

## **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;

<b>Cabin Crew Monthly Salary Scales</b>			
<b>Grade</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
C1 - GROUND / FLIGHT ATTENDANT	25,000.00	26,700.00	63,740.00
C2 - FLIGHT ATTENDANT	28,000.00	30,000.00	69,480.00
C3 - SENIOR FLIGHT ATTENDANT	32,000.00	46,087.00	125,585.00
C4 - CABIN SERVICES SUPERVISOR	36,000.00	90,851.00	145,226.00
C5 - PURSER	40,000.00	143,242.00	198,014.00

#### **1.2 Allowances Details**

##### **1.2.1 Monthly Fixed Allowances**

Monthly fixed allowances details are as follows;

<b>SALARY GRADE</b>	<b>SPECIAL PREMIUM ALLOWANCE</b>	<b>GROOMING ALLOWANCE</b>	<b>LANGUAGE PROFICIENCY ALLOWANCE</b>	<b>TEA ALLOWANCE</b>
C1 - GROUND / FLIGHT ATTENDANT	-	5,000.00	10,000 PER LANGUGAE	1,000.00
C2 - FLIGHT ATTENDANT	-	5,000.00	10,000 PER LANGUGAE	1,000.00
C3 - SENIOR FLIGHT ATTENDANT	5,000.00	5,000.00	10,000 PER LANGUGAE	1,000.00
C4 - CABIN SERVICES SUPERVISOR	10,000 - 15,000*	5,000.00	10,000 PER LANGUGAE	1,000.00
C5 - PURSER	25,000 - 30,000*	5,000.00	10,000 PER LANGUGAE	1,000.00

\* 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:

ALLOWANCE	PAYMENT
Breakfast	USD 25
Lunch	USD 25
Dinner	USD 25

### Overnight Allowance for Hotels

SALARY GRADE	PAYMENT
C1 - GROUND / FLIGHT ATTENDANT	USD 15 Per night
C2 - FLIGHT ATTENDANT	USD 15 Per night
C3 - SENIOR FLIGHT ATTENDANT	USD 18 Per night
C4 - CABIN SERVICES SUPERVISOR	USD 20 Per night
C5 - PURSER	USD 30 Per night

### Productivity Allowance

GRADE	PER HOURS UP TO 75 BLOCK HOURS	PER HOUR FOR EVERY HOUR OVER 75
C2 & C1	USD 6.50 per Block Hour	USD 11.50 per Block Hour
C3	USD 8.50 per Block Hour	USD 13.50 per Block Hour
C4	USD 13.50 per Block Hour	USD 18.50 per Block Hour
C5	USD 20.00 per Block Hour	USD 25.00 per Block Hour

### 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. Technical Crew (Pilots) Monthly Salary Scales	
<b>Captains</b>	
Step	Salary (USD)
A	7,890
B	8,160
C	8,430
D	8,710
E	8,980
F	9,250
G	9,550
H	9,810
I	9,940
J	10,090
K	10,230
L	10,360
M	10,540
N	10,680
O	10,830
P	10,980
Q	11,120
R	11,270
S	11,420
T	11,570
<b>First Officer</b>	
Grade / Step	Salary (USD)
1J	3610
2J	3700
3J	3800
A	4710
B	5050
C	5480
D	5550
E	5600
F	5650
G	5700
H	5750
I	5800
J	5850
K	5900
L	5950

## 2.2 Allowances Details

### 2.2.1 Monthly Fixed Allowances

Monthly fixed allowances details are as follows;

ALLOWANCE	AMOUNT	REMARKS
RELOCATION ALLOWANCE	USD 750	Expats Only
CHILD EDUCATION ALLOWANCE	USD 200	Per Child For Expats Only
CRUISE PILOT ALLOWANCE	USD 200	If Performing Duties
LINE TRAINING ALLOWANCE	USD 700	If Performing Duties
SIM TRAINING ALLOWANCE	USD 1,150	If Performing Duties
SIM TRAINING ALLOWANCE	USD 1,300	If Performing Duties & Seniority
TYPE ALLOWANCE - FIRST OFFICER	USD 600	Multiple Aircraft Types
TYPE ALLOWANCE - FIRST OFFICER	USD 400	Single Aircraft Type
TYPE ALLOWANCE - CAPTAIN	USD 1,000	Multiple Aircraft Types
TYPE ALLOWANCE - CAPTAIN	USD 700	Single Aircraft Type

### 2.2.2 Monthly Variable Allowances

#### Productivity Allowance

HOURS (Per month)	CAPTAIN	FIRST OFFICER
	( USD per Hour)	( USD per Hour)
0-65	18	12
66-85	25	17
Above 85	35	24

#### Off Day Payments

CATEGORY	AMOUNT
FIRST OFFICER	USD 300 Per occasion
CAPTAIN	USD 400 Per occasion

#### Meal / Overnight Allowance

MEAL	CAPTAIN	FIRST OFFICER
Breakfast/Lunch/Dinner	USD 25/25/25	USD 25/25/25
Overnight	USD 40	USD 30
A 320 (Turnaround)	USD 8 per hour	USD 7 per hour

#### 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
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### 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 Executive	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)

ALLOWANCE	8.1 - Executive	8.2 - Snr Executive	8T - Aircraft Maintenance Executive	9 - Sectional Manager	10 - Departmental Manager
TELEPHONE	2,500.00	2,500.00	2,500.00	2,500.00	3,000.00
ENTERTAINMENT	4,000.00	4,000.00	4,000.00	7,500.00	10,000.00
TRANSPORT	-	-	-	39,090.00*	270/175 litres fuel
SHIFT ALLOWANCE	3,500 / 7,000	3,500 / 7,000	3,500 / 7,000	3,500 / 7,000	-
VEHICLE ALLOWANCE	-	-	-	-	70,000.00
SELF DRIVING ALLOWANCE	-	-	-	-	7,200.00

\* 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)

ALLOWANCE	E5 - Eng. Setional Manager	E6 - Eng. Dept Manager
TELEPHONE	3,000.00	3,000.00
ENTERTAINMENT	3,000.00	6,000.00
TRANSPORT	54,000.00	-
VEHICLE ALLOWANCE	-	70,000.00
SELF DRIVING ALLOWANCE	-	7,200.00

## 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.

Grade	Amount per hour
L1	2500
L2	3000
L3 / L4	3500

#### 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

Allowance	Payment	Timing
Breakfast	USD 25.00	07.30-08.30
Lunch	USD 25.00	12.30-13.30
Dinner	USD 25.00	19.30-20.30

**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

Aircraft Technicians Monthly Salary Scales			
Grade	Minimum	Average	Maximum
T1	32,000.00	34,880.00	74,665.00
T2	36,000.00	46,958.00	131,150.00
T3	40,000.00	102,900.00	161,650.00

### 6.2 Monthly Fixed Allowance

ALLOWANCE	AMOUNT	REMARKS
Apron Driving Allowance	850.00	If performing duties
Certification Approval Allowance	As per CBA	
Lift Operator Allowance	800.00	If performing duties
Special Premium Allowance	As per CBA	
Tea Allowance	1,000.00	
Tool Box Allowance	5,000.00	If performing duties
Uniform Allowance	700.00	
Waste System Overhaul Allowance	2,250.00	If performing duties
Headset Allowance	2,500.00	If performing duties
Telephone Allowance	1,500.00	

#### 6.2.1 Premium Allowance Payment by Grade

Grade	Experience in T Grades	Amount
T1		10,000.00
T2	< 3	42,000.00
	> 3 & < 5	57,000.00
	> 5	67,250.00
T3	< 10	72,000.00
	> 10 & < 15	74,000.00
	> 15 & < 20	81,000.00
	> 20	86,000.00
	Certifying	88,000.00



### 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

Allowance	Payment	Timing
Breakfast	USD 25.00	07.30-08.30
Lunch	USD 25.00	12.30-13.30
Dinner	USD 25.00	19.30-20.30

**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. 7. Directors' Fees and Travel Benefits –**

The Chairman and Directors in office do not receive any salary or allowance.

### **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 and for attending Board meetings LKR 37,500/- per sitting, which Fee is subject to withholding tax, if any.

### **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.

Notwithstanding the above Company policy stipulated in 7.1 and 7.2, the Directors on the Board Meeting dated 3<sup>rd</sup> April 2018 decided not to avail of Directors Fees and such other benefits entitled to the Directors, until such time the Company becomes profitable.

### **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

Notwithstanding the above Company policy stipulated in 7.3, the Directors on the Board Meeting dated 3<sup>rd</sup> April 2018 decided not to avail of Directors travel entitlements, until such time the Company becomes profitable.