worker who shall work for at least 107 days in a year shall be entitled to half of the above bonus.

3. Medical Allowance :

The medical facilities in kind wherever admissible at present shall continue. Medical Allowance at the rate of Tk.30.00 per month in lieu of medical facilities in kind, will be admissible. Workers getting medical benefits in kind shall not draw any medical allowance in cash or *vice versa*.

4. House Rent Allowance :

The House Rent Allowance of a worker shall be 30% of his basic wage subject to a minimum of Tk.90.00 per month. The deduction of house rent from the workers provided with family/bachelor quarter shall be made at the rates which were in force in IWWC of 1973.

5. Conveyance Allowance :

The system of Conveyance Allowance at Tk.10.00 per month at present admissible to those workers residing beyond one mile radius of the factory premises shall continue.

The present system of *pro-rate* reduction (for leave of absence without pay) of Medical Allowance, House Rent Allowance and Conveyance Allowance shall continue. But if a permanent worker remains absent up to 15 (fifteen) days in a year without sanctioned/authorised leave due to genuine illness subject to the satisfaction of the management will, however, be entitled to Medical Allowance, House Rent Allowance and Conveyance Allowance only for those 15 days.

6. 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 upto 60 (sixty) 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 with full wages for a total period of 14 (fourteen) days in a calendar year. If any permanent worker is found suffering from T.B. as per report of Mill Medical Officer, such case only be referred to the specialist of Government Hospital for necessary examination and diagnosis and on production of valid and genuine certificate from the Specialist, he (concerned worker) may be granted leave with full basic wages for a maximum period of 9 (nine) months in case he does not recover from the disease earlier as per report of the Specialist.

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.

7. Gratuity :

A permanent worker on attaining the age of 55 years shall be compulsorily retired and paid gratuity at the rate of 15 (fifteen) days' last drawn basic wage for each completed year of service provided he had put at least 5 (five) years' continuous service. After 25th April, 1978, the gratuity in case of resignation, termination, discharge on medical ground and retrenchment as against existing practice under the provisions of the Employment of Labour (Standing Orders) Act, 1965 (E.P. Act VIII of 1965) and retirement benefit shall be paid in the following manner :—

- (a) at 14 days' basic wage for every completed year of service for 5—10 years continuous service; and
- (b) at one month's basic wage for every completed year of service for more than 10 years continuous service.

8. Night Shift Allowance :

Night Shift Allowance at Tk.1.00 (one) shall be paid per worker for 8 (eight) hours' work in night shift.

APPENDIX 'A'

1. Efficiency for calculation of Base Rate as per terms and conditions of Agreement, dated 17th June, 1979 and effective from 1st July, 1977 to 31st December, 1979.

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 :

8 mds. per day of 8 hours.

- (c) Pucca Assortment from Boja/Kutcha Bales :

12 mds. per day of 8 hours.

- (d) Assortment from Pucca Bales with hackling (if necessary and applicable) :

16 mds. per day of 8 hours.

- (e) Assortment from Pucca Bales without hackling (if necessary and applicable) :

24 mds. per day of 8 hours.

2. Batching Department :

- (a) Bale Opener Pucca (Cutting, Habijabi and Cut Rope) :

75 mds. per day of 8 hours.

- (b) Bale Opener Pucca (Long Jute) and Morah making :

58.5 mds. per day of 8 hours.

- (c) Bale Opener Kutcha (Long Jute) and Morah making :

100 mds. per day of 8 hours.

3. Winding Department :

- (a) *Reeling* : 300 lbs. per day of 8 hours

Standard yarn—8 lbs.

(b) Bundling : 45 Bundles per day of 8 hours
(1 bundle-56 lbs. Standard yarn)

(c) *Roll Winding (Ordinary Frasers :*

(i) Sacking Warp : Speed—167 yds./minute
Efficiency—60% Standard yarn 10 lbs.
Production/Spindle/Hour—4·17 lbs.

(ii) Hessian Warp : Speed—167 yds./minute
Efficiency—60% Standard yarn 8 lbs.
Production/Spindle/Hour—3·30 lbs.

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

(i) Sacking Warp : Speed—500 yds./minute
Efficiency—65% Standard yarn 10 lbs.
Production/Spindle/Hour—13·53 lbs.

(ii) Hessian Warp : Speed—500 yds./Minute
Efficiency—65% Standard yarn 8 lbs.
Production/Spindle/Hour—10·828 lbs.

For non-Tag-end bobbins and defective machine add 10% of base rate in both the cases.

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

Speed—500 yds/minute
Efficiency—50% Standard yarn 7·5 lbs.
Production/Spindle/Hour—7·813 lbs.

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

(i) Hessian Weft : Speed—108 yds/minute
Efficiency—52% Standard yarn 10 lbs.
Production/Spindle/Hour—2·34 lbs.

(ii) Sacking Weft : Speed—116 yds/minute
 Efficiency—40% Standard yarn 34 lbs.
 Production/Spindle/Hour—6·576 lbs.

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

(i) Hessian Weft : Speed—258 yds/minute
 Efficiency—55% Standard yarn 10 lbs.
 Production/Spindle/Hour—5·866 lbs.

(h) *Schewiter Cop (High Speed) :*

(i) Hessian Weft : Speed—250 yds/minute.
 Efficiency—65% Standard yarn 7·5 lbs.
 Production/Spindle/Hour—5·07 lbs.

(i) *Spool Winding :*

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

(j) *Warp Winding (Rolls 8 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 ozs 11×12
 Machine Speed—300yds./minute at 100%
 efficiency.
 Efficiency—30% for base rate.
 Production—90 yds./minute.
 For non Tag-end spools—add 25% of base
 rate.

(ii) *Dry Beaming (Sacking)* :

Machine speed—38 yds./minute at 100% efficiency.

Efficiency—65% for base rate.

Production—24·70 yds./minute.

(iii) *Cylinder Dressing (Hessian—Ordinary)* :

Machine Speed—25 yds./minute at 100% efficiency.

Efficiency—65% for base rate.

Production—16·25 yds./minute.

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

Machine Speed—70 yds./minute at 100% efficiency.

Efficiency—35% for base rate.

Production—24·50 yds./minute.

5. **Weaving Department :**(i) *Hessian* :

Efficiency—57% for base rate.

Picks/minute—144, R.S. = 46½

Standard Fabric—40"/10 ozs, 11 × 12

Production—7·125 lbs./loom/hour

(ii) *Sacking* :

Efficiency—62% for base rate.

Picks/minute=158, R.S. = 37½"

Standard Fabric = 26½"/14·24 ozs, 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 ozs, 11 × 12.

Production—8·31 lbs. /loom/hour.

- (iv) *Hessian Fabrics up to 36" width—manufactured on Sacking 37½" R.S. Loom :*

Efficiency—57% for base rate.

Picks/minute—158, R.S. = 37½"

Standard Fabric—40"/10 ozs, 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 ozs, 11×12.

Production—7·125 lbs./loom/hour.

- (vi) Low efficient and defectively manufactured looms specified by the Corporation will have the following efficiency :

Hessian :

Efficiency—54% for base rate.

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 loom, such looms being less efficient, the deduction for automatic devices should be as following—

(i) For Ecco Cop Loader—7½%

(ii) For Pre-Bearing—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—60% for base rate.

Production per machine—9.6 bundles of 25 bags each/hour.

(b) Overhead Sewing :

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

Efficiency—55% for base rate.

Production per machine—4.4 bundles of 25 bags each/hour.

(ii) *Hessian* :

(a) Hemming :

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

Efficiency—60% for base rate.

Production per machine—7.2 bundles of 50 bags each/hour.

(b) Herackle :

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

Efficiency—65% for base rate.

Production per machine—7.8 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—2.5 bundles of 25 bags each/hour.

(b) Hand Sewer (2 stitches and 1 knot) :

Efficiency for base rate—3.25 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 and bottom sewn bags no deduction. For overhead sewn bags—add 10% of base rate in case of side and bottom sewn bags only.

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

(iv) *Baling :*

Press :

(a) *Hessian :*

Efficiency—55% for base rate.

Upto 1000 yds. and 600 bags packing—

Production—6.875 bales per hour.

1001 to 2000 yds. and above 600 bags packing—

Production—4.125 bales per hour.

(b) *Sacking :*

Efficiency—50% for base rate:

Upto 300 bags and 1000 yds. cloth packing—

Production—6.25 bales per hour:

Above 300 bags and above 1000 yds. cloth packing—

Production—5 bales per hour.

(c) *Twine :*

Efficiency for base rate—3.6 bales (5 mds. each) per hour.

II. Efficiency for calculation of base rate as per terms and conditions of Agreement, dated 5th January, 1980 and effective from 1st January, 1980.

JUTE MILLS

EFFICIENCY OF INDIVIDUAL

1. *Jute Department :*(a) *Kutchra 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/Kutchra bales :*

8.34 mds. per day of 8 hours.

- (d) Kutcha Assortment from Kutcha 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 Kutcha (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—8 lbs.

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

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

(i) Sacking Warp : Speed—167 yds./minute
Efficiency—56% Standard yarn 10 lbs.
Production/Spindle/hour—3.892 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

For non Tag-end bobbins and defective machine—add 10% of base rate in both the cases.

(v) *Presscession Winding (High Speed):*

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

(vi) *Cop Winding (Ordinary) Frasers and 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—6.247 lbs.

(vii) *Cop Winding (High Speed) Mack Cop:*

(a) Hessian Weft : Speed—258 yds/minute
 Efficiency—52% Standard Yarn 10 lbs.
 Production/spindle/hour—5.547

(viii) *Schewiter Cop (High Speed):*

(a) Hessian Weft : Speed—250 yds/minute
 Efficiency—60% Standard Yarn 7.5 lbs.
 Production/spindle/hour—4.682.

(ix) *Spool Winding:*

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

(x) *Warp Winding (Rolls and Cones):*

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

(xi) *Ply Twine:*

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

2. **Beaming Department:**(i) *Pre-Beam:*

Standard Fabric 40"/10 ozs, 11 × 12
 Machine Speed—300 yds/minute/at 100% efficiency.
 Efficiency—30% for base rate.
 Production—90 yds/minute
 For non-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 ozs, 11 × 12
 Production—7·125 lbs/loom/hour

(ii) *Sacking:*

Efficiency—62% for base rate.
 Picks/minute—158, R.S.=37½"
 Standard Fabric—26½"/14·24 ozs, 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 ozs, 1 × 12.
 Production—8·31 lbs/loom/hour.

(iv) *Hessian Fabrics upto 36" width—Manufactured on Saking 37½" R.S. looms:*

Efficiency—57% for base rate.
 Picks/minute—158, R.S.=37½"
 Standard Fabrics—40"/10 ozs, 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 ozs, 11 × 12
 Production—7·125 lbs/loom/hour.

(vi) *Low efficient and defectively manufactured looms specified by the Corporation will have the following efficiency:*

Hessian: Efficiency—54% for base rate.

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 notion—5%

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

- (i) For Ecco 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.

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 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

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

Efficiency for base rate—3.00 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 and bottom sewn bags no deduction.

For overhead sewn bags—add 10% of base rate in case of side and 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 mds. each) per hour.

1. Efficiency for calculation of Base Rate as per terms and conditions of Agreement, dated 17th June 1979 and effective from 1st July 1977 to 31st December 1979.

(A) Winding Department:

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

Speed	..	..	167 yds./minute
Efficiency	..	..	60% Standard yarn 8 lbs.
Production/Spindle/Hour	..	..	3.30 lbs.
Production/Spindle/Hour	..	..	3 lbs. for below 8 lbs. yarn

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

Speed	..	..	108 yds. /minute
Efficiency	..	..	52% Standard yarn 10 lbs.
Production/Spindle/Hour	..	..	2.34 lbs.
Production/Spindle/Hour	..	..	1.98 for below 8 lbs. yarn

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

Speed	..	..	550 yds./minute
Efficiency	..	..	65% Standard yarn 7.5 lbs.
Production/Spindle/hour	..	..	11.165 lbs.

(iv) *Cop Winding (High Speed) Mack Cop:*

Speed	..	..	258 yds./minute
Efficiency	..	..	65% Standard yarn 7.5 lbs.
Production/Spindle/hour	..	..	5.238 lbs.

(v) *Schewiter Cop (High Speed):*

Speed	..	..	250 yds./minute
Efficiency	..	..	65% Standard yarn 7.5 lbs.
Production/Spindle/Hour	..	..	5.462 lbs.

(B) Beaming Department:**(i) Pre-Beaming Broad Looms:**

Machine Speed	..	..	300 yds./minute at 100% efficiency
Production	..	..	142.48 yds./minute of 10 threads (Standard 1000 yds.)

Note: For non-Tag-end spools, if any—add 10% of base rate.

(ii) Pre Beam Feed Speed Dressing Machine:

Machine Speed	..	..	.70 yds./minute at 100% efficiency
Production	..	..	26.5 yds./minute of 1200 threads (Standard 1000 yards)

(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.

Note: Base rate calculation on the basis of Standard Fabric—40"/10 ozs, 46½" R.S.

(ii) Carpet Backing (Night Speed) Sulzer Looms:

Efficiency	—	68% for base rate
Picks/minute	—	177, R.S. = 152"
Standard Fabric	—	105"/8 ozs (13 × 15)
Production/loom/hour	—	34.771 lbs.

Note: 50% of the base rate of Conventional Broad Loom Standard Fabric—40"/10 ozs, 46½" R.S.

(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)

II. Efficiency for calculation of base rate as per terms and conditions of Agreement, dated 5th January 1980 and effective from 1st January 1980.

(A) Winding Department:

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

Speed	..	..	167 yds. /minute
Efficiency	..	..	58% Standard yarn 8 lbs.
Production/Spindle/Hour	..	..	3.190 lbs.
Production/Spindle/Hour	..	..	2.725 for below 8 lbs. yarn

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

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	..	..	10.821 lbs.

(iv) *Cop Winding (High Speed) Mack Cop:*

Speed	..	..	258 yds./minute
Efficiency	..	..	63% Standard yarn 7.5 lbs.
Production/Spindle/Hour	..	..	5.077 lbs.

(B) Beaming Department:

(i) *Pre-Beaming Broad Looms:*

Machine Speed	..	..	300 yds./minute at 100% efficiency
Production	..	..	142.48 yds./minute of 10 threads (Standard 1000 yds.)

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

(ii) *Pre-Beam Freed 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.

Note: Base rate calculation on the basis of Standard Fabric—40"/10 ozs. 46½" R.S.(ii) *Carpet Backing (High Speed) Sulzer Looms:*

Efficiency—68% for base rate.

Picks/minute—177, R.S. = 152"

Standard Fabric—150"/8 ozs (13×12)

Production/loom/hour—34.771 lbs.

Note: 50% of the base rate of conventional Broad Loom Standard Fabric—40"/10 ozs 46½" R.S.

(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 effective from 1st July 1977.

COTTON BAGGING PLANT

1. Winding Department :

(i) *Sacking Weft:*

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 a 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 Bundling—2.33 bundles per hour

Baling (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 effective from 1st July 1977.

LAMINATION PLANT

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

Piece Rate Calculation for Head Sardar and Sardar of Piece Rated Department and Head Sardar, Line Sardar and Beam Tier-cum-Relieving Weaver of Weaving Department.

- (i) Piece rated departments' Head Sardar's wage to be 50 per cent more than an average basic earnings of the Sardars working under him.
- (ii) Piece rated departments' Sardar's Wage to be 50 per cent more than an average basic earnings of the workers working under him.
- (iii) Weaving Head Sardar's wage to be 50 per cent more than an average basic earnings of the Line Sardars working under him.
- (iv) Weaving Line Sardar's wage to be 50 per cent more than an average basic earnings of the weavers based on 25 looms under his charge.
- (v) Weaving Beam Tier-cum-Relieving Weaver's wage to be 25 per cent more than an average basic earnings of the weavers based on 25 looms under his charge.

The minimum basic wage (National minimum) of an unskilled worker shall be Tk. 270.00 per month.

By order of the
Chief Martial Law Administrator

SK. ABDULLAH

Deputy Secretary.