



The Minimum Wage & Basic Terms and Conditions of Work



Minimum Wages Board

Ministry of Labour and Small and Micro
Enterprise Development

FIRST SCHEDULE

MINIMUM WAGES FOR ALL WORKERS

Daily Rated (8 hr day)	Weekly Rated (40 hr week)	Monthly Rated (40 hr week) x 52/12mths
=173.334 \$100.00		\$500.00
	\$2166.66	

SECOND SCHEDULE

OVERTIME WAGES FOR ALL WORKERS

1. For overtime worked beyond 8 hours on a working day:

First 4 hours	1 1/2 times hourly rate
Second 4 hours	2 times hourly rate
Thereafter	3 times hourly rate

2. For overtime worked beyond ten hours on a working day of a four day shift week:

First 4 hours	1 1/2 times hourly rate
Second 4 hours	2 times hourly rate
Thereafter	3 times hourly rate

3. For time worked on an off-day:

First 8 hours	2 times hourly rate
Thereafter	3 times hourly rate

4. For time worked on a Sunday where Sunday is a normal working day:

First 4 hours	1 1/2 times hourly rate
Second 4 hours	2 times hourly rate
Thereafter	3 times hourly rate

5. For time worked on a Sunday where Sunday is not a normal working day and on a public holiday:

First 8 hours	2 times hourly rate
Thereafter	3 times hourly rate

6. For time worked beyond the forty-hour working week:

First 4 hours	1 1/2 times hourly rate
Second 4 hours	2 times hourly rate



Ministry of Labour and Small and Micro Enterprise Development

For further information, please contact:

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Minimum Wages Board

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www.molsmed.gov.tt

What is the Minimum Wage?

The Minimum Wage is \$12.50.

This means that **NO WORKER** should be paid less than \$12.50 per hour for any type of work

Ok, so what does this mean for me?

Shirley says: I do not work for a company - I do housework at my neighbour's home. Am I entitled to the Minimum Wage?



The Law says: Yes, you are entitled to at least \$12.50 per hour worked.



Jack asks: I am not a permanent employee; I work whenever I get jobs. Am I entitled to the Minimum Wage?

The Law says: Yes, you are entitled to at least \$12.50 per hour worked.

Is it just \$12.50 that I am entitled to?

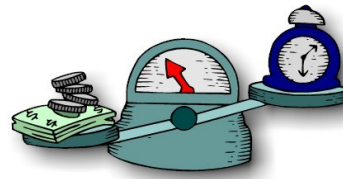
NO!

As a worker, you are entitled to:

- ✓ Meal and rest breaks
- ✓ Sick leave
- ✓ Vacation leave
- ✓ Overtime pay

Harry wants to know: If I am supposed to get \$12.50 per hour, then when I work for 8 hours a day, I should get \$100.00. What happens if I work for more than 8 hours in one day?

The Law says: If you normally work 8 hours per day for 5 days a week, then on the days that you work more than 8 hours, you are entitled to overtime pay (see Schedule on page 5).



Onika says: I usually work 4 days for the week, for 10 hours per day. Should I be paid overtime for each day that I work for more than 8 hours?

The Law says:

- You are not entitled to overtime pay if you normally work for 10 hours per day for 4 days per week.
- You would be entitled to overtime pay if, in any one day, you work for more than 10 hours.



Carl asks: If I work overtime, am I entitled to have a meal break?

The Law says:

- If you work for 2 hours or more after your usual cut-off time, you are entitled to a break, for at least 15 minutes, for which you must be paid.
- If you continue to work after this period, you are entitled to a paid break of at least 20 minutes every 2 hours.

Vidya says: I work for minimum wage every now and then with a Building Contractor. The work usually runs Monday-Friday. If my boss asks me to work on Sunday, am I entitled to overtime?

The Law says: Yes, you are entitled to be paid overtime (see Schedule on page 5).



Michael says: I work at a bar, usually from Wednesday to Sunday every week. Am I entitled to overtime pay for working on Sundays?

The Law says: No, Sunday would be considered a normal working day for you.

Joyce says: If I work on a public holiday, am I entitled to be paid more?

The Law says: Yes, you are entitled to overtime (see Schedule on page 5).