

*Government Notice No. 83 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 Private Hospitals and Other Related Health Services (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Private Hospitals and Other Related Health Services (Remuneration) Regulations 2019.
3. Regulation 3 of the principal regulations is amended –
 - (a) by revoking paragraph (4) and replacing it by the following paragraph –

(4) 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 (4A), 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 –

(4H) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –
 - (a) a Diploma holder specified in paragraph (4E), be not less than 24,245 rupees;

(b) a Degree holder specified in paragraph (4E),
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 3 and 8]

Category of employee	Year of service	Monthly basic wage (Rs)
Charge Nurse/Ward Sister		26,245
Medical Laboratory Technician Radiographer Nurse Dispenser	1 st year & thereafter	24,245
Assistant Nurse	1 st year	18,345
	2 nd year	18,405
	3 rd year	18,555
	4 th year	18,700
	5 th year	18,850
	6 th year	19,044
	7 th year	19,223
	8 th year	19,430
	9 th year	19,649
	10 th year & thereafter	19,833
Midwife	1 st year	18,522
	2 nd year	18,667
	3 rd year	18,810
	4 th year	18,948
	5 th year	19,072
	6 th year	19,252

Category of employee	Year of service	Monthly basic wage (Rs)
Midwife	7 th year	19,458
	8 th year	19,676
	9 th year	19,860
	10 th year & thereafter	20,105
Nursing Aid	1 st year	18,098
	2 nd year	18,248
	3 rd year	18,345
	4 th year	18,345
	5 th year	18,345
	6 th year	18,481
	7 th year	18,700
	8 th year	18,912
	9 th year	19,100
	10 th year & thereafter	19,292
Driver		18,700
Cook	1 st year	18,345
	2 nd year	18,405
	3 rd year & thereafter	18,634
Receptionist	1 st year	18,345
	2 nd year	18,345
	3 rd year & thereafter	18,481
Nursing Home Attendant Lauderer	1 st year	17,745
	2 nd year	17,895
	3 rd year	18,045
	4 th year	18,195
	5 th year & thereafter	18,345
Gardener		18,345

Category of employee	Year of service	Monthly basic wage (Rs)
Kitchen Help	1 st year	17,745
	2 nd year	17,895
	3 rd year & thereafter	18,045
Handyperson		19,223
