

*Government Notice No. 223 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 Salt-Manufacturing Industry (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Salt-Manufacturing Industry (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 “salt-manufacturing industry” 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 (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 adding the following new paragraph –
- (4) (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 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 7]

Category of employee	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)
Male employee	10,575	10,575	10,575	10,575
Female employee	10,575	10,575	10,575	10,575
Foreman	10,616	10,916	11,216	11,616
<i>Alimentateur</i>	10,575	10,875	11,105	11,105
Mason	10,575	10,875	11,175	11,575
Watchperson	10,575	10,730	10,730	10,730
Factory Operator	10,575	10,875	11,105	11,105