

*Government Notice No. 24 of 2024***THE EMPLOYMENT RELATIONS ACT****Regulations made by the Minister under section 93 of
the Employment Relations Act**

1. These regulations may be cited as the Export Enterprises (Remuneration) (Amendment) Regulations 2024.
 2. In these regulations –
“principal regulations” means the Export Enterprises (Remuneration) Regulations 2019.
 3. Regulation 3 of the principal regulations are amended –
 - (a) by revoking paragraph (3) and replacing it by the following paragraph –
 - (3) The rates specified in Column I and Column II of the Second Schedule include the additional remuneration payable under the Workers’ Rights (Additional Remuneration) (2023) Regulations 2023 and the Workers’ Rights (Additional Remuneration) (2024) Regulations 2024.
 - (b) in paragraph (3A), by revoking subparagraph (b) and replacing it by the following subparagraph –
 - (b) Subject to regulation 4, every employee shall, for the period starting on –
 - (i) 1 January 2024, be remunerated as specified in Column I;
 - (ii) 1 July 2024, be remunerated as specified in Column II,
- of the Second Schedule.

4. Regulation 4 of the principal regulations is revoked and replaced by the following regulation –

4. For the purposes of paragraphs 2, 6 and 7 of Part I of the First Schedule, the basic wage of the employee, inclusive of the additional remuneration granted under the Workers' Rights (Additional Remuneration) (2024) Regulation 2024, shall be –

(a) (i) for the period starting on 1 January 2024 and ending on 30 June 2024, the rates specified in the first column of column I of the Second Schedule; and

(ii) for the period starting on 1 July 2024 and ending on 31 December 2024, the rates specified in the first column of column II of the Second Schedule; or

(b) the wage agreed between an employee and his employer,

whichever is higher.

5. Regulations 6 and 7 of the principal regulations are revoked.

6. The principal regulations are amended by inserting, after regulation 5, the following new regulation –

5A. The wages and terms and conditions of employment of a watchperson or security officer shall be governed by the Private Security Employees (Remuneration) Regulations 2019.

7. The First Schedule to the principal regulations is amended –

(a) in Part I –

(i) in paragraph 2 –

(A) by revoking subparagraphs (1) and (2);

(B) in subparagraph (4) –

(I) by deleting the words “, other than a watchperson”;

(II) by revoking sub subparagraph (b) and replacing it by the following sub subparagraph –

(b) works on a week day for more than the normal working hours, shall, in respect of the extra work, be remunerated by the employer for each extra hour of work performed at not less than one and a half times the rate at which the work is remunerated when performed during the normal working hours.

(ii) in paragraph 3 –

(A) in subparagraph (a), by deleting the words “, other than a watchperson,”;

(B) in subparagraph (b), by deleting the words “, other than a watchperson”;

(iii) by revoking paragraph 4;

- (iv) in paragraph 5, in subparagraph (2), by deleting the words “paragraphs 2 and 4, as the case may be” and replacing them by the words “paragraph 2”;
- (b) in Part II, in paragraph 10 –
 - (i) by revoking subparagraph (1) and replacing it by the following subparagraph –

(1) Every employer shall provide a pair of rubber boots and a pair of rubber gloves to every employee who, by nature of his work, is required to work in water.
 - (ii) in subparagraph (2), by deleting sub subparagraph (b) and replacing it by the following sub subparagraph –

(b) The items specified in subparagraphs (1) and (2) shall be provided by the employer when the employee first assumes duty and shall be replaced by not later 31 May of every year or as and when they become unserviceable, whichever is earlier.
 - (iii) by revoking subparagraph (3) and replacing it by the following subparagraph –

(3) Any protective equipment provided under subparagraphs (1) and (2) shall remain the property of the employer.
 - (iv) by adding the following new subparagraphs –

(4) An employee shall be entitled to the re-issue of the items under subparagraph (2)(a) by 31 May, where he first assumed duty at least 6 months prior to that date.

(5) For avoidance of doubt, this paragraph shall be in addition to the Occupational Safety and Health Act, insofar as it relates to issue of protective clothing and equipment.

8. The Second Schedule to the principal regulations are revoked and replaced by the Second Schedule set out in the Schedule to these regulations.

9. These regulations shall be deemed to have come into operation on 1 January 2024.

Made by the Minister on 15 February 2024.

SCHEDULE
[Regulation 9]
SECOND SCHEDULE
[Regulations 3, 4 and 8]

Category of employee	Year of service	Column I		Column II	
		As from 1 January 2024	As from 1 July 2024	As from 1 January 2024	As from 1 July 2024
		Monthly wages as at December 2017 plus additional remuneration for 2018, 2019, 2020, 2021,2022, 2023 and 2024	National minimum wage	Monthly wages as at December 2017 plus additional remuneration for 2018, 2019, 2020, 2021,2022, 2023 and 2024	National minimum wage
		(Rs)	(Rs)	(Rs)	(Rs)
Chief clerk	1 st year	13,390	16,500	13,790	16,500
	2 nd year	13,595	16,500	13,995	16,500
	3 rd year	13,786	16,500	14,186	16,500
	4 th year	14,004	16,500	14,404	16,500
	5 th year & thereafter	14,176	16,500	14,576	16,500
Accounts clerk, Cashier, Storekeeper	1 st year	12,941	16,500	13,341	16,500
	2 nd year	13,119	16,500	13,519	16,500
	3 rd year	13,313	16,500	13,713	16,500
	4 th year	13,457	16,500	13,857	16,500
	5 th year	13,607	16,500	14,007	16,500
	6 th year	13,775	16,500	14,175	16,500
	7 th year & thereafter	13,936	16,500	14,336	16,500

Clerk, Assistant Storekeeper	1 st year	11,770	16,500	12,170	16,500
	2 nd year	12,058	16,500	12,458	16,500
	3 rd year	12,320	16,500	12,720	16,500
	4 th year	12,756	16,500	13,156	16,500
	5 th year	13,019	16,500	13,419	16,500
	6 th year	13,190	16,500	13,590	16,500
	7 th year	13,347	16,500	13,747	16,500
	8 th year	13,513	16,500	13,913	16,500
	9 th year & thereafter	13,657	16,500	14,057	16,500
Foreman/ Forewoman Typist, Timekeeper	1 st year	11,841	16,500	12,241	16,500
	2 nd year	12,165	16,500	12,565	16,500
	3 rd year	12,508	16,500	12,908	16,500
	4 th year	12,722	16,500	13,122	16,500
	5 th year & thereafter	12,867	16,500	13,267	16,500
Telephonist, Receptionist	1 st year	11,841	16,500	12,241	16,500
	2 nd year	12,165	16,500	12,565	16,500
	3 rd year & thereafter	12,508	16,500	12,908	16,500
Mechanic, Electrician	1 st year	11,770	16,500	12,170	16,500
	2 nd year	12,058	16,500	12,458	16,500
	3 rd year	12,320	16,500	12,720	16,500
	4 th year	12,627	16,500	13,027	16,500
	5 th year	12,756	16,500	13,156	16,500
	6 th year	12,921	16,500	13,321	16,500
	7 th year	13,019	16,500	13,419	16,500
	8 th year	13,111	16,500	13,511	16,500
	9 th year & thereafter	13,190	16,500	13,590	16,500
Driver grade I	13,123	16,500	13,523	16,500	

Driver grade II		12,946	16,500	13,346	16,500
Driver grade III		12,792	16,500	13,192	16,500

PART II

Factory Employee	}	1 st year	10,127	16,500	10,127	16,500
		Thereafter	10,358	16,500	10,358	16,500
Factory Helper	}	1 st year	9,371	16,500	9,371	16,500
		Thereafter	9,765	16,500	9,765	16,500
