

1985

MEMORANDUM OF SETTLEMENT

Dated, 29th day of September 1985

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

- Name of Parties** : M/s Ashok Leyland Limited and its workmen at Ennore Works represented by the Ashok Leyland Employees' Union, Madras
- Representing Employer** : Mr J Joseph
Executive Director (E/M)
- Mr N Gopalakrishnan
General Manager (Manufacturing)
- Mr TM Jawaharlal
Manager Personnel & Administration (E)
- Mr CR Balasubramaniam
Finance Manager (Ennore)
- Mr V Audimoolam
Manager Assemblies & Shop II
- Mr V Amudachary
Manager Shops I, III to VI & HT
- Mr PS Krishnamurthy
Manager Industrial Relations
- Representing Workmen** : Mr VP Chintan, President
- Mr K Sathiyamoorthy |
Mr M Ganesan | Vice-Presidents
Mr A Xavier Raj |
- Mr N Durairaj, General Secretary
- Mr S Sowrirajan |
Mr P Devapandian | Jt. Secretaries
- Mr K Narayanan, Treasurer
- Number and broad description of the categories of Workmen** : Workmen 7263 - Monthly Rated and Daily Rated employed in the Works at Ennore

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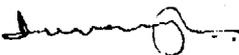
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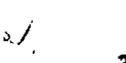
WHEREAS the Ashok Leyland Employees' Union (hereinafter referred to as the Union) representing the workmen employed by Ashok Leyland Limited at its Ennore Works (hereinafter referred to as workmen) being the recognised and sole representative of the workmen terminated vide their Notices dated 24.10.1984 and 8.11.1984 the Wage Settlement dated 31.8.1981 entered into with M/s Ashok Leyland Limited (hereinafter referred to as the Company) and thereafter submitted a Charter of Demands dated 30.12.1984.

WHEREAS the Company by its letter dated 18.4.1985 pointed out that the Union's demands were excessive and far beyond the means of the Company which is operating in a highly competitive and stagnant market since 1982. The Company also pointed out that there could not be a wage revision without a substantial increase in production and highlighted the various corrections to wasteful and restrictive practices and specific improvements in the work practices that are required to achieve a more productive and harmonious working atmosphere at its Ennore Works.

WHEREAS negotiations between the Company and the Union commenced on 20.4.1985 with the purpose of arriving at an amicable Settlement, having in view both the demands submitted by the Union and the various corrections and improvements in work practices sought by the Company through its letter dated 18.4.1985. After a series of meetings extending from April to September 1985, a full and final settlement of all the demands/issues was reached on 14th September 1985 recognising the need to maintain mutually cordial relations and to promote the interests of the workmen and efficient economic and competitive operation of the Company's business.

AND WHEREAS the Terms and Conditions of this Settlement are set out herein below:

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TERMS AND CONDITIONS OF SETTLEMENT

1.0 This Settlement covers all permanent workmen who are on the rolls of the Company at its Ennore Works on or after the date of the Settlement but shall exclude all temporary and casual workmen, Apprentices and Trainees.

2.0 BASIC PAY - REVISION OF

2.1 Pay Scales / Grades

Effective 1.10.1985, the Pay Scales for various grades of Monthly Rated and Daily Rated workmen shall be as per Annexure 'A' hereto.

2.2 Increased Basic Rate

Effective 1.10.1985, the amount indicated below against each of the Daily/Monthly Rated grades shall be added to the respective basic of the Daily or Monthly pay of the individual as of 1.10.1985 and the newly arrived basic of the Daily/Monthly rated workmen shall be fitted in the revised Daily/Monthly Rated scale as applicable:

| <u>Catego- ries</u> | <u>Daily Rated</u> | <u>Increase in Basic Rate</u> (per day) |
|-------------------------|---------------------------------------|--|
| 1 | Highly Skilled I | |
| 2 | Setter I | Rs. 3.00 |
| 3 | Skilled Higher | Rs. 2.75 |
| 4 | Skilled Lower/Viewers (Inspection) | Rs. 2.60 |
| 5 | Semi-Skilled Higher | Rs. 2.21 |
| 6 | Semi-Skilled Lower I | |
| 7 | Unskilled I | Rs. 1.95 |
| <u>Catego- ries</u> | <u>Monthly Rated</u> | <u>Increase in Basic Rate</u> (per month) |
| 1 to 6 | | Rs.60.00 |
| 7 | | Rs.50.00 |
| 8 | | Rs.40.00 |

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2.3 Increment Rates

Workmen will continue to be eligible for annual increment in the revised pay scales on normally due dates unaffected by this Settlement.

2.4 Additional Special Pay (Service Weightage)

Workmen in service with the Company for more than 5 years, 10 years, 15 years or 20 years as on 1.10.1985 will qualify for additional special pay as indicated below:

Daily Rated

| | 5 years & above | 10 years and above | 15 years and above | 20 years and above |
|--------------------------------------|---|---|--|--|
| Highly Skilled/Setter Skilled Higher | 45 P/day subject to a max. of Rs.10/- per month | 90 P/day subject to a max. of Rs.20/- per month | Rs.1.35/day subject to a max. of Rs.30/- per month | Rs.1.80/day subject to a max. of Rs.40/- per month |
| Skilled Lower / Semi-Skilled Higher | 32 P/day subject to a max. of Rs.7/- per month | 64 P/day subject to a max. of Rs.14/- per month | 96 P/day subject to a max. of Rs.21/- per month | Rs.1.28/day subject to a max. of Rs.28/- per month |
| Semi-Skilled Lower/Unskilled | 18 P/day subject to a max. of Rs.4/- per month | 36 P/day subject to a max. of Rs.8/- per month | 54 P/day subject to a max. of Rs.12/- per month | 72 P/day subject to a max. of Rs.16/- per month |

Monthly Rated

| | <u>Per month</u> | <u>Per month</u> | <u>Per month</u> | <u>Per month</u> |
|-------------------|------------------|------------------|------------------|------------------|
| Categories 1 to 6 | Rs.10.00 | Rs.20.00 | Rs.30.00 | Rs.40.00 |
| Categ.7 | Rs. 7.00 | Rs.14.00 | Rs.21.00 | Rs.28.00 |
| Categ.8 | Rs. 4.00 | Rs. 8.00 | Rs.12.00 | Rs.16.00 |

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- 2.5 The Additional Special Pay granted vide para 1(c) of the Terms and Conditions of the Settlement dated 31.8.1981 shall be continued to be paid and merged with the Additional Special Pay envisaged in this Settlement.
- 2.6 With effect from 1.10.1985, the Additional Special Pay will also be taken into account for the calculation of Provident Fund, ESI and Gratuity and Annual Bonus under the Payment of Bonus Act 1965.
- 3.0 DEARNESS ALLOWANCE - REVISION OF
- 3.1 Effective 1.10.1985, Dearness Allowance shall be paid at the rate of 39 paise per point beyond 1100 points of the Madras City Industrial Workers Cost of Living Index - 1936 base.
- 3.2 Dearness Allowance will be paid each month on the basis of the previous month's Cost of Living Index (e.g: Cost of Living Index for September 1985 shall be the basis for computing Dearness Allowance for the month of October 1985) to all workmen - Daily Rated and Monthly Rated entitled to Dearness Allowance payment for attending work on all working days in the month.
- 3.3 If a workman is absent from work on any working day of the month proportionate reduction i.e. 1/30th of Dearness Allowance payable shall be deducted for every day of absence.
- 3.4 If a workman is required to work on the sixth day i.e. Sunday, the Optional Working Day, Dearness Allowance will be paid at the rate of 1/30th of the Dearness Allowance payable for the month.
- 4.0 INCENTIVE BONUS SCHEME - REVISION OF
- 4.1 The existing Incentive Bonus Scheme will continue as per the prevailing terms and conditions agreed between the Management and the Union except for the following modifications in the Incentive Rates effective 1.10.1985:

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4.1 (a) Revision in Incentive Rates:

| <u>Daily Rated Category</u> | <u>Existing (upto 30.9.85)</u> | <u>Revised (from 1.10.85)</u> |
|--|------------------------------------|-----------------------------------|
| Highly Skilled | 0.75 P | 0.90 P |
| Setter | 0.65 | 0.80 |
| Skilled Higher | 0.60 | 0.75 |
| Skilled Lower / Viewer | 0.50 | 0.65 |
| Semi-Skilled Higher | 0.40 | 0.50 |
| Semi-Skilled Lower / Unskilled more than 5 years service | 0.35 | 0.45 |
| Unskilled less than 5 years service | 0.30 | 0.40 |
| <u>Monthly Rated Category</u> | | |
| Category 1 to 3 | 0.70 | 0.85 |
| Category 4 | 0.65 | 0.80 |
| Category 5 and 6 | 0.60 | 0.75 |
| Category 7 | 0.50 | 0.65 |
| Category 8 more than 5 yrs. service | 0.35 | 0.45 |
| Category 8 less than 5 yrs. service | 0.30 | 0.40 |

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

5.0 REVISION OF ALLOWANCES

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

5.1 House Rent Allowance

(a) House Rent Allowance will be increased to Rs.110/- per month from Rs.70/- per month with effect from 1st October 1985.

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- (b) The existing practice of deduction towards House Rent to such of those workmen who have been provided with Company quarters will continue.

5.2 Uniform and Stitching Charges

- (a) All workmen covered by this Settlement will be supplied annually with material towards Uniforms and paid stitching charges as per Annexure 'C' to the Settlement dated 31.8.1981.
- (b) The number and type of Uniform for category of workmen covered under this Settlement shall continue to be the same as per Annexure 'C' to the Settlement dated 31.8.1981.
- (c) Canteen permanent workmen who are being issued with Cotton Uniforms will, effective 1986, be issued with two sets of Terricotton Uniforms. The colour of the Uniforms for these workmen will remain the same. Effective 1986, these employees will be paid stitching charges as applicable to all other Daily Rated employees of the Company as mentioned in Sl. No.10 of Annexure 'C' to the Settlement dated 31.8.1981.
- (d) Women employees working in Canteen will be provided with Uniforms as we have been providing to other women employees of the Company.
- (e) All Security workmen will be given 5 sets of Terricotton Uniforms every 2 years beginning 1986 - 1987. Three sets will be given in the first year (1986) and the remaining 2 sets will be given in the next year (1987) and so on.

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5.3 Shoes, Goggles, Towels and Additional Stitching Charges

- (a) All permanent workmen covered by this Settlement will be given Rs.200/- per annum uniformly instead of Rs.144/- or Rs.180/- per annum as per the Settlement dated 31.8.1981.
- (b) All permanent workmen covered under this Settlement will be provided with one pair of black shoes every year from 1986 onwards. It has been decided to provide B.S.C. "Esquire" or equivalent. All earlier entitlements to shoes shall be deemed as superseded with effect from 1.1.1986.
- (c) All permanent workmen covered under this Settlement will be provided with goggles once in three years beginning 1986, 1987, 1988. Specific entitlements to goggles as per the existing practice will be deemed as superseded and will be discontinued with effect from 1.1.1986. However, all workmen who are now being provided with goggles will be provided with new goggles only after the expiry of three years from the date of the last issue.
- (d) Shoes and goggles shall be procured by the Company in stages during the full year and distributed to the workmen. All workmen will wear shoes/goggles while on duty.
- (e) The existing practice of providing Power Glasses as per our earlier Minutes will continue as a special case, only for the existing number and the categories of workmen as mentioned in the Minutes. Under no circumstances, this will be extended to any other category of the workmen or the number will be increased. No separate issues of shoes will be made to any category of workmen with effect from 1.1.1986.

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5.4 Conveyance Allowance, Washing Allowance and Night Shift Allowance

Conveyance allowance, Washing allowance and Night Shift allowance will remain the same as per the Settlement dated 31.8.1981.

6.0 LONG SERVICE AWARD

Effective 1986, all workmen who have completed 15 years of service in the Company will be presented with HMT Automatic Watch. Consequent to this, the presentation of HMT Watch for completing 20 years of service will cease forthwith.

7.0 RETIREMENT BENEFIT

Effective 1.10.1985 workmen who retire on completion of 58th birth anniversary and who have completed a minimum of 15 years of service with the Company will be eligible to receive Rs.6000/- as retirement benefit.

8.0 EDUCATIONAL ASSISTANCE

The Clause 6 of the Settlement dated 31.8.1981 pertaining to Educational Assistance to workmen will continue to be operative.

9.0 LEAVE TRAVEL ASSISTANCE

Effective 1986, all workmen are eligible for Leave Travel Assistance of Rs.600/- per annum, provided they avail a minimum of 5 days of Earned Leave continuously.

10.0 EMPLOYEE WELFARE

10.1 Family Relief Scheme (Death Relief)

The Memorandum of Settlement dated 30th May 1974 for providing monetary help to the dependants of a deceased workman will continue to be operative and each workman

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10.1 shall contribute Rs.2.00 instead of Rs.1.50 effective 1.10.1985.

The Company shall make an equal contribution.

10.2 Employees' Benefit Fund (Welfare Fund)

The Memorandum of Settlement dated 18th June 1970 providing monetary help for workmen and their families in distress under the Employees' Benefit Fund will continue to be operative. Each workman shall contribute Rs.2.00 instead of Rs.1.50 per month with effect from 1.10.1985.

The Company shall make an equal contribution.

11.0 EMPLOYEE HEALTH

11.1 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.29/- per month towards Milk, Vitamin tablets etc. as against the existing Rs.20/- per month with effect from 1.10.1985 for all workmen covered under this Settlement.

11.2 Medical Reimbursement

Clause 9 (b) of Settlement dated 31.8.1981 in relation to Medical Reimbursement will continue to be operative.

12.0 HOUSING LOAN

12.1 The conditions of eligibility and terms of operation of the Housing Loan Scheme will continue as per the Minutes dated 22.12.1982 and 25.5.1983 signed between the Union and the Company.

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- 12.2 The Company agrees to give a Housing Loan of Rs.10,000/- (Rupees Ten thousand only) to 1000 eligible workmen during the currency of this Settlement viz. between 1.10.1985 and 31.12.1988 as follows:

| <u>Period</u> | <u>No. of Loans</u> |
|-------------------|-------------------------|
| Last Quarter 1985 | 200 (Oct. 85 - Dec. 85) |
| 1986 | 300 (75 each Quarter) |
| 1987 | 300 (75 each Quarter) |
| 1988 | 200 (50 each Quarter) |

13.0 LUMP SUM EX-GRATIA PAYMENT

In full and final settlement of all claims towards revision of wages etc. and other terms and conditions of service for the period from 1.1.1985 to 30.9.1985 or the effective dates specifically mentioned against various terms in this Settlement, the Company agrees to pay a lump-sum ex-gratia amount of Rs.2250/- (Rupees two thousand two hundred fifty only) to each workman covered by this Settlement and who has been in Company's service on or before 31.12.1984 and who continues to be on the rolls of the Company on the 1st October 1985.

Proportionate deduction will be made from this sum in case of eligible workmen for unauthorised absence, if any, in excess of 25% during the period 1st January 1985 and 30th September 1985.

14.0 ADJUSTMENT OF ADVANCES

Advances paid to the workmen as per Company's notices dated 18.5.1982, 13.4.1983, 25.5.1984 and 11.4.1985 shall be deemed to have been adjusted in full as a result of this Settlement and no recovery shall be made on these accounts.

15.0 VEHICLE/ARTICLE LOAN

At the request of the Union, the Company will approach one or two Nationalised Banks to agree to a Scheme for grant of an interest bearing loan to the interested workmen for purchase of Two Wheeler Vehicles/Refrigerator/Colour TV.

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15.0 VEHICLE/ARTICLE LOAN (Contd.)

The Company shall not bear any expenditure in this regard and both workmen and the Company will have to abide by the decision of the Banks.

16.0 ESSENTIAL SERVICE PERSONNEL

16.1 All the conditions applicable to Essential Service Personnel shall continue as per the previous Settlements.

16.2 Apart from the categories of workmen deemed to be Essential Service Personnel as per Settlement dated 31.8.1981, Canteen workmen shall also be deemed as Essential Service Personnel.

17.0 In consideration of increases and improvements in wages and allowances, other benefits and/or concessions extended to the workmen (Daily Rated and Monthly Rated) under this Settlement, and keeping with the tradition in the Company to honour all previous Settlements/Agreements unless specifically altered or time expired, the Union on behalf of the workmen hereby agrees and assures:

17.1 That it will extend wholehearted cooperation to the Management (of the Company) in adopting various strategies designed for achieving higher production volumes of Chassis, Engines, Gear Boxes, Rear Axles, Front Axles, Sub-Assemblies and Unit Assemblies, Spare Parts, Components, etc., whether they are to be manufactured as finished products at Ennore Works or as finished products at the Company's Works at Hosur, Alwar and Bhandara as the case may be with suitable addition and repositioning of men, machines/facilities wherever required.

17.2 that it will wholeheartedly cooperate with the Management (of the Company) in inter-factory transfer of components, sub-assemblies, assemblies and unit assemblies, components, etc. as required, by the various Works of the Company at Alwar, Bhandara and Hosur.

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17.3 that Clause 14(b) to 14(h) of the Settlement dated 31.8.1981, other clauses/conditions agreed and recorded therein between the Company and the Union regarding strategies for production, resiting, regrouping, usage of imported items, etc. will continue to bind the parties unless they have been repealed in writing or altered or amended in this Settlement.

17.4 PRODUCTION VOLUME

(a) Target Volume

For the purpose of this Settlement, the agreed target production volumes of Chassis and Main Assemblies at Ennore Works shall be the same as set out in the Settlement dated 31.8.1981, for January 1985. Additionally, matching Sub-Assemblies, Unit Assemblies, components and for spare parts shall be deemed to be included in the target production volumes.

(b) Current Volume

The manned level of production at Ennore Works as stipulated in the Settlement dated 31.8.1981 for January 1982 will continue for the present except for the following specific changes effective 1st October 1985.

- i) Engine Assembly & Testing etc: 80 Engines per day
- ii) Machining of components for Engines, manning level in Crankcase, Camshaft, Con. rod, Crank Shaft and all other related engine items will be a minimum of 88 sets per day.
- iii) Transfer of KD packs to Alwar, Bhandara, Hosur will be 15 to 18 sets per day. (KD packs include Assemblies such as Engines, Gear Box, Rear Axles, Front Axles and all sub-assemblies, components, raw materials and other items required for production of Chassis/Engines/ Gear Box/Axles etc.

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- 17.4 (b) iv). Requirements of Spare Parts at a NDV volume of Rs.15 crores at 1985 price levels.
- 17.5 These volumes will be achieved, subject to the market demand/economic position, increased production volume from the present level progressively in the intervals of 3 months or 6 months or 12 months as per the need.
- 17.6 In addition to the production volumes mentioned above, the requirements for spares will also be produced at Ennore Works.
- 18.0 All previous Settlements between the Company and Union regarding discipline, standing orders, etc. will continue to be binding on parties hereto unless or any clause or conditions thereof have been repealed in writing or specifically altered or amended by this Settlement. Union has agreed to extend their whole-hearted cooperation with the Management in the implementation of various provisions of Standing Orders to maintain proper discipline.
- 19.0 That the Agreement dated 1st June 1974 regarding fair disciplinary procedure in the Company, Supplemental to the Certified Standing Orders shall continue to be in force in all aspects.
- 20.0 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.
- 21.0 This Settlement is in full and final settlement of all the demands of the Union relating to revision of Pay, Allowances, benefits, etc., and other terms and conditions of service, including incentive revision. The Union hereby agrees that it or any of the workmen will not raise any further demand involving any financial commitment whatsoever either directly or indirectly except for the payment of annual Bonus under the Payment of Bonus Act, 1965.

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22.0 A Settlement in regard to alteration of work practices including merger of activities in Westland and elimination of some of the restrictive/wasteful practices in the Ennore Works to achieve production levels as per agreed norms and manning levels have been separately entered into on the same day of signing this Settlement.

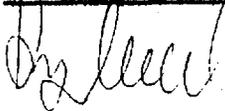
23.0 PERIOD OF SETTLEMENT

23.1 This Settlement shall come into force on 1st October 1985 and shall remain in force till 31st December 1988 and thereafter shall continue to be binding till a new Settlement is reached between the parties.

23.2 The parties agree that after 30th September 1988, either of them may give three months notice of their intention to terminate this Settlement provided it is always understood that the terms of this Settlement shall still continue to be binding on either parties till a new Settlement is reached.

IN WITNESS WHEREOF the parties hereto have signed the Settlement on this 29th day of September 1985.

ON BEHALF OF THE COMPANY



J Joseph
Executive Director (E/M)



N Gopalakrishnan
General Manager (Mfg.)



TM Jawaharlal 2/19/85
Manager Personnel and
Administration (Ennore)

ON BEHALF OF THE UNION



VP Chintan
President



K Sathiyamoorthy
Vice-President



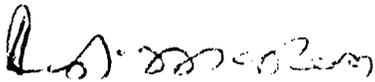
M Ganesan
Vice-President



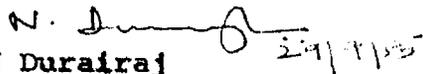
CR Balasubramaniam
Finance Manager (Ennore)



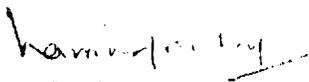
A Xavier Raj
Vice-President



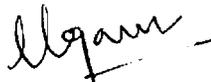
V Audimoolam
Manager Assemblies & Shop II



N Durairaj
General Secretary



V Amudachary
Manager Shops I, III to IV & HT



S Sowrirajan
Joint Secretary



PS Krishnamurthy
Manager Industrial Relations

WITNESSES:

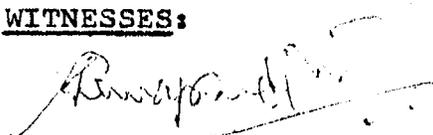
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P Ramalingam
Asst. Manager - IR

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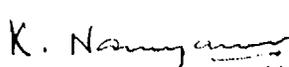
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P Devapandian
Joint Secretary

2. B Gopalakrishna Reddy
Industrial Relations Officer

2.



K Narayanan
Treasurer

- Copy to: 1. The Secretary to Government of Tamil Nadu
Labour Department, Fort St. George, Madras-9
2. The Commissioner of Labour, Madras - 6
3. The Asst. Commissioner of Labour, Madras-6

I MONTHLY RATED WORKMEN

| CATEGORY NO. | CLASSIFICATION | SCALE OF PAY |
|--------------|---|--|
| 1 | Senior Chargehand Junior Designer | Rs. 540-15-615-EB-15-765-EB-15-825-EB-18-987-EB-18-1167/-. |
| 2 | Clerk Grade I Progress Chaser Gr. I Draughtsman Head Watchman | Rs. 440-10-540-EB-15-615-EB-15-795-EB-15-930-EB-15-1065/-. |
| 3 | Stenographer Junior Chargehand Jr. Tech. Assistant Laboratory Assistant Comptist Grade I Punch Operator Gr. I | Rs. 440-10-570-EB-10-700-EB-10-810-EB-10-900/-. |
| 4 | Clerk Grade II Progress Chaser Gr. II Punch Operator Gr. II Comptist Grade II Typist Grade I Senior Inspector | Rs. 410-7.50-440-10-500-EB-10-600-EB-10-700-EB-10-770-EB-10-880/-. |
| 5 | Driver Despatch Rider | Rs. 390-5-415-EB-10-515-EB-10-665-EB-10-735-EB-10-845/-. |
| 6 | Clerk Grade III Progress Chaser Gr. III First Aider Typist Grade II Junior Inspector Tracer Blue Print Operator | Rs. 390-5-410-7.50-470-EB-7.50-575-EB-7.50-665-EB-7.50-725/-. |
| 7 | Spare Parts Picker & Packer Asst. Headwatchman | Rs. 390-5-450-EB-5-515-EB-5-585-EB-5-635/-. |
| 8 | Peon Watchman Mazdoor (Fair Price Shop) | Rs. 365-5-415-EB-5-495-EB-5-560-EB-5-625/-. |

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II DAILY RATE SCHEDULE

| CLASSIFICATION | SCALE OF PAY |
|---------------------------------------|---|
| HIGHLY SKILLED | Rs. 19.70-20.25-21.20-ES-0.50-26.20- ES-0.50-31.20-ES-0.50-36.20-ES- 0.50-40.20 |
| BETTER | 19.50-20.00-22.25-ES-0.25-26.25- ES-0.25-30.00-ES-0.25-33.25 |
| SKILLED HIGHER | 19.10-20.20-20.10-0.25-21.60-ES- 0.25-23.20-0.25-25.60-ES-0.25- 26.35-ES-0.25-31.60 |
| SKILLED LOWER/ VIEWER (INSPECTION) | 19.60-20.30-21.00-ES-0.20-24.40- ES-0.20-26.40-ES-0.20-30.00 |
| SE I-SKILLED HIGHER | 19.30-20.17-20.51-ES-0.17-23.23- ES-0.17-24.93-ES-0.17-27.14 |
| SE I-SKILLED LOWER | 19.20-20.65-19.20-ES-0.15-21.53- ES-0.15-23.53-ES-0.15-25.73 |
| UNSKILLED | 19.70-20.50-21.15-ES-0.15-21.40- ES-0.15-22.70-ES-0.15-25.60 |

N. J. [Signature]

D. P. [Signature]
20/9/85