

*Government Notice No. 210 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 Catering and Tourism Industries (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –  
“principal regulations” means the Catering and Tourism Industries (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended by inserting, in the appropriate alphabetical order, the following new definition –  
“SME” has the same meaning as in the Small and Medium Enterprises Act;
4. Regulation 4 of the principal regulations is amended, in paragraph (1) –
  - (a) in subparagraph (b), by deleting the words “Column III” and replacing by the words “Column I or III, as may be applicable,”;
  - (b) in subparagraph (c), by deleting the words “Column IV” and replacing by the words “Column II or IV, as may be applicable,”;
  - (c) by adding the following new paragraphs –
    - (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.

(4) (a) Every employee shall, for the period starting on 1 January 2022, be remunerated at the rate specified in Column I or II of the Second Schedule, as may be applicable.

(b) Every employee shall, for the period starting on 1 July 2023 or such date as may be prescribed, subject to any additional remuneration payable under the Additional Remuneration Regulations, be remunerated at the rate specified in Column III or IV of the Second Schedule, as may be applicable.

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

**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, III or IV 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.

6. The Second Schedule to the principal regulations is revoked and replaced by the Second Schedule set out in the Schedule to these regulations.
7. 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 6]

**SECOND SCHEDULE**

[Regulations 4 and 9]

Category of employee	Year of service	Column I	Column II	Column III	Column IV
		As from 1 January 2022	As from 1 January 2022	As from 1 July 2023	As from 1 July 2023
		Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)
Head Cook, Head Pastry Cook		14,479	14,870	14870	15,261
Assistant Head Cook, Assistant Head Pastry Cook	1 <sup>st</sup> year	13,859	14,275	14,250	14,666
	2 <sup>nd</sup> year	14,109	14,405	14,500	14,796
	3 <sup>rd</sup> year	14,359	14,535	14,750	14,926
	4 <sup>th</sup> year & thereafter	14,609	14,665	15,000	15,056
Cook, Pastry Cook	1 <sup>st</sup> year	13,265	13,760	13,655	14,150
	2 <sup>nd</sup> year	13,415	13,890	13,805	14,280
	3 <sup>rd</sup> year	13,665	14,020	14,055	14,410
	4 <sup>th</sup> year & thereafter	13,915	14,150	14,305	14,540
Assistant Cook, Assistant Pastry Cook	1 <sup>st</sup> year	11,672	12,405	12,065	12,798
	2 <sup>nd</sup> year	11,872	12,545	12,265	12,938
	3 <sup>rd</sup> year	12,072	12,675	12,465	13,068
	4 <sup>th</sup> year & thereafter	12,272	12,805	12,665	13,198

Fast Food Operative	1 <sup>st</sup> year	11,467	12,370	11,860	12,763
	2 <sup>nd</sup> year	11,667	12,405	12,060	12,798
	3 <sup>rd</sup> year	11,867	12,545	12,260	12,938
	4 <sup>th</sup> year & thereafter	12,067	12,675	12,460	13,068
Head Waiter	1 <sup>st</sup> year	12,767	13,460	13,160	13,853
	2 <sup>nd</sup> year	12,992	13,565	13,385	13,958
	3 <sup>rd</sup> year	13,242	13,760	13,635	14,153
	4 <sup>th</sup> year & thereafter	13,492	13,955	13,885	14,348
Assistant Head Waiter	1 <sup>st</sup> year	11,425	12,300	11,815	12,690
	2 <sup>nd</sup> year	11,625	12,340	12,015	12,730
	3 <sup>rd</sup> year	11,825	12,475	12,215	12,865
	4 <sup>th</sup> year & thereafter	12,025	12,610	12,415	13,000
Waiter, Beach Waiter, Loader, Tea Maker	1 <sup>st</sup> year	10,927	11,815	11,300	12,188
	2 <sup>nd</sup> year	11,102	11,945	11,495	12,338
	3 <sup>rd</sup> year	11,302	12,080	11,695	12,473
	4 <sup>th</sup> year & thereafter	11,502	12,230	11,895	12,623
Head Bartender		14,479	14,870	14,870	15,261
Bartender	1 <sup>st</sup> year	12,767	13,460	13,160	13,853
	2 <sup>nd</sup> year	12,992	13,565	13,385	13,958
	3 <sup>rd</sup> year	13,242	13,760	13,635	14,153
	4 <sup>th</sup> year & thereafter	13,492	13,955	13,885	14,348
Assistant Bartender	1 <sup>st</sup> year	10,927	11,815	11,320	12,208
	2 <sup>nd</sup> year	11,102	11,945	11,495	12,338
	3 <sup>rd</sup> year	11,302	12,080	11,695	12,473
	4 <sup>th</sup> year & thereafter	11,502	12,230	11,895	12,623

Restaurant Supervisor		15,549	15,835	15,940	16,226
Assistant Restaurant Supervisor	1 <sup>st</sup> year	14,479	14,870	14,870	15,261
	2 <sup>nd</sup> year	14,729	15,125	15,120	15,516
	3 <sup>rd</sup> year	14,979	15,320	15,370	15,711
	4 <sup>th</sup> year & thereafter	15,229	15,510	15,620	15,901
Kitchen Cost Controller	1 <sup>st</sup> year	11,923	12,610	12,315	13,002
	2 <sup>nd</sup> year	12,123	12,740	12,515	13,132
	3 <sup>rd</sup> year	12,323	12,870	12,715	13,262
	4 <sup>th</sup> year & thereafter	12,423	13,000	12,915	13,492
Cashier	1 <sup>st</sup> year	13,265	13,760	13,655	14,150
	2 <sup>nd</sup> year	13,415	13,890	13,805	14,280
	3 <sup>rd</sup> year	13,665	14,020	14,055	14,410
	4 <sup>th</sup> year & thereafter	13,915	14,145	14,305	14,535
<i>Cafetier</i>	1 <sup>st</sup> year	11,672	12,405	12,065	12,798
	2 <sup>nd</sup> year	11,872	12,545	12,265	12,938
	3 <sup>rd</sup> year	12,072	12,675	12,465	13,068
	4 <sup>th</sup> year & thereafter	12,272	12,805	12,665	13,198
Assistant <i>Cafetier</i>	1 <sup>st</sup> year	10,702	11,615	11,095	12,008
	2 <sup>nd</sup> year	10,877	11,745	11,270	12,138
	3 <sup>rd</sup> year	11,052	11,880	11,445	12,273
	4 <sup>th</sup> year & thereafter	11,252	12,010	11,645	12,403
Storekeeper	1 <sup>st</sup> year	13,672	14,080	14,065	14,473
	2 <sup>nd</sup> year	13,922	14,275	14,315	14,668
	3 <sup>rd</sup> year	14,172	14,470	14,565	14,863
	4 <sup>th</sup> year & thereafter	14,422	14,665	14,815	15,058

Assistant Storekeeper	1 <sup>st</sup> year	12,090	12,740	12,480	13,130
	2 <sup>nd</sup> year	12,315	12,870	12,705	13,260
	3 <sup>rd</sup> year	12,440	13,065	12,930	13,555
	4 <sup>th</sup> year & thereafter	12,665	13,330	13,155	13,820
Store Attendant	1 <sup>st</sup> year	11,847	12,475	12,240	12,868
	2 <sup>nd</sup> year	12,047	12,610	12,440	13,003
	3 <sup>rd</sup> year	12,247	12,740	12,640	13,133
	4 <sup>th</sup> year & thereafter	12,347	12,870	12,840	13,363
Caviste	1 <sup>st</sup> year	12,090	12,740	12,480	13,130
	2 <sup>nd</sup> year	12,315	12,870	12,705	13,260
	3 <sup>rd</sup> year	12,440	13,000	12,930	13,490
	4 <sup>th</sup> year & thereafter	12,665	13,200	13,155	13,690
Receptionist	1 <sup>st</sup> year	13,532	14,080	13,925	14,473
	2 <sup>nd</sup> year	13,782	14,210	14,175	14,603
	3 <sup>rd</sup> year	14,032	14,340	14,425	14,733
	4 <sup>th</sup> year & thereafter	14,282	14,470	14,675	14,863
Assistant Receptionist	1 <sup>st</sup> year	12,523	13,200	12,915	13,592
	2 <sup>nd</sup> year	12,748	13,330	13,140	13,722
	3 <sup>rd</sup> year	12,973	13,460	13,365	13,852
	4 <sup>th</sup> year & thereafter	13,223	13,565	13,615	13,957
Senior Accounts Clerk	1 <sup>st</sup> year	15,261	15,610	15,655	16,004
	2 <sup>nd</sup> year	15,511	15,865	15,905	16,259
	3 <sup>rd</sup> year	15,761	16,125	16,155	16,519
	4 <sup>th</sup> year & thereafter	16,011	16,395	16,405	16,789

Accounts Clerk	1 <sup>st</sup> year	13,491	14,080	13,885	14,474
	2 <sup>nd</sup> year	13,741	14,275	14,135	14,669
	3 <sup>rd</sup> year	13,991	14,470	14,385	14,864
	4 <sup>th</sup> year	14,241	14,665	14,635	15,059
	5 <sup>th</sup> year	14,491	14,870	14,885	15,264
	6 <sup>th</sup> year	14,741	15,125	15,135	15,519
	7 <sup>th</sup> year & thereafter	14,991	15,320	15,385	15,714
Personnel Clerk, Room Service Clerk	1 <sup>st</sup> year	13,204	13,630	13,595	14,021
	2 <sup>nd</sup> year	13,454	13,825	13,845	14,216
	3 <sup>rd</sup> year	13,604	14,020	13,995	14,411
	4 <sup>th</sup> year & thereafter	13,854	14,210	14,245	14,601
Telephonist	1 <sup>st</sup> year	11,467	12,370	11,860	12,763
	2 <sup>nd</sup> year	11,667	12,405	12,060	12,798
	3 <sup>rd</sup> year	11,867	12,610	12,260	13,003
	4 <sup>th</sup> year & thereafter	12,067	12,805	12,460	13,198
Porter Operator	1 <sup>st</sup> year	11,297	12,150	11,690	12,543
	2 <sup>nd</sup> year	11,497	12,265	11,890	12,658
	3 <sup>rd</sup> year	11,697	12,370	12,090	12,763
	4 <sup>th</sup> year & thereafter	11,897	12,370	12,290	12,763
Housekeeper	1 <sup>st</sup> year	14,314	14,730	14,705	15,121
	2 <sup>nd</sup> year	14,564	14,935	14,955	15,326
	3 <sup>rd</sup> year	14,814	15,190	15,205	15,581
	4 <sup>th</sup> year & thereafter	15,064	15,385	15,455	15,776



Assistant Housekeeper	1 <sup>st</sup> year	13,859	14,275	14,250	14,666
	2 <sup>nd</sup> year	14,109	14,470	14,500	14,861
	3 <sup>rd</sup> year	14,359	14,665	14,750	15,056
	4 <sup>th</sup> year & thereafter	14,609	14,870	15,000	15,261
Linen Keeper	1 <sup>st</sup> year	13,532	14,080	13,925	14,473
	2 <sup>nd</sup> year	13,782	14,210	14,175	14,603
	3 <sup>rd</sup> year	14,032	14,340	14,425	14,733
	4 <sup>th</sup> year & thereafter	14,282	14,470	14,675	14,863
Valet	1 <sup>st</sup> year	10,927	11,815	11,320	12,208
	2 <sup>nd</sup> year	11,102	11,945	11,495	12,338
	3 <sup>rd</sup> year	11,302	12,080	11,695	12,473
	4 <sup>th</sup> year & thereafter	11,502	12,230	11,895	12,623
Launderer, Sewing Attendant	1 <sup>st</sup> year	10,702	11,615	11,095	12,008
	2 <sup>nd</sup> year	10,877	11,745	11,270	12,138
	3 <sup>rd</sup> year	11,052	11,880	11,445	12,273
	4 <sup>th</sup> year & thereafter	11,252	12,010	11,645	12,403
Trainee, Certified Trainee		10,575	10,575	10,575	10,575
Sports Instructor	1 <sup>st</sup> year	13,491	14,080	13,885	14,474
	2 <sup>nd</sup> year	13,741	14,340	14,135	14,734
	3 <sup>rd</sup> year	13,991	14,600	14,385	14,994
	4 <sup>th</sup> year & thereafter	14,241	14,870	14,635	15,264
Entertainer	1 <sup>st</sup> year	12,767	13,460	13,160	13,853
	2 <sup>nd</sup> year	12,992	13,695	13,385	14,088
	3 <sup>rd</sup> year	13,242	13,955	13,635	14,348
	4 <sup>th</sup> year & thereafter	13,492	14,210	13,885	14,603

Skipper	1 <sup>st</sup> year	11,306	12,150	11,700	12,544
	2 <sup>nd</sup> year	11,506	12,300	11,900	12,694
	3 <sup>rd</sup> year	11,706	12,405	12,100	12,799
	4 <sup>th</sup> year & thereafter	11,906	12,610	12,300	13,004
Skipper's Assistant	1 <sup>st</sup> year	10,949	11,845	11,340	12,236
	2 <sup>nd</sup> year	11,124	11,945	11,515	12,336
	3 <sup>rd</sup> year	11,324	12,045	11,715	12,436
	4 <sup>th</sup> year & thereafter	11,524	12,150	11,915	12,541
Kitchen Helper, Sports & Leisure Attendant, Cleaner	1 <sup>st</sup> year	10,702	11,615	11,095	12,008
	2 <sup>nd</sup> year	10,877	11,745	11,270	12,138
	3 <sup>rd</sup> year	11,052	11,880	11,445	12,273
	4 <sup>th</sup> year & thereafter	11,252	12,010	11,645	12,403
Waste Water Plant Operative	1 <sup>st</sup> year	10,819	11,745	11,210	12,136
	2 <sup>nd</sup> year	10,994	11,880	11,385	12,271
	3 <sup>rd</sup> year	11,194	12,010	11,585	12,401
	4 <sup>th</sup> year & thereafter	11,394	12,150	11,785	12,541
Cabinet Maker, Carpenter, Electrician, Welder/Plumber, Mason, Painter, Refrigeration Mechanic	1 <sup>st</sup> year	13,303	13,825	13,695	14,217
	2 <sup>nd</sup> year	13,453	13,955	13,845	14,347
	3 <sup>rd</sup> year	13,703	14,080	14,095	14,472
	4 <sup>th</sup> year & thereafter	13,953	14,210	14,345	14,602
Handyperson	1 <sup>st</sup> year	13,182	13,695	13,575	14,088
	2 <sup>nd</sup> year	13,432	13,825	13,825	14,218
	3 <sup>rd</sup> year	13,582	13,955	13,975	14,348
	4 <sup>th</sup> year & thereafter	13,832	14,080	14,225	14,473

Assistant Handyperson	1 <sup>st</sup> year	12,767	13,460	13,160	13,853
	2 <sup>nd</sup> year	12,992	13,565	13,385	13,958
	3 <sup>rd</sup> year	13,242	13,695	13,635	14,088
	4 <sup>th</sup> year & thereafter	13,492	13,825	13,885	14,218
Gardener	1 <sup>st</sup> year	10,927	11,815	11,320	12,208
	2 <sup>nd</sup> year	11,102	11,945	11,495	12,338
	3 <sup>rd</sup> year	11,302	12,080	11,695	12,473
	4 <sup>th</sup> year & thereafter	11,502	12,230	11,895	12,623
Driver	1 <sup>st</sup> year	12,523	13,200	12,915	13,592
	2 <sup>nd</sup> year	12,748	13,330	13,140	13,722
	3 <sup>rd</sup> year	12,973	13,460	13,365	13,852
	4 <sup>th</sup> year & thereafter	13,223	13,565	13,615	13,957
Security Officer	1 <sup>st</sup> year	11,673	12,340	12,065	12,732
	2 <sup>nd</sup> year	11,873	12,475	12,265	12,867
	3 <sup>rd</sup> year	12,073	12,610	12,465	13,002
	4 <sup>th</sup> year & thereafter	12,298	12,740	12,690	13,132
Watchperson		11,055	12,010	11,445	12,400
Animal Keeper	1 <sup>st</sup> year	10,785	11,710	11,175	12,100
	2 <sup>nd</sup> year	10,960	11,840	11,350	12,230
	3 <sup>rd</sup> year	11,135	11,970	11,525	12,360
	4 <sup>th</sup> year & thereafter	11,335	12,100	11,725	12,490
Delivery Person	1 <sup>st</sup> year	11,485	12,385	11,875	12,775
	2 <sup>nd</sup> year	11,685	12,415	12,075	12,805
	3 <sup>rd</sup> year	11,885	12,545	12,275	12,935
	4 <sup>th</sup> year & thereafter	12,085	12,675	12,475	13,065

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Guide	}	1 <sup>st</sup> year	11,985	12,635	12,375	13,025
		2 <sup>nd</sup> year	12,210	12,810	12,600	13,200
		3 <sup>rd</sup> year	12,335	12,985	12,825	13,475
		4 <sup>th</sup> year & thereafter	12,560	13,160	13,050	13,650
Kid's Club Hostess	}	1 <sup>st</sup> year	10,575	11,085	10,575	11,085
		2 <sup>nd</sup> year	10,575	11,260	10,750	11,435
		3 <sup>rd</sup> year	10,575	11,435	10,925	11,785
		4 <sup>th</sup> year & thereafter	10,710	11,610	11,100	12,000
Spa Therapist/ Hairdresser	}	1 <sup>st</sup> year	12,385	13,060	12,775	13,450
		2 <sup>nd</sup> year	12,610	13,235	13,000	13,625
		3 <sup>rd</sup> year	12,835	13,410	13,225	13,800
		4 <sup>th</sup> year & thereafter	13,060	13,485	13,450	13,875

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