

Government Notice No. 85 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 Security Services Employees (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Private Security Services 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 –
 - (3H) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –
 - (a) a Diploma holder specified in paragraph (3E), be not less than 24,245 rupees;

(b) a Degree holder specified in paragraph (3E),
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)
Security Guard	1 st year	19,179
	2 nd year	19,294
	3 rd year	19,409
	4 th year	19,524
	5 th year	19,639
	6 th year	19,754
	7 th year	19,869
	8 th year	19,984
	9 th year	20,099
	10 th year and thereafter	20,214