

Rate Analysis for Unskilled Labourer

Unskilled Workmen rate per day

Latest available Rate - 2022

$$\begin{aligned} \text{Unskilled Labourer basic rate} \\ \text{(all inclusive excluding VAT} \\ \text{and contractors Profit \& Overhead)} &= \text{Rs. 1861.00} \quad + \quad 3\% \\ &\quad \text{(Rate Book 2021, Revision} \quad \text{(Rate Book 2021,} \\ &\quad \text{December)} \quad \text{Revision of April 2022)} \\ &= \text{Rs.1917.00} \end{aligned}$$

$$\begin{aligned} \text{Rs.1917.00 X 24} \\ \therefore \text{ for Average 24 days per month} &= \text{Rs.46,008.00} \end{aligned}$$

$$\begin{aligned} \text{For EPF (12\%) + ETF(3\%)} &= \text{Rs. } \frac{\underline{46,008.00}}{1.15} \\ &= \text{Rs. 40,007.00} \end{aligned}$$

$$\begin{aligned} \text{Average per day} &= \text{Rs. } \frac{\underline{40,007.00}}{24} \\ &= \text{Rs.1667.00} \\ &= \text{Say Rs. } \underline{1,700.00} \end{aligned}$$

Over time Rate per hour per person

$$\begin{aligned} \text{❖ Over time Rate : } (\frac{1700 \times 1.5}{8}) &= \text{Rs. 318.75} = \text{Say Rs 320.00} \end{aligned}$$

Average cost for Attendance Incentive & Penalty

Attendance Incentive	
No of Days Present During a month	Monthly Attendance Incentive (LKR)
25 or more	5,000.00
24	4,000.00
23	3,000.00
22	2,000.00
21 to 18	Not Applicable

Attendance Penalty	
No of Days absent during a month	Monthly Attendance Penalty (LKR)
1 days less than 18 days	1,000.00
2 days less than 18 days	2,000.00
3 days less than 18 days	3,000.00
4 days or more less than 18 days	5,000.00

Assume No of Workmen	=	100
55% of Workmen Incentive for more than 25 days	=	Rs. 2,750.00
20% of Workmen Incentive for more than 24 days	=	Rs. 800.00
20% of Workmen Incentive for more than 23 days	=	Rs. 600.00
5% of Workmen Incentive for more than 22 days	=	Rs. <u>100.00</u>
Average Cost for Attendance & Penalty	=	Rs. <u>4,250.00</u>