

[LEGAL NOTICE NO. 60]

EMPLOYMENT RELATIONS PROMULGATION 2007  
(PROMULGATION NO. 36 OF 2007)

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## **Wages (Garment Industry) Regulations 2015**

IN exercise of the powers conferred upon me by section 264(1)(w) of the Employment Relations Promulgation 2007, and following the advice of the Employment Relations Advisory Board, I hereby make these Regulations—

*Short title and commencement*

1.—(1) These Regulations may be cited as the Wages (Garment Industry) Regulations 2015.

(2) These Regulations shall come into force on 1st July, 2015.

*Application*

2. These Regulations shall apply to all workers whose minimum rate of remuneration, without taking into consideration any allowance, bonus, overtime payment or additional benefit whatsoever, whether in money or otherwise, does not exceed \$250.00 per week and who are employed in any undertaking or any part of an undertaking engaged in the garment manufacturing process in respect of which a licence under the Business Licensing Act (Cap. 204) is in force or is required by law for such undertaking and their employers.

*Interpretation*

3. In these Regulations, unless the context otherwise requires,—

“casual worker” means a worker whose terms of engagement provide for the worker’s payment at the end of each day’s work and who is not re-engaged within a 24 hour period immediately following the payment;

“industry” means the garment industry;

“learner” means a worker who has worked in the industry for less than 5 months;

“LMCCC” means the Labour Management, Consultation and Cooperation Committee;

“overtime” means work performed in excess of the normal hours on a normal working day and all work performed on days other than a normal working day;

“Promulgation” means the Employment Relations Promulgation 2007;

“public holiday” means any of the days specified in section 64 of the Promulgation or any day appointed by notification in the *Gazette* under section 66 of the Promulgation;

“week” means a period of 7 consecutive days; and

“worker” means a worker to whom these Regulations apply.

*Rates of remuneration*

4.—(1) The minimum hourly rates of remuneration to be paid to a worker, whether paid hourly, daily, weekly or for any other period shall be—

(a) in the case of a learner – \$2.00;

(b) in the case of any other worker – \$2.24.

(2) The minimum hourly rate of remuneration to be paid to casual workers of the classes specified in this regulation is 25% more than the minimum rates specified.

*Working week*

5. The normal working week shall consist of no more than 45 hours spread over 5 days in any one week.

*Public holiday*

6. Every worker shall be paid in respect of each public holiday for the number of hours of work, exclusive of overtime, which he or she would normally have worked on that day had it not been a public holiday, provided that this regulation does not apply to any worker unless—

- (a) he or she worked for the employer throughout the last working day preceding the public holiday; and
- (b) he or she presents himself or herself for employment on the first working day after such public holiday,

and provided further that paragraphs (a) and (b) shall be deemed to have been complied with where the worker is excused from presenting himself or herself for employment by his or her employer, or is prevented from presenting himself or herself for employment by illness or injury verified by a medical certificate or is prevented from presenting himself or herself for employment by any other reason which the employer considers satisfactory.

*Overtime*

7.—(1) Overtime remuneration payable under this regulation for a public holiday is in addition to that payable under regulation 6.

(2) The rate of remuneration payable for overtime worked is—

- (a) on any working day or a Saturday – one and a half times the worker's normal hourly rate of remuneration for the first 4 hours, and thereafter twice the worker's normal hourly rate of remuneration;
- (b) on public holidays and Sundays – twice the worker's normal hourly rate of remuneration.

(3) The minimum overtime payable under this regulation is 1 hour for week days and 2 hours for Saturdays.

(4) A minimum of 4 hours overtime remuneration at the rates specified in sub-regulation (2) is to be paid in respect of any overtime worked on a public holiday or a Sunday.

*Annual holiday*

8. No deduction is to be made from a worker's remuneration in respect of annual holiday taken by a worker under section 58 of the Promulgation.

*Sick leave*

9.—(1) Where a worker who has completed more than 3 months continuous service with the same employer and who is incapable of work because of sickness or injury, the worker is entitled to paid sick leave of not less than 10 working days during each year of service.

(2) Sick leave entitlement must not be accumulated and unused sick leave for each year automatically lapses in the next year.

(3) For a worker to be entitled to sick leave, the worker must—

- (a) as soon as reasonably practicable, notify the employer of his or her absence and the reason for it; and

- (b) produce, if requested by the employer, a written certificate signed by a registered medical practitioner, certifying the worker's incapacity for work.

*Meal allowance*

10. Every worker who is required to work overtime in excess of 3 hours on any normal working day is entitled to a substantial decent hot meal or meal allowance of \$6.00 in lieu of a meal.

*Bereavement leave*

11. A worker who has completed more than 3 months continuous service with the same employer is entitled to 3 days paid bereavement leave in a year, in addition to any other leave entitlement.

*Occupational Health and Safety compliance*

12.—(1) The employer has a duty of care responsibility under section 9 of the Health and Safety at Work Act 1996 to ensure, as far as possible, the workers' health, safety and welfare while at work.

(2) The Health and Safety at Work (General Workplace Conditions) Regulations 2003 specifies the conditions which must be followed by all employers in any workplace to ensure that the workers are protected according to the requirements of the Health and Safety at Work Act 1996 where some of these requirements in these Regulations include the provisions of personal protective equipment, which must be provided by the employer without any cost to the employees.

*Grievance procedure*

13. In the case of any employment grievance in a workplace, the parties shall resort to the grievance procedure in the employment contract or in the absence of such contract, shall use the procedure stipulated in Schedule 4 of the Promulgation.

*Labour Management, Consultation and Cooperation Committee*

14.—(1) All employers with more than 20 workers are required by section 9(1)(d) and (3) of the Promulgation to have a Labour Management, Consultation and Cooperation Committee to assist them to review and develop work practices in order to promote good faith employment relations and increase productivity.

(2) All employers must complete LMCCC record forms as a general obligation to ensure the attainment of quality control.

*Sexual harassment*

15. All employers must develop and maintain a policy to prevent sexual harassment in the workplace.

*Notices*

16.—(1) An employer must display a written notice in the workplace for the purpose of informing the workers of any wages regulations affecting them.

(2) An employer that fails to comply with sub-regulation (1) commits an offence and shall be liable to a fixed penalty of \$100.

(3) If the employer fails to pay the fixed penalty within the specified period of time, the offender shall be liable on conviction—

- (a) for an individual, to a fine not exceeding \$10,000 or to a term of imprisonment not exceeding 2 years or both;
- (b) for a body corporate, to a fine not exceeding \$50,000.

*Revocation*

17. The Wages Regulation (Garment Industry) Order 2012 is hereby revoked.

Made this 23rd day of June 2015.

J. K. KONROTE  
Minister for Employment, Productivity and Industrial Relations

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[LEGAL NOTICE NO. 61]

EMPLOYMENT RELATIONS PROMULGATION 2007  
(PROMULGATION NO. 36 OF 2007)

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## **Wages (Road Transport) Regulations 2015**

IN exercise of the powers conferred upon me by section 264(1)(w) of the Employment Relations Promulgation 2007, and following the advice of the Employment Relations Advisory Board, I hereby make these Regulations—

*Short title and commencement*

- 1.—(1) These Regulations may be cited as the Wages (Road Transport) Regulations 2015.
- (2) These Regulations shall come into force on 1st July, 2015.

*Application*

2. These Regulations shall apply to all workers whose minimum rate of remuneration, without taking into consideration any allowance, bonus, overtime payment or additional benefit whatsoever, whether in money or otherwise, does not exceed \$250.00 per week and who are employed—

- (a) in any undertaking; or
- (b) if the undertaking consists of several parts, in any part of the undertaking, where the business of such undertaking or such part is, wholly or mainly, the carriage, for hire or reward, of passengers and goods, or either of them, by any motor vehicle required to be licensed as a public service vehicle or a goods vehicle under the Land Transport Act 1998; and to the employers of such workers.

*Interpretation*

## 3. In these Regulations, unless the context otherwise requires,—

“casual worker” means a worker whose terms of engagement provide for the worker’s payment at the end of each day’s work and who is not re-engaged within the 24 hour period immediately following the payment;

“clerk” means a worker who is employed wholly or mainly in performing one or more of the following classes of work; sorting of incoming mail, preparation of out-going correspondence, filing correspondence or other documents, receiving or interviewing callers, arranging appointments, the attendance of telephones and the receiving and recording of messages by telephone, making entries in books showing receipts to, or payment from petty cash, shorthand writing, typing of correspondence, book keeping, operating of machine equipment for accounting, calculating, addressing, franking, copying and reproducing documents and drawings, preparing stencil, duplication or composing of office correspondence;

“conductor” means a person employed by the holder of a public service vehicle license, to issue tickets and collect money on an omnibus;

“fork-lift driver” means a worker who is employed wholly or mainly in driving a forklift vehicle not exceeding 12 tons (13,440kg);

“garage serviceman” means a worker who is employed wholly or mainly in performing any task in connection with motor vehicles in one or more of the following classes of work; the changing of oil in an engine or transmission system, lubricating joints, tightening loose parts, making minor adjustments, mending tyres, checking and servicing batteries, water or tyre pressure, fitting and replacing parts and components such as gear boxes, drive shafts, suspension, springs, etc. and assisting the mechanics, or any other tasks related to the servicing of vehicles other than those carried out by a mechanic repairman;

“general worker” means a worker who performs tasks which require no particular skill or who is not otherwise defined in these Regulations;

“heavy articulated driver” means a worker who is employed wholly or mainly in driving an articulated vehicle not exceeding 20 tons (22,400kg) load capacity;

“heavy fork-lift driver” means a worker who is employed wholly or mainly in driving a fork-lift vehicle exceeding 12 tons (13,440kg);

“heavy goods vehicle driver” means a worker who is employed wholly or mainly in driving a mechanically propelled vehicle not exceeding 12 tons (13,440kg) load capacity;

“heavy mobile crane driver” means a worker who is employed wholly or mainly in driving a mobile crane with a lifting capacity exceeding 20 tons (22,400kg);

- “heavy PSV driver” means a worker who is employed wholly or mainly in collecting of fares and driving passenger vehicle exceeding 60 cwt (3,360kg) load capacity;
- “learner” means a worker who has worked in the mechanical section of the industry for less than 3 years;
- “light goods driver” means a worker who is employed wholly or mainly in driving a mechanically propelled vehicle not exceeding 60 cwt (3,360kg) or less unladen in weight;
- “light PSV driver” means a worker who is employed wholly or mainly in driving a passenger vehicle of 60cwt (3,360kg) load capacity;
- “mechanic repairman” means a worker other than a garage serviceman who is employed wholly or mainly in the maintenance and repair of vehicles or performing one or more of the following classes of work: examining defective vehicles to ascertain the nature or location of defects, dismantling and or replacing damaged parts, grinding valves, relining brakes, rebushing steering mechanism, testing vehicles for road worthiness;
- “mobile crane driver” means a worker who is employed wholly or mainly in driving a mobile crane with a lifting capacity not exceeding 20 tons (22,400kg);
- “night” means the interval between six o’clock in the evening of any day and six o’clock in the morning of the following day;
- “overtime” means work performed in excess of the normal hours on a normal working day and all work performed on days other than a normal working day;
- “provisional period of work” means a worker employed by an employer in a provisional period of service for a period of one month before his or her appointment is confirmed;
- “Promulgation” means the Employment Relations Promulgation 2007;
- “public holiday” means any of the days specified in section 64 of the Promulgation or any day appointed by notification under section 66 of that Promulgation;
- “rostered day off” means the day of each week on which a worker is entitled under the terms of the contract to be absent from duty;
- “ticket checker” means a worker who is employed wholly or mainly in checking tickets issued to passengers of public service vehicles;
- “tourist transport operator” means any person or company wholly or mainly engaged in the transportation of tourists;
- “vehicle” has the same meaning given to it by the Land Transport Act 1998;
- “very heavy articulated driver” means a worker who is employed wholly or mainly in driving an articulated vehicle exceeding 20 tons (22,400kg) load capacity;

“very heavy goods vehicle driver” means a worker who is employed wholly or mainly in driving a mechanically propelled vehicle exceeding 12 tons (13,440kg);

“watchman” means a worker who is wholly or mainly employed in the watching or guarding of premises or materials;

“week” means a period of 7 consecutive days; and

“worker” means a worker to whom these Regulations apply.

*Rates of remuneration*

4.—(1) The minimum hourly rate of remuneration to be paid to any class of worker specified in the first column of the Schedule, whether such workers are employed hourly, daily, weekly or for any period, shall be those contained in the second and third column of the Schedule.

(2) The minimum rates of remuneration to be paid to casual workers of the classes specified in the first column of the Schedule shall be twenty-five per cent more than the minimum rates specified in the second and third column of the Schedule.

(3) Drivers must be paid the rate applicable to the vehicle they are employed to drive even if they are qualified to drive other categories of vehicles.

(4) The minimum rate of remuneration to be paid to a casual worker of a class specified in the first column of the Schedule is 25% more than the minimum rates specified in the second or third column in the Schedule.

(5) A driver employed by a tourist transport operator must be paid 25% or more than the rate shown in the Schedule.

*Hours of work*

5. The normal hours of work are 8 hours a day for 6 days a week and must be worked during any 6 days of a week beginning from midnight on Sunday to midnight of the succeeding Sunday.

*Split shift for public service vehicles*

6.—(1) Public Bus Service drivers who have at least 2 hours break between successive shifts for the day may be required to work normal hours of work in split shifts, as follows—

- (a) the normal hours of work must be worked in not more than 2 shifts;
- (b) such shifts must (notwithstanding regulation 5) be worked between the hours of 5.00 am to 11.30 pm;
- (c) if a lesser number of hours than 8 is actually worked during the day, the worker must be paid for minimum of 8 hours of work and, for the purpose of regulation 9, is regarded as having performed 8 hours of work; and
- (d) the break between the shifts shall be a minimum of 2 hours.

(2) This regulation shall not apply to any other worker covered by this Regulation.



(3) For the purpose of this regulation a meal break not exceeding 1 hour does not constitute a break between shifts.

*Public holidays*

7. Every worker shall be paid in respect of each public holiday for the number of hours worked (exclusive of overtime) which he or she would normally have worked on that day had it not been a public holiday, provided that this regulation does not apply to any worker unless—

- (a) he or she worked for the employer throughout the last working day preceding the public holiday; and
- (b) he or she presents himself for employment on the first working day after such public holiday,

and provided further that sub-regulations (a) and (b) shall be deemed to have been complied with where the worker is excused from presenting himself or herself for employment by his or her employer, or is prevented from presenting himself or herself for employment by illness or injury covered by a medical certificate or is prevented from presenting himself or herself for employment by any other reason which the employer considers satisfactory.

*Rostered day off*

8.—(1) In each week a worker is entitled to one rest day (herein referred to as “the rostered-day-off”) to be determined by the employer and notified to the worker at least 24 hours beforehand.

(2) If the rostered day-off falls on a paid public holiday, the worker must be granted an additional day off as a rostered day-off.

*Overtime*

9. Overtime remuneration must be paid to every worker as follows—

- (a) for the first 4 hours worked in excess of 8 hours of each day other than a rostered-day-off or paid public holiday – at one and a half times the worker’s normal hourly rate of remuneration and for all overtime worked thereafter on the day at twice the worker’s normal hourly rate of remuneration;
- (b) for all time worked on the worker’s rostered-day-off, at twice the worker’s normal hourly rate of remuneration;
- (c) for all the time worked on a paid public holiday – at twice the worker’s normal hourly rate of remuneration.

*Subsistence allowance*

10. Every worker must, in respect of each night during the whole of which he or she is required by the employer to be absent from the place where he or she was engaged for employment, be paid a subsistence allowance of not less than—

- (a) \$10.00 if quarters are provided by the employer; or
- (b) \$20.00 if the employer does not provide quarters.

*Meal allowance*

11. Every worker who is required to work overtime in excess of 2 hours on any normal working day is entitled to a decent hot meal or a meal allowance of \$7.00 and any worker who is required to work on a rostered day off in excess of 6 hours on that day is entitled to a decent hot meal or a meal allowance of \$7.00.

*Annual holiday*

12.—(1) Every worker must be given annual holidays in accordance with the provisions of section 58 of the Promulgation.

(2) No deduction is to be made from a worker's remuneration in respect of any annual holiday taken.

*Sick leave*

13.—(1) Where a worker who has completed more than 3 months continuous service with the same employer and who is incapable of work because of sickness or injury, the worker is entitled to paid sick leave of not less than 10 working days during each year of service.

(2) Sick leave entitlement must not be accumulated and unused sick leave for each year automatically lapses in the next year.

(3) For a worker to be entitled to sick leave, the worker must—

- (a) as soon as reasonably practicable notify the employer of his or her absence and the reason for it; and
- (b) produce, if requested by the employer, a written certificate signed by a registered medical practitioner, certifying the worker's incapacity for work.

*Bereavement leave*

14. A worker who has completed more than 3 months continuous service with the same employer is entitled to 3 days paid bereavement leave in a year, in addition to any other leave entitlement.

*Occupational Health and Safety compliance*

15.—(1) The employer has a "duty of care" responsibility under section 9 of the health and Safety at Work Act 1996 to ensure, as far as possible the workers' health, safety and welfare while at work.

(2) The Health and Safety at Work (General Workplace Conditions) Regulations 2003 specifies the conditions which must be followed by all employers in any workplace to ensure that the workers are protected according to the requirements of the Act where some of these requirements in these Regulations include the provisions of personal protective equipment, which must be provided by the employer without any cost to the employees.

*Grievance procedure*

16. In the case of a grievance in the workplace, the parties shall resort to grievance procedure in the employment contract or in the absence of such contract, shall use the procedure stipulated in Schedule 4 of the Promulgation.

*Labour Management, Consultation and Cooperation Committee*

17.—(1) All employers with more than 20 workers are required by section 9(1)(d) and (3) of the Promulgation to have a Labour Management, Consultation and Cooperation Committee to assist them to review and develop work practices in order to promote good faith employment relations and increase productivity.

(2) All Wages Regulations are to have a provision requiring employers to complete LMCCC forms as a general obligation to ensure the attaining of quality control.

*Sexual harassment*

18. All employers are required to develop and maintain a policy to prevent sexual harassment in the workplace.

*Notices*

19.—(1) An employer shall display a written notice in the workplace for the purpose of informing the workers of any wages regulations affecting them.

(2) An employer that fails to comply with sub-regulation (1) commits an offence and shall be liable to a fixed penalty of \$100.

(3) If the employer fails to pay the fixed penalty within the specified period of time, the offender shall be liable on conviction—

- (a) for an individual, to a fine not exceeding \$10,000 or to a term of imprisonment not exceeding 2 years or both; or
- (b) for a body corporate, to a fine not exceeding \$50,000.

*Uniforms*

20. Employers are encouraged to provide uniforms to their employees to improve the image of the industry.

*Revocation*

21. The Wages Regulation (Road Transport) Order 2012 is hereby revoked.

Made this 23rd day of June 2015.

J. K. KONROTE  
Minister for Employment, Productivity and Industrial Relations

SCHEDULE  
(Regulation 4)

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<i>Classes of workers</i> (First Column)	<i>Remuneration</i>	
	<i>Other Operators</i> (Second Column)	<i>Buses &amp; Taxi Operators</i> (Third Column)
Clerk	\$2.74	\$2.67
Light Vehicle Goods Driver	\$2.87	–
Heavy Vehicle Goods Driver	\$3.38	–
Very Heavy Vehicle Goods Driver	\$3.38	–
Heavy Articulated Vehicle Driver	\$3.38	–
Mobile Crane Driver	\$3.38	–
Heavy Mobile Crane Driver	\$3.57	–
Very Heavy Articulated Driver	\$3.57	–
Light PSV Driver	\$2.87	\$2.80
Heavy PSV Driver	\$3.38	\$3.31
Fork-Lift Operator	\$3.17	–
Heavy Fork-lift Operator	\$3.38	–
Garage Serviceman	\$2.76	\$2.69
General Worker	\$2.68	\$2.63
Mechanic Repairman	\$3.50	\$3.42
Ticket Checker	\$2.58	\$2.52
Conductor	\$2.58	\$2.52
Watchman	\$2.58	\$2.52
Learner	( Yr 1) \$2.00	\$2.00
	(Yr 2) \$2.00	\$2.00
	(Yr 3) \$2.25	\$2.20