

*Government Notice No. 95 of 2026***THE EMPLOYMENT RELATIONS ACT****Regulations made by the Minister under section 94(2) of
the Employment Relations Act**

1. These regulations may be cited as the Wage Adjustment (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Wage Adjustment Regulations 2024.
3. Regulation 3 of the principal regulations is amended –
 - (a) by inserting, after paragraph (4), the following new paragraph –

(4A) Every employee shall, as from 1 January 2026, 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 (5), by adding the following new subparagraph –
 - (d) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –
 - (i) a Diploma holder specified in subparagraph (a), be not less than 24,245 rupees;

- (ii) a Degree holder specified in subparagraph (a), be not less than 26,245 rupees.

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

Made by the Minister on 4 May 2026.
