

MEMORANDUM OF SETTLEMENT

Under Section 18(1) of the Industrial Disputes Act and Rule 25(1) of the Tamil Nadu Industrial Disputes Rules

- Names of Parties : ASHOK LEYLAND LIMITED and its Workmen at Ennore represented by the Ashok Leyland Employees' Union, Madras.

- Representing Employer : Mr R J Shahaney
Managing Director
Mr T M Jawaharlal
Manager - Employee Relations
Mr N Gopalakrishnan
Divisional Manager - Production
Mr K S Ramakrishnan
Manager - Corporate Planning
Mr P S Krishnamurthy
Manager - Industrial Relations

- Representing Workmen : Mr R Kuchelan
President
Mr A Xavier Raj Y Vice
.Mr N Krishna Guptha X Presidents
.Mr J Shanmugam X
Mr N Durairaj
General Secretary
.Mr A Ligoria Y Joint
Mr S Sowrirajan X Secretaries
Mr A Thomas
Treasurer

- Number and broad description of the categories of Workmen : Workmen - 5556 -- Monthly Rated and Daily Rated employed in the factory at Ennore, Madras 600057

SHORT RECITAL OF THE CASE

- 1) The Ashok Leyland Employees' Union representing the Workmen employed at the Ennore Works of the Company (hereinafter referred to as the Union) which is recognised by Ashok Leyland Limited (hereinafter referred to as the Company) as the sole representative of the Workmen working at Ennore Works in Madras presented a Charter of Demands dated 22 December 1980 submitted on 31 December 1980 and also a Supplement dated 17 February 1981 consequent to the expiry of the Settlement dated 30 November 1977 entered into between the parties.

- 2) The Company by its letter MER/TMJ/C:7/81 dated 11 August 1981 communicated to the Union regarding:
 - a) Its envisaged expansion resulting in setting up new factories at Alwar and Bhandara besides the one at Hosur.

 - b) The dependency of the Alwar, Bhandara and Hosur factories on the Ennore Works in matters of Components, Sub Assemblies, Unit Assemblies and the possibilities of having to similarly support and/or assist factories in other countries that may be established.

 - c) The need for introduction of changes in Designs in Components, Sub Assemblies, Unit Assemblies and/or Vehicles.

- d) The need for installation of sophisticated equipment, machinery as additions or as replacements for manufacture of Components, Sub Assemblies, Unit Assemblies etc. with consequential changes in the skills required of operative personnel and job contents of individual and/or group employees.
 - e) The need for import of Components, Sub Assemblies, Unit Assemblies, if required to reach the planned production volumes mentioned in the Annexure to the letter under reference.
- 3) The Management in its letter under reference also communicated to the Union the various strategies, approaches and methods for implementing its production programmes and achieving the production volumes.
- 4) Negotiations between the Management and the Union commenced on 12 August 1981 with the understanding that Management will endeavour to negotiate an amicable settlement of the Demands submitted by the Union and the Union will discuss the contents of the Company's letter and its attachment dated 11 August 1981.
- 5) A Settlement in full and final settlement of all the demands/issues had been arrived at with a view to maintaining cordial relations and to promote the interests of the Workmen and efficient operation of the Company's business on the 31st day of August 1981 which is as under:

TERMS AND CONDITIONS

This Settlement shall cover all Permanent Workmen who are on the rolls of the Ennore Works of the Company, on or after the date of the Settlement but shall exclude all Temporary Workmen, Casual Workmen, Apprentices and Trainees:

1) BASIC PAYa) Pay Scales/Grades

The Pay Scales/Grades for various categories of Monthly Rated and Daily Rated Workmen shall be as per Annexure 'A' with effect from 1 September 1981.

b) Increased Basic Rate

The amounts indicated below against each of the Daily Rated and Monthly Rated Grades shall be added to the Basic of the Daily or Monthly pay of the individual as of 1 September 1981 and the newly arrived Basic of the Daily Rated or Monthly Rated Workmen shall be fitted in the revised Daily Rated or Monthly Rated Grade/Scale applicable:

* Daily Rated

Highly Skilled/ Set'er	..	Rs 3.00 per day	2
Skilled Higher	..	Rs 2.75 per day	1
Skilled Lower/ Viewers (Inspection)	..	Rs 2.60 per day	1
Semi-Skilled Higher	..	Rs 2.21 per day	1
Semi-Skilled Lower/ Unskilled	..	Rs 1.95 per day	2

For Example :

* Daily Rated -
Semi-Skilled Lower

Existing 16.28-0.15-19.28-EB-0.15-20.78
Grade

Proposed 16.28-0.15-20.78-EB-0.15-22.73
Grade

Assumed Basic on
1 September 1981 .. Rs.19.28

+ Increase in Basic .. 1.95

Revised Basic .. Rs.21.23

The revised Basic of Rs.21.23 will be a step in the new grade.

* Monthly Rated

Grades 1 to 6
(as given under
classification in
Annexure 'A') .. Rs.50 00 per month

Grade 7
(as given under
classification in
Annexure 'A') .. Rs.50.00 per month

Grade 8
(as given under
classification in
Annexure 'A') .. Rs.40.00 per month

For Example :

* Monthly Rated -
Clerk Grade III

Existing 390-5-410-7.50-470-EB-7.50-575
Grade

Proposed 390-5-410-7.50-470-EB-7.50-575-
Grade 7.50-665

Assumed Basic on
1 September 1981 .. Rs.417.50

+ Increase in Basic .. 60.00

Revised Basic .. Rs.477.50

The revised basic of Rs.477.50 will be a step in the new grade.

Workmen will continue to be eligible for annual increment in the revised pay scales/grades on due dates.

c) SERVICE WEIGHTAGE - ADDITIONAL SPECIAL PAY

Employees with past service of more than 5 years or 10 years or 15 years as of 1 September 1981 will qualify for additional Special Pay as indicated below:

	<u>5 years & over</u>	<u>10 years & over</u>	<u>15 years & over</u>
* Daily Rated			
Highly Skilled/Setter/Higher	45 Ps/day subject to a max. of Rs 10/- per month	90 Ps/day subject to a max. of Rs 20/- per month	Rs1.35/day subject to a max. of Rs 30/- per month
Skilled Lower/Semi-Skilled Higher	32 Ps/day subject to a max. of Rs 7/- per month	64 Ps/day subject to a max. of Rs 14/- per month	96 Ps/day subject to a max. of Rs 21/- per month
Semi-Skilled Lower/Unskilled	18 Ps/day subject to a max. of Rs 4/- per month	36 Ps/day subject to a max. of Rs 8/- per month	54 Ps/day subject to a max. of Rs 12/- per month
* Monthly Rated			
	(per month)	(per month)	(per month)
Grades 1 to 5	Rs 10/-	Rs 20/-	Rs 30/-
Grade 7	Rs 7/-	Rs 14/-	Rs 21/-
Grade 8	Rs 4/-	Rs 8/-	Rs 12/-

This Additional Special Pay will be computed in the same manner as the computation of the existing Special Pay.

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Clause 3 b

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2) DEARNESS ALLOWANCE

Effective 1 September 1981 Dearness Allowance shall be paid at the rate of 37 Paise per point beyond 1100 points of the Madras City Industrial Workers Cost of Living Index - 1936 base.

Dearness Allowance so calculated will be paid each month on the basis of the previous month's Cost of Living Index (Cost of Living Index for August 1981 shall be the basis for computing Dearness Allowance for the month of September 1981) to all Workmen - Daily Rated and Monthly Rated - entitled to Dearness Allowance payment for attending work on all working days in the month.

If a Workman is absent from work on any working day of the month a proportionate reduction i.e. 1/30th of Dearness Allowance payable shall be deducted for every day of absence.

If a Workman is required to work on the 6th day i.e. a Sunday, the optional working day, Dearness Allowance will be paid at the rate of 1/30th of the Dearness Allowance payable for the month.

3) INCENTIVE BONUS SCHEME

The existing Incentive Bonus Scheme will continue but rates applicable to Daily Rated and Monthly Rated Workmen will be revised as under from 1 September 1981:

a) Daily Rated

<u>Category</u>	<u>Existing Rate per Hour Ps.</u> Before 1.9.81	<u>Revised Rate per Hour Ps.</u> From 1.9.81
Highly Skilled	65	75
Setter	55	65
Skilled Higher	50	60
Skilled Lower/Viewer	40	50
Semi-Skilled Higher	35	40
Semi-Skilled Lower	30	35
Unskilled		
◦ More than 5 years	30	35
◦ Less than 5 years	25	30

b) Monthly Rated

<u>Category</u>	<u>Existing Rate per Hour Ps.</u>	<u>Revised Rate per Hour Ps.</u>
Grades 1 to 3	60	70
Grade 4	55	65
Grades 5 & 6	50	60
Grade 7	40	50
Grade 8		
◦ More than 5 years	30	35
◦ Less than 5 years	25	30

The existing Special Overall Production Incentive Bonus Scheme (hereinafter called the 'Special Incentive Scheme') introduced as per the Memorandum of Settlement of 25 September 1979 will continue to govern all Workmen covered under this Settlement.

- 4) The following Allowances for Workmen covered under this Settlement subject to their fulfilling conditions for eligibility, if any, have been revised as follows:

a) Conveyance Allowance

Conveyance Allowance will be increased to Rs 50/- per month from Rs 40/- per month with effect from 1 September 1981.

Workmen who are provided the facility of Company Bus or Chartered Bus will not be entitled to Conveyance Allowance.

Further, Workmen of Watch & Ward, Maintenance etc who have been provided with Company quarters will not be eligible for the Conveyance Allowance as at present.

b) House Rent Allowance

House Rent Allowance will be increased to Rs 70/- per month from Rs 60/- per month with effect from 1 September 1981.

The existing practice of deduction towards house rent to such of those Workmen who have been provided with Company quarters will continue.

c) Night Shift Allowance

Workmen will continue to be paid Night Shift Allowance as per the rates incorporated in the Settlement dated 30 November 1977 - Annexure 'B'.

However effective 1 September 1981 Workmen who are required to work in the Night Shift (Shifts

commencing or ending between 12.00 Midnight and 6.00 a.m.) and work beyond 12.00 Midnight will be eligible for the Night Shift Allowance at the full rate.

d) Uniforms & Stitching Charges

All Workmen covered by this Settlement will be supplied annually with material towards Uniforms and paid stitching charges as per Annexure 'C'.

e) Washing Allowance

Workmen who are provided with Uniforms and who are in receipt of Washing Allowance will be eligible for the increased rates with effect from 1 September 1981 as follows:

	<u>Existing per month</u>	<u>Revised per month</u>
	Rs	Rs
* Drivers/Security	15	20
* First Aiders	10	15
* Peons	7.50	12.50
* Sweepers	7	12
* Others	5	10

f) Shoes, Towels and Additional
Stitching Charges

Those Workmen who have not been provided with shoes will be eligible for Rs 180/- per annum instead of Rs 131/- per annum towards shoes, towels and additional stitching charges (over and above the stitching charges mentioned in Annexure 'C').

Those Workmen who are provided with shoes by the Company will be eligible for Rs 144/- per

annum towards towels and additional stitching charges instead of Rs 108/- (over and above the stitching charges mentioned in Annexure 'C'). The category of Workmen who are provided with shoes will be required to wear their shoes on all working days during work hours.

g) Long Service Award

The Company introduced an award for recognition of long service.

Workmen who have qualified with a minimum of 20 years continuous service will be eligible for an Automatic HMT Watch as at present.

Further Workmen who complete 25 years of continuous service after 1 September 1981 will now be eligible for an HMT Quartz Watch. Management shall decide the type of Watch.

5) RETIREMENT BENEFIT

Effective 1 September 1981 Workmen who retire on completion of their 58th birth anniversary and have completed a minimum of 15 years service will be eligible for Rs 5000/-.

6) EDUCATIONAL ASSISTANCE

Effective 1 January 1982 all Workmen will be eligible for Educational Assistance of Rs 150/- per annum and this amount shall be payable in June of every year.

Effective 1 January 1982 a second child of a Workman pursuing education in a nursery, school, college or institute will be eligible for Educational Assistance of Rs 150/- per annum which will be paid during the month of June each year, subject to the Employee producing satisfactory evidence.

In view of the Educational Assistance programme the payment of Education Advance will be discontinued effective 1982.

7) LEAVE TRAVEL ASSISTANCE

Effective 1 January 1982 all Workmen are eligible for Leave Travel Assistance of Rs 300/- per annum provided they avail a minimum of 5 days of Earned Leave continuously.

8) EMPLOYEE WELFARE

a) Family Relief Scheme
(Death Relief)

The Memorandum of Settlement dated 30 May 1974 for providing monetary help to the dependents of a deceased Workman will continue to be operative and each Workman shall contribute Rs 1.50 instead of Re 1/- with effect from 1 September 1981.

The Company shall make an equal contribution.

b) Employees Benefit Fund
(Welfare Fund)

The Memorandum of Settlement dated 18 June 1970 provided monetary help for Workmen and

their families in distress under the Employees Benefit Fund will continue to be operative. Each Workman shall contribute Rs 1.50 instead of Re 1/- per month with effect from 1 September 1981.

The Company shall make an equal contribution.

9) EMPLOYEE HEALTH

- a) The existing practice of giving Milk and Vitamin tablets for certain specified category of Workmen employed in specified departments and/or jobs will continue. No addition will be made to the existing number of Workmen who are receiving this benefit.

In addition to continuing this facility the Company will pay Rs 20/- per month towards Milk, Vitamin tablets etc as against the existing Rs 14/- per month with effect from 1 September 1981 for all Workmen covered under this Settlement.

b) Medical Reimbursement

Effective 1st January 1982 reimbursement of Medical Expenses for Workmen who are covered by this Settlement and not covered by the ESI Scheme will be increased from Rs 500/- per year upto a maximum of Rs 600/- per year. The reimbursement will be made in instalments as of January, April, July and October each year. The eligible Workmen may carry forward their eligibility for reimbursement for 3 years.

10) EMPLOYEE HOUSING

The Company agrees to give a Housing Loan of Rs 10000/- (Rupees ten thousand only) to each eligible Workman. The conditions of eligibility and operation of the Housing Loan Scheme will be discussed and settled separately by the Management and the Union.

The Housing Loan shall be interest free and will be recovered in 60 monthly equated instalments commencing from the month following the month in which the loan is given.

The eligibility for Housing Loan will be strictly in accordance with the seniority of the Workmen in the Company and the Housing Loan extended to the eligible workmen will be as follows:

- ° During 1982 - Upto 150 eligible workmen
- ° During 1983 - Upto 250 eligible workmen
- ° During 1984 - Upto 600 eligible workmen

The Company will concurrently endeavour to make every effort for providing housing facilities for the senior most workmen to whom such Housing Loan facility have been agreed with the help of the Life Insurance Corporation of India and/or the Tamil Nadu Housing Board or any other Agency.

If the endeavours in making such arrangements are successful the Company will review its Housing Loan facility to the senior workmen under this Settlement.

11) COMMUNITY DEVELOPMENT

The Company and the Union will jointly undertake the responsibility of 'Community Development' in and around Ennore in Chingleput district, with the primary objective of promoting health, hygiene, welfare, protected water supply and cultural activities of the residents of the community.

The details of Community Development will be incorporated in a Scheme to be drawn jointly by Management and the Union.

The Company will contribute Rs 3/- per month per employee towards the Community Development Fund and the Workmen will contribute Rs 2/- per month towards the Fund.

Contributions to the Fund will commence with effect from 1 September 1981.

The Community Development Fund will be administered by representatives of the Management and the Union.

12) ESSENTIAL SERVICE PERSONNEL

The following categories of Workmen shall be deemed as Essential Service personnel:

- a) All Watch & Ward personnel.
- b) Fire Service Personnel
- c) Conservancy Workmen including those of sewage disposal plant.
- d) Medical Department personnel
- e) All personnel engaged in the maintenance of buildings, plant and equipment.

- f) Telephone Operators
- g) Power Station and Electrical Sub-station personnel
- h) Machine Accounting personnel
- i) Drivers of Company Buses, Cars, Trucks, Ambulance Van, Fire engines etc of the Transport Department.
- j) Telephone Mechanics/Repairmen and
- k) Any other category of employees mutually agreed upon.

The Company recognises the right of personnel employed for essential service as detailed above to be members of the Union. The Union agrees that in view of the nature of their work they will be excluded from participation in any strike, in order to ensure that the safety and well-being of the establishment as well as of the Workmen are not affected during the strike period. It is also agreed that in the event of any strike, the Union will cooperate with the Management to ensure that any material actually being processed shall be completed before work is abandoned. Any of those Workmen acting in violation of this provision shall render themselves liable to disciplinary action. Workmen belonging to those categories will not be required to do any other work which can be construed to imply that the Management seeks to break the strike.

The Union agrees that the Workmen in Heat Treatment Department shall not abandon work when it is in the process.

13) LUMP SUM EX GRATIA PAYMENT

The Management hereby agrees to pay a lumpsum ex-gratia amount of Rs 2000/- (Rupees two thousand only) to each workman covered by this Settlement who has been in Company's service on or before 31 December 1980 and who continues to be on the rolls of the Company on the date of this Settlement in full and final settlement of all claims towards arrears/dues of the enhanced terms and conditions of this Settlement earlier to 1 September 1981 or the effective dates specifically mentioned against terms in this Settlement. Proportionate deduction will be made from this sum in case of eligible Workmen for the period of unauthorised absence, if any, in excess of 25 per cent during the period 1 January 1981 and 31 August 1981. Advances paid to the Workmen as per Company's notices dated 12.4.1980 and 11.4.1981 shall be deemed to have been adjusted in full.

14) In consideration of increases and improvements in wages and allowances, other benefits and/or concessions extended to the Workmen (Daily Rated or Monthly Rated) under this Settlement, the Union on behalf of the Workmen hereby agrees:

- a) To extend wholehearted cooperation to the Management in adopting various strategies designed for achieving the production volumes of Chassis, Engines, Gear Boxes, Rear Axles, Front Axles, Spare Parts, Components, Sub Assemblies, Assemblies and Unit Assemblies whether they are to be manufactured as

finished products at Ennore Works or as finished products at the Company's factories at Hosur, Alwar and Bhandara as the case may be with addition of men, machines/facilities wherever required.

To cooperate with Management in inter-factory transfer of Components, Sub Assemblies, Assemblies and Unit Assemblies, if required, by the various factories of the Company.

Production volumes and other details, as mutually agreed to, are as per Annexure 'D'.

- b) To recognise, assist and cooperate with the Management to have the flexibility in implementing its production programmes in terms of Products, Sub Assemblies Assemblies, Parts etc of other factories in India under the Company's Management and control or other factories in which the Company has a vested interest and control in its management either in India or overseas.
- c) To cooperate with the Management in determining the timings on the basis of the specifications recommended by the manufacturers of the Machine Tools, Equipment etc wherever there is a disagreement.
- d) To cooperate with the Management in the optimum utilisation of special purpose machines or general purpose machines.

- e) To cooperate with the Management in its expansion programmes and achieving the production volumes by:
- Resiting of the existing plant and/or machinery.
 - Introduction, installation and commissioning of more sophisticated machinery and equipment either of a general purpose or of a special purpose.
 - Varying the product mix from time to time to be able to react to the market situation.
 - Regrouping or realigning activities of Shops, Groups, Departments, Divisions etc.
- f) To cooperate with the Management in using imported Components and/or Components bought out or Components, Assemblies from other Units of the Company whenever there are capacity constraints at our Ennore Works.
- g) To cooperate with the Management in execution of all major orders for vehicles and/or parts with the specifications stated in the order to meet customer needs, including fitment of Imported Engine, Gear Box, Assemblies etc.
- h) To constructively and actively cooperate with the Management in maintenance of discipline, decreasing of absenteeism, improving of time-keeping, reducing of scrap and wastage of raw material and consumables; and maximum utilisation of manpower engaged in all types of activities to optimise productivity and production.

- i) That this Settlement is in full and final settlement of all demands contained in their Charter of Demands dated 22 December 1980, Supplementary Demands dated 17 February 1981 and the Demand for revision in incentive dated 22 December 1980 and that during the tenure of this Settlement they will not raise any further demand involving any financial commitment whatsoever to the Management either directly or indirectly except the payment of annual bonus under the Bonus Act.
- j) Not to resort to strike, go-slow or any such direct action during the tenure of this Settlement intended to pressurise Management in pursuance of any dispute or cause for grievance and likewise Management will not resort to lock-out or victimisation; instead both parties will adopt constitutional methods to resolve such disputes/grievances if any through process of collective bargaining.
- k) Union will give full support to improve and maintain good discipline.
- l) In the event of any strike declared by the Union, the Union will cooperate with the Management to ensure that Workmen who are operating and/or processing materials as Components, Sub Assemblies, Assemblies or Finished Products shall not abandon till the work is completed.
- m) The Agreement dated 1 June 1974 regarding fair disciplinary procedure in the Company, Supplemental to the Certified Standing Orders shall continue to be in force in all aspects.

15) CODE OF DISCIPLINE

The Management and the Union reaffirm their faith in collective bargaining and agree to abide by the Code of Discipline adopted at the 16th Session of the Indian Labour Conference held at Nainital in May 1958 and subsequent amendments and clarifications thereto.

The Management agrees to deal with any grievance of any Workman expeditiously in accordance with the mutually accepted grievance procedure of the Company.

- 16) All other terms and service conditions governing the Workmen which are expressly referred to in the previous Settlements will continue to bind the parties unless they have been repealed in writing or altered, amended or restated in this Settlement.

17) PERIOD OF SETTLEMENT

This Settlement shall come into force from the date of signing and shall remain in force till 31 December 1984 and thereafter shall continue to be binding till a new Settlement is reached between the parties. The parties agree that after 30th September 1984 either of them may give three months notice of their intention to terminate this Settlement.

IN WITNESS WHEREOF the parties hereto have signed the Settlement on this 31st day of August 1981.

ON BEHALF OF THE COMPANY

Sd/-
R J Shahaney
Managing Director

Sd/-
T M Jawaharlal
Manager-Employee Relations

Sd/-
N Gopalakrishnan
Divisional Manager-
Production

Sd/-
K S Ramakrishnan
Manager-Corporate Planning

Sd/-
P S Krishnamurthy
Manager-Industrial Relations

ON BEHALF OF THE UNION

Sd/-
R Kuchelan
President

Sd/-
A Xavier Raj
Vice President

Sd/-
N Krishna Guptha
Vice President

Sd/-
Shanmugam
Vice President

Sd/-
N Durairaj
General Secretary

Sd/-
A Ligoria
Joint Secretary

WITNESSES

1) Sd/-
P Ramalingam
Assistant Manager - IR

2) Sd/-
B Gopalakrishna Reddy
Ind. Relations Officer

1) Sd/-
S Sowrirajan
Joint Secretary

2) Sd/-
A Thomas
Treasurer

- Copy to: 1) The Secretary to Government of Tamil Nadu
in charge of Labour, Fort St. George,
Madras 9
- 2) The Commissioner of Labour, Madras
- 3) The Assistant Commissioner of Labour.

REVISED PAY SCALES APPLICABLE
WITH EFFECT FROM 1 SEPTEMBER 1981

I MONTHLY RATED WORKMEN

Category No.	Classification	Scales of Pay Rs
1	<ul style="list-style-type: none"> ✓ Senior Chargehand ✕ Store Foreman ✕ ✓ Senior Rate Fixer ✕ ✓ Junior Designer ✓ Assistant Service Engineer ✕ Junior Sales Representative ✕ 	540-15-615-EB-15-765- EB -15-825-EB-18-987
2	<ul style="list-style-type: none"> ✓ Clerk Grade I ✓ ✓ Progress Chaser Grade I ✓ Store Keeper Grade I Compounder/Pharmacist ✓ Draughtsman ✓ ✓ Head Watchman ✓ Assistant Buyer 	440-10-540-EB-15-615- EB -15-795-EB-15-930
3	<ul style="list-style-type: none"> Nurse ✓ ✓ Stenographer ✓ ✓ Junior Chargehand ✓ Junior Rate Fixer ✕ Stores Chargehand ✕ ✓ Junior Technical Assistant ✓ ✓ Laboratory Assistant ✓ Comptist Grade I ✓ ✓ Punch Operator Grade I ✓ Adrema Operator Bradma Operator 	440-10-570-EB-10-700 EB -10-810

Category No.	Classification	Scales of Pay Rs
4	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Clerk Grade II <input checked="" type="checkbox"/> Progress Chaser Grade II <input checked="" type="checkbox"/> Store Keeper Grade II <input checked="" type="checkbox"/> Telephone Operator <input checked="" type="checkbox"/> Punch Operator Grade II <input checked="" type="checkbox"/> Typist Grade I <input checked="" type="checkbox"/> Senior Inspector <input checked="" type="checkbox"/> Comptist Grade II 	<ul style="list-style-type: none"> 410-7.50-440-10-500- EB-10-600-EB-10-700- EB-10-770
5	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Driver <input checked="" type="checkbox"/> Despatch Rider 	<ul style="list-style-type: none"> 390-5-415-EB-10-515- EB-10-655-EB-10-735
6	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Clerk Grade III <input checked="" type="checkbox"/> Progress Chaser Grade III <input checked="" type="checkbox"/> Store Keeper Grade III <input checked="" type="checkbox"/> First Aider <input checked="" type="checkbox"/> Typist Grade II <input checked="" type="checkbox"/> Tracer <input checked="" type="checkbox"/> Junior Inspector <input checked="" type="checkbox"/> Blue Print Operator 	<ul style="list-style-type: none"> 390-5-410-7.50-470- EB-7.50-575-EB-7.50- 665
7	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Spare Parts Picker & Packer <input checked="" type="checkbox"/> Head Peon <input checked="" type="checkbox"/> Assistant Head Watchman 	<ul style="list-style-type: none"> 390-5-450-EB-5-515- EB-5-585
8	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Peon <input checked="" type="checkbox"/> Watchman <input checked="" type="checkbox"/> Mazdoor (Fair Price Shop) Gate Checker (Fair Price Shop) 	<ul style="list-style-type: none"> 365-5-415-EB-5-495- EB-5-560

II DAILY RATED WORKMEN

Classification	Scales of Pay
31 Highly Skilled	19.70-0.25-21.20-EB-0.50- 26.20-EB-0.50-31.20-EB-0.50 36.20
32 Setter	19.50-0.25-22.25-EB-0.25- 26.25-EB-0.25-29.00
33 Skilled Higher	19.10-0.20-20.10-0.25-21.60- EB-0.25-23.85-0.25-25.60-EB- 0.25-28.35
34 Skilled Lower/ Viewers (Inspection)	18.60-0.20-21.00-EB-0.20-24.40- EB-0.20-26.40
35 Semi-Skilled Higher	18.30-0.17-20.51-EB-0.17-23.23- EB-0.17-24.93
36 Semi-Skilled Lower	16.28-0.15-19.28-EB-0.15-21.53- EB-0.15-23.03
37 Unskilled	16.15-0.15-19.15-EB-0.15-21.40- EB-0.15-22.90

MATERIALS FOR UNIFORM AND STITCHING CHARGES

Sl. No.	Category	No. of Teri-cotton Uniforms per annum	Colour	Quantity in Mtrs. per annum	Stitching charges per annum Rs
1)	Blacksmith	2 Pants 2 Shirts	Khaki Khaki	2.40 4.00	18.00
2)	Battery Shop personnel	do	do	do	do
3)	Chassis Rectification personnel	do	do	do	do
4)	Cutter Grinders	do	do	do	do
5)	Heat Treatment Shop personnel (excepting sand/shot blasters)	do	do	do	do
6)	Mechanics (Service/Transport Department)	do	do	do	do
7)	Test Drivers	do	do	do	do
8)	Welders	do	do	do	do
9)	Watch & Ward personnel	do	do	do	26.00
10)	All other Daily Rated Employees	do	do	2.40 3.60	18.00
11)	Viewers (Inspection)	do	Khaki White	2.40 4.00	18.00
12)	Pickers and Packers	do	do	2.40 3.60	18.00
13)	Engineering Dept. personnel	do	White White	do	do
14)	Head Peon	*5 Pants *5 Shirts	do	6.00 10.00	22.50

* Two years

Sl. No.	Category	No. of Teri-cotton Uniforms per annum	Colour	Qty. in Mtrs. per annum	Stitching charges per annum Rs
15)	Peon	2 Pants 2 Shirts	White White	2.40 Y 4.00 X	20.00
16)	Clerks/Typists/ Stenographers	do	do	do	28.00
17)	Fuel Injection personnel/ Draughtsmen/ Booking Clerks/ Shop Clerks	2 Pants 2 Coats	do	2.40 Y 3.50 X	28.00
18)	Jig Borer	do	do	do	do
19)	Markers	do	do	do	do
20)	Inspectors (Sr. & Jr. attached to Tool Room, Heat Treatment and Cutter Grinding)	do	do	do	do
21)	Punch Operator/ Comptist/Bradma Operator	do	do	do	do
22)	Chargehands (Sr. and Jr.)	do	do	do	do
23)	Lab Personnel	do	do	do	do
24)	Medical Dept. Personnel.	3 Pants 3 Coats 3 Shirts	White White White	3.60 Y 5.25 X 6.00 X	66.00
25)	Drivers	*5 Pants *5 Shirts 1 Coat	White White White	6.00 Y 9.00 X 1.75 X	39.50
26)	Inspectors (Sr. & Jr.)	2 Pants 2 Coats	Khaki White	2.40 Y 3.50 X	28.00

Sl. No.	Category	No. of Teri-cotton Uniforms per annum	Colour	Qty. in Mtrs. per annum	Stitching charges per annum Rs
27)	Setters	2 Pants 2 Coats	Khaki Grey	2.40 3.50	28.00
28)	Women Employees	2 Sarees 2 Blouses 2 Coats	Colour and quality to be specified.		Rs 300.00 inclusive of stitching charges

Number of Uniforms and stitching charges will be as per Table above.

Wherever 5 sets for 2 years are mentioned in the Table, three sets will be issued in the first year and two sets in the second year.

New entrants will be entitled for pro-rated material for Uniforms and stitching charges as follows:

- * Entrants between January and June .. Full Quantum
- * Entrants between July and December .. Half the Quantum

Specification for Material:

- ° Pant & Coat : Tericotton - 48/49/50% Polyester and 52/51/50% Cellulose or Viscose. .. Width 137/138 CMS
- ° Shirts : Tericotton - Polyester 67% and Cotton or Cellulose or Viscose 33%. .. Width 89/90 CMS

N.B. Brand and Blend of Fabric for Uniforms are subject to availability and cost of material.

PRODUCTION VOLUMES ASSEMBLIES - SEPTEMBER 1981

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded	
<u>ENNORE</u>						
Comet	42	42	42	42	42	✓
Mark - I	7	7	7	7	7	
Mark - II	5	5	5	5	5	
Industrial Engines	-	9	-	-	-	
Spares	-	2	2	1	1	
<u>FOR HOSUR, ALWAR, BHANDARA AND OTHER UNITS</u>						
Titan	-	1	1	-	-	
Taurus	-	-	4	4	-	
Mark - II	-	-	-	6	-	
TOTAL - PER DAY	54	66	61	55	55	

PRODUCTION VOLUMES ASSEMBLIES - NOVEMBER 1981

Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
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ENNORE

Comet	44	44	44	44	44
Mark - I	7	7	7	7	7
Mark - II	5	5	5	5	5 56
Industrial Engines	-	9	-	-	-
Spares	-	2	2	1	1 5

FOR
HOSUR, ALWAR,
BHANDARA AND
OTHER UNITS

Titan	-	1	1	-	-
Taurus	-	-	4	4	-
Mark - II	-	-	-	6	-
TOTAL - PER DAY	56	68	63	67	57

PRODUCTION VOLUMES ASSEMBLIES - JANUARY 1982

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
<u>ENNORE</u>					
Comet	42	42	42	42	42
Mark - I	9	9	9	9	9
Mark - II	7	7	7	7	7
Industrial Engines	-	10	-	-	-
Spares	-	2	2	1	1
	<u>58**</u>				
<u>FOR HOSUR, ALWAR, BHANDARA AND OTHER UNITS</u>					
Titan	-	1	1	-	-
Taurus	-	-	6	6	-
Mark - II	-	-	7	-	-
Comet (KD Packs)	6*	6	6	6	6
TOTAL - PER DAY	64	77	73	78	65

* In KD Form

** On Track

PRODUCTION VOLUMES ASSEMBLIES - APRIL 1982

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
<u>ENNORE</u>					
Comet	42	42	42	42	42
Mark - I	9	9	9	9	9
Mark - II	7	7	7	7	7
Incl. Engines	-	10	-	-	-
Spares	-	2	2	1	1
	<hr/>				
	58**				
<u>FOR HOSUR, ALWAR, BHANDARA AND OTHER UNITS</u>					
Titan	-	1	1	-	-
Taurus	-	-	6	6	-
Mark - II	-	-	-	7	-
Comet (KD Packs)	10*	10	10	10	10
<hr/>					
TOTAL - PER DAY	68	81	77	82	69

* In KD Form

** On Track

PRODUCTION VOLUMES ASSEMBLIES - JULY 1982

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
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ENNORE

Comet	42	42	42	42	42
Mark - I	11	11	11	11	11
Mark - II	7	7	7	7	7 60
Industrial Engines	-	10	-	-	-
Spares	-	2	2	1	1
	<hr/>				
	60**				

FOR
HOSUR, ALWAR,
BHANDARA AND
OTHER UNITS

Titan	-	1	1	-	-
Taurus	-	-	6	6	-
Tusker	-	-	-	7	-
Comet (KI Pack)	10*	10	10	10	10
	<hr/>				
TOTAL - PER DAY	70	83	79	83	71

* In KD Form

** On Track

PRODUCTION VOLUMES ASSEMBLIES - JANUARY 1983

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
<u>ENNORE</u>					
Comet	60	60	60	60	60
Tusker					
Industrial Engines	-	13	-	-	-
Spares	-	2	2	1	1
	<u>60**</u>				
<u>FOR HOSUR, ALWAR, BHANDARA AND OTHER UNITS</u>					
Titan	-	1	1	-	-
Taurus	-	-	8	8	-
Tusker	-	8	8	8	8
Comet (KD Pack)	14*	14	14	14	14
<u>TOTAL-PER DAY</u>	<u>74</u>	<u>98</u>	<u>93</u>	<u>91</u>	<u>83</u>

* In KD Form

** On Track

PRODUCTION VOLUMES ASSEMBLIES - JULY 1983

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
<u>ENNORE</u>					
Comet	60	60	60	60	60
Tusker					
Industrial Engines	-	13	-	-	-
Spares	-	2	2	1	1
	<u>60**</u>				
<u>FOR HOSUR, ALWAR, BHANDARA AND OTHER UNITS</u>					
Titan	-	1	1	-	-
Taurus	-	-	8	8	-
Tusker	-	8	8	8	8
Comet (KD Pack)	18*	18	18	18	18
<u>TOTAL - PER DAY</u>	<u>78</u>	<u>102</u>	<u>97</u>	<u>95</u>	<u>87</u>

* In KD Form

** On Track

PRODUCTION VOLUMES ASSEMBLIES - JANUARY 1984

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
<u>ENNORE</u>					
Comet	60	60	60	60	60
Tusker					
Industrial Engines	-	13		-	-
Spares	-	2	2	1	1
	<u>60**</u>				
<u>FOR HOSUR, ALWAR, BHANDARA AND OTHER UNITS</u>					
Titan	-	1	1	-	-
Taurus	-	-	9	9	-
Tusker	-	8	8	8	8
Comet (KD Pack)	-	24	24	18	18
<u>TOTAL - PER DAY</u>	<u>60</u>	<u>108</u>	<u>104</u>	<u>96</u>	<u>87</u>

** On Track

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PRODUCTION VOLUMES ASSEMBLIES - JULY 1984

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
<u>ENNORE</u>					
Comet	60	60	50	60	60
Tusker					
Industrial Engines	-	13	-	-	-
Spares	-	2	2	1	1
	<u>60**</u>				
<u>FOR HOSUR, ALWAR, BHANDARA AND OTHER UNITS</u>					
Titan	-	1	1	-	-
Taurus	-	-	9	9	-
Tusker	-	8	8	8	8
Comet (KD Pack)	-	28	24	18	18
TOTAL - PER DAY	60	112	104	96	87

PRODUCTION VOLUMES ASSEMBLIES - JANUARY 1985

	Chassis	Engines Tested	Gear Box 241/281	Front Axle 4T/5T	Rear Axle Bolted and Welded
<u>ENNORE</u>					
Comet	60	60	60	60	60
Tusker					
Industrial Engines	-	13	-	-	-
Spares	-	2	2	1	1
	<u>60**</u>				
<u>FOR HOSUR, ALWAR, BHANDARA AND OTHER UNITS</u>					
Titan	-	1	1	-	-
Taurus	-	-	10	10	-
Tusker	-	8	8	8	8
Comet (KD Pack)	-	30	24	18	18
TOTAL - PER DAY	60	114	105	97	87

In addition to the Production Volumes mentioned in the previous pages, Ennore will also manufacture and supply loose Components/Sub-Assemblies for:

- 1) Model-wise requirement of Chassis at:
 - * Hosur
 - * Alwar
 - * Bhandara and other Units

- 2) Spare Parts Demand
