

NEW MINIMUM WAGE ORDER

Announced for the Private Sector



Lyson law group



The Minister of State in the Prime Minister's Office (Labour, Youth, Employment and Persons with Disability) has published a new order on minimum wages for the private sector.

The new order, called **the Labour Institutions (Minimum Wage for Private Sector) Order, 2025**, was published on 13th October 2025 under Government Notice No. 605A. It will officially take effect on 1st January 2026.

This new order revokes the previous minimum wage order issued in 2022 (Government Notice No. 687).

Key Highlights of the New Order for Employers:

1. Specific Minimum Wages Introduced.

Employers must ensure that no employee is paid below the new prescribed minimum wage for their sector. Higher salaries may still be offered.

2. Mandatory Wage Adjustments

Employers currently paying below the new rates (outlined in the Second Schedule of the Order) are required to adjust salaries by 1st January 2026 to comply with the law.

3. Allowances Still Apply

Employees remain entitled to any additional allowances agreed upon with their employer.

KEY HIGHLIGHTS OF THE NEW ORDER FOR EMPLOYERS:

4. Leave Travel Assistance

Employees must be provided with leave travel assistance once every two years if they have served continuously with the same employer.

5. Subsistence Allowance

Employees working outside their usual station are entitled to a subsistence allowance, as per mutual agreement.

6. Truck Driver Benefits

Truck drivers are entitled to allowances covering mileage, extended stays away from their base, and loading and unloading duties. These are to be agreed upon between the employer and the driver.

7. Preservation of Better Terms

Employers who were already offering higher wages or more favorable conditions than those set in the Order must continue to do so for current employees

NEW MINIMUM WAGES RATE PER MONTH

S/No	FIELD	WAGE
1	Agricultural Sector <ul style="list-style-type: none"> • Crop or animal production and undertaking or activities related to agriculture • Forestry and deforestation of trees • Fishing and fish farming or aquaculture 	175,000
		185,000
		300,000
2	Health Sector <ul style="list-style-type: none"> • Hospital • Health Centre • Polyclinic • Dispensary; • Pharmacy 	250,000
		240,000
		240,000
		230,000
		240,000
3	Communications Sector <ul style="list-style-type: none"> • Programme, advertising and media • Telecommunication services; • Call Centre 	289,000
		644,000
		380,000
4	Domestic Work or Services <ul style="list-style-type: none"> • Domestic workers employed by diplomats and major businessmen • Domestic workers employed by entitled officers • Domestic workers who do not reside in the household of the employer, other than those employed by diplomats, major businessmen and entitled officers; • Other domestic workers other than those specified in subparagraphs 	328,000
		265,000
		160,000
		80,000
5	Private Security Services <ul style="list-style-type: none"> • International companies • Domestic companies 	292,000
		197,000

6	<p>Hotel and Hospitality Services</p> <ul style="list-style-type: none"> • Five star and four-star hotels • Three-star hotels; • One-star hotels, Two-star hotels, Lodgings or guest houses of average standard but without any stars, Lodgings or guest houses of lower standards, bars and restaurants; • Tourist luggage porter; • Tour guide; • Hunting and related activities. 	<p>375,000</p> <p>225,000</p> <p>195,000</p> <p>225,000</p> <p>320,000</p> <p>200,000</p>
7	<p>Energy sector</p> <ul style="list-style-type: none"> • International companies • Domestic companies 	<p>765,900</p> <p>297,000</p>
8	<p>Transport and shipping sector</p> <ul style="list-style-type: none"> • Aviation services • Freight clearing and forwarding • Inland transport services • Postal services and courier services 	<p>498,000</p> <p>464,000</p> <p>398,500</p> <p>287,500</p>
9	<p>Construction Sector</p> <ul style="list-style-type: none"> • Contractors Class I • Contractors Class II – IV • Contractors Class V-VII. 	<p>515,000</p> <p>464,500</p> <p>398,500</p>
10	<p>Mining Sector</p> <ul style="list-style-type: none"> • Mining and prospecting minerals • Primary mining licence • Dealer licence • Brokers licences 	<p>695,000</p> <p>397,600</p> <p>595,000</p> <p>333,500</p>

11	Private School Service <ul style="list-style-type: none"> • Pre-primary and primary schools • Secondary schools • Colleges or vocational training institutes • Higher Education Institutions 	276,500 281,300 281,500 300,700
12	Trade and finance sector <ul style="list-style-type: none"> • Business • Financial institutions <ul style="list-style-type: none"> a. Commercial banks b. Community Services banks c. Micro credit financial services d. Insurance companies e. Other financial institutions not specified in this subparagraph 	200,500 733,000 698,400 699,000 699,700 699,500
13	Industrial sector	200,000
14	Sport, arts, entertainment and gaming activities.	287,500
15	Waste collection, processing and disposal activities.	188,500
16	Any other sector or area not specified in this Order.	175,000