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

It-30 ta' April, 2026

No. 685

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

Explanatory Notes[1]

1. Introduction

Title of Regulations	Minimum Special Leave Entitlement (Amendment) Regulations, 2026 (hereinafter referred to as the "amending regulations")
Activities to be regulated	Statutory minimum entitlements to special leave (bereavement and marriage leave)
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The amending regulations amend the Minimum Special Leave Entitlement Regulations (S.L. 452.101, hereinafter referred to as the "principal regulations") made under the Employment and Industrial Relations Act (Chapter 452 of the Laws of Malta). The instrument has two main purposes:

1. it increases the minimum statutory special leave entitlements for bereavement and marriage to three (3) working days each, thereby strengthening the basic floor of protection for all employees not already covered by more favourable provisions in sectoral Conditions of Work Regulation Orders or collective agreements;
2. it updates and aligns terminology by replacing outdated references so that the principal regulations accurately reflect the existing framework of sectoral employment regulation.

2.2 Importance of regulations

The amending regulations are crucial for protecting employee welfare and ensuring fair labour practices. They establish fundamental minimum special leave entitlement for workers to prevent exploitation and guarantee essential safeguards for leave entitlement. This foundation helps uphold workers' dignity and security within the industry.

[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).

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) committee.

3. Overview of the structure of the instrument

The amending regulations are made up of three (3) regulations and consist of the following:

Regulation 1: Citation and commencement

Regulation 2: Amends regulation 3 of the principal regulations

Regulation 3: Amends regulation 4 of the principal regulations

4. Commentary

Regulation 2 amends the wording contained in regulation 3 of the principal regulations to reflect the current structure and name of sectoral instruments regulating conditions of employment and ensures that the principal regulations correctly and consistently refer to the applicable subsidiary legislation.

Regulation 3 amends regulation 4 of the principal regulations by raising two key special leave entitlements; bereavement and marriage leave, to a higher statutory minimum (that of three days) and by ensuring terminological alignment with Malta's current system of Conditions of Work Regulation Orders.

5. Concluding sections

The amending regulations shall come into force within 2 months from their publication in the Government Gazette.

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N.B: These Explanatory Notes are not intended to be an exhaustive description of the legal instrument nor a substitute for it or a legislative supplement thereto. These Explanatory Notes are not intended as an authoritative decision on the interpretation of the legislation.

30th April, 2026

Nru. 686

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol dwar il-Prodotti tat-Tafal u l-Ħġieġ (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol relatati mal-manifattura ta' prodotti tat-tafal u l-ħġieġ
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat direct ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-Ordni tiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati ingaġġati fi kwalunkwe impriża jew parti minn impriża li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fi prodotti tat-tafal, fuħħar, fajjenza, kina, ċeramika, ħġieġ, oġġetti tal-ħġieġ, mirja, wiri u tabelli ta' reklami magħmula minn kwalunkwe materjal inklużi neon signs, fibreglass, prodotti tal-fibreglass u prodotti ornamentali tal-ġebel. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-siegħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxu salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn erbatax (14)-il artikolu u jikkonsistu f'dawn li ġejjin:

1. Titolu,bidu fis-seħħ u applikabbilità.

2. Tifsir.

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta)

3. Ħinijiet ta' xogħol.

4. Pagi minimi ta' impjegati whole-time.

5. Rata għal xift ta' billejl.

6. Allowance tal-uniformi.

7. L-inqas ħin ta' mistrieħ ta' kuljum.

8. Mistrieħ minimu fil-ġimgħa.

9. Rati minimi ta' sahra.

10. Leave għal vaganza.

11. Leave għal mard.

12. Ħin ta' stennija.

13. Tipi ta' leave oħra.

14. Tħassir u riżervi.

4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

Informazzjoni ta' Kuntatt

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

It-30 ta' April, 2026

No. 686

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

Explanatory Notes[1]

1. Introduction

Title of order	Clay and Glass Products (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work relating to the manufacture of clay and glass products
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This Order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to employees engaged in any undertaking or part of an undertaking, the activities of which consist wholly or mainly in the manufacture of clay products, pottery, earthenware, china, ceramics, glass, glassware, mirrors, advertising displays and signs of whatever material made including neon signs, fibreglass, fibreglass products and ornamental stone products. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

Importance of order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

3. Overview of the structure of the instrument

This order is made up of fourteen (14) articles and consist of the following:

1. Citation, commencement and applicability.

2. Interpretation.

[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. Hours of work.

4. Minimum wages of whole-time employees.

5. Night shift rate.

6. Uniform allowance.

7. Minimum daily rest.

8. Minimum weekly rest.

9. Minimum overtime rates.

10. Vacation leave.

11. Sick leave.

12. Waiting time.

13. Other forms of leave.

14. Repeal and saving.

4. Commentary

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

5. Concluding sections

The order shall come into force within two (2) months from the date of its publication in the Gazette.

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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.

30th April, 2026

Nru. 687

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tax-Xogħol tal-Agrikoltura u Industriji Konnessi Magħha
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-Xogħol tal-Agrikoltura u Industriji Konnessi Magħha
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Sommarju u sfond

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjieg applikabbli għal impriżi li joperaw fis-setturi tal-agrikoltura u industriji konnessi magħha, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal-leave tal-mard mill-ewwel jum ta' impjieg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr ħlas fejn meħtieġ.

Dan l-ordni japplika għal impriżi li l-attivitajiet tagħhom jikkonsistu prinċipalment fl-agrikoltura, ortikoltura, florikoltura u vitikoltura, it-trobbija ta' bhejjem, tjur u fniek, it-trobbija tan-naħal, kif ukoll il-proċessar ta' prodotti tal-ħalib u prodotti simili.

Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli. Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-WRO.

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

Regolament 1 - Titolu, bidu fis-seħħ u applikabbilità
Regolament 2 - Tifsir
Regolament 3 - Ħinijiet ta' xogħol
Regolament 4 - L-anqas pagi
Regolament 5 - Allowance tal-uniformi
Regolament 6 - L-anqas mistrieħ kuljum
Regolament 7 - Mistrieħ minimu fil-ġimgħa
Regolament 8 - L-anqas rati ta' sahra
Regolament 9 - Leave għal vaganza
Regolament 10 - Leave għal mard
Regolament 11 - Tipi ta' Leave oħra
Regolament 12 -Tħassir u riżervi

4. Kummentarju

Regolament 1 jipprovdi għat-titolu, il-bidu fis-seħħ u l-kamp ta' applikazzjoni ta' dan l-ordni. Jistabbilixxi t-titolu tal-ordni u jispeċifika li għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta. Jiddefinixxi wkoll

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta)

l-applikazzjoni tiegħu għal impriżi li joperaw fis-setturi tal-agrikoltura u industriji konnessi magħha u jikkonferma li, fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Regolament 2 jistabbilixxi t-tifsir tat-termini ewlenin użati matul dan l-ordni, inklużi definizzjonijiet allinjati mal-Att dwar l-Impjiegi u r-Relazzjonijiet Industrijali (Kap. 452), sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

Regolament 3 jirregola s-sigħat tax-xogħol billi jistabbilixxi l-ħin massimu ta' xogħol fil-ġimgħa għall-impjegati whole-time, b'differenza bejn għassiesa u impjegati oħra.

Regolament 4 jipprovdi għall-anqas remunerazzjoni ta' kull ġimgħa li għandha titħallas lill-impjegati whole-time, b'rati differenti skont il-kategorija ta' impjieg.

Regolament 5 jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mill-prinċipal mingħajr ħlas.

Regolament 6 jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

Regolament 7 jipprovdi għad-dritt tal-impjegati kollha għal perjodu ta' mistrieħ fil-ġimgħa skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

Regolament 8 jirregola l-ħlas għas-sahra u jistabbilixxi r-rati applikabbli, inkluż ħin u nofs u ħin doppju, skont iċ-ċirkostanzi u t-tip ta' xogħol imwettaq.

Regolament 9 jipprovdi għad-dritt għal-leave annwali skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

Regolament 10 jirregola d-dritt għal-leave tal-mard, inkluż in-numru ta' jiem pagabbli, il-kondizzjonijiet għall-ħlas, ir-rekwiżiti ta' ċertifikazzjoni u l-applikazzjoni ta' kalkoli prorata. Jiċċara wkoll li d-dritt għal-leave tal-mard japplika mill-ewwel jum ta' impjieg.

Regolament 11 jipprovdi għad-dritt għal festi nazzjonali u btajjel pubbliċi kollha b'paga sħiħa, kif ukoll għal forom oħra ta' leave skont il-leġiżlazzjoni u r-regolamenti applikabbli.

Regolament 12 jipprovdi għat-tħassir ta' ordnijiet preċedenti tal-kunsill tal-pagi relatati mal-agrikoltura u industriji konnessi magħha, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

5. Taqsima Konklusiva

Ir-Regolamenti għandhom jidħlu fis-seħħ xahrejn wara d-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

Informazzjoni ta' Kuntatt

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

It-30 ta' April, 2026

No. 687

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

Explanatory Notes[1]

1. Introduction

Title of regulations	Agriculture and Allied Industries (Conditions of Work) Regulation Order, 2026
Activities to be regulated	Conditions of Work of Agriculture and Allied Industries
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

This order establishes minimum conditions of employment applicable to undertakings operating in the agriculture and related industries sectors, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings whose activities consist principally of agriculture, horticulture, floriculture and viticulture, the breeding and rearing of livestock, poultry and rabbits, beekeeping, as well as the processing of dairy products and similar products.

A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail. These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

3. Overview of the structure of the instrument

Regulation 1 – Citation, commencement and applicability
Regulation 2 -Interpretation
Regulation 3 - Hours of work
Regulation 4 - Minimum wages
Regulation 5 - Uniform allowance
Regulation 6 - Minimum daily rest
Regulation 7 - Minimum weekly rest
Regulation 8 - Minimum overtime rates
Regulation 9 - Vacation leave
Regulation 10 - Sick leave
Regulation 11 - Other forms of leave
Regulation 12 - Repeal and Saving

4. Commentary

Regulation 1 provides for the citation, commencement and scope of this order. It establishes the title of the order and specifies that it shall come into force within two (2) months from its publication in the Gazette. It also defines its application

[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).

to undertakings operating in the agriculture and related industries sectors and confirms that, where a collective agreement applies, the more favourable conditions shall prevail.

Regulation 2 sets out the interpretation of key terms used throughout the order, including definitions aligned with the Employment and Industrial Relations Act (Cap. 452), in order to ensure clarity and consistent application.

Regulation 3 regulates working hours by establishing the maximum weekly working time for whole-time employees, distinguishing between watchmen and other employees.

Regulation 4 provides for the minimum weekly remuneration payable to whole-time employees, with different rates applicable depending on the category of employment.

Regulation 5 provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

Regulation 6 establishes the minimum daily rest period, including entitlement to meal and rest breaks.

Regulation 7 provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

Regulation 8 regulates overtime payments and establishes the applicable rates, including time-and-a-half and double-time rates, depending on the circumstances and type of work performed.

Regulation 9 provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

Regulation 10 regulates sick leave entitlement, including the number of days payable, conditions for payment, certification requirements, and the application of pro rata calculations. It also clarifies that sick leave entitlement applies from the first day of employment.

Regulation 11 provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation and regulations.

Regulation 12 provides for the repeal of previous wage regulation orders relating to agriculture and related industries, while preserving the validity of actions taken under those orders.

5. Concluding sections

The regulations shall come into force within two (2) months from their date of publication in the Gazette.

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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.

30th April, 2026

Nru. 688

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 biex jirregola l-Kondizzjonijiet tax-Xogħol għall-Industriji tax-Xorb
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-Xogħol tal-Industriji tax-Xorb
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Sommarju u sfond

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjieg applikabbli għal impriżi li joperaw fis-settur tal-industriji tax-xorb, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal-leave tal-mard mill-ewwel jum ta' impjieg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr ħlas fejn meħtieġ.

Dan l-ordni japplika għal impriżi li l-attivitajiet tagħhom jikkonsistu prinċipalment fl-ibbottiljar jew fil-produzzjoni ta' spirti distillati, imbejjed, likuri tax-xgħir, soft-drinks u xorb bil-karbonat, kif ukoll għal attivitajiet inċidentali jew anċillari relatati magħhom. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-WRO.

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

Regolament 1 – Titolu, bidu fis-seħħ u applikabbiltà
Regolament 2 – Tifsir
Regolament 3 – Ħinijiet tax-xogħol
Regolament 4 – L-anqas remunerazzjoni ta' impjegati whole-time
Regolament 5 – Allowance tal-uniformi
Regolament 6 – L-anqas ħin ta' mistrieħ kuljum
Regolament 7 – Mistrieħ minimu fil-ġimgħa
Regolament 8 – L-anqas rati ta' sahra
Regolament 9 – Leave għal vaganza
Regolament 10 – Leave għal mard
Regolament 11 – Tipi ta' leave oħra
Regolament 12 – Tħassir u riżervi

4. Kummentarju

Regolament 1 jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta' dan l-ordni, inkluż li jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għas-setturi rilevanti, filwaqt li jipprevalu l-kondizzjonijiet l-aktar favorevoli fejn japplika ftehim kollettiv.

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta)

Regolament 2 jistabbilixxi t-tifsir tat-termini ewlenin użati matul dan l-ordni, inklużi definizzjonijiet allinjati mal-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452), sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

Regolament 3 jirregola s-sigħat tax-xogħol billi jistabbilixxi l-ħin massimu ta' xogħol fil-ġimgħa għall-impjegati whole-time, b'differenza bejn għassiesa u impjegati oħra.

Regolament 4 jipprovdi għall-anqas remunerazzjoni ta' kull ġimgħa li għandha titħallas lill-impjegati whole-time, b'rati differenti skont il-kategorija ta' impjieg.

Regolament 5 jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mill-prinċipal mingħajr ħlas.

Regolament 6 jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

Regolament 7 jipprovdi għad-dritt tal-impjegati kollha għal perjodu ta' mistrieħ fil-ġimgħa skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

Regolament 8 jirregola l-ħlas għas-sahra u jistabbilixxi r-rati applikabbli, inkluż ħin u nofs u ħin doppju, skont iċ-ċirkostanzi u t-tip ta' xogħol imwettaq.

Regolament 9 jipprovdi għad-dritt għal-leave annwali skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

Regolament 10 jirregola d-dritt għal-leave tal-mard, inkluż il-kondizzjonijiet għall-ħlas, ir-rekwiżiti ta' ċertifikazzjoni u l-applikazzjoni ta' kalkoli prorata. Jiċċara wkoll li d-dritt għal-leave tal-mard japplika mill-ewwel jum ta' impjieg.

Regolament 11 jipprovdi għad-dritt għal festi nazzjonali u btajjel pubbliċi kollha b'paga sħiħa, kif ukoll għal forom oħra ta' leave skont il-leġiżlazzjoni u r-regolamenti applikabbli.

Regolament 12 jipprovdi għat-tħassir ta' ordnijiet preċedenti tal-kunsill tal-pagi relatati mal-industriji tax-xorb, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

5. Taqsima Konklusiva

Ir-regolamenti għandhom jidħlu fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet industrijali u tal-impjieg,
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Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 688

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

Explanatory Notes[1]

1. Introduction

Title of regulations	Beverage Industries (Conditions of Work) Regulation Order, 2026
Activities to be regulated	Conditions of Work of Beverage Industries
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

This order establishes minimum conditions of employment applicable to undertakings operating in the beverage industries sector, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings whose activities consist principally of the bottling or production of distilled spirits, wines, malt liquors, soft drinks and carbonated beverages, including activities incidental or ancillary thereto. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

3. Overview of the structure of the instrument

Regulation 1 – Citation, commencement and applicability
Regulation 2 – Interpretation
Regulation 3 – Hours of work
Regulation 4 – Minimum wages of whole-time employees
Regulation 5 – Uniform allowance
Regulation 6 – Minimum daily rest
Regulation 7 – Minimum weekly rest
Regulation 8 – Minimum overtime rates
Regulation 9 – Vacation leave
Regulation 10 – Sick leave
Regulation 11 – Other forms of leave
Regulation 12 – Repeal and saving

4. Commentary

Regulation 1 provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to the relevant sectors, with the more favourable conditions prevailing where a collective agreement applies.

[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).

Regulation 2 sets out the interpretation of key terms used throughout this order, including definitions aligned with the Employment and Industrial Relations Act (Cap. 452), in order to ensure clarity and consistent application.

Regulation 3 regulates working hours by establishing the maximum weekly working time for whole-time employees, distinguishing between watchpersons and other employees.

Regulation 4 provides for the minimum weekly remuneration payable to whole-time employees, with different rates applicable depending on the category of employment.

Regulation 5 provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

Regulation 6 establishes the minimum daily rest period, including entitlement to meal and rest breaks.

Regulation 7 provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

Regulation 8 regulates overtime payments and establishes the applicable rates, including time-and-a-half and double-time rates, depending on the circumstances and type of work performed.

Regulation 9 provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

Regulation 10 regulates sick leave entitlement, including conditions for payment, certification requirements, and the application of pro rata calculations. It also clarifies that sick leave entitlement applies from the first day of employment.

Regulation 11 provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation and regulations.

Regulation 12 provides for the repeal of previous wage regulation orders relating to the beverage industries, while preserving the validity of actions taken under those orders.

5. Concluding sections

These regulations shall come into force wtihin two (2) months from their date of publication in the Gazette.

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 to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

30th April, 2026

Nru. 689

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Impjegati tal-Burdnara u l-Industriji Konnessi Magħhom (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol tal-impjegati tal-burdnara u l-industriji konnessi Magħha.
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħar (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal- Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b' mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni japplika għall-impjegati kollha tal-burdnara f'kwalunkwe impieg li jikkonsisti għalkollox jew prinċipalment fil-linja tal-burdnara, u għall-impjegati kollha f'kwalunkwe impriża jew parti minn impriża li jaħdmu għal kollox jew prinċipalment fix-xogħol ta' żgumbrar, tagħbija u trasport ta' għamara u ħwejjeġ oħra tad-dar u oġġetti jew materjali oħra. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri.

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta)

Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tnax-il (12) artikolu u jikkonsisti f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Pagi minimi ta' impjegati whole-time
4. Rati minimi ta' sahra
5. Ħin ta' stennija
6. Il- ħin minimu ta' mistrieħ kuljum
7. Il-mistrieħ minimu fil-ġimgħa
8. Allowance tal-uniformi
9. Leave għal vaganza
10. Leave għal mard
11. Tipi ta' Leave oħra
12. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet ta' termini ewlenin użati fl-ordni kollu sabiex tiġi żgurata ċ-ċarezza u l-applikazzjoni konsistenti.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S.452.87).

L-artikolu 8 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 9 jipprovdi li l-impjegati issa espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. L-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 11 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull

forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 12 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-impjegati tal-burdnara u industriji konnessi magħha, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

Dan l-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

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N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 689

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

Explanatory Notes[1]

1. Introduction

Title of regulations	Cargo Clearance and Forwarding Agents Employees (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of cargo clearance and forwarding agents Employees
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

[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 order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order applies to all employees of cargo clearance and forwarding agents in any employment relating wholly or mainly to the cargo clearance and forwarding agents trades, and for all employees in any undertaking or part of an undertaking engaged wholly or mainly in the clearance, haulage and transport of furniture and other household effects, and other goods or materials. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall apply.

The order establishes clear guidelines for working hours, including standard weekly limits and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

3. Overview of the structure of the instrument

This order is made up of twelve (12) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Minimum wages of whole-time employees
4. Minimum overtime rates
5. Waiting time
6. Minimum daily rest
7. Minimum weekly rest
8. Uniform allowance

9. Vacation leave
10. Sick leave
11. Other forms of Leave
12. Repeal and saving

4. Commentary

Article 2 provides definitions of key terms used throughout the order to ensure clarity and consistent application. Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 8 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 9 provides that employees are expressly entitled to annual leave in accordance with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12 repeals the previous Wages Council Orders applicable to cargo clearance and forwarding agents employees, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

This order shall come into force within two (2) months from its date of publication in the Government Gazette.

Contact Information
Department for Industrial and Employment Relations,
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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.

30th April, 2026

Nru. 690

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-Ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għaċ-Ċinematografi u t-Teatri (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol għaċ-ċinematografi u t-teatri
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħar (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha involuti f'ċinemas u teatri fi rwoli bħal projezzjonist, assistent projezzjonist, kaxxier, uxxier, kontrollur, barman, maniġer tal-persunal, studenti, u impjegati oħra iżda teskludi artisti tal-palk u mużiċisti.

Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu. L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tnax-il (12) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Paga minima ta' impjegati whole-time
5. Allowance tal-uniformi
6. Il-ħin minimu ta' mistrieħ kuljum
7. Il-mistrieħ minimu fil-ġimgħa
8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Tipi ta' leave oħra
12. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet ta' termini ewlenin użati fl-ordni kollha sabiex tiġi żgurata ċ-ċarezza u l-applikazzjoni konsistenti.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rata fis-siegħa.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 11 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull formata ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal

kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 12 iħassar l-ordnijiet preċedenti tal-Kunsill tal-Pagi applikabbli għaċ-ċinematografi u t-teatri, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Taqsimiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
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Telefon:
1575 għall-impjegati
1576 għal min iħaddem

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N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 690

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

Explanatory Notes

1. Introduction

Title of the order	Cinemas and Theatres (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of cinemas and theatres
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees in cinemas and theatres, such as barman, cashier, usher, controller, projectionist, assistant projectionist, staff manager and learners and other employees but excludes stage performers and musicians. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall apply.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

3. Overview of the structure of the instrument

This order is made up of twelve (12) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Other forms of leave
12. Repeal and saving

4. Commentary

Article 2 provides definitions of key terms used throughout the order to ensure clarity and consistent application.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12 repeals the previous Wages Council Orders applicable to cinemas and theatres, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

The order shall come into force within two (2) months from its date of publication in the Government Gazette.

Contact Information

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1576 for employers

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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.

30th April, 2026

Nru. 691

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni
(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar [Kapitolu 512 tal-Liġijiet ta' Malta])

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Industrija tal-Ippreservar (hawn aktar 'il quddiem imsejjaħ "l-ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol tal-industrija tal-ikel ippreżervat
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżultiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha fi kwalunkwe impriża jew parti minn impriża li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fl-ippreżervar tal-ikel. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' ħaddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċaririgward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg, kumpens għas-sahra, leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta u jippromwovu l-benesseri ekonomiku ġenerali.

2.3 Konsultazzjoni pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjiegi u l-Kumitat tal-Wage Regulation Orders.

3. Ħarsa ġenerali tal-istruttura tal-istrument

L-ordni jikkonsisti fi tlettax (13)-il artikolu kif ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance tal-uniformi
6. Ħin minimu ta' mistrieħ kuljum

7. Mistrieħ minimu fil-ġimgħa
8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Ħin ta' stennija
12. Tipi ta' leave oħra
13. Tħassir u riżervi

4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol billi ma jagħmilx distinzjoni bbażata fuq l-etàfir-rati fis-siegħa.

Artikolu 5: jipprovdi li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 7: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 9: jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li d-drittijiet għal-leave għal mard għandhom japplikaw mill-ewwel jum ta' impjieg. L-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

Artikolu 12: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga sħiħa, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 13: iħassar l-ordnijiet preċedenti tal-Kunsill tal-Pagi relatati mal-industrija tal-ippreservar u b'hekk jistabbilixxi dan l-ordni bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

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

It-30 ta' April, 2026

No. 691

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

Explanatory Notes
(in accordance with and for the purpose of article 3(2)(c) of the Small BusinessAct [Chapter 512 of the Laws of Malta])

1. Introduction

Title of order	Canning Industry (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order")
Activities to be regulated	Conditions of work of canning industry
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees across any undertaking or in any part of an undertaking the activities of which consist wholly or mainly of canning of food. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

2.2 Importance of the order

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums, preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

2.3 Public consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders Committee.

3. Overview of the structure of the instrument

The order consists of thirteen (13) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest

8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and saving

4. Commentary

Article 2: provides definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work as it does not make a distinction based on age in the hourly rates.

Article 5: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that sick leave entitlements shall apply from the first day of employment. Sick leave is calculated on a pro rata basis according to the date of commencement of employment within the relevant calendar year.

Article 12: stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13: repeals the previous Wages Council Orders applicable to the canning industry thereby establishing this order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

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 to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

30th April, 2026

Nru. 692

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni
(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar [Kapitolu 512 tal-Liġijiet ta' Malta])

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 li jemenda l-Ordni tal-Kunsill tal-Pagi tal-Pjattaforma Diġitali għall-Konsenja (hawn aktar 'il quddiem imsejjaħ "l-ordni emendatorju")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol tal-pjattaforma diġitali għall-konsenja
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Tifsira u l-ssfond

L-Ordni tal-Kunsill tal-Pagi tal-Pjattaforma Diġitali għall-Konsenja (L.S. 452.127) (hawn aktar 'il quddiem imsejjaħ "l-ordni prinċipali") qiegħed jiġi emendat sabiex jiġi allinjat mal-iżviluppi riċenti fil-qafas usa' tal-Ordnijiet tal-Kunsill tal-Pagi.

L-ordni emendatorju huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti.

L-emendi jimmodernizzaw u jarmonizzaw il-qafas regolatorju eżistenti li jirregola l-pjattaforma diġitali għall-konsenja billi jaġġornaw il-kondizzjonijiet, tiżdied il-kjarezza, konsistenza u d-drittijiet effettivi għall-ħaddiema fis-settur.

2. Konsultazzjoni pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjiegi u l-Kumitat tal-Wage Regulation Orders.

3. Ħarsa ġenerali tal-istruttura tal-istrument

L-ordni emendatorju jikkonsisti fi tliet (3) artikoli kif ġej:

1. Titolu u bidu fis-seħħ
2. Jemenda l-artikolu 1 tal-ordni prinċipali
3. Jemenda l-artikolu 10 tal-ordni prinċipali

4. Kummentarju

Artikolu 2: jemenda t-titolu tal-ordni billi jiġi msejjaħ "Ordni sabiex jirregola l-Kondizzjonijiet tax-Xogħol tal-Pjattaforma Diġitali għall-Konsenja" u jintroduċi subartikolu ġdid għall-artikolu 1 tal-ordni prinċipali li għandu jispeċifika li meta jkun hemm ftehim kollettiv fis-seħħ, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Artikolu 3: jemenda l-artikolu 10 tal-ordni prinċipali fejn il-leave għal-luttu u l-leave taż-żwieġ qiegħed jiżdied għal tlett (3) ijiem tax-xogħol rispettivament.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

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

It-30 ta' April, 2026

No. 692

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

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

1. Introduction

Title of regulations	Digital Platform Delivery Wages Council Wage Regulation (Amendment) Order, 2026 (hereinfter referred to as "the amending order")
Activities to be regulated	Conditions of work of digital platform delivery
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The Digital Platform Delivery Wages Council Wage Regulation Order (S.L. 452.127) (hereinafter referred to as "the principal order") is being amended in order to align it with recent developments in the broader Wage Regulation Orders framework.

The amending order is crucial for protecting employee welfare and ensuring fair labour practices.

The amendments modernise and harmonise existing regulatory framework governing digital platform delivery workers by updating favourable conditions, enhance clarity, consistency and the effective workers' rights within the sector.

2.1 Public consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order Committee.

3. Overview of the structure of the instrument

The amending order consists of three (3) articles as follows:

1. Citation and commencement
2. Amends article 1 of the principal order
3. Amends article 10 of the principal order

4. Commentary

Article 2: amends the title of the order by being titled "Digital Platform Delivery (Conditions of Work) Regulation Order" and introduces a new sub-article to article 1 of the principal order which shall specify that if there is a collective agreement in place, the more favourable conditions shall prevail.

Article 3: amends article 10 of the principal order whereby bereavement leave and marriage leave have been increased to three (3) working days respectively.

5. Concluding sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

Contact Information

Department for Industrial and Employment Relations,
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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.

30th April, 2026

Nru. 693

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni
(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar [Kapitolu 512 tal-Liġijiet ta' Malta])

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tax-Xogħol għas-Servizz Domestiku (hawn aktar 'il quddiem imsejjaħ "l-ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol relatati mas-servizz domestiku
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni japplika għall-impjegati kollha li jaħdmu fi djar privati li jaħdmu f' xogħlijiet domestiċi, bħalma huma sefturi, kamriera, housekeepers, koki, butlers, valets, handymen, cleaners, fattigi, ħassiela, babysitters, nursemaids u persuni oħra impjegati f'xogħol bħal dan, inklużi chauffeurs, ġardinara u mpjiegi simili li għandhom x'jaqsmu ma' xogħol tad-dar.

Għall-finijiet ta' dan l-ordni, djar privati jinkludi wkoll istituti tal-karità, monasteri u kunventi iżda ma jinkludix xi sptar, klinika, nursing home, istituti ta' kura mediko-kirurġika, dar tal-maternità jew stabbiliment idropatiku, dar għax-xjuħ jew skejjel immexxija minn tali djar privati.

Prinċipju fundamentali ta' dan l-ordni huwa li jekk jeżisti ftehim kollettiv li japplika għall-klassi ta' ħaddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg, kumpens għas-sahra, leave tal-mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali.

Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta u jippromwovi l-benesseri ekonomiku ġenerali.

2.3 Konsultazzjoni pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjiegi u l-Kumitat tal-Wage Regulation Orders.

3. Ħarsa ġenerali tal-istruttura tal-istrument

L-ordni jikkonsisti f'erbatax (14)-il artikolu kif ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Gruppi ewlenin ta' ħaddiema domestiċi
4. Ħinijiet ta' xogħol
5. Paga minima
6. Rati minimi ta' sahra
7. Ikel
8. Allowance għall-uniformi
9. Ħin minimu ta' mistrieħ kuljum
10. Ħin minimu ta' mistrieħ fil-ġimgħa
11. Leave għal vaganza
12. Leave għal mard
13. Tipi ta' leave oħra
14. Tħassir u riżervi

4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet għat-termini essenzjali użati fl-ordni.

Artikolu 4: jistabbilixxi l-ħinijiet massimi tax-xogħol ta' kuljum u ta' kull ġimgħa għall-gruppi applikabbli ta' ħaddiema domestiċi, eskluża l-pawża permessi għall-ikel u l-mistrieħ.

Artikolu 8: jistipula li principal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 10: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, filwaqt li tallinja mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 11: jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452. 87).

Artikolu 12: jipprovdi li d-dritt għal-leave għal mard għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. L-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

Artikolu 13: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga sħiħa, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f' regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 14: iħassar l-ordnijiet preċedenti tal-Kunsill tal-Pagi għas-Servizz Domestiku u b'hekk jistabbilixxi dan l-ordni bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

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It-30 ta' April, 2026

No. 693

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

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

1. Introduction

Title of order	Domestic Service (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order")
Activities to be regulated	Conditions of work relating to domestic service
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order applies to employees engaged in domestic duties in private households, including servants, maids, housekeepers, cooks, butlers, valets, handymen, cleaners, charwomen, washerwomen, babysitters, nursemaids, chauffeurs, gardeners, and other persons employed in similar household-related work. For the purposes of this order, private households also include charitable institutions, monasteries and convents but does not include any hospital, clinic, nursing home, institute of medico-surgical treatment, maternity home or hydropathic establishment, home for aged persons or schools run by any such households. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall apply.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

2.2 Importance of the order

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums, preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising employee conditions, promoting fair competition, and supporting overall economic well-being.

2.3 Public consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders Committee.

3. Overview of the structure of the instrument

This order consists of fourteen (14) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Main groups of domestic workers
4. Hours of work
5. Minimum wages
6. Minimum overtime remuneration
7. Meals
8. Uniform allowance
9. Minimum daily rest
10. Minimum weekly rest
11. Vacation leave
12. Sick leave
13. Other forms of Leave
14. Repeal and saving

4. Commentary

Article 2: provides definitions for essential terms used throughout the order.

Article 4: establishes the maximum daily and weekly working hours for applicable groups of domestic workers, excluding permitted breaks for meals and rest.

Article 8: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 10: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 11: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 12: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. The article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13: stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14: repeals previous Wages Council Orders pertaining to the domestic service thereby establishing this order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the preceding orders.

5. Concluding sections

The order shall come into force within two (2) months from its date of publication in the Government Gazette.

Contact Information

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30th April, 2026

Nru. 694

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Industrija tal-Electronics
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol għall-Industrija tal-Electronics
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Sommarju u sfond

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjieg applikabbli għal impriżi li joperaw fis-settur tal-industrija tal-electronics, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal-leave tal-mard mill-ewwel jum ta' impjieg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr ħlas fejn meħtieġ.

Dan l-ordni japplika għal impriżi li l-attivitajiet tagħhom jikkonsistu għalkollox jew prinċipalment fil-manifattura, fit-tiswija jew fl-immuntar ta' tagħmir elettroniku jew xjentifiku. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-WRO.

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

Regolament 1 – Titolu, bidu fis-seħħ u applikabbiltà
Regolament 2 – Tifsir
Regolament 3 – Ħinijiet tax-xogħol
Regolament 4 – Il-pagi minimi ta' remunerazzjoni
Regolament 5 – Ħlas addizzjonali għal xogħol bix-xift
Regolament 6 – Allowance tal-uniformi
Regolament 7 – L-anqas ħin ta' mistrieħ kuljum
Regolament 8 – Il-mistrieħ minimu fil-ġimgħa
Regolament 9 – Rati minimi ta' sahra
Regolament 10 – Leave għal vaganza
Regolament 11 – Leave għal mard
Regolament 12 – Ħin ta' stennija
Regolament 13 – Tipi ta' leave oħra
Regolament 14 – Tħassir u riżervi

4. Kummentarju

Regolament 1 jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta' dan l-ordni, inkluż li jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għas-settur rilevanti, filwaqt li jipprevalu l-kondizzjonijiet l-aktar favorevoli fejn japplika ftehim kollettiv.

Regolament 2 jistabbilixxi t-tifsir tat-termini ewlenin użati matul dan l-ordni, inklużi definizzjonijiet allinjati mal-Att dwar l-Impjiegi u r-Relazzjonijiet Industrijali (Kap. 452), sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

Regolament 3 jirregola s-sigħat tax-xogħol billi jistabbilixxi l-ħin massimu ta' xogħol fil-ġimgħa għal kategoriji differenti ta' impjegati, inklużi impjegati whole-time, għassiesa, security guards u impjegati bix-xift.

Regolament 4 jipprovdi għall-anqas remunerazzjoni ta' kull ġimgħa li għandha titħallas lill-impjegati, b'differenza bejn kategoriji ta' ħaddiema.

Regolament 5 jipprovdi għal ħlas addizzjonali ta' kull ġimgħa għall-impjegati li jaħdmu bix-xift.

Regolament 6 jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mill-prinċipal mingħajr ħlas.

Regolament 7 jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

Regolament 8 jipprovdi għad-dritt tal-impjegati kollha għal perjodu ta' mistrieħ fil-ġimgħa skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

Regolament 9 jirregola l-ħlas għas-sahra u jistabbilixxi r-rati applikabbli skont il-kategorija tal-impjegat u ċ-ċirkostanzi tax-xogħol.

Regolament 10 jipprovdi għad-dritt għal-leave annwali skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

Regolament 11 jirregola d-dritt għal-leave tal-mard, inkluż il-kondizzjonijiet għall-ħlas, ir-rekwiżiti ta' ċertifikazzjoni u l-applikazzjoni ta' kalkoli prorata. Jiċċara wkoll li d-dritt għal-leave tal-mard japplika mill-ewwel jum ta' impjieg.

Regolament 12 jipprovdi għall-ħlas tal-anqas remunerazzjoni għall-ħin ta' stennija, suġġett għal ċerti kundizzjonijiet.

Regolament 13 jipprovdi għad-dritt għal festi nazzjonali u btajjel pubbliċi kollha b'paga sħiħa, kif ukoll għal forom oħra ta' leave skont il-leġiżlazzjoni u r-regolamenti applikabbli.

Regolament 14 jipprovdi għat-tħassir ta' ordnijiet preċedenti tal-kunsill tal-pagi relatati mal-industrija tal-electronics, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

5. Taqsima Konklusiva

Ir-regolamenti għandhom jidħlu fis-seħħ xahrejn wara d-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet industrijali u tal-impjieg,
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

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

It-30 ta' April, 2026

No. 694

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

Explanatory Notes

1. Introduction

Title of regulations	Electronics Industry (Conditions of Work) Regulation Order, 2026
Activities to be regulated	Conditions of Work of Electronics Industry
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

This order establishes minimum conditions of employment applicable to undertakings operating in the electronics industry sector, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings whose activities consist wholly or mainly in the manufacture, repair or assembly of electronic or scientific equipment. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

3. Overview of the structure of the instrument

Regulation 1 – Citation, commencement and applicability
Regulation 2 – Interpretation
Regulation 3 – Hours of work
Regulation 4 – Minimum remuneration
Regulation 5 – Additional payment for shift work
Regulation 6 – Uniform allowance
Regulation 7 – Minimum daily rest
Regulation 8 – Minimum weekly rest
Regulation 9 – Minimum overtime rates
Regulation 10 – Vacation leave
Regulation 11 – Sick leave
Regulation 12 – Waiting time
Regulation 13 – Other forms of leave
Regulation 14 – Repeal and saving

4. Commentary

Regulation 1 provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to the relevant sector, with the more favourable conditions prevailing where a collective agreement applies.

Regulation 2 sets out the interpretation of key terms used throughout this order, including definitions aligned with the Employment and Industrial Relations Act (Cap. 452), in order to ensure clarity and consistent application.

Regulation 3 regulates working hours by establishing the maximum weekly working time for different categories of employees, including whole-time employees, watchpersons, security guards and shift employees.

Regulation 4 provides for the minimum weekly remuneration payable to employees, distinguishing between categories of workers.

Regulation 5 provides for an additional weekly allowance payable to shift employees.

Regulation 6 provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

Regulation 7 establishes the minimum daily rest period, including entitlement to meal and rest breaks.

Regulation 8 provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

Regulation 9 regulates overtime payments and establishes the applicable rates depending on the category of employee and the circumstances of work.

Regulation 10 provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

Regulation 11 regulates sick leave entitlement, including conditions for payment, certification requirements, and the application of pro rata calculations. It also clarifies that sick leave entitlement applies from the first day of employment.

Regulation 12 provides for the payment of minimum remuneration for waiting time, subject to specified conditions.

Regulation 13 provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation and regulations.

Regulation 14 provides for the repeal of previous wage regulation orders relating to the electronics industry, while preserving the validity of actions taken under those orders.

5. Concluding sections

These regulations shall come into force within two (2) months from the date of their publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
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Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 695

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol dwar Kiri ta' Karozzi jew Xarabank Privati
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol dwar Kiri ta' Karozzi jew Xarabank Privati
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Sommarju u sfond

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjieg applikabbli għal impriżi li joperaw fis-settur tal-kiri ta' karozzi jew xarabank privati, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal-leave tal-mard mill-ewwel jum ta' impjieg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr ħlas fejn meħtieġ.

Dan l-ordni japplika għal impriżi li l-attivitajiet tagħhom jikkonsistu għalkollox jew prinċipalment fil-kiri ta' karozzi jew xarabank privati jew f'tagħlim tas-sewqan, filwaqt li jeskludi mechanics u petrol station attendants. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-WRO.

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

Regolament 1 – Titolu, bidu fis-seħħ u applikabbiltà
Regolament 2 – Tifsir
Regolament 3 – Ħinijiet tax-xogħol
Regolament 4 – Il-pagi minimi ta' remunerazzjoni ta' impjegati whole-time
Regolament 5 – Allowance tal-uniformi
Regolament 6 – Il-ħin minimu ta' mistrieħ ta' kuljum
Regolament 7 – Mistrieħ minimu fil-ġimgħa
Regolament 8 – Ir-rati minimi ta' sahra
Regolament 9 – Leave għal vaganza
Regolament 10 – Leave għal mard
Regolament 11 – Ħin ta' stennija
Regolament 12 – Tipi ta' leave oħra
Regolament 13 – Tħassir u riżervi

4. Kummentarju

Regolament 1 jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta' dan l-ordni, inkluż li jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għas-settur rilevanti, filwaqt li jeskludi ċerti kategoriji u jipprevalu l-kondizzjonijiet l-aktar favorevoli fejn japplika ftehim kollettiv.

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta)

Regolament 2 jistabbilixxi t-tifsir tat-termini ewlenin użati matul dan l-ordni, inklużi definizzjonijiet allinjati mal-Att dwar l-Impjiegi u r-Relazzjonijiet Industrijali (Kap. 452), sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

Regolament 3 jirregola s-sigħat tax-xogħol, inklużi limiti fuq il-ħin tas-sewqan u s-sigħat massimi ta' xogħol ta' kuljum u ta' kull ġimgħa għal kategoriji differenti ta' impjegati.

Regolament 4 jipprovdi għall-anqas pagi ta' kull ġimgħa li għandhom jitħallsu lill-impjegati whole-time, b'rati differenti skont il-kategorija ta' impjieg.

Regolament 5 jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mill-prinċipal mingħajr ħlas.

Regolament 6 jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

Regolament 7 jipprovdi għad-dritt tal-impjegati kollha għal perjodu ta' mistrieħ fil-ġimgħa skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

Regolament 8 jirregola l-ħlas għas-sahra u jistabbilixxi r-rati applikabbli skont iċ-ċirkostanzi tax-xogħol.

Regolament 9 jipprovdi għad-dritt għal-leave annwali skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

Regolament 10 jirregola d-dritt għal-leave tal-mard, inkluż il-kondizzjonijiet għall-ħlas, ir-rekwiżiti ta' ċertifikazzjoni u l-applikazzjoni ta' kalkoli prorata. Jiċċara wkoll li d-dritt għal-leave tal-mard japplika mill-ewwel jum ta' impjieg.

Regolament 11 jipprovdi għall-ħlas tal-anqas paga għall-ħin ta' stennija, suġġett għal ċerti kundizzjonijiet.

Regolament 12 jipprovdi għad-dritt għal festi nazzjonali u btajjel pubbliċi kollha b'paga sħiħa, kif ukoll għal forom oħra ta' leave skont il-leġiżlazzjoni u r-regolamenti applikabbli.

Regolament 13 jipprovdi għat-tħassir ta' ordnijiet preċedenti relatati ma' dan is-settur, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

5. Taqsimiet konklużivi

Ir-regolamenti għandhom jidħlu fis-seħħ fi żmiwn xahrejn (2) wara d-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

Informazzjoni ta'Kuntatt

Dipartiment għar-Relazzjonijiet industrijali u tal-impjieg,
121, Triq Melita,
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Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 695

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

Explanatory Notes[1]

1. Introduction

Title of regulations	Hire of Cars or Private Buses (Conditions of Work) Regulation Order, 2026
Activities to be regulated	Conditions of work of Hire of Cars or Private Buses
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

This order establishes minimum conditions of employment applicable to undertakings operating in the hire of cars or private buses sector, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings whose activities consist wholly or mainly in the hiring of cars or private buses, or in driving instruction, excluding mechanics and petrol station attendants. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

3. Overview of the structure of the instrument

Regulation 1 – Citation, commencement and applicability
Regulation 2 – Interpretation
Regulation 3 – Hours of work
Regulation 4 – Minimum wages of whole-time employees
Regulation 5 – Uniform allowance
Regulation 6 – Minimum daily rest
Regulation 7 – Minimum weekly rest
Regulation 8 – Minimum overtime rates
Regulation 9 – Vacation leave
Regulation 10 – Sick leave
Regulation 11 – Waiting time
Regulation 12 – Other forms of leave
Regulation 13 – Repeal and saving

4. Commentary

Regulation 1 provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to the relevant sector, with certain categories excluded, and with the more favourable conditions prevailing where a collective agreement applies.

[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).

Regulation 2 sets out the interpretation of key terms used throughout this order, including definitions aligned with the Employment and Industrial Relations Act (Cap. 452), in order to ensure clarity and consistent application.

Regulation 3 regulates working hours, including limits on driving time and maximum daily and weekly working hours for different categories of employees.

Regulation 4 provides for the minimum weekly wages payable to whole-time employees, with different rates applicable depending on the category of employment.

Regulation 5 provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

Regulation 6 establishes the minimum daily rest period, including entitlement to meal and rest breaks.

Regulation 7 provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

Regulation 8 regulates overtime payments and establishes the applicable rates depending on the circumstances of work.

Regulation 9 provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

Regulation 10 regulates sick leave entitlement, including conditions for payment, certification requirements, and the application of pro rata calculations. It also clarifies that sick leave entitlement applies from the first day of employment.

Regulation 11 provides for the payment of minimum remuneration for waiting time, subject to specified conditions.

Regulation 12 provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation and regulations.

Regulation 13 provides for the repeal of previous wage regulation orders relating to the sector, while preserving the validity of actions taken under those orders.

5. Concluding sections

These regulations shall come into force within two (2) months from the date of their publication in the Gazette.

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 to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

30th April, 2026

Nru. 696

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni
(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar [Kapitolu 512 tal-Liġijiet ta' Malta])

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għal-Lukandi u l-Każini (hawn aktar 'il quddiem imsejjaħ "l-ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol għal-lukandi u l-każini
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO) stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

2.1 Konsultazzjoni pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjiegi u l-Kumitat tal-Wage Regulation Orders.

3. Ħarsa ġenerali tal-istruttura tal-istrument

L-ordni jikkonsisti fi tlieta u tletin (33) artikolu kif ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Applikazzjoni tat-Taqsima I
3. Sigħat ta' xogħol
4. Remunerazzjoni minima
5. Ħin minimu ta' mistrieħ kuljum
6. Rati minimi ta' sahra għal ħaddiema fil-manutenzjoni
7. Rati minimi ta' sahra għall-impjegati whole-time għajr il-mużiċisti u dawk impjegati fuq xogħol ta' manutenzjoni
8. Rati minimi ta' sahra għall-mużiċisti
9. Applikazzjoni tat-Taqsima II
10. Sigħat ta' xogħol
11. L-inqas kumpens
12. Rati minimi ta' sahra
13. Xift maqsum
14. Applikazzjoni tat-Taqsima III
15. Tifsir
16. Ħinijiet ta' xogħol
17. Remunerazzjoni minima li titħallas lill-impjegati whole-time

18. Ħin minimu ta' mistrieħ kuljum
19. Mistrieħ minimu fil-ġimgħa
20. Rati minimi ta' sahra
21. Leave għal mard
22. Applikazzjoni tat-Taqsima IV
23. Tifsir
24. Mistrieħ minimu fil-ġimgħa
25. Leave għal mard
26. Ħin ta' xogħol
27. Applikazzjoni tat-Taqsima V
28. Tifsir
29. Leave għal vaganza
30. Allowance tal-uniformi
31. Tips
32. Tipi ta' leave oħra
33. Tħassir u riżervi

4. Kummentarju

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha li jaħdmu f'lukandi, stabbilimenti għall-akkomodazzjoni turistika, każini, ħwienet tal-kafè, bars, u ristoranti. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv għall-klassi ta' ħaddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-għoti tal-intervalli ta' mistrieħ ta' kuljum. Huwa jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jingħata paga mtejba xierqa.

Barra minn hekk, huwa jistabbilixxi d-dritt għal-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jipprovdi li principal jipprovdi uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
Valletta - Malta, VLT 1121

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

It-30 ta' April, 2026

No. 696

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

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

1. Introduction

Title of order	Hotels and Clubs (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order")
Activities to be regulated	Conditions of work of hotels and clubs
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, the order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

2.1 Public consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order Committee.

3. Overview of the structure of the instrument

The order consists of thirty-three (33) articles as follows:

1. Citation, commencement and applicability
2. Application of Part I
3. Hours of work
4. Minimum remuneration
5. Minimum daily rest
6. Minimum overtime rates for maintenance workers
7. Minimum overtime rates for whole-time employees other than musicians and those employed on maintenance work
8. Minimum overtime rates for musicians
9. Application of Part II
10. Hours of work
11. Minimum remuneration
12. Minimum overtime rates
13. Split shifts
14. Application of Part III
15. Interpretation
16. Hours of work

17. Minimum remuneration payable to whole-time employees
18. Minimum daily rest
19. Minimum weekly rest
20. Minimum overtime rates
21. Sick leave
22. Application of Part IV
23. Interpretation
24. Minimum weekly rest
25. Sick leave
26. Working time
27. Application of Part V
28. Interpretation
29. Vacation leave
30. Uniform allowance
31. Tips
32. Other forms of leave
33. Repeal and saving

4. Commentary

The order outlines minimum working conditions applicable to all employees engaged in hotels, tourism accommodation establishments, clubs, coffee shops, bars and restaurants. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

5. Concluding sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

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 to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

30th April, 2026

Nru. 697

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni
(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar [Kapitolu 512 tal-Liġijiet ta' Malta])

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol dwar l-Industrija tal-Manifattura tat-Tabakk (hawn aktar 'il quddiem imsejjaħ "l-ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol tal-industrija tal-manifattura tat-tabakk
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-setturi magħżula tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha fi kwalunkwe impriża jew fi kwalunkwe parti minn impriża, li l-attivitajiet tagħha jikkonsistu kollha jew prinċipalment mill-manifattura ta' sigarri, sigarretti, cheroots, jew tabakk tal-pipa jew tabakk ieħor u kwalunkwe xorta ta' proċessar ta' tabakk, sew bl-idejn kemm bil-magna. Prinċipju fundamentali ta' dan l-ordni huwa li jekk jeżisti ftehim kollettiv għal xi klassi ta' impjegati li jkopri, għandhom jipprevalu il-kondizzjonijiet l-aktar favorevoli, kemm jekk stipulati f dak il-ftehim jew f'dan l-ordni.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg, kumpens għas-sahra, leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta u jippromwovi l-benesseri ekonomiku ġenerali.

2.3 Konsultazzjoni pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders.

3. Ħarsa ġenerali tal-istruttura tal-istrument

L-ordni jikkonsisti f'erbatax (14)-il artikolu kif ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà.
2. Tifsir
3. Ħinijiet ta' xogħol
4. Paga minima ta' impjegati whole-time
5. Rati ta' ħlas bl-imqieta
6. Allowance għall-uniformi
7. Ħin minimu ta' mistrieħ kuljum

8. Mistrieħ minimu fil-ġimgħa
9. Sahra
10. Leave għal vaganza
11. Leave għal mard
12. Ħin ta' stennija
13. Tipi ta' leave oħra
14. Tħassir u riżervi

4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rati fis-siegħa.

Artikolu 6: jistipula li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 8: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, filwaqt li tallinja mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 11: jipprovdi li d-drittijiet għal-leave għal mard għandhom japplikaw mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. L-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjieg fis-sena kalendarja relattiva.

Artikolu 13: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga sħiħa, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 14: iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li jappartjenu għall-Industrija tal-Manifattura tat-Tabakk, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet Konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

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

It-30 ta' April, 2026

No. 697

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

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

1. Introduction

Title of order	Tobacco Manufacture Industry (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order")
Activities to be regulated	Conditions of work of the tobacco manufacture industry
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sectors. This order is the direct result of an extensive review conducted by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments remain current, accurately reflect modern labour market dynamics, and, critially designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable in any undertaking or in any part of an undertaking, the activities of which consist wholly or mainly of the manufacture of cigars, cigarettes, cheroots or pipe or other tobacco and any form of processing of tobacco, whether by hand or by machine. A fundamental principle of this order is that, where a collective agreement exists for any class of employees it covers, the more favourable conditions, whether provided in that agreement or under this order shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages to ensure fair compensation for full-time employees, with rates differentiated according to specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

2.2 Importance of the order

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry. Furthermore, this order contributes to a stable and equitable labour market by standardising employee conditions, promoting fair competition, and supporting overall economic well-being.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order Committee.

3. Overview of the structure of the instrument

The order consists of fourteen (14) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wage of whole-time employees
5. Piece work rates
6. Uniform allowance
7. Minimum daily rest
8. Minimum weekly rest
9. Overtime

10. Vacation leave
11. Sick leave
12. Waiting time
13. Other forms of leave
14. Repeal and saving

4. Commentary

Article 2: provides definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rates.

Article 6: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 8: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 11: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. The article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13: stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14: formally repeals previous Wages Council Orders pertaining to Tobacco Manufacture Industry, thereby establishing this order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

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 to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

30th April, 2026

Nru. 698

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni
(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar [Kapitolu 512 tal-Liġijiet ta' Malta])

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tax-Xogħol għall-Industriji tat-Tagħmir tat-Trasport, tal-Metall u tal-Industriji li relatati magħhom (hawn aktar 'il quddiem imsejjaħ "l-ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol għall-industriji tal-armar tat-trasport, tal-metall u industriji li jagħmlu magħhom
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-setturi magħżula tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiv mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), stabbilit sabiex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha fil-fabbriki kollha li jaħdmu fil-manifattura ta' tagħmir ta' trasport, tal-metall u l-prodotti li jagħmlu magħhom. Prinċipju fundamentali ta' dan l-ordni huwa li jekk jeżisti ftehim kollettiv għal xi klassi ta' impjegati li jkopri, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli, kemm jekk stipulati f'dak il-ftehim jew f'dan l-ordni.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg, kumpens għas-sahra, leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi.

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

L-ordni jikkonsisti f'erbatax (14)-il artikolu kif ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Ħlas għal xogħol bix-xift
6. Allowance tal-uniformi
7. Ħin minimum ta' mistrieħ kuljum
8. Ħin minimu ta' mistrieħ fil-ġimgħa
9. Rati minimi ta' sahra
10. Leave għal vaganza
11. Leave għal mard
12. Ħin ta' stennija
13. Tipi ta' leave oħra
14. Tħassir u riżervi

4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rati fis-siegħa.

Artikolu 6: jistipula li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 8: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 11: jipprovdi li d-drittijiet għal-leave għal mard għandhom japplikaw mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjieg fis-sena kalendarja relattiva.

Artikolu 13: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga sħiħa, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 14: iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu ma' Industriji tal-Armar tat-Trasport, ta' Metall u Industriji li jagħmlu magħhom, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet Konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
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N.B: Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 698

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

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

1. Introduction

Title of regulations	Transport Equipment, Metal and Allied Industries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order")
Activities to be regulated	Conditions of work of the transport equipment, metal and allied industries
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such

regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees in all factories engaged in the manufacture of transport equipment, metal and allied products. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

2.2 Importance of the order

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order Committee.

3. Overview of the structure of the instrument

The order consists of fourteen (14) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Shift premium
6. Uniform allowance
7. Minimum daily rest
8. Minimum weekly rest
9. Minimum overtime rates
10. Vacation leave
11. Sick leave
12. Waiting time
13. Other forms of leave
14. Repeal and saving

4. Commentary

Article 2: provides comprehensive definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rates.

Article 6: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 8: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 11: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. The article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13: stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14: formally repeals previous Wages Council Orders pertaining to Transport Equipment, Metal and Allied Industries, thereby establishing this order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding Sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 699

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Kostruzzjoni (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol fis-settur tal-kostruzzjoni
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat direct ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni japplika għall-impjegati kollha li jaħdmu fil-bini, fl-inġinerija ċivili jew xogħol mekkaniku jew tal-elettriku, kif ukoll għall-impjegati kollha li jaħdmu f'xogħlijiet tal-irħam u f'kalkari tal-ġir. Dawn l-attivitajiet jinkludu xogħol ta' kostruzzjoni, kostruzzjoni mill-ġdid, manutenzjoni, tiswija, tibdil, żebgħa, dekorazzjoni jew twaqqigħ ta' xi bini, triq, port, baċir, pier, pont, viaduct, kanal, drenaġġ, bir jew xogħol ieħor ta' kostruzzjoni, it-tħejjija għall-pedamenti jew it-tqegħid tal-pedamenti ta' kull xogħol jew struttura bħal dawk, il-qlugħ mill-art ta' ġebel, tafal, ramel jew żrar, xogħol f'barrieri, il-manifattura ta' ġebel tal-konkrit u ta' bċejjeċ ta' konkrit, il-manifattura ta' madum tas-siment u kwalunkwe xogħol ta' plumbing jew stallazzjoni tal-elettriku. L-ordni ma japplikax għall-impjegati li jaħdmu ma' kuntratturi għal xogħlijiet tal-injam.

Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegiu l-Kumitat tal-Wage Regulation Orders (WROs).

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn erbatax (14)-il artikolu u jikkonsistu f'dawn li ġejjin:

1. Titolu, bidu fis-seħħ u applikabbilità.
2. Tifsir.
3. Ħinijiet ta' xogħol.
4. Paga minima.
5. Allowance tal-uniformi.
6. Impjegati bl-imqieta.
7. Ħin minimu ta' mistrieħ ta' kuljum.
8. Mistrieħ minimu fil-ġimgħa.
9. L-anqas rati ta' sahra.
10. Leave għal vaganza.
11. Leave għal mard.
12. Ħin ta' stennija.
13. Tipi ta' leave oħra.
14. Tħassir u riżervi.

4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għall-prinċipali

Indirizz elettroniku: info.dier@gov.mt

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

It-30 ta' April, 2026

No. 699

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

Explanatory Notes[1]

1. Introduction

Title of order	Construction (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work in the construction sector
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This Order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order applies to all employees engaged in building, civil engineering, mechanical and electrical engineering works, as well as employees engaged in marble works and lime kilns. These activities include construction, re-construction, maintenance, repair, alteration, painting, decoration, demolition of a building, road, harbour, dock, pier, bridge, viaduct, canal, sewer, well or other construction work, the preparation for the foundations or laying of the foundations of any such work or structure, the removal of stone, clay, sand or gravel from the ground, quarrying, concrete manufacturing, plumbing, and electrical installation works. The order does not apply to employees employed by woodwork contractors. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

Importance of order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

3. Overview of the structure of the instrument

This order is made up of fourteen (14) articles and consist of the following:

[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).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum wages.
5. Uniform allowance.
6. Piece-work employees.
7. Minimum daily rest.
8. Minimum weekly rest.
9. Minimum overtime rates.
10. Vacation leave.
11. Sick leave.
12. Waiting time.
13. Other forms of leave.
14. Repeal and saving.

4. Commentary

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

5. Concluding sections

The order shall come into force within two (2) months from the date of its publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 700

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol tal-Isptarijiet u l-Kliniki (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol fl-isptarijiet u l-kliniki
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli fi kwalunkwe sptar privat, nursing home jew post ta' konvalexxenza, klinika dentali jew klinika oħra, inklużi d-dental mechanics jew istituzzjonijiet mediċi jew tal-infermerija jew stabbilimenti simili. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza il-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders (WRO).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn erbatax (14)-il artikolu u jikkonsistu f 'dan li ġej:

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta)

1. Titolu, bidu fis-seħħ u applikabbilità.
2. Tifsir.
3. Paga minima.
4. Sahra.
5. Ħinijiet ordinarji tax-xogħol.
6. Ħin ta' stennija.
7. Ikel u uniformijiet mingħajr ħlas.
8. Ħin minimu ta' mistrieħ ta' kuljum.
9. Mistrieħ minimu fil-ġimgħa.
10. Leave għal vaganza.
11. Leave għal mard.
12. Leave għal korriment jew għal mard li jittieħed.
13. Tipi ta' leave oħra.
14. Tħassir u riżervi.

4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għall-prinċipali

Indirizz elettroniku: info.dier@gov.mt

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

It-30 ta' April, 2026

No. 700

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

Explanatory Notes[1]

1. Introduction

Title of order	Hospitals and Clinics (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work in hospitals and clinics
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

This order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any private hospital, nursing or convalescent home, dental or other clinic including dental mechanics and medical or nursing institutions or similar establishments. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

Importance of order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

3. Overview of the structure of the instrument

This order is made up of fourteen (14) articles and consist of the following:

[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).

1. Citation, commencement and applicability.
2. Interpretation.
3. Minimum wages.
4. Over-time.
5. Ordinary hours of work.
6. Waiting time.
7. Free meals and uniforms.
8. Minimum daily rest.
9. Minimum weekly rest.
10. Vacation leave.
11. Sick leave.
12. Leave for injury or contraction of disease.
13. Other forms of leave.
14. Repeal and saving.

4. Commentary

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

5. Concluding sections

The order shall come into force within two (2) months from the date of its publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
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Telephone:
1575 for employees
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Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 701

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 biex jirregola l-Kondizzjonijiet tax-Xogħol tal-Ġojjellerija u Arloġġi (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol fis-settur tal-ġojjellerija u arloġġi
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli fi kwalunkwe impriża jew parti minn impriża, li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fl-induratura jew tinqix bid-deheb jew fidda jew fil-manifattura ta' ġojjellerija, arloġġi u arloġġi tal-idejn. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders (WRO).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn tlettax (13)-il artikolu u jikkonsistu f'dawn li ġejjin:

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta)

1. Titolu, bidu fis-seħħ u applikabbilità.
2. Tifsir.
3. Ħinijiet ta' xogħol,
4. Paga minima fil-ġimgħa ta' impjegati whole-time.
5. Allowance tal-uniformi.
6. Ħin minimum ta' mistrieħ ta' kuljum.
7. Mistrieħ minimum fil-ġimgħa.
8. Ir-rati minimi ta' sahra.
9. Leave għal vaganza.
10. Leave għal mard.
11. Ħin ta' stennija.
12. Tipi ta' leave oħra.
13. Tħassir u riżervi.

4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għall-prinċipali

Indirizz elettroniku: info.dier@gov.mt

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

It-30 ta' April, 2026

No. 701

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

Explanatory Notes[1]

1. Introduction

Title of order	Jewellery and Watches (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work in the sector of jewellery and watches
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any undertaking or part of an undertaking, the activities of which consist wholly or mainly in gilding, engraving in gold or silver or in the manufacture of jewellery, clocks and watches. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this Order, shall prevail.

Importance of order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

3. Overview of the structure of the instrument

This order is made up of thirteen (13) articles and consist of the following:

[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).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum weekly wages of whole-time employees.
5. Uniform allowance.
6. Minimum daily rest.
7. Minimum weekly rest.
8. Minimum overtime rates.
9. Vacation leave.
10. Sick leave.
11. Waiting time.
12. Other forms of leave.
13. Repeal and saving.

4. Commentary

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the Order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

5. Concluding sections

The order shall come into force within two (2) months from the date of its publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 702

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni
(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar [Kapitolu 512 tal-Liġijiet ta' Malta])

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tax-Xogħol għax-Xogħol tal-Istampar u l-Pubblikazzjoni (hawn aktar 'il quddiem imsejjaħ "l-ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol fl-istabbilimenti kollha involuti fl-istampar, fil-pubblikazzjoni jew fil-legatura
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Sommarju u sfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO) stabbilit sabiex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u b' mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli fl-istabbilimenti kollha involuti fix-xogħol tal-istampar, tal-pubblikazzjoni jew tal-legatura. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' ħaddiema li huma koperti b'dan l-ordni, il-kundizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg, il-kumpens,il-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta u jippromwovi l-benesseri ekonomiku ġenerali.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders.

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

L-ordni jikkonsisti fi tnax (12)-il artikolu kif ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Paga minima ta' impjegati whole-time
5. Allowance għall-uniformi
6. Ħin minimu ta' mistrieħ kuljum
7. Mistrieħ minimu fil-ġimgħa

8. Sahra
9. Leave għal vaganza
10. Leave għal mard
11. Tipi ta' leave oħra
12. Tħassir u riżervi

4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol billi ma jagħmilx distinzjoni bbażati fuq l-età fir-rati fis-siegħa.

Artikolu 5: jistipula li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 7: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 9: jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li d-dritt għal-leave għal mard għandhom japplikaw mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

Artikolu 11: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga sħiħa għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f' regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 12: iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu ma' xogħol tal-istampar u l-pubblikazzjoni, b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet Konklużivi
L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għall-prinċipali

Indirizz elettroniku: info.dier@gov.mt

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

It-30 ta' April, 2026

No. 702

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

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

1. Introduction

Title of order	Printing and Publishing (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order")
Activities to be regulated	Conditions of work in all establishments engaged in printing, publishing or book binding.
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees in all establishments engaged in printing, publishing or book binding. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

2.2 Importance of the order

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

3. Overview of the structure of the instrument

The order consists of twelve (12) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wage for whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest

8. Overtime
9. Vacation leave
10. Sick leave
11. Other forms of leave
12. Repeal and saving

4. Commentary

Article 2: provides comprehensive definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rates.

Article 5: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11: stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12: formally repeals previous Wages Council Orders pertaining to printing and publishing, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding Sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 703

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni
(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar [Kapitolu 512 tal-Liġijiet ta' Malta])

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għas-Settur li Jipprovdi Servizzi Privati ta' Tindif (hawn aktar 'il quddiem imsejjaħ "l-ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol għas-settur li jipprovdi servizzi ta' tindif privat
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

l-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO) stabbilit sabiex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u b' mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha ingaġġati minn stabbilimenti li jipprovdu servizzi privati ta' tindif. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' ħaddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni tistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-paga minima ta' kull ġimgħa mfassla biex jipprovdi remunerazzjoni ġusta għall-impjegati full-time, kumpens għas-sahra, il-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders.

3. Ħarsa ġenerali tal-istruttura tal-istrument

L-ordni jikkonsisti fi tlettax (13)-il artikolu kif ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Paga minima ta' impjegati whole-time
5. Allowance għall-uniformi
6. Ħin minimu ta' mistrieħ ta' kuljum
7. Mistrieħ minimu fil-ġimgħa

8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Ħin ta' stennija
12. Tipi ta' leave oħra
13. Tħassir u riżervi

4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rati fis-siegħa

Artikolu 5: jistipula li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 7: jafferma l-intitolamenti għal perjodu ta'mistrieħ fil-ġimgħa għall-impjegati kollha biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 9: jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li d-dritt għal-leave għal mard japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

Artikolu 12: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga sħiħa, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f' Ordni ta' Standard Nazzjonali jew f' regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 13: iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu ma' servizzi privati ta' tindif, u b'hekk jistabbilixxi dan l-ordni ġdida bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet Konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għall-prinċipali

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

It-30 ta' April, 2026

No. 703

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

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

1. Introduction

Title of order	Private Cleaning Services (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order")
Activities to be regulated	Conditions of work of private cleaning services
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees with establishments providing private cleaning services. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wage designed to provide fair remuneration for full-time employees, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

Importance of the order

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

3. Overview of the structure of the instrument

The order consists of thirteen (13) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wage for whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates

9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and saving

4. Commentary

Article 2: provides comprehensive definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work as it does not make a distinction based on age in the hourly rates.

Article 5: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 12: stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Indutrial Relations Act (Cap. 452).

Article 13: formally repeals previous Wages Council Orders pertaining to the private cleaning services, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding Sections

The order shall come into force within two (2) months from its date of publication in the Government Gazette.

Contact Information

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1575 for employees
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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.

30th April, 2026

Nru. 704

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-Ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Iskejjel Privati (hawn aktar 'il quddiem l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kundizzjonijiet tax-xogħol għall-iskejjel privati
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders, stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kundizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha li jaħdmu b'kuntratt ta' servizz fl-iskejjel kollha (barra minn dawk l-iskejjel imwaqqfin u mmexxijin mill-Gvern ta' Malta jew l-Università) iżda eskludi dawk l-impjegati li għalihom il-Gvern iħallas salarju jew allowance individwali lir-rappreżentant tal-assoċċjazzjoni reliġjuża lil minnha jagħmlu dawk l-impjegati. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kundizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawmu kompetizzjoni ġusta, u jippromwovu l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tnejn u għoxrin (22) artikolu u jikkonsisti f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir (Taqsima I)
3. Applikabbiltà (Taqsima II)
4. Tifsir (Taqsima II)
5. Sigħat ta' xogħol
6. Ir-rimunerazzjoni minima ta' għalliema whole-time
7. Vaganzi
8. Leave għal mard (Taqsima II)
9. Ir-remunerazzjoni minima għal xogħol mhux ta' tagħlim
10. Leave ieħor
11. Tifsir (Taqsima III)
12. Sigħat ta' xogħol
13. Ir-remunerazzjoni minima ta' impjegati whole-time
14. Allowance tal-uniformi
15. Mistrieħ minimu fil-ġimgħa
16. Ħin minimu ta' mistrieħ ta' kuljum
17. Vaganzi
18. Leave għal mard (Taqsima III)
19. Rati minimi ta' sahra
20. Leave ieħor
21. Tipi ta' leave oħra (Taqsima IV)
22. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 8 jipprovdi d-drittijiet għal-leave għal mard fir-rigward ta' għalliema li għandhom japplikaw mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 11 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fit-Taqsima III ta' dan l-ordni.

L-artikolu 13 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi tneħħew kwalunkwe differenzi fir-rati fis-siegħa bbażati fuq l-età.

L-artikolu 14 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 15 jafferma mill-ġdid l-intitolamenti għal perjodu ta'mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-impjegati issa huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-ħin tax-xogħol (L.S. 452.87). L-artikolu 18 jipprovdi d-dritt għal-leave għal mard għal impjegati li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 21 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Thassir

L-artikolu 22 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-iskejjel privati, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

Dan l-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

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N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 704

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

Explanatory Notes

1. Introduction

Title of the order	Private Schools (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of private schools
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees engaged under a contract of service in all schools (other than those schools established by and managed under the Maltese Government or the University of Malta) to the exclusion however of such employees in respect of whom an individual salary or allowance is paid by the Maltese

Government to the representative of the religious association of which those employees form part. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

3. Overview of the structure of the instrument

This order is made up of twenty-two (22) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation (Part I)
3. Applicability (Part II)
4. Interpretation (Part II)
5. Hours of work
6. Minimum remuneration of whole-time teachers
7. Holidays
8. Sick leave (Part II)
9. Minimum remuneration for non-teaching duties
10. Other leave
11. Interpretation (Part III)
12. Hours of work (Part III)
13. Minimum remuneration to whole-time employees
14. Uniform allowance
15. Minimum weekly rest
16. Minimum daily rest
17. Holidays
18. Sick leave (Part III)
19. Minimum overtime rates
20. Other leave
21. Other leave entitlement (Part IV)
22. Repeal and saving

4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 8 provides that sick leave entitlements with regard to teachers shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11 provides comprehensive definitions for essential terms used in Part III of this order.

Article 13 ensures equal treatment for all employees performing the same work, by removing any differences in hourly rates based on age.

Article 14 stipulates that employers must employees provide any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 18 provides that sick leave entitlements for employees shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 21 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Employees are now explicitly entitled to annual vacation leave as stipulated in the Organisation of Working Time Regulations.

Article 22 formally repeals previous Wages Council Orders pertaining to private schools, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

This order shall come into force within two (2) months from its date of publication in the Government Gazette.

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 to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

30th April, 2026

Nru. 705

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għas-Settur li Jipprovdi Servizzi ta' Sigurtà Privati (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol ta' servizzi ta' sigurtà privati
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha li jaħdmu ma' stabbilimenti li jipprovdu servizzi ta' sigurtà li jinkludu bouncers, għassiesa, gwardjani, bodyguards, uffiċjali ta' sigurtà u attendenti ta' sigurtà . Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn tnax (12)-il artikolu u jikkonsistu f'dawn li ġejjin:

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

1. Titolu, bidu fis-seħħ u applikabbiltà.
2. Tifsir.
3. Ħinijiet ta' xogħol.
4. Il-paga minima ta' impjegati whole-time.
5. Allowance tal-uniformi.
6. Il-mistrieħ minimu ta' kuljum.
7. Il-mistrieħ minimu fil-ġimgħa.
8. Rati minimi ta' sahra.
9. Leave għal vaganza.
10. Leave għal mard.
11. Tipi ta' leave oħra.
12. Tħassir u riżervi.

4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg 121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għall-prinċipali

Indirizz elettroniku: info.dier@gov.mt

Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-Tifsir tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 705

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

Explanatory Notes[1]

1. Introduction

Title of order	Private Security Services (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work of private security services
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees who work with establishments providing private security services which include bouncers, watchpersons, bodyguards, security officers and security attendants. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

Importance of order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

3. Overview of the structure of the instrument

This order is made up of twelve (12) articles and consist of the following:

[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).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum wage for whole-time employees.
5. Uniform allowance.
6. Minimum daily rest.
7. Minimum weekly rest.
8. Minimum overtime rates.
9. Vacation leave.
10. Sick leave.
11. Other forms of leave.
12. Repeal and saving.

4. Commentary

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the Order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

5. Concluding sections

The order shall come into force within two (2) months from the date of its publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 706

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol tat-Trasport Pubbliku
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet ta' xogħol tat-trasport pubbliku
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Tifsira u l-ssfond

L-ordni tirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kundizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha speċifikati hawn taħt li jaħdmu fit-trasport ta' passiġġieri b'karozzi tal-linja liċenzjati sabiex jaħdmu fuq linji tas-servizz pubbliku, prinċiparjament: spetturi, xufiera, kondutturi, bejjiegħa tal-biljetti u attendenti fil-gabbani tal-biljetti. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa u l-mandati tal-intervalli ta' mistrieħ ta' kull ġimgħa. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat l-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari

jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tnax-il (12) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Il-paga minima ta' kull ġimgħa ta' impjegati whole-time
5. Allowance tal-uniformi
6. Mistrieħ minimu fil-ġimgħa
7. Rati minimi ta' sahra
8. Leave għal vaganza
9. Leave għal mard
10. Ħin ta' stennija
11. Tipi ta' leave oħra
12. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, filwaqt li tallinja mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 8 jipprovdi li l-impjegati issa huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 11 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 12 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu mat-trasport pubbliku, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

Dan l-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 706

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

Explanatory Notes

1. Introduction

Title of order	Public Transport (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of public transport
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees specified hereunder employed in the conveyance of passengers by motor omnibuses licenses to ply for hire on public service routes namely: inspectors, drivers, conductors, ticket sellers and ticket booth attendants. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits and mandating rest periods. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

3. Overview of the structure of the instrument

This order is made up of twelve (12) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum weekly wage of whole-time employees
5. Uniform allowance
6. Minimum weekly rest
7. Minimum overtime rates
8. Vacation leave
9. Sick leave
10. Waiting time.

11. Other forms of leave
12. Repeal and saving

4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 6 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 8 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 11 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12 formally repeals previous Wages Council Orders pertaining to the public transport, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

This order shall come into force within two (2) months from its date of publication in the Government Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 707

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 biex jirregola l-Kondizzjonijiet ta' Xogħol għall-Baħħara (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol għall-baħħara
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol. L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha abbord ta' bastimenti li jaħdmu regolarment fl-ibħra territorjali ta' Malti iżda jeskludi persuni impjegati abbord ta' bastimenti tas-sajd jew fuq bastimenti li jbaħħru barra mill-pajjiż. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza il-kondizzjonijiet għall-impjegati, irrawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegiu l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn tlettax (13)-il artikolu u jikkonsistu f'dawn li ġejjin:

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

1. Titolu, bidu fis-seħħ u applikabbiltà.
2. Tifsir.
3. Sigħat ta' xogħol.
4. Pagi minimi ta' impjegati whole-time.
5. Allowance tal-uniformi.
6. Rati minimi ta' sahra.
7. Leave għal vaganza.
8. Leave għal mard.
9. L-anqas ħin ta' mistrieħ kuljum.
10. Mistrieħ minimu fil-ġimgħa.
11. Ħin ta' stennija.
12. Tipi ta' leave oħra.
13. Tħassir u riżervi.

4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg inkluż Coxswain, Engine Driver, Inġinier, Greaser, Għassies, Kaptan u Baħri. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għall- prinċipali

Indirizz elettroniku: info.dier@gov.mt

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

It-30 ta' April, 2026

No. 707

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

Explanatory Notes[1]

1. Introduction

Title of order	Seamen (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work of seamen
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees employed on board vessels regularly operating within the territorial waters of Malta but excluding persons employed on board fishing vessels or on foreign going ships. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

Importance of order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

3. Overview of the structure of the instrument

This order is made up of thirteen (13) articles and consist of the following:

[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).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum wages of whole-time employees.
5. Uniform allowance.
6. Minimum overtime rates.
7. Vacation leave.
8. Sick leave.
9. Minimum daily rest.
10. Minimum weekly rest.
11. Waiting time.
12. Other forms of leave.
13. Repeal and saving.

4. Commentary

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions including coxswain, engine driver, master, engineer, boatswain, greaser, and others, with detailed rates for each category of vessel, such as light duty tugs, heavy duty tugs, luzzus, Gozo ferry, and yachts. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the Order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

5. Concluding Sections

The order shall come into force within two (2) months from the date of its publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 708

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għal Sagristani u Kustodji (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kundizzjonijiet tax-xogħol għal sagristani u kustodji
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għal sagristani u għal kustodji li jieħdu ħsieb ta' knisja, mużew, jew bini miftuħ għal wirjiet pubbliċi. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-impjegati kif ukoll għal prinċipali.

Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn tnax (12)-il artikolu u jikkonsistu f'dawn li ġejjin:

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

1. Titolu, bidu fis-seħħ u applikabbiltà.
2. Tifsir.
3. Ħinijiet ta’ xogħol.
4. Paga minima ta’ impjegati whole-time.
5. Allowance tal-uniformi.
6. Mistrieħ minimum ta’ kuljum.
7. Il-mistrieħ minimu fil-ġimgħa.
8. Ir-rata minima ta’ sahra.
9. Leave għal vaganza.
10. Leave għal mard.
11. Tipi ta’ leave oħra.
12. Tħassir u riżervi.

4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta’ kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta’ mistrieħ ta’ kuljum. Jistabbilixxi wkoll pagi minimi ta’ kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b’rati differenzjati bbażati fuq funzjonijiet speċifiċi ta’ impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta’ impjieg, b’ benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta’ leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b’paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

Informazzjoni ta’ Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għal prinċipali

Indirizz elettroniku: info.dier@gov.mt

Dawn in-Noti ta’ Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta’ Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta’ April, 2026

No. 708

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

Explanatory Notes[1]

1. Introduction

Title of order	Sextons and Custodians (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work of sextons and custodians
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to sextons and custodians of churches, museums, or buildings open for exhibitions to the public. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

Importance of order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing abuse and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and employers.

Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

3. Overview of the structure of the instrument

This order is made up of twelve (12) articles and consist of the following:

[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).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum wages for whole-time employees.
5. Uniform allowance.
6. Minimum daily rest.
7. Minimum weekly rest.
8. Maximum overtime rate.
9. Vacation leave.
10. Sick leave.
11. Other forms of leave.
12. Repeal and saving.

4. Commentary

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the Order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

5. Concluding sections

The order shall come into force within two (2) months from the date of its publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 709

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Industriji tat-Tessuti u għall-Industriji Relatati (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet ta' xogħol għall-industriji tat-tessuti u għall-industriji li jagħmlu magħhom
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-setturi identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha f'kwalunkwe impriża jew f'kull parti ta' impriża, li l-attivitajiet tagħha jikkonsistu kollha jew prinċipalment fil-manifattura jew l-ipproċessar (inkluż l-għażel, insiġ, maljarija, finishing u kwalunkwe proċess ieħor inċidentali li għandu x'jaqsam ma' dawn) ta' fibra u drappijiet naturali, artifiċjali jew maħduma min-nies, u l-manifattura ta' oġġetti minn fibra u drappijiet. Prinċipju fundamentali ta' dan l-Ordni huwa li jekk jeżisti ftehim kollettiv għal xi klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-aktar favorevoli, kemm jekk stipulati f'dak il-ftehim jew f'dan l-ordni, għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jippermettu l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet

għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għal min iħaddem.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument
Dan l-ordni huwa magħmul minn erbatax-il (14) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Pagi minimi ta' impjegati bl-imqieta
6. Allowance tal-uniformi
7. Ħin minimu ta' mistrieħ kuljum
8. Mistrieħ minimu fil-ġimgħa
9. Rati minimi ta' sahra
10. Leave għal vaganza
11. Leave ghal mard
12. Ħin ta' stennija
13. Tipi ta' leave oħra
14. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilix distinzjoni bbażata fuq l-età fir-rati fis-siegħa.

L-artikolu 6 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 8 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi li l-impjegati issa huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 11 jipprovdi d-drittijiet għal-leave għal mard li għandhom japplikaw mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. L-artikolu jżid li l-imsemmija l-intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjieg fil-kalendarju relattiv.

L-artikolu 13 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal

kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 14 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-pagi li jappartjenu għall-industriji tat-tessuti u għall-industriji li jagħmlu magħhom, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
Valletta - Malta, VLT 1121
Telefon:
1575 għall-impjegati
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 709

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

Explanatory Notes

1. Introduction

Title of regulations	Textiles and Allied Industries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of textiles and allied industries
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that

such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to employees in any undertaking or in any part of an undertaking the activities of which consist wholly or mainly in the manufacture or processing (including the spinning, weaving, knitting, finishing and any other process incidental to the foregoing) of natural, artificial or man-made fibres and fabrics, and the manufacturing of articles from fibres and fabrics. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing abuse and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and employers.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

3. Overview of the structure of the instrument

These regulations are made up of fourteen (14) regulations and consist of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of Work
4. Minimum wages of whole-time employees
5. Minimum wages of piece-work employees
6. Uniform allowance
7. Minimum daily rest
8. Minimum weekly rest
9. Minimum overtime rates
10. Vacation leave
11. Sick leave
12. Waiting time
13. Other forms of leave
14. Repeal and saving

4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 6 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 11 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14 formally repeals previous Wages Council Orders pertaining to textile and allied industries, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email:info.dier@gov.mt

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.

30th April, 2026

Nru. 710

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol tal-Aġenziji tal-Ivvjaġġar u l-Assikurazzjoni (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet ta' xogħol tal-aġenziji tal-ivvjaġġar u l-assikurazzjoni
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħar (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-setturi identifikata tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha f'kull impriża jew parti minn impriża, li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fil-provvediment ta' servizzi relatati mal-ivvjaġġar (inkluża merkanzija bil-baħar jew bl-ajru), jew assikurazzjoni jew estate agency u għal għassiesa, operaturi tat-telefon u persuni oħra impjegati minn aġenti tal-vapuri, aġenti tal-ivjaġġar, jew kuntratturi abbord ta' vapuri waqt li jkunu fl-ibħra territorjali ta' Malta. Prinċipju fundamentali ta' dan l-ordni huwa li jekk jeżisti ftehim kollettiv għal xi klassi ta' ħaddiema li huma koperti b'dan l-ordni, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli, kemm jekk stipulati f' dak il-ftehim jew f'dan l-ordni.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa. L-ordni jipprovdi wkoll allowance għal xift bil-lejl biex tikkumpensa lill-impjegati għax-xogħol imwettaq f'sigħat atipiċi, kif ukoll għal interruzzjoni tal-impjieg biex jiġu indirizzati irregolaritajiet fl-impjieg.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għal min iħaddem.

2.3 Konsultazzjoni pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn erbatax-il (14) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol.
4. Rati minimi ta' paga għal impjegati whole-time.
5. Allowance tal-uniformi.
6. Il-ħin ta' mistrieħ minimu ta' kuljum.
7. Il-mistrieħ minimu fil-ġimgħa.
8. Ir-rati minimi ta' sahra.
9. Allowance għal ta' xift billejl.
10. Leave għal vaganza
11. Leave għal mard.
12. Interruzzjoni ta' impieg
13. Tipi ta' leave oħra
14. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollu. L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, ma jagħmilx distinzjoni bbażata fuq l-età fir-rata fis-siegħa.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjar mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi li impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87.

L-artikolu 11 jipprovdi d-drittijiet għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Ir-Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjieg fil-kalendarju relattiv.

L-artikolu 13 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 14 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-pagi li għandhom x'jaqsmu ma' aġenziji tal-ivvjaġġar u assikurazzjoni, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) wara l-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt
Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 710

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

Explanatory Notes

1. Introduction

Title of order	Travel and Insurance Agencies (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of travel and insurance agencies
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order, represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all undertakings primarily involved in any undertaking or part of an undertaking, the activities of which consist wholly or mainly in the provision of services relating to travel (including freight by sea or air) or insurance or estate agency and for watchmen, telephone operators and other persons employed by

shipping agents, travel agents or contractors on board ships whilst in the territorial waters of Malta. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay. In addition, the order provides for a night shift allowance to compensate employees for work performed during atypical hours, as well as an interruption of employment to address disruptions resulting from irregularities in employment.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and employers.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

3. Overview of the structure of the instrument

This order is made up of fourteen (14) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Night-shift allowance
10. Vacation leave
11. Sick leave
12. Interruption of employment
13. Other forms of leave
14. Repeal and saving

4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that employees are now explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87)..

Article 11 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14 formally repeals previous Wages Council Orders pertaining to Travel and Insurance Agencies, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 711

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għan-Negozji bl-Ingrossa u bl-Imnut
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol għan-Negozji bl-Ingrossa u bl-Imnut
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Sommarju u Sfond

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjieg applikabbli għal impriżi li joperaw fis-settur tan-negozji bl-ingrossa, bl-imnut u negozji dipendenti minn dawn, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal-leave tal-mard mill-ewwel jum ta' impjieg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr ħlas fejn meħtieġ.

Dan l-ordni japplika għal impriżi li joperaw fin-negozji bl-ingrossa, bl-imnut u attivitajiet relatati, inklużi distributuri, importaturi u bejjiegħa bl-imnut, filwaqt li jeskludi ċerti setturi bħal bars, ristoranti u stabbilimenti simili. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-WRO.

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

Regolament 1 – Titolu, bidu fis-seħħ u applikabbiltà
Regolament 2 – Tifsir
Regolament 3 – Ħinijiet tax-xogħol
Regolament 4 – Il-paga minima ta' impjegati whole-time
Regolament 5 – Allowance tal-uniformi
Regolament 6 – Il-ħin minimu ta' mistrieħ kuljum
Regolament 7 – Mistrieħ minimu fil-ġimgħa
Regolament 8 – Rati minimi ta' sahra
Regolament 9 – Ħidma fil-Ħdud
Regolament 10 – Leave għal vaganza
Regolament 11 – Leave għal mard
Regolament 12 – Tipi ta' leave oħra
Regolament 13 – Tħassir u riżervi

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

4. Kummentarju

Regolament 1 jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta' dan l-ordni, inkluż li jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għas-settur rilevanti, filwaqt li jeskludi ċerti attivitajiet u jipprevalu l-kondizzjonijiet l-aktar favorevoli fejn japplika ftehim kollettiv.

Regolament 2 jistabbilixxi t-tifsir tat-termini ewlenin sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

Regolament 3 jirregola s-sigħat tax-xogħol billi jistabbilixxi s-sigħat standard ta' xogħol fil-ġimgħa għall-impjegati whole-time u limiti differenti għal għassiesa.

Regolament 4 jipprovdi għall-anqas remunerazzjoni ta' kull ġimgħa għall-impjegati whole-time, b'differenza bejn għassiesa u impjegati oħra.

Regolament 5 jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mingħajr ħlas.

Regolament 6 jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

Regolament 7 jipprovdi għad-dritt tal-impjegati kollha għal mistrieħ fil-ġimgħa skont ir-regolamenti applikabbli.

Regolament 8 jirregola l-ħlas għas-sahra u jispjega meta japplikaw rati ta' ħin u nofs jew ħin doppju skont is-sigħat u l-ġranet tax-xogħol.

Regolament 9 jirregola x-xogħol il-Ħdud billi jipprovdi li impjegati jistgħu jaħdmu biss jekk jagħtu l-kunsens bil-miktub tagħhom u jiżgura li ma jiġux penalizzati jekk jirrifjutaw, ħlief fejn dan ikun rekwiżit kuntrattwali.

Regolament 10 jipprovdi għad-dritt għal-leave annwali skont ir-regolamenti applikabbli.

Regolament 11 jirregola l-leave tal-mard, inkluż in-numru ta' ġranet b'paga sħiħa u nofs paga, ir-rekwiżiti ta' ċertifikazzjoni u l-kalkolu prorata, u jikkonferma li japplika mill-ewwel jum ta' impjieg.

Regolament 12 jipprovdi għad-dritt għal btajjel pubbliċi u nazzjonali b'paga sħiħa u għal forom oħra ta' leave skont il-liġi.

Regolament 13 jipprovdi għat-tħassir ta' ordnijiet preċedenti relatati ma' dan is-settur, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

5. Taqsima Konklusiva

Ir-regolamenti għandhom jidħlu fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tagħhom fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet industrijali u tal-impjieg,
121, Triq Melita,
Valletta - Malta, VLT 1121
Telefon:
1575 għall-impjegati
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

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

It-30 ta' April, 2026

No. 711

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

Explanatory Notes[1]

1. Introduction

Title of regulations	Wholesale and Retail Trades (Conditions of Work) Regulation Order, 2026
Activities to be regulated	Conditions of Work of Wholesale and Retail Trades
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

This order establishes minimum conditions of employment applicable to undertakings operating in the wholesale, retail and ancillary trades sector, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings engaged in wholesale, retail and related activities, including distributors, importers, retailers and other ancillary services. It excludes certain sectors such as bars, restaurants and similar establishments. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

3. Overview of the structure of the instrument

These regulations consist of the following:

Regulation 1 - Citation, commencement and applicability
Regulation 2 - Interpretation
Regulation 3 - Hours of work
Regulation 4 - Minimum remuneration payable to whole-time employees.
Regulation 5 - Uniform allowance
Regulation 6 - Minimum daily rest
Regulation 7 - Minimum weekly rest
Regulation 8 - Minimum overtime rates
Regulation 9 - Work on Sundays
Regulation 10 - Vacation leave
Regulation 11 - Sick leave
Regulation 12 - Other forms of leave
Regulation 13 - Repeal and saving

4. Commentary

Regulation 1 provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to the wholesale and retail sector, while excluding certain activities. It also confirms that where a collective agreement applies, the more favourable conditions shall prevail.

[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).

Regulation 2 sets out the interpretation of key terms used throughout this order, ensuring clarity and consistent application.

Regulation 3 regulates working hours by establishing the standard weekly working time for whole-time employees and setting different limits for watchpersons.

Regulation 4 provides for the minimum weekly remuneration payable to whole-time employees, distinguishing between watchpersons and other employees.

Regulation 5 provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

Regulation 6 establishes the minimum daily rest period, including entitlement to meal and rest breaks.

Regulation 7 provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

Regulation 8 regulates overtime payments and explains when employees are entitled to time-and-a-half or double-time rates, depending on the hours worked and the day on which the work is performed.

Regulation 9 regulates work on Sundays by providing that employees may only be required to work on Sundays if they give their written consent and ensures that no employee is penalised for refusing to do so, except where Sunday work is already a contractual requirement.

Regulation 10 provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

Regulation 11 regulates sick leave entitlement, including the number of days payable on full and half pay, certification requirements, and the application of pro rata calculations. It also confirms that sick leave entitlement applies from the first day of employment.

Regulation 12 provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation.

Regulation 13 provides for the repeal of previous wage regulation orders relating to the sector, while preserving the validity of actions taken under those orders.

5. Concluding Section

These regulations shall come into force within two (2) months from their date of publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 712

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni[1]

1. Introduzzjoni

Titolu tar-regolamenti	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għax-Xogħol tal-Injam
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol għax-Xogħol tal-Injam
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Sommarju u sfond

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjieg applikabbli għal impriżi li joperaw fis-settur tax-xogħol tal-injam u attivitajiet relatati, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni japplika għall-impjegati li jaħdmu fi stabbilimenti fejn tinħadem għamara, fixtures u oġġetti oħra kollha kemm huma jew fil-biċċa l-kbira ta' l-injam, inklużi attivitajiet relatati bħal tapizzerija u xogħol tal-wicker jew tal-qasab, kif ukoll għall-impjegati li jaħdmu ma' kuntratturi fis-settur tal-bini u l-inġinerija ċivili. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

L-ordni jirregola s-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi u l-ħlas għas-sahra, inklużi dispożizzjonijiet speċifiċi għal kategoriji differenti ta' impjegati bħall-għassiesa. Jintroduċi wkoll dispożizzjonijiet dwar il-ħin ta' stennija sabiex jiġi żgurat li l-impjegati jitħallsu meta jkunu preżenti fuq il-post tax-xogħol f'ċerti ċirkostanzi.

Barra minn hekk, jipprovdi għal-leave tal-mard mill-ewwel jum ta' impjieg (b'benefiċċji prorata għal impjegati part-time), leave annwali u d-dritt għal btajjel pubbliċi u nazzjonali b'paga sħiħa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr ħlas fejn meħtieġ.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw kondizzjonijiet tax-xogħol ġusti, jipproteġu l-benesseri tal-impjegati u jippromwovu konsistenza fis-suq tax-xogħol. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-WRO.

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

Regolament 1 – Titolu, bidu fis-seħħ u applikabbiltà

Regolament 2 – Tifsir

Regolament 3 – Ħinijiet tax-xogħol

Regolament 4 – Paga minima ta' impjegati whole-time

[1]Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

Regolament 5 – Allowance tal-uniformi

Regolament 6 – L-anqas ħin ta’ mistrieħ kuljum

Regolament 7 – Il-mistrieħ minimu fil-ġimgħa

Regolament 8 – L-anqas rati ta’ sahra

Regolament 9 – Leave għal vaganza

Regolament 10 – Leave għal mard

Regolament 11 – Ħin ta’ stennija

Regolament 12 – Tipi ta’ leave oħra

Regolament 13 – Tħassir u riżervi

4. Kummentarju

Regolament 1 jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta’ dan l-ordni, inkluż li jidħol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għall-impjegati fis-settur tax-xogħol tal-injam. Jikkonferma wkoll li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Regolament 2 jistabbilixxi t-tifsir tat-termini ewlenin sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

Regolament 3 jirregola s-sigħat tax-xogħol billi jistabbilixxi s-sigħat standard ta’ xogħol fil-ġimgħa u jipprovdi arranġamenti speċifiċi għal ċerti kategoriji ta’ impjegati.

Regolament 4 jipprovdi għall-anqas remunerazzjoni ta’ kull ġimgħa għall-impjegati whole-time, b’differenza bejn għassiesa u impjegati oħra.

Regolament 5 jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mingħajr ħlas.

Regolament 6 jistabbilixxi l-perjodu minimu ta’ mistrieħ ta’ kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

Regolament 7 jipprovdi għad-dritt tal-impjegati kollha għal mistrieħ fil-ġimgħa skont ir-regolamenti applikabbli.

Regolament 8 jirregola l-ħlas għas-sahra u jispjega meta japplikaw rati ta’ ħin u nofs jew ħin doppju skont is-sigħat u l-ġranet tax-xogħol.

Regolament 9 jipprovdi għad-dritt għal-leave annwali skont ir-regolamenti applikabbli.

Regolament 10 jirregola l-leave tal-mard, inkluż il-ħlas b’paga sħiħa u nofs paga, ir-rekwiżiti ta’ ċertifikazzjoni u l-kalkolu prorata, u jikkonferma li japplika mill-ewwel jum ta’ impjieg.

Regolament 11 jirregola l-ħin ta’ stennija billi jipprovdi li l-impjegati għandhom jitħallsu għal ħin li jqattgħu fuq il-post tax-xogħol jew relatat miegħu, ħlief f’ċerti ċirkostanzi speċifikati.

Regolament 12 jipprovdi għad-dritt għal btajjel pubbliċi u nazzjonali b’paga sħiħa u għal forom oħra ta’ leave skont il-liġi.

5. Taqsima Konklusiva

Ir-regolamenti għandhom jidħlu fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet Industrijali u tal-Impjieg,
121, Triq Melita,
Valletta - Malta, VLT 1121
Telefon:
1575 għall-impjegati
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

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

It-30 ta' April, 2026

No. 712

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

Explanatory Notes[1]

1. Introduction

Title of regulations	Woodworks (Conditions of Work) Regulation Order, 2026
Activities to be regulated	Conditions of Work of Woodworks
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

This order establishes minimum conditions of employment applicable to undertakings engaged in woodworks and related activities, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order applies to employees working in establishments manufacturing furniture, fixtures and other articles wholly or mainly in wood, including related activities such as upholstery, wicker or cane work, and woodwork contractors in the building and civil engineering sectors. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

[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 order regulates working hours, rest periods, minimum wages and overtime payments, including specific provisions applicable to different categories of employees such as watchpersons. It also introduces provisions relating to waiting time, ensuring that employees are paid when present at the employer's premises under certain conditions.

Furthermore, it provides for sick leave entitlement from the first day of employment (with pro rata benefits for part-time employees), annual leave, and entitlement to public and national holidays with full pay. Employers are required to provide uniforms and personal protective equipment free of charge where necessary.

These provisions aim to ensure fair working conditions, protect employee welfare, and promote consistency within the labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

3. Overview of the structure of the instrument

Regulation 1 – Citation, commencement and applicability

Regulation 2 – Interpretation

Regulation 3 – Hours of work

Regulation 4 – Minimum remuneration of whole-time employees

Regulation 5 – Uniform allowance

Regulation 6 – Minimum daily rest

Regulation 7 – Minimum weekly rest

Regulation 8 – Minimum overtime rates

Regulation 9 – Vacation leave

Regulation 10 – Sick leave

Regulation 11 – Waiting time

Regulation 12 – Other forms of leave

Regulation 13 – Repeal and saving

4. Commentary

Regulation 1 provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to employees engaged in woodworks and related activities. It also confirms that where a collective agreement applies, the more favourable conditions shall prevail.

Regulation 2 sets out the interpretation of key terms used throughout this order, including definitions relating to employment, working time and wages, ensuring clarity and consistent application.

Regulation 3 regulates working hours by establishing the standard weekly working time for whole-time employees and providing specific arrangements for day workers and watchpersons.

Regulation 4 provides for the minimum weekly remuneration payable to whole-time employees, distinguishing between watchpersons and other employees.

Regulation 5 provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

Regulation 6 establishes the minimum daily rest period, including entitlement to meal and rest breaks where working hours exceed a certain duration.

Regulation 7 provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

Regulation 8 regulates overtime payments and explains when employees are entitled to time-and-a-half or double-time rates depending on the hours worked, weekly thresholds, and work performed on Sundays or public holidays.

Regulation 9 provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

Regulation 10 regulates sick leave entitlement, including full-pay and half-pay entitlements, certification requirements, and pro rata calculations, and confirms that such entitlement applies from the first day of employment.

Regulation 11 regulates waiting time by providing that employees are entitled to be paid for time spent on the employer's premises or at a place connected with their work, except in specified circumstances.

Regulation 12 provides for entitlement to public and national holidays with full pay, as well as other forms of leave in accordance with applicable legislation.

Regulation 13 provides for the repeal of previous wage regulation orders relating to the woodworks sector, while preserving the validity of actions taken under those orders.

5. Concluding Section

These regulations shall come into force within two (2) months from the date of their publication in the Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
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Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 713

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol dwar l-Industriji tal-Manifattura tal-Ikel (hawn aktar 'il quddiem l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet ta' xogħol dwar l-industriji tal-manifattura tal-ikel
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli f'xi impriża jew parti minn impriża, li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fil-manifattura, tal-oġġetti tal-ikel inkluż fran, fabbriki tal-għaġin, fabbriki li jaħdmu l-ħelu u fabbriki tal-ġelati u ta' għalf bilanċat u oġġetti oħra tal-ikel għall-konsum mill-annimali. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni istabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jippermettu l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri.

Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawmu kompetizzjoni ġusta, u jippromwovu l-benesseri ekonomiku ġenerali. Aġġornamenti regolari

jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-Wage Regulation Orders (WRO).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tlettax-il (13) artikolu u jikkonsisti f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Il-paga minima ta' impjegati whole-time
5. Allowance tal-uniformi
6. Il-ħin minimu ta' mistrieħ ta' kuljum
7. Mistrieħ minimu fil-ġimgħa
8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Ħin ta' stennija
12. Tipi ta' leave oħra
13. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi tneħħew kwalunkwe differenzi fir-rati fis-siegħa bbażati fuq l-età.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 12 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 13 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-industriji tal-manifattura tal-ikel, b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

Dan l-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 713

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

Explanatory Notes

1. Introduction

Title of order	Food Manufacture Industries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of Food Manufacture Industries
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any undertaking or part of an undertaking whose activities consist wholly or mainly in the manufacture of foodstuffs, including bakeries, pasta factories, confectioneries and ice cream factories and of balanced fodder and other foodstuffs for animal consumption. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, whilst preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) committee.

3. Overview of the structure of the instrument

This order is made up of thirteen (13) articles and consist of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and saving

4. Commentary

Citation and Commencement

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, by removing any differences in hourly rates based on age.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 12 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13 formally repeals previous Wages Council Orders pertaining to the food manufacture industries, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

This order shall come into force within two (2) months from its date of publication in the Government Gazette.

Contact Information

Department for Industrial and Employment Relations,
121, Melita Street,
Valletta - Malta, VLT 1121

Telephone:
1575 for employees
1576 for employers

Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 714

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għal-Laundries (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet ta' xogħol għal-laundries
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħar (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli f'kwalunkwe impriża jew f'parti ta' impriża, li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment f'tindif bi proċessar ta' wet jew dry cleaning, pressar, għotja tal-kulur jew tiswija bl-idejn jew bil-magni ta' ħwejjeġ ta' kull għamla, xoqqa tal-għażel u tagħmir tad-djar, u għall-impjegati kollha f'kull laundry f'lukanda fejn tali laundry ma tkunx immexxija esklussivament għall-użu tal-lukanda u l-viżitaturi tagħha. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tlettax-il (13) artikolu u jikkonsisti f'dan li ġej:

1. Titolu u bidu fis-seħħ
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance tal-uniformi
6. Ħin minimu ta' mistrieħ kuljum
7. Il-mistrieħ minimu fil-ġimgħa
8. L-inqas rati ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Ħin ta' stennija
12. Tipi ta' leave oħra
13. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rata fis-siegħa.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal-mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz.

Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 12 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101)

u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali.

L-artikolu 13 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu mal-Laundries, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
Valletta - Malta, VLT 1121

Telefon:
1575 għall-impjegati
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 714

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

Explanatory Notes

1. Introduction

Title of order	Laundries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work of laundries
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order, represents a modern framework for employment standards within its designated sector. This Order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure

that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any undertaking or in any part of an undertaking, the activities of which consist wholly or mainly in the cleaning by wet or dry processes, pressing, dyeing or repairing by hand or machine apparel of any kind, linens and household furnishings, and for all employees in any laundry in a hotel where such a laundry is not run exclusively for the use of the hotel and its visitors. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

3. Overview of the structure of the instrument

This order is made up of thirteen (13) articles and consists of the following:

1. Citation, commencement and applicability;
2. Interpretation
3. Hours of work
4. Minimum remuneration of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and Saving

4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 12 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13 formally repeals previous Wages Council Orders pertaining to the laundries, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

The order shall come into force within two (2) months from its date of publication in the Government Gazette.

Contact Information

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121, Melita Street,
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Telephone:
1575 for employees
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Email: info.dier@gov.mt

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.

30th April, 2026

Nru. 715

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tal-Industriji ta' Oġġetti tal-Ġilda u Żraben (minn hawn 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol tal-industriji ta' oġġetti tal-ġilda u żraben
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħar (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur identfikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat Kumitat tal-Wage Regulation Orders), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli f'kwalunkwe impriża jew f'kull parti ta' impriża, li l-attivitajiet tagħha jikkonsistu kollha jew prinċipalment fil-fabbrikazzjoni u l-ipproċessar tal-ġilda, oġġetti tal-ġilda, inklużi l-fabbrikazzjoni ta' handbags u ngwanti, u l-fabbrikazzjoni ta' stivali, żraben, sandlijiet u xedd ir-riġel, kif ukoll bagalji, brief-cases, basktijiet tal-idejn, basktijiet tax-xiri u basktijiet oħra ta' natura simili. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard (issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji prorata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kndizzjonijiet għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impjiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tlettax-il (13) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance tal-uniformi
6. Ħin minimu ta' mistrieħ ta' kuljum
7. Mistrieħ minimu fil-ġimgħa
8. Rati minimi għal sahra
9. Leave għal vaganza
10. Leave għal mard
11. Ħin ta' stennija
12. Tipi ta' leave oħra
13. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollu.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmlux distinzjoni bbażata fuq l-età fir-rati fis-siegħa.

L-artikolu 5 jistipula li l-prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta'mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 12 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 13 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-oġġetti tal-ġilda u żraben, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,
121, Triq Melita,
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1575 għall-impjegati
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N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 715

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

Explanatory Notes

1. Introduction

Title of order	Leather Goods and Shoes Industries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of work of leather goods and shoes industries
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order, represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any undertaking or part of an undertaking whose activities consist wholly or mainly in the manufacture and processing of leather, leathergoods, including the manufacture of handbags and gloves, and the manufacture of boots, shoes, sandals and other footwear as well as of luggage, brief-cases, hand-bags, shopping bags and other bags of a similar nature. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

3. Overview of the structure of the instrument

This order is made up of thirteen (13) articles and consist of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wage of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and Saving

4. Commentary

Citation and Commencement

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 12 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L.452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13 formally repeals previous Wages Council Orders pertaining to the leather goods and shoes industries, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding Sections

The order shall come into force within two (2) months from its date of publication in the Government Gazette.

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 to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

30th April, 2026

Nru. 716

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-prodotti tal-Karta, Plastiks, Kimiki u Petroleum (hawn aktar 'il quddiem imsejjaħ l-"ordni")
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-xogħol tal-industriji tal-karta, plastiks, kimiki u petroleum
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħar (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-setturi magħżula tiegħu. Dan l-ordni huwa r-riżultat dirett ta' reviżjoni komprensiva mill-kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kundizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha f'kull impriża jew parti minn impriża li x-xogħol tagħha jikkonsisti għalkollox jew prinċipalment f'dan li ġej: (a) l-estrazzjoni, il-preparazzjoni, l-ipproċessar, jew il-fabbrikazzjoni ta' melħ tal-mejda, żjut ta' kull xorta, xaħmijiet, marġerina u prodotti simili, kimiki (inkluż petroleum), jew prodotti kimiċi, iżda eskluži mpjegati li jaħdmu f'kalkari tal-ġir; (b) il-manifattura ta' karta, l-ippakkjar jew il-manifattura ta' oġġetti magħmula għalkollox jew prinċipalment mill-karta inklużi boroż tal-karta u pitazzi; (ċ) il-manifattura tal-kartun jew l-oġġetti magħmula għalkollox jew prinċipalment mill-kartun, inklużi kaxxi jew reċipenti tal-kartun; (d) l-ipproċessar jew il-manifattura ta' plastics u l-oġġetti magħmula għalkollox jew prinċipalment minn plastics inklużi l-boroż tal-polythene, qliezet tat-trabi tal-plastic, il-fradal tal-plastic, u ilbies ieħir tal-plastic, oġġetti tal-polythene għat-tgeżwir u l-materjal tal-plastic għall-insulazzjoni, iżda eskluži bagalji, brief cases, handbags, basktijiet tax-xiri u basktijiet oħra ta' xorta bħalhom, tessili magħmula minn fibri tal-plastic, neon signs; (e) il-manifattura ta' ġojjellerija ta' imitazzjoni, inkluża costume jewellery. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' ħaddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg, il-kumpens għas-sahra, il-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi sabiex li jipprevjeni l-isfruttament u jiggarantixxi salvagwardji essenzjali. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

L-ordni huwa magħmul minn tnax-il (12) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance għal xift billejl
6. Allowance tal-uniformi
7. Il-mistrieħ minimu fil-ġimgħa
8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Tipi ta' leave oħra
12. Tħassir u riżervi

4. Kummentarju

L-artikolu jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollu.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rati fis-siegħa.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 11 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 12 jħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-karta, plastiks, kimiki u petroleum, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet konklużivi

L-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

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N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 716

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

Explanatory Notes

1. Introduction

Title of order	Paper, Plastics, Chemicals and Petroleum (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of Paper, Plastics, Chemicals and Petroleum industries
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order sets out the minimum conditions of work applicable to all employees in any undertaking or part of an undertaking, the activities of which consist wholly or mainly of the following: (a) the extraction, preparation, processing, or manufacture of table salt, oils of any kind, fats, margarine and similar products, chemicals (including petroleum), or chemical products, but excluding employees working in lime kilns; (b) the manufacture of paper, packaging, or the manufacture of articles made wholly or mainly of paper, including paper bags and exercise books; (c) the manufacture of cardboard or articles made wholly or mainly of cardboard, including cardboard boxes and containers; (d) the processing or manufacture of plastics or articles made wholly or mainly of plastics, including polythene bags, plastic baby pants, plastic aprons and other plastic garments, polythene wrapping and plastic insulation material, but excluding luggage, brief cases, handbags, shopping bags and other bags of a similar nature, textiles made from plastic fibres, and neon signs; (e) the manufacture of imitation jewellery, including costume jewellery.

A fundamental principle of this Order is that where a collective agreement applies to the class of employees covered by this Order, the more favourable conditions, whether in such agreement or in this Order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

2.2 Importance of the order

The order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, these rules contribute to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

3. Overview of the structure of the instrument

This order ismade up of twelve (12) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of Work
4. Minimum wages of whole-time employees
5. Night shift allowance
6. Uniform allowance
7. Minimum weekly rest
8. Minimum rates of overtime
9. Vacation leave
10. Sick leave
11. Other forms of leave
12. Repeal and saving

4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rates.

Article 6 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12 formally repeals previous Wages Council Orders pertaining to paper, plastics, chemicals and petroleum, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

The order shall come into force within two (2) months from its date of publication in the Government Gazette.

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 to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

30th April, 2026

Nru. 717

UFFIĊĊJU TAL-PRIM MINISTRU
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-ordni	Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol tal-Uffiċċji ta' Professjonijiet
Attivitajiet li għandhom jiġu regolati	Kondizzjonijiet tax-Xogħol tal-uffiċċji ta' professjonijiet
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg

2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħar (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kundizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha f'kwalunkwe uffiċċju jew impriża jew parti minn impriża li l-attivitajiet tagħha jikkonsistu kollha jew prinċipalment f'impjieg f'xi wieħed mill-uffiċċji jew stabbilimenti li ġejjin: (a) trade unions inklużi assoċjazzjonijiet ta' karattru simili, uffiċċji ta' nies professjonali u tan-negozju u assoċjazzjonijiet ta' karattru simili; (b) uffiċċji ta' periti, inġinieri, avukati, nutara pubbliċi, riċevituri tal-lottu, accountants, book-keepers, awdituri u konsulenti fi kwalunkwe fergħa tal-inġinerija, l-arkitettura, il-liġi u l-accounting; (ċ) stabbilimenti ta' riċerka u ta' xjenza (barra minn laboratorji annessi ma' sptarijiet privati); (d) market research units, aġenziji ta' reklami, stabbilimenti li jirċievu fondi mill-ppubbliku għal investiment f'unit trusts jew li jmexxu u jimmaniġjaw unit trusts (minbarra stabbilimenti li jmexxu negozju li jkun għal kollox jew prinċipalment negozju ta' assigurazzjoni). Iżda dan l-ordni ma għandux japplika għall-impjegati li l-kumpens li jirċievu għax-xogħol huwa regolat b' tariffa magħmula f' xi liġi. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg u snin ta' servizz. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejba xierqa.

Barra minn hekk, jafferma d-dritt għal-leave għal mard applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament

u jiggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

2.3 Konsultazzjoni pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

3. Ħarsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn ħdax-il (11) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance tal-uniformi
6. Il-mistrieħ minimu fil-ġimgħa
7. Ir-rati minimi ta' sahra
8. Leave għal vaganza
9. Leave għal mard
10. Tipi ta' leave oħra
11. Tħassir u riżervi

4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollu.

L-artikolu 5 jistipula li l-prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 6 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 8 jipprovdi li l-iimpjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi d-dritt għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 10 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 11 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-uffiċċji ta' professjonijiet, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

5. Sezzjonijiet Konklużivi

Dan l-ordni għandu jidħol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

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121, Triq Melita,
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N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

No. 717

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

Explanatory Notes

1. Introduction

Title of order	Professional Offices (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order")
Activities to be regulated	Conditions of Work of professional offices
Responsible entity	Department for Industrial and Employment Relations

2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees in any office or undertaking or part of an undertaking, the activities of which consist wholly or mainly in employment in any of the offices and establishments of the following: (a) trade unions including associations of a similar character, chambers of professional and businesspeople and associations of a similar character; (b) offices of architects, engineers, legal advisers, notaries public, lotto receivers, accountants, book-keepers, auditors and consultants in any branch of engineering, architecture, law and accounting; (c) research and scientific establishments (except laboratories attached to private hospitals); (d) market research units, advertising agencies, establishments which receive funds from the public for investment in unit trusts or which run the management of unit trusts (except establishments carrying out wholly or mainly insurance business). Provided that this order shall not operate in respect of employees whose remuneration for work is regulated by tariff made by a law. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions and years of service. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it reaffirms that the sick leave entitlement is applicable from the first day of employment and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

2.2 Importance of the order

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, these rules contribute to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

2.3 Public Consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

3. Overview of the structure of the instrument

This order is made up of eleven (11) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum weekly rest
7. Minimum overtime rates
8. Vacation leave

9. Sick leave
10. Other Forms of Leave
11. Repeal and saving

4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 8 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 10 stipulates that employees under this order are entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 11 formally repeals previous Wages Council Orders pertaining to professional offices, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

5. Concluding sections

This order shall come into force within two (2) months from its date of publication in the Government Gazette.

Contact information

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30th April, 2026