

MEMORANDUM OF SETTLEMENT

Representatives of employers:-

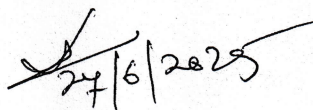
1. Anjan Kr. Das, T.T.A.I.
2. Sumanta Poddar, Sr. Manager, Manu valley T. Estate.
3. Satya Narayan Pandey, Maheshpur TE
4. Partha Pratim Nandy, Golakpur TE
5. A.K. Biswas, Mekhlipara T. Estate.
6. Krishna Kumar Yadav, Sarala Tea Estate.
7. Ajay Kumar Singh, Ranibari Tea Estate.
8. Biswanath Banik, Binodini Tea Estate.
9. Sujit Barai, Narendrapur Tea Estate.
10. Vishal Mittal, Mahabir Tea Estate.
11. Dwaipayan Chakraborti, Rang Rung TE
12. Kishore Dutta, TTDC Ltd.
13. Ratan Kumar Hajari, Leelagarh TE
14. Bipul Saha, Laxmilunga TE
15. Santanu Chakraborty, Huplongcherra T E

Representatives of employees:-

1. Kanu Ghosh, C.I.T.U.
2. Amrita Lal Saha, TCMU
3. Ashit Kr. Sen, TCMU
4. Shribatsa Tanti, TCMU
5. Tapan Mahali, TCMU
6. Kanu Dey, TCMU
7. Netai Das, TCMU
8. Paresh Paik, C.I.T.U.
9. Arjun Bonarj, CITU
10. Anjan Singh, TTMS
11. Shyamalendu Bikash Pal, B.M.S.
12. Haripada Nayek

SHORT RECITAL OF THE CASE

The revision of fixation of salary for the staff and sub-staff of the Tea garden of the State was last done on 10-01-2023 at a tripartite agreement. The period of agreement was effective upto 31st March, 2025. Hence to revise the Pay Scale of staffs and sub-staffs of tea garden, the Conciliation Officer i.e. Labour Commissioner took up the matter and invited tripartite meetings on 27-06-2025. A prolonged discussion is held on the issue for revision of salary for the staff and sub-staff of the Tea garden of Tripura. The Labour Commissioner appraised the house on the necessity of the settlement for revising pay scale for the staff and sub-staff employed in various tea gardens in the State of Tripura. After discussion on various issues


24/6/2025

and taking into consideration of the views of the employers and employees representatives, following decisions are arrived in the following terms & conditions.

TERMS AND CONDITIONS

1. It is agreed by both the parties that the revised basic pay of staff and sub-staff will come into effect from **1st April, 2025** and will remain valid upto **31st March, 2028**.
2. Further it is also agreed that 18% fixation benefit on the amount of existing basic pay after allowing one increment on the pre-revised pay scales at the rate as due in each staff and sub-staff is payable as on **1st April, 2025**.
3. The amount arrived at, on the fixation benefit, 20% DA and 20% VDA are to be added.
4. The due arrears at revised rate w.e.f. **1st April, 2025** will be paid to the staff and sub-staff in 3 (three) equal instalments within **31-12-2025**.

Signature of the **Employers** representatives

Deja on Beharim T. P. Pant / Associate
Aniya Kanti Biswan
Mekhlipara, T.E.
Kushina Kumar Yadav
Biswanath Bora
Binodini Tea Estate
27/06/25 - Huplongchera Tea Estate
Ajay Kumar Singh
Ranibari T.E.
Parma Pratim Nandy
Golchupur Tea Estate
Dhirendra Chakravarti
Sabyakarni on Pandey
Meharpara T.E.
Srejit Barua
Narendrapur, Cha Bagan
Vishal Mittal
Mahabir Tea Estate
Ratan Kr. Hajari
Leclagash T.E.
Kisor Datta, AM, TTDC Lt. 1

Signatures of the **Employees** representatives

Kame Ghosh. CITU-94364
2. Asmit Lal Saha INTUC-TMC0780
3) Ashit Kumar Sen - INTUC-TMCU
4) Kama Beg - INTUC-TMC
5) Shibabha Tanti T.M.C.U
6) Nitai Beg - T.M.C
7) Tapan Meher T.M.E
8) Ghatapati (ITU)
9) Pooja Puz CITU
10) 213 013 ANCARO
11) Arjun Singh (TTMS)
12) Shyamgandu Beharal (Bora)
27/6/2025
(Dhan Babu Reang, IAS)
Conciliation Officer
(Labour Commissioner)

Witness

(Birendra Bhushan Das)
Joint Labour Commissioner,
Labour Directorate,
Govt. of Tripura.