

SUBSIDIARY LEGISLATION 452.43

**CINEMAS AND THEATRES WAGES COUNCIL
WAGE REGULATION ORDER***

8th November, 1976

LEGAL NOTICE 130 of 1976, as amended by Legal Notices 107 of 1977, 128 of 1978, 427 of 2007, 133 of 2010, 362 of 2012, 334, 444 of 2013, 482 of 2014, 5 of 2016, 97 and 383 of 2017, 104 and 351 of 2019, 469 of 2020 464 of 2021, 335 of 2022, 286 of 2023, 341 of 2024 and 288 of 2025.

1. The title of this Order is Cinemas and Theatres Wages Council Wage Regulation Order. Title.

2. The wage regulation proposals set out in the Schedule shall apply to all employees in respect of whom the Cinemas and Theatres Wages Council operates. Appctication of Order.

SCHEDULE

*Amended by:
L.N. 107 of 1977;
L.N. 128 of 1978;
L.N. 427 of 2007;
L.N. 133 of 2010;
L.N. 362 of 2012;
L.N. 334 of 2013;
L.N. 444 of 2013;
L.N. 482 of 2014;
L.N. 5 of 2016;
L.N. 97 of 2017;
L.N. 383 of 2017;
L.N. 104 of 2019;
L.N. 351 of 2019;
L.N. 469 of 2020;
L.N. 464 of 2021;
L.N. 335 of 2022;
L.N. 286 of 2023;
L.N. 341 of 2024;
L.N. 288 of 2025.*

1. In this Schedule unless the context otherwise requires: Interpretation.

"customary holiday" means the days, other than Sundays, declared to be public holidays by or under the National Holidays and other Public Holidays Act; Cap. 252.

"part-time employee" means an employee whose normal hours of work, calculated on a weekly basis or on average over a period of employment of up to one year, are less than the normal hours of work of a comparable whole-time employee and who is not a whole-time employee with reduced hours;

"whole-time employee" means an employee who is deemed to be a whole-time employee in terms of any recognized conditions of employment;

"assistant projectionist" means a person over nineteen years of age who is employed to assist a projectionist;

*This Order has been repealed by Legal Notice 143 of 2026.

"cashier" means an employee engaged wholly or mainly in receiving cash and bookings for admission into a cinema or theatre;

"staff manager" means an employee who is responsible to the employer for the control of the staff;

"half-day" means a period of twelve hours ending or beginning at 1.00 p.m.;

"hours of work" means the time on any day during which employees are at the disposal of the employer, exclusive of any intervals allowed for meals and rest;

"learner" means a person, other than an apprentice, who is over the age of sixteen years and under the age of nineteen years and who is receiving training in the calling of projectionist and in respect of whom the employer holds a permit issued in terms of the Employment and Training Services Act;

Cap. 594.

"period of employment" means the time in any day during which employees are at the disposal of the employer, inclusive of the intervals allowed for meals and rest;

"projectionist" means a person in possession of a licence to act as such;

"time-and-a-half" means one and a half times the minimum hourly rate applicable to the employee;

"wages" means remuneration or earnings payable in money by an employer to an employee;

"whole-day" means a period of twenty-four consecutive hours.

Hours of work.

2. The minimum weekly remuneration shall be related to a week of not more than forty-six hours of work. Where a system of two or more shifts is in force the rates specified in paragraph 3 shall relate to an average of not more than forty-six hours over two or more weeks according to the number of shifts in force.

3. The weekly minimum remuneration payable to whole-time employees shall be that shown hereunder:

Minimum remuneration of whole-time employees.

Amended by:

*L.N. 97 of 2017;
L.N. 383 of 2017;
L.N. 104 of 2019;
L.N. 351 of 2019;
L.N. 469 of 2020;
L.N. 464 of 2021;
L.N. 335 of 2022;
L.N. 286 of 2023;
L.N. 341 of 2024;
L.N. 288 of 2025.*

Projectionist.....	€234.10
Assistant Projectionist.....	€231.77
Staff Manager	€234.10
Barman	€231.77
Cashier	€231.77
Usher/Usherette	€231.77
Controller	€231.77
Learners -	
at age 16 years	€219.82
at age 17 years	€222.66
at age 18 years or over	€229.44
Other employees.....	€229.44.

4. Whole-time employees shall be allowed a minimum daily period for meals and rest as follows: Minimum daily rest.
- (a) where the period of employment includes the whole day, an aggregate of one hour;
 - (b) where the period of employment is in the afternoon only, an aggregate of half-an-hour.
5. Whole-time employees shall be allowed in every calendar week a rest of one whole day, or two half days. Minimum weekly rest.
6. Overtime shall be payable to whole-time employees as follows: Minimum overtime rates .
- For all time worked in excess of forty-six hours in a week - time-and-a-half:
- Provided that, where a system of shifts is in force, overtime shall be payable for all time worked over an average of forty-six hours calculated in a full cycle.
7. Whole-time employees shall be entitled, in every calendar year, to - Vacation leave.
- (a) all customary holidays with full pay, and
 - (b) after three months in employment, vacation leave of such number of working days with full pay as is equivalent to the number of working days as that particular employee should normally attend to working during a period of four weeks:
- Provided that whole-time employees who have been in employment for less than one year shall be entitled to such part of the said vacation leave as is in proportion to the number of months in employment.
8. (1) After the completion of one year's continuous service, a whole-time employee shall in every calendar year be entitled to the equivalent in hours of twelve days sick leave on full pay, less an amount equal to the sum set for sickness benefit entitlement at the rate established under the Social Security Act, and part-time employees shall have a *pro rata* entitlement to sick leave in hours on full pay, less an amount equal to the sum set for sickness benefit entitlement at the rate established under the Social Security Act, which amount is also to be calculated on a *pro rata* basis: Sick leave.
- Cap. 318.
- Provided that -
- (a) the first three days of any claim for sick leave shall be paid in full by the employer;
 - (b) a medical certificate covering the period of absence is produced to the employer on the day of return to work or, if such period of absence is longer than seven days, within seven days of the onset of sick leave absence;
 - (c) employees in receipt of a social security pension in respect of retirement or widowhood in terms of the Social Security Act shall, for the purpose of calculating the sick leave pay due, be deemed to have received an amount equal to the sum set for sickness
- Cap. 318.

benefit entitlement at the rate established under the Social Security Act.

(2) The employer may require a medical certificate by his own physician to certify incapacity for work during the period of absence.

S.L. 452.87.

(3) The sick leave entitlement granted by virtue of this paragraph shall be calculated on the basis provided for annual leave as specified in regulation 8(1) of the Organisation of Working Time Regulations.

Minimum remuneration of part-time employees.

9. The minimum remuneration payable to part-time employees of the categories specified in paragraph 3 of this Schedule shall be a rate per hour arrived at by dividing by forty-six the amount appearing for the relative category.

Bereavement leave.

10. Whole-time employees shall be allowed two days leave with pay on the occasion of the death of any of the following relations: the wife, husband, mother, father (or the person who at the time was in fact acting as the mother or father of the employee), the son, daughter, brother or sister.

Injury leave

11. A whole-time employee shall be entitled to a maximum of one year injury leave on full pay, less the full amount of any injury benefit to which such employee may be entitled in terms of the Social Security Act, if he is injured during the actual discharge of his duty, and such injury is not due to any contributory negligence on his part or to the contravention by him of any safety rules laid down by the management.

Cap. 318.

Special leave.

12. (1) A whole-time employee shall be allowed three days leave on full pay on the occasion of his marriage.

(2) A whole-time employee shall be allowed one day leave on full pay on the occasion of the birth of a child to his wife.

(3) A whole-time employee called for jury service shall be allowed all necessary time off on full pay to enable him to attend in Court.

Retiring age.

13. In cases where the retiring age of a male employee is expected at the age of sixty years, such employee shall be given the opportunity by his employer to retain his employment beyond this age at least until the age of sixty-one years, provided that the employee in question shall still be allowed, if he so wishes, to retire at the age of sixty years.

EXPLANATORY NOTE

This note is not part of the order but is intended to indicate its applicability.

The provisions in the above Schedule apply to all employees in cinemas and theatres, other than stage performers and musicians.

