L.N. 286 of 2023

LEGISLATION AMENDED BY MEANS OF THIS ORDER

SCHEDULE I

LEGISLATION

Public Transport Wages Council Wage Regulation Order, S.L. 452.35

Paper, Plastics, Chemicals and Petroleum Wages Council Wage Regulation Order, S.L. 452.37

Professional Offices Wages Council Wage Regulation Order, S.L. 452.39

Domestic Service Wages Council Wage Regulation Order, S.L. 452.40

Cargo Clearance and Forwarding Agents (*Burdnara*) Employees Wages Council Wage Regulation Order, S.L. 452.41

Cinemas and Theatres Wages Council Wage Regulation Order, S.L. 452.43

Woodworks Wages Council Wage Regulation Order, S.L. 452.44

Canning Industry Wages Council Wage Regulation Order, S.L. 452.45

Electronics Industry Wages Council Wage Regulation Order, S.L. 452.46

Private Schools Wages Council Wage Regulation Order, S.L. 452.47

Printing and Publishing Wages Council Wage Regulation Order S.L. 452.48

Clay and Glass Products Wages Council Wage Regulation Order, S.L. 452.49

Agriculture and Allied Industries Wages Council Wage Regulation Order, S.L. 452.50

Transport Equipment, Metal and Allied Industries Wages Council Wage Regulation Order, S.L. 452.52

Laundries Wages Council Wage Regulation Order, S.L. 452.53

Hospitals and Clinics Wages Council Wage Regulation Order, S.L. 452.54

Textiles and Allied Industries Wages Council Wage Regulation Order, S.L. 452.55

Jewellery and Watches Wages Council Wage Regulation Order, S.L. 452.56

Hire of Cars or Private Buses Wages Council Wage Regulation Order, S.L. 452.57

Travel and Insurance Agencies Wages Council Wage Regulation Order, S.L. 452.58

Construction Wages Council Wage Regulation Order, S.L. 452.59

Beverage Industries Wages Council Wage Regulation Order, S.L. 452.60

Hotels and Clubs Wages Council Wage Regulation Order, S.L. 452.66

Food Manufacture Industries Wages Council Wage Regulation Order, S.L. 452.67

Tobacco Manufacture Industry Wages Council Wage Regulation Order, S.L. 452.68

Leather Goods and Shoes Industries Wages Council Wage Regulation Order, S.L. 452.69

Sextons and Custodians Wages Council Wage Regulation Order, S.L. 452.72

Private Security Services Wages Council Wage Regulation Order, S.L. 452.75

Private Cleaning Services Wages Council Wage Regulation Order, S.L. 452.76

SCHEDULE II

LEGISLATION

Seamen Wages Council Wage Regulation Order, S.L.452.51

Hire of Cars or Private Buses Wages Council Wage Regulation Order, S.L. 452.57

Wholesale and Retail Trades Wages Council Wage Regulation Order, S.L.452.63

Hotels and Clubs Wages Council Wage Regulation Order, S.L.452.66

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L.N. 286 of 2023

EMPLOYMENT AND INDUSTRIAL RELATIONS ACT (CAP. 452) Adaptation of Laws (Wages Council Wage Regulation Orders) Order, 2023

IN EXERCISE of the powers conferred by articles 4 and 48(2) of the Employment and Industrial Relations Act, the Minister responsible for employment and industrial relations, has made the following order:-

Citation and commencement.

1. (1) The title of this order is the Adaptation of Laws (Wages Council Wage Regulation Orders) Order, 2023.

(2) This order shall come into force on the 1st January 2024.

Amendments to the Wages Council Wage Regulation Orders.

2. The words and phrases referred to in the third column of the Schedule I to this order, which words and phrases occur in the provisions specified in the second column of the said Schedule, and which provisions are found in the legislation referred to in the first column of the said Schedule, shall be amended in accordance with the amendments referred to in the fourth column of the said Schedule.

Amendments to Annexes and Tables of the Wages Council Wage Regulation Orders.

3. The provisions relating to Annexes, Tables and Forms, which provisions are referred to in Schedule II to this order, shall be amended in accordance with the amendments referred to in the said Schedule.

SCHEDULE I

(Article 2)

Amendments to the Wages Council Wage Regulation Orders

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
1.	**Public Transport Wages Council Wage Regulation Order S.L. 452.35**	paragraph 3 of the Schedule	"shall be one hundred and ninety two euro and seventy three cents (€192.73)"	"shall be two hundred thirteen euro and fifty-four cents (€213.54)
2.	**Paper, Plastics, Chemicals and Petroleum Wages Council Wage Regulation Order S.L. 452.37**	paragraph 3(1) of the Schedule	"(a) during the first year of employment in the trade ..... €195.06 (b) during the second and subsequent years of employment in the trade ..... €196.81"	"(a) during the first year of employment in the trade ..... €215.87 (b) during the second and subsequent years of employment in the trade ..... €217.62"
		paragraph 3(2) of the Schedule	"at age 18 years or over . €192.73 at age 17 years €185.95 at age 16 years €183.11"	"at age 18 years or over . €213.54 at age 17 years €206.76 at age 16 years €203.92"
		paragraph 3(3) of the Schedule	"€196.81 in any week"	"€217.62 in any week"
3.	**Professional Offices Wages Council Wage Regulation Order S.L. 452.39**	paragraph 3(1) of the Schedule	"CATEGORY 1 On engagement €192.73 CATEGORY 2 On engagement €193.31 CATEGORY 3 During the first, second and third year of employment in the category €194.48 During the fourth and subsequent years of employment in the category €196.81	"CATEGORY 1 On engagement €213.54 CATEGORY 2 On engagement €214.12 CATEGORY 3 During the first, second and third year of employment in the category €215.29 During the fourth and subsequent years of employment in the category €217.62

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
			CATEGORY 4	CATEGORY 4
			During the first, second and third year of employment in the category €195.64	During the first, second and third year of employment in the category €216.45
			During the fourth and subsequent years of employment in the category €197.97	During the fourth and subsequent years of employment in the category €218.78
			CATEGORY 5	CATEGORY 5
			During the first, second and third year of employment in the category €199.14	During the first, second and third year of employment in the category €219.95
			During the fourth and subsequent years of employment in the category €201.47	During the fourth and subsequent years of employment in the category €222.28
			CATEGORY 6	CATEGORY 6
			During the first year of employment in the category €203.80	During the first year of employment in the category €224.61
			During the second year of employment in the category €208.45	During the second year of employment in the category €229.26
			During the third and subsequent years of employment in the category €213.21"	During the third and subsequent years of employment in the category €234.02"
4.	**Domestic Service Wages Council Wage Regulation Order S.L. 452.40**	paragraph 4 of the Schedule	"Whole-Timers	"Whole-Timers
			Workers in Group 1 €857.29 per month	Workers in Group 1 €947.47 per month
			Workers in Group 2 €841.00 per month	Workers in Group 2 €931.18 per month
			Workers in Group 3 €197.97 per week	Workers in Group 3 €218.78 per week
			Workers in Group 4 €196.22 per week	Workers in Group 4 €217.03 per week

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
			Part-Timers	Part-Timers
			Workers in Group 5 €32.70 per day	Workers in Group 5 €36.17 per day
			Workers in Group 6 €4.91 per hour:"	Workers in Group 6 €5.43 per hour:"
5.	**Cargo Clearance and Forwarding Agents (Burdnara) Employees Wages Council Wage Regulation Order S.L. 452.41**	paragraph 2(1) of the Schedule	"shall be Two hundred and one Euro and seventy cents (€201.70) a week of not more than forty hours of work based on five days from Monday to Friday and the minimum wage of a whole - time transport employee shall be two hundred and one Euro and seventy cents (€201.70) a week of not more than forty hours a week"	"shall be Two hundred and twenty two euro and fifty one cents (€222.51) a week of not more than forty hours of work based on five days from Monday to Friday and the minimum wage of a whole - time transport employee shall be two hundred and twenty two euro and fifty one cents (€222.51) a week of not more than forty hours a week"
		paragraph 3 of the Schedule	"shall not be less than five Euro and five cents (€5.04) per hour"	"shall not be less than five Euro and fifty six cents (€5.56) per hour"
6.	**Cinemas and Theatres Wages Council Wage Regulation Order S.L. 452.43**	paragraph 3 of the Schedule	"Projectionist €197.39	"Projectionist €218.20
			Assistant Projectionist €195.06	Assistant Projectionist €215.87
			Staff Manager €197.39	Staff Manager €215.87
			Barman €195.06	Barman €215.87
			Cashier €195.06	Cashier €215.87
			Usher/Usherette €195.06	Usher/Usherette €215.87
			Controller €195.06	Controller €215.87
			Learners -	Learners -
			at age 16 years €192.73	at age 16 years €203.92
			at age 17 years €185.95	at age 17 years €206.76
			at age 18 years or over €183.11	at age 18 years or over €213.54
			Other employees €192.73"	Other employees €213.54"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
7.	**Woodworks Wages Council Wage Regulation Order S.L. 452.44**	paragraph 3(a) of the Schedule	"(a)(i) Watchmen whose duties are mainly performed indoors €192.73	"(a)(i) Watchmen whose duties are mainly performed indoors €213.53
			(ii) Watchmen whose duties are mainly performed out of doors ..... €195.06"	(ii) Watchmen whose duties are mainly performed out of doors ..... €215.87"
		paragraph 3(b) of the Schedule	"(b) Other whole-time employees -	"(b) Other whole-time employees -
			At age 18 years or over €192.73	At age 18 years or over €213.54
			At age 17 years €185.95	At age 17 years €206.76
			At age 16 years ..... €183.11"	At age 16 years ..... €203.92"
8.	**Canning Industry Wages Council Wage Regulation Order S.L. 452.45**	paragraph 3(a) of the Schedule	"(a) watchmen ..... €192.73"	"(a) watchmen ..... €213.54"
		paragraph 3(b) of the Schedule	"(b) other employees aged:	"(b) other employees aged:
			(i)18 years or over €192.73	(i)18 years or over €213.54
			(ii)17 years €185.95	(ii)17 years €206.76
			(iii)16 years .... €183.11"	(iii)16 years .... €203.92"
9.	**Electronics Industry Wages Council Wage Regulation Order S.L. 452.46**	paragraph 3(a) of the Schedule	"(a) whole-time employees, other than watchmen/security guards:	"(a) whole-time employees, other than watchmen/security guards:
			(i)18 years or over €192.73;	(i)18 years or over €213.54;
			(ii)17 years €185.95;	(ii)17 years..... €206.76;
			(iii)16 years ... €183.11;"	(iii)16 years... €203.92;"
		paragraph 3(b) of the Schedule	"(b) watchmen/security guards ..... €192.73;"	"(b) watchmen/security guards ..... €213.54;"
10.	**Private Schools Wages Council Wage Regulation Order S.L. 452.47**	paragraph 5 of the Schedule	"shall be eight hundred and ninety nine euro and twenty three cents (€899.23)"	"shall be nine hundred eighty-nine euro and forty one cents (€989.41)"
		paragraph 13(1) of the Schedule	"shall be one hundred and ninety seven Euro and ninety seven cents (€197.97)"	"shall be two hundred eighteen euro and seventy-eight cents (€218.78)"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
		paragraph 13(2) of the Schedule	At age 16 years €183.11	At age 16 years €203.92
			At age 17 years €185.95	At age 17 years €206.76
			At age 18 years or over €192.73	At age 18 years or over €213.54
			and one year thereafter ..... €195.06"	and one year thereafter ..... €215.87"
		paragraph 13(3) of the Schedule	"(a) for work performed indoors..... €192.73	"(a) for work performed indoors..... €213.54
			(b)for work performed out of doors ..... €195.06"	(b)for work performed out of doors ..... €215.87"
11.	**Printing and Publishing Wages Council Wage Regulation Order S.L. 452.48**	paragraph 3(a) of the Schedule	"(a)Watchmen €192.73"	"(a)Watchmen €213.54"
		paragraph 3(b) of the Schedule	"(b) Other employees aged:	"(b) Other employees aged:
			(i) 18 years or over €192.73	(i) 18 years or over €213.54
			(ii)17 years €185.95	(ii)17 years €206.76
			(iii)16 years €183.11"	(iii)16 years €203.92"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
12.	**Clay and Glass Products Wages Council Wage Regulation Order S.L. 452.49**	paragraph 3 of the Schedule	"3. (a) Whole-time employees in the industry, other than watchmen, shall be entitled to minimum weekly wages, related to age, as follows - at age 18 or over.....€192.73 at age 17 or over .....€185.95 at age 16 or over .....€183.11 (b) Watchmen shall be paid the minimum weekly wage of one hundred and ninety two Euro and seventy three cents (€192.73)"	"3. (1)(a) Whole-time employees in the industry, other than watchmen, shall be entitled to minimum weekly wages, related to age, as follows: at age 18 or over .....€213.54 at age 17 or over .....€206.76 at age 16 or over .....€203.92 (b) Watchmen shall be paid the minimum weekly wage of two hundred thirteen euro and fifty-four cents (€213.54) independent of their age. (2) In this paragraph "industry"includes all the establishments which fall within the scope for which the Clay and Glass Products Wages Council applies."
13.	**Agriculture and Allied Industries Wages Council Wage Regulation Order S.L. 452.50**	paragraph 3(a) of the Schedule	"(a) watchmen employed wholly or mainly on indoor duties €192.73"	"(a) watchmen employed wholly or mainly on indoor duties €213.54"
		paragraph 3(b) of the Schedule	"(b) watchmen employed wholly or mainly on outdoor duties €195.06"	"(b) watchmen employed wholly or mainly on outdoor duties €215.87"
		paragraph 3(c) of the Schedule	"(c) other employees: At age 18 years or over €192.73 At age 17 years €185.95 At age 16 years €183.11"	"(c) other employees: At age 18 years or over €213.54 At age 17 years €206.76 At age 16 years €203.92"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
14.	**Transport Equipment, Metal and Allied Industries Wages Council Wage Regulation Order S.L. 452.52**	paragraph 3(a) of the Schedule	"(a) watchmen €193.90"	"(a) watchmen €214.71"
		paragraph 3(b) of the Schedule	"(b) other whole-time employees: at age 16 years €184.58 at age 17 years €186.91 at age 18 years €193.90"	"(b) other whole-time employees: at age 16 years €205.39 at age 17 years €207.72 at age 18 years €214.71"
15.	**Laundries Wages Council Wage Regulation Order S.L. 452.53**	paragraph 3(a) of the Schedule	"(a) watchmen whose duties are mainly performed indoors ..... €192.73"	"(a) watchmen whose duties are mainly performed indoors ..... €213.54"
		paragraph 3(b) of the Schedule	"(b) watchmen whose duties are mainly performed out of doors ..... €196.81"	"(b) watchmen whose duties are mainly performed out of doors ..... €217.62"
		paragraph 3(c) of the Schedule	"(c) other whole-time employees, both males and females - (i) aged 18 years or over ..... €192.73 (ii) under 18 years of age learners - 17 years ..... €186.58 16 years ..... €184.00"	"(c) other whole-time employees, both males and females - (i) aged 18 years or over ..... €213.54 (ii) under 18 years of age learners - 17 years ..... €207.39 16 years ..... €204.81"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
16.	**Hospitals and Clinics Wages Council Wage Regulation Order S.L. 452.54**	paragraph 2 of the Schedule	"CATEGORY A - (Employees who by the nature of their duties ordinarily come into direct relationship with the patient) Hospital /Clinic Attendant €10,021.99 *per annum* rising by annual increments of €55.90 up to a maximum of €10,394.69 annually. Enrolled Nurse €10,285.20 *per annum* rising by annual increments of €83.86 up to a maximum of €11,300.53. This salary applies to those employees who by the nature of their employment administer medical care to the patient. Staff Nurse/State Registered Nurse €10,769.72 *per annum* rising by annual increments of €83.86 to €11,119.96 *per annum* and by annual increments of €111.81 up to a maximum of €11,813.91 *per annum*: Provided that those S.R.N.s who besides their normal duties perform also the work of a midwife they become entitled to the payment of an increase of €111.81 *per annum* besides their normal salary.	"CATEGORY A - (Employees who by the nature of their duties ordinarily come into direct relationship with the patient) Hospital /Clinic Attendant €11,104.11 *per annum* rising by annual increments of €55.90 up to a maximum of €11,476.81 annually. Enrolled Nurse €11,367.32 *per annum* rising by annual increments of €83.86 to €12,382.65 This salary applies to those employees who by the nature of their employment administer medical care to the patient. Staff Nurse/State Registered Nurse €11,851.84 *per annum* rising by annual increments of €83.86 to €12,202.08 *per annum* and by annual increments of €111.81 up to a maximum of €12,896.03 *per annum*: Provided that those S.R.N.s who besides their normal duties perform also the work of a midwife they become entitled to the payment of an increase of €111.81 *per annum* besides their normal salary.

LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
		CATEGORY B - (Employees who by the nature of their duties do not ordinarily come into direct relationship with the patient.)	CATEGORY B - (Employees who by the nature of their duties do not ordinarily come into direct relationship with the patient.)
		Hospital Auxiliaries	Hospital Auxiliaries
		(a) Servants and Laundry Employees	(a) Servants and Laundry Employees
		€192.73 per week rising by annual increments of €1.16 per week up to a maximum of €198.53 per week.	€213.54 per week rising by annual increments of €1.16 per week up to a maximum of €219.34 per week.
		(b)Fatiguemen/ Fatiguewomen/ Labourers/Caretakers/ Gate-keepers	(b)Fatiguemen/ Fatiguewomen/ Labourers/Caretakers/ Gate-keepers
		€195.64 per week rising by annual increments of €1.75 per week up to a maximum of €200.89 per week.	€216.45 per week rising by annual increments of €1.75 per week up to a maximum of €221.70 per week.
		The duties of gate-keeper shall consist only in controlling the entrance and exit from the hospital grounds.	The duties of gate-keeper shall consist only in controlling the entrance and exit from the hospital grounds.
		Semi-Skilled Workers	Semi-Skilled Workers
		€200.30 per week rising by annual increments of €1.75 per week up to a maximum of €205.55 per week.	€221.11 per week rising by annual increments of €1.75 per week up to a maximum of €226.36 per week.
		Skilled Workers	Skilled Workers
		€202.63 per week rising by annual increments of €1.75 per week up to a maximum of €210.78 per week.	€223.44 per week rising by annual increments of €1.75 per week up to a maximum of €231.59 per week.
		Non-Industrials	Non-Industrials
		(including appointments clerk, clerk/clerk typist)	(including appointments clerk, clerk/clerk typist)
		€196.81 per week rising by annual increments of €1.75 per week up to a maximum of €206.71 per week.	€217.62 per week rising by annual increments of €1.75 per week up to a maximum of €227.52 per week.

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LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
		CATEGORY C Dental Auxiliaries During the first year of employment in the profession an employee under the age of 18 years will receive a minimum wage of €192.73 per week; after the first year of employment in the profession the wages per week shall not be less than €196.22 per week rising by annual increments of €1.28 per week up to a maximum of €202.62 per week.	CATEGORY C Dental Auxiliaries During the first year of employment in the profession an employee under the age of 18 years will receive a minimum wage of €213.54 per week; after the first year of employment in the profession the wages per week shall not be less than €217.03 per week rising by annual increments of €1.28 per week up to a maximum of €223.43 per week.
		Dental Laboratory Assistants At 16 years ..... €183.11 At 17 years ..... €185.98 At 18 years and over €195.64 per week rising by annual increments of €1.75 per week up to a maximum of €200.89 .	Dental Laboratory Assistants At 16 years ..... €203.92 At 17 years ..... €206.79 At 18 years and over €216.45 per week rising by annual increments of €1.75 per week up to a maximum of €221.70 .

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
			Dental Mechanics	Dental Mechanics
			Where a Dental Mechanic in possession of a qualification recognised by the Advisory and Executive Board performs work on the construction of dentures and other connected work, whether or not he performs also all or any of the following additional duties, namely the construction of obturators, splints for fractures, chrome cobalt prosthesis, precision attachment bridge work and porcelain fused to gold bridge work, he shall receive a salary of €10,769.72 per annum rising by annual increments of €83.86 up to €11,119.96 per annum and thereafter by annual increments of €111.81 up to a maximum of €11,813.74 per annum.	Where a Dental Mechanic in possession of a qualification recognised by the Advisory and Executive Board performs work on the construction of dentures and other connected work, whether or not he performs also all or any of the following additional duties, namely the construction of obturators, splints for fractures, chrome cobalt prosthesis, precision attachment bridge work and porcelain fused to gold bridge work, he shall receive a salary of €11,851.84 per annum rising by annual increments of €83.86 up to €12,202.08 per annum and thereafter by annual increments of €111.81 up to a maximum of €12,895.86 per annum.
			In the case of a Dental Mechanic without the qualifications referred to in the preceding paragraph the wages should be €202.63 per week rising by annual increments of €1.75 per week up to a maximum of €209.04 per week."	In the case of a Dental Mechanic without the qualifications referred to in the preceding paragraph the wages should be €223.44 per week rising by annual increments of €1.75 per week up to a maximum of €229.85 per week."
17.	**Textiles and Allied Industries Wages Council Wage Regulation Order S.L. 452.55**	paragraph 3(a) of the Schedule	"(a)Watchmen -	"(a)Watchmen -
			(i)whose duties are mainly performed indoors €192.73	(i)whose duties are mainly performed indoors €213.54
			(ii)whose duties are mainly performed out of doors €195.06;	(ii)whose duties are mainly performed out of doors ..... €215.87;"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
		paragraph 3(b) of the Schedule	"(b) Other whole-time employees -	"(b) Other whole-time employees -
			At age 18 years or over €192.73	At age 18 years or over €213.54
			At age 17 years €185.95	At age 17 years €206.76
			At age 16 years ..... €183.11."	At age 16 years ..... €203.92."
18.	**Jewellery and Watches Wages Council Wage Regulation Order S.L. 452.56**	paragraph 3(1) of the Schedule	"During the first two years of employment in the trade €192.73	"During the first two years of employment in the trade €213.54
			During the third year of employment in the trade €196.81	During the third year of employment in the trade €217.62
			During the fourth year of employment in the trade €199.14	During the fourth year of employment in the trade €219.95
			During the fifth year of employment in the trade ..... €201.47."	During the fifth year of employment in the trade ..... €222.28."
		paragraph 3(2) of the Schedule	"aged 16 years €183.11	"aged 16 years €203.92
			aged 17 years ..... €185.95."	aged 17 years ..... €206.76."
		paragraph 3(3) of the Schedule	"(a) those whose duties are mainly performed indoors €192.73	"(a) those whose duties are mainly performed indoors €213.54
			(b) those whose duties are mainly performed out of doors ..... €195.06."	(b) those whose duties are mainly performed out of doors ..... €215.87."
19.	**Hire of Cars or Private Buses Wages Council Wage Regulation Order S.L. 452.57**	paragraph 3(a) of the Schedule	"(a)clerk/receptionist ..... €199.72"	"(a)clerk/receptionist ..... €220.53"
		paragraph 3(b) of the Schedule	"(b)drivers ..... €199.14"	"(b)drivers ..... €219.95"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
		paragraph 3(c) of the Schedule	"(c)conductors/ attendants, and other employees (other than watchmen) -	"(c)conductors/ attendants, and other employees (other than watchmen) -
			(i)aged 18 years or over €195.39	(i)aged 18 years or over €216.20
			(ii) aged 16 or 17 years ..... €192.73"	(ii) aged 16 or 17 years ..... €213.54"
		paragraph 3(d) of the Schedule	"(d)watchmen:	"(d)watchmen:
			(i)those whose duties are mainly performed indoors €195.39	(i)those whose duties are mainly performed indoors €216.20
			(ii)those whose duties are mainly performed out of doors ..... €197.72."	(ii)those whose duties are mainly performed out of doors ..... €218.53."
20.	**Travel and Insurance Agencies Wages Council Wage Regulation Order S.L. 452.58**	paragraph 3(i) of the Schedule	"(i) industrial employees:	"(i) industrial employees:
			At age 18 or over €192.73	At age 18 or over €213.54
			At age 17 ..... €188.07	At age 17 ..... €208.88
			At age 16 ... €185.74"	At age 16 ... €206.55"
		paragraph 3(ii) of the Schedule	"(ii) non-industrial employees:	"(ii) non-industrial employees:
			During the first year of employment in the establishment €192.73	During the first year of employment in the establishment €213.54
			During the second year of employment in the establishment €195.06	During the second year of employment in the establishment €215.87
			During the third year of employment in the establishment €197.39	During the third year of employment in the establishment €218.20
			During the fourth year of employment in the establishment ..... €202.05."	During the fourth year of employment in the establishment ..... €222.86."

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	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
21.	**Construction Wages Council Wage Regulation Order S.L. 452.59**	paragraph 3(1)(a) of the Schedule	(a) (i) Watchmen whose duties are mainly performed indoors €197.39	(a) (i) Watchmen whose duties are mainly performed indoors €218.20
			(ii)Watchmen whose duties are mainly performed out of doors ..... €199.72"	(ii)Watchmen whose duties are mainly performed out of doors ..... €220.53"
		paragraph 3(1)(b) of the Schedule	"(b) Other time employees:	"(b) Other time employees:
			(i) aged 18 years or over €197.39	(i) aged 18 years or over €218.20
			(ii) aged 17 years €186.58	(ii) aged 17 years €207.39
			(iii) aged under 17 years ..... €184.00."	(iii) aged under 17 years ..... €204.81."
22.	**Beverage Industries Wages Council Wage Regulation Order S.L. 452.60**	paragraph 3(a) of the Schedule	"(a) watchmen €195.64 x €0.58c - €196.80"	"(a) watchmen €216.45 x €0.58 - €217.61"
		paragraph 3(b) of the Schedule	"(b)other employees:	"(b)other employees:
			(i) aged 20 years or over ..... €195.64 x €0.58c - €196.80	(i) aged 20 years or over .... €216.45 x €0.58 - €217.61
			(ii) aged 18 years or 19 years €192.73	(ii) aged 18 years or 19 years €213.54
			(iii) aged 17 years €186.58	(iii) aged 17 years €207.39
			(iv)aged under 17 years ..... €184.00"	(iv)aged under 17 years.....€207.81."
23.	**Hotels and Clubs Wages Council Wage Regulation Order S.L. 452.66**	paragraph 3(2) of the Schedule	"(a) watchmen whose duties are mainly performed indoors €193.90;	"(a) watchmen whose duties are mainly performed indoors €214.71;
			(b) watchmen whose duties are mainly performed out of doors ..... €196.22"	(b) watchmen whose duties are mainly performed out of doors ..... €217.03"
		paragraph 3(3) of the Schedule	"(3)The minimum weekly remuneration payable to musicians shall be €210.83"	"(3) The minimum weekly remuneration payable to musicians shall be €231.64"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
		paragraph 11(2) of the Schedule	"(a) those whose duties are mainly performed indoors €192.73	"(a) those whose duties are mainly performed indoors €213.54
			(b) those whose duties are mainly performed out of doors ..... €195.06"	(b) those whose duties are mainly performed out of doors ..... €215.87"
		paragraph 19(c) of the Schedule	"(i) those whose duties are mainly performed indoors €193.90;	"(i) those whose duties are mainly performed indoors €214.71;
			(ii)those whose duties are mainly performed outdoors ..... €196.22."	(ii)those whose duties are mainly performed outdoors ..... €217.03."
24.	**Food Manufacture Industries Wages Council Wage Regulation Order S.L. 452.67**	paragraph 3(1) of the Schedule	"18 years or over €192.73	"18 years or over €213.54
			17 years €187.61	17 years €208.42
			16 years ..... €185.44"	16 years ..... €206.25"
		paragraph 3(2) of the Schedule	"(a)Watchmen whose duties are mainly performed indoors shall be paid a minimum weekly wage of €192.73; and	"(a)Watchmen whose duties are mainly performed indoors shall be paid a minimum weekly wage of €213.54; and
			(b)Watchmen whose duties are mainly performed out of doors shall be paid a minimum wage of €195.06"	(b)Watchmen whose duties are mainly performed out of doors shall be paid a minimum wage of €215.87"
25.	**Tobacco Manufacture Industry Wages Council Wage Regulation Order S.L. 452.68**	paragraph 3(1) of the Schedule	"At age 18 years or over €192.73	"At age 18 years or over €213.54
			At age 17 years €185.95	At age 17 years €206.76
			At age 16 years ..... €183.11"	At age 16 years ..... €203.92"
		paragraph 3(2) of the Schedule	"€192.73 - for watchmen whose duty is mainly performed indoors	"€213.54 - for watchmen whose duty is mainly performed indoors
			€195.06 - for watchmen whose duty is mainly performed out of doors"	€215.87 - for watchmen whose duty is mainly performed out of doors"

	LEGISLATION	PROVISION	WORD/ PHRASE TO BE AMENDED	AMENDMENT
26.	**Leather Goods and Shoes Industries Wages Council Wage Regulation Order S.L. 452.69**	paragraph 3(1) of the Schedule	"(a)watchmen whose duties are mainly performed indoors ..... €192.73 (b)watchmen whose duties are mainly performed out of doors ..... €195.06 (c)other employees - (i) at age 16 years ..... €183.11 (ii) at age 17 years ..... €185.95 (iii)at age 18 years or over ..... €192.73"	"(a)watchmen whose duties are mainly performed indoors ..... €213.54 (b)watchmen whose duties are mainly performed out of doors ..... €215.87 (c)other employees - (i) at age 16 years ..... €203.92 (ii) at age 17 years ..... €206.76 (iii)at age 18 years or over ..... €213.54"
27.	**Sextons and Custodians Wages Council Wage Regulation Order S.L. 452.72**	paragraph 4 of the Schedule	"Age 18 and over ..... €192.73 per week Age 17 to 18 years ..... €185.95 per week Under 17 years ..... €183.11 per week"	"Age 18 and over ..... €213.54 per week Age 17 to 18 years ..... €206.76 per week Under 17 years ..... €203.92 per week"
28.	**Private Security Services Wages Council Wage Regulation Order S.L. 452.75**	paragraph 4 of the Schedule	"(a)Wardens ..... €224.46 (b)Other employees: at age 18 years and over .....€192.73 under 18 years of age ..... €189.52"	"(a)Wardens ..... €245.27 (b)Other employees: at age 18 years and over .....€213.54 under 18 years of age ..... €210.33"
29.	**Private Cleaning Services Wages Council Wage Regulation Order S.L. 452.76**	article 4 (1)	"at age 18 years and over €192.73 at age 17 years €185.95 at age under 17 years €183.11"	"at age 18 years and over €213.54 at age 17 years €206.76 at age under 17 years €203.92"

SCHEDULE II

(Article 3)

Amendments to Annexes, Tables and Forms of the Wages Council Wage Regulation Orders

1. The "Table of Minimum Wages" in paragraph 3 of the Schedule to the Seamen Wages Council Wage Regulation Order, (S.L.452.51) shall be substituted by the following:

"Table of Minimum Wages

CATEGORY A

*(*Light duty tugs or lighters)

Coxswain	€219.95
Engine Driver	€218.78
Pumpman	€217.03
Watchman	€214.71
Seaman or other calling	€216.45

CATEGORY B

(Heavy duty tugs)

Master	€228.10
Engineer	€224.61
Boatswain	€217.62
Greaser	€217.62
Watchman	€214.71
Seaman or other calling	€217.03

CATEGORY C

(Luzzus)

Master	€228.10
Coxswain	€219.95
Engineer	€224.61
Engine Driver	€214.71
Watchman	€218.78
Seaman or other calling	€216.45

CATEGORY D

(Gozo Ferry)

Captain	€237.93
Coxswain	€222.28
Boatswain	€219.95
First Engineer	€231.64
Second Engineer	€226.93
Third Engineer/Engine Driver	€221.11
Seaman/Deckhand	€216.45
Watchman	€214.71
Other calling	€216.45

CATEGORY E

(Yachts, pleasure boats, etc.)

Skipper/Captain	€229.26
Engineer	€224.61
Engine Driver	€219.36
Coxswain	€219.95
Boatswain/Mate	€217.62
Seaman/Deckhand	€215.29
Watchman	€214.71".

2. The table in paragraph 4(1) of the Schedule to the Hire of Cars or Private Buses Wages Council Wage Regulation Order, (S.L.452.57) shall be substituted by the following:

"(a) in the case of clerks/receptionists -

(i)	for the first 3 hours or less in any one day ...	€15.75
(ii)	for each hour or part thereof in excess of the first 3 hours in any one day	€5.25;

(b) in the case of drivers -

(i)	for the first 3 hours or less in any one day ...	€14.34
(ii)	for each hour or part thereof in excess of the first 3 hours in any one day	€4.78;

(c) in the case of conductors and attendants -

	18 years or over	under 18 years
(i) for the first 4 hours or less in any one day	€18.80	€18.57
(ii) for each hour or part thereof in excess of the first 4 hours in any one day	€4.70	€4.64;

(d) in the case of all other employees, including watchmen -

	18 years or over	under 18 years
(i) for the first 3 hours or less in any one day	€14.10	€13.92
(ii) for each hour or part thereof in excess of the first 3 hours in any one day	€4.70	€4.64.".

3. The table and text in paragraph 3 of the Schedule to the Wholesale and Retail Trades Wages Council Wage Regulation Order, (S.L.452.63) shall be substituted by the following:

"**Minimum Remuneration**

WHOLE-TIME EMPLOYEES (OTHER THAN WATCHMEN)

Column 1	**Column 2**
At age 16 years	€204.81
17 years	€207.39
18 years and over	€214.71

(b) Watchmen employed as whole-time employees performing duties as specified in Column 1 of the table immediately following shall be entitled to the appropriate rate of remuneration set out in Column 2 thereof:

Minimum Remuneration

WATCHMEN EMPLOYED AS WHOLE-TIME EMPLOYEES

Column 1	Column 2
Watchmen whose duties are mainly performed indoors.....	€214.71
Watchmen whose duties are mainly performed outdoors	€217.03".

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4. The Hotels and Clubs Wages Council Wage Regulation Order, (S.L.452.66) shall be amended as follows:

(a) the table in paragraph 3(1) of the Schedule thereof shall be substituted by the following:

"RATE PER WEEK

Column 1	**Column 2**	**Column 3**	**Column 4**
Age	Where the employer supplies one main meal per day.	Where the employer supplies two main meals per day.	Where neither column 2 nor column 3 is applicable.
Under 17 years	€203.57	€202.17	€204.81
17 years of age	€206.13	€204.74	€207.37
18 years of age and over	€213.47	€212.07	€214.71";

(b) the table in paragraph 11(1) of the Schedule thereof shall be substituted by the following:

"**Column 1** Age	**Column 2** Rate per week
Under 17 years	€204.81
17 years of age	€207.39
18 years of age or over	€213.54";

(c) the table in paragraph 19(a) of the Schedule thereof shall be substituted by the following:

"Minimum Remuneration

Whole-time employees in restaurants -

Column 1	**Column 2**
At age 16 years	€204.81
At age 17 years	€207.39
At age 18 years and over	€214.71";

(d) the table in paragraph 19(b) of the Schedule thereof shall be substituted by the following:

"Minimum Remuneration

Whole-time employees (other than watchmen) in establishments other than restaurants -

Column 1	**Column 2**
At age 16 years	€204.81
At age 17 years	€207.39
At age 18 years or over	€214.71".

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