

DRAFT 2025-04-30

S.I. 2025 No.

Minimum Wage Act

2017– 4

**MINIMUM WAGE (NATIONAL AND SECTORAL MINIMUM WAGE)
ORDER, 2025**

The Minister, in exercise of the power conferred on him by section 6(1) of the *Minimum Wage Act*, makes the following Order:

- 1.** This Order may be cited as the *Minimum Wage (National and Sectoral Minimum Wage) Order, 2025*.
- 2.** The national minimum wage is set out in the *First Schedule*.
- 3.** The minimum sectoral wage for security guards is set out in the *Second Schedule*.
- 4.** The *Minimum Wage (National and Sectoral Minimum Wage) Order, 2021* (S.I. 2021 No. 26) is revoked.
- 5.** This Order shall come into operation on the 1st day of June, 2025.

FIRST SCHEDULE*(Paragraph 2)***NATIONAL MINIMUM WAGE**

| Minimum Time Rates | National Minimum Rate of Pay \$ |
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| <p>PART I</p> <p>General Minimum Wage Rates</p> <ol style="list-style-type: none"> 1. The minimum rate of wages payable weekly for a 40 hour work-week 2. The minimum rate of wages payable daily, for an 8 hour workday where an employee is not employed on a weekly basis 3. The minimum rate of wages payable hourly where an employee is not employed on a weekly or daily basis <p>PART II</p> <p>Minimum Overtime Rates</p> <ol style="list-style-type: none"> 1. The minimum overtime rate of wages payable for ordinary working days 2. The minimum overtime rate of wages for Public Holidays | <p>420.00 per week</p> <p>84.00 per day</p> <p>10.50 per hour</p> <p>time and one half the employee's ordinary rate</p> <p>twice as much as the employee's ordinary rate</p> |

SECOND SCHEDULE*(Paragraph 3)***SECTORAL MINIMUM WAGE FOR SECURITY GUARDS**

| Minimum Time Rates | Sectoral Minimum Rate of Pay for Security Guards \$ |
|---|--|
| <p>PART I</p> <p>General Minimum Wage Rates</p> <p>1. The minimum rate of wages payable hourly</p> <p>2. For the avoidance of doubt, this Order does not affect the normal working hours of Security Guards.</p> <p>PART II</p> <p>Minimum Overtime Rates</p> <p>1. The minimum overtime rate of wages payable for ordinary working days</p> <p>2. The minimum overtime rate of wages for Public Holidays</p> | <p>11.43 per hour</p> <p>time and one half the employee's ordinary rate</p> <p>twice as much as the employee's ordinary rate</p> |

Made by the Minister this day of , 2025.

Minister responsible for Labour