

Nova Scotia Wage and Work Information for International Students¹

Minimum wage:

- Experienced employees at least \$10.85 per hour +4% vacation pay².
- Inexperienced employees at least \$10.35 for each hour of work +4% vacation pay.
- Minimum wage is usually adjusted each year in April.

The minimum wage rate applies to a work week of 48 hours or less.

Note: An experienced employee is a person has done a kind of work for at least three calendar months or worked for the same employer for at least three calendar months. An inexperienced employee is a person has done a kind of work for less than three calendar months and has worked for the same employer for less than three calendar months.

Overtime Pay:

- An employee *may be* entitled to receive 1.5 times of their regular wage (time and a half) for each hour worked over 48 hours in a week. For example, if an employee makes \$10.90 per hour, that employee would make \$16.35 per hour for every hour worked over 48 hours.

Partial Hours

An employer who pays minimum wage and who pays employees by the hour must round up parts of hours worked 15 minutes and over. If an employee works for between 15 and 30 minutes, the employer must pay for one half-hour (or for 30 minutes). If the employee works for between 31 and 60 minutes, the employer must pay the employee for one full hour (or for 60 minutes).

Call In

If an employee is called in to work outside his/her regular work hours, the employer must pay the employee for at least three hours of work at the minimum wage rate, that is, at least \$32.55 (\$10.85 x 3 hours). This is true even if the employee works only one or two hours.

¹ <http://novascotia.ca/lae/employmentrights/minimumwage.asp>

² Please note that not all employees (experienced or inexperienced) are entitled to receive vacation pay.

Waiting for Work

Employees must be paid at least minimum wage for all time spent at the workplace at the request of the employer, waiting to perform work. For example, if an employee who works at a restaurant is told by the supervisor to be at work by 8:00 am but does not actually start performing work until 9:00 am when the restaurant starts to get busy, that employee would be entitled to minimum wage for those hours worked between 8:00 am and 9:00 am. After 9:00am, the employee would be entitled to their regular wage.

Employees Not Covered by the Rules

Please see <http://novascotia.ca/lae/employmentrights/minimumwage.asp> .

If you have any questions, please [contact](#) Labour Standards. You do not need to give Labour Standards your name, or the name of your employer to speak with them.

By Phone

Toll-Free: 1-888-315-0110

Tel: 902-424-4311

By Email

labrstd@novascotia.ca

By Mail

Labour Standards Division

PO Box 697

Halifax, Nova Scotia B3J 2T8

In Person

Maritime Centre

1505 Barrington Street, 3rd Floor North

Halifax, NS B3J 3K5