

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