PERMANENT ARBITRATION TRIBUNAL

RULING

R.N. 556

H. Balgobin - President
M. Serret - Member
H. Seebaluck - Member

Parties

Diamond Cutting Factory Workers Union

and

Beldiam Co. Ltd.

Terms of Reference

1. "Whether the wages/salaries of the employees should be increased by 40% or otherwise"
2. Whether the existing Piece Rate/Production Incentive Scheme should be reviewed as per Annex A or otherwise.
3. Whether the watchmen should be paid the salary of Rs3 250 x 100 – 3750 or otherwise.

The dispute was referred to the Tribunal by the Ministry of Industrial Relations for Settlement under Section 82(1)(f) of the Industrial Relations Act, 1973.

The President of the Tribunal has decided on the appointment of assessors to assist the Tribunal under Article 2 of the 2nd Schedule to the Industrial Relations Act 1973.
Through oversight, no further action has been taken. The situation at the present is the following:

During the course of Arbitration, the Respondent has made the following proposals which have been partially implemented:

1. A 5% adjustment of the different incentive target bonus to correct the existing relating disparities.
2. An increase of the salary of the indirect labour by 3%.
3. An adjustment of the minimum salary to Rs.79 and the introduction of a new grading structure for the employees in lieu of a salary structure resting on scales.

The Tribunal is of the opinion that the issues under consideration need further investigation and parties should be heard on either the appointment of assessors or a possible reference to an independent Salaries Commissioner assisted by a Technical Assessor.

The matter will be mentioned on the 19th of November 2003 at 1.45 p.m.

(H. Balgobin)
President

(M. Serret)
Member

(H. Seebaluck)
Member

27 October, 2003