

ORDER

Made Under
THE LABOUR ACT
(Chapter 98:01)

UNDER SECTION 8 OF THE LABOUR ACT, I HEREBY MAKE THE FOLLOWING ORDER:-

1. This Order may be cited as the Minimum Wages (Employees at Petrol Filling Stations) Order 1977 and shall come into operation on 25th November, 1977.

Citation and commencement

2. In this Order -

Interpretation

"employee" means any person employed at a petrol filling station,

"normal hours" mean the maximum number of hours which may normally be worked by an employee in accordance with the Hours of Work (Employees at Petrol Filling Stations) Regulations;

"petrol filling station" means any place or premises in respect of which a licence is required to be taken out under section 61 of the Tax Act and includes any such place or premises where petroleum, and lubricants and accessories required for the repair of, or use in motor vehicles, are sold, or any such place or premises where motor vehicles are kept temporarily for the purpose of being cleaned or washed or for the purpose of carrying out running repairs or, making minor adjustments, to them.

Cap. 80:01

3. (1) Subject to this Order, the minimum rate of wages payable to an employee in any of the categories of work set out in the first column of the Schedule shall be the rate set out in relation thereto in the second column of that Schedule.

Minimum Wage Rate Schedule

(2) Where an employee is in receipt of a wage higher than that prescribed by this Order, the employer shall nevertheless continue to pay to such employee wages at such higher rate.

(3) The minimum rate of wages payable to an employee who is employed in any of the categories of work mentioned in the Schedule for any shorter period of time than the appropriate period mentioned in the Schedule shall be the minimum rate of wages prescribed in relation thereto in respect of the last mentioned period.

Provided that an employer may pay to an employee who is employed in any of the categories of work mentioned in the Schedule less than the minimum rate of wages per week prescribed in relation thereto in respect of any period of time less than the appropriate period mentioned in the said Schedule so that, however, such lesser rate per day payable to a person so employed shall not be less than the prescribed minimum rate divided by six, together with twenty-five percent of such lesser rate.

(4) The minimum rate of wages payable to an employee employed during any period of time mentioned in the Schedule in more than one category of work mentioned in the Schedule in respect of which different minimum rates of wages are prescribed, shall be the higher or the highest of such rates, as the case may be.

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Overtime

4. (1) An employee described in the first column of the Schedule, who, at the request of his employer, works in excess of the normal hours shall be paid for every hour or part thereof so worked, at one and one-half times the rate at which he would, but for this paragraph, be paid under this Order.

(2) An employee described in the first column of the Schedule who is in receipt of a wage at a rate higher than that proscribed in this Order, and who at the request of his employer, works in excess of the normal hours shall be paid for every hour or part thereof so worked, at one and one-half times such higher rate.

(3) An employee described in the first column of the Schedule shall be paid in respect of work on Sundays, Christmas Day, the day after Christmas Day if Christmas falls on a Sunday, Eid-ul-Ahza Day, or, if that day is on a Sunday, the following day, Good Friday, Easter Monday, Labour Day, that is to say the 1st May, or if that day is a Sunday, the following day at the rate of double the hourly rate.

(4) An employee described in the first column of the Schedule shall be paid in respect of work on any public holiday other than as specified in paragraph (3), at the rate of one and one-half times the hourly rate.

(5) An employee described in the first column of the Schedule who is in receipt of a wage at a rate higher than that proscribed in the said Schedule and who works on any of the days specified in paragraphs (3) and (4) shall be paid in respect of such work at the rate of double or one and one-half times, as the case may be, the higher rate of pay.

Termination
of employ-
ment and
re-employ-
ment pro-
hibited.

5. An employer who terminates the employment of an employee and re-employs him solely or mainly for the purpose of avoiding the obligations imposed on him by clauses 3 (2) or 4 (5) shall be liable on summary conviction to a fine of two hundred and fifty dollars.

SCHEDULE

Category of Employee	Minimum Wage
Supervisor	\$47.70 per week
Shift Operator	\$42.84 per week
Attendant	\$24.00 per week
Serviceman	\$34.26 per week
Mechanic	\$42.84 per week
Washman	\$24.48 per week
Clerk	\$30.60 per week

Made this 17th day of October, 1977.

Hamilton Green

Minister of Health, Housing & Labour.