

MEMORANDUM OF SETTLEMENT

Representatives of employers:-

1. Anjan Kr. Das, T.T.A.I.
2. Sumanta Poddar, Sr. Manager, Manu valley T. Estate.
3. Bhaskar Prasad Chaliha,
4. Manik Rn. Das, M.D., T.T.D.C. Ltd.
5. Subrata Bhowmik, Mekhlipara T. Estate.
6. Suresh Kr. Chowdhury, Gopalnagar Tea Estate.
7. Ramesh Sharma, Harishnagar Tea Estate.
8. Biswanath Banik, Binodini Tea Estate.
9. Ashish Adhikari, Durgabari Tea Estate.
10. Joydeep Ganguly, Fatikcherra Tea Estate.

Representatives of employees:-

1. Kanu Ghosh, C.I.T.U.
2. Amrita Lal Saha, I.N.T.U.C.
3. Ashit Kr. Sen, I.N.T.U.C.
4. Shribatsa Tanti, I.N.T.U.C.
5. Pradip Dey, C.I.T.U.
6. Paresh Paik, C.I.T.U.
7. SK Anup Gowala, BMS
8. Nitai Das, I.N.T.U.C.
9. Anjan Singh, B.M.S.
10. Rajesh Tanti, B.M.S.
11. Shyamalendu Bikash Pal, B.M.S.
12. Ananta Tanti, C.I.T.U.

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 12-02-2021 at a tripartite agreement. The period of agreement was effective upto 30th November, 2022. 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 29-12-2022 and 10-01-2023. 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 prolonged discussion and taking into consideration the views of the employers and employees representatives, following decisions are taken.



TERMS AND CONDITIONS


1. **17.5% fixation benefit** on the amount of basic pay drawn by each staff and sub-staff of the T.E. as on 30th November, 2022 will be added to form the new basic pay. This new basic pay shall come into effect from **1st December, 2022**.
2. On the amount arrived at, on the fixation benefit, 20% DA and 20% VDA are to be added.
3. The due arrears at revised rate w.e.f. 01-12-2022 will be paid to the staff and sub-staff in one installment on or within March, 2023.
4. The terms of the memorandum of the settlement shall be valid up to **31st March, 2025**.

Signatures of workers representatives

1. Karam Ghosh, CITU
2. Anv Anvita Saha TEMU (INTOC)
9436457804, anvita@anvita.in
3. Ashit Kumar Sin G.S.CMU (INTOC)
9436136678
- 4) Pankaj Das CITU
- 5) Debabrata Tanti
- 6) Pradip Das (CITU)
- 7) Ananta Das (CITU)
- 8) Nitai Das (INTOC)
- 9) Anjan Singh (BMS)
- 10) Subramanian
- 11) Rajesh Tanti - B.M.S
- 12) Anup Kowal - B.M.S
13. Rajmalanoli Behera Dal. BMS.

Signatures of Employers representatives

1. Anvita Saha
2. Anvita Saha
3. SK Choudhary
4. Biswanath Das
5. Isherma
6. P. Chelika
SVBITA
7. Sujit Das
8. Manik IN Das, MD, TTDCI
9. Anish Adhikari, Director T.R.
10. Subrata Das


(Dr. Naresh Babu N.)
Conciliation Officer
(Labour Commissioner)
Government of Tripura