No. 1718

DEPARTMENT FOR INDUSTRIAL AND EMPLOYMENT RELATIONS

Explanatory Notes[1]

1. Introduction

Title of Order	Adaptation of Laws (Wages Council Wage Regulation Orders) Order, 2023
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 an agreement on the minimum wage was signed by all members of the Low Wage Commission.

By virtue of this agreement, the members agreed 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 levels of the weekly minimum wage for the period 2024 to 2027 for persons aged 18 and over shall be:

As from 1st January 2024: €200.73 per week plus statutory COLA award for 2024.

As from 1st January 2025: €203.73 per week plus statutory COLA award for 2024 and 2025.

As from 1st January 2026: €206.73 per week plus statutory COLA award for 2024, 2025 and 2026.

As from 1st January 2027: € 210.73 per week plus statutory COLA award for 2024, 2025, 2026 and 2027.

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

This Order amends the various minimum wages found in the Wages Council Wage Regulation Orders to bring them in line with the increases for 2024 as expalined above.

Importance of the Order

This National Standard Order establishes the minimum wages for the year 2024 for all employees covered by the 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).

[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).

3. Overview of the structure of the instrument

The order is made up of three (3) articles and two (2) Schedules and consist of the following:

1. Citation and commencement.

2. Amendments to the Wages Council Wage Regulation Orders.

3. Amendments to Annexes and Tables of the Wages Council Wage Regulation Orders.

Schedule I.

Schedule II.

4. Commentary on parts and articles

Article 1: Provides the title of the order and commencement date.

Article 2: Makes reference to Schedule 1 which amends the Wage Regulation Orders.

Article 3: Makes reference to 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 2024.

Schedule II: Refers to amendments effected to annexes , tables and forms of Wage Regulation Orders to bring them in line with the increases for 2024.

5. Conclusion

This order shall come into force on 1st January 2024.

Contact information

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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.

7th December, 2023

No. 1719

DEPARTMENT FOR INDUSTRIAL AND EMPLOYMENT RELATIONS

Explanatory Notes[1]

1. Introduction

Title of Regulations	National Minimum Wage National Standard Order, 2023
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.

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 levels of the weekly minimum wage for the period 2024 to 2027 for persons aged 18 and over shall be:

As from 1st January 2024: €200.73 per week plus statutory COLA award for 2024.

As from 1st January 2025: €203.73 per week plus statutory COLA award for 2024 and 2025.

As from 1st January 2026: €206.73 per week plus statutory COLA award for 2024, 2025 and 2026.

As from 1st January 2027: € 210.73 per week plus statutory COLA award for 2024, 2025, 2026 and 2027.

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 2024 for all employees

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).

[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).

3. Overview of the structure of the instrument

This legislation consists of five (5) articles.

4. Commentary on parts and articles

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 2024.

Article 4 stipulates the national minimum rate per hour for part-timers for the year 2024.

Article 5 stipulates that when any Wages Council Wage Regulation Order applies to any employee, the wages payable to such employee in respect of 2024 shall not be less than those laid down by such Wages Council Wage Regulation Order, applicable for 2023 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 2024.

5. Conclusion

By virtue of these proposed regulations, the measures mentioned above shall come into force on 1st Janaury 2024.

Contact information

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7th December, 2023

No. 1720

DEPARTMENT FOR INDUSTRIAL AND EMPLOYMENT RELATIONS

Explanatory Notes[1]

1. Introduction

Title of Regulations	Wage Increase (Employees) National Standard Order, 2023
Activity to be regulated	Wages of Empoloyees
Responsible entity	Department for Industrial and Employment Relations

2. Summary and Background

During the Budget Speech for 2024, the Minister for Finance announced that the cost of living increase for 2024 is going to be of €12.81 per week.

Importance of this order

This National Standard Order is intended to increase the wages of all whole-time employees by €12.81 per week. The hourly rate of part-time employees will be increased by one-fortieth of €12.81.

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 on parts and articles

Article 1 stipulates that the title of the Order is the Wage Increase (Employees) National Standard Order 2023 and that it will enter into force on the 1st January 2024.

[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).

Article 2 stipulates that the wages of whole-time employees are going to be increased by €12.81 and that the hourly rate of part-time employees is going to be increased by one-fortieth of €12.81.

5. Conclusion

By virtue of this order, the measures mentioned above shall come into force on 1st January 2024.

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7th December, 2023

AVVIŻ TAL-PULIZIJA

Nru. 238

Il-Kummissarju tal-Pulizija jgħarraf li skont il-Leġiżlazzjoni Sussidjarja 65.05 u l-Leġiżlazzjoni Sussidjarja 65.13, it-toroq hawn taħt imsemmija se jiġu kklasifikati bħala Żoni ta' Rmonk kif indikat hawn taħt fid-dati u ħinijiet indikati.

Bis-saħħa tal-Artikolu 52(1) tal-Ordinanza dwar ir-Regolamenti tat-Traffiku (Kap. 65), il-Kummissarju tal-Pulizija jgħarraf illi l-vetturi tas-sewqan jista' jagħti l-każ li ma jkunux jistgħu jgħaddu jew jiddawru mit-toroq imsemmija hawn taħt fid-dati u l-ħinijiet indikati.

L-Isla

Nhar il-Ġimgħa, 8 ta' Diċembru, 2023 mis-6.00 a.m. sa nofsinhar minn Xatt Juan B Azzopardo.

POLICE NOTICE

No. 238

The Commissioner of Police hereby notifies that in terms of Subsidiary Legislation 65.05 and Subsidiary Legislation 65.13, the streets listed hereunder are to be classified as Tow Zones.

In virtue of Section 52 (1) of the Traffic Regulations (Chapter 65). The Commissioner of Police hereby notifies that the transit and stopping of vehicles through the streets mentioned hereunder may be prohibited on the dates and times indicated.

Senglea

On Friday, 8th December, 2023 from 6.00 a.m. till noon through Xatt Juan B Azzopardo.