

*Government Notice No. 215 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 Export Enterprises (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
 - “principal regulations” means the Export Enterprises (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
 - (a) by deleting the definition of “unskilled employee”, the semicolon at the end of definition “trainee” being deleted and replaced by a full stop;
 - (b) by inserting, in the appropriate alphabetical order, the following new definitions –
 - “factory helper” –
 - (a) means a person who performs manual tasks requiring physical effort but no particular skill or aptitude; and
 - (b) includes a cleaner, a packer and an employee, other than a trainee who does not have the required skill and is employed to assist other employees;
 - “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 –

9. 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 and 7]

PART I – MONTHLY WAGES

Category of employee	Year of service	Column I		Column II		Column III		Column IV	
		As from 1 January 2022	National minimum wage	As from 1 July 2022	National minimum wage	As from 1 July 2023	National minimum wage	As from 1 July 2024	National minimum wage
		Monthly wages as at December 2017, plus additional remuneration for 2018, 2019, 2020, 2021 and 2022	(Rs)	Monthly wages as at December 2017 plus additional remuneration for 2018, 2019, 2020, 2021 and 2022	(Rs)	Monthly wages as at December 2017 plus additional remuneration for 2018, 2019, 2020, 2021 and 2022	(Rs)	Monthly wages as at December 2017 plus additional remuneration for 2018, 2019, 2020, 2021 and 2022	(Rs)
Chief clerk	1 st year	10,290		10,590		10,890		11,290	
	2 nd year	10,495		10,795		11,095		11,495	
	3 rd year	10,686		10,986		11,286		11,686	
	4 th year	10,904		11,204		11,504		11,904	
	5 th year & thereafter	11,076		11,376		11,676		12,076	
Accounts Clerk, Cashier, Storekeeper	1 st year	9,841	9,875	10,141		10,441		10,841	
	2 nd year	10,019		10,319		10,619		11,019	
	3 rd year	10,213		10,513		10,813		11,213	
	4 th year	10,357		10,657		10,957		11,357	
	5 th year	10,507		10,807		11,107		11,507	
	6 th year	10,675		10,975		11,275		11,675	
	7 th year & thereafter	10,836		11,136		11,436		11,836	

Clerk, Assistant Storekeeper	1 st year	8,670	9,875	8,970	9,875	9,270	9,875	9,670	9,875
	2 nd year	8,958	9,875	9,258	9,875	9,558	9,875	9,958	
	3 rd year	9,220	9,875	9,520	9,875	9,820	9,875	10,220	
	4 th year	9,656	9,875	9,956		10,256		10,656	
	5 th year	9,919		10,219		10,519		10,919	
	6 th year	10,090		10,390		10,690		11,090	
	7 th year	10,247		10,547		10,847		11,247	
	8 th year	10,413		10,713		11,013		11,413	
	9 th year & thereafter	10,557		10,857		11,157		11,557	9,875
Foreman/ Forewoman Typist, Timekeeper	1 st year	8,741	9,875	9,041	9,875	9,341	9,875	9,741	9,875
	2 nd year	9,065	9,875	9,365	9,875	9,665	9,875	10,065	
	3 rd year	9,408	9,875	9,708	9,875	10,008		10,408	
	4 th year	9,622	9,875	9,922		10,222		10,622	
	5 th year & thereafter	9,767	9,875	10,067		10,367		10,767	9,875
Telephonist, Receptionist	1 st year	8,741	9,875	9,041	9,875	9,341	9,875	9,741	9,875
	2 nd year	9,065	9,875	9,365	9,875	9,665	9,875	10,065	
	3 rd year	9,408	9,875	9,708	9,875	10,008		10,408	
	1 st year	8,670	9,875	8,970	9,875	9,270	9,875	9,670	9,875
	2 nd year	8,958	9,875	9,258	9,875	9,558	9,875	9,958	
Mechanic, Electrician	3 rd year	9,220	9,875	9,520	9,875	9,820	9,875	10,220	
	4 th year	9,527	9,875	9,827	9,875	10,127		10,527	
	5 th year	9,656	9,875	9,956		10,256		10,656	
	6 th year	9,821	9,875	10,121		10,421		10,821	
	7 th year	9,919		10,219		10,519		10,919	
	8 th year	10,011		10,311		10,611		11,011	
	9 th year & thereafter	10,090		10,390		10,690		11,090	
	10,023		10,323		10,623		11,023		
Driver grade I									
Driver grade II		9,846	10,146	9,875	10,446		10,846		
Driver grade III		9,692	9,992	9,875	10,292		10,692		

PART II

Watchperson	8,119	9,875	8,419	9,875	8,719	9,875	9,119	9,875
Factory Employee	1 st year	7,249	9,875	7,549	9,875	7,627	9,875	9,875
	Thereafter	7,355	9,875	7,655	9,875	7,858	9,875	9,875
Factory Helper	1 st year	6,871	9,875	6,871	9,875	6,871	9,875	9,875
	Thereafter	7,140	9,875	7,265	9,875	7,265	9,875	9,875

