

ASSAM TEA PLANTERS' ASSOCIATION

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Circular No. G-13/17

Date: 08/06/2026

All Member Tea Estates,
ATPA

Revision of pay scales of the sub staff and other monthly rated employees (OMRE)

Enclosed please find a Memorandum of Settlement arrived at between the representatives of AVBCCPA and ACMS on 29th May, 2026 following 4 (four) rounds of discussion held between both the parties for favour of information and necessary action.

The revision of pay scales of sub staff will take its effect from 1st June, 2025 i.e. immediately after expiry of the last agreement on 31st May, 2025 enhancing by 32% on Basic Pay and 21.57% on Gross Pay over the present emoluments.

The above agreement would remain valid from 01/06/2025 to 30/11/2028. The arrear arising out of settlement would be paid in 2 (two) instalments as given below.

1. From 01/06/2025 to 30/11/2025 by 31/07/2026.
2. From 01/12/2025 to 31/05/2026 by 31/12/2026.

However the gardens facing any difficulties on payment of arrear within the above scheduled dates due to financial constraint may be taken up the matter with the concerned branch Secretary, ACMS and the Secretary of the respective Employers' Association to decide the matter among themselves.

Further it is agreed to provide next increment on 1st April, 2026 after fitment in the revised pay scale effective from 01/06/2025.

Further provision has been made for payment of VDA at 6% on Basic Pay with effect from 01/04/2026 and 12% from 01/04/2027.

It is also agreed between the parties that the management will deduct 7% (seven percent) of the total arrear amount payable to the OMRE and remit the amount to the General Secretary, ACMS, Central Office, Dibrugarh as per attached agreement.

Further a copy of the proceeding of Bipartite discussion between AVBCCPA and ACMS is also enclosed wherein the management highlighted the need for rationalization of the existing pattern of post in OMRE grades which would be discussed with the union in future.

A ready reckoner for fitment into revised pay scale of sub staffs is being prepared at our end and the same is forwarded to you for making necessary calculation.

Sd/-(A. Bhuyan)
Secretary, ATPA

Copy to –

1. The Chairman, ATPA
2. The Vice Chairman, ATPA