

---

# LOW PAY COMMISSION

---

AN COIMISIÚN UM PÁ ÍSEAL

---

---

NATIONAL MINIMUM WAGE  
(LOW PAY COMMISSION) ACT 2015

---

---

## NATIONAL MINIMUM WAGE (LOW PAY COMMISSION) ACT 2015

---

Under the legislation establishing the Low Pay Commission, the National Minimum Wage (Low Pay Commission) Act 2015, the duty of the Commission is determined as being to

*“... make recommendations to the Minister regarding the national minimum hourly rate of pay that —*

*(a) is designed to assist as many low paid workers as is reasonably practicable,*

*(b) is set at a rate that is both fair and sustainable,*

*(c) where adjustment is appropriate, is adjusted incrementally, and*

*(d) over time, is progressively increased,*

*without creating significant adverse consequences for employment or competitiveness.”*

The legislation requires the Commission in making a recommendation to the Minister on the National Minimum Wage (NMW) to have regard to a number of factors since the most recent making of a National Minimum Wage Order. The last order in relation to the minimum wage took effect from 1 July 2011.

The remit, and the legislation, also require that the Commission give consideration to a range of issues in coming to a decision on a recommendation to the Minister for an appropriate rate for the minimum wage. Some of the issues are, essentially, matters of fact, while others necessitate an element of assessment and appraisal, and considered judgement.

### **The particular issues the Commission is obliged to have regard to in considering its recommendation are —**

- (a) changes in earnings during the relevant period,
- (b) changes in currency exchange rates during the relevant period,
- (c) changes in income distribution during the relevant period,
- (d) whether during the relevant period—
  - (i) unemployment has been increasing or decreasing,
  - (ii) employment has been increasing or decreasing, and
  - (iii) productivity has been increasing or decreasing, both generally and in the sectors most affected by the making of an order,
- (e) international comparisons, particularly with Great Britain and Northern Ireland,
- (f) the need for job creation, and
- (g) the likely effect that any proposed order will have on —
  - (i) levels of employment and unemployment,
  - (ii) the cost of living, and
  - (iii) national competitiveness.

---

## THE LOW PAY COMMISSION

---

The remit of the Low Pay Commission (LPC) is to recommend levels for the minimum wage rates that will help as many low-paid workers as possible without any significant adverse impact on employment or the economy. The advice the LPC offers the government to achieve this is based on the best available evidence.

The Commission comprises 8 members and an independent Chairperson. There are members who have an understanding of the interests of employers, particularly small to medium-sized employers and those operating in traditionally low pay sectors, and who possess a good knowledge and understanding of the particular issues faced by Irish businesses, particularly in relation to labour costs, and competitiveness. There are members who have an understanding of the interests of employees, particularly the impact of living on the minimum wage and the sectors where low pay and minimum wage workers are concentrated. There are also academics with particular knowledge or expertise in relation to economics, labour market economics, statistics, and employment law, as well as proven competence in analysing and evaluating economic research and statistical analysis. The term of office of a member of the Commission is three years from the date of his or her appointment. A person may not be a member of the Commission for more than two consecutive terms of office but is otherwise eligible for re-appointment.

### **THE CURRENT COMMISSIONERS ARE:**

- Dr Donal de Buitléir, Chairperson, Director of PublicPolicy.ie.
- Vincent Jennings, Chief Executive Officer, Convenience Stores and Newsagents Association
- Patricia King, General Secretary of ICTU
- Gerry Light, Assistant General Secretary, Mandate Trade Union
- Caroline McEnery, Director, The HR Suite; HR & Business Solutions
- Edel McGinley, Director, Migrant Rights Centre Ireland
- Mary Mosse, Lecturer in Economics, Programme Director for Postgraduate Research, Department of Accountancy and Economics, Waterford Institute of Technology
- Tom Noonan, Chief Executive, Maxol Group, President of IBEC (2008–2010)
- Professor Donal O’Neill, Department of Economics, Finance and Accounting, NUI, Maynooth

### **THE SECRETARIAT FOR THE COMMISSION IS PROVIDED BY THE DEPARTMENT OF JOBS, ENTERPRISE & INNOVATION:**

- Máire Ní Chuirc, Principal Officer, Secretary to the Commission,
  - Maeve White, Administrative Officer.
-

---

# LOW PAY COMMISSION

AN COIMISIÚN UM PÁ ÍSEAL

---

[www.lowpaycommission.ie](http://www.lowpaycommission.ie)

