

*Government Notice No. 68 of 2026***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 Catering and Tourism Industries (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Catering and Tourism Industries (Remuneration) Regulations 2019.
3. Regulation 4 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 the additional remuneration payable under the Workers’ Rights (Additional Remuneration) (2025) Regulations 2025 and the Workers’ Rights (Additional Remuneration) (2026) Regulations 2026.
 - (b) in paragraph (4), in subparagraph (a), by deleting the words “Second Schedule” and replacing them by the words “Second Schedule prevailing as at December 2023”;
 - (c) by adding the following new paragraph –
 - (11) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –
 - (a) a Diploma holder specified in paragraph (8)(a), be not less than 24,245 rupees;

- (b) a Degree holder specified in paragraph (8)
 - (a), be not less than 26,245 rupees.

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

5. These regulations shall be deemed to have come into operation on 1 January 2026.

Made by the Minister on 4 May 2026.

SCHEDULE

[Regulation 4]

SECOND SCHEDULE

[Regulations 4 and 9]

Category of employee	Year of service	Monthly basic wage (Rs)
Head Cook Head Pastry Cook		22,431
Assistant Head Cook Assistant Head Pastry Cook	1 st year	21,836
	2 nd year	21,966
	3 rd year	22,096
	4 th year & thereafter	22,226
Cook Pastry Cook	1 st year	21,320
	2 nd year	21,450
	3 rd year	21,580
	4 th year & thereafter	21,710
Assistant Cook Assistant Pastry Cook	1 st year	19,968
	2 nd year	20,108
	3 rd year	20,238
	4 th year & thereafter	20,368
Fast Food Operative	1 st year	19,933
	2 nd year	19,968
	3 rd year	20,108
	4 th year & thereafter	20,238

Category of employee	Year of service	Monthly basic wage (Rs)
Head Waiter	1 st year	21,023
	2 nd year	21,128
	3 rd year	21,323
	4 th year & thereafter	21,518
Assistant Head Waiter	1 st year	19,860
	2 nd year	19,900
	3 rd year	20,035
	4 th year & thereafter	20,170
Waiter Beach Waiter Loader Tea Maker	1 st year	19,358
	2 nd year	19,508
	3 rd year	19,643
	4 th year & thereafter	19,793
Head Bartender		22,431
Bartender	1 st year	21,023
	2 nd year	21,128
	3 rd year	21,323
	4 th year & thereafter	21,518
Assistant Bartender	1 st year	19,378
	2 nd year	19,508
	3 rd year	19,643
	4 th year & thereafter	19,793
Restaurant Supervisor		23,396

Category of employee	Year of service	Monthly basic wage (Rs)
Assistant Restaurant Supervisor	1 st year	22,431
	2 nd year	22,686
	3 rd year	22,881
	4 th year & thereafter	23,071
Kitchen Cost Controller	1 st year	20,172
	2 nd year	20,302
	3 rd year	20,432
	4 th year & thereafter	20,662
Cashier	1 st year	21,320
	2 nd year	21,450
	3 rd year	21,580
	4 th year & thereafter	21,705
<i>Cafetier</i>	1 st year	19,968
	2 nd year	20,108
	3 rd year	20,238
	4 th year & thereafter	20,368
Assistant <i>Cafetier</i>	1 st year	19,178
	2 nd year	19,308
	3 rd year	19,443
	4 th year & thereafter	19,573

Category of employee	Year of service	Monthly basic wage (Rs)
Storekeeper	1 st year	21,643
	2 nd year	21,838
	3 rd year	22,033
	4 th year & thereafter	22,228
Assistant Storekeeper	1 st year	20,300
	2 nd year	20,430
	3 rd year	20,725
	4 th year & thereafter	20,990
Store Attendant	1 st year	20,038
	2 nd year	20,173
	3 rd year	20,303
	4 th year & thereafter	20,533
<i>Caviste</i>	1 st year	20,300
	2 nd year	20,430
	3 rd year	20,660
	4 th year & thereafter	20,860
Receptionist	1 st year	21,643
	2 nd year	21,773
	3 rd year	21,903
	4 th year & thereafter	22,033

Category of employee	Year of service	Monthly basic wage (Rs)
Assistant Receptionist	1 st year	20,762
	2 nd year	20,892
	3 rd year	21,022
	4 th year & thereafter	21,127
Senior Accounts Clerk	1 st year	23,174
	2 nd year	23,429
	3 rd year	23,689
	4 th year & thereafter	23,959
Accounts Clerk	1 st year	21,644
	2 nd year	21,839
	3 rd year	22,034
	4 th year	22,229
	5 th year	22,434
	6 th year	22,689
	7 th year & thereafter	22,884
Personnel Clerk, Room Service Clerk	1 st year	21,191
	2 nd year	21,386
	3 rd year	21,581
	4 th year & thereafter	21,771

Category of employee	Year of service	Monthly basic wage (Rs)
Telephonist	1 st year	19,933
	2 nd year	19,968
	3 rd year	20,173
	4 th year & thereafter	20,368
Porter Operator	1 st year	19,713
	2 nd year	19,828
	3 rd year	19,933
	4 th year & thereafter	19,933
Housekeeper	1 st year	22,291
	2 nd year	22,496
	3 rd year	22,751
	4 th year & thereafter	22,946
Assistant Housekeeper	1 st year	21,836
	2 nd year	22,031
	3 rd year	22,226
	4 th year & thereafter	22,431
Linen Keeper	1 st year	21,643
	2 nd year	21,773
	3 rd year	21,903
	4 th year & thereafter	22,033

Category of employee	Year of service	Monthly basic wage (Rs)
Valet	1 st year	19,378
	2 nd year	19,508
	3 rd year	19,643
	4 th year & thereafter	19,793
Launderer, Sewing Attendant	1 st year	19,178
	2 nd year	19,308
	3 rd year	19,443
	4 th year & thereafter	19,573
Trainee, Certified Trainee		17,745
Sports Instructor	1 st year	21,644
	2 nd year	21,904
	3 rd year	22,164
	4 th year & thereafter	22,434
Entertainer	1 st year	21,023
	2 nd year	21,258
	3 rd year	21,518
	4 th year & thereafter	21,773
Skipper	1 st year	19,714
	2 nd year	19,864
	3 rd year	19,969
	4 th year & thereafter	20,174

Category of employee	Year of service	Monthly basic wage (Rs)
Skipper's Assistant	1 st year	19,406
	2 nd year	19,506
	3 rd year	19,606
	4 th year & thereafter	19,711
Kitchen Helper Sports & Leisure Attendant Cleaner	1 st year	19,178
	2 nd year	19,308
	3 rd year	19,443
	4 th year & thereafter	19,573
Waste Water Plant Operative	1 st year	19,306
	2 nd year	19,441
	3 rd year	19,571
	4 th year & thereafter	19,711
Cabinet Maker Carpenter Electrician Welder/Plumber Mason Painter Refrigeration Mechanic	1 st year	21,387
	2 nd year	21,517
	3 rd year	21,642
	4 th year & thereafter	21,772
Handyperson	1 st year	21,258
	2 nd year	21,388
	3 rd year	21,518
	4 th year & thereafter	21,643

Category of employee	Year of service	Monthly basic wage (Rs)
Assistant Handyperson	1 st year	21,023
	2 nd year	21,128
	3 rd year	21,258
	4 th year & thereafter	21,388
Gardener	1 st year	19,378
	2 nd year	19,508
	3 rd year	19,643
	4 th year & thereafter	19,793
Driver	1 st year	20,762
	2 nd year	20,892
	3 rd year	21,022
	4 th year & thereafter	21,127
Animal Keeper	1 st year	19,270
	2 nd year	19,400
	3 rd year	19,530
	4 th year & thereafter	19,660
Delivery Person	1 st year	19,945
	2 nd year	19,975
	3 rd year	20,105
	4 th year & thereafter	20,235

Category of employee	Year of service	Monthly basic wage (Rs)
Guide	1 st year	20,195
	2 nd year	20,370
	3 rd year	20,645
	4 th year & thereafter	20,820
Kid's Club Hostess	1 st year	18,255
	2 nd year	18,605
	3 rd year	18,955
	4 th year & thereafter	19,170
Spa Therapist/Hairdresser	1 st year	20,620
	2 nd year	20,795
	3 rd year	20,970
	4 th year & thereafter	21,045
