

*Government Notice No. 214 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 Domestic Workers (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –  
“principal regulations” means the Domestic Workers (Remuneration) Regulations 2019.
3. 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 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.

4. 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.

5. The First Schedule to the principal regulations is amended by inserting, after paragraph 3, the following new paragraph –

**3A. Notional calculation of basic hourly rate**

For the purpose of determining the hourly basic wage due for extra work, or for any other reason, the number of hours of work shall, in respect of a monthly paid employee, be notionally calculated on the basis of –

- (a) 312 hours in the case of a garde-malade; or
- (b) 195 hours in any other case.

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 3(1)(b) and (3) and 7(a)(i)]

Category of employee	Column I As from 1 January 2022		Column II As from 1 July 2022		Column III As from 1 July 2023		Column IV As from 1 July 2024	
	Monthly wages	Hourly basic rate	Monthly basic wages	Hourly basic rate	Monthly basic wages	Hourly basic rate	Monthly basic wages	Hourly basic rate
	(Rs)	(Rs cs)	(Rs)	(Rs cs)	(Rs)	(Rs cs)	(Rs)	(Rs cs)
Cook	10,575	54.23	10,820	55.49	10,820	55.49	10,820	55.49
Gardener	10,575	54.23	10,875	55.77	11,175	57.31	11,575	59.36
Household employee	10,575	54.23	10,575	54.23	10,575	54.23	10,575	54.23
Household employee/ Cook	10,575	54.23	10,875	55.77	11,170	57.28	11,170	57.28
Caretaker	10,575	54.23	10,875	55.77	11,175	57.31	11,575	59.36
Driver	11,144	57.15	11,444	58.69	11,744	60.23	12,144	62.28
Garde-malade	10,575	33.89	10,875	34.86	11,175	35.82	11,575	37.10
Watchperson	10,575	54.23	10,875	55.77	11,175	57.31	11,575	59.36