

L.N. 112 of 2025

**EMPLOYMENT AND INDUSTRIAL RELATIONS ACT
(CAP. 452)**

**Transparent and Predictable Working Conditions
(Amendment) Regulations, 2025**

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

1. (1) The title of these regulations is the Transparent and Predictable Working Conditions (Amendment) Regulations, 2025 and these regulations shall be read and construed as one with the Transparent and Predictable Working Conditions Regulations, hereinafter referred to as the "principal regulations".

Citation and commencement.

S.L. 452.126.

(2) These regulations shall come into force within two (2) months from their publication in the Gazette.

2. Sub-regulation (2) of regulation 2 of the principal regulations shall be deleted.

Amends regulation 2 of the principal regulations.

3. Regulation 3 of the principal regulations shall be amended as follows:

Amends regulation 3 of the principal regulations.

(a) immediately after the definition "Act" there shall be added the following new definition:

" "applicant for employment" means any person seeking employment and who is being considered for engagement with a prospective employer;"

(b) immediately before the definition "reference hours and days" there shall be added the following new definition:

" "pay level" means gross annual pay and the corresponding gross hourly pay;"

4. Immediately after regulation 5 of the principal regulations

Adds new regulation to the principal regulations.

there shall be added the following new regulation:

"Pay
transparency
prior to and
during
employment.

5A. (1) Applicants for employment shall have the right to receive from the prospective employer information about:

(a) the initial pay, or its range, to be attributed to the position concerned; and

(b) where applicable, the relevant pay provisions of the collective agreement as applied by the employer in relation to the position:

Provided that such information shall be provided to the workers before the commencement of their employment.

(2) Workers shall have the right to request from the employer at any time during their employment their individual pay level and the pay levels for categories of workers performing the same work as them:

Provided that the employer shall provide such information upon written request by the worker within a reasonable period of time but in any event not exceeding two (2) months from the date on which the request is made."
