

*Government Notice No. 224 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 Tea Industry Workers (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Tea Industry Workers (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
 - (a) by deleting the definition of “young person”, the semicolon at the end of the definition of “welder grade III” being deleted and replaced by a full stop;
 - (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 –
 - (a) the appropriate national minimum wage payable under the National Minimum Wage Regulations 2017;

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- (b) the additional remuneration payable under the Workers' Rights (Additional Remuneration) (2020) Regulations 2019;
 - (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 First Schedule to the principal regulations is amended –

- (a) in paragraph 3(2), by deleting the figures “9.51”, “10.49” and “10.70” and replacing them by “10.56”, “11.64” and “11.87”, respectively;
- (b) in paragraph 4(2), by deleting the words “or young person”;
- (c) in paragraph 12(2)(c), by deleting the words “and young person”.

7. The Second Schedule to the principal regulations is revoked and replaced by the Second Schedule set out in the Schedule to these regulations.

8. These regulations shall be deemed to have come into operation on 1 January 2022.

Made by the Minister on 10 August 2022.

SCHEDULE

[Regulation 7]

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)
GROUP A				
Field Labourer (Male)	10,575	10,875	11,175	11,575
Field Labourer (Female)	10,575	10,575	10,575	10,575
Watchperson grade II	10,575	10,875	11,175	11,575
Sirdar or Gangman	11,116	11,416	11,716	12,116
GROUP B				
Factory Employee (Male)	10,575	10,875	11,175	11,575
Factory Employee (Female)	10,575	10,575	10,575	10,575
Gardener	10,575	10,875	11,175	11,575
Factory Supervisor	12,028	12,328	12,628	13,028
Messenger	10,575	10,875	11,175	11,575
Store Attendant	10,858	11,158	11,458	11,858
Laboratory Attendant grade I	10,858	11,158	11,458	11,858
Laboratory Attendant grade II	10,623	10,923	11,223	11,623
Sirdar or Gangman	11,116	11,416	11,716	12,116
Assistant Sirdar or Gangman	10,710	11,010	11,310	11,710

Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter grade I	11,738	12,038	12,338	12,738
Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter grade II	11,427	11,727	12,027	12,427
Turner, Fitter, Electrician, Motor Mechanic, Welder, Plumber and Pipe Fitter grade III	10,928	11,228	11,528	11,928
Carpenter & Stone Mason grade I	10,946	11,246	11,546	11,946
Carpenter & Stone Mason grade II	10,737	11,037	11,337	11,737
Carpenter & Stone Mason grade III	10,575	10,875	11,175	11,575
Factory Operator	10,858	11,158	11,458	11,858
Weigher grade I	11,468	11,768	12,068	12,468
Weigher grade II	10,904	11,204	11,504	11,904
Leaf Checker	10,850	11,150	11,450	11,850
Watchperson grade I	10,705	11,005	11,305	11,705
Watchperson grade II	10,575	10,875	11,175	11,575
Driver grade I	10,988	11,288	11,588	11,988
Driver grade II	10,790	11,090	11,390	11,790
Lorry Attendant/Lorry Helper	10,575	10,875	11,175	11,575
Factory Attendant	10,575	10,875	11,175	11,575
Boiler & Turbine Operator	11,841	12,141	12,441	12,841
