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[2025

Industrial Relations Act (Chapter 174)

REFERENCE OF MATTER TO THE 2024 - 2025 MINIMUM WAGES BOARD

I, **GRAND CHIEF SIR BOB DADAE**, GCL., G.C.M.G., K. St., J., Governor-General, by virtue of the powers conferred by Sections 13 and 14 of the *Industrial Relations Act (Chapter 174)*, and all other powers me enabling, acting with, and in accordance with, the advice of the National Executive Council, hereby refer to the Minimum Wages Board for Determination, the matters specified in the Schedule.

SCHEDULE

TERMS OF REFERENCE FOR THE 2024 - 2025 MINIMUM WAGES BOARD

Given the Prime Minister's directives to the Minister for Labour & Employment regarding the establishment of the Minimum Wages Board, and considering the current economic landscape and anticipated future trends, including persistent challenges such as high youth unemployment rates and a continuous increase in living costs, it is crucial for the Minimum Wages Board to take into account the broader economic implications. This involves evaluating the potential budgetary effects on key national priorities, such as promoting economic growth, creating employment opportunities, ensuring law enforcement, fostering rural development, and achieving fair income distribution across the population of Papua New Guinea.

It is of utmost importance that the Minimum Wages Board evaluates the interaction among current economic conditions, future prospects, and the potential impacts on broader socio-economic objectives. A thorough comprehension of the complex connections between wage strategies, economic progress, and investment appeal will guide decision-making in a manner that fosters sustainable development and fair prosperity for all.

In view of the above, the Minimum Wages Board shall conduct the Minimum Wages Review on the following Terms of References.

- (a) Assess the effectiveness of the current method and criteria for wage adjustments as specified in the 2014 Minimum Wages Board Determination along with its implications; and
- (b) Consider the needs of employees and their families, the general level of wages, the cost of living and the relevant living standards of other groups in Papua New Guinea; and

Reference of matter to the 2024 - 2025 Minimum Wages Board—*continued*

Schedule—*continued*

Terms of Reference for the 2024 - 2025 Minimum Wages Board—*continued*

- (c) Consider the economic factors, including the requirements of economic development, levels of productivity, the level of inflation and the level of unemployment; and
- (d) Assess the likely effect upon those economic factors of any Determination that the Minimum Wages Board is considering or is proposing to make under this Part; and
- (e) Consider any other matters as the Minimum Wages Board considers relevant; and
- (f) Finalise its findings no later than the 31st of July, 2025, and report to the National Executive Council through the Minister for Labour & Employment; and
- (g) The Minimum Wages Board may formally request an extension from the National Executive Council through the Minister for Labour & Employment should the need arise.

Dated this Wednesday, 30th day of April, 2025.

Sir BOB DADAE,
Governor-General.