SUBSIDIARY LEGISLATION 452.44

WOODWORKS WAGES COUNCIL WAGE REGULATION ORDER*

2nd May, 1977

LEGAL NOTICE 50 of 1977, as amended by Legal Notices 91 of 1977, 1 of 1979, 91 of 1990, 427 of 2007, 142 of 2010, 362 of 2012, 334 of 2013, 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.

Title.

1. The title of this Order is Woodworks Wages Council Wage Regulation Order.

Field of operation of Wages Council.

2. The provisions set out in the Schedule hereto shall apply to all employees in respect of whom the Woodworks Wages Council operates.

SCHEDULE

Amended by:
L.N. 91 of 1977;
L.N. 1 of 1979;
L.N. 91 of 1990;
L.N. 427 of 2007;
L.N. 142 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.

Interpretation.

1. In this Schedule, unless the context otherwise requires -

"customary holidays" means the days (other than Sundays) declared for the time being to be public holidays by or under the National Holidays and other Public Holidays Act;

Cap. 252.

"day" means a period running from midnight of one day to midnight of the next following day;

"experience in the trade" means one or more periods certified by the Director of Labour during which a person to whom this Schedule applies is employed as a learner with one employer or with different employers whether continuously or otherwise;

"half day" means a period of twelve consecutive hours running from midnight to noon, or from noon to midnight;

"hours of work" means the time on any day during which

*This Order has been repealed by Legal Notice 124 of 2026.

employees are at the disposal of the employer exclusive of the intervals allowed for meals and rest;

"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;

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

"recognised breaks" means breaks which are customary among particular sections of the employees to which this Schedule applies;

"time-and-a-half" and "double-time" mean respectively one and a half times and twice the minimum time rate applicable to the employee;

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

"week" means a calendar week;

"weekly day of rest" means a period of twenty-four consecutive hours commencing at the time at which the worker would normally commence his turn of duty;

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

Hours of work.

2. (1) The minimum weekly remuneration for whole-time employees, other than watchmen, shall be related to a week of not more than forty hours of work, exclusive of overtime and of recognised breaks for meal time and rest:

Provided that for day workers, such hours of work shall be spread over a five day week (Monday to Friday or Tuesday to Saturday).

(2) The minimum weekly remuneration for watchmen shall be related to a week of not more than fifty-two hours of work, exclusive of overtime, spread over six days.

Minimum remuneration.
Amended by:
L.N. 97 of 2017;
L.N. 383 of 2017;
L.N. 104 of 2019;
L.N. 104 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.

3. Subject to the provisions of paragraph 6 of this Schedule, the minimum wage rates payable to whole-time employees, shall be the following -

(*a*) (i) Watchmen whose duties are mainly performed indoors €229.44

(ii) Watchmen whose duties are mainly performed out of doors €231.77

(*b*) Other whole-time employees -

At age 18 years or over €229.44

At age 17 years €222.66

At age 16 years €219.82

Minimum daily rest.

4. Whole-time employees, other than watchmen, shall be allowed intervals for meals and rest of not less, in the aggregate, than one hour in every day on which the hours of work exceed five and a half hours.

Minimum weekly rest.

5. All whole-time employees shall be allowed a weekly day of rest in every week.

Minimum overtime rates.

6. (1) Subject to the provisions of this paragraph and of paragraph 2 of this Schedule, minimum overtime rates are payable to all whole-time employees, other than watchmen, to whom this Schedule applies, as follows : -

(*a*) on any day, being a working day in respect of the particular employee, for all time worked in excess of eight hours ..... time-and-a-half;

(*b*) for all time worked on any day, other than a Sunday or a customary holiday, not being a working day in respect of the particular employee ..... time-and-a-half;

(*c*) for all time worked in excess of forty hours in any week exclusive of any time paid for at overtime rates ..... time-and-a-half;

(*d*) for all hours work on a Sunday ..... double-time;

(*e*) for all time worked on a customary holiday ..... double-time:

Provided that in any week which includes a customary holiday on a working day overtime at time-and-a-half shall be payable for work in excess of thirty-two hours, exclusive at time paid for at overtime rates, to all employees other than watchmen.

(2) Overtime at the rate of time-and-a-half shall be payable to watchmen for all time worked in excess of fifty-two hours in a period of six consecutive days, and for all time worked on the seventh day.

Vacation leave.

7. (1) In addition to the minimum weekly rest to which whole-time employees may be entitled under paragraph 5, whole-time employees shall be entitled to the national holidays and to all public holidays with full pay, and to the following vacation leave not being less than:-

(*a*) four working weeks and one working day during the calendar years 1988 and 1989;

(*b*) four working weeks and two working days during the calendar year, 1990;

(*c*) four working weeks and three working days during the calendar year, 1991;

(*d*) four working weeks and four working days during the calendar year 1992 and during any calendar year thereafter:

Provided that when a whole-time employee is in employment for less than twelve months during any calendar year, he shall be entitled to such part of the said vacation leave as is in proportion to the number of months in employment.

(2) For the purpose of this paragraph "vacation leave" means leave with pay which may be availed of on days agreed upon between the employer and the employee, provided that one day vacation leave during 1988 and 1989, two days vacation leave during 1990, three days vacation leave during 1991 and four days vacation leave during 1992 and during any calendar year thereafter shall not form part of any shut-down and shall be granted by the employer as optional leave in addition to any optional leave the employee may have been entitled to on the 9th November, 1988.

(3) For the purpose of this paragraph a break in employment of not more than thirty days shall not be deemed to interrupt the continuity of service.

Sick leave.

8. (1) After the completion of six months' 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:

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

Cap. 318.

(2) After the completion of six months' continuous service, a whole-time employee shall in every calendar year be entitled to the equivalent in hours of a further twelve days sick leave on half pay, less an amount equal to half 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 half pay, less an amount equal to half 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:

Cap. 318.

Provided that -

(*a*) the first three days of any claim for sick leave shall be paid at half pay 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 half the sum set for sickness benefit entitlement at the rate established under the Social Security Act. Cap. 318.

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

(4) For the purposes of this paragraph a break in employment of not more than thirty days shall not be deemed to interrupt the continuity of service.

(5) 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. S.L. 452.87

9. Whole-time employees shall be allowed three consecutive days leave without loss of 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), son, daughter, brother or sister: Bereavement leave.

Provided that if the brother or sister had not been living in the same household as the employee the bereavement leave shall be limited to only one day.

10. A whole-time employee shall be entitled to three days leave on full pay on the occasion of his marriage and to two days leave on full pay on the occasion of the birth of a child to his wife. Special leave.

11. A whole-time employee shall be entitled to one year injury leave on full pay, less the full amount of any injury benefit to which such employee may be entitled under the Social Security Act, if such employee 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. Injury leave. Cap .318.

12. A whole-time employee called for jury service shall be allowed all the necessary time off without loss of pay to attend the Courts. Jury service.

13. Part-time employees shall be entitled to a minimum hourly rate calculated *pro rata* in accordance with the provisions of paragraphs 2 and 3 of this Schedule. Minimum remuneration of part-time employees.

14. An employee is entitled to the payment of the minimum remuneration applicable to him for all time during which he is present on the premises of his employer or in any other place in connection with his employment unless he is present thereon in any Waiting time.

of the following circumstances:-

(*a*) without the employer's consent, expressed or implied;

(*b*) for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform;

(*c*) by reason only of the fact that he is resident thereon;

(*d*) during recognised breaks for meals and rest, and he is not waiting for work to be given to him to perform.

Retiring age.

15. 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 of the above Schedule shall apply to all employees engaged in establishments manufacturing furniture, fixtures and other articles wholly or mainly in wood (excluding smokers' pipes but including boats and motor vehicles bodies) upholstery and wicker or cane work, whether natural or artificial and for employees employed by woodwork contractors in building and civil engineering.