

Empire of Adammia

Ruling Council

Act 21

Employment and Wage Act 2015

This Act of Council formalises the system by which official employment is handled in the Empire of Adammia, and creates a set of minimum wages with the aim of stimulating economic productivity.

Section 1

- a) The National Employment Agency is established under the Ministry of Finance. This agency shall be responsible for handling employment records.
- b) Any paid work being carried out in Adammia must be registered with the National Employment Agency. Non-paid work may be optionally registered. Registration of employment may be submitted by either the employee or the employer, and cancelled by either. Failure to register a paid employment, failure to cancel a registered employment which has terminated, or lying about employment status in any way to the National Employment Agency is a crime punishable by a fine of up to £10 for either the employer or employee, depending on who the Grand Court finds responsible, payable to the Treasury.
- c) Employment may be carried out for any kind of company, government body or otherwise officially-recognised organisation which exists within the Empire; anything else is not valid.

Written by HIM Emperor Adam I

Passed by Council with
8 in favour
4 not present

Signed,
Imperator Adammiae I

25th January 2015

XXV.I.MMXV

CCLXXXVIII.II.ADAMVS I

AMENDED 15TH MARCH 2015 – SEE BELOW

AMENDMENT TO ACT 21

Section 2 of Act 21 is hereby repealed.

Section 1 Subsection a) is hereby modified to:

The National Employment Agency is established under the Ministry of Finance. This agency shall be responsible for handling employment records.

Section 1 Subsection b) is hereby modified to:

Any paid work being carried out in Adammia must be registered with the National Employment Agency. Non-paid work may be optionally registered. Registration of employment may be submitted by either the employee or the employer, and cancelled by either. Failure to register a paid employment, failure to cancel a registered employment which has terminated, or lying about employment status in any way to the National Employment Agency is a crime punishable by a fine of up to £10 for either the employer or employee, depending on who the Grand Court finds responsible, payable to the Treasury.

Section 1 Subsection c) is hereby repealed.

Written by HIM Emperor Adam I, on the advice of his Minister of Finance, HG Sir Reginald Hall.

Passed by Council with 7 in favour and 5 not present

Signed,

Imperator Adammiae I

15th March 2015 14:31

Original text:

Section 1

- a) The National Employment Agency is established under the Ministry of Finance. This agency shall be responsible for handling employment, and for overseeing wages in the public sector.
- b) A citizen of Adammia must register their employment with the National Employment Agency if they are to be entitled to a minimum wage for that job. A maximum of two jobs per person can be granted a minimum wage, though more can be registered optionally. Citizens receiving a wage for the first two of their jobs must register this employment with the National Employment Agency; to fail to do so by one month after employment commences (except for the month following the passing of this Act) is a crime for which either the employer or the employee shall be deemed responsible, and fined up to £10 accordingly; the same applies to cancellations of employment, which must also be filed, so that the national employment data is accurate.
- c) When registering employment, confirmation must be sent by both the employee and the employer; either of these may cancel the employment.
- d) Employment may be carried out for any kind of company, government body or otherwise officially-recognised organisation which exists within the Empire; anything else is not valid.

Section 2

- a) From the employments a citizen has registered with the National Employment Agency, they can designate up to two as being eligible for a minimum wage. These can be updated by the employee as they wish, with the consent of their employer; this should remain in accordance with Section 1 b) above.
- b) Any registered employment is eligible for the Lower Minimum Wage, regardless of whether any work has been carried out.
- c) Any registered employment where at least one task has been carried out in a month is eligible for the Middle Minimum Wage.
- d) Any registered employment where at least three tasks have been carried out in a month is eligible for the Upper Minimum Wage.
- e) Employees claim the required type of minimum wage for each month; disputes with the employer, if not solved immediately, can be settled in the Grand Court.
- f) Each type of minimum wage is a monthly fee which is the minimum amount of money an employer must pay to its employees who claim it; each of these is set by the Minister of Finance.
- g) The minimum wage only has to be paid when the employee claims it and when there are reasonable means in place for the transaction.