

*Government Notice No. 220 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 Pre-Primary School Employees (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Pre-Primary School Employees (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended 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 is 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 and 5]

Category of employee	Year of service	Column I	Column II	Column III	Column VI
		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)
Teaching staff					
Teacher Supervisor		12,326	12,626	12,926	13,326
Teacher (grade I)	1 st year	11,146	11,446	11,746	12,146
	2 nd year	11,245	11,545	11,845	12,245
	3 rd year	11,361	11,661	11,961	12,361
	4 th year	11,466	11,766	12,066	12,466
	5 th year	11,587	11,887	12,187	12,587
	6 th year	11,697	11,997	12,297	12,697
	7 th year	11,836	12,136	12,436	12,836
	8 th year	11,958	12,258	12,558	12,958
	9 th year	12,096	12,396	12,696	13,096
	10 th year & thereafter	12,219	12,519	12,819	13,219
Teacher (grade II)	1 st year	10,575	10,875	11,175	11,575
	2 nd year	10,612	10,912	11,212	11,612
	3 rd year	10,736	11,036	11,336	11,736
	4 th year	10,836	11,136	11,436	11,836
	5 th year & thereafter	10,937	11,237	11,537	11,937

Teacher (grade III)	} Less than 5 years	10,575	10,875	11,175	11,575
		10,575	10,875	11,175	11,575
		10,788	11,088	11,388	11,788
Non-teaching staff					
Cook		10,575	10,875	11,175	11,390
Gardener/ Handyperson		10,575	10,575	10,575	10,575
School Attendant	} 1 st year	10,575	10,875	11,175	11,390
		10,575	10,875	11,175	11,490
		10,575	10,875	11,175	11,575
		10,575	10,875	11,175	11,575
		10,575	10,875	11,175	11,575
