B 1166

L.N. 115 of 2026

EMPLOYMENT AND INDUSTRIAL RELATIONS ACT (CAP. 452)

Printing and Publishing (Conditions of Work) Regulation Order, 2026

IN EXERCISE of the powers conferred by article 4(1) of the Employment and Industrial Relations Act, the Minister responsible for employment and industrial relations has made the following order:-

Citation, commencement and applicability.

1. (1) The title of this order is the Printing and Publishing (Conditions of Work) Regulation Order, 2026.

(2) This order shall come into force within two (2) months from its date of publication in the Gazette.

(3) The provisions established in this order shall apply to all employees in all establishments engaged in printing, publishing or book binding:

Provided that in the event that there is a collective agreement applicable to the class of employees covered by this order, the more favourable conditions in that agreement or in this order shall prevail.

Interpretation.

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

Cap. 452.

"Act" means the Employment and Industrial Relations Act;

Cap. 252.

"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;

"collective agreement" shall have the same meaning as assigned to it in the Act;

"day worker" means an employee who is not a night worker;

"hours of work" shall have the same meaning as assigned to it in the Act;

"night worker" means an employee, other than a watchperson, whose hours of work on any day, exclusive of overtime, start after 5.00 p.m. or end after 8.00 p.m.;

"part-time employee" shall have the same meaning as assigned to it in the Act;

"period of employment" shall have the same meaning as assigned to it in the Act;

"time and a half" means one and a half times the hourly rate obtained by dividing by forty (40) in the case of a day worker, and by thirty-eight (38) in the case of a night worker, the minimum weekly wage to which the employee shall be entitled under the provisions of article 4 of this order;

"wage" means remuneration or earnings, payable by an employer to an employee and shall include any bonus payable under article 23 of the Act, other than any bonus or allowance related to performance or production;

"whole-time employee" shall have the same meaning as assigned to it in the Act;

"working day" in respect of any employee, means any day in which such employee is normally expected to work.

Hours of work.

3. The minimum weekly wage specified in article 4 relates:

(a) in the case of a day worker, to a week of forty (40) hours of work distributed over five (5) days;

(b) in the case of a night worker, to a week of thirty-eight (38) hours of work exclusive of overtime, and in the case of a watchperson, to a week of forty-eight (48) hours of work exclusive of overtime.

Minimum wage for whole-time employees.

4. The minimum weekly remuneration payable to whole-time employees shall be the following:

(a)	watchpersons	€275.33; and
(b)	other employees	€229.44

Uniform allowance.

5. (1) When the employee is required by the employer to wear a uniform in the performance of his duties, such uniform shall be provided by the employer free of any charge.

S.L. 646.13.

(2) Personal protective equipment according to the Minimum Requirements for the Use of Personal Protective Equipment at Work Regulations shall also be provided by the employer free of charge.

Minimum daily rest.

6. Employees, whether day or night workers, shall be allowed intervals for meals and rest of not less, in the aggregate, than one (1)

hour in any period of employment where the hours of work are not less than five and a half (5½).

Minimum weekly rest. S.L. 452.87.

7. All employees shall be entitled to a rest period according to the Organisation of Working Time Regulations.

Overtime.

8. (1) Overtime shall be payable as follows:

(a) in the case of watchpersons, time-and-a-half for all work in excess of forty-eight (48) hours in any week;

(b) in the case of day workers other than watchpersons:

(i) for work in excess of eight (8) hours in any one day ..... time and a half;

(ii) for work in excess of forty (40) hours in any week, exclusive of any time paid for at overtime rates .....time and a half;

(c) in the case of night workers other than watchpersons:

(i) for work in excess of six and a half hours in any period of employment .....time and a half;

(ii) for work in excess of thirty-eight (38) hours in any week, exclusive of any time paid for at overtime rates ..... time and a half.

(2) Notwithstanding the provisions of sub-article (1):

(a) in the case of night workers engaged on a five (5) day week, any hours worked in excess of seven and a half (7½) hours in any period of employment shall be paid at overtime rates; and

(b) subject to the provisions of article 11, in any week in which a working day happens to be a customary holiday, overtime shall be payable for work in excess of: thirty-two (32) hours in the case of day workers; thirty-one and a half (31½) hours in the case of night workers on a six (6) day week; and thirty and a half (30½) hours in the case of night workers who work on a five (5) day week.

Vacation leave. S.L. 452.87.

9. The employee shall be entitled to annual leave according to the Organisation of Working Time Regulations.

Sick leave.

10. (1) A whole-time employee shall in every calendar year be entitled to the equivalent in hours of twelve (12) days sick leave on full pay, less an amount equal to the sum established for sickness benefit entitlement at the rate determined in accordance with 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 established for sickness benefit entitlement at the rate determined in accordance with the Social Security Act, which amount shall also be calculated on a *pro rata* basis:

Cap. 318.

Provided that:

(a) the first three (3) days of any claim for sick leave shall be paid in full by the employer;

(b) a medical certificate covering the period of absence shall be submitted to the employer on the day of return to work or, if such period of absence exceeds seven (7) days, within seven (7) days of the commencement of absence due to sick leave;

(c) employees receiving a social security pension in respect of retirement or widowhood in accordance with the Social Security Act shall, for the purpose of calculating the sick leave payment due, shall be deemed to have received an amount equal to the sum established for sickness benefit entitlement at the rate determined in accordance with the Social Security Act.

Cap. 318.

(2) Sick leave entitlements provided according to this paragraph shall apply from the first day of employment:

Provided that said entitlements shall be calculated *pro rata* according to the date of employment in the relative calendar year.

(3) The employer may require a medical certificate by a physician of his own choice to certify that the employee is unfit for work during the period of sick leave.

(4) The sick leave entitlement 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.

Other forms of leave

11. Employees shall be entitled to the national holidays and to all public holidays with full pay, to all forms of leave according to the Minimum Special Leave Entitlement Regulations and all other forms of leave that may, from time to time, be stipulated in the National Standard Orders or any regulations made under the Act.

S.L. 452.101.

Repeal and saving. S.L. 452.07. S.L. 452.48.

12. The Printing and Publishing Wages Council Order and the Printing and Publishing Wages Council Wage Regulation Order are hereby repealed without prejudice to anything done or omitted to be done thereunder.

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