

To whom it may concern

Having worked in retail, tourism and now in the transport sector where the minimum wage is a frequent factor, I would like to make a few points to this commission which if adopted would improve terms and conditions for the majority of workers in the above sectors of the economy.

The minimum wage should be targeted differently.

Age and experience should have some say in the minimum rate per hour.

E.g. 18 year old entering employment for the first time, the rate should be 9.55 per hour for the first 12 months.

All persons aged over 21 years the rate should be 10.50 for the first year while they train up in their new position and then should increase to 11.50, per hour after 12 months.

When employees are doing unsociable hours such as night shift work or Sunday work a premium rate of 14.50 per hour should apply.

All hours done over 48 hours per week should also be paid at this rate.

All daily rates of pay should be disallowed. This allows employers to use this facility to in fact pay less than the minimum wage.

There should be no such thing as zero hour contracts.

There should be a part time contract with a minimum of 25 hours work per week except where the employee agrees to do less.

All part time contracts should require higher employer PRSI charges than full time contracts.

In order to enable employees over 50 years old to gain employment at the higher rate of 11.50 per hour, employer PRSI should be reduced to 4% instead of the current 8.5%.

After 5 years of employment with a company an employer should be required to explain why an employee is still on minimum wage.

I am basing the above on experience I had when working in the forecourt industry where as employee even if you were doing night shifts, Sundays etc. you still only receive the minimum wage.

When working as a door man /concierge on nights till maybe 4am and if somebody didn't pay for drinks /meal, the money is taken from the employees' wages

When working in the transport industry as a van courier on so called daily rates which even when you work through your lunch hour, you are lucky if you earn 7.50 to 8.00 euro an hour .

There needs to be stricter rules and regulations with regard to the minimum wage and new safeguards need to be brought in to protect employees' rights.

The above are simple measures designed to give people at the bottom a break, a chance to increase their earning capacity.

Please do look at the above recommendations. They are simple and straightforward.

Regards

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