

B 4014

L.N. 443 of 2018

**EMPLOYMENT AND INDUSTRIAL RELATIONS ACT
(CAP. 452)**

Wage Increase (Employees) National Standard Order, 2018

IN EXERCISE of the powers conferred by article 4 of the Employment and Industrial Relations Act, the Minister for European Affairs and Equality, on the recommendation of the Employment Relations Board, has made the following Order:-

Citation and commencement. **1.** The title of this Order is the Wage Increase (Employees) National Standard Order, 2018, and this Order shall come into force on the 1st January 2019.

Cost of living increase. **2.** (1) The wages of whole-time employees shall be increased by two euro, thirty-three cents (€2.33) per week as cost of living increase and shall also be increased by one euro (€1.00) per week as a mandatory supplement:

Provided that the one euro (€ 1) per week as a mandatory supplement shall not be an additional increase in cases of a collective agreement where the cost of living increase is deemed to be part of the overall agreed wage increase set in that collective agreement:

Provided further that in cases where the overall agreed cost of living increase for the year 2019 in that collective agreement is less than three euro, thirty-three cents (€3.33), a *pro rata* increase of the mandatory supplement be added to reach the aggregate set in this sub-article.

(2) The hourly rate of part-time employees shall be increased by the same amount as the increase in the hourly rate of a comparable whole-time employee, calculated after including the weekly increases in sub-article (1), or in cases where there is no comparable category of whole-time employees at the workplace, by the hourly rate of a comparable whole-time employee in an applicable Wages Council Wage Regulation Order, or in the absence of an applicable Wages Council Wage Regulation Order, by one-fortieth ($\frac{1}{40}$) of the rate of increases specified in sub-article (1).