

MONTSERRAT
STATUTORY RULES AND ORDERS

S.R.O. 48 OF 2025

MINIMUM WAGE ORDER

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MINIMUM WAGE ORDER 2025

**THE MINIMUM WAGE ORDER 2025 MADE BY THE GOVERNOR
ACTING ON THE ADVICE OF CABINET UNDER SECTION 20 OF
THE LABOUR CODE (CAP. 15.03).**

1. Citation and commencement

This Order may be cited as the Minimum Wage Order, 2025 and comes into force on 1 April, 2026.

2. Interpretation

In this Order—

“**employee**” has the meaning assigned in the Labour Code (Cap 15.03);

“**employer**” has the meaning assigned in the Labour Code (Cap 15.03);

“**minimum wage**” means the national minimum hourly rate prescribed in paragraph 3;

“**Minister**” means the Minister to whom responsibility for labour is assigned.

3. Minimum wage rate

The minimum wage for the purposes of this Order is \$12.50 per hour.

4. Protection of existing wages

- (1) This Order does not affect a more favourable wage, benefit, or term of employment that an employee enjoys under any contract, collective agreement, or other law.

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- (2) An employer shall not reduce the wage of any employee who, immediately before the coming into force of this Order, is paid at a rate above the minimum wage.

5. Posting of notices of minimum wage

Every employer shall conspicuously display, in a location readily accessible to employees, a notice setting out the minimum wage prescribed by this Order.

6. Non-retaliation

An employer shall not dismiss, discipline, intimidate, or otherwise disadvantage an employee for—

- (a) asserting his right to the minimum wage;
- (b) providing information to a Labour Officer; or
- (c) giving evidence in proceedings under this Order.

7. Offences and penalties

- (1) An employer who—

- (a) pays an employee less than the minimum wage;
- (b) fails to display the minimum wage notice as required;
- (c) reduces the wages of an employee contrary to paragraph 4, commits a summary offence.

- (2) An employer who commits an offence under this Order is liable on summary conviction to—

- (a) a fine of 2,000 for a first offence; and
- (b) a fine of EC\$5,000 for a second or subsequent offence.

8. Review of minimum wage

The Minister shall cause a review of the minimum wage to be conducted every three years, or at such earlier time as may be necessary.

Made by the Governor acting on the advice of Cabinet this 13th day of November, 2025.

(Sgd.) Alasdair Bain
CABINET SECRETARY

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Legislature, Farara Plaza, Brades, MSR1110, this 5th day of December, 2025

(Sgd.) Alasdair Bain
CABINET SECRETARY