

2025-12-08

S.I. 2025 No.

Minimum Wage Act, 2017

(Act 2017–4)

**MINIMUM WAGE (NATIONAL AND SECTORAL MINIMUM WAGE)
(NO. 2) ORDER, 2025**

The Minister, in exercise of the power conferred on him by section 6(1) of the *Minimum Wage Act, 2017*, makes the following Order:

1. This Order may be cited as the *Minimum Wage (National and Sectoral Minimum Wage) (No. 2) Order, 2025*.
2. The national minimum wage is set out in the *First Schedule*.
3. The minimum sectoral wage for security guards is set out in the *Second Schedule*.
4. The *Minimum Wage (National and Sectoral Minimum Wage) Order, 2025* (S.I. 2025 No. 55) is revoked.
5. This Order shall come into operation on the [.....] day of January, 2026.

FIRST SCHEDULE*(Paragraph 2)***NATIONAL MINIMUM WAGE**

Minimum Time Rates	National Minimum Rate of Pay \$
<p style="text-align: center;">PART I</p> <p style="text-align: center;">General Minimum Wage Rates</p> <ol style="list-style-type: none"> 1. The minimum rate of wages payable weekly for a 40 hour work-week 2. The minimum rate of wages payable daily, for an 8 hour workday where an employee is not employed on a weekly basis 3. The minimum rate of wages payable hourly where an employee is not employed on a weekly or daily basis <p style="text-align: center;">PART II</p> <p style="text-align: center;">Minimum Overtime Rates</p> <ol style="list-style-type: none"> 1. The minimum overtime rate of wages payable for ordinary working days 2. The minimum overtime rate of wages for Public Holidays 	<p>428.40 per week</p> <p>85.68 per day</p> <p>10.71 per hour</p> <p>time and one half the employee's ordinary rate</p> <p>twice as much as the employee's ordinary rate</p>

SECOND SCHEDULE*(Paragraph 3)***SECTORAL MINIMUM WAGE FOR SECURITY GUARDS**

Minimum Time Rates	Sectoral Minimum Rate of Pay for Security Guards \$
<p>PART I</p> <p>General Minimum Wage Rates</p> <p>1. The minimum rate of wages payable hourly</p> <p>2. For the avoidance of doubt, this Order does not affect the normal working hours of Security Guards.</p> <p>PART II</p> <p>Minimum Overtime Rates</p> <p>1. The minimum overtime rate of wages payable for ordinary working days</p> <p>2. The minimum overtime rate of wages for Public Holidays</p>	<p>11.66 per hour</p> <p>time and one half the employee's ordinary rate</p> <p>twice as much as the employee's ordinary rate</p>

Made by the Minister this day of , 2025.

Minister responsible for Labour