

Government Notice No. 219 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 Newspapers and Periodicals Employees (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Newspapers and Periodicals Employees (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
 - (a) by deleting the definition of “trainee reporter”;
 - (b) 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) 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 –

6. 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(1)(b), (3) and (6) and 5(a)(ii)]

		Column I	Column II	Column III	Column IV
GROUP A					
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)
Journalist, <i>Secrétaire de rédaction</i>	1 st year	16,490	16,790	16,910	16,910
	2 nd year	16,854	17,154	17,275	17,275
	3 rd year	17,018	17,318	17,618	17,640
	4 th year	17,329	17,629	17,929	18,005
	5 th year	17,729	18,029	18,329	18,370
	6 th year	18,144	18,444	18,735	18,735
	7 th year	18,575	18,875	19,100	19,100
	8 th year	19,021	19,321	19,500	19,500
	9 th year	19,485	19,785	19,940	19,940
	10 th year & thereafter	19,966	20,266	20,390	20,390

Reporter, <i>Photographer</i> , Caricaturist	1 st year	12,537	12,837	12,960	12,960
	2 nd year	12,718	13,018	13,160	13,160
	3 rd year	12,905	13,205	13,360	13,360
	4 th year	13,154	13,454	13,580	13,580
	5 th year	13,339	13,639	13,800	13,800
	6 th year	13,496	13,796	13,920	13,920
	7 th year	13,701	14,001	14,140	14,140
	8 th year	13,914	14,214	14,360	14,360
	9 th year	14,135	14,435	14,580	14,580
	10 th year	14,360	14,660	14,800	14,800
	11 th year	14,589	14,889	15,020	15,020
	12 th year	14,825	15,125	15,250	15,250
	13 th year	15,067	15,367	15,490	15,490
	14 th year	15,309	15,609	15,730	15,730
	15 th year & thereafter	15,554	15,854	15,980	15,980

GROUP B

Documentalist	1 st year	13,326	13,626	13,755	13,755
	2 nd year	13,495	13,795	13,915	13,915
	3 rd year	13,714	14,014	14,175	14,175
	4 th year	13,951	14,251	14,435	14,435
	5 th year	14,190	14,490	14,695	14,695
	6 th year	14,420	14,720	14,955	14,955
	7 th year	14,666	14,966	15,215	15,215
	8 th year	14,920	15,220	15,475	15,475
	9 th year	15,187	15,487	15,735	15,735
	10 th year & thereafter	15,445	15,745	15,995	15,995

Proof Reader	1 st year	11,035	11,335	11,460	11,460
	2 nd year	11,176	11,476	11,610	11,610
	3 rd year	11,309	11,609	11,760	11,760
	4 th year	11,460	11,760	11,910	11,910
	5 th year	11,672	11,972	12,095	12,095
	6 th year	11,832	12,132	12,280	12,280
	7 th year	12,032	12,332	12,465	12,465
	8 th year	12,196	12,496	12,650	12,650
	9 th year	12,362	12,662	12,835	12,835
	10 th year & thereafter	12,423	12,723	13,020	13,020
Clerk/Word Processing Operator	1 st year	10,883	11,183	11,310	11,310
	2 nd year	11,029	11,329	11,465	11,465
	3 rd year	11,181	11,481	11,620	11,620
	4 th year	11,326	11,626	11,780	11,780
	5 th year	11,491	11,791	11,940	11,940
	6 th year	11,715	12,015	12,140	12,140
	7 th year	11,890	12,190	12,340	12,340
	8 th year	12,116	12,416	12,540	12,540
	9 th year	12,285	12,585	12,740	12,740
	10 th year & thereafter	12,369	12,669	12,940	12,940
Assistant Documentalist	1 st year	10,970	11,270	11,390	11,390
	2 nd year	11,066	11,366	11,500	11,500
	3 rd year	11,173	11,473	11,610	11,610
	4 th year	11,269	11,569	11,720	11,720
	5 th year	11,378	11,678	11,830	11,830
	6 th year	11,483	11,783	11,940	11,940
	7 th year	11,657	11,957	12,080	12,080
	8 th year	11,762	12,062	12,220	12,220
	9 th year	11,883	12,183	12,360	12,360
	10 th year & thereafter	12,046	12,346	12,500	12,500

Receptionist/ Telephonist	1 st year	10,575	10,575	10,575	10,575
	2 nd year	10,575	10,670	10,670	10,670
	3 rd year	10,575	10,765	10,765	10,765
	4 th year	10,575	10,860	10,860	10,860
	5 th year	10,575	10,875	10,955	10,955
	6 th year	10,602	10,902	11,050	11,050
	7 th year	10,706	11,006	11,145	11,145
	8 th year	10,801	11,101	11,240	11,240
	9 th year	10,908	11,208	11,335	11,335
	10 th year & thereafter	11,006	11,306	11,430	11,430
Advertisement Clerk, Accounts Clerk, Store Clerk, Cashier	1 st year	11,301	11,601	11,730	11,730
	2 nd year	11,454	11,754	11,910	11,910
	3 rd year	11,667	11,967	12,090	12,090
	4 th year	11,831	12,131	12,270	12,270
	5 th year	12,034	12,334	12,455	12,455
	6 th year	12,200	12,500	12,640	12,640
	7 th year	12,369	12,669	12,825	12,825
	8 th year & thereafter	12,433	12,733	13,010	13,010
Driver	1 st year	10,704	11,004	11,130	11,130
	2 nd year	10,857	11,157	11,280	11,280
	3 rd year	11,003	11,303	11,430	11,430
	4 th year	11,155	11,455	11,580	11,580
	5 th year & thereafter	11,300	11,600	11,730	11,730