

*Government Notice No. 209 of 2022*

## THE EMPLOYMENT RELATIONS ACT

### Regulations made by the Minister under section 94 of the Employment Relations Act

1. These regulations may be cited as the Baking Industry (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –  
“principal regulations” means the Baking Industry (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
  - (a) in the definition of “team”, in paragraph (c), by deleting the words “3 unskilled employees;” and replacing them by the words “3 mechanised bakery helpers.”;
  - (b) by deleting the definition of “unskilled employee”;
  - (c) by inserting, in the appropriate alphabetical order, the following definitions –  
“biscuit factory helper” means an employee, commonly known as *manoeuvre* or helper, who is required to perform any casual piece of work in a biscuit factory;  
“mechanised bakery helper” means an employee, commonly known as *manoeuvre* or helper, who is required to perform any casual piece of work in a mechanised bakery;  
“pastry bakery helper” means an employee, commonly known as *manoeuvre* or helper, who is required to perform any casual piece of work in a pastry bakery;

“SME” has the same meaning as in the Small and Medium Enterprises Act;

4. Regulation 4 of the principal regulations is amended –

(a) 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) (2020) Regulations 2019;

(c) the additional remuneration payable under the Workers’ Rights (Additional Remuneration) (2021) Regulations 2021; and

(d) the additional remuneration payable under the Workers’ Rights (Additional Remuneration) (2022) Regulations 2022.

(b) by inserting, after paragraph (3), the following new paragraph –

(3A) (a) Every employee shall, subject to any forthcoming additional remuneration payable under the Additional Remuneration Regulations, be remunerated at the rate specified in the Second Schedule.

(b) An employee employed in an enterprise, other than an SME, shall, for the period starting on –

(i) 1 January 2022, be remunerated as specified in Column I;

(ii) 1 July 2022, be remunerated as specified in Column II;

(iii) 1 July 2023, be remunerated as specified in Column III,

of the Second Schedule.

(c) An employee employed in an SME shall, for the period starting on –

(i) 1 January 2022, be remunerated as specified in Column I;

(ii) 1 July 2023, be remunerated as specified in Column III,

of the Second Schedule.

**5.** Regulation 5 of the principal regulations is amended by deleting the words “an unskilled employee or a” and replacing them by the words “a biscuit factory helper, mechanised bakery helper, pastry bakery helper or”.

**6.** The principal regulations are amended by adding the following new regulations –

**9.** For the purpose of determining the basic daily rate of an employee, except where expressly provided, a month shall, where an employee is employed on –

(a) a 6-day week, be deemed to consist of 26 days; and

(b) a 5-day week, be deemed to consist of 22 days.

**10.** The monthly basic wage payable to a migrant employee shall, subject to the appropriate national minimum wage payable under the National Minimum Wage Regulations 2017, be as specified in Column I, II or III of the Second Schedule, as may

be applicable, less any difference in the amount of additional remuneration payable under the Workers' Rights (Additional Remuneration) (2020) Regulations 2019.

7. The Second Schedule to the principal regulations is revoked and replaced by the Second Schedule set out in the Schedule to these regulations.
8. These regulations shall be deemed to have come into operation on 1 January 2022.

Made by the Minister on 10 August 2022.

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**SCHEDULE**

[Regulation 8]

**SECOND SCHEDULE**

[Regulations 3, 4, 6 and 8]

	<b>Column I</b> <b>As from 1</b> <b>January 2022</b>	<b>Column II</b> <b>As from 1 July</b> <b>2022</b>	<b>Column III</b> <b>As from 1 July</b> <b>2023</b>
<b>1. Bread manufacture</b>			
<b>(1) Semi-automated bakery</b>			
<b>Category of employee</b>	<b>Daily basic wages</b>	<b>Daily basic wages</b>	<b>Daily basic wages</b>
	<b>6-day week</b>	<b>6-day week</b>	<b>6-day week</b>
	<b>(Rs cs)</b>	<b>(Rs cs)</b>	<b>(Rs cs)</b>
Bakery Operator	563.78	575.32	583.01
Handyperson	434.42	445.96	453.65
Extra remuneration for work performed at night – (basic daily wages + overtime) X 20%			
<b>(2) Industrial bakery</b>			
Bakery Operator	547.28	558.82	566.51
Handyperson	423.13	434.67	442.36
Extra remuneration for work performed at night – (basic daily wages + overtime) X 20%			
<b>(3) Mechanised bakery</b>			
<b>Category of employee</b>	<b>Daily basic wages for</b>	<b>Daily basic wages for</b>	<b>Daily basic wages for</b>
	<b>first 13 bags</b>	<b>first 13 bags</b>	<b>first 13 bags</b>
	<b>of flour</b>	<b>of flour</b>	<b>of flour</b>
	<b>(Rs cs)</b>	<b>(Rs cs)</b>	<b>(Rs cs)</b>
Coupeur	505.46	517.00	524.69
Brigadier	452.83	464.37	472.06
Mixer	452.83	464.37	472.06

Mechanised Bakery Helper	406.73	411.81	411.81
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Remuneration for every additional bag – (basic daily wages ÷ 13 x 1.5)

## 2. Biscuit factory

Category of employee	Daily basic wages 6 day week (Rs cs)	Daily basic wages 6 day week (Rs cs)	Daily basic wages 6 day week (Rs cs)
Oven Operator	406.73	418.27	419.82
Assistant Oven Operator	406.73	415.42	415.42
Mixer	412.35	423.89	431.58
Assistant Mixer	406.73	415.42	415.42
Machine Operator	412.35	423.89	431.58
Assistant Machine Operator or Biscuit Stamping Machine Operator	406.73	415.42	415.42
Biscuit Factory Helper	406.73	410.61	410.61

## 3. Pastry bakery

Oven Operator	412.35	423.89	431.58
Assistant Oven Operator	406.73	418.27	419.82
Mixer	438.08	449.62	457.31
Assistant Mixer	412.35	423.89	431.58
Pastry Bakery Helper	406.73	410.61	410.61

**4. Other employees in the baking industry**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wages (Rs)</b>	<b>Monthly basic wages (Rs)</b>	<b>Monthly basic wages (Rs)</b>
Clerk	1 <sup>st</sup> year	11,348	11,648	11,848
	2 <sup>nd</sup> year	11,571	11,871	12,071
	3 <sup>rd</sup> year	11,724	12,024	12,224
	4 <sup>th</sup> year	11,886	12,186	12,386
	5 <sup>th</sup> year	12,165	12,465	12,665
	6 <sup>th</sup> year	12,290	12,590	12,790
	7 <sup>th</sup> year	12,515	12,815	13,015
	8 <sup>th</sup> year & thereafter	12,730	13,030	13,230
Driver	1 <sup>st</sup> year	11,392	11,692	11,895
	2 <sup>nd</sup> year	11,448	11,748	11,960
	3 <sup>rd</sup> year	11,503	11,803	12,025
	4 <sup>th</sup> year	11,616	11,916	12,120
	5 <sup>th</sup> year & thereafter	11,671	11,971	12,215
Salesperson	1 <sup>st</sup> year	10,760	11,060	11,260
	2 <sup>nd</sup> year	10,818	11,118	11,325
	3 <sup>rd</sup> year	10,887	11,187	11,390
	4 <sup>th</sup> year	10,943	11,243	11,455
	5 <sup>th</sup> year & thereafter	11,001	11,301	11,520
Handpacker		<b>Daily basic wages</b>	<b>Daily basic wages</b>	<b>Daily basic wages</b>
		<b>6 day week (Rs cs)</b>	<b>6 day week (Rs cs)</b>	<b>6 day week (Rs cs)</b>
		406.73	406.73	406.73