

SUBSIDIARY LEGISLATION 452.71**NATIONAL MINIMUM WAGE NATIONAL
STANDARD ORDER**

LEGAL NOTICES 126 of 1992, 180 of 1993, 186 of 1994, 189 of 1995, 7 of 1997, 224 of 1997, 272 of 1998, 220 of 1999, 265 of 2000, 307 of 2001, 378 of 2002, 418 of 2003, 506 of 2004, 412 of 2005, 331 of 2006 (consolidated, and as amended by Legal Notice 427 of 2007) and Legal Notices 429 of 2007, 339 of 2008, 378 of 2009, 527 of 2010, 502 of 2011, 491 of 2012, 441 of 2013, 484 of 2014, 431 of 2015, 424 of 2016, 144 of 2017 and 368 of 2017, 441 of 2018, 349 of 2019 and 467 of 2020 consolidated.

- 1.** The title of this Order is National Minimum Wage National Standard Order. Title.
- 2.** The national minimum wage of part-time employees shall be calculated *pro rata* at the same hourly rate of a comparable whole-time employee as applicable in accordance with the minimum wage of the relevant Wage Regulation Order, or in cases where a Wage Regulation Order is not applicable, at an hourly rate not below the National Standard Minimum Wage applicable, as determined in accordance with the Schedule and divided by forty. National minimum wage.
Substituted by:
L.N. 491 of 2012;
L.N. 441 of 2013;
L.N. 484 of 2014;
L.N. 431 of 2015
L.N. 424 of 2016.
- 3.** Where any Wages Council Wage Regulation Order applies to any employee, the wages payable to such employee in respect of 2017 shall not be less than those laid down by such Wages Council Wage Regulation Order, applicable for 2016 adjusted for cost of living by any increases of wages declared to be generally applicable to all whole-time employees in terms of article 8 of the Employment and Industrial Relations Act, or by any wage increases for cost of living laid down by any National Standard Order applicable in respect of 2017. Wages Council Wage Regulation Orders.
Substituted by:
L.N. 491 of 2012;
L.N. 441 of 2013;
L.N. 484 of 2014;
L.N. 431 of 2015;
L.N. 424 of 2016.
Cap. 452.
- 4.** (1) Employees who are paid the weekly minimum wage as set out in the Schedule to this Order, or a weekly wage equivalent to the minimum wage set out in the said Schedule, shall, upon the completion of the first year of employment with the same employer, be entitled to the following mandatory supplement of: Mandatory supplements.
Added by:
L.N.144 of 2017.

 - (a) three euro (€3) per week to be effected upon the start of the second year of employment so that the basic pay of the employee concerned shall be the weekly minimum wage as set out in the Schedule or the equivalent to the latter topped up by three euro (€3); and
 - (b) upon completion of the second year, to a further three euro (€3) per week to be effected upon the start of the third year of employment so that the basic pay of the employee concerned for that year and onwards shall be the weekly minimum wage as set out in the Schedule or the equivalent to the latter topped up by six euro (€6).

(2) Employees who are paid more than the weekly minimum

wage as set out in the Schedule to this Order, or more than the weekly wage equivalent to the minimum wage set out in the said Schedule, whether by virtue of any law, regulation or order or by virtue of a contract of employment, shall, upon the completion of the first year of employment with the same employer, be entitled, to that portion of the mandatory supplements as provided in sub-article (1) so however that their weekly minimum wage topped up with the amounts in paragraphs (a) and (b) of sub-article (1) shall not exceed the weekly minimum wage as set out in the Schedule to this Order, or a weekly wage equivalent to the minimum wage set out in the Schedule to this Order topped up with the supplements laid down in paragraphs (a) and (b) of sub-article (1).

(3) Those employees, who, on the 28th April 2017, have already completed at least one year of employment with the same employer and who are paid the weekly minimum wage as set out in the Schedule to this Order, or a weekly wage equivalent to the minimum wage set out in the said Schedule, shall be entitled to the mandatory supplements as laid down in sub-article (1) as follows:

- (a) with effect from 1st January 2017, the said employees shall be entitled up to a maximum of three euro (€3) per week adjustment in terms of sub-article (1);
- (b) in 2018, the said employees shall be entitled up to a maximum of three euro (€3) per week adjustment in terms of sub-article (1); and
- (c) in 2019, the said employees shall be entitled to the balance so as to reach an increase of six euro (€6) in the minimum wage, provided that the employees will have been in employment with the same employer for at least three years.

(4) For the purposes of this article, the term "employment with the same employer" shall mean employment with the employer who had engaged the employee originally and shall include other entities within the same group of companies of which the employer forms part.

Cap. 452. (5) Notwithstanding anything stated to the contrary in article 33 of the Employment and Industrial Relations Act, any other law, regulation or order:

- Cap. 452. (a) all those employees who are entitled to the mandatory supplements in terms of this article and who are engaged on a definite contract of employment in terms of the Employment and Industrial Relations Act or of any subsidiary legislation issued thereunder, shall not, upon the expiry of their definite contract of employment, be substituted by another employee for up to one year from that date upon which the contract has expired, unless the employer informs the said employee that there is a good and sufficient cause to substitute that employee and specifically states what constitutes the good and sufficient cause in writing; and

- (b) with respect to all those employees who are entitled to the mandatory supplements in terms of this article and who are engaged on a definite contract of employment in terms of the Employment and Industrial Relations Act or of any subsidiary legislation issued thereunder, if, within six months from the expiry of the first contract of employment, such employee is offered another fixed term contract, the two periods shall be considered as one continuous period. Cap. 452.

SCHEDULE

National Minimum Wage

Effective from 1st January, 1993:	per week
age 18 and over	€85.32
age 17 years	€78.55
under 17 years	€75.68
Effective from 1st January, 1994:	per week
age 18 and over	€88.82
age 17 years	€82.04
under 17 years	€79.20
Effective from 1st January, 1995:	per week
age 18 and over	€94.06
age 17 years	€87.28
under 17 years	€84.44
Effective from 1st January, 1996:	per week
age 18 and over	€98.72
age 17 years	€91.94
under 17 years	€89.10
Effective from 1st January, 1997:	per week
age 18 and over	€102.21
age 17 years	€95.43
under 17 years	€92.59
Effective from 1st April, 1997:	per week
age 18 and over	€102.80
age 17 years	€96.02
under 17 years	€93.17

Substituted by:
L.N. 427 of 2007.
Amended by:
L.N. 339 of 2008
L.N. 378 of 2009;
L.N. 527 of 2010;
L.N. 502 of 2011;
L.N. 491 of 2012;
L.N. 441 of 2013;
L.N. 484 of 2014;
L.N. 431 of 2015;
L.N. 424 of 2016;
L.N. 368 of 2017;

Effective from 1st January, 1998:	per week
age 18 and over	€106.29
age 17 years	€99.51
under 17 years	€96.67

Effective from 1st January, 1999:	per week
age 18 and over	€110.37
age 17 years	€103.59
under 17 years	€100.75

Effective from 1st January, 2000:	per week
age 18 and over	€112.70
age 17 years	€105.92
under 17 years	€103.07

Effective from 1st January, 2001:	per week
age 18 and over	€116.19
age 17 years	€109.41
under 17 years	€106.57

Effective from 1st January, 2002:	per week
age 18 and over	€119.68
age 17 years	€112.90
under 17 years	€110.06

Effective from 1st January, 2003:	per week
age 18 and over	€123.76
age 17 years	116.98
under 17 years	€114.14

Effective from 1st January, 2004:	per week
age 18 and over	€125.51
age 17 years	€118.73
under 17 years	€115.89

Effective from 1st January, 2005:	per week
age 18 and over	€129.88
age 17 years	€122.80
under 17 years	€119.96

Effective from 1st January, 2006:	per week
age 18 and over	€134.82
age 17 years	€128.05
under 17 years	€125.20
Effective from 1st January, 2007:	per week
age 18 and over	€138.90
age 17 years	€132.12
under 17 years	€129.28
Effective from 1st January, 2008:	per week
age 18 and over	€142.39
age 17 years	€135.61c
under 17 years	€132.77c
Effective from 1st January, 2009:	per week
age 18 and over	€146.47
age 17 years	€139.69c
under 17 years	€136.85c
Effective from 1st January, 2010:	per week
age 18 and over	€152.29
age 17 years	€145.51c
under 17 years	€142.67c
Effective from 1st January, 2011:	per week
age 18 and over	€153.45
age 17 years	€146.67c
under 17 years	€143.83c
Effective from 1st January, 2012:	per week
age 18 and over	€158.11
age 17 years	€151.33c
under 17 years	€148.49c
Effective from 1st January, 2013:	per week
age 18 and over	€162.19
age 17 years	€155.41c
under 17 years	€152.57c

Effective from 1st January, 2014:	per week
age 18 and over	€165.68c
age 17 years	€158.90c
under 17 years	€156.06c

Effective from 1st January, 2015:	per week
age 18 and over	€166.26c
age 17 years	€159.48c
under 17 years	€156.64c

Effective from 1st January, 2016:	per week
age 18 and over	€168.01c
age 17 years	€161.23c
under 17 years	€158.39c

Effective from 1st January, 2017:	per week
age 18 and over	€169.76c
age 17 years	€162.98c
under 17 years	€160.14c

Effective from 1st January, 2018:	per week
age 18 and over	€172.51c
age 17 years	€165.73c
under 17 years	€162.89c

Effective from 1st January, 2019:	per week
age 18 and over	€175.84c
age 17 years	€169.06c
under 17 years	€162.22c

Effective from 1st January, 2020:	per week
age 18 and over	€179.33c
age 17 years	€172.55c
under 17 years	€169.71c

Effective from 1st January, 2021:	per week
age 18 and over	€181.08c
age 17 years	€174.30c
under 17 years	€171.46c
