

### Overtime Wages

An employer shall pay a security guard who is required to work after the expiry of his normal hours of work for all work performed in excess of the normal hours of work at a rate of one and a half times.

### Vacation Leave

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

<i>Period of Work</i>	<i>Vacation</i>
1 year to 2 years.....	14 working days
3 years to 5 years .....	18 working days
6 years and over .....	21 working days

### Sick Leave

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

<i>Period of work</i>	<i>Sick Leave</i>
6 months .....	7 calendar days
1 year to 5 years.....	14 calendar days
6 years and over .....	21 calendar days

### Maternity Leave

A security guard/officer 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 security guard/officer.

### Paternity Leave

A security guard/officer 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** security guard/officer 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*



## Security Officers

### Our Location:

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

### Contact:

*Telephone: 1 (784) 457 1789 1 (784) 456 1111*

*Ext. 5474*

*Email: [labourdpt@gmail.com](mailto:labourdpt@gmail.com)*

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



“**SECURITY GUARD or WORKER**” means a person employed wholly or partly to provide security services for the protection of persons or property;

**Hours of Work**

The normal hours of work of a security guard—

- (a) on a day shift shall not exceed eight hours, inclusive of one hour for lunch;
- (b) on a night shift shall not exceed twelve hours; or
- (c) on a day shift that extends into the night shift shall not exceed eight hours.

**Minimum Wages**

Cleaner (full-time) .....\$50.00 per day  
Cleaner (part-time) .....\$7.00 per hour  
Driver .....\$60.00 per day  
  
Security guard .....\$1200.00 per month, or \$7.00 per hour  
  
Security guard employed on a “day-to-day” basis.....\$52.20 for an 8-hour day or \$7.00 per hour or part thereof

*Please note that this brochure does not capture all the information provided in the Wages and Regulations Order for Security Officers.*

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

