

*Government Notice No. 211 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 Cinema Employees (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Cinema Employees (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
 - (a) by deleting the definition of “café assistant”;
 - (b) 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 5 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;

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- (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 adding, the following new paragraph –
- (4) (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;
 - (iv) 1 July 2024, be remunerated as specified in Column IV,
- 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;

(iii) 1 July 2024, be remunerated as specified in Column IV,

of the Second Schedule.

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

11. 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.

SCHEDULE

[Regulation 6]

SECOND SCHEDULE

[Regulations 3, 5 and 10]

	Column I	Column II	Column III	Column IV
	As from 1 January 2022	As from 1 July 2022	As from 1 July 2023	As from 1 July 2024
PART I				
Category of employee	Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)
Driver	11,752	12,052	12,319	12,319
Store Assistant	11,050	11,350	11,617	11,617
Caretaker/ Cleaner	11,050	11,350	11,617	11,617
Cleaner	10,575	10,575	10,575	10,575
Helper	10,575	10,615	10,615	10,615
PART II				
Category of employee	Basic wages for up to 28 shows per month (Rs)	Basic wages for up to 28 shows per month (Rs)	Basic wages for up to 28 shows per month (Rs)	Basic wages for up to 28 shows per month (Rs)
Projectionist	11,549	11,849	12,149	12,162
Assistant Projectionist	10,575	10,875	11,017	11,017
Box-office Attendant	10,575	10,875	10,914	10,914
Ticket Controller	10,575	10,875	10,914	10,914
Usher	10,575	10,875	10,914	10,914
<i>Café Keeper</i>	10,575	10,875	10,914	10,914

Category of employee	Rates per show above 28 shows and for casual employees (Rs cs)	Rates per show above 28 shows and for casual employees (Rs cs)	Rates per show above 28 shows and for casual employees (Rs cs)	Rates per show above 28 shows and for casual employees (Rs cs)
Projectionist	519.73	533.23	546.73	547.32
Assistant Projectionist	420.15	432.07	437.71	437.71
Box-office Attendant	410.23	421.87	423.38	423.38
Ticket Controller	410.23	421.87	423.38	423.38
Usher	410.23	421.87	423.38	423.38
<i>Café Keeper</i>	410.23	421.87	423.38	423.38
