

*Government Notice No. 74 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 Factory Employees (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –  
“principal regulations” means the Factory Employees (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 –
    - (5) 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 2, 3 and 7]

**PART I**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Chief Clerk	1 <sup>st</sup> year	21,185
	2 <sup>nd</sup> year	21,410
	3 <sup>rd</sup> year	21,647
	4 <sup>th</sup> year	21,926
	5 <sup>th</sup> year	22,140
	6 <sup>th</sup> year	22,441
	7 <sup>th</sup> year	22,688
	8 <sup>th</sup> year & thereafter	22,945
Accounts Clerk Cashier Storekeeper	1 <sup>st</sup> year	20,225
	2 <sup>nd</sup> year	20,491
	3 <sup>rd</sup> year	20,748
	4 <sup>th</sup> year	20,963
	5 <sup>th</sup> year	21,177
	6 <sup>th</sup> year	21,303
	7 <sup>th</sup> year	21,529
	8 <sup>th</sup> year & thereafter	21,775

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Clerk Assistant Storekeeper	1 <sup>st</sup> year	19,330
	2 <sup>nd</sup> year	19,499
	3 <sup>rd</sup> year	19,683
	4 <sup>th</sup> year	19,912
	5 <sup>th</sup> year	20,128
	6 <sup>th</sup> year	20,280
	7 <sup>th</sup> year	20,598
	8 <sup>th</sup> year & thereafter	20,898
Word Processing Operator	1 <sup>st</sup> year	19,032
	2 <sup>nd</sup> year	19,209
	3 <sup>rd</sup> year	19,385
	4 <sup>th</sup> year	19,602
	5 <sup>th</sup> year	19,820
	6 <sup>th</sup> year	20,053
	7 <sup>th</sup> year	20,180
	8 <sup>th</sup> year & thereafter	20,469
Telephonist, Receptionist	1 <sup>st</sup> year	18,801
	2 <sup>nd</sup> year	18,977
	3 <sup>rd</sup> year	19,154
	4 <sup>th</sup> year	19,363
	5 <sup>th</sup> year	19,579
	6 <sup>th</sup> year	19,798

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
	7 <sup>th</sup> year	20,031
	8 <sup>th</sup> year & thereafter	20,104
Foreman Forewoman	1 <sup>st</sup> year	18,801
	2 <sup>nd</sup> year	18,977
	3 <sup>rd</sup> year	19,154
	4 <sup>th</sup> year	19,363
	5 <sup>th</sup> year	19,579
	6 <sup>th</sup> year	19,798
	7 <sup>th</sup> year	20,009
	8 <sup>th</sup> year & thereafter	20,104

**PART II**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Factory Operator	1 <sup>st</sup> year	18,345
	2 <sup>nd</sup> year	18,345
	3 <sup>rd</sup> year	18,345
	4 <sup>th</sup> year	18,424
	5 <sup>th</sup> year	18,517
	6 <sup>th</sup> year	18,590
	7 <sup>th</sup> year	18,660
	8 <sup>th</sup> year & thereafter	18,732

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<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Factory Attendant	1 <sup>st</sup> year	18,345
	2 <sup>nd</sup> year	18,345
	3 <sup>rd</sup> year	18,345
	4 <sup>th</sup> year	18,345
	5 <sup>th</sup> year	18,345
	6 <sup>th</sup> year	18,345
	7 <sup>th</sup> year	18,345
	8 <sup>th</sup> year & thereafter	18,397
Assistant Factory Employee	1 <sup>st</sup> year	17,745
	2 <sup>nd</sup> year	17,830
	3 <sup>rd</sup> year	17,954
	4 <sup>th</sup> year	18,038
	5 <sup>th</sup> year & thereafter	18,118

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