
Government Notice No. 212 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 Cleaning Enterprises (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Cleaning Enterprises (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 3 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 the appropriate –
 - (a) 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) remuneration payable under the Workers' Rights (Additional Remuneration) (2021) Regulations 2021; and
 - (d) 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;
- (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 –

7. 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
[Regulations 6]

SECOND SCHEDULE
[Regulations 3 and 6]

Category of employee	Year of Service	Column I	Column II	Column III	Column IV
		As from 1 January 2022 Monthly basic wages (Rs)	As from 1 July 2022 Monthly basic wages (Rs)	As from 1 July 2023 Monthly basic wages (Rs)	As from 1 July 2024 Monthly basic wages (Rs)
Supervisor	1 st year	12,597	12,897	13,185	13,185
	2 nd year	12,830	13,130	13,385	13,385
	3 rd year	13,064	13,364	13,610	13,610
	4 th year	13,297	13,597	13,835	13,835
	5 th year	13,430	13,730	13,960	13,960
	6 th year	13,664	13,964	14,185	14,185
	7 th year	13,923	14,223	14,410	14,410
	8 th year and thereafter	14,182	14,482	14,635	14,635
Accounts Clerk	1 st year	11,520	11,820	12,065	12,065
	2 nd year	11,707	12,007	12,265	12,265
	3 rd year	11,914	12,214	12,465	12,465
	4 th year	12,121	12,421	12,665	12,665
	5 th year	12,329	12,629	12,865	12,865
	6 th year	12,436	12,736	13,036	13,065
	7 th year	12,644	12,944	13,244	13,265
	8 th year and thereafter	12,877	13,177	13,465	13,465

Store Clerk	1 st year	11,520	11,820	12,065	12,065
	2 nd year	11,707	12,007	12,265	12,265
	3 rd year	11,914	12,214	12,465	12,465
	4 th year	12,121	12,421	12,665	12,665
	5 th year	12,329	12,629	12,865	12,865
	6 th year	12,436	12,736	13,036	13,065
	7 th year	12,644	12,944	13,244	13,265
	8 th year and thereafter	12,877	13,177	13,465	13,465
Clerk	1 st year	11,238	11,538	11,780	11,780
	2 nd year	11,423	11,723	11,965	11,965
	3 rd year	11,611	11,911	12,150	12,150
	4 th year	11,795	12,095	12,350	12,350
	5 th year	12,002	12,302	12,550	12,550
	6 th year	12,210	12,510	12,750	12,750
	7 th year	12,317	12,617	12,917	12,950
	8 th year and thereafter	12,524	12,824	13,124	13,150
Receptionist/ Telephonist	1 st year	10,733	11,033	11,270	11,270
	2 nd year	10,915	11,215	11,455	11,455
	3 rd year	11,098	11,398	11,640	11,640
	4 th year	11,280	11,580	11,825	11,825
	5 th year	11,466	11,766	12,010	12,010
	6 th year	11,655	11,955	12,210	12,210
	7 th year	11,862	12,162	12,410	12,410
	8 th year and thereafter	12,070	12,370	12,610	12,610

Driver grade I	1 st year	11,482	11,782	12,025	12,025
	2 nd year	11,670	11,970	12,225	12,225
	3 rd year	11,878	12,178	12,425	12,425
	4 th year	12,085	12,385	12,625	12,625
	5 th year	12,293	12,593	12,825	12,825
	6 th year	12,400	12,700	13,000	13,025
	7 th year	12,607	12,907	13,207	13,225
	8 th year and thereafter	12,815	13,115	13,415	13,425
Driver grade II	1 st year	11,186	11,486	11,725	11,725
	2 nd year	11,369	11,669	11,910	11,910
	3 rd year	11,557	11,857	12,095	12,095
	4 th year	11,743	12,043	12,295	12,295
	5 th year	11,950	12,250	12,495	12,495
	6 th year	12,158	12,458	12,695	12,695
	7 th year	12,365	12,665	12,895	12,895
	8 th year and thereafter	12,473	12,773	13,073	13,095
Driver grade III	1 st year	10,931	11,231	11,470	11,470
	2 nd year	11,113	11,413	11,655	11,655
	3 rd year	11,296	11,596	11,840	11,840
	4 th year	11,482	11,782	12,025	12,025
	5 th year	11,670	11,970	12,225	12,225
	6 th year	11,878	12,178	12,425	12,425
	7 th year	12,085	12,385	12,625	12,625
	8 th year and thereafter	12,293	12,593	12,825	12,825

Refuse Collector	1 st year	10,575	10,875	10,875	10,875
	2 nd year	10,575	10,875	11,030	11,030
	3 rd year	10,675	10,975	11,215	11,215
	4 th year	10,858	11,158	11,400	11,400
	5 th year	11,040	11,340	11,585	11,585
	6 th year	11,223	11,523	11,770	11,770
	7 th year	11,406	11,706	11,960	11,960
	8 th year and thereafter	11,596	11,896	12,150	12,150
Lavatory Attendant	1 st year	10,575	10,875	10,875	10,875
	2 nd year	10,575	10,875	11,030	11,030
	3 rd year	10,675	10,975	11,215	11,215
	4 th year	10,858	11,158	11,400	11,400
	5 th year	11,040	11,340	11,585	11,585
	6 th year	11,223	11,523	11,770	11,770
	7 th year	11,406	11,706	11,960	11,960
	8 th year and thereafter	11,596	11,896	12,150	12,150
Helper	1 st year	10,575	10,725	10,725	10,725
	2 nd year	10,575	10,875	10,875	10,875
	3 rd year	10,575	10,875	11,030	11,030
	4 th year	10,675	10,975	11,215	11,215
	5 th year	10,858	11,158	11,400	11,400
	6 th year	11,040	11,340	11,585	11,585
	7 th year	11,223	11,523	11,770	11,770
	8 th year and thereafter	11,406	11,706	11,955	11,955

Cleaner	}	1 st year	10,575	10,725	10,725	10,725
		2 nd year	10,575	10,875	10,875	10,875
		3 rd year	10,575	10,875	11,030	11,030
		4 th year	10,675	10,975	11,215	11,215
		5 th year	10,858	11,158	11,400	11,400
		6 th year	11,040	11,340	11,585	11,585
		7 th year	11,223	11,523	11,770	11,770
		8 th year and thereafter	11,406	11,706	11,955	11,955
Vehicle Attendant	}	1 st year	10,575	10,575	10,575	10,575
		2 nd year	10,575	10,725	10,725	10,725
		3 rd year	10,575	10,875	10,875	10,875
		4 th year	10,575	10,875	11,030	11,030
		5 th year	10,675	10,975	11,215	11,215
		6 th year	10,858	11,158	11,400	11,400
		7 th year	11,040	11,340	11,585	11,585
		8 th year and thereafter	11,223	11,523	11,770	11,770