

Labour Relations (Specification of Minimum Wages) (Amendment)
Notice, 2020 (No. 15)

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare, in terms of section 20 of the Labour Act [*Chapter 28:01*], has made the following notice:—

1. (1) This notice may be cited as the Labour Relations (Specification of Minimum Wages) (Amendment) Notice, 2020 (No. 15).

(2) This notice comes into force on the date of its publication:

Provided that any employer claiming exemption under the Schedule as substituted by this notice shall not be bound by this notice for 30 days from the date of its application unless the employer's application has earlier been rejected.

3. (1) The Schedule to the Labour Relations (Specification of Minimum Wages) Notice, 1996, published in Statutory Instrument 70 of 1996, is repealed and the following is substituted—

“SCHEDULE (*Section 5(1)*)

MINIMUM WAGES

	<i>Per month</i>
	\$
For all employees (other than domestic and agricultural employees, for which alternative provision will be made)	2 549,74

Exemption

An establishment, or employer may apply to the appropriate National Employment Council for exemption from paying the minimum wage stating the reasons why the application should be considered. Where the establishment/ employer is not regulated by an Employment Council, applications shall be made to the Minister of Public Service, Labour and Social Welfare.

A National Employment Council that grants the exemption shall notify the Minister accordingly (the exemption shall take immediate effect as granted by the NEC unless and until the Minister on grounds of public policy objects to it, in which event the minimum wage must be paid from the date of publication of this notice or, if the Minister objects at any time after 30 days from that date, from the date that such objection is notified to the employer).

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Exemptions must only be granted on the basis that the establishment/ employer provides non-monetary benefits of a quantifiable value to its employees (which benefits may not for the purpose of the exemption constitute more than half of the minimum wage otherwise payable in money.)”.

4. The Labour Relations (Specification of Minimum Wages) (Amendment) Notice, 2020 (No. 14), published in Statutory Instrument 38 of 2020, is repealed.