

*Government Notice No. 222 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 Road Haulage Industry (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –  
“principal regulations” means the Road Haulage Industry (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 –  
(ho) 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;

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- (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 –

**7.** 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.

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**SCHEDULE**  
[Regulation 6]

**SECOND SCHEDULE**  
[Regulations 3 and 6]

| Category of employee      | Year of service                   | Column I               | Column II           | Column III          | Column III          |
|---------------------------|-----------------------------------|------------------------|---------------------|---------------------|---------------------|
|                           |                                   | As from 1 January 2022 | As from 1 July 2022 | As from 1 July 2023 | As from 1 July 2024 |
|                           |                                   | Monthly basic wages    | Monthly basic wages | Monthly basic wages | Monthly basic wages |
|                           |                                   | (Rs)                   | (Rs)                | (Rs)                | (Rs)                |
| Tanker Driver             | 1 <sup>st</sup> year              | 12,261                 | 12,561              | 12,834              | 12,834              |
|                           | 2 <sup>nd</sup> year              | 12,349                 | 12,649              | 12,949              | 13,019              |
|                           | 3 <sup>rd</sup> year              | 12,537                 | 12,837              | 13,137              | 13,219              |
|                           | 4 <sup>th</sup> year              | 12,725                 | 13,025              | 13,325              | 13,419              |
|                           | 5 <sup>th</sup> year              | 12,939                 | 13,239              | 13,539              | 13,619              |
|                           | 6 <sup>th</sup> year              | 13,154                 | 13,454              | 13,754              | 13,819              |
|                           | 7 <sup>th</sup> year              | 13,369                 | 13,669              | 13,969              | 14,019              |
|                           | 8 <sup>th</sup> year & thereafter | 13,483                 | 13,783              | 14,083              | 14,119              |
| Tanker Driver's Assistant | 1 <sup>st</sup> year              | 10,575                 | 10,575              | 10,575              | 10,575              |
|                           | 2 <sup>nd</sup> year              | 10,575                 | 10,725              | 10,725              | 10,725              |
|                           | 3 <sup>rd</sup> year              | 10,575                 | 10,875              | 10,875              | 10,875              |
|                           | 4 <sup>th</sup> year              | 10,575                 | 10,875              | 11,025              | 11,025              |
|                           | 5 <sup>th</sup> year              | 10,575                 | 10,875              | 11,175              | 11,185              |
|                           | 6 <sup>th</sup> year              | 10,696                 | 10,996              | 11,296              | 11,345              |
|                           | 7 <sup>th</sup> year              | 10,869                 | 11,169              | 11,469              | 11,505              |
|                           | 8 <sup>th</sup> year & thereafter | 11,040                 | 11,340              | 11,640              | 11,675              |

|                     |                                      |        |        |        |        |
|---------------------|--------------------------------------|--------|--------|--------|--------|
| Driver<br>grade I   | 1 <sup>st</sup> year                 | 11,482 | 11,782 | 12,082 | 12,094 |
|                     | 2 <sup>nd</sup> year                 | 11,677 | 11,977 | 12,277 | 12,279 |
|                     | 3 <sup>rd</sup> year                 | 11,864 | 12,164 | 12,464 | 12,464 |
|                     | 4 <sup>th</sup> year                 | 12,052 | 12,352 | 12,649 | 12,649 |
|                     | 5 <sup>th</sup> year                 | 12,240 | 12,540 | 12,834 | 12,834 |
|                     | 6 <sup>th</sup> year                 | 12,327 | 12,627 | 12,927 | 13,019 |
|                     | 7 <sup>th</sup> year                 | 12,515 | 12,815 | 13,115 | 13,219 |
|                     | 8 <sup>th</sup> year &<br>thereafter | 12,703 | 13,003 | 13,303 | 13,419 |
| Driver<br>grade II  | 1 <sup>st</sup> year                 | 11,186 | 11,486 | 11,786 | 11,798 |
|                     | 2 <sup>nd</sup> year                 | 11,348 | 11,648 | 11,948 | 11,968 |
|                     | 3 <sup>rd</sup> year                 | 11,516 | 11,816 | 12,116 | 12,138 |
|                     | 4 <sup>th</sup> year                 | 11,682 | 11,982 | 12,282 | 12,323 |
|                     | 5 <sup>th</sup> year                 | 11,843 | 12,143 | 12,443 | 12,508 |
|                     | 6 <sup>th</sup> year                 | 12,030 | 12,330 | 12,630 | 12,693 |
|                     | 7 <sup>th</sup> year                 | 12,218 | 12,518 | 12,818 | 12,878 |
|                     | 8 <sup>th</sup> year &<br>thereafter | 12,307 | 12,607 | 12,907 | 13,063 |
| Driver<br>grade III | 1 <sup>st</sup> year                 | 10,927 | 11,227 | 11,527 | 11,539 |
|                     | 2 <sup>nd</sup> year                 | 11,094 | 11,394 | 11,694 | 11,709 |
|                     | 3 <sup>rd</sup> year                 | 11,256 | 11,556 | 11,856 | 11,879 |
|                     | 4 <sup>th</sup> year                 | 11,420 | 11,720 | 12,020 | 12,049 |
|                     | 5 <sup>th</sup> year                 | 11,587 | 11,887 | 12,187 | 12,234 |
|                     | 6 <sup>th</sup> year                 | 11,751 | 12,051 | 12,351 | 12,419 |
|                     | 7 <sup>th</sup> year                 | 11,939 | 12,239 | 12,539 | 12,604 |
|                     | 8 <sup>th</sup> year &<br>thereafter | 12,127 | 12,427 | 12,727 | 12,789 |

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|                      |                                      |        |        |        |        |
|----------------------|--------------------------------------|--------|--------|--------|--------|
| Vehicle<br>Assistant | 1 <sup>st</sup> year                 | 10,575 | 10,875 | 11,005 | 11,005 |
|                      | 2 <sup>nd</sup> year                 | 10,575 | 10,875 | 11,165 | 11,165 |
|                      | 3 <sup>rd</sup> year                 | 10,713 | 11,013 | 11,313 | 11,325 |
|                      | 4 <sup>th</sup> year                 | 10,887 | 11,187 | 11,485 | 11,485 |
|                      | 5 <sup>th</sup> year                 | 11,057 | 11,357 | 11,655 | 11,655 |
|                      | 6 <sup>th</sup> year                 | 11,219 | 11,519 | 11,819 | 11,825 |
|                      | 7 <sup>th</sup> year                 | 11,380 | 11,680 | 11,980 | 11,995 |
|                      | 8 <sup>th</sup> year &<br>thereafter | 11,549 | 11,849 | 12,149 | 12,165 |

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