

SUBSIDIARY LEGISLATION 452.76

PRIVATE CLEANING SERVICES WAGES COUNCIL WAGE REGULATION ORDER*

1st February, 2001

LEGAL NOTICE 15 of 2001, as amended by Legal Notices 427 of 2007, 150 of 2010, 362 of 2012, 334, 444 of 2013, 482 of 2014, 5 of 2016, 97 and 383 of 2017 and 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. (1) The title of this Order is Private Cleaning Services Wages Council Wage Regulation Order.

Title, and
application.

(2) The provisions set out in this Order shall apply to all employees in respect of whom the Private Cleaning Services Wages Council operates.

2. In this Order unless the context otherwise requires -

Interpretation.
Amended by:
L.N. 150 of 2010.

"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" in the case of a shift employee, means a period of twenty-four consecutive hours; in all other cases, it means a period running from midnight of one day to midnight of the next following day;

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

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

"night shift" means any period of employment that includes any hours from 10.00 p.m. of one day to 6.00 a.m. of the next following day;

"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;

"shift employee" means an employee who regularly works on a shift cycle basis;

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

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

*This Order has been repealed by Legal Notice 114 of 2026.

"week" means a calendar week commencing on a Monday;

"weekly day of rest" means a period of twenty-four consecutive hours commencing at the time at which the employee 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.

3. (1) The minimum weekly wage for whole-time employees, other than watchmen, shall be related to an average of forty hours per week spread over a period of thirteen weeks provided that the hours of work shall not exceed forty-five hours in any one week.

(2) The minimum weekly wage for watchmen shall be related to a week of not more than fifty-two hours.

Minimum wages
for whole-time
employees.

Amended by:
L.N. 427 of 2007;
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.

4. (1) The minimum weekly wage payable to whole-time employees shall be as follows:

at age 18 years and over	€229.44
at age 17 years	€222.66
at age under 17 years	€219.82.

(2) In the case of shift workers, unless every weekly night shift is followed by one weekly day shift, such further night shift or shifts shall entitle the employee to an extra remuneration amounting to not less than one-fourth of his normal rate of pay.

Minimum
remuneration for
part-time
employees.

5. Part-time employees shall be paid *pro rata* at a basic hourly rate not less than that applicable to whole-time employees, namely, the appropriate rate per week shown in article 4, divided by forty.

Minimum daily
rest.

6. Whole-time employees, other than watchmen, shall be allowed intervals for meals and rest of not less, in the aggregate, than one hour every day:

Provided that -

- (a) subject to the provisions of paragraph (b) of this proviso, the interval or intervals shall be allowed after the first and before the last hour of the period of employment, and
- (b) where the last half hour of the period of employment is allowed as a half hour of rest, the employee shall be entitled to leave the place of work as soon as that half hour starts.

Minimum weekly
rest.

7. Whole time employees shall be allowed one whole day off in every period of seven consecutive days.

Minimum overtime
rates.

8. (1) In the case of whole-time employees, other than shift workers and watchmen, overtime rates shall be payable as follows:

- (a) for all time worked in excess of twelve hours in any one day time-and-a-half;
 - (b) for all time worked in excess of forty-five hours in any one week time-and-a-half;
 - (c) for all time worked in excess of an average of forty hours per week spread over thirteen consecutive weeks time-and-a-half;
 - (d) for all time worked on the first pre-determined day of rest time-and-a-half;
 - (e) for all time worked on a Sunday, customary holiday or the second or only pre-determined day of rest of the week double time.
- (2) In the case of shift workers, overtime shall be payable as follows:
- (a) for all time worked in excess of twelve hours in any one day time-and-a-half;
 - (b) for all time worked in excess of forty-five hours in any one week time-and-a-half;
 - (c) for all time worked in excess of an average of forty hours per week spread over thirteen consecutive weeks time-and-a-half;
 - (d) for all time worked on the first pre-determined day of rest time-and-a-half;
 - (e) for all time worked on the second or only pre-determined day of rest double time.
- (3) In the case of watchmen, overtime shall be payable as follows:
- (a) for all time worked in excess of fifty-two hours in any week of six consecutive days time-and-a-half;
 - (b) for all time worked in excess of nine hours on any day time-and-a-half.
- (4) Notwithstanding the provisions of sub-article (3) -
- (a) shift employees shall not be entitled to overtime payment for time worked in normal shift on Sundays or on a customary holiday;
 - (b) in the case of watchmen, when a customary holiday falls on any day from Monday to Saturday, overtime at time and a half shall be payable to them for work in excess of fifty-two hours during that week.
9. Vacation leave entitlement shall be four working weeks and four working days and all customary holidays with full pay.

Vacation leave.

Sick leave.
Substituted by:
L.N. 150 of 2010.

Cap. 318.

10. (1) After 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:

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 six months continuous service, a whole-time employee shall in every calendar year be entitled to the equivalent in hours of a further six 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) 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
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 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. After three months in employment a whole-time employee shall be allowed three days leave on full pay on the occasion of his marriage and one day leave on full pay on the occasion of the birth of a child to his wife. Special leave.
13. Whole-time employees called for jury service shall be allowed all necessary time off to enable them to attend to such service in Court without loss of pay. Jury service.
14. Whole-time employees shall be allowed two days paid leave on the occasion of the death of any of the following relatives: the wife, husband, father, mother, (or the person who at the time is acting as the father or mother), son, daughter, brother or sister. Bereavement leave.
15. An employee shall be entitled to the payment of the minimum wage applicable to him for all time during which he is present at the premises of his employer or elsewhere unless he is present thereat in any of the following circumstances: Waiting time.
- (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 that he is resident thereon,
 - (d) during normal meal times in a room or place in which no work is being done, and he is not waiting for work to be given to him to perform.
16. In cases where the retirement 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 he reaches the age of sixty-one years, provided that the male employee in question shall still be allowed, if he so wishes, to retire at the age of sixty years. Retiring age.
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