

Government Notice No. 91 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 Sugar Industry (Non-Agricultural Workers) (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Sugar Industry (Non-Agricultural Workers) (Remuneration) Regulations 2019.
3. Regulation 3 of the principal regulations is amended –
 - (a) by revoking paragraph (6) and replacing it by the following paragraph –

(6) 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 7, 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 –

(13) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –
 - (a) a Diploma holder specified in paragraph (11)(a), be not less than 24,245 rupees;

(b) a Degree holder specified in paragraph (11)(a), be not less than 26,245 rupees.

4. The First Schedule to the principal regulations is amended, in Part I, in paragraph 1 –

(a) in subparagraph (a), by deleting the words “516.13 rupees” and replacing them by the words “895.45 rupees”;

(b) in subparagraph (b), by deleting the words “436.72 rupees” and replacing them by the words “757.69 rupees”.

5. The Second Schedule to the principal regulations is revoked and replaced by the Second Schedule set out in the Schedule to these regulations.

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

Made by the Minister on 4 May 2026.

SCHEDULE

[Regulation 5]

SECOND SCHEDULE

[Regulations 3 and 7]

Category of employee	Monthly basic wage			
	Chief (Rs cs)	Superior grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
1. Motor Mechanic (Heavy Mechanical Unit)	23,534.28	22,333.05	21,825.35	21,319.42
2. Motor Mechanic (automobile) Pan Boiler Electrician	23,221.13	22,078.31	21,559.22	20,931.27
3. Blacksmith Coppersmith Fitter Moulder Pattern Maker Plumber and Pipefitter Sheet metal employee Boiler maker Turner Welder	22,201.23	22,078.31	21,559.22	20,931.27
4. Painter Tinsmith Carpenter Mason Rigger Laboratory Attendant	22,078.31	21,823.78	20,741.63	20,591.56
5. Driver (Heavy Mechanical Unit) Loading and Harvesting Machine Operator	—	21,316.26	20,615.58	20,408.29

Category of employee	Monthly basic wage			
6. Driver (lorries, vans, buses, cars, rollers, wheel tractor for haulage work and light loader)	–	20,890.41	20,615.58	20,408.29
		Superior grade (Rs cs)	Grade I (Rs cs)	Grade II (Rs cs)
7. Factory Operator	1 st year	20,192.84	19,969.10	19,719.96
	2 nd year	20,249.67	20,004.06	19,797.17
	3 rd year	20,280.30	20,021.04	19,914.46
	4 th year	20,315.66	20,040.61	19,834.61
	5 th year	20,349.46	20,066.86	19,867.58
	6 th year & thereafter	20,408.29	20,187.33	19,940.47
	Chief (Rs cs)		Others (Rs cs)	
8. Evaporator Attendant Boiler Attendant Hotwater Treatment Plant Attendant	20,408.29		19,969.10	
9. Sugar Refiner <i>Peseur de jus</i> Striker	–		19,969.10	
10. Office Messenger Store Attendant	19,969.10		19,699.81	
11. Telephone Operator Sampler Bagger and Stoker (cendrier working under grate or in furnace for boilers)	–		19,797.17	

Category of employee	Monthly basic wage			
12. Clarifier Employee Filter Press Employee Irrigation Pipe Adjuster Bus Attendant Locomotive Attendant Lorry Loader Lorry Attendant Tractor Attendant Tyre Repairer Lime Control Employee and all other non-agricultural employees	–		19,699.81	
13. Irrigation Pump Operator	1 st year	–	20,192.84	–
	2 nd year	–	20,249.67	–
	3 rd year	–	20,280.30	–
	4 th year	–	20,315.66	–
	5 th year	–	20,349.46	–
	6 th year & thereafter	–	20,408.29	–
14. Coachsmith Coachpainter	–	–	21,823.78	–
15. Weighbridge Attendant	–		19,699.81	–
16. Chief Boiler Attendant operating a water tube boiler without spreader stoker	–	–	20,571.18	–
17. Chief Boiler Attendant operating a water tube boiler with spreader stoker and automatic controls	–	–	20,898.31	–