

*Government Notice No. 215 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 Tea Industry Workers (Remuneration) (Amendment No. 2) Regulations 2024.
2. In these regulations –
“principal regulations” means the Tea Industry Workers (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
 - (a) 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 3 of the principal regulations is amended –
 - (a) by revoking paragraphs (3) and (4) and replacing it by the following paragraphs –
 - (3) The rates specified in the Second Schedule include –

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- (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).
- (4) Subject to paragraphs (5) to (7), 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.

(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) or (5), 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) or (5), 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, the employer has, as from the month of January 2024, granted an increase in the 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) or (5) 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) or (5), 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) 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 5 of the principal regulations is revoked and replaced by the following regulation –

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

(a) in Part I –

(i) in paragraph 1 –

(A) by numbering the first provision as subparagraph (1);

(B) by deleting the words “, other than a watchperson,” wherever they appear;

- (C) by revoking subparagraph (4);
- (ii) in paragraph 2 –
 - (A) in subparagraph (1), by deleting the words “, other than a watchperson,”;
 - (B) by revoking subparagraphs (2) and (4);
- (iii) in paragraph 3(2), by deleting the figures “10.56”, “11.64” and “11.87” and replacing them by the figures “17.08”, “18.22” and “19.19”, respectively;
- (iv) by revoking paragraph 9;
- (v) in paragraph 11, by deleting the words “Part VIII” and replacing them by the words “Parts VIII and IX”;
- (b) in Part II, in paragraph 12, by adding the following subparagraphs –
 - (7) Notwithstanding this paragraph, the uniforms and protective equipment shall be replaced by the employer as and when they become unserviceable.
 - (8) Notwithstanding the protective equipment granted under this paragraph, the employer shall abide by the provisions of the Occupational Safety and Health Act and the Dangerous Chemicals Control Act.

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 Tea Industry Workers (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

[Regulation 8]

SECOND SCHEDULE

[Regulations 3 and 7]

Category of employee	Monthly basic wage (Rs)
GROUP A	
Field Labourer (Male)	17,100
Field Labourer (Female)	16,500
Sirdar or Gangman	17,641
GROUP B	
Factory Employee (Male)	17,100
Factory Employee (Female)	16,500
Gardener	17,100
Factory Supervisor	18,553
Messenger	17,100
Store Attendant	17,383
Laboratory Attendant grade I	17,383
Laboratory Attendant grade II	17,148
Sirdar or Gangman	17,641
Assistant Sirdar or Gangman	17,235
Turner Fitter Electrician Motor Mechanic Welder Plumber and Pipe Fitter	18,263

} grade I

Turner Fitter Electrician Motor Mechanic Welder Plumber and Pipe Fitter	} grade II	17,952
Turner Fitter Electrician Motor Mechanic Welder Plumber and Pipe Fitter	} grade III	17,453
Carpenter & Stone Mason grade I		17,471
Carpenter & Stone Mason grade II		17,262
Carpenter & Stone Mason grade III		17,100
Factory Operator		17,383
Weigher grade I		17,993
Weigher grade II		17,429
Leaf Checker		17,375
Driver grade I		17,513
Driver grade II		17,315
Lorry Attendant/Lorry Helper		17,100
Factory Attendant		17,100
Boiler & Turbine Operator		18,366