

Government Notice No. 93 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 Tea Industry Workers (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Tea Industry 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 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 (4), 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 –
 - (10) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –
 - (a) a Diploma holder specified in paragraph (8)(a), be not less than 24,245 rupees;

(b) a Degree holder specified in paragraph (8)(a), be not less than 26,245 rupees.

4. The First Schedule to the principal regulations is amended in Part I, in paragraph 3(2), by deleting the figures “17.08”, “18.22” and “19.19” and replacing them by the figures “18.37”, “19.59” and “20.64”, respectively.

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 (Rs)
GROUP A	
Field Labourer (Male)	18,345
Field Labourer (Female)	17,745
Sirdar or Gangman	18,886
GROUP B	
Factory Employee (Male)	18,345
Factory Employee (Female)	17,745
Gardener	18,345
Factory Supervisor	19,798
Messenger	18,345
Store Attendant	18,628
Laboratory Attendant grade I	18,628
Laboratory Attendant grade II	18,393
Sirdar or Gangman	18,886
Assistant Sirdar or Gangman	18,480
Turner Fitter Electrician Motor Mechanic Welder Plumber and Pipe Fitter	19,508

Grade I

Turner Fitter Electrician Motor Mechanic Welder Plumber and Pipe Fitter	} Grade II	19,197
Turner Fitter Electrician Motor Mechanic Welder Plumber and Pipe Fitter	} Grade III	18,698
Carpenter & Stone Mason grade I		18,716
Carpenter & Stone Mason grade II		18,507
Carpenter & Stone Mason grade III		18,345
Factory Operator		18,628
Weigher grade I		19,238
Weigher grade II		18,674
Leaf Checker		18,620
Driver grade I		18,758
Driver grade II		18,560
Lorry Attendant/Lorry Helper		18,345
Factory Attendant		18,345
Boiler & Turbine Operator		19,611