

Minimum Wage Accommodation Offset Proposed changes report



Falkland Islands Government
Policy Department
Directorate of Policy, Economic & Corporate Services

March 2025



Zvakaunganidzwa neExecutive

Minimum Wage Accommodation Offset

Zvakataurwa kuchinja mushumo

Falkland Islands

Dhipatimendi reMutemo

Directorate of Policy, Economic & Corporate Services

Kurume 2025

Wongororo yeExecutive

Falkland Islands (FIG) Policy Department iri kuongorora National Minimum Wage (NMW) Accommodation Offset.

Iyo offset yave iri munzvimbo, yanga isina kuchinja, kubvira 2013 uye rondedzero yekutanga yekubvunzurudza yakaitwa muna Gumiguru 2024 yakasimbisa matambudziko mukushanda kwayo.

Mhedzisiro yeiyo yapfuura rondedzero yekubvunzurudza inogona kuwanikwa pano:

<https://www.falklands.gov.fk/policy/downloads?task=download.send&id=257:consultation-report-minimum-wage-accommodation-offset&catid=19>

Kugadzirisa matambudziko akaonekwa, FIG Policy Department iri kuronga kugadzirisa shanduko kune offset, yakataurwa zvakadzama mubhuku rino. Kukurukurirana kuchaitwa kubva Muvhuro 10th March kusvika Svondo 6th Kubvumbi 2025 kunzwisisa maonero evashandi, mabhizimisi, uye veruzhinji kuti vatipe zvavanofunga.

Nzvimbo dzinokosha idzo FIG iri kutsvaga maonero dzinogona kuwanikwa dzakasimbiswa mumabhokisi ebhuruu.

Zvakaitika

Iyo yekugara offset chikamu chehurongwa hwekutonga hunotsigira National Minimum Wage, yakatangwa muna 2013..

Iyo yekugara offset iripo kuti ive nechokwadi chekuti apo mushandi anorenda pekugara uye / kana anogamuchira bhodhi kubva kumushandirwi wavo, chiyero chinobhadharwa chine musoro uye chinovapa mari yakakwana se 'mari' mushure mekugara mari. Inobvumirawo mabhizimisi kubvisa kana kuverenga imwe mari yekupa pekugara semubhadharo.

Nyaya Dzakazivikanwa

Kuburikidza nekukurukurirana uye kumiririra kwakaitwa nebhizimisi, nyaya ina dzinotevera nemutemo uripo dzakazivikanwa:

1. Mutemo wacho wakaganhurirwa mukushandiswa kwayo, uchitaura kubviswa kubva kune mari yakawandisa yakaitwa nemushandirwi webhodhi uye / kana pekugara. Izvi zvinoreva kuti hazvishandi muzviitiko zviriri zvinokosha:

o Vashandi vanobhadhara vashandirwi pekugara uye / kana bhodhi kuburikidza nenzira kunze kwekubviswa kubva kune mari yakakura.

o Vashandirwi vanopa pekugara uye / kana bhodhi mahara havakwanisi kuverenga chikamu cheizvi semubhadharo.



Nyaya	Chiito	Mugumisiro
1.	Mutemo wakagadziridzwa kusanganisira vashandi vanobhadhara pekugara kune mushandirwi nenzira ipi zvayo, kwete kungobviswa kubva kune mari yakakura. Mutemo wakagadziriswa kusanganisira vashandirwi vanopa pekugara uye / kana bhodhi kune vashandi pasina mari.	Ruzhinji rwevashandi veFalkland Islands paNMW ikozvino rwakafukidzwa nemutemo. Vashandi vanodzivirirwa zviri nani. Vashandirwi vanopa pekugara uye / kana bhodhi mahara vanokwanisa kuverenga zvimwe zvemari yekuita saizvozvo kune vashandi vanobhadhara.
2.	Ongorora chikamu chemari iyo vashandirwi vanobvumirwa kutaura uye huwandu hwakanyanya apo chivharo chakaiswa.	Iyo yekugara offset inonyanya kuratidza mari yekupa pekugara uye / kana bhodhi uye huwandu hwehuwandu hune hukama neNMW.Iyo yekugara offset iri kumusoro-yakatarwa gore negore uye haiwiri shure zvakare.
3.	Kuisa 'Camp rate' itsva.	Inoratidza musiyano mune zvose misika yedzimba uye yemabasa pakati peCamp neStanley.
4.	Iva nechokwadi chero kuchinja kune hutungamiri hwakakodzera munguva.	Vashandirwi vanoziwa zviri nani nezvezvisungu zvavo pasi pemutemo.Vashandi vanonzwisisa kudzivirirwa kweiyo offset inopa uye nzira yekumutsa chero nyaya.

2. Mutemo wemazuva ano unobvumira kubviswa kwe50% yemari inobhadharwa kusvika kumuganhu we £ 90.60 pavhiki uye yakaramba iri pamwero uyu kubva pakutanga kwayo mu2013. Munguva iyoyo mari shoma yakawedzera ne81,9% uye mutengo kune vashandirwi vekupa bhodhi uye pekugara wakawedzerawo.

3. Kubva pane mhinduro kubva kune vese mabhizimisi uye vanhu, nzira yakasiyana inodiwa pakati peStanley neCamp.

4. Pane yakaderera kuziva pekugara offset. Kuti agadzirise nyaya idzi, Dhapatimendi reFIG Policy rakazivisa zvinotevera a we £ 90.60 pavhiki uye yakaramba iri pamwero uyu kubva pakutanga kwayo mu2013. Munguva iyoyo mari shoma yakawedzera ne81,9% uye mutengo kune vashandirwi vekupa bhodhi uye



pekugara wakawedzerawo.

3. Kubva pane mhinduro kubva kune vese mabhizimisi uye vanhu, nzira yakasiyana inodiwa pakati peStanley neCamp.

4. Pane yakaderera kuziva pekugara offset. Kuti agadzirise nyaya idzi, Dhipatimendi reFIG Policy rakazivisa zvinotevera a

Kuchinja kunotarisirwa

Kuwedzera Offset

Iyo yekugara offset inongofukidza vashandi vanobhadhara vashandirwi pekugara uye / kana bhodhi kuburikidza nekubviswa kubva mubhadharo mukuru. Izvi zvinoreva chikamu chevashandi vanobhadhara kuburikidza nedzimwe nzira havasi parizvino vanofukidzirwa nemutemo wekugara block. Iyo offset zvakare haibvumiri mabhizimisi anopa pekugara kune vashandi vavo mahara (chinhu chehupfumi hweFalklands) kukwanisa kuverenga imwe yeiyo mari semubhadharo.

Kubva pakutanga kwekubvunzurudza, zviripachena kuti mapoka maviri aya anoumba chikamu chakakosha chevashandi vanobhadhara mari shoma. Kubvunzurudza kwacho kwakazivisawo kuti 1 chete yemabhizimisi e15 akapindura yakanga iri mumamiriro ezvinhu apo pekugara kwakabviswa. Naizvozvo, FIG iri kuronga kugadzirisa mutemo wekuunza mapoka maviri aya muhwindu. Izvi zvichareva apo mushandi anopiwa pekugara uye / kana bhodhi, pasinei nokuti inobhadharwa sei kana kuti iyo pekugara uye / kana bhodhi inopiwa nebhizimisi mahara, ivo vachafukidzwa nemutemo.

FIG iri kutsvaga maonero pane zvinotevera:

- Wedzera offset kusanganisira maitiro ose ekubhadhara kubva kumushandi kune mushandirwi wekugara uye / kana bhodhi.

FIG iri kutsvaga maonero pane zvinotevera:

- Kuweedzera iyo offset kubvumira vashandirwi vanopa pekugara mahara kuti vaverenge imwe yemari yekuita izvozvo semubhadharo.

Mwero weAccommodation offset uye paungumira .

mwero we offset parezvino uri papa 50% yemutengo wekupa pekugara uye bhodhi kuti muganhu £ 90,60 pavhiki. Izvi zvakaiswa mugore ra2013 uye hazvina kuchinja kubva pakatanga.

Nokuda kwezvinangwa zvekubvunzurudza chivharo (iye zvino chakaiswa pa £ 90.60 pavhiki) chichabatwa nekutanga, uye chiyero chemuzana apo mari inogona kudziviswa (iye zvino yakaiswa pa 50%) ichabatwa neyechipiri.

Panogumira mwero weAccommodation offset .

Kubvira 2013, mari shoma yakawedzera ne 81.92% kubva ku £ 5.05 paawa kusvika ku £ 9.19 paawa. Zvakafungidzirwa kuti apo yakatangwa, iyo offset cap yaizova 50% yenyika shoma mari pavhiki



yekushanda kwemaawa 40 zvisinei izvi hazvina kuitika mukuita. Somugumisiro, FIG iri kubvunza pamusoro pezvinhu zviviri zvinogona kuwedzera kune pekugara offset cap yakatarwa mutafura iri pasi apa:

Sarudzo yokutanga:Kuwedzra ne 50% yemuhoro wepasi pasi.		Sarudzo yepiri:Kuwedzera maringe nekuwira kwezvinhu (81.9%).	
Iye zvino mari shoma	£9.19	Iye zvino mari shoma	£9.19 (2013, £5.05)
x40 hour pavhiki	£367.60	Kuwedzera kwayakaita kubva muna 2013	81.9%
50% =	£183.80	£90.60 x 1.819 =	£164.80*

FIG irikutsvaga muonere wevanhu pane zvinotevera:

- kuwedzera mwero wekubhadhara maererano nehuwandu hwemubhadharo wenguva kubvira 2013 (81.92%) kusvika ku £ 164.80.
- kuwedzera iyo offset kusvika ku50% yehuwandu hwemubhadharo wepasi . £ 183.80.

Kuwedzera pakugadzira pekumira kuwedzera kutsva, chinonyanya kuratidzira mari shoma iripo, FIG iri kuronga kuti pekugumira apa pabatanidzwe nemari shoma. Izvi zvinoreva kuti kana mari shoma yemubhadharo ichikwira, ukugumira panowedzerawo nechikamu chimwe chete.

FIG inoda muonere wevanhu pane zvinotevera:

- Ipapa ipapo kuwedzera mwero weoffset maererano nemari shoma mumakore

Mwero weAccommodation offset - Stanley.

Pamusoro pehuwandu hwehuwandu hwemari inobvumirwa, mabhizimisi akafungisisa mumhinduro dzekutanga dzekubvunzurudza kuti 50% yemari yakanga yakanyanya kuderera, nekuda kwekuwedzera mari yekupa pekugara uye bhodhi kubvira 2013. Achiziva izvi, uye kukwanisa kwehuwandu hwakakosha hwevashandi vekuwedzera kuti vaunzwe mukati mechikamu chemutemo, FIG iri kubvunza maonero emafiga maviri anofungidzirwa: 60% uye 70%.

Mwero weAccommodation offset – Camp.

Zvinonzi chiyero chitsva chaizoiswa kuCamp, munganhu wakajairika unoshandiswa musarudzo dzeFalkland Islands nemimwe mitemo.

Izvi zvaizoiswa pa 40% yemari yekuratidzira kuti, kune ruzhinji rwevashandi veMusasa vanogamuchira pekugara kubva kumushandirwi wavo mahara, iyi ichava nguva yekutanga mushandirwi wavo akabvumirwa kubhadhara imwe mari yekugara semubhadharo.

Zvinonzi chiyero chitsva chaizoiswa kuCamp, munganhu wakajairika unoshandiswa musarudzo



dzeFalkland Islands nemimwe mitemo.

Izvi zvaizoiswa pa 40% yemari yekuratidzira kuti, kune ruzhinji rwevashandi veMusasa vanogamuchira pekugara kubva kumushandirwi wavo mahara, iyi ichava nguva yekutanga mushandirwi wavo akabvumirwa kubhadhara imwe mari yekugara semubhadharo.

FIG iri kutsvaga maonere evanhu pane zvinotevera:

- kuwedzera huwandu hwehuwandu hwemabhizinesi muStanley anobvumidzwa kubvisa kubva pa50% kusvika pa60% kana 70%.
- kuisa chikamu chechikamu cheku Camp pa40%.

Mari yevashandi

Mutemo unofukidza pekugara uye / kana bhodhi, nebhodhi rakatorwa kureva zvokudya zvinopiwa.

Kuwedzera pakubhadhara rendi kune imwe nzvimbo, pane kazhinji kazhinji mari yekuwedzera kune munhu anorenda kutakura kuti ave nechokwadi chekuti nzvimbo yacho iri pamwero unorarama; Kunyanya kupisa uye magetsi.

Kazhinji mari iyi inogona kugoverwa mukugara nevamwe vashandi uye saka mhosva inounganidzwa nemuridzi wemba (munyaya iyi mushandirwi) pane kubhadharwa zvakananga kumutengesi.

Apo izvi zvakadaro, kana apo landlord anopa gasi / magetsi ipapo anobhadharisa nokuda kwayo, zvinofungidzirwa kuti FIG kubvunza pamusoro peizvi kuva chikamu chekugara offset.

FIG inoda maonere evanhu maringe nezvinotevera:

- kuchengetedza iyo offset seyakatarwa kuvhara pekugara uye / kana bhodhi rakapiwa.
- kuwedzera mari yevashandi inobviswa kusanganisira magetsi uye mafuta ekudziyisa apo izvi zvinopihwa nemushandirwi.

Wongororo

Kukurukurirana kachatanga kubva Muvhuro 17th March kusvika Svondo 13th April 2025.

Pachava nemisangano inotsanangura inoitwa pamazuva / nguva dzinotevera:

Nzvimbo	Zuva/Nguva
Stanley, Harbour Lights Conference Room	Tuesday 25 th March, 12:00 – 13:00
Stanley, Harbour Lights Conference Room	Thursday 27 th March, 16:30 – 18:00

Vanhu vanokurudzirwa kupindura kubvunzurudza kuburikidza nekuongorora kunogona kuwanikwa pano: <https://www.falklands.gov.fk/policy/consultations>. Shanduro dzeongororo uye bhukwana iri



rinowanika muChirungu, Spanish, Tagalog, uye Shona. Shanduro dzakadhindwa dzichapiwa pamisangano yekutsanangura, yakaiswa pachikumbe kana inogona kuunganidzwa kubva kuThe Secretariat, Thatcher Drive, Stanley.

Mabhizimisi anokokwa kuti apinde musangano wekudonhedza, wakaitirwa pamwe chete neChamber of Commerce.

Mabhizimisi uye vamwe vanokosha vanobatanidzwa vanokurudzirwa kutumira zvinyorwa zvakanorwa kuFIG Policy Department kana kuburikidza ne email kune mdaniel@sec.gov.fk kana mhinduro yakanyorwa c / o Matt Daniel, Secretariat, Stanley.

Pane calculator spreadsheet inogona kusimbisa kukanganisa kwekuchinja chero kupi zvako kunogona kuwanikwa pano <https://www.falklands.gov.fk/policy/consultations>.

Mivhunzo inonyanya kubvunzwa.

Minimum Wage Accommodation Offset imarii?

Iwo mutemo unoumba chikamu cheNational Minimum Wage (2013) Ordinance. Inotaura kuti kana mushandi wemari shoma ane mari yavo yekugara uye yebhodhi inobviswa kubva kune yavo yakakura mari, kuderedzwa ikoko hakugoni kupfuura 50% yemari yekupa nzvimbo yekugara, kusvika kune huwandu hwe £ 90.60 pavhiki.

Iyo yekugara offset iripo kuti ive nechokwadi chekuti apo mushandi anorenda pekugara uye / kana anogamuchira bhodhi kubva kumushandirwi wavo, chiyero chinobhadharwa chine musoro uye chinovapa mari yakakwana se 'mari' mushure mekugara mari. Inobvumirawo mabhizimisi kubvisa kana kuverenga imwe mari yekupa pekugara semubhadharo.

Wongororo inoda kunzwa kubva kunani?

Mutemo uyu unokanganisa mabhizimisi anopa pekugara pamusoro pevashandi vavo mari shoma uye vashandi vanorenda nzvimbo yekugara kubva kumushandirwi wavo. FIG inoda kunyanya kunzwa kubva kumapoka maviri aya evanhu pamwe nevamwe vanonyanya kubatanidzwa.

Sei FIG irikuita wongoro iyi?

Chikamu chekutanga chekubvunzurudza chaive mukana wekuti FIG inzwisise nyaya dzine chekuita nekudzivisa uye kuti inoshandiswa sei mukuita. Zvichitevera izvozvo, mazano akawanda akaiswa mberi izvo FIG ikozvino iri kutsvaga maonero.

Ishanduko dzipi dzinotarirwa?

Kuchinja kuri kutaurwa kunogona kuwanikwa mubhuku rechikarakadzo <https://www.falklands.gov.fk/policy/consultations>. Muchidimbu, FIG vari kutarisa kuchinja zvinotevera:

- Isa vashandi vanobhadhara mushandi wavo wekugara, zvisinei kuti zvinoitwa sei.
- Bvumira vashandirwi vanopa pekugara uye / kana bhodhi mahara kuti vaverenge imwe yemari kune vashandi vanobhadhara.



Falkland Islands Government

Policy Department | Directorate of Policy, Economy & Corporate Services

- Ongorora huwandu hwepamusoro uye huwandu hwehuwandu.
- Dzokorora mari yevashandi yakafukidzwa neiyo yekugara offset - parizvino yakaiswa paimba yekugara uye / kana bhodhi.

Ndingapa sei muonero wangu?

Vanhu vanokurudzirwa kupindura kubvunzurudza kuburikidza nekuongorora kunogona kuwanikwa pano: <https://www.falklands.gov.fk/policy/consultations>.

Shanduro dzeongororo uye bhukwana iri rinowanika muChirungu, Spanish, Tagalog, uye Shona. Shanduro dzakadhindwa dzichapiwa pamisangano yekutsanangura, yakaiswa pachikumbiro kana inogona kuunganidzwa kubva kuThe Secretariat, Thatcher Drive, Stanley.

Mabhizimisi uye vamwe vanokosha vanobatanidzwa vanokurudzirwa kutumira zvinyorwa zvakanorwa kuFIG Policy Department kana kuburikidza ne email kune mdaniel@sec.gov.fk kana mhinduro yakanyorwa c / o Matt Daniel, Secretariat, Stanley.

Ndingaziva sei kuti shanduko idzi dzichandibata kana kushandura bhizimisi rangu? Kana iwe uri mushandi, unogona kushandisa online calculator tool yedu pano: <https://www.falklands.gov.fk/policy/consultations>. Pachavawo anoverengeka kudonhedza-mu zvikamu apo unogona kunzwisisa nyaya mberi:

Nzvimbo	Zuva/Nguva
Stanley, Harbour Lights Conference Room	Tuesday 25 th March, 12:00 – 13:00
Stanley, Harbour Lights Conference Room	Thursday 27 th March, 16:30 – 18:00

Kana iwe uri mushandirwi, pachava nehurukuro chaiyo yevashandirwi inoitwa na09: 00 musi weChishanu 21st March 2025, kuChamber of Commerce.