**Details of Remuneration and Benefits of Directors and Officers of SriLankan Airlines Limited**

The employment categories of UL are classified in to Cabin Crew, Flight Crew, Executive and Managers, Senior Managers, Aircraft Engineers, Aircraft Technicians. Remuneration information of executive staff of SriLankan Airlines Limited are given below based on this categorization. All amounts are indicated in LKR per month unless stated otherwise stated

Based on the annual accounts from March 2017 up to December 2017 of financial year 2017/18, the total remuneration cost of Senior Managers, Managers and Executives constitutes 2.36 % of the total cost. The total remuneration cost of Cabin Crew and Flight crew constitute 2.84% and 3.75% of the total cost of the Airline respectively.

# 1. Cabin Crew Remuneration Details

## 1.1 Basic Salary Details

Monthly basic salary details are as follows;



## 1.2 Allowances Details

## 1.2.1 Monthly Fixed Allowances

Monthly fixed allowances details are as follows;



\* Based on number of years of service in grade as specified in CBA

## 1.2.2 Monthly Variable Allowances

## Meal Allowance

Meal Allowances whilst on Layover Trips or Turn-Around Trips (for all locations) will be paid as follows when Cabin Crew are on flight duty:



## Overnight Allowance for Hotels



## Productivity Allowance



**Transport**

**Home pick up and drops are provided.**

**Number of Employees and Monthly Gross Earnings by Grade in LKR**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **No. of Employees** | **Minimum** | **Maximum** |
| C1 - Ground/Flight Attendant | 268 | 158,680 | 278,120 |
| C2 – Flight Attendant | 27 | 161,680 | 283,120 |
| C3 - Senior Flight Attendant | 503 | 191,200 | 330,040 |
| C4 – Cabin Services Supervisor | 269 | 256,320 | 461,480 |
| C5 - Purser | 122 | 368,200 | 630,600 |

# 2. Flight Crew (Pilots and First Officers) Remuneration Details

## 2.1 Basic Salary Details



## 2.2 Allowances Details

## 2.2.1 Monthly Fixed Allowances

Monthly fixed allowances details are as follows;



## 2.2.2 Monthly Variable Allowances

## Productivity Allowance



## Off Day Payments



## Meal / Overnight Allowance



**Transport**

Home pick up and drops are provided.

**2.3 Number of Employees and Monthly Gross Earnings by Grade in LKR without variable allowances mentioned above**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **Number of Employees** | **Minimum** | **Maximum** |
| P- Junior First Officer | 58 | 701,480 | 916,560 |
| P1 – First Officer | 101 | 947,825 | 1,320,600 |
| P2 – Captain | 163 | 1,494,975 | 2,402,500 |

# 3. Executives and Managers Remuneration Details

## 3.1 Basic Salary Scales

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Grade | No: of Employees | Minimum | Average | Maximum |
| 8.1 - Executive | 250 | 60,000 | 88,905 | 185,909.00 |
| 8.2 Snr.Executive | 256 | 80,000 | 126,107 | 222,021.00 |
| 8T – Aircraft Maintenance Esecutive | 16 | 80,000 | 176,842 | 193,708.00 |
| 9 – Sectional Manager | 179 | 115,000 | 174,562 | 275,535.00 |
| 10 – Departmental Manager | 62 | 175,000 | 232,624 | 376,000.00 |

## 3.2 Main Allowances Paid (Monthly)



\* Value of 270 liters of Octane 92 petrol + Rs. 7,500.00

## 3.3 Engineering Managers

## 3.3.1 Basic Salary Scales

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **No. of Employees** | **Min** | **Average** | **Maximum** |
| E5 – Sectional Manager | 13 | 774,223.00 | 874,921.00 | 988,547.00 |
| E6- Departmental Manager | 4 | 1,036,768.00 | 1,049,735.00 | 1,065,884.00 |

## 3.3.2 Main Allowances Paid (Monthly)



**4. Senior Managers Remuneration Details**

## 4.1 Basic Salary Scales

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **No. of Employees** | **Minimum** | **Maximum** |
| 11 – Senior Manager | 17 | 200,000 | 600,000 |
| E7 – Senior Manager Engineering | 2 | 1,100,000 | 1,200,000 |
| 12 – Divisional Head | 12 | 425,000 | 1,000,000 |
| 13 – Chief Officer | 5 | 1,900,000 | 3,300,000 |

## 4.2 Main Allowances paid monthly

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Allowance** | **11 – Senior Manager** | **E7 –Senior Manger Eng.** | **12 – Head** | **13- Chief Officer** |
| Telephone | 3,500 | 3,500 | 3,500 | Given on Note 1 below |
| Entertainment | 10,000 | 10,000 | 12,000 |
| Vehicle Allowance | 80,000 or Company car | 80,000 or Company car | 125,000 or Company car |
| Fuel Allowance | 200/300 litres for CMB/CAK respectively | | 375/450 litres for CMB/CAK respectively | |

**Note 1**

* Entertainment - may be claimed for reimbursement based upon actual costs and receipts.
* Telephone Bills - Any itemized overseas/local business calls may be claimed for reimbursement based upon actual costs and receipts.
* Company Car & Fuel - Provided with a company maintained car and driver.  Fuel allocation for the month as below;

# 5. Aircraft Engineers Remuneration Details

## 5.1 Basic Salary Scales

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **Minimum** | **Average** | **Maximum** |
| L1/E1 | 85,000 | 106,439 | 187,310 |
| L2/E2 | 135,000 | 156,681 | 293,260 |
| L3/E3 | 195,000 | 249,255 | 448,560 |
| L4/E4 | 220,000 | 377,297 | 546,080 |

## 5.2 Monthly Fixed Allowances

|  |  |
| --- | --- |
| **Allowance** | **Amount (LKR)** |
| Approval Allowance | 5,000/- to 200,000/- |
| Fuel Allowance | 54,000 |
| Premium Allowance | 54,000 to 539,657 |
| Shift Allowance | 12,000/- |
| Telephone Allowance | 3,000/- |

## 5.3 Monthly Variable Allowances

## 5.3.1 Payment for Working on a Day-Off

On occasions an Engineer may be required for work on a day-off, they shall receive a day-off payment per hour for each hour worked, as follows, subject to a minimum payment of 6 hours.



## 5.3.2 Flying Spanner Allowance

Flying Spanner Allowance (FSA) of USD 25.00 per hour for each hour worked on a day-off, subject to a minimum payment for 4 hours which is a minimum of USD 100.00 per occasion, and subject to a maximum payment for 15 hours which is a maximum of USD 375.00 per occasion.

## Meal / Night Stop Allowances as a Flying Spanner



**Night-Stop** L1-L3 USD 30.00 On-duty at 00.01 and layover included

L4 USD 40.00 On-duty at 00.01 and layover included

**Monthly Gross Earnings by Grade in LKR**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **No. of Employees** | **Minimum** | **Maximum** |
| E1/L1 | 47 | 238,334.00 | 559,847.00 |
| E2/L2 | 41 | 414,031.00 | 592,395.00 |
| E3/L3 | 67 | 562,972.00 | 1,040,611.00 |
| E4/L4 | 26 | 781,139.00 | 1,257,316.00 |

Based on basic salary + fixed allowances (Premium + Approval + Fuel + Telephone + Shift) No variable allowances considered for the above

# 6. Aircraft Technicians Remuneration Details

## 6.1 Basic Salary Scales



## 6.2 Monthly Fixed Allowance



## 6.2.1 Premium Allowance Payment by Grade



## 6.3 Monthly Variable Allowances

## 6.3.1 Flying Spanner Allowance

It is agreed that on occasions a Technician may be required to perform flying spanner duties by working extra overtime hours (either to extend a normal rostered working day or by working on a day-off), whereby they accompany an aircraft for the purposes of certification of that aircraft at an overseas on-line station. In these cases when a Technician works overtime hours to perform flying spanner duties, they shall receive overtime payments for actual overtime hours performed.

## Meal / Night Stop Allowances as a Flying Spanner



**Night-Stop** T2-T3 USD 18.00 On-duty at 00.01 and layover included

T1 USD 15.00 On-duty at 00.01 and layover included

## 6.3.2 Other Variable Allowances

All other variable allowances are paid on the same basic as staff in Grades 1 – 7. However Technicians Premium Allowance is taken into consideration when doing overtime and statutory holiday payments.

## 6.4 Approval Allowance

LKR 4,000 upwards depending on the Approvals held.

**Monthly Gross Earnings by Grade in LKR**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **No. of Employees** | **Minimum** | **Maximum** |
| T1 –Junior Aircraft Technician | 69 | 41,800.00 | 68,115.00 |
| T2 – Aircraft Technician | 254 | 56,450.00 | 248,584.00 |
| T3 – Senior Aircraft Technician | 150 | 165,636.00 | 387,313.00 |

Above earnings indicate the monthly fixed earnings only. No variable allowances taken for calculation

**7. Directors’ Fees and Travel Benefits**

The Chairman and directors in office do not receive any salary or allowance. Their entitlement of Directors’ Fees and travel are as follows.

**7.1 Directors’ Fee relating to Board Meetings**

7.1.1.  Directors, for legal and accounting responsibilities, are entitled to a Directors’ Fee of LKR 37,500/- per meeting, which Fee is subject to withholding tax, if any. At present, the Chairman is not drawing the fees relating to the board meetings.

**7.2 Directors’ Fees for Audit Committee Meetings and Human Resources & Remuneration Committee**

7.2.1.     Directors appointed to the above Committees will be paid a sum of LKR 30,000/- as attendance fees for each committee meeting, if only attended.

**7.3 Directors Travel Entitlement**

7.3.1.   The entitlement of the Chairman and Directors in office will be limited to 03 sets of tickets per year for holiday travel on Business Class to any online destination on UL.

7.3.2.   Any additional personal travel of the Chairman and Directors in office traveling on any online destination of UL is required to purchase an Economy Class ticket which entitles them to an upgrade to Business Class.

7.3.3.  The Chairman and Directors who has unutilized Free of Charge tickets in that Calendar Year be allowed to carry forward only two Free of Charge unutilized tickets to the next calendar year