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*Government Notice No. 77 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 Light Metal and Wooden Furniture Workshops (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –  
“principal regulations” means the Light Metal and Wooden Furniture 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 –

(6) 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]

**PART I**

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
<b>Administrative staff</b>		
Accounts Clerk Cashier Storekeeper	1 <sup>st</sup> year	19,586
	2 <sup>nd</sup> year	19,791
	3 <sup>rd</sup> year	19,951
	4 <sup>th</sup> year	20,112
	5 <sup>th</sup> year	20,343
	6 <sup>th</sup> year	20,563
	7 <sup>th</sup> year	20,693
	8 <sup>th</sup> year & thereafter	20,979
Clerk	1 <sup>st</sup> year	19,170
	2 <sup>nd</sup> year	19,393
	3 <sup>rd</sup> year	19,546
	4 <sup>th</sup> year	19,608
	5 <sup>th</sup> year	19,887
	6 <sup>th</sup> year	20,112
	7 <sup>th</sup> year	20,337
	8 <sup>th</sup> year & thereafter	20,552

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Word Processing Operator	1 <sup>st</sup> year	18,812
	2 <sup>nd</sup> year	18,976
	3 <sup>rd</sup> year	19,127
	4 <sup>th</sup> year	19,292
	5 <sup>th</sup> year	19,468
	6 <sup>th</sup> year	19,747
	7 <sup>th</sup> year	19,972
	8 <sup>th</sup> year & thereafter	20,198
Receptionist/Telephonist	1 <sup>st</sup> year	17,922
	2 <sup>nd</sup> year	18,087
	3 <sup>rd</sup> year	18,242
	4 <sup>th</sup> year	18,396
	5 <sup>th</sup> year	18,640
	6 <sup>th</sup> year	18,879
	7 <sup>th</sup> year	19,105
	8 <sup>th</sup> year & thereafter	19,393

## PART II

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Cabinet Maker (Superior Grade)	1 <sup>st</sup> year	19,747
	2 <sup>nd</sup> year	19,811
	3 <sup>rd</sup> year	19,865
	4 <sup>th</sup> year	19,919
	5 <sup>th</sup> year & thereafter	19,972

Skilled employees	Year of service	Monthly basic wage		
		Grade I (Rs)	Grade II (Rs)	Grade III (Rs)
Blacksmith, Cabinet maker, Electrician, Fitter, Machine operator, Mechanic, Painter, Panel beater, Pipe bender, Trimmer, Turner, Upholsterer, Welder and other employees in charge of sophisticated equipment	1 <sup>st</sup> year	19,393	18,650	17,977
	2 <sup>nd</sup> year	19,449	18,719	18,043
	3 <sup>rd</sup> year	19,504	18,778	18,099
	4 <sup>th</sup> year	19,504	18,835	18,154
	5 <sup>th</sup> year & thereafter	19,511	18,889	18,209

Category of employee	Year of service	Monthly basic wage (Rs)
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

Category of employee	Year of service	Grade I (Rs)	Grade II (Rs)	Grade III (Rs)
Driver	1 <sup>st</sup> year	19,214	18,965	18,703
	2 <sup>nd</sup> year	19,270	19,020	18,760
	3 <sup>rd</sup> year	19,325	19,073	18,817
	4 <sup>th</sup> year	19,438	19,127	18,874
	5 <sup>th</sup> year & thereafter	19,493	19,181	18,938

<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage (Rs)</b>
Lorry helper	1 <sup>st</sup> year	17,977
	2 <sup>nd</sup> year	18,043
	3 <sup>rd</sup> year	18,099
	4 <sup>th</sup> year & thereafter	18,154
Attendant	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 & thereafter	17,745

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