



DIER

Department for Industrial
and Employment Relations

Wage Regulations Order Before and After Fact File

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Wage Regulation Orders

The scope of these fact sheets is to provide a brief explanation of the changes that occurred within the Wage Regulation Orders as part of their harmonisation.

The following will apply to all Wage Regulation Orders:

- a) When wearing a uniform is an employer requirement, rather than providing a uniform allowance, the employer must provide the uniform free of charge. The same applies to personal protective equipment.
- b) Different applicable minimum wages according to years of age were removed, and the highest rate is now applicable, irrespective of the employee's age.
- c) In certain sectors where the weekly working hours were regulated to be more than 40 hours (basic hours and exclusive of overtime), the applicable minimum wage was the same as those working 40 hours weekly. Now, any basic hours beyond the 40 hours weekly will be remunerated accordingly as part of the basic wage.

*The minimum wage listed in each fact sheet is the applicable weekly minimum wage unless specified otherwise.

*The weekly minimum wage listed in each fact sheet is for full-time employment. Pro-rata applies for part-time employment.



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S.L. 452.50 - Agriculture and Allied Industries

Entitlement	Before	After
Sick Leave	12 days on full pay applicable after 1 year of employment.	12 days on full pay applicable on commencement date.
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>a) Watchperson who mostly performs duties indoor – €229.44</p> <p>b) Watchperson who mostly performs duties outdoor - €231.77</p> <p>c) Other employees at:</p> <ul style="list-style-type: none">• Age 16 years - €219.82• Age 17 years - €222.66• Age 18 years or over - €229.44	<p>a) Watchperson who mostly performs duties indoor - €298.27</p> <p>b) Watchperson who mostly performs duties outdoor - €300.60</p> <p>c) Other employees - €229.44</p>



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S.L. 452.60 – Beverage Industries

Entitlement	Before	After
Sick Leave	12 days on full pay applicable on commencement date.	12 days on full pay applicable on commencement date (no changes).
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Watchmen - €233.51 b) Other employees: <ul style="list-style-type: none">• Aged under 17 years - €220.71• Aged 17 years - €223.29• Aged 18 years or 19 years - €229.44• Aged 20 years or over - €233.51	a) Watchperson - €299.43 b) Other employees - €233.51



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S.L. 452.45 – Canning Industry

Entitlement	Before	After
Sick Leave	12 days on full pay + 24 days on half pay applicable on commencement date.	12 days on full pay + 24 days on half pay applicable on commencement date (no changes).
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Watchmen - €229.44 b) Other employees aged: <ul style="list-style-type: none">• 16 years - €219.82• 17 years - €222.66• 18 years or over - €229.44	a) Watchperson - €344.16 b) Other employees - €229.44



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S.L. 452.41 - Cargo Clearance and Forwarding Agents' (Burdnara) Employees

Entitlement	Before	After
Sick Leave	Applicable after 1 year of employment: 15 days on full pay + 15 days on half pay	Applicable on commencement date: 15 days on full pay + 15 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) <i>Burdnar</i> - €238.41 b) Transport - €238.41	a) Cargo Clearance and Forwarding Agent - €238.41 b) Transport - €238.41



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S.L. 452.43 - Cinemas and Theatres

Entitlement	Before	After
Sick Leave	12 days on full pay applicable after 1 year of employment.	12 days on full pay applicable on commencement date.
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Projectionist - €234.10 b) Assistant Projectionist - €231.77 c) Staff Manager - €234.10 d) Barman – €231.77 e) Cashier – €231.77 f) Usher or Usherette - €231.77 g) Controller – €231.77 h) Learners at age: <ul style="list-style-type: none"> • 16 years – €219.82 • 17 years – €222.66 • 18 years or over – €229.44 i) Other employees - €229.44	a) Projectionist - €268.52 b) Assistant Projectionist - €266.19 c) Staff Manager - €268.52 d) Barman – €266.19 e) Cashier – €266.19 f) Usher or Usherette - €266.19 g) Controller – €266.19 h) Learners - €263.86 i) Other employees - €263.86



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S.L. 452.49 - Clay and Glass Products

Entitlement	Before	After
Sick Leave	10 days on full pay applicable on commencement date.	10 days on full pay applicable on commencement date (no changes).
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Watchperson - €229.44 b) Other employees at: <ul style="list-style-type: none">• Age 16 years - €219.82• Age 17 years - €222.66• Age 18 years or over - €229.44	a) Watchperson - €298.27 b) Other employees - €229.44



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S.L. 452.59 - Construction

Entitlement	Before	After
Sick Leave	Applicable after 1 year of employment: 15 days on full pay + 15 days on half pay	Applicable on commencement date: 15 days on full pay + 15 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Watchperson who mostly performs duties indoor – €234.10 b) Watchperson who mostly performs duties outdoor - €236.43 c) Other employees at: <ul style="list-style-type: none"> • Age under 17 years - €220.71 • Age 17 years - €223.29 • Age 18 years or over - €234.10 	a) Watchperson who mostly performs duties indoor – €351.15 b) Watchperson who mostly performs duties outdoor - €353.48 c) Other employees - €234.10



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S.L. 452.40 - Domestic Service

Entitlement	Before	After
Sick Leave	Applicable after 6 months of employment: 14 days on full pay	Applicable on commencement date: 14 days on full pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	Whole-Timers: a) Workers in Group 1 - €1,016.37 per month b) Workers in Group 2 - €1,000.08 per month c) Workers in Group 3 - €234.68 per week d) Workers in Group 4 - €232.93 per week Part-timers: e) Workers in Group 5 - €38.83 per day f) Workers in Group 6 – €5.82 per hour	Whole-Timers: a) Workers in Group 1 - €1,016.37 per month b) Workers in Group 2 - €1,000.08 per month c) Workers in Group 3 - €234.68 per week d) Workers in Group 4 - €232.93 per week Part-timers: e) Workers in Group 5 - €38.82 per day f) Workers in Group 6 – €5.82 per hour



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S.L. 452.46 - Electronics Industry

Entitlement	Before	After
Sick Leave	<p>Applicable after 6 months of employment:</p> <p>12 days on full pay + 18 days on half pay</p> <p>Employees shall not be entitled to the payment of any wages for the first day of each period of sick leave.</p>	<p>Applicable on commencement date:</p> <p>12 days on full pay + 18 days on half pay</p> <p>Employees shall be entitled to the payment of any wages from the first day of each period of sick leave.</p>
Marriage Leave	4 working days	3 days
Bereavement Leave	2 calendar days	3 days
Minimum Wage	<p>a) Whole-time employees, other than watchmen/security guards:</p> <ul style="list-style-type: none"> • 16 years - €219.82 • 17 years - €222.66 • 18 years or over - €229.44 <p>b) Watchmen/security guards: €229.44</p>	<p>a) Whole-time employees, other than watchpersons and security guards - €229.44</p> <p>b) Watchpersons and security guards - €309.74</p>



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S.L. 452.67 - Food Manufacture Industries

Entitlement	Before	After
Sick Leave	12 days on full pay applicable on commencement date.	12 days on full pay applicable on commencement date (no changes).
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>a) Whole-time employees, other than watchmen:</p> <ul style="list-style-type: none"> • 16 years - €222.15 • 17 years - €224.32 • 18 years or over - €229.44 <p>b) Watchmen whose duties are mainly performed indoors - €231.77</p> <p>c) Watchmen whose duties are mainly performed out of doors - €229.44</p>	<p>a) Whole-time employees, other than watchpersons - €229.44</p> <p>b) Watchpersons whose duties are mainly performed indoors - €309.74</p> <p>c) Watchpersons whose duties are mainly performed out of doors - €312.07</p>



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S.L. 452.57 - Hire (Cars or Private Buses)

Entitlement	Before	After
Sick Leave	Applicable after 6 months of employment: 12 days on full pay	Applicable on commencement date: 12 days on full pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Clerk/receptionist - €236.43 b) Drivers – €235.85 c) Conductors/attendants, and other employees (other than watchmen): <ul style="list-style-type: none"> • Aged 16 or 17 years - €229.44 • Aged 18 years or over - €232.10 d) Watchmen whose duties are mainly performed indoors - €232.10 e) Watchmen whose duties are mainly performed out of doors - €234.43	a) Clerk and receptionist - €240.91 b) Drivers - €263.86 c) Conductors and attendants, and other employees (other than watchpersons) - €263.86 d) Watchpersons whose duties are mainly performed indoors - €344.16 e) Watchpersons whose duties are mainly performed outdoors - €346.49



S.L. 452.54 - Hospitals and Clinics

Entitlement	Before	After
Sick Leave	30 days on full pay + 30 days on half pay applicable on commencement date.	30 days on full pay + 30 days on half pay applicable on commencement date (no changes).
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	Category A: <ul style="list-style-type: none"> Hospital/Clinic Attendant: €11,930.91 per annum rising by increments of €55.90 up to a maximum of €12,303.61 annually. Enrolled Nurse: €12,194.12 per annum rising by annual increments of €83.86 until it reaches an annual salary of €13,209.45. Staff Nurse/State Registered Nurse: €12,678.64 per annum rising by annual increments of €83.86 per annum until it reaches an annual salary of €13,028.88 and by annual increments of €111.81 until it reaches an annual salary of €13,722.83. In case of performing midwife duties they are also entitled to an increase of €111.81 per annum in 	No changes except for:

addition to their normal salary.

Category B:

Hospital Auxiliaries

- Servants and Laundry Employees: €299.44 per week rising by annual increments of €1.16 per week up to a maximum of €235.24 per week.
- Fatiguemen/Fatigewomen/Labourers/Carretakers/Gatekeepers: €232.35 per week rising by annual increments of €1.75 per week up to a maximum of €237.60 per week.

Semi-Skilled Workers

€237.01 per week rising by annual increments of €1.75 per week up to a maximum of €242.26 per week.

Skilled Workers

€239.34 per week rising by annual increments of €1.75 per week up to a maximum of €247.49 per week.

Non-Industrials (including appointments clerk, clerk/clerk typist)

€233.52 per week rising by annual increments of €1.75 per week up to a maximum of €243.42 per week.

Category C:

Dental Auxiliaries

Under 18 years - €229.44 per week; after the first year of employment in the profession, the wages per week shall not be less than €232.93 per week, rising by annual increments of €1.28

	<p>per week up to a maximum of €239.33 per week.</p> <p><i>Dental Laboratory Assistants</i></p> <ul style="list-style-type: none"> • At 16 years - €219.82 • At 17 years - €222.69 • At 18 years and over €232.35 per week rising by annual increments of €1.75 per week up to a maximum of €237.60 per week. <p><i>Dental Mechanics</i></p> <p>Those in possession of a recognised qualification - €12,678.64 per annum, rising by annual increments of €83.86 until they reach an annual salary of €13,028.87 and thereafter by annual increments of €111.81 up to a maximum of €13,722.66 per annum.</p> <p>Those not in possession of a recognised qualification - €239.34 per week, rising by annual increments of €1.75 per week up to a maximum of €245.75 per week.</p>	<p><i>Dental Laboratory Assistants</i></p> <p>€232.35 per week rising by annual increments of €1.75 per week up to a maximum of €237.60 per week.</p>
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S.L. 452.66 - Hotels and Clubs

Entitlement	Before	After
Sick Leave	<ul style="list-style-type: none"> For employees in hotels & clubs: 18 days on full pay applicable on commencement date For employees in restaurants: 15 days on full pay + 36 days on half pay applicable after 6 months of employment. 	<ul style="list-style-type: none"> For employees in hotels & clubs: 18 days on full pay applicable on commencement date (no changes) For employees in restaurants: 15 days on full pay + 36 days on half pay applicable on commencement date.
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>Part 1 – Hotels etc.</p> <p>a) Where the employer supplies one main meal per day:</p> <ul style="list-style-type: none"> Under 17 years - €219.47 17 years - €222.03 18 years & over - €229.37 <p>b) Where the employer supplies two main meals per day:</p> <ul style="list-style-type: none"> Under 17 years - €218.07 	<p>Part 1 – Hotels and Tourism Accommodation Establishments</p> <p>a) Where the employer supplies one main meal per day – €229.37 (irrespective of age)</p> <p>b) Where the employer supplies two main meals per day – €227.97 (irrespective of age)</p>

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	<ul style="list-style-type: none"> • 17 years - €220.64 • 18 years & over - €227.97 <p>c) Where no meal is supplied:</p> <ul style="list-style-type: none"> • Under 17 years - €220.71 • 17 years - €223.27 • 18 years & over - €230.61 <p>d) Watchmen whose duties are mainly performed indoors – €230.61</p> <p>e) Watchmen whose duties are mainly performed out of doors - €232.93</p> <p>f) Musicians - €247.54</p> <p>Part 2 – Clubs</p> <p>a) Employees other than watchmen:</p> <ul style="list-style-type: none"> • Under 17 years - €220.71 • 17 years - €223.29 • 18 years or over - €229.44 <p>b) Watchmen whose duties are mainly performed indoors - €229.44</p> <p>c) Watchmen whose duties are mainly performed out of doors - €231.77</p> <p>Part 3 – Restaurants etc.</p> <p>a) Employees other than watchmen:</p> <ul style="list-style-type: none"> • 16 years - €220.71 • 17 years - €223.29 	<p>c) Where no meal is supplied – €230.61 (irrespective of age)</p> <p>d) Watchpersons whose duties are mainly performed indoors - €345.92</p> <p>e) Watchpersons whose duties are mainly performed outdoors - €348.24</p> <p>f) Musicians - €247.54</p> <p>Part 2 – Clubs</p> <p>a) Employees other than watchpersons - €229.44 (irrespective of age)</p> <p>b) Watchpersons whose duties are mainly performed indoors - €344.16</p> <p>c) Watchpersons whose duties are mainly performed outdoors - €346.49</p> <p>Part 3 – Coffee Shops, Bars and Restaurants</p> <p>a) Employees other than watchpersons - €230.61 (irrespective of age)</p>
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	<ul style="list-style-type: none"> • 18 years or over - €230.61 <p>b) Watchmen whose duties are mainly performed indoors - €230.61</p> <p>c) Watchmen whose duties are mainly performed outdoors - €232.93</p>	<p>b) Watchpersons whose duties are mainly performed indoors - €345.92</p> <p>c) Watchpersons whose duties are mainly performed outdoors - €348.24</p>
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S.L. 452.56 - Jewellery and Watches

Entitlement	Before	After
Sick Leave	Applicable after 6 months of employment: 12 days on full pay + 24 days on half pay	Applicable on commencement date: 12 days on full pay + 24 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>a) For employees other than watchmen, aged 18 years or over, during the:</p> <ul style="list-style-type: none"> • First two years - €229.44 • Third year - €233.52 • Fourth year - €235.85 • Firth year - €238.18 <p>b) Other employees other than watchmen:</p> <ul style="list-style-type: none"> • Aged 16 years - €219.82 • Aged 17 years - €222.66 <p>c) Watchmen whose duties are mainly performed indoors - €229.44</p> <p>d) Watchmen whose duties are mainly performed out of doors - €231.77</p>	<p>a) For employees other than watchpersons, during the:</p> <ul style="list-style-type: none"> • First two years - €229.44 • Third year - €233.52 • Fourth year - €235.85 • Firth year - €238.18 <p>b) Watchpersons whose duties are mainly performed indoors - €344.16</p> <p>c) Watchpersons whose duties are mainly performed outdoors - €346.49</p>



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S.L. 452.53 - Laundries

Entitlement	Before	After
Sick Leave	Applicable after 12 months of employment: 12 days on full pay + 36 days on half pay	Applicable on commencement date: 12 days on full pay + 36 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>a) Watchmen whose duties are mainly performed indoors - €229.44</p> <p>b) Watchmen whose duties are mainly performed outdoors - €233.52</p> <p>c) Other whole-time employees, both males and females:</p> <ul style="list-style-type: none"> • 16 years (including learners) - €220.71 • 17 years (including learners) - €223.29 • 18 years or over - €229.44 	<p>a) Watchpersons whose duties are mainly performed indoors - €309.74</p> <p>b) Watchpersons whose duties are mainly performed out of doors - €313.82</p> <p>c) Other whole-time employees - €229.44</p>



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S.L. 452.69 - Leather Goods and Shoes Industries

Entitlement	Before	After
Sick Leave	Applicable after 6 months of employment: 12 days on full pay + 12 days on half pay	Applicable on commencement date: 12 days on full pay + 12 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Watchmen whose duties are mainly performed indoors - €229.44 b) Watchmen whose duties are mainly performed outdoors - €231.77 c) Other employees at age: <ul style="list-style-type: none">• 16 years - €219.82• 17 years - €222.66• 18 years or over - €229.44	a) Watchpersons whose duties are mainly performed indoors - €298.27 b) Watchpersons whose duties are mainly performed out of doors - €300.60 c) Other employees - €229.44



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S.L. 452.37 - Paper, Plastics, Chemicals and Petroleum

Entitlement	Before	After
Sick Leave	<p>Applicable after 6 months of employment:</p> <p>6 days on full pay</p> <p>Applicable after 1 year of service:</p> <p>12 days on full pay + 12 days on half pay</p> <p>In the case of prolonged, continuous sickness exceeding 15 days, the period of pay sick leave shall be extended to the equivalent in hours of 15 days sick leave on full pay, followed by the equivalent in hours of 15 days sick leave on half pay.</p>	<p>Applicable on commencement date:</p> <p>6 days on full pay</p> <p>Applicable after 1 year of service:</p> <p>12 days on full pay + 12 days on half pay</p> <p>In the case of prolonged, continuous sickness exceeding 15 days, the period of pay sick leave shall be extended to the equivalent in hours of 15 days sick leave on full pay, followed by the equivalent in hours of 15 days sick leave on half pay.</p>
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>a) Whole-time skilled employees:</p> <ul style="list-style-type: none"> • During first year of employment - €231.77 • During the second and 	<p>a) Whole-time skilled employees:</p> <ul style="list-style-type: none"> • During first year of employment - €254.71 • During the second and subsequent years of

	<p>subsequent years of employment - €233.52</p> <p>b) Whole-time employees other than skilled employees and watchmen at age:</p> <ul style="list-style-type: none"> • 16 years - €219.82 • 17 years - €222.66 • 18 years or over - €229.44 <p>c) Watchmen - €233.52</p>	<p>employment - €256.46</p> <p>b) Whole-time employees other than skilled employees and watchpersons - €252.38</p> <p>c) Watchpersons - €344.16</p>
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S.L. 452.48 - Printing and Publishing

Entitlement	Before	After
Sick Leave	Applicable after 1 year of service: 12 days on full pay	Applicable on commencement date: 12 days on full pay
Marriage Leave	2 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Watchmen - €229.44 b) Other employees aged: <ul style="list-style-type: none">• 16 years - €219.82• 17 years - €222.66• 18 years or over - €229.44	a) Watchpersons - €275.33 b) Other employees - €229.44



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S.L. 452.76 - Private Cleaning Services

Entitlement	Before	After
Sick Leave	Applicable after 6 months of employment: 12 days on full pay + 6 days on half pay	Applicable on commencement date: 12 days on full pay + 6 days on half pay
Marriage Leave	3 days (after 3 months in employment)	3 days on commencement date
Bereavement Leave	2 days	3 days
Minimum Wage	a) Whole-time employees at age: <ul style="list-style-type: none">• Under 17 years - €219.82• 17 years - €222.66• 18 years and over - €229.44	a) Whole-time employees other than watchpersons- €229.44 b) Watchpersons - €298.27



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S.L. 452.47 - Private Schools

Entitlement	Before	After
Sick Leave	<p>Whole-time teachers:</p> <p>Applicable after 3 months of service:</p> <p>15 days on full pay + 15 days on half pay</p> <p>Whole-time employees:</p> <p>Applicable after 3 months of service:</p> <p>10 days on full pay + 10 days on half pay + 10 days without pay</p>	<p>Whole-time teachers:</p> <p>Applicable on commencement date:</p> <p>15 days on full pay + 15 days on half pay</p> <p>Whole-time employees:</p> <p>Applicable on commencement date:</p> <p>10 days on full pay + 10 days on half pay + 10 days without pay</p>
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>a) Minimum monthly remuneration payable to whole-time teachers - €1058.31</p> <p>b) Whole-time employees other than maids employed in schools - €234.68</p> <p>c) Whole-time maids employed in schools at age:</p>	<p>a) Minimum monthly remuneration payable to whole-time teachers - €1058.31</p> <p>b) Whole-time employees other than maids employed in schools - €257.62</p> <p>c) Whole-time maids employed in schools:</p>

	<ul style="list-style-type: none"> • 16 years - €219.82 • 17 years - €222.66 • 18 years or over - €229.44 • and one year thereafter - €231.77 <p>d) Watchmen whose duties are mainly performed indoors - €229.44</p> <p>e) Watchmen whose duties are mainly performed outdoors - €231.77</p>	<ul style="list-style-type: none"> • During the first year of employment – €252.38 • Following the first year of employment - €254.71 <p>d) Watchpersons whose duties are mainly performed indoors – €344.16</p> <p>e) Watchmen whose duties are mainly performed outdoors – €346.49</p>
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S.L. 452.75 - Private Security Services

Entitlement	Before	After
Sick Leave	During the first 6 months of employment: 6 days on full pay Every year: 15 days on full pay + 15 days on half pay	Applicable on commencement date: 15 days on full pay + 15 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	3 days	3 days
Minimum Wage	a) Wardens - €261.17 b) Other employees: <ul style="list-style-type: none">• Under 18 years of age - €226.23• 18 years and over - €229.44	a) Wardens - €261.17 b) Other employees - €229.44



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S.L. 452.39 - Professional Offices

Entitlement	Before	After
Sick Leave	20 days on full pay + 20 days on half pay applicable on commencement date.	20 days on full pay + 20 days on half pay applicable on commencement date (no changes).
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>CATEGORY 1</p> <p>On engagement - €229.44</p> <p>CATEGORY 2</p> <p>On engagement - €230.02</p> <p>CATEGORY 3</p> <ul style="list-style-type: none"> • During the first, second and third year of employment in the category - €231.19 • During the fourth and subsequent years of employment in the category - €233.52 	<p>CATEGORY 1</p> <p>Watchpersons - €344.16</p>

	<p>CATEGORY 4</p> <ul style="list-style-type: none">• During the first, second and third year of employment in the category - €232.35• During the fourth and subsequent years of employment in the category - €234.68 <p>CATEGORY 5</p> <ul style="list-style-type: none">• During the first, second and third year of employment in the category - €235.85• During the fourth and subsequent years of employment in the category - €238.18 <p>CATEGORY 6</p> <ul style="list-style-type: none">• During the first year of employment in the category - €240.51• During the second year of employment in the category - €245.16• During the third and subsequent years of employment in the category	
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	<p>- €249.92</p> <p>The minimum wage of employees aged seventeen shall be ninety per cent of the above wages.</p> <p>The minimum wage of employees aged sixteen shall be eighty-five per cent of the above wages.</p>	
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S.L. 452.35 - Public Transport

Entitlement	Before	After
Sick Leave	Applicable after 6 months in employment: 12 days on full pay	Applicable on commencement date: 12 days on full pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	€229.44	€275.33



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S.L. 452.51 - Seamen

Entitlement	Before	After
Sick Leave	Applicable after 6 months in employment: 15 days on full pay + 15 days on half pay	Applicable on commencement date: 15 days on full pay + 15 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>Category A (Light duty tugs or lighters):</p> <ul style="list-style-type: none"> • Coxswain – €235.85 • Engine Driver – €234.68 • Pumpman – €232.93 • Watchman – €230.61 • Seaman or other calling – €232.35 <p>Category B (Heavy duty tugs):</p> <ul style="list-style-type: none"> • Master – €244 • Engineer – €240.51 	<p>No changes except for:</p> <ul style="list-style-type: none"> • Watchperson – €275.33 in each category

- Boatswain – €233.52
- Greaser – €233.52
- Watchman – €230.61
- Seaman or other calling – €232.93

Category C (Luzzus):

- Master – €244
- Coxswain – €235.85
- Engineer – €240.51
- Engine Driver – €230.61
- Watchman – €234.68
- Seaman or other calling – €232.35

Category D (Gozo Ferry):

- Captain – €253.83
- Coxswain – €238.18
- Boatswain – €235.85
- First Engineer – €247.54
- Second Engineer – €242.83
- Third Engineer/Engine Driver – €237.01
- Seaman/Deckhand – €232.35
- Watchman – €230.61
- Other Calling – €232.35

Category E (Yachts, pleasure

	<p>boats, etc):</p> <ul style="list-style-type: none">• Skipper/Captain – €245.16• Engineer – €240.51• Engine Driver – €235.26• Coxswain – €235.85• Boatswain/Mate – €233.52• Seaman/Deckhand – €231.19• Watchman – €230.61	
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S.L. 452.72 - Sextons and Custodians

Entitlement	Before	After
Sick Leave	Applicable after 1 year of service: 20 days on full pay + 20 days on half pay	Applicable on commencement date: 20 days on full pay + 20 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<ul style="list-style-type: none">• Under 17 years - €219.82• 17 to 18 years - €222.66• 18 years and over - €229.44	€229.44 for all employees



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S.L. 452.55 - Textiles and Allied Industries

Entitlement	Before	After
Sick Leave	12 days on full pay + 12 days on half pay applicable on commencement date.	12 days on full pay + 12 days on half pay applicable on commencement date (no changes).
Marriage Leave	3 days	3 days
Bereavement Leave	3 days	3 days
Minimum Wage	<p>a) Watchmen whose duties are mainly performed indoors – €229.44</p> <p>b) Watchmen whose duties are mainly performed outdoors – €231.77</p> <p>c) Other employees at age:</p> <ul style="list-style-type: none"> • 16 years - €219.82 • 17 years - €222.66 • 18 years or over - €229.44 	<p>a) Watchpersons whose duties are mainly performed indoors – €309.74</p> <p>b) Watchpersons whose duties are mainly performed outdoors – €312.07</p> <p>c) Other employees - €229.44</p>



S.L. 452.68 - Tobacco Manufacture Industry

Entitlement	Before	After
Sick Leave	<p>Applicable after 6 months of employment:</p> <p>6 days on full pay + 6 days on half pay</p> <p>Applicable after 1 year of service:</p> <p>12 days on full pay + 12 days on half pay</p>	<p>Applicable on commencement date:</p> <p>6 days on full pay + 6 days on half pay</p> <p>Applicable after 1 year of service:</p> <p>12 days on full pay + 12 days on half pay</p>
Marriage Leave	3 days	3 days
Bereavement Leave	<p>2 days</p> <p>Bereavement Leave shall not be claimed, partly or wholly if the occurrence takes place if the employee is on Vacation Leave, or on a Sunday or a customary holiday.</p>	3 days
Minimum Wage	<p>a) Employees other than watchmen at age:</p> <ul style="list-style-type: none"> • 16 years - €219.82 • 17 years - €222.66 • 18 years or over - €229.44 <p>b) Watchmen whose duties are mainly performed indoors – €229.44</p> <p>c) Watchmen whose duties are mainly performed outdoors – €231.77</p>	<p>a) Employees other than watchpersons - €229.44</p> <p>b) Watchpersons whose duties are mainly performed indoors – €309.74</p> <p>c) Watchpersons whose duties are mainly performed outdoors – €312.07</p>



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S.L. 452.52 - Transport Equipment, Metal and Allied Industries

Entitlement	Before	After
Sick Leave	Applicable after 6 months of employment: 20 days on full pay Applicable after 1 year of service: 20 days on full pay + 20 days on half pay	Applicable on commencement date: 20 days on full pay + 20 days on half pay
Marriage Leave	1 week	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Watchmen - €230.61 b) Other employees at age: <ul style="list-style-type: none">• 16 years - €221.29• 17 years - €223.62• 18 years - €230.61	a) Watchpersons - €345.92 b) Other employees - €230.61



S.L. 452.58 - Travel and Insurance Agencies

Entitlement	Before	After
Sick Leave	15 days on full pay + 15 days on half pay applicable on commencement date.	15 days on full pay + 15 days on half pay applicable on commencement date (no changes).
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	<p>a) Industrial employees at age:</p> <ul style="list-style-type: none"> • 16 years - €222.45 • 17 years - €224.78 • 18 years or over - €229.44 <p>b) Non-industrial employees:</p> <ul style="list-style-type: none"> • During the first year of employment in the establishment - €229.44 • During the second year of employment in the establishment - €231.77 • During the third year of employment in the establishment - €234.10 • During the fourth year of employment in the establishment - €238.76 	<p>a) Industrial employees - €229.44</p> <p>b) Non-industrial employees:</p> <ul style="list-style-type: none"> • During the first year of employment in the establishment - €229.44 • During the second year of employment in the establishment - €231.77 • During the third year of employment in the establishment - €234.10 • During the fourth year of employment in the establishment - €238.76



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S.L. 452.63 - Wholesale and Retail Trades

Entitlement	Before	After
Sick Leave	Applicable after 6 months of employment: 15 days on full pay + 36 days on half pay	Applicable on commencement date: 15 days on full pay + 36 days on half pay
Marriage Leave	3 days	3 days
Bereavement Leave	2 days	3 days
Minimum Wage	a) Employees other than watchmen at age: <ul style="list-style-type: none">• 16 years - €220.71• 17 years - €223.29• 18 years and over - €230.61 b) Watchmen whose duties are mainly performed indoors – €230.61 c) Watchmen whose duties are mainly performed outdoors – €232.93	a) Employees other than watchpersons - €230.61 b) Watchpersons whose duties are mainly performed indoors – €345.92 c) Watchpersons whose duties are mainly performed outdoors – €348.24



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S.L. 452.44 – Woodworks

Entitlement	Before	After
Sick Leave	<p>Applicable after 6 months of employment:</p> <p>12 days on full pay + 12 days on half pay</p>	<p>Applicable on commencement date:</p> <p>12 days on full pay + 12 days on half pay</p>
Marriage Leave	3 days	3 days
Bereavement Leave	<p>3 days</p> <p>If the occurrence of death concerns the brother or sister who had not been living in the same household as the employee, the Bereavement Leave shall be limited to only one day.</p>	3 days
Minimum Wage	<p>a) Watchmen whose duties are mainly performed indoors – €229.44</p> <p>b) Watchmen whose duties are mainly performed outdoors – €231.77</p> <p>c) Other employees at age:</p> <ul style="list-style-type: none"> • 16 years - €219.82 • 17 years - €222.66 • 18 years or over - €229.44 	<p>a) Watchpersons whose duties are mainly performed indoors – €298.27</p> <p>b) Watchpersons whose duties are mainly performed outdoors – €300.60</p> <p>c) Other employees - €229.44</p>



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S.L. 452.127 – Digital Platform Delivery

Entitlement	Before	After
Sick Leave	2 working weeks on full pay applicable on commencement date.	2 working weeks on full pay applicable on commencement date (no changes).
Marriage Leave	2 days	3 days
Bereavement Leave	1 day	3 days
Minimum Wage	a) Employees at age: <ul style="list-style-type: none">• 16 years - €219.82• 17 years - €222.66• 18 years or over - €229.44	a) All employees - €229.44