



**SUPPLEMENT No. 3**  
**TO**  
**THE SOVEREIGN BASE AREAS GAZETTE**  
**No. 1620 of 4th July 2011**  
**SUBSIDIARY LEGISLATION**

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**MINIMUM WAGE ORDER 2011**

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The Administrator makes the following Order under section 3 of the Minimum Wage Ordinance(a).

**Citation and commencement**

1. This Order may be cited as the Minimum Wage Order 2011 and comes into force on 1 August 2011.

**Interpretation**

2. In this Order—

“assistant childminder” means a person who takes care or assists in the care of a child at a nursery, kindergarten or child day care centre but does not include a person who is the spouse, parent or child of the employer;

“carer” means a person who is employed in a hospital, clinic or home for the elderly whose duties include caring for the patients or residents or helping to maintain their personal hygiene;

“cleaner” means a person who is employed to clean business premises;

“clerk” does not include a person who is the spouse, parent or child of the employer but otherwise means a person who carries out clerical duties including—

- (a) preparation of letters and other correspondence,
- (b) collection and presentation of information,
- (c) issue of receipts of payment, receipt-recording duties and bookkeeping,
- (d) completion of forms,
- (e) general registry and record-keeping duties,
- (f) telephone and facsimile duties,
- (g) calculating and cash register machines duties;

“guard” means a person who is employed to guard or control a location, building or person;

“nursing assistant” means a person who is employed at a surgery, dental surgery, clinic or other establishment offering medical or nursing care and assists a doctor, dentist or qualified nurse in carrying out their clinical or nursing duties but does not include a person who is the spouse, parent or child of the employer;

“Republican Order” means, in relation to any category of employee referred to in this Order, an Order made by the Republic under section 3(1) of the Minimum Wage Law(b) of the Republic which is in force from time to time; and

“shop assistant” means a person who principally is employed in the selling of goods in a retail establishment but does not include a person who is the spouse, parent or child of the employer.

**Minimum wage and continuous period of employment**

3. (1) The minimum wage to be paid to an assistant childminder, a carer, a cleaner, a clerk, a guard, a nursing assistant or a shop assistant is the minimum set by the Republican Order.

(2) If a worker whose occupation is specified in paragraph (1) is, on a date specified in paragraph (3), continuously employed for at least 6 months, the minimum wage increases in accordance with the increased rate provided for by the Republican Order after the same period of employment.

(3) In relation to a worker whose occupation is specified in paragraph (1), the date by which the worker must have been continuously employed for the period specified in paragraph (2) is that provided for by the Republican Order.

(4) If a worker has been continuously employed in accordance with paragraph (2), the date from which any increase in the rate begins is that provided for by the Republican Order.

**Revocation**

4. The Minimum Wage (Shop Assistants, Clerks, Nursing Assistants, Kindergarten Assistants, Public Nursery Assistants and School Assistants) Order 2006(c) is revoked.

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Dated this 1st day of July 2011.

By the Administrator's Command,

J. S. Wright,

Chief Officer,

Sovereign Base Areas.

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(SBA/AG/2/EM/284/1)

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**Notes**

(a) Cap. 183, Statute Laws of Cyprus revised edition 1959, as applied to and adapted in the Areas by the Sovereign Base Areas of Akrotiri and Dhekelia Order in Council 1960 (SI 1960/1369, United Kingdom) and the Laws (Adaptation and Interpretation) (Consolidation and Extension) Ordinance 1968 (5/68).

(b) Cap. 183, Laws of Cyprus.

(c) Public Instrument 55/06.

## EXPLANATORY NOTE

**(This note is not part of the Order)**

### Introduction

1. This explanatory note relates to the Minimum Wage Order 2011. It has been prepared by the Office of the Attorney General and Legal Adviser in order to assist the reader of the Order. It does not form part of the Order.
2. The note should be read in conjunction with the Order. It is not, and is not meant to be, a comprehensive description of the Order. So when an article or part of an article does not seem to require an explanation or comment, none is given.

### Particular points

3. The Order is made under section 3 of the Minimum Wage Ordinance which permits the Administrator by order to fix or vary minimum rates of wages for any occupation, and to set a period of continuous employment after which a rate may be increased.
4. The previous Order already provided that clerks, nursing assistants, shop assistants and employees who take care of young children in kindergartens or public nurseries were paid a minimum wage which reflected the rate set by Republican legislation.
5. This Order expands the categories of workers whose minimum rates of wages reflect those set by Republican legislation.
6. It provides that, in relation to those workers referred to in the Order, after 6 months' employment, the minimum wage rates increase from the date, and at the same rate as, determined by the Republican legislation.