
Government Notice No. 213 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 Distributive Trades (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Distributive Trades (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended by inserting, in the appropriate alphabetical order, the following 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 –
 - (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;
- (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 –

8. The monthly basic wage payable to a migrant employee shall, subject to the appropriate national minimum wage 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, 7 and 8]

Column I	Column II	Column III	Column IV
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A – COMMON CATEGORIES OF EMPLOYEES INVOLVED IN ANY TYPE OF TRADE**PART I – ADMINISTRATIVE STAFF**

Category of employee	Year of service	As from 1 January 2022	As from 1 July 2022	As from 1 July 2023	As from 1 July 2024
		Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)
Accounts Clerk, Customs Clerk, Storekeeper, Correspondence Clerk, Commercial Traveller	1 st year	11,789	12,089	12,389	12,655
	2 nd year	12,052	12,352	12,652	12,905
	3 rd year	12,261	12,561	12,861	13,155
	4 th year	12,360	12,660	12,960	13,360
	5 th year	12,586	12,886	13,186	13,586
	6 th year	12,811	13,111	13,411	13,811
	7 th year	13,047	13,347	13,647	14,047
	8 th year & thereafter	13,353	13,653	13,953	14,353
Clerk	1 st year	10,599	10,899	11,199	11,465
	2 nd year	10,823	11,123	11,423	11,665
	3 rd year	11,046	11,346	11,646	11,865
	4 th year	11,246	11,546	11,846	12,065
	5 th year	11,465	11,765	12,065	12,290
	6 th year	11,741	12,041	12,341	12,515
	7 th year	12,020	12,320	12,620	12,740
	8 th year & thereafter	12,261	12,561	12,861	12,965

Word-processing Operator	1 st year	10,575	10,875	11,175	11,192
	2 nd year	10,575	10,875	11,175	11,392
	3 rd year	10,754	11,054	11,354	11,592
	4 th year	10,979	11,279	11,579	11,792
	5 th year	11,181	11,481	11,781	11,992
	6 th year	11,398	11,698	11,998	12,192
	7 th year	11,677	11,977	12,277	12,417
	8 th year & thereafter	11,956	12,256	12,556	12,642
Receptionist/ Telephonist	1 st year	10,575	10,875	10,875	10,875
	2 nd year	10,575	10,875	11,060	11,060
	3 rd year	10,575	10,875	11,175	11,245
	4 th year	10,776	11,076	11,376	11,430
	5 th year	10,995	11,295	11,595	11,615
	6 th year	11,191	11,491	11,791	11,815
	7 th year	11,386	11,686	11,986	12,015
	8 th year & thereafter	11,644	11,944	12,215	12,215

PART II – NON-ADMINISTRATIVE STAFF

Category employee	of	Year of service	Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)
Sales Demonstrator		1 st year	10,840	11,140	11,440	11,515
		2 nd year	11,046	11,346	11,646	11,715
		3 rd year	11,230	11,530	11,830	11,915
		4 th year	11,415	11,715	12,015	12,115
		5 th year	11,671	11,971	12,271	12,315
		6 th year	11,875	12,175	12,475	12,540
		7 th year	12,133	12,433	12,733	12,765
		8 th year & thereafter	12,326	12,626	12,926	12,990

Salesperson	1 st year	10,575	10,875	11,175	11,245
	2 nd year	10,776	11,076	11,376	11,430
	3 rd year	10,995	11,295	11,595	11,615
	4 th year	11,191	11,491	11,791	11,815
	5 th year	11,386	11,686	11,986	12,015
	6 th year	11,644	11,944	12,215	12,215
	7 th year	11,854	12,154	12,440	12,440
	8 th year & thereafter	12,116	12,416	12,665	12,665
Driver grade I	1 st year	11,482	11,782	12,082	12,239
	2 nd year	11,704	12,004	12,304	12,424
	3 rd year	11,875	12,175	12,475	12,609
	4 th year	12,101	12,401	12,701	12,794
	5 th year	12,261	12,561	12,861	12,979
	6 th year	12,333	12,633	12,933	13,164
	7 th year	12,505	12,805	13,105	13,364
	8 th year & thereafter	12,677	12,977	13,277	13,564
Driver grade II	1 st year	11,186	11,486	11,786	11,943
	2 nd year	11,327	11,627	11,927	12,113
	3 rd year	11,470	11,770	12,070	12,283
	4 th year	11,671	11,971	12,271	12,468
	5 th year	11,832	12,132	12,432	12,653
	6 th year	12,035	12,335	12,635	12,838
	7 th year	12,197	12,497	12,797	13,023
	8 th year & thereafter	12,348	12,648	12,948	13,208

Driver grade III	1 st year	10,927	11,227	11,527	11,684
	2 nd year	11,073	11,373	11,673	11,854
	3 rd year	11,213	11,513	11,813	12,024
	4 th year	11,354	11,654	11,954	12,194
	5 th year	11,498	11,798	12,098	12,379
	6 th year	11,704	12,004	12,304	12,564
	7 th year	11,859	12,159	12,459	12,749
	8 th year & thereafter	12,057	12,357	12,657	12,934
Vehicle Assistant	1 st year	10,575	10,875	11,150	11,150
	2 nd year	10,575	10,875	11,175	11,310
	3 rd year	10,737	11,037	11,337	11,470
	4 th year	10,897	11,197	11,497	11,630
	5 th year	11,057	11,357	11,657	11,800
	6 th year	11,208	11,508	11,808	11,970
	7 th year	11,359	11,659	11,959	12,140
	8 th year & thereafter	11,571	11,871	12,171	12,310
Attendant	1 st year	10,575	10,575	10,575	10,575
	2 nd year	10,575	10,675	10,675	10,675
	3 rd year	10,575	10,775	10,775	10,775
	4 th year	10,575	10,875	10,875	10,875
	5 th year	10,575	10,875	10,975	10,975
	6 th year	10,575	10,875	11,090	11,090
	7 th year	10,575	10,875	11,175	11,205
	8 th year & thereafter	10,604	10,904	11,204	11,320

Watchperson	1 st year	10,575	10,824	10,824	10,824
	2 nd year	10,575	10,875	10,924	10,924
	3 rd year	10,575	10,875	11,024	11,024
	4 th year	10,575	10,875	11,124	11,124
	5 th year	10,575	10,875	11,175	11,224
	6 th year	10,575	10,875	11,175	11,339
	7 th year	10,575	10,875	11,175	11,454
	8 th year & thereafter	10,575	10,875	11,175	11,569

B – SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN THE DISTRIBUTION, STORAGE AND SALES OF PETROLEUM PRODUCTS

PART I – WHOLESALE TRADE

Tanker Driver	1 st year	12,261	12,561	12,861	12,979
	2 nd year	12,333	12,633	12,933	13,164
	3 rd year	12,505	12,805	13,105	13,364
	4 th year	12,677	12,977	13,277	13,564
	5 th year	12,875	13,175	13,475	13,764
	6 th year	13,063	13,363	13,663	13,964
	7 th year	13,315	13,615	13,915	14,164
	8 th year & thereafter	13,403	13,703	14,003	14,264

Tanker Driver's Assistant	1 st year	10,575	10,720	10,720	10,720
	2 nd year	10,575	10,870	10,870	10,870
	3 rd year	10,575	10,875	11,020	11,020
	4 th year	10,575	10,875	11,170	11,170
	5 th year	10,575	10,875	11,175	11,330
	6 th year	10,575	10,875	11,175	11,490
	7 th year	10,575	10,875	11,175	11,575
	8 th year & thereafter	10,678	10,978	11,278	11,678

Cashier	}	1 st year	10,874	11,174	11,474	11,550
		2 nd year	11,084	11,384	11,684	11,750
		3 rd year	11,283	11,583	11,883	11,950
		4 th year	11,503	11,803	12,103	12,150
		5 th year	11,778	12,078	12,375	12,375
		6 th year	12,057	12,357	12,600	12,600
		7 th year	12,309	12,609	12,825	12,825
		8 th year & thereafter	12,451	12,751	13,050	13,050

PART II – RETAIL TRADE

Lubricator, Cleaner	}	1 st year	10,575	10,575	10,575	10,575
		2 nd year	10,575	10,675	10,675	10,675
		3 rd year	10,575	10,775	10,775	10,775
		4 th year	10,575	10,875	10,875	10,875
		5 th year	10,575	10,875	10,975	10,975
		6 th year	10,575	10,875	11,090	11,090
		7 th year	10,575	10,875	11,175	11,205
		8 th year & thereafter	10,662	10,962	11,262	11,320

Pump Attendant	}	1 st year	10,575	10,675	10,675	10,675
		2 nd year	10,575	10,775	10,775	10,775
		3 rd year	10,575	10,875	10,875	10,875
		4 th year	10,575	10,875	10,975	10,975
		5 th year	10,575	10,875	11,090	11,090
		6 th year	10,575	10,875	11,175	11,205
		7 th year	10,604	10,904	11,204	11,320
		8 th year & thereafter	10,730	11,030	11,330	11,730

Filling Station Assistant	1 st year	10,575	10,875	10,875	10,875
	2 nd year	10,575	10,875	10,975	10,975
	3 rd year	10,575	10,875	11,090	11,090
	4 th year	10,575	10,875	11,175	11,205
	5 th year	10,604	10,904	11,204	11,320
	6 th year	10,730	11,030	11,330	11,435
	7 th year	10,858	11,158	11,458	11,550
	8 th year & thereafter	10,972	11,272	11,572	11,665
Cashier	1 st year	10,575	10,875	11,150	11,150
	2 nd year	10,651	10,951	11,251	11,350
	3 rd year	10,874	11,174	11,474	11,550
	4 th year	11,084	11,384	11,684	11,750
	5 th year	11,283	11,583	11,883	11,950
	6 th year	11,503	11,803	12,103	12,150
	7 th year	11,778	12,078	12,375	12,375
	8 th year & thereafter	12,057	12,357	12,600	12,600

C – SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED IN PHARMACEUTICAL TRADE

PART I – WHOLESALE TRADE

Cashier	1 st year	10,874	11,174	11,474	11,550
	2 nd year	11,084	11,384	11,684	11,750
	3 rd year	11,283	11,583	11,883	11,950
	4 th year	11,503	11,803	12,103	12,150
	5 th year	11,778	12,078	12,375	12,375
	6 th year	12,057	12,357	12,600	12,600
	7 th year	12,309	12,609	12,825	12,825
	8 th year & thereafter	12,451	12,751	13,050	13,050

PART II – RETAIL TRADE

Pharmacy Technician	1 st year	11,789	12,089	12,389	12,655
	2 nd year	12,052	12,352	12,652	12,905
	3 rd year	12,261	12,561	12,861	13,155
	4 th year	12,360	12,660	12,960	13,360
	5 th year	12,586	12,886	13,186	13,586
	6 th year	12,811	13,111	13,411	13,811
	7 th year	13,047	13,347	13,647	14,047
	8 th year & thereafter	13,353	13,653	13,953	14,353
Cashier	1 st year	10,575	10,875	11,150	11,150
	2 nd year	10,651	10,951	11,251	11,350
	3 rd year	10,874	11,174	11,474	11,550
	4 th year	11,084	11,384	11,684	11,750
	5 th year	11,283	11,583	11,883	11,950
	6 th year	11,503	11,803	12,103	12,150
	7 th year	11,778	12,078	12,375	12,375
	8 th year & thereafter	12,057	12,357	12,600	12,600
Shop Assistant	1 st year	10,575	10,875	10,875	10,875
	2 nd year	10,575	10,875	11,050	11,050
	3 rd year	10,575	10,875	11,175	11,225
	4 th year	10,776	11,076	11,376	11,400
	5 th year	10,995	11,295	11,585	11,585
	6 th year	11,191	11,491	11,770	11,770
	7 th year	11,386	11,686	11,955	11,955
	8 th year & thereafter	11,644	11,944	12,140	12,140

**D – SPECIFIC CATEGORIES OF EMPLOYEES INVOLVED
IN OTHER TRADES**

PART I – SUPERMARKET

C h e c k - o u t Operator	1 st year	10,575	10,875	11,150	11,150
	2 nd year	10,651	10,951	11,251	11,350
	3 rd year	10,874	11,174	11,474	11,550
	4 th year	11,084	11,384	11,684	11,750
	5 th year	11,283	11,583	11,883	11,950
	6 th year	11,503	11,803	12,103	12,150
	7 th year	11,778	12,078	12,375	12,375
	8 th year & thereafter	12,057	12,357	12,600	12,600
<i>Employé de rayon</i>	1 st year	10,575	10,675	10,675	10,675
	2 nd year	10,575	10,775	10,775	10,775
	3 rd year	10,575	10,875	10,875	10,875
	4 th year	10,575	10,875	10,975	10,975
	5 th year	10,575	10,875	11,090	11,090
	6 th year	10,575	10,875	11,175	11,205
	7 th year	10,604	10,904	11,204	11,320
	8 th year & thereafter	10,730	11,030	11,330	11,435
Meat/Fish Packer	1 st year	10,575	10,875	10,875	10,875
	2 nd year	10,575	10,875	10,990	10,990
	3 rd year	10,575	10,875	11,105	11,105
	4 th year	10,575	10,875	11,175	11,220
	5 th year	10,651	10,951	11,251	11,335
	6 th year	10,784	11,084	11,384	11,450
	7 th year	10,927	11,227	11,527	11,575
	8 th year & thereafter	11,057	11,357	11,657	11,700

Cold Attendant	Room	1 st year	10,748	11,048	11,348	11,350
		2 nd year	10,892	11,192	11,475	11,475
		3 rd year	11,025	11,325	11,600	11,600
		4 th year	11,149	11,449	11,725	11,725
		5 th year	11,273	11,573	11,850	11,850
		6 th year	11,408	11,708	11,975	11,975
		7 th year	11,604	11,904	12,110	12,110
		8 th year & thereafter	11,741	12,041	12,245	12,245

**PART II – WHOLESALE TRADE OR WHOLESALE
AND RETAIL TRADE**

Shop Assistant	1 st year	10,575	10,875	10,875	10,875
	2 nd year	10,575	10,875	11,050	11,050
	3 rd year	10,575	10,875	11,175	11,225
	4 th year	10,776	11,076	11,376	11,400
	5 th year	10,995	11,295	11,585	11,585
	6 th year	11,191	11,491	11,770	11,770
	7 th year	11,386	11,686	11,955	11,955
	8 th year & thereafter	11,644	11,944	12,140	12,140
Cashier	1 st year	10,874	11,174	11,474	11,550
	2 nd year	11,084	11,384	11,684	11,750
	3 rd year	11,283	11,583	11,883	11,950
	4 th year	11,503	11,803	12,103	12,150
	5 th year	11,778	12,078	12,375	12,375
	6 th year	12,057	12,357	12,600	12,600
	7 th year	12,309	12,609	12,825	12,825
	8 th year & thereafter	12,451	12,751	13,050	13,050

Cold Attendant	Room	1 st year	10,748	11,048	11,348	11,350
		2 nd year	10,892	11,192	11,475	11,475
		3 rd year	11,025	11,325	11,600	11,600
		4 th year	11,149	11,449	11,725	11,725
		5 th year	11,273	11,573	11,850	11,850
		6 th year	11,408	11,708	11,975	11,975
		7 th year	11,604	11,904	12,110	12,110
		8 th year & thereafter	11,741	12,041	12,245	12,245

Pesticides Handler	1 st year	10,748	11,048	11,348	11,350
	2 nd year	10,892	11,192	11,475	11,475
	3 rd year	11,025	11,325	11,600	11,600
	4 th year	11,149	11,449	11,725	11,725
	5 th year	11,273	11,573	11,850	11,850
	6 th year	11,408	11,708	11,975	11,975
	7 th year	11,604	11,904	12,110	12,110
	8 th year & thereafter	11,741	12,041	12,245	12,245

PART III – RETAIL TRADE

Cashier	1 st year	10,575	10,875	11,150	11,150
	2 nd year	10,651	10,951	11,251	11,350
	3 rd year	10,874	11,174	11,474	11,550
	4 th year	11,084	11,384	11,684	11,750
	5 th year	11,283	11,583	11,883	11,950
	6 th year	11,503	11,803	12,103	12,150
	7 th year	11,778	12,078	12,375	12,375
	8 th year & thereafter	12,057	12,357	12,600	12,600

Shop Assistant	1 st year	10,575	10,875	10,875	10,875
	2 nd year	10,575	10,875	11,050	11,050
	3 rd year	10,575	10,875	11,175	11,225
	4 th year	10,776	11,076	11,376	11,400
	5 th year	10,995	11,295	11,580	11,580
	6 th year	11,191	11,491	11,760	11,760
	7 th year	11,386	11,686	11,940	11,940
	8 th year & thereafter	11,644	11,944	12,120	12,120
Cold Room Attendant	1 st year	10,748	11,048	11,348	11,350
	2 nd year	10,892	11,192	11,475	11,475
	3 rd year	11,025	11,325	11,600	11,600
	4 th year	11,149	11,449	11,725	11,725
	5 th year	11,273	11,573	11,850	11,850
	6 th year	11,408	11,708	11,975	11,975
	7 th year	11,604	11,904	12,110	12,110
	8 th year & thereafter	11,741	12,041	12,245	12,245
