

*Government Notice No. 225 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 Travel Agents and Tour Operators Workers (Remuneration) (Amendment) Regulations 2022.
2. In these regulations –
“principal regulations” means the Travel Agents and Tour Operators Workers (Remuneration) Regulations 2019.
3. Regulation 2 of the principal regulations is amended –
 - (a) by deleting the definitions of “certified trainee” and “trainee”;
 - (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 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,
- 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,

of the Second Schedule.

- 5. Regulation 5 of the principal regulations is revoked.
- 6. The principal regulations are amended by adding the following new regulation –
 - 10. 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 or III 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.
- 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 9]

Category of employee	Year of service	Column I	Column II	Column III
		As from 1 January 2022	As from 1 July 2022	As from 1 July 2023
		Monthly basic wages (Rs)	Monthly basic wages (Rs)	Monthly basic wages (Rs)
Senior Accounts Clerk	1 st year	13,473	13,773	13,870
	2 nd year	13,687	13,987	14,087
	3 rd year	13,902	14,202	14,307
	4 th year & thereafter	14,127	14,427	14,527
Accounts Clerk	1 st year	12,300	12,600	12,697
	2 nd year	12,462	12,762	12,862
	3 rd year	12,623	12,923	13,027
	4 th year & thereafter	12,784	13,084	13,192
Administrative Clerk, Planning Clerk, Reservation & Ticketing Officer and Cashier	1 st year	12,025	12,325	12,422
	2 nd year	12,186	12,486	12,587
	3 rd year	12,348	12,648	12,752
	4 th year & thereafter	12,408	12,708	12,917
Planning Officer	1 st year	13,473	13,773	13,870
	2 nd year	13,687	13,987	14,087
	3 rd year	13,902	14,202	14,307
	4 th year & thereafter	14,127	14,427	14,527

Word processing Operator	1 st year	11,198	11,498	11,597
	2 nd year	11,332	11,632	11,747
	3 rd year	11,470	11,770	11,897
	4 th year & thereafter	11,665	11,965	12,067
Receptionist/ Telephonist	1 st year	10,806	11,106	11,203
	2 nd year	10,921	11,221	11,352
	3 rd year	11,089	11,389	11,502
	4 th year & thereafter	11,251	11,551	11,652
Hotel Representative	1 st year	12,300	12,600	12,697
	2 nd year	12,488	12,788	12,887
	3 rd year	12,677	12,977	13,077
	4 th year & thereafter	12,865	13,165	13,267
Airport Representative	1 st year	11,864	12,164	12,262
	2 nd year	12,079	12,379	12,477
	3 rd year	12,240	12,540	12,667
	4 th year & thereafter	12,300	12,600	12,817
Driver	1 st year	11,582	11,882	11,982
	2 nd year	11,692	11,992	12,132
	3 rd year	11,800	12,100	12,282
	4 th year & thereafter	11,971	12,271	12,432
Guide	1 st year	11,864	12,164	12,261
	2 nd year	12,079	12,379	12,477
	3 rd year	12,240	12,540	12,637
	4 th year & thereafter	12,300	12,600	12,797

Travel Consultant	1 st year	13,473	13,773	13,870
	2 nd year	13,687	13,987	14,092
	3 rd year	13,902	14,202	14,312
	4 th year & thereafter	14,127	14,427	14,532
Luggage Handler	1 st year	10,622	10,922	11,019
	2 nd year	10,720	11,020	11,117
	3 rd year	10,806	11,106	11,217
	4 th year & thereafter	10,892	11,192	11,317
Vehicle Attendant	1 st year	10,575	10,575	10,575
	2 nd year	10,575	10,687	10,687
	3 rd year	10,575	10,797	10,797
	4 th year & thereafter	10,575	10,875	10,907
Cleaner	1 st year	10,575	10,577	10,577
	2 nd year	10,575	10,687	10,687
	3 rd year	10,575	10,797	10,797
	4 th year & thereafter	10,575	10,875	10,907
Security Officer	1 st year	10,863	11,163	11,272
	2 nd year	10,979	11,279	11,387
	3 rd year	11,089	11,389	11,502
	4 th year & thereafter	11,198	11,498	11,617
Watchperson		10,575	10,875	10,907