

**SAINT VINCENT AND THE GRENADINES
STATUTORY RULES AND ORDERS**

2008 NO. 29

(Gazetted 1st July, 2008)

IN EXERCISE of the powers conferred by section 10 (5) of the Wages Council Act, 1953 (No: 1 of 1953) the Governor-General makes the following Order:

WAGES REGULATION (SECURITY WORKERS) ORDER, 2008

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| <p>1. This Order may be cited as the Wages Regulation (Security Workers) Order 2008, and comes into operation on the 1st day of July, 2008.</p> | Citation and Commencement |
| <p>2. In this Order:</p> <p style="padding-left: 40px;">"day" means, in relation to a day shift, a period of eight hours, or in relation to a night shift, a period of twelve hours from 6 p.m. to 6 a.m, as the case may be;</p> <p style="padding-left: 40px;">"security worker" or "security guard" means a person employed wholly or partly to provide security services for the protection of persons or property.</p> | Interpretation |
| <p>3. (1) An employer shall pay to a security worker the minimum wages which are specified in the Schedule to this Order.</p> <p style="padding-left: 40px;">(2) The hours of work, overtime, vacation leave, sick leave or maternity leave of a security worker shall be as specified in the Schedule to this Order.</p> | Conditions or employment |
| <p>4. The Wages Regulation (Security Workers) Order 2003 (No. 16 of 2003) is hereby repealed.</p> | Repeal |

SCHEDULE

(section 3)

1. Minimum Wages.

Security Guard	Rate
Security guard	\$720.00 per month, \$ 180.00 per week or \$3.75 per hour
Security guard employed on a day-to-day basis	\$30.00 for an 8-hour day or part thereof, or \$3.75 per hour

2. Hours of Work.

- (1) The hours of work of a security guard:
 - (a) on a day shift shall be eight hours, inclusive of one hour for lunch;
 - (b) on a night shift shall be twelve hours.
- (2) A security guard shall work a six day week and is entitled to one day off with full pay.
- (3) A security guard on night shift shall be paid a night differential of \$ 10.00 per night.

3. Overtime.

- (1) 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.
- (2) An employer shall not pay overtime wages to a security guard on a day shift or a night shift who is required to work on a Sunday or a public holiday except where the security guard is required to work in excess of the normal hours of work.

4. Vacation Leave.

- (1) A security worker is entitled to vacation with pay as follows:

Period of Work	Vacation
1 year to 2 years service	14 working day
3 years to 5 years service	18 working days
5 years and over service	21 working days

(2) Where the service of a security worker is terminated during the second or subsequent year of employment, the employer shall pay the security worker for the proportionate part of the vacation due to him at the time of termination.

5. Sick Leave.

(1) A security worker shall be entitled to sick leave with pay as follows:

Period of Work	Sick leave
6 months service	7 calendar days
1 to 5 years	14 calendar days
6 years and over	21 calendar days

(2) A security worker who receives surgical care, therapeutic care or is otherwise requested to be confined for medical purposes by a duly qualified medical practitioner is entitled to a maximum of thirty calendar days sick leave.

(3) A security worker shall present to his employer a medical certificate relating to his illness by the third day of absence from work.

(4) For the avoidance of doubt, a security worker who presents to his employer a medical certificate by the third day of absence from work and who otherwise qualifies for sick leave in accordance with this Order, shall be entitled to full pay which shall be inclusive of any benefits received from the National Insurance Services.

6. Maternity Leave.

(1) A security worker who has two years continuous service with an employer shall be entitled to maternity leave for the aggregate period of four weeks confinement during which time the employer shall pay not less than thirty-five per cent of wages to the security worker.

(2) For the purpose of calculating continuous service, a minimum of one hundred and fifty days shall be deemed to qualify for one year's service.

Dated the 04th day of June, 2008.

BERNARD MORGAN
Secretary to the Cabinet (Ag.)

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