B 1526

L.N. 143 of 2026

EMPLOYMENT AND INDUSTRIAL RELATIONS ACT (CAP. 452)

Cinemas and Theatres (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 Cinemas and Theatres (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 cinemas and theatres, other than stage performers and musicians:

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 such agreement or in this order shall apply.

Interpretation.

2. In this order unless the context otherwise requires:

Cap. 452.

"Act" means the Employment and Industrial Relations Act;

"assistant projectionist" means a person over nineteen (19) years of age who is employed to assist a projectionist;

"cashier" means an employee engaged wholly or mainly in receiving cash and bookings for admission into a cinema or theatre;

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

Cap. 252.

"customary holidays" means the days, other than Sundays, declared to be public holidays under the National Holidays and other Public Holidays Act;

"half-day" means a period of twelve (12) hours ending or beginning at 1.00 p.m.;

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

"learner" means a person other than an apprentice, who is over the age of sixteen (16) years but under the age of nineteen (19) years and who is receiving training in the calling of projectionist and in respect of whom the employer holds a permit issued in terms of the Employment and Training Services Act; Cap. 594.

"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;

"projectionist" means a person holding a projectionist licence;

"rest period" shall have the same meaning as assigned to it in the Organisation of Working Time Regulations; S.L. 452.87.

"staff manager" means an employee who is responsible to the employer for the control of the staff;

"time-and-a-half" means one and a half time the actual time rate 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;

"day" means a period of twenty-four (24) consecutive hours commencing from 12:00 a.m. of one day to 12:00 a.m. of the following day;

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

3. The minimum weekly wage shall not exceed forty-six (46) hours of work per week. Where a system of two (2) or more shifts is in force the rates specified in article 4 shall relate to an average not exceeding forty-six (46) hours over two (2) or more weeks according to the number of shifts in force. Hours of work.

4. The weekly minimum wage payable to whole-time employees shall be as follows: Minimum wages of whole-time employees.

Projectionist	€268.52

Assistant Projectionist	€266.19
Staff Manager	€268.52
Barman	€266.19
Cashier	€266.19
Usher or Usherette	€266.19
Controller	€266.19
Learners	€263.86
Other employees	€263.86

Uniform allowance.

5. (1) When the employee is required to wear a uniform in the performance of the employee's duties, such uniform shall be provided by the employer free of 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. Whole-time employees shall be allowed a minimum daily period for meals and rest as follows:

(a) where the period of employment includes the whole-day..... an aggregate of one (1) hour;

(b) where the period of employment is in the afternoon only.....an aggregate of half-an-hour.

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. In the case of whole-time employees, overtime shall be payable for all time worked in excess of forty-six (46) hours in a week..... time-and-a-half:

Provided that where a system of shifts is in force, overtime shall be payable for all time worked over an average of forty-six (46) hours calculated in a full cycle.

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 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

Cap. 318.

shall also be calculated on a *pro rata* basis:

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 produced to the employer on the day of return to work or, if such period of absence exceeds seven (7) days, within seven (7) days from the commencement of such 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, 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 shall apply from the first day of employment:

Provided that the said entitlement 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 to certify that the employee is unfit for work during the period of absence due to 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 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 leave that may, from time to time, be stipulated in the National Standard Orders or any regulations made under the Act. Other forms of leave. S.L. 452.101.

12. The Cinemas and Theatres Wages Council Order and the Cinemas and Theatres Wages Council Wage Regulation Order are hereby repealed without prejudice to anything done or omitted to be done thereunder. Repeal and saving. S.L. 452.05. S.L. 452.43.

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