
Government Notice No. 216 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 Factory Employees (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Factory Employees (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
 - (a) by deleting the definition “unskilled employee”;
 - (b) by inserting, in the appropriate alphabetical order, the following new definitions –
“assistant factory employee” means a person who –
 - (a) performs manual tasks of a routine or semi-routine nature; but
 - (b) has not reached the skill required of a factory operator;“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) additional remuneration payable under the Workers' Rights (Additional Remuneration) (2020) Regulations 2019;
 - (c) additional 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 –

8. 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 First Schedule to the principal regulations is amended, in paragraph 6(1)(f), by deleting the words “unskilled employee” and replacing them by the words “assistant factory employee”.

7. The Second Schedule to the principal regulations is revoked and replaced by the Second Schedule set out in the Schedule to these regulations.

- 8.** These regulations shall be deemed to have come into operation on 1 January 2022.

Made by the Minister on 10 August 2022.

SCHEDULE
[Regulation 7]

SECOND SCHEDULE
[Regulations 2, 3(3) and 7(a)(ii)]

PART I

Category of employee	Year of service	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
		Monthly wages (Rs)	Monthly wages (Rs)	Monthly wages (Rs)	Monthly wages (Rs)
Chief clerk	1 st year	13,415	13,715	14,015	14,415
	2 nd year	13,640	13,940	14,240	14,640
	3 rd year	13,877	14,177	14,477	14,877
	4 th year	14,156	14,456	14,756	15,156
	5 th year	14,370	14,670	14,970	15,370
	6 th year	14,671	14,971	15,271	15,671
	7 th year	14,918	15,218	15,518	15,918
	8 th year & thereafter	15,175	15,475	15,775	16,085
Accounts Clerk, Cashier, Storekeeper	1 st year	12,455	12,755	13,055	13,455
	2 nd year	12,721	13,021	13,321	13,721
	3 rd year	12,978	13,278	13,578	13,978
	4 th year	13,193	13,493	13,793	14,193
	5 th year	13,407	13,707	14,007	14,407
	6 th year	13,533	13,833	14,133	14,533
	7 th year	13,759	14,059	14,359	14,759
	8 th year & thereafter	14,005	14,305	14,605	14,955

Clerk, Assistant Storekeeper	1 st year	11,560	11,860	12,160	12,560
	2 nd year	11,729	12,029	12,329	12,729
	3 rd year	11,913	12,213	12,513	12,913
	4 th year	12,142	12,442	12,742	13,142
	5 th year	12,358	12,658	12,958	13,358
	6 th year	12,510	12,810	13,110	13,510
	7 th year	12,828	13,128	13,428	13,828
	8 th year & thereafter	13,128	13,428	13,728	14,090
Word Processing Operator	1 st year	11,262	11,562	11,862	12,262
	2 nd year	11,439	11,739	12,039	12,439
	3 rd year	11,615	11,915	12,215	12,615
	4 th year	11,832	12,132	12,432	12,832
	5 th year	12,050	12,350	12,650	13,050
	6 th year	12,283	12,583	12,883	13,283
	7 th year	12,410	12,710	13,010	13,410
	8 th year & thereafter	12,699	12,999	13,299	13,699
Telephonist, Receptionist	1 st year	11,031	11,331	11,631	12,031
	2 nd year	11,207	11,507	11,807	12,207
	3 rd year	11,384	11,684	11,984	12,384
	4 th year	11,593	11,893	12,193	12,593
	5 th year	11,809	12,109	12,409	12,809
	6 th year	12,028	12,328	12,628	13,028
	7 th year	12,261	12,561	12,861	13,261
	8 th year & thereafter	12,334	12,634	12,934	13,334

Foreman, Forewoman	1 st year	11,031	11,331	11,631	12,031
	2 nd year	11,207	11,507	11,807	12,207
	3 rd year	11,384	11,684	11,984	12,384
	4 th year	11,593	11,893	12,193	12,593
	5 th year	11,809	12,109	12,409	12,809
	6 th year	12,028	12,328	12,628	13,028
	7 th year	12,239	12,539	12,839	13,239
	8 th year & thereafter	12,334	12,634	12,934	13,334

PART II

Category of employee	Year of service	Monthly wages (Rs)	Monthly wages (Rs)	Monthly wages (Rs)	Monthly wages (Rs)
Factory Operator	1 st year	10,575	10,875	11,175	11,575
	2 nd year	10,575	10,875	11,175	11,575
	3 rd year	10,575	10,875	11,175	11,575
	4 th year	10,654	10,954	11,254	11,654
	5 th year	10,747	11,047	11,347	11,747
	6 th year	10,820	11,120	11,420	11,820
	7 th year	10,890	11,190	11,490	11,890
	8 th year & thereafter	10,962	11,262	11,562	11,962
Factory Attendant	1 st year	10,575	10,875	11,175	11,575
	2 nd year	10,575	10,875	11,175	11,575
	3 rd year	10,575	10,875	11,175	11,575
	4 th year	10,575	10,875	11,175	11,575
	5 th year	10,575	10,875	11,175	11,575
	6 th year	10,575	10,875	11,175	11,575
	7 th year	10,575	10,875	11,175	11,575
	8 th year & thereafter	10,627	10,927	11,227	11,627

Assistant Factory Employee	}	1 st year	10,575	10,575	10,575	10,575
		2 nd year	10,575	10,660	10,660	10,660
		3 rd year	10,575	10,784	10,784	10,784
		4 th year	10,575	10,868	10,868	10,868
		5 th year & thereafter	10,575	10,875	10,948	10,948
Watchperson	}		11,085	11,385	11,685	12,085
