

Overtime Wages

An industrial worker shall be paid by his employer for every hour or part thereof as follows:

Time	Rate
In excess of 8 hours	time and a half
On a public holiday.....	double time
On a Sunday.....	double time

Vacation Leave

A security guard/officer shall be entitled to vacation with pay as follows:

Period of Work	Vacation
100 to 125 days	8 working days
126 to 150 days	10 working days
151 to 175 days	12 working days
176 to 200 days.....	14 working days
201 days up to 4 years.....	16 working days
5 years and over.....	21 working days
6 years and over	21 working days

Maternity Leave

An industrial worker who has one year continuous service with an employer shall be entitled to maternity leave for the aggregate period of ten weeks confinement during which time the employer shall pay not less than thirty-five percent of wages to the industrial worker.

Paternity Leave

A industrial worker who has completed at least one year of service shall be granted one week paternity leave to assist his wife or common law partner (only one woman with whom he is cohabiting for three years) with the acute phase of the post-partum period

Compassionate Leave

On the **death of a husband, wife, common-law partner, mother, father, or child** an industrial worker should be granted **three days** compassionate leave to facilitate funeral arrangements in Saint Vincent and the Grenadines. To facilitate funerals that are conducted overseas, a maximum of five days shall be granted. Vacation leave shall be given in the event that the employee requests additional days.

Department of Labour



Ministry of Agriculture, Forestry, Fisheries,
Rural Transformation, Industry and Labour

St. Vincent and the Grenadines



Industrial Workers

Our Location:

The ground floor of Marion House Building, Murray's Road, Richmond Hill, Kingstown, St. Vincent and the Grenadines.

Contact:

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Opening Hours: Monday to Friday: 8.00a.m. to 4:15p.m.



“INDUSTRIAL WORKER” means a person 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 ship-building 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

Hours of Work

- (1) The hours of work of an industrial worker shall be eight hours per day, inclusive of one hour for lunch
- (2) The hours of work of an industrial worker may be scheduled over a period of five days or five and a half days per week, beginning on Monday morning and ending on Saturday noon

Sick Leave

An industrial worker shall be entitled to sick leave with pay as follows:

Period of work	Sick Leave
6 months.....	7 Calendar days
1 year to 5 years	14 Calendar days
6 years and over	21 Calendar days

Minimum Wages

- (1) An employer shall pay to an industrial worker who is employed in any of the undertakings specified in section a-e, minimum wages of fifty seven dollars and sixty cents (\$57.60) per day or seven dollars and twenty cents (\$7.20)per hour. The only exception relates to drivers who should receive sixty dollars (\$60.00) per day.
- (2) An industrial worker who is employed in any undertaking specified in section (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 (\$50.40)per day or eight dollars and forty cents (\$8.40)per hour .

Please note that this brochure does not capture all the information provided in the Wages and Regulations Order for Industrial Workers.

For further information please visit the Department of Labour’s office or contact us at the numbers listed in this brochure.