

# Notice to Employees and Employers regarding Increase of National Minimum Salaries / Wages

*(For the Employees covered by National Minimum Wages Act No. 3 of 2016)*

National Minimum Monthly Wage has been increased to **Rs. 27,000/-** and the National Minimum Daily Wage has been increased to Rs. 1,080/- effective from **01<sup>st</sup> April 2025**.

Allowance entitled under Budget Relief Allowance as at 31<sup>st</sup> March 2025 should be incorporated as a part of the above wage as per the examples given below.

## Example 01

	Monthly (Rs.)	Daily (Rs.)
Salary as at 31.03.2025	17,500/-	700/-
Budgetary Relief Allowance (Act No. 36 of 2005 and Act No. 04 of 2016)	3,500/-	140/-
<b>Minimum Basic Salary from 01.04.2025</b>	<b>27,000/-</b>	<b>1,080/-</b>

## Example 02

	Monthly (Rs.)	Daily (Rs.)
Salary as at 31.03.2025	26,000/-	1,040/-
Budgetary Relief Allowance (Act No. 04 of 2016)	2,500/-	100/-
<b>Minimum Basic Salary from 01.04.2025</b>	<b>28,500/-</b>	<b>1,140/-</b>

## Example 03

	Monthly (Rs.)	Daily (Rs.)
Salary as at 31.03.2025	40,000/-	1,600/-
Budgetary Relief Allowance (Act No. 04 of 2016)	2,500/-	100/-
<b>Minimum Basic Salary from 01.04.2025</b>	<b>42,500/-</b>	<b>1,700/-</b>

### NOTE:

This wage should be applicable for all statutory payments such as Employees Provident Fund, Employees Trust Fund, Overtime, Gratuity, Maternity Benefit, Holiday Pay etc.

Should increase National Minimum Monthly Wage to **Rs. 30,000.00** and National Minimum Daily Wage to **Rs. 1,200.00** from **01<sup>st</sup> January 2026**.

**H.M.D.N.K. Wataliyedda**

**Commissioner General of Labour**

**Department of Labour, "Mehewara Piyasa", Colombo 05.**

**25.07.2025**



**PARLIAMENT OF THE DEMOCRATIC  
SOCIALIST REPUBLIC OF  
SRI LANKA**

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**NATIONAL MINIMUM WAGE OF WORKERS  
(AMENDMENT) ACT, No. 11 OF 2025**

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**[Certified on 23rd of July, 2025]**

*Printed on the Order of Government*

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*This Act can be downloaded from [www.documents.gov.lk](http://www.documents.gov.lk)*



*National Minimum Wage of Workers (Amendment)  
Act, No. 11 of 2025*

[Certified on 23rd of July, 2025]

L.D.- O 18/2025

AN ACT TO AMEND THE NATIONAL MINIMUM WAGE OF  
WORKERS ACT, NO. 3 OF 2016

BE it enacted by the Parliament of the Democratic Socialist  
Republic of Sri Lanka as follows: -

1. (1) This Act may be cited as the National Minimum Wage of Workers (Amendment) Act, No. 11 of 2025.

Short title and  
date of operation

(2) The provisions of this Act shall be deemed to have  
come into operation on April 1, 2025.

2. Section 3 of the National Minimum Wage of Workers  
Act, No. 3 of 2016 is hereby amended by the repeal of  
subsection (1) thereof and the substitution therefor, of the  
following: -

Amendment of  
section 3 of Act,  
No. 3 of 2016

“(1) (a) For the period commencing on April 1,  
2025 and ending on December 31, 2025, the national  
minimum monthly wage for all workers in any industry  
or service shall be twenty-seven thousand rupees, and  
the national minimum daily wage of a worker shall be  
one thousand eighty rupees.

(b) With effect from January 1, 2026, the national  
minimum monthly wage for all workers in any  
industry or service shall be thirty thousand rupees, and  
the national minimum daily wage of a worker shall be  
one thousand two hundred rupees.”.

3. For the avoidance of doubt, it is hereby declared that -

(a) the budgetary relief allowances payable as at  
March 31, 2025, under the provisions of the  
Budgetary Relief Allowance of Workers Act,  
No. 36 of 2005, the Budgetary Relief Allowance  
of Workers Act, No. 4 of 2016, or both, shall form

Inclusion of the  
budgetary relief  
allowances in the  
national minimum  
monthly wage

2 *National Minimum Wage of Workers (Amendment)  
Act, No. 11 of 2025*

part of the national minimum monthly or daily wage specified in section 2 payable to all workers in any industry or service; and

- (b) the wage of any worker who, as at March 31, 2025, received a wage that included the budgetary relief allowances under the provisions of the Budgetary Relief Allowance of Workers Act, No. 36 of 2005, the Budgetary Relief Allowance of Workers Act, No. 4 of 2016, or both such Acts, shall, from the date of commencement of this Act, consolidate such allowances as part of such wage of such worker.

Prohibition on  
reduction of wage  
and allowances

4. An employer shall not reduce the monthly wage of any worker in any industry or service, including any allowances payable under the National Minimum Wage of Workers Act, No. 3 of 2016, the Budgetary Relief Allowance of Workers Act, No. 36 of 2005, or the Budgetary Relief Allowance of Workers Act, No. 4 of 2016, in a manner that would negate the increase made to the national minimum wage by the amendments to the National Minimum Wage of Workers Act, No. 3 of 2016 under this Act.

Implementation  
of increase in  
national minimum  
wage

5. The Commissioner-General shall issue directives to any employer, including the final employer who obtains the services of any worker in any industry or service through an intermediary or contractor to take all necessary measures to ensure that the increase made to the national minimum wage by the amendments to the National Minimum Wage of Workers Act, No. 3 of 2016 under this Act is duly implemented.

Sinhala text to  
prevail in case of  
inconsistency

6. In the event of any inconsistency between the Sinhala and Tamil texts of this Act, the Sinhala text shall prevail.



