
Government Notice No. 189 of 2024

THE EMPLOYMENT RELATIONS ACT

**Regulations made by the Minister under sections 94 and 106 of
the Employment Relations Act**

1. These regulations may be cited as the Catering and Tourism Industries (Remuneration) (Amendment No. 2) Regulations 2024.
2. In these regulations –
“principal regulations” means the Catering and Tourism Industries (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
 - (a) in regulation 2, in the definition of “employee”, in paragraph (b)(i)(B), by deleting the words “sections 5, 26, 32, 33, 34, 49, 50, 52, 53, 54” and replacing them by the words “sections 5, 17A, 26, 32(1), (1A), (4), (5), (6)(a) and (7), 34, 49, 50, 51A, 52, 53, 54, 57, 59(7) and 120, in so far as they relate to that employee”;
 - (b) by inserting, in the appropriate alphabetical order, the following new definition –
“Director-General” means the Director-General of the Mauritius Revenue Authority established under the Mauritius Revenue Authority Act;
4. Regulation 4 of the principal regulations is amended –
 - (a) by revoking paragraph (1) and replacing it by the following paragraph –
 - (1) Subject to the other provisions of this regulation and regulation 9, every employee shall be –

- (a) governed by the conditions of employment specified in –
 - (i) the Workers’ Rights Act 2019; and
 - (ii) the First Schedule;
 - (b) remunerated at the rates specified in the Second Schedule.
- (b) by revoking paragraph (3) and replacing it by the following paragraph –
 - (3) The rates specified in the Second Schedule include –
 - (a) the appropriate national minimum wage payable under the National Minimum Wage Regulations 2017;
 - (b) the additional remuneration payable under the Workers’ Rights (Additional Remuneration) (2023) Regulations 2023;
 - (c) the additional remuneration payable under the Workers’ Rights (Additional Remuneration) (2024) Regulations 2024; and
 - (d) subject to paragraph (5), the amount of wage adjustment equivalent to the difference between –
 - (i) the monthly basic wage or salary for the month of December 2023, increased by 4,925 rupees; and
 - (ii) the monthly basic wage or salary for the month of January 2024, inclusive

of the additional remuneration payable under the Workers' Rights (Additional Remuneration) (2024) Regulations 2024, specified in subparagraph (c).

- (c) by revoking paragraph (4) and replacing it by the following new paragraph –

- (4) Subject to paragraphs (5) to (9), an employee –
- (a) drawing a monthly basic wage or salary higher than the monthly basic wage or salary set out in the Second Schedule; or
 - (b) employed in a category or job occupation, in respect of which the monthly basic wage or salary is not set out in the Second Schedule,

shall, notwithstanding any annual increment to which he may be entitled, be paid the amount of wage adjustment equivalent to the difference between –

- (i) the monthly basic wage or salary for the month of December 2023 increased by 4,925 rupees; and
- (ii) the monthly basic wage or salary for the month of January 2024, inclusive of the additional remuneration payable under the Workers' Rights (Additional Remuneration) (2024) Regulations 2024.

- (d) by adding the following new paragraphs –

(5) Where the monthly basic wage or salary of an employee is not less than 20,000 rupees nor more than

50,000 rupees in December 2023, the employee shall be paid a monthly wage adjustment of 2,925 rupees as from the month of July 2024.

(6) (a) Where the amount of wage increase granted by an employer or in accordance with a collective agreement, is equivalent to or higher than the amount to which an employee is entitled under paragraph (3)(d), (4), (5) or (9), as the case may be, the employee shall retain his actual wage or salary.

(b) Where an employer –

- (i) has not paid his employee the wage adjustment; or
- (ii) pays his employee an amount of wage adjustment which is less than the adjustment,

to which the employee is entitled under paragraph (3)(d), (4), (5) or (9), the employer shall –

- (A) adjust the basic wage or salary of the employee not later than 30 September 2024; and
- (B) refund any arrears due for the months of July 2024 and August 2024 to the employee not later than 31 December 2024.

(7) Paragraphs (4) and (5) shall not apply where, notwithstanding any annual increment to which an employee may be entitled, an employer has, as from the month of January 2024, granted an increase in the monthly basic wage or salary of the employee by an amount

equivalent to or higher than 4,925 rupees inclusive of the additional remuneration payable under the Workers' Rights (Additional Remuneration) (2024) Regulations 2024, or 2,925 rupees.

(8) (a) Where, in accordance with the entry requirements for any grade, occupation, job position or category, an employee possesses –

- (i) a Diploma or an equivalent qualification acceptable to the employer, the employee shall be paid a monthly basic wage or salary of not less than 23,000 rupees;
- (ii) at least a post-HSC first degree or an equivalent qualification acceptable to the employer, the employee shall be paid a monthly basic wage or salary of not less than 25,000 rupees.

(b) Where the monthly basic wage or salary of an employee, inclusive of the wage adjustment under paragraph (3)(d), (4), (5) or (9) is less than the monthly basic wage or salary to which the employee may be entitled in this paragraph, the employer shall –

- (i) adjust the basic wage or salary of the employee not later than 30 September 2024; and
- (ii) refund any arrears due for the months of July 2024 and August 2024 to the employee not later than 31 December 2024.

(c) Notwithstanding subparagraph (a), where the monthly salary of an employee in post is, as at 1 July

2024, inclusive of the wage adjustment under paragraph (3)(d), (4), (5) or (9), higher than the salary specified in that subparagraph, the employee shall, as from 1 July 2024, be entitled to the higher salary.

(d) In this paragraph –

“Diploma” means a 2-year post-HSC Diploma or a 3-year post-SC Diploma;

“equivalent qualification” means such qualification as the Higher Education Commission may determine to be equivalent;

“first degree” means a Bachelor’s Degree or a Bachelor’s Degree with Honours;

“HSC” means the Higher School Certificate or its equivalent;

“SC” means the School Certificate or its equivalent.

(9) (a) For the purpose of computing the wage adjustment for a part-time employee –

(i) (A) drawing less than 20,000 rupees for the month of December 2023, the amount to be added in the basic wage or salary of the part-time employee for the month of December 2023 shall be computed in accordance with the following formula –

$$\frac{4,925 \text{ rupees} \times N}{W}$$

(B) the wage adjustment shall then be calculated as specified in paragraph (4);

(ii) drawing not less than 20,000 rupees and not more than 50,000 rupees for the month of December 2023, the wage adjustment to be added in the basic wage or salary of the part-time employee shall be computed in accordance with the following formula –

$$\frac{2,925 \text{ rupees} \times N}{W}$$

(b) In this paragraph –

“N” means the number of hours worked per month by the part-time employee;

“W” means the number of hours worked per month of a full-time employee.

(10) An employer shall, in respect of the month of July 2024 and thereafter –

(a) keep, in accordance with section 116 of the Workers’ Rights Act 2019, a separate record, in respect of each employee on his payroll system, of the monthly wage adjustment payable under these regulations; and

(b) provide a copy of the record to the Director-General in accordance with

section 7 of the Social Contribution and Social Benefits Act 2021.

5. Regulation 7 of the principal regulations is revoked and replaced by the following regulation –

7. 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.

6. Regulations 8 and 10 of the principal regulations are revoked.

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

(a) in Part I –

(i) in paragraph 1 –

(A) by deleting the words “, other than watchperson or a security officer,”;

(B) by revoking subparagraph (5);

(ii) in paragraph 2 –

(A) by deleting the words “, other than watchperson or a security officer,”;

(B) by revoking subparagraph (2);

(b) in Part II, in paragraph 7 –

(i) in subparagraph (1)(e), by deleting the words “watchperson, security officer,”;

(ii) by inserting, after subparagraph (3), the following new subparagraph –

(3A) Notwithstanding subparagraph (2), the items under subparagraph (1)(a), (d) and (e) shall be replaced by the employer as and when they become unserviceable.

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

9. The Catering and Tourism Industries (Remuneration) (Amendment) Regulations 2024 are revoked.

10. (1) Subject to paragraph (2), these regulations shall be deemed to have come into operation on 1 July 2024.

(2) Regulation 9 shall be deemed to have come into operation on 13 September 2024.

Made by the Minister on 24 September 2024.

SCHEDULE
[Regulations 8]

SECOND SCHEDULE
[Regulations 4 and 9]

Category of employee	Year of service	Monthly basic wage (Rs)
Head Cook Head Pastry Cook		21,186
Assistant Head Cook Assistant Head Pastry Cook	1 st year	20,591
	2 nd year	20,721
	3 rd year	20,851
	4 th year & thereafter	20,981
Cook Pastry Cook	1 st year	20,075
	2 nd year	20,205
	3 rd year	20,335
	4 th year & thereafter	20,465
Assistant Cook Assistant Pastry Cook	1 st year	18,723
	2 nd year	18,863
	3 rd year	18,993
	4 th year & thereafter	19,123
Fast Food Operative	1 st year	18,688
	2 nd year	18,723
	3 rd year	18,863
	4 th year & thereafter	18,993

Category of employee	Year of service	Monthly basic wage (Rs)
Head Waiter	1 st year	19,778
	2 nd year	19,883
	3 rd year	20,078
	4 th year & thereafter	20,273
Assistant Head Waiter	1 st year	18,615
	2 nd year	18,655
	3 rd year	18,790
	4 th year & thereafter	18,925
Waiter Beach Waiter Loader Tea Maker	1 st year	18,113
	2 nd year	18,263
	3 rd year	18,398
	4 th year & thereafter	18,548
Head Bartender		21,186
Bartender	1 st year	19,778
	2 nd year	19,883
	3 rd year	20,078
	4 th year & thereafter	20,273
Assistant Bartender	1 st year	18,133
	2 nd year	18,263
	3 rd year	18,398
	4 th year & thereafter	18,548
Restaurant Supervisor		22,151

Category of employee	Year of service	Monthly basic wage (Rs)
Assistant Restaurant Supervisor	1 st year	21,186
	2 nd year	21,441
	3 rd year	21,636
	4 th year & thereafter	21,826
Kitchen Cost Controller	1 st year	18,927
	2 nd year	19,057
	3 rd year	19,187
	4 th year & thereafter	19,417
Cashier	1 st year	20,075
	2 nd year	20,205
	3 rd year	20,335
	4 th year & thereafter	20,460
Cafetier	1 st year	18,723
	2 nd year	18,863
	3 rd year	18,993
	4 th year & thereafter	19,123
Assistant Cafetier	1 st year	17,933
	2 nd year	18,063
	3 rd year	18,198
	4 th year & thereafter	18,328
Storekeeper	1 st year	20,398
	2 nd year	20,593

Category of employee	Year of service	Monthly basic wage (Rs)
	3 rd year	20,788
	4 th year & thereafter	20,983
Assistant Storekeeper	1 st year	19,055
	2 nd year	19,185
	3 rd year	19,480
	4 th year & thereafter	19,745
Store Attendant	1 st year	18,793
	2 nd year	18,928
	3 rd year	19,058
	4 th year & thereafter	19,288
Caviste	1 st year	19,055
	2 nd year	19,185
	3 rd year	19,415
	4 th year & thereafter	19,615
Receptionist	1 st year	20,398
	2 nd year	20,528
	3 rd year	20,658
	4 th year & thereafter	20,788
Assistant Receptionist	1 st year	19,517
	2 nd year	19,647
	3 rd year	19,777
	4 th year & thereafter	19,882

Category of employee	Year of service	Monthly basic wage (Rs)
Senior Accounts Clerk	1 st year	21,929
	2 nd year	22,184
	3 rd year	22,444
	4 th year & thereafter	22,714
Accounts Clerk	1 st year	20,399
	2 nd year	20,594
	3 rd year	20,789
	4 th year	20,984
	5 th year	21,189
	6 th year	21,444
	7 th year & thereafter	21,639
Personnel Clerk, Room Service Clerk	1 st year	19,946
	2 nd year	20,141
	3 rd year	20,336
	4 th year & thereafter	20,526
Telephonist	1 st year	18,688
	2 nd year	18,723
	3 rd year	18,928
	4 th year & thereafter	19,123
Porter Operator	1 st year	18,468
	2 nd year	18,583
	3 rd year	18,688

Category of employee	Year of service	Monthly basic wage (Rs)
	4 th year & thereafter	18,688
Housekeeper	1 st year	21,046
	2 nd year	21,251
	3 rd year	21,506
	4 th year & thereafter	21,701
Assistant Housekeeper	1 st year	20,591
	2 nd year	20,786
	3 rd year	20,981
	4 th year & thereafter	21,186
Linen Keeper	1 st year	20,398
	2 nd year	20,528
	3 rd year	20,658
	4 th year & thereafter	20,788
Valet	1 st year	18,133
	2 nd year	18,263
	3 rd year	18,398
	4 th year & thereafter	18,548
Lauderer, Sewing Attendant	1 st year	17,933
	2 nd year	18,063
	3 rd year	18,198
	4 th year & thereafter	18,328
Trainee, Certified Trainee		16,500

Category of employee	Year of service	Monthly basic wage (Rs)
Sports Instructor	1 st year	20,399
	2 nd year	20,659
	3 rd year	20,919
	4 th year & thereafter	21,189
Entertainer	1 st year	19,778
	2 nd year	20,013
	3 rd year	20,273
	4 th year & thereafter	20,528
Skipper	1 st year	18,469
	2 nd year	18,619
	3 rd year	18,724
	4 th year & thereafter	18,929
Skipper's Assistant	1 st year	18,161
	2 nd year	18,261
	3 rd year	18,361
	4 th year & thereafter	18,466
Kitchen Helper Sports & Leisure Attendant Cleaner	1 st year	17,933
	2 nd year	18,063
	3 rd year	18,198
	4 th year & thereafter	18,328
Waste Water Plant Operative	1 st year	18,061
	2 nd year	18,196

Category of employee	Year of service	Monthly basic wage (Rs)
Waste Water Plant Operative	3 rd year	18,326
	4 th year & thereafter	18,466
Cabinet Maker Carpenter Electrician Welder/Plumber Mason Painter Refrigeration Mechanic	1 st year	20,142
	2 nd year	20,272
	3 rd year	20,397
	4 th year & thereafter	20,527
Handyperson	1 st year	20,013
	2 nd year	20,143
	3 rd year	20,273
	4 th year & thereafter	20,398
Assistant Handyperson	1 st year	19,778
	2 nd year	19,883
	3 rd year	20,013
	4 th year & thereafter	20,143
Gardener	1 st year	18,133
	2 nd year	18,263
	3 rd year	18,398
	4 th year & thereafter	18,548
Driver	1 st year	19,517
	2 nd year	19,647
	3 rd year	19,777

Category of employee	Year of service	Monthly basic wage (Rs)
	4 th year & thereafter	19,882
Animal Keeper	1 st year	18,025
	2 nd year	18,155
	3 rd year	18,285
	4 th year & thereafter	18,415
Delivery Person	1 st year	18,700
	2 nd year	18,730
	3 rd year	18,860
	4 th year & thereafter	18,990
Guide	1 st year	18,950
	2 nd year	19,125
	3 rd year	19,400
	4 th year & thereafter	19,575
Kid's Club Hostess	1 st year	17,010
	2 nd year	17,360
	3 rd year	17,710
	4 th year & thereafter	17,925
Spa Therapist/Hairdresser	1 st year	19,375
	2 nd year	19,550
	3 rd year	19,725
	4 th year & thereafter	19,800