B 1264

L.N. 123 of 2026

EMPLOYMENT AND INDUSTRIAL RELATIONS ACT (CAP. 452)

Agriculture and Allied Industries (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 Agriculture and Allied Industries (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 of this order shall apply to all employees in any undertaking or part of an undertaking where the activities consist wholly or mainly in agriculture, horticulture, floriculture, and viticulture, the breeding and rearing of livestock, poultry, rabbits, the keeping of bees and the processing of dairy products and products of a similar nature:

Provided that in the event that there is a collective agreement applicable to the class of employees covered by this order, the more favorable 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;

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

Cap. 252.

"customary holidays" means any day, other than Sundays, declared at any time to be a public holiday by or under the National Holidays and other Public Holidays Act;

"double-time" means twice the minimum time rates applicable to the employee;

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

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

"time-and-a-half" means one and a half times the minimum time rates applicable to the employee;

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

"watchperson" means a person who guards his employer's property against fire, theft, illegal entry and similar contingencies;

"week" means a calendar week;

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

Hours of work.

3. The minimum weekly wages payable to whole-time employees shall be related to a week of not more than:

(a) forty hours (40) in the case of employees other than watchpersons;

(b) fifty-two hours (52) in the case of watchpersons.

Minimum remuneration of whole-time employees.

4. The minimum weekly remuneration payable to whole-time employees shall be as follows:

(a) watchpersons employed wholly or principally on indoor duties.....	€298.27
(b) watchpersons employed wholly or principally on outdoor duties.....	€300.60
(c) 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, the employer shall provide such uniform free of charge.

S.L.424.21.

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

Minimum daily rest.

6. Whole-time employees shall be allowed intervals for meals and rest of not less in the aggregate than one (1) hour on any one (1) day.

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.

Minimum overtime rates.

8. Whole-time employees shall be entitled to the payment of overtime as follows:

(a) Watchpersons;

(i) for every hour (1) worked in excess of nine (9) hours in any one day, except on a Sunday..... time-and-a-half;

(ii) for all hours of work on a Sunday..... double-time;

(iii) for all time worked on any customary holiday..... double time;

(iv) for any hours worked in excess of fifty-two (52) hours on any one week, exclusive of any hours for which overtime is payable in terms of the preceding provisions..... time-and-a-half;

(b) employees other than watchpersons:

(i) for every hour (1) worked in excess of eight (8) hours on any one (1) day, except the weekly day of rest of the employee..... time-and-a-half;

(ii) for all hours worked on the weekly day of rest of the employee..... double time;

(iii) for all time worked on any customary holiday..... double time;

(iv) for every hour (1) worked in excess of forty (40) hours on any one (1) week, exclusive of any hours for which overtime is payable in terms of the preceding provisions..... time-and-a-half.

Vacation leave. S.L. 452.87.

9. The employee shall be entitled to annual leave in accordance with 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 set 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 set in accordance with 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 (3) 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 exceeds seven (7) days, within seven (7) days of the commencement of 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 pay, be deemed to have received an amount equal to the sum established for sickness benefit entitlement at the rate set in accordance with the Social Security Act. Cap. 318.

(2) Sick leave entitlements 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 choice to certify that the employee is not fit 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.

11. Employees under this order shall be entitled to national holidays and to 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 regulations made in accordance with the Act. Other forms of leave. S.L. 452.101.

12. The Agriculture and Allied Industries Wages Council Order and the Agriculture and Allied Industries Wages Council Wage Regulation Order are hereby repealed without prejudice to anything done or omitted to be done thereunder. Repeal and saving. S.L. 452.30. S.L. 452.50.

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Ippubblikat mid-Dipartiment tal-Informazzjoni (doi.gov.mt) — Valletta — ***Published by the Department of Information (doi.gov.mt) — Valletta***
Mitbugħ fl-Istamperija tal-Gvern fuq karta FSC — ***Printed at the Government Printing Press on FSC certified paper***

Prezz/*Price*
€0.45