

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 **01st April 2025**.

Allowance entitled under Budget Relief Allowance as at 31st 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/-
Minimum Basic Salary from 01.04.2025	27,000/-	1,080/-

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/-
Minimum Basic Salary from 01.04.2025	28,500/-	1,140/-

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/-
Minimum Basic Salary from 01.04.2025	42,500/-	1,700/-

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 **01st 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

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

[Certified on 23rd of July, 2025]

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This Act can be downloaded from 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

“(l) (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

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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.

English Acts of the Parliament can be purchased at the "PRAKASHANA PIYASA", DEPARTMENT OF GOVERNMENT PRINTING, NO. 118, DR. DANISTER DE SILVA MAWATHA, COLOMBO 8.