
Government Notice No. 221 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 Private Hospitals and Other Related Health Services (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Private Hospitals and Other Related Health Services (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended by adding the following new definition, the full stop at the end of the definition of “related health services” being deleted and replaced by a semicolon –
“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 (4) and replacing it by the following paragraph –
 - (4) 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 (4), the following new paragraph –

(4A) (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 8]

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 basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)
Charge Nurse/ Ward Sister		13,903	14,203	14,503	14,903
Medical Laboratory Technician	1 st year	12,893	13,193	13,493	13,893
	2 nd year	13,010	13,310	13,610	14,010
	3 rd year	13,160	13,460	13,760	14,160
	4 th year	13,327	13,627	13,927	14,327
	5 th year & thereafter	13,415	13,715	14,015	14,415
Radiographer	1 st year	12,893	13,193	13,493	13,893
	2 nd year	13,010	13,310	13,610	14,010
	3 rd year	13,160	13,460	13,760	14,160
	4 th year	13,300	13,600	13,900	14,300
	5 th year & thereafter	13,461	13,761	14,061	14,461

Nurse	1 st year	11,879	12,179	12,479	12,879
	2 nd year	12,009	12,309	12,609	13,009
	3 rd year	12,116	12,416	12,716	13,116
	4 th year	12,308	12,608	12,908	13,308
	5 th year	12,392	12,692	12,992	13,392
	6 th year	12,640	12,940	13,240	13,640
	7 th year	12,893	13,193	13,493	13,893
	8 th year	13,064	13,364	13,664	14,064
	9 th year	13,273	13,573	13,873	14,273
	10 th year & thereafter	13,461	13,761	14,061	14,461
Dispenser	1 st year	10,930	11,230	11,530	11,930
	2 nd year	11,080	11,380	11,680	12,080
	3 rd year	11,208	11,508	11,808	12,208
	4 th year	11,390	11,690	11,990	12,390
	5 th year & thereafter	11,602	11,902	12,202	12,602
Assistant Nurse	1 st year	10,575	10,875	11,175	11,575
	2 nd year	10,635	10,935	11,235	11,635
	3 rd year	10,785	11,085	11,385	11,785
	4 th year	10,930	11,230	11,530	11,930
	5 th year	11,080	11,380	11,680	12,080
	6 th year	11,274	11,574	11,874	12,274
	7 th year	11,453	11,753	12,053	12,453
	8 th year	11,660	11,960	12,260	12,660
	9 th year	11,879	12,179	12,479	12,879
	10 th year & thereafter	12,063	12,363	12,663	13,063

Midwife	1 st year	10,752	11,052	11,352	11,752
	2 nd year	10,897	11,197	11,497	11,897
	3 rd year	11,040	11,340	11,640	12,040
	4 th year	11,178	11,478	11,778	12,178
	5 th year	11,302	11,602	11,902	12,302
	6 th year	11,482	11,782	12,082	12,482
	7 th year	11,688	11,988	12,288	12,688
	8 th year	11,906	12,206	12,506	12,906
	9 th year	12,090	12,390	12,690	13,090
	10 th year & thereafter	12,335	12,635	12,935	13,335
Nursing Aid	1 st year	10,575	10,875	10,928	10,928
	2 nd year	10,575	10,875	11,078	11,078
	3 rd year	10,575	10,875	11,175	11,228
	4 th year	10,575	10,875	11,175	11,378
	5 th year	10,575	10,875	11,175	11,538
	6 th year	10,711	11,011	11,311	11,698
	7 th year	10,930	11,230	11,530	11,858
	8 th year	11,142	11,442	11,742	12,018
	9 th year	11,330	11,630	11,930	12,178
	10 th year & thereafter	11,522	11,822	12,122	12,338
PART II					
Driver		10,930	11,230	11,530	11,930
Cook	1 st year	10,575	10,875	11,175	11,575
	2 nd year	10,635	10,935	11,235	11,635
	3 rd year & thereafter	10,864	11,164	11,464	11,864
Receptionist	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 & thereafter	10,711	11,011	11,311	11,711

Nursing Home Attendant, Lauderer	}	1 st year	10,575	10,575	10,575	10,575
		2 nd year	10,575	10,725	10,725	10,725
		3 rd year	10,575	10,875	10,875	10,875
		4 th year	10,575	10,875	11,025	11,025
		5 th year & thereafter	10,575	10,875	11,175	11,175
Gardener		10,575	10,875	11,175	11,575	
Kitchen Help	}	1 st year	10,575	10,575	10,575	10,575
		2 nd year	10,575	10,725	10,725	10,725
		3 rd year & thereafter	10,575	10,875	10,875	10,875
Watchperson		10,575	10,875	11,175	11,575	
Handyperson		11,453	11,753	12,053	12,453	
