5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fl-1 ta' Jannar 2025.

Informazzjoni tal-Kuntatt

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N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti mhumiex deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.

Is-17 ta' Diċembru, 2024

No. 1775

OFFICE OF THE PRIME MINISTER (EUROPEAN FUNDS, EQUALITY, REFORMS AND SOCIAL DIALOGUE)

Explanatory Notes[1]

1. Introduction

Title of Regulations	Adaptation of Laws (Wages Council Wage Regulation Orders) Order, 2024
Activity to be regulated	Minimum Wages in Wages Council Wage Regulation Orders
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

On the 25th October 2023 a national agreement on the minimum wage was signed by all members of the Low Wage Commission covering the period 2024 to 2027.

By virtue of this agreement , the members agreed that an increase of the national minimum wage is needed to avoid an excessively low minimum wage level that results in undesirable social and economic consequences.

By virtue of this agreement, the level of the weekly minimum wage for the year 2025 for persons aged 18 years and over shall be €203.73 per week plus statutory COLA award for 2024 (€12.81) and 2025 (€5.24)

The differentials prevailing for minimum wage levels for persons aged under 18 shall continue to apply.

[1]These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

This order amends the various minimum wages found in the Wages Council Wage Regulation Orders to bring them in line with the increases for 2025 as expalined above.

Importance of this order

This order establishes the minimum wages for the year 2025 for all employees covered by the thirty-one (31) Wage Regulation Orders.

Public Consultation

Consultations were held with the Employment Relations Board. The Employment Relations Board is a tripartite board which comprises also trade unions and employers' associations representatives as stipulated in the Employment and Industrial Relations Act (Cap 452).

3. Overview of the structure of the instrument

This legislation consists of three (3) articles and two (2) Schedules

4. Commentary

Article 2 makes reference to the Schedule 1 which amends the Wage Regulation Order

Article 3 makes reference to the Schedule II which amends the annexes and tables of the Wage Regulation Orders

Schedule I refers to amendments to the minimum wages of the Wage Regulation Orders to bring them in line with the increases for 2025.

Schedule II refers to amendments effected to annexxes , tables and forms of Wage Regulation Orders to bring them in line with the increases for 2025.

5. Concluding sections

The order shall come into force on 1st Janaury 2025.

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N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement thereto. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

17th December, 2024

Jirregola l-Pagi applikabbli għal 2024, aġġustat għall-għoli tal-ħajja b'xi żidiet ta' pagi dikjarati bħala li jkunu ġeneralment applikabbli għall-impjegati whole-time kollha skont l-artikolu 8 tal-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali, jew b'xi żidiet fil-paga għall-għoli tal-ħajja stabbilita b'xi ordni ta' standard nazzjonali applikabli fir-rigward tal-2025.

5. Sezzjoni konklużiva

Il-miżuri hawn fuq imsemmija għandhom jidħlu fis-seħħ bis-saħħa tal-ordni fl-1 ta' Jannar 2025.

Informazzjoni tal-Kuntatt

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Is-17 ta' Diċembru, 2024

No. 1776

OFFICE OF THE PRIME MINISTER (EUROPEAN FUNDS, EQUALITY, REFORMS AND SOCIAL DIALOGUE)

Explanatory Notes[1]

1. Introduction

Title of Regulations	National Minimum Wage National Standard Order, 2024
Activity to be regulated	National Minimum Wage
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

On the 25th October 2023 an National agreement on the minimum wage was signed by all members of the Low Wage Commission covering the period 2024 to 2027.

By virtue of this agreement , the members acknowledged that an increase of the minimum wage is needed to avoid an excessively low minimum wage level that results in undesirable social and economic consequences.

By virtue of this agreement, the level of the weekly minimum wage for the year 2025 for persons aged 18 years and over shall be €221.78.

[1]These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

The differentials prevailing for minimum wage levels for persons aged under 18 shall continue to apply.

Importance of the order

This National Standard Order establishes the national minimum wage for the year 2025 for all employees

Public Consultation

Consultations were held with the Employment Relations Board. This Board is a tripartite board which comprises also trade unions and employers' associations representatives as stipulated in article 3 of the Employment and Industrial Relations Act (Cap 452).

3. Overview of the structure of the instrument

This legislation consists of five (5) articles.

4. Commentary

Article 1 stipulates that the title of the order and its date of coming into force.

Article 2 defines the Employment and Industrial Relations Act and the National Agreement on the Minimum Wage Recommendations by the Low Wage Commission signed on the 25th October 2023 between the Government, Trade Unions and Organisations of Employers, as represented on the Malta Council for Economic and Social Development.

Article 3 stipulates the national minimum wage for 2025.

Article 4 stipulates the national minimum rate per hour for part-timers for the year 2025.

Article 5 stipulates that when any Wages Council Wage Regulation Order applies to any employee, the wages payable to such employee in respect of 2025 shall not be less than those laid down by such Wages Council Wage Regulation Order, applicable for 2024 adjusted for cost of living by any increases of wages declared to be generally applicable to all whole-time employees in terms of article 8 of the Employment and Industrial Relations Act, or by any wage increases for cost of living laid down by any National Standard Order applicable in respect of 2025.

5. Concluding section

The measures mentioned above shall by virtue of this order come into force on 1st Janaury 2025.

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N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

17th December, 2024

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Is-17 ta' Diċembru, 2024

No. 1777

OFFICE OF THE PRIME MINISTER (EUROPEAN FUNDS, EQUALITY, REFORMS AND SOCIAL DIALOGUE)

Explanatory Notes[1]

1. Introduction

Title of Regulations	Wage Increase (Employees) National Standard Order, 2024
Activity to be regulated	Wages of employees
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

During the Budget Speech for 2025, the Minister responsible for Finance announced that the cost of living increase for the year 2025 is going to be of €5.24 per week.

Importance of this order

This National Standard Order is intended to increase the wages of all whole-time employees by €5.24 per week. The hourly rate of part-time employees will be increased by one-fortieth of €5.24.

[1]These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

Public Consultation

Consultations were held with the Employment Relations Board. The Employment Relations Board is a tripartite Board which comprises also trade unions and employers' associations representatives as stipulated in the Employment and Industrial Relations Act (Cap. 452).

3. Overview of the structure of the instrument

This legislation consists of two (2) articles.

4. Commentary

Article 2 stipulates that the wages of whole-time employees are going to be increased by €5.24 and that the hourly rate of part-time employees is going to be increased by one-fortieth of €5.24

5. Concluding sections

The measures mentioned above shall come into force on 1st January 2025.

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17th December, 2024