

**L.N. 506 of 2004**

**EMPLOYMENT AND INDUSTRIAL RELATIONS ACT  
(CAP. 452)**

**National Minimum Wage National Standard Order, 2004**

IN exercise of the powers conferred by article 4 of the Employment and Industrial Relations Act, the Minister of Education, Youth and Employment, on the recommendation of the Employment Relations Board, has made the following order:–

Citation and commencement.

**1.** The title of this order is the National Minimum Wage National Standard Order, 2004, and it shall come into effect on the 1st January, 2005.

National Minimum Wage.

**2.** The National Minimum Wage per week related to a normal working week shall be as follows:–

Age 18 years and over .....	Lm55.63
Age 17 years .....	Lm52.72
Under 17 years .....	Lm51.50

Part-time employees.

**3.** The National Minimum Wage of part-time employees shall be *pro rata* at an hourly rate not below the National Standard Minimum Wage applicable, as determined in accordance with the preceding article and divided by forty.

Wages Council Wage Regulation Orders.

**4.** Where any Wages Council Wage Regulation Order applies to any employee, the wages payable to such employees shall not be less than those laid down by such Wages Council Wage Regulation Order, adjusted for cost of living by successive increases of wages declared to be generally applicable to all whole-time employees in terms of article 8 of the Employment and Industrial Relations Act, or by any successive wage increases for cost of living laid down by any national standard order.