

SAINT VINCENT AND THE GRENADINES

STATUTORY RULES AND ORDERS

2024 NO. 9

(Gazetted 29th February, 2024)

IN EXERCISE of the powers conferred by section 10(5) of the Wages Councils Act, Chapter 217, the Governor-General makes the following Order –

WAGES REGULATION (INDUSTRIAL WORKERS) ORDER 2024

1. (1) This Order may be cited as the Wages Regulation (Industrial Workers) Order, 2024. **Citation and commencement**

(2) This Order comes into force on 1 March 2024.

2. In this Order-

Interpretation

“cleaner” means a person who is employed to clean the premises;

“common-law partner”-

(a) in the case of a man, means a woman with whom he was cohabiting in a common-law relationship for at least three years;

(b) in the case of a woman, means a man with whom she was cohabiting in a common-law relationship for at least three years;

“day” means a period of eight hours work;

“extreme heat” means a situation where the ambient temperatures exceed safe and comfortable levels for outdoor work, causing a potential threat to workers’ health and safety. Such conditions may include heatwaves, high temperatures, and humidity levels that can result in heat related illnesses;

“hazardous conditions” mean conditions likely to cause bodily harm to persons exposed to such conditions;

“industrial worker” means a worker who is employed in any of the undertakings specified in section 3;

“week” means-

- (a) in case of a watchman, a period of four days;
- (b) in the case of any other category of workers, a period of forty-four hours beginning on Monday morning and ending on Saturday at 12:00 noon.

Application

3. This Order applies to a worker who is employed in any of the following undertakings-

- (a) mines, quarries, and other work for the extraction of mineral from the earth;
- (b) industries in which articles are manufactured for sale, cleaned, repaired, ornamented, finished, adapted for sale, broken up, demolished or in which materials are transformed, including shipbuilding and generation, transformation and transmission of electricity and motor power of any kind;
- (c) bakeries,
- (d) agro-food processing plants;
- (e) food processing factories including fish or seafood processing;
- (f) construction, reconstruction, maintenance, repair, alteration or demolition of any building, harbour, dock, pier, inland waterway, roadway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephone installation, electrical undertaking, waterworks, or other works or types of construction which include work preparatory to such works or construction;
- (g) transport of passengers or goods by land, air, or sea;
- (h) medical substances and supplies manufactured for sale.

SCHEDULE

(section 3)

Conditions of Employment

1. Minimum Wages

(1) Subject to subitem (2), an employer shall pay to an industrial worker who is employed in any of the undertakings specified in section 3, minimum wages of fifty seven dollars and sixty cents per day or seven dollars and twenty cents per hour. The only exception relates to drivers who should receive sixty dollars per day.

(2) An industrial worker who is employed in any undertaking specified in section 3(f) who is employed in the clearing of roads, drains or trimming grass verges and roadside embankments and removing litter caused by clearing operations, and any other unskilled worker in an undertaking shall work for a period of six hours per day and five days per week, and shall be paid by his employer fifty dollars and forty cents per day or eight dollars and forty cents per hour.

(3) An employer shall pay an apprentice who works for a period of six months to one year in any of the undertakings specified in section 3, forty dollars per day.

(4) An employer shall pay a full-time cleaner fifty dollars per day, and a part-time cleaner seven dollars per hour.