

ECONOMIC RECOVERY PLAN

THEME 5: Labour Market and Social Development Measures



GOVERNMENT OF BERMUDA

Minimum Hourly Wage Rate Effective 1st June 2023

On 1 June 2023, Bermuda's first minimum hourly wage rate of **\$16.40** takes effect.

Employees in a hybrid payment structure will receive a basic/base wage set by their employer, plus any additional commission, gratuities and service charge payments. Should an employee's basic wage plus additional payments not equal the minimum hourly wage rate of \$16.40, their employer must provide the difference.

The Employment (Minimum Wage Entitlement) Act 2022 explains who is entitled to a minimum hourly wage and the enforcements in place to ensure workers are correctly paid.

Before this date, employers of low-wage earners must amend contracts or statements of employment to ensure compliance.

It will help:

- Promote fair compensation for employees;
- Improve an individual's quality of life;
- Prevent the exploitation of workers; and
- Ensure working families below the poverty line receive livable wages.