

*Government Notice No. 73 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 Electrical, Engineering and Mechanical Workshops (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –  
“principal regulations” means the Electrical, Engineering and Mechanical Workshops (Remuneration) Regulations 2019.
3. 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 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 (3A), 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 –

(7) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –
    - (a) a Diploma holder specified in paragraph (3E)(a), be not less than 24,245 rupees;

(b) a Degree holder specified in paragraph (3E)(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.

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**SCHEDULE**

[Regulation 4]

**SECOND SCHEDULE**

[Regulations 3 and 7]

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Accounts Clerk Storekeeper	1 <sup>st</sup> year	19,245
	2 <sup>nd</sup> year	19,452
	3 <sup>rd</sup> year	19,560
	4 <sup>th</sup> year	19,767
	5 <sup>th</sup> year	20,000
	6 <sup>th</sup> year	20,234
	7 <sup>th</sup> year & thereafter	20,467
Clerk	1 <sup>st</sup> year	18,593
	2 <sup>nd</sup> year	18,781
	3 <sup>rd</sup> year	18,965
	4 <sup>th</sup> year	19,172
	5 <sup>th</sup> year	19,380
	6 <sup>th</sup> year	19,487
	7 <sup>th</sup> year & thereafter	19,694
Receptionist/Telephonist	1 <sup>st</sup> year	18,085
	2 <sup>nd</sup> year	18,268
	3 <sup>rd</sup> year	18,450
	4 <sup>th</sup> year	18,636

Category of employee	Year of service	Monthly basic wage (Rs)
Receptionist/Telephonist	5 <sup>th</sup> year	18,825
	6 <sup>th</sup> year	19,032
	7 <sup>th</sup> year & thereafter	19,240
Electrician } Superior grade Motor Mechanic }	1 <sup>st</sup> year	21,020
	2 <sup>nd</sup> year	21,228
	3 <sup>rd</sup> year & thereafter	21,435

Category of employee	Year of service	Monthly basic wage		
		Grade I (Rs)	Grade II (Rs)	Grade III (Rs)
Automobile Electrician	1 <sup>st</sup> year	19,724	18,642	17,745
Blacksmith	2 <sup>nd</sup> year	19,932	18,831	17,887
Fitter	3 <sup>rd</sup> year	20,139	19,038	18,069
Motor Mechanic	4 <sup>th</sup> year	20,347	19,246	18,252
Moulder	5 <sup>th</sup> year	20,554	19,453	-
Panel Beater	6 <sup>th</sup> year	20,661	19,561	-
Pattern Maker	7 <sup>th</sup> year & thereafter	20,869		-
Rigger				
Sheet Metal employee/ Boiler maker				
Turner				
Welder				

	<b>Year of service</b>	<b>Grade I (Rs)</b>	<b>Grade II (Rs)</b>	-
Carpenter	1 <sup>st</sup> year	19,724	18,642	-
Electrician	2 <sup>nd</sup> year	19,932	18,831	-
Painter	3 <sup>rd</sup> year	20,139	19,038	-
	4 <sup>th</sup> year	20,347	19,246	-
	5 <sup>th</sup> year	20,554	19,453	-
	6 <sup>th</sup> year	20,661	19,561	-
	7 <sup>th</sup> year & thereafter	20,869	-	-

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Upholsterer	-	19,724
Tyreperson	-	19,220
Tyreperson Assistant	-	18,057
Apprentice	1 <sup>st</sup> year	17,745
	2 <sup>nd</sup> year	17,745
	3 <sup>rd</sup> year	17,745
	4 <sup>th</sup> year	17,745
	5 <sup>th</sup> year & thereafter	17,745