

L.N. 289 of 2025

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

National Minimum Wage National Standard Order, 2025

IN EXERCISE of the powers conferred by article 4 of the Employment and Industrial Relations Act, the Minister responsible for employment and industrial relations, on the recommendation of the Employment Relations Board, has made the following order:-

1. (1) The title of this order is the National Minimum Wage National Standard Order, 2025. Citation and commencement.

(2) This order shall come into force on the 1st January, 2026.

2. In this order, unless the context otherwise requires: Interpretation.

"Act" means the Employment and Industrial Relations Act; Cap. 452.

"Agreement" means the National Agreement on the Minimum Wage Recommendations by the Low Wage Commission signed on the 25th October 2023 between the Government, the trade unions and organisations of employers as represented on the Malta Council for Economic and Social Development.

3. The national minimum wage per week related to a normal working week shall be in accordance with the said Agreement as follows: National minimum wage.

Age eighteen (18) years and over€229.44

Age seventeen (17) years€222.66

Under seventeen (17) years €219.82

4. The national minimum wage of part-time employees shall be calculated *pro rata* at the same hourly rate of a comparable whole-time employee as applicable in accordance with the minimum wage of the relevant Wage Regulation Order, or in cases where a Wage Regulation Order is not applicable, at an hourly rate not below the National Standard Minimum Wage applicable, as determined in accordance with the preceding article and divided by forty (40). Part-time employees.

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Wages Council
Wage
Regulation
Orders.

5. Where any Wages Council Wage Regulation Order applies to any employee, the wages payable to such employee in respect of 2026 shall not be less than those established by such Wages Council Wage Regulation Order, applicable for 2025 adjusted for the cost of living by any increases of wages declared to be generally applicable to all whole-time employees in accordance with article 8 of the Act, or by any wage increases for cost of living established by any national standard order applicable in respect of 2026.
