

*Government Notice No. 86 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 Public Transport (Buses) Workers (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Public Transport (Buses) Workers (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 First, Second and Third Schedules 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 “First, Second and Third Schedules” and replacing them by the words “First, Second and Third Schedules prevailing as at December 2023”;
 - (c) by adding the following new paragraph –
 - (3G) 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 First Schedule to the principal regulations is amended, in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

(2) (a) The wages of every employee shall be as follows –

Category of employee	Year of service	Basic wage per month (Rs)
Traffic Supervisor	1 st year	25,780
	2 nd year	25,955
	3 rd year	26,130
	4 th year	26,305
	5 th year	26,480
	6 th year	26,655
	7 th year	26,830
	8 th year	27,005
	9 th year	27,180
	10 th year	27,355

Category of employee	Year of service	Basic wage per month (Rs)
Traffic Officer	1 st year	24,855
	2 nd year	25,030
	3 rd year	25,205
	4 th year	25,305
	5 th year	25,480
	6 th year	25,655
	7 th year	25,830
	8 th year	26,005
	9 th year	26,180
	10 th year	26,355
Driver	1 st year	24,192
	2 nd year	24,367
	3 rd year	24,542
	4 th year	24,717
	5 th year	24,892
	6 th year	25,067
	7 th year	25,167
	8 th year	25,342
	9 th year	25,517
	10 th year	25,692

Category of employee	Year of service	Basic wage per month (Rs)
Conductor	1 st year	23,613
	2 nd year	23,788
	3 rd year	23,963
	4 th year	24,138
	5 th year	24,313
	6 th year	24,488
	7 th year	24,663
	8 th year	24,838
	9 th year	25,013
	10 th year	25,188

(b) The wages of every casual employee shall be as follows –

Category of casual employee	Hours of work	Basic rate of pay (Rs cs)
Driver	For the first 4 hours on any normal working day	561.51
	For every subsequent hour not exceeding 4 hours	140.82
	For every subsequent hour as from the ninth hour	211.24

Category of casual employee	Hours of work	Basic rate of pay (Rs cs)
Conductor	For the first 4 hours on any normal working day	546.83
	For every subsequent hour not exceeding 4 hours	136.71
	For every subsequent hour as from the ninth hour	205.06

5. The Second Schedule to the principal regulations is amended, in paragraph 1 –

(a) by revoking subparagraph (2) and replacing it by the following subparagraph –

(2) The wages of every employee shall be as follows –

Category of employee	Year of service	Basic wage per month (Rs)
Accounts Clerk Chief Cashier Insurance Clerk	1 st year	26,474
	2 nd year	26,649
	3 rd year	26,824
	4 th year	26,999
	5 th year	27,174
	6 th year	27,349
	7 th year	27,524
	8 th year	27,699
	9 th year	27,874
	10 th year	28,049

Category of employee	Year of service	Basic wage per month (Rs)
Cashier Storekeeper Chief Clerk	1 st year	24,975
	2 nd year	25,150
	3 rd year	25,250
	4 th year	25,425
	5 th year	25,600
	6 th year	25,775
	7 th year	25,950
	8 th year	26,125
	9 th year	26,300
	10 th year	26,475
Senior Clerk	1 st year	24,055
	2 nd year	24,230
	3 rd year	24,405
	4 th year	24,580
	5 th year	24,755
	6 th year	24,930
	7 th year	25,105
	8 th year	25,205
	9 th year	25,380
	10 th year	25,555

Category of employee	Year of service	Basic wage per month (Rs)
Junior Clerk Typist	1 st year	22,805
	2 nd year	22,980
	3 rd year	23,155
	4 th year	23,330
	5 th year	23,505
	6 th year	23,680
	7 th year	23,855
	8 th year	24,030
	9 th year	24,205
	10 th year	24,380
Data Input Clerk	1 st year	22,955
	2 nd year	23,130
	3 rd year	23,305
	4 th year	23,480
	5 th year	23,655
	6 th year	23,830
	7 th year	24,005
	8 th year	24,180
	9 th year	24,355
	10 th year	24,530

Category of employee	Year of service	Basic wage per month (Rs)
Head Messenger	1 st year	22,721
	2 nd year	22,896
	3 rd year	23,071
	4 th year	23,246
	5 th year	23,421
	6 th year	23,596
	7 th year	23,771
	8 th year	23,946
	9 th year	24,121
	10 th year	24,296
Messenger	1 st year	21,840
	2 nd year	22,015
	3 rd year	22,190
	4 th year	22,365
	5 th year	22,540
	6 th year	22,715
	7 th year	22,890
	8 th year	23,065
	9 th year	23,240
	10 th year	23,415

Category of employee	Year of service	Basic wage per month (Rs)
Photocopy Machine Operator Telephonist	1 st year	21,977
	2 nd year	22,152
	3 rd year	22,327
	4 th year	22,502
	5 th year	22,677
	6 th year	22,852
	7 th year	23,027
	8 th year	23,202
	9 th year	23,377
	10 th year	23,552
Part-time Cashier		156.72 per hour

6. The Third Schedule to the principal regulations is amended, in paragraph 1, by revoking subparagraph (2) and replacing it by the following subparagraph –

(2) The wages of every employee shall be as follows –

Category of employee	Year of service	Basic wage per month (Rs)
Workshop Supervisor	1 st year	30,590
	2 nd year	30,765
	3 rd year	30,940
	4 th year	31,115
	5 th year	31,290
	6 th year	31,465
	7 th year	31,640
	8 th year	31,815
	9 th year	31,990
	10 th year	32,165
Chief Mechanic	1 st year	28,840
	2 nd year	29,015
	3 rd year	29,190
	4 th year	29,365
	5 th year	29,540
	6 th year	29,715
	7 th year	29,890
	8 th year	30,065
	9 th year	30,240
	10 th year	30,415

Category of employee	Year of service	Basic wage per month (Rs)
Mechanic } Electrician } (Superior grade)	1 st year	27,090
	2 nd year	27,265
	3 rd year	27,440
	4 th year	27,615
	5 th year	27,790
	6 th year	27,965
	7 th year	28,140
	8 th year	28,315
	9 th year	28,490
	10 th year	28,665
Mechanic } Coach } Builder } Painter } Electrician } Fitter } Blacksmith } Welder } (Grade I)	1 st year	25,340
	2 nd year	25,515
	3 rd year	25,690
	4 th year	25,865
	5 th year	26,040
	6 th year	26,215
	7 th year	26,390
	8 th year	26,565
	9 th year	26,740
	10 th year	26,915

Category of employee	Year of service	Basic wage per month (Rs)	
Mechanic Coach Builder Painter Electrician Fitter Blacksmith Welder	(Grade II)	1 st year	23,490
		2 nd year	23,665
		3 rd year	23,840
		4 th year	24,015
		5 th year	24,190
		6 th year	24,365
		7 th year	24,540
		8 th year	24,715
		9 th year	24,890
		10 th year	25,065
Mechanic Coach Builder Painter Electrician Fitter Blacksmith Welder	(Grade III)	1 st year	22,108
		2 nd year	22,211
		3 rd year	22,314
		4 th year	22,415
		5 th year	22,524
		6 th year	22,615
		7 th year	22,790
		8 th year	22,965
		9 th year	23,140
		10 th year	23,315

Category of employee	Year of service	Basic wage per month (Rs)
Upholsterer	1 st year	23,193
	2 nd year	23,368
	3 rd year	23,543
	4 th year	23,718
	5 th year	23,893
	6 th year	24,068
	7 th year	24,243
	8 th year	24,418
	9 th year	24,593
	10 th year	24,768
Lubricator	1 st year	22,487
	2 nd year	22,662
	3 rd year	22,837
	4 th year	23,012
	5 th year	23,187
	6 th year	23,362
	7 th year	23,537
	8 th year	23,712
	9 th year	23,887
	10 th year	24,062

Category of employee	Year of service	Basic wage per month (Rs)
Helper	1 st year	21,710
	2 nd year	21,885
	3 rd year	22,060
	4 th year	22,235
	5 th year	22,410
	6 th year	22,585
	7 th year	22,760
	8 th year	22,935
	9 th year	23,110
	10 th year	23,285
Tyreperson (Supervisor)	1 st year	25,135
	2 nd year	25,310
	3 rd year	25,485
	4 th year	25,660
	5 th year	25,835
	6 th year	26,010
	7 th year	26,185
	8 th year	26,360
	9 th year	26,535
	10 th year	26,710

Category of employee	Year of service	Basic wage per month (Rs)
Tyreperson grade I	1 st year	23,460
	2 nd year	23,635
	3 rd year	23,810
	4 th year	23,985
	5 th year	24,160
	6 th year	24,335
	7 th year	24,510
	8 th year	24,685
	9 th year	24,860
	10 th year	25,035
Tyreperson grade II	1 st year	21,710
	2 nd year	21,885
	3 rd year	22,060
	4 th year	22,235
	5 th year	22,410
	6 th year	22,585
	7 th year	22,760
	8 th year	22,935
	9 th year	23,110
	10 th year	23,285

Category of employee	Year of service	Basic wage per month (Rs)
Apprentice	1 st year	19,648
	2 nd year	19,773
	3 rd year	20,059
	4 th year	20,533
	5 th year	20,889
Cleaner/Sweeper	1 st year	21,639
	2 nd year	21,714
	3 rd year	21,889
	4 th year	22,064
	5 th year	22,239
	6 th year	22,414
	7 th year	22,589
	8 th year	22,764
	9 th year	22,939
	10 th year	23,114

Category of employee	Year of service	Basic wage per month (Rs)
Chief Cleaner	1 st year	22,245
	2 nd year	22,420
	3 rd year	22,595
	4 th year	22,770
	5 th year	22,945
	6 th year	23,120
	7 th year	23,295
	8 th year	23,470
	9 th year	23,645
	10 th year	23,820
Fuel Attendant (full-time)	1 st year	22,174
	2 nd year	22,349
	3 rd year	22,524
	4 th year	22,699
	5 th year	22,874
	6 th year	23,049
	7 th year	23,224
	8 th year	23,399
	9 th year	23,574
	10 th year	23,749

Category of employee	Year of service	Basic wage per month (Rs)
Ticket Issuing Machine Repairer	1 st year	23,318
	2 nd year	23,493
	3 rd year	23,668
	4 th year	23,843
	5 th year	24,018
	6 th year	24,193
	7 th year	24,368
	8 th year	24,543
	9 th year	24,718
	10 th year	24,893
Gatekeeper	1 st year	22,023
	2 nd year	22,198
	3 rd year	22,373
	4 th year	22,548
	5 th year	22,723
	6 th year	22,898
	7 th year	23,073
	8 th year	23,248
	9 th year	23,423
	10 th year	23,598

7. These regulations shall be deemed to have come into operation on 1 January 2026.

Made by the Minister on 4 May 2026.