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# Gazzetta tal-Gvern ta' Malta

## The Malta Government Gazette

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### SOMMARJU – SUMMARY

|                                       |             |
|---------------------------------------|-------------|
| Notifikazzjonijiet tal-Gvern .....    | 5737 - 5882 |
| <i>Government Notices</i> .....       | 5737 - 5882 |
| Avviżi tal-Pulizija .....             | 5883 - 5887 |
| <i>Police Notices</i> .....           | 5883 - 5887 |
| Opportunitajiet ta' Impjieg.....      | 5887 - 5888 |
| <i>Employment Opportunities</i> ..... | 5887 - 5888 |
| Avviżi tal-Gvern.....                 | 5889 - 5892 |
| <i>Notices</i> .....                  | 5889 - 5892 |
| Offerti.....                          | 5892 - 5899 |
| <i>Tenders</i> .....                  | 5892 - 5899 |
| Avviżi tal-Qorti .....                | 5899 - 5920 |
| <i>Court Notices</i> .....            | 5899 - 5920 |



NOTIFIKAZZJONIJIET TAL-GVERN

GOVERNMENT NOTICES

Nru. 682

No. 682

HATRA TA' AĠENT SKRIVAN TAL-KAMRA  
TAD-DEPUTATI

APPOINTMENT OF ACTING CLERK OF THE  
HOUSE OF REPRESENTATIVES

L-ISKRIVAN tal-Kamra tad-Deputati approva l-hatra  
temporanja li ġejja:

THE Clerk of the House of Representatives has approved  
the following temporary appointment:

| ISEM<br><i>NAME</i> | POST<br><i>POST</i>                                                                               | DIPARTIMENT<br><i>DEPARTMENT</i>                                                                     | DATA<br><i>DATE</i> |
|---------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------------------|
| Is-Sa Josanne Paris | Agent Skrivan<br>tal-Kamra tad-Deputati<br><i>Acting Clerk of the<br/>House of Represtantives</i> | Kamra tad-Deputati<br>Parlament ta' Malta<br><i>House of Representatives<br/>Parliament of Malta</i> | 3.5.26 - 5.5.26     |

It-30 ta' April, 2026

30th April, 2026

Nru. 683

No. 683

AKKWIST TA' ART

ACQUISITION OF LAND

PROKLAMA TAL-AWTORITÀ TAL-ARTIJIET

PROCLAMATION BY THE LANDS AUTHORITY

BILLI bl-artikolu 71 skont l-Att dwar Artijiet tal-Gvern (Kap. 573) tal-Liġijiet ta' Malta, huwa pprovdut illi l-Bord tal-Gvernaturi tal-Awtorità tal-Artijiet jista' għal skopijiet pubbliċi, jiddikjara b'avviż illi l-art hija suġġetta għall-jedd ta' clearance jew għall-jedd ta' taħt wiċċ l-art.

WHEREAS by the provisions of section 71 in accordance with the Government Lands Act (Cap. 573) of the Laws of Malta, the Board of Governors of the Lands Authority can for public purposes, declare that the land is subject to clearance rights or subsoil rights.

It-30 ta' April, 2026  
(File No. L/65/2026)

30th April, 2026

U billi hu meħtieġ illi l-proprjeta' msemmiya fl-iskeda mdaħħla hawnhekk tiġi ddikjarata suġġetta għal dritt ta' taħt wiċċ l-art.

And whereas it is required that the property mentioned in this schedule is declared subject to subsoil rights.

Issa, għalhekk, jiena, bis-saħħa tal-artikolu 71 tal-imsemmija Att, b'din niddikjara illi l-proprjeta' msemmiya fl-iskeda mdaħħla hawnhekk hija suġġetta għal dritt ta' taħt wiċċ l-art.

Now, therefore, I, by means of the powers of section 71 of the mentioned Act, hereby declare that the property mentioned in this schedule is subject to subsoil rights.

*Skeda*

*Schedule*

Art f'Hal Lija:

Land in Hal Lija:

L-imsemmi dritt ta' taħt wiċċ l-art jikkonsisti sabiex isir tħaffir ta' trinka ta' madwar 83 metru twila, b'0.60 metru wiesgħa u b'fond varju u tqegħid ta' servizzi għal żmien indefinit, f'għalqa tal-kejl ta' madwar 183 metru kwadru, liema għalqa tmiss mit-Tramuntana, min-Nofsinhar u mill-Punent ma' proprjeta' ta' sidien mhux magħrufa jew irjieħ verjuri.

The mentioned subsoil rights consisting in the digging of a trench about 83 metres long, 0.60 metres wide and variable depth and laying of services for an indefinite period, in a field measuring about 83 square metres, which field is bounded on the North, on the South and West by property of unknown owners or more precise boundaries.

L-art hawn fuq imsemmija hija murija bil-kulur aħmar fuq il-pjanta P.D. 2026\_0195, li wiehed jista' jara fuq talba fl-Awtorità tal-Artijiet, il-Berġa tal-Baviera, Il-Belt Valletta.

The above-mentioned land is shown with the colour red on plan P.D. 2026\_0195, which may be viewed on demand at the Lands Authority, Auberge de Baviere, Valletta.

(Iff.) DOTT. JOHN VASSALLO  
Chairperson tal-Bord tal-Gvernaturi  
tal-Awtorità tal-Artijiet

(Sgd) DR JOHN VASSALLO  
Chairperson of the Board of Governors  
of the Lands Authority

It-23 ta' April, 2026

23rd April, 2026

**Nru. 684**

**No. 684**

## **AKKWIST TA' ART**

## **ACQUISITION OF LAND**

### **Emenda**

### **Amendment**

NGHARRFU b'din illi b'referenza għan-Notifikazzjoni tal-Gvern Nru. 448, ippubblikata fil-Gazzetta tal-Gvern tat-2 ta' Lulju, 1974 bin-numru tal-file LA17/1959/II, relatat ma' akkwist ta' biċċetjn art fil-Marsa fis-sens li qed jiġi korrett il-kejl ta' plots 1 u 2. Il-kejl ta' plot nru. 1 għandu jkun ta' madwar 4 siegħan u 3.5 kejljet (ekwivalenti għal 814.99 metri kwadri) u għal plot nru. 2 għandu jkun ta' madwar 1 siegħ u 4.5 kejljet (ekwivalenti għal 271.66 metri kwadri) murija delinjati bil-kulur oranje u mmarkati bħala plots nri. "1" u "2" fuq il-pjanta A.E. nru. 13/59.

IT is hereby notified that, with reference to Government Notice No. 448, published in the Government Gazette of the 2nd July, 1974 with file number LA17/1959/II, related with the acquisition of two plots of land in Marsa in the sense that the measurement of plots 1 and 2 is being corrected. Plot no. 1 should measure about 4 siegħan and 3.5 kejljet (equivalent to 814.99 square metres) and for plot no. 2 should be about 1 siegħ and 4.5 kejljet (equivalent to 271.66 square metres) shown deliniated with the colour orange on plots nos. "1" and "2" on plan A.E. nru. 13/59.

It-30 ta' April, 2026

30th April, 2026

**Nru. 685**

## **UFFIĊĊJU TAL-PRIM MINISTRU (UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

### **Noti ta' Spjegazzjoni<sup>1</sup>**

#### **1. Introduzzjoni**

|                                               |                                                                                                                                                  |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tar-Regolamenti</b>                 | Regolamenti tal-2026 li jemendaw ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (hawn aktar 'il quddiem imsejha r-"regolamenti prinċipali") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Drittijiet minimi statutorji għal-leave speċjali (luttu u leave taż-żwieġ)                                                                       |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                        |

#### **2. Taqsira u l-isfond**

Ir-regolamenti emendatorji jemendaw ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101, hawn aktar 'il quddiem imsejha r-"regolamenti prinċipali") magħmula taht l-Att dwar l-Impiegi u r-Relazzjonijiet industrijali (Kapitolu 452 tal-Liġijiet ta' Malta). L-istrument għandu żewġ għanijiet ewlenin:

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

1. iżid id-drittijiet statutorji minimi għal-leave speċjali fir-rigward ta' luttu u żwieġ għal tlett (3) ijiem ta' xogħol kull wiehied, b'hekk isahha il-livell bażiku ta' protezzjoni għall-impjegati kollha li għadhom mhumieks koperti minn dispożizzjonijiet aktar favorevoli f'ordnijiet settorjali sabiex jirregolaw il-kondizzjonijiet ta' xogħol jew ftehimiet kollettivi;

2. jaġġorna u jallinja t-terminoloġija billi jissostitwixxi referenzi li m'għadhomx jintużaw, sabiex ir-regolamenti prinċipali jirriflettu b'mod preċiż il-qafas eżistenti tar-regolamentazzjoni settorjali tal-impjiegi.

## **2.2 L-importanza tar-regolamenti**

Ir-regolamenti emendatorji huma kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huma jistabbilixxu drittijiet minimi għal-leave speċjali fundamentali għall-haddiema sabiex jipprevjenu l-isfruttament u jggarantixxu salvagwardji essenzjali għad-dritt tal-leave. Din il-bażi tgħin biex thares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

## **2.3 Konsultazzjoni Pubblika**

Saru konsultazzjonijiet mal-Employment Relations Board (ERB) u l-Wage Regulations Orders Committee (WROs).

## **3. Harsa ġenerali tal-istruttura tal-istrument**

Ir-regolamenti emendatorji huma magħmula minn tliet (3) regolamenti u jikkonsistu f'dan li ġej:

Regolament 1: Titolu u bidu fis-sehħ

Regolament 2: Jemenda r-regolament 3 tar-regolamenti prinċipali

Regolament 3: Jemenda r-regolament 4 tar-regolamenti prinċipali

## **4. Kummentarju**

Ir-regolament 2 jemenda l-kliem li jinsab fir-regolament 3 tar-regolamenti prinċipali sabiex jirrifletti l-istruttura attwali u l-isem tal-istrumenti settorjali li jirregolaw il-kondizzjonijiet tax-xogħol u jiżgura li r-regolamenti prinċipali jirreferu b'mod korrett u konsistenti għal-leġiżlazzjoni sussidjarja applikabbli.

Ir-regolament 3 jemenda r-regolament 4 tar-regolamenti prinċipali billi jżid żewġ drittijiet ewlenin għal-leave speċjali: leave għal-luttu u għaž-żwieġ, għal minimu statutorju oġhla (ta' tlett ijiem) u billi jiġi żgurat allinjament terminoloġiku mas-sistema kurrenti ta' Malta ta' ordnijiet sabiex jirregolaw il-kondizzjonijiet ta' xogħol.

## **5. Sezzjonijiet Konklużivi**

Ir-regolamenti emendatorji għandhom jidhlu fis-sehħ fi żmien xahrejn mill-pubblikazzjoni tagħhom fil-Gazzetta tal-Gvern.

## **Informazzjoni ta' Kuntatt**

Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:

1575 għall-impjegati

1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

**N.B: Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment legiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intizi bhala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-legiżlazzjoni.**

It-30 ta' April, 2026

**No. 685**

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes<sup>1</sup>**

**1. Introduction**

|                                   |                                                                                                                         |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| <b>Title of Regulations</b>       | Minimum Special Leave Entitlement (Amendment) Regulations, 2026 (hereinafter referred to as the “amending regulations”) |
| <b>Activities to be regulated</b> | Statutory minimum entitlements to special leave (bereavement and marriage leave)                                        |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                      |

**2. Summary and background**

The amending regulations amend the Minimum Special Leave Entitlement Regulations (S.L. 452.101, hereinafter referred to as the “principal regulations”) made under the Employment and Industrial Relations Act (Chapter 452 of the Laws of Malta). The instrument has two main purposes:

1. it increases the minimum statutory special leave entitlements for bereavement and marriage to three (3) working days each, thereby strengthening the basic floor of protection for all employees not already covered by more favourable provisions in sectoral Conditions of Work Regulation Orders or collective agreements;
2. it updates and aligns terminology by replacing outdated references so that the principal regulations accurately reflect the existing framework of sectoral employment regulation.

**2.2 Importance of regulations**

The amending regulations are crucial for protecting employee welfare and ensuring fair labour practices. They establish fundamental minimum special leave entitlement for workers to prevent exploitation and guarantee essential safeguards for leave entitlement. This foundation helps uphold workers' dignity and security within the industry.

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) committee.

## **3. Overview of the structure of the instrument**

The amending regulations are made up of three (3) regulations and consist of the following:

Regulation 1: Citation and commencement

Regulation 2: Amends regulation 3 of the principal regulations

Regulation 3: Amends regulation 4 of the principal regulations

## **4. Commentary**

Regulation 2 amends the wording contained in regulation 3 of the principal regulations to reflect the current structure and name of sectoral instruments regulating conditions of employment and ensures that the principal regulations correctly and consistently refer to the applicable subsidiary legislation.

Regulation 3 amends regulation 4 of the principal regulations by raising two key special leave entitlements; bereavement and marriage leave, to a higher statutory minimum (that of three days) and by ensuring terminological alignment with Malta's current system of Conditions of Work Regulation Orders.

## **5. Concluding sections**

The amending regulations shall come into force within 2 months from their publication in the Government Gazette.

## **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:

1575 for employees

1576 for employers

Email: info.dier@gov.mt

**N.B:** These Explanatory Notes are not intended to be an exhaustive description of the legal instrument nor a substitute for it or a legislative supplement thereto. These Explanatory Notes are not intended as an authoritative decision on the interpretation of the legislation.

30th April, 2026

## Nru. 686

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni<sup>1</sup>****1. Introduzzjoni**

|                                               |                                                                                                                                               |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol dwar il-Prodotti tat-Tafal u l-Ħġieġ (hawn aktar 'il quddiem imsejjaħ l-"ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol relatati mal-manifattura ta' prodotti tat-tafal u l-ħġieġ                                                          |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                     |

**2. Taqsira u l-isfond**

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-Ordni tiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati ingaġġati fi kwalunkwe impriza jew parti minn impriza li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fi prodotti tat-tafal, fuħħar, fajjenza, kina, ċeramika, ħġieġ, oġġetti tal-ħġieġ, mirja, wiri u tabelli ta' reklami magħmula minn kwalunkwe materjal inklużi neon signs, fibreglass, prodotti tal-fibreglass u prodotti ornamentali tal-ġebel. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

**L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattici tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-siġħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jggarantixxu salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Agġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

**Konsultazzjoni Pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjegi u l-Kumitat tal-Wage Regulation Orders (WROs).

**3. Harsa ġenerali tal-istruttura tal-istrument**

Dan l-ordni hu magħmul minn erbatax (14)-il artikolu u jikkonsistu f' dawn li ġejjin:

1. Titolu, bidu fis-seħh u applikabbiltà.
2. Tifsir.

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta)

3. Hinijiet ta' xogħol.
4. Pagi minimi ta' impjegati whole-time.
5. Rata għal xift ta' billejl.
6. Allowance tal-uniformi.
7. L-inqas hin ta' mistrieħ ta' kuljum.
8. Mistrieħ minimu fil-ġimgħa.
9. Rati minimi ta' sahra.
10. Leave għal vaganza.
11. Leave għal mard.
12. Hin ta' stennija.
13. Tipi ta' leave oħra.
14. Thassir u riżervi.

#### 4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr hlaas jekk meħtieġ għax-xogħol.

#### 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

#### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għallprinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġislattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġislazzjoni.**

## No. 686

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes<sup>1</sup>****1. Introduction**

|                                   |                                                                                                              |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Clay and Glass Products (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of work relating to the manufacture of clay and glass products                                    |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                           |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sector. This Order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to employees engaged in any undertaking or part of an undertaking, the activities of which consist wholly or mainly in the manufacture of clay products, pottery, earthenware, china, ceramics, glass, glassware, mirrors, advertising displays and signs of whatever material made including neon signs, fibreglass, fibreglass products and ornamental stone products. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

**Importance of order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

**Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

**3. Overview of the structure of the instrument**

This order is made up of fourteen (14) articles and consist of the following:

1. Citation, commencement and applicability.
2. Interpretation.

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

3. Hours of work.
4. Minimum wages of whole-time employees.
5. Night shift rate.
6. Uniform allowance.
7. Minimum daily rest.
8. Minimum weekly rest.
9. Minimum overtime rates.
10. Vacation leave.
11. Sick leave.
12. Waiting time.
13. Other forms of leave.
14. Repeal and saving.

#### **4. Commentary**

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

#### **5. Concluding sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 687

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni<sup>1</sup>****1. Introduzzjoni**

|                                               |                                                                                                            |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tax-Xogħol tal-Agrikoltura u Industrijii Konnessi Magħha |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-Xogħol tal-Agrikoltura u Industrijii Konnessi Magħha                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                  |

**2. Sommarju u sfond**

Dan l-ordni jstabbilixxi kondizzjonijiet minimi ta' impjieg applikabbli għal impriži li joperaw fis-setturi tal-agrikoltura u industrijii konnessi magħha, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal leave tal-mard mill-ewwel jum ta' impjieg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr hlas fejn meħtieġ.

Dan l-ordni japplika għal impriži li l-attivitajiet tagħhom jikkonsistu prinċipalment fl-agrikoltura, ortikoltura, florikoltura u vitikoltura, it-trobbija ta' bhejjem, tjur u fniek, it-trobbija tan-naħal, kif ukoll il-proċessar ta' prodotti tal-halib u prodotti simili.

Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli. Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjegi u l-Kumitat tal-WRO.

**3. Harsa ġenerali lejn l-istruttura tal-istrument**

- Regolament 1 - Titolu, bidu fis-seħħ u applikabbiltà
- Regolament 2 - Tifsir
- Regolament 3 - Ħinijiet ta' xogħol
- Regolament 4 - L-anqas pagi
- Regolament 5 - Allowance tal-uniformi
- Regolament 6 - L-anqas mistrieħ kuljum
- Regolament 7 - Mistrieħ minimu fil-ġimgħa
- Regolament 8 - L-anqas rati ta' sahra
- Regolament 9 - Leave għal vaganza
- Regolament 10 - Leave għal mard
- Regolament 11 - Tipi ta' Leave oħra
- Regolament 12 - Thassir u riżervi

**4. Kummentarju**

**Regolament 1** jipprovdi għat-titolu, il-bidu fis-seħħ u l-kamp ta' applikazzjoni ta' dan l-ordni. Jistabbilixxi t-titolu tal-ordni u jispeċifika li għandu jidhol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta. Jiddefinixxi wkoll

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriži ż-Żgħir (Kapitolu 512 tal-Liġijiet ta' Malta)

l-applikazzjoni tiegħu għal imprizi li joperaw fis-setturi tal-agrikoltura u industrij konnessi magħha u jikkonferma li, fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

**Regolament 2** jistabbilixxi t-tifsir tat-termini ewlenin użati matul dan l-ordni, inklużi definizzjonijiet allinjati mal-Att dwar l-Impjiegi u r-Relazzjonijiet Industrijali (Kap. 452), sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

**Regolament 3** jirregola s-sigħat tax-xogħol billi jistabbilixxi l-hin massimu ta' xogħol fil-gimgha għall-impjegati whole-time, b'differenza bejn għassiesa u impjegati oħra.

**Regolament 4** jipprovdi għall-anqas remunerazzjoni ta' kull gimgha li għandha tithallas lill-impjegati whole-time, b'rati differenti skont il-kategorija ta' impjeg.

**Regolament 5** jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mill-prinċipal mingħajr ħlas.

**Regolament 6** jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

**Regolament 7** jipprovdi għad-dritt tal-impjegati kollha għal perjodu ta' mistrieħ fil-gimgha skont ir-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol.

**Regolament 8** jirregola l-ħlas għas-sahra u jistabbilixxi r-rati applikabbli, inkluż hin u nofs u hin doppju, skont iċ-ċirkostanzi u t-tip ta' xogħol imwettaq.

**Regolament 9** jipprovdi għad-dritt għal-leave annwali skont ir-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol.

**Regolament 10** jirregola d-dritt għal-leave tal-mard, inkluż in-numru ta' jiem pagabbli, il-kondizzjonijiet għall-ħlas, ir-rekwiziti ta' ċertifikazzjoni u l-applikazzjoni ta' kalkoli prorata. Jiċċara wkoll li d-dritt għal-leave tal-mard japplika mill-ewwel jum ta' impjeg.

**Regolament 11** jipprovdi għad-dritt għal festi nazzjonali u btajjel pubbliċi kollha b'paga shiħa, kif ukoll għal forom oħra ta' leave skont il-leġiżlazzjoni u r-regolamenti applikabbli.

**Regolament 12** jipprovdi għat-ħassir ta' ordnijiet preċedenti tal-kunsill tal-pagi relatati mal-agrikoltura u industrij konnessi magħha, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

## 5. Taqsima Konkulsiva

Ir-Regolamenti għandhom jidhlu fis-seħh xahrejn wara d-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

## Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Iindirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**Dawn in-Noti ta' Spjegazzjoni mhumix mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.**

## No. 687

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes<sup>1</sup>**

**1. Introduction**

|                                   |                                                                               |
|-----------------------------------|-------------------------------------------------------------------------------|
| <b>Title of regulations</b>       | Agriculture and Allied Industries (Conditions of Work) Regulation Order, 2026 |
| <b>Activities to be regulated</b> | Conditions of Work of Agriculture and Allied Industries                       |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                            |

**2. Summary and background**

This order establishes minimum conditions of employment applicable to undertakings operating in the agriculture and related industries sectors, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings whose activities consist principally of agriculture, horticulture, floriculture and viticulture, the breeding and rearing of livestock, poultry and rabbits, beekeeping, as well as the processing of dairy products and similar products.

A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail. These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

**3. Overview of the structure of the instrument**

Regulation 1 – Citation, commencement and applicability

Regulation 2 - Interpretation

Regulation 3 - Hours of work

Regulation 4 - Minimum wages

Regulation 5 - Uniform allowance

Regulation 6 - Minimum daily rest

Regulation 7 - Minimum weekly rest

Regulation 8 - Minimum overtime rates

Regulation 9 - Vacation leave

Regulation 10 - Sick leave

Regulation 11 - Other forms of leave

Regulation 12 - Repeal and Saving

**4. Commentary**

**Regulation 1** provides for the citation, commencement and scope of this order. It establishes the title of the order and specifies that it shall come into force within two (2) months from its publication in the Gazette. It also defines its application

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

to undertakings operating in the agriculture and related industries sectors and confirms that, where a collective agreement applies, the more favourable conditions shall prevail.

**Regulation 2** sets out the interpretation of key terms used throughout the order, including definitions aligned with the Employment and Industrial Relations Act (Cap. 452), in order to ensure clarity and consistent application.

**Regulation 3** regulates working hours by establishing the maximum weekly working time for whole-time employees, distinguishing between watchmen and other employees.

**Regulation 4** provides for the minimum weekly remuneration payable to whole-time employees, with different rates applicable depending on the category of employment.

**Regulation 5** provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

**Regulation 6** establishes the minimum daily rest period, including entitlement to meal and rest breaks.

**Regulation 7** provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

**Regulation 8** regulates overtime payments and establishes the applicable rates, including time-and-a-half and double-time rates, depending on the circumstances and type of work performed.

**Regulation 9** provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

**Regulation 10** regulates sick leave entitlement, including the number of days payable, conditions for payment, certification requirements, and the application of pro rata calculations. It also clarifies that sick leave entitlement applies from the first day of employment.

**Regulation 11** provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation and regulations.

**Regulation 12** provides for the repeal of previous wage regulation orders relating to agriculture and related industries, while preserving the validity of actions taken under those orders.

## **5. Concluding sections**

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

### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 688

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni<sup>1</sup>**

**1. Introduzzjoni**

|                                               |                                                                                      |
|-----------------------------------------------|--------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 biex jirregola l-Kondizzjonijiet tax-Xogħol għall-Industriji tax-Xorb |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-Xogħol tal-Industriji tax-Xorb                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                            |

**2. Sommarju u sfond**

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjeg applikabbli għal imprizi li joperaw fis-settur tal-industriji tax-xorb, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal leave tal-mard mill-ewwel jum ta' impjeg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr ħlas fejn meħtieġ.

Dan l-ordni japplika għal imprizi li l-attivitajiet tagħhom jikkonsistu prinċipalment fl-ibbottiljar jew fil-produzzjoni ta' spirti distillati, imbejjes, likuri tax-xgħir, soft-drinks u xorb bil-karbonat, kif ukoll għal attivitajiet inċidentali jew anċillari relatati magħhom. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjieg u l-Kumitat tal-WRO.

**3. Harsa ġenerali lejn l-istruttura tal-istrument**

- Regolament 1 – Titolu, bidu fis-seħħ u applikabbiltà
- Regolament 2 – Tifsir
- Regolament 3 – Hinijiet tax-xogħol
- Regolament 4 – L-anqas remunerazzjoni ta' impjegati whole-time
- Regolament 5 – Allowance tal-uniformi
- Regolament 6 – L-anqas hin ta' mistrieħ kuljum
- Regolament 7 – Mistrieħ minimu fil-ġimgħa
- Regolament 8 – L-anqas rati ta' sahra
- Regolament 9 – Leave għal vaganza
- Regolament 10 – Leave għal mard
- Regolament 11 – Tipi ta' leave oħra
- Regolament 12 – Thassir u riżervi

**4. Kummentarju**

**Regolament 1** jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta' dan l-ordni, inkluż li jidhol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għas-setturi rilevanti, filwaqt li jipprevalu l-kondizzjonijiet l-aktar favorevoli fejn japplika ftehim kollettiv.

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta)

**Regolament 2** jistabbilixxi t-tifsir tat-termini ewlenin użati matul dan l-ordni, inklużi definizzjonijiet allinjati mal-Att dwar l-Impjegi u r-Relazzjonijiet Industrijali (Kap. 452), sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

**Regolament 3** jirregola s-sigħat tax-xogħol billi jistabbilixxi l-hin massimu ta' xogħol fil-ġimgħa għall-impjegati whole-time, b'differenza bejn għassiesa u impjegati oħra.

**Regolament 4** jipprovdi għall-anqas remunerazzjoni ta' kull ġimgħa li għandha tithallas lill-impjegati whole-time, b'rati differenti skont il-kategorija ta' impjeg.

**Regolament 5** jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mill-prinċipal mingħajr ħlas.

**Regolament 6** jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

**Regolament 7** jipprovdi għad-dritt tal-impjegati kollha għal perjodu ta' mistrieħ fil-ġimgħa skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

**Regolament 8** jirregola l-ħlas għas-sahra u jistabbilixxi r-rati applikabbli, inkluż ħin u nofs u ħin doppju, skont iċ-ċirkostanzi u t-tip ta' xogħol imwettaq.

**Regolament 9** jipprovdi għad-dritt għal-leave annwali skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

**Regolament 10** jirregola d-dritt għal-leave tal-mard, inkluż il-kondizzjonijiet għall-ħlas, ir-reqwiziti ta' ċertifikazzjoni u l-applikazzjoni ta' kalkoli prorata. Jiċċara wkoll li d-dritt għal-leave tal-mard japplika mill-ewwel jum ta' impjeg.

**Regolament 11** jipprovdi għad-dritt għal festi nazzjonali u btajjel pubbliċi kollha b'paga sħiħa, kif ukoll għal forom oħra ta' leave skont il-leġiżlazzjoni u r-regolamenti applikabbli.

**Regolament 12** jipprovdi għat-thassir ta' ordnijiet preċedenti tal-kunsill tal-pagi relatati mal-industriji tax-xorb, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

## 5. Taqsima Konkklusiva

Ir-regolamenti għandhom jidhlu fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

### Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet industrijali u tal-impjeg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.**

## No. 688

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes<sup>1</sup>**

**1. Introduction**

|                                   |                                                                 |
|-----------------------------------|-----------------------------------------------------------------|
| <b>Title of regulations</b>       | Beverage Industries (Conditions of Work) Regulation Order, 2026 |
| <b>Activities to be regulated</b> | Conditions of Work of Beverage Industries                       |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations              |

**2. Summary and background**

This order establishes minimum conditions of employment applicable to undertakings operating in the beverage industries sector, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings whose activities consist principally of the bottling or production of distilled spirits, wines, malt liquors, soft drinks and carbonated beverages, including activities incidental or ancillary thereto. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

**3. Overview of the structure of the instrument**

- Regulation 1 – Citation, commencement and applicability
- Regulation 2 – Interpretation
- Regulation 3 – Hours of work
- Regulation 4 – Minimum wages of whole-time employees
- Regulation 5 – Uniform allowance
- Regulation 6 – Minimum daily rest
- Regulation 7 – Minimum weekly rest
- Regulation 8 – Minimum overtime rates
- Regulation 9 – Vacation leave
- Regulation 10 – Sick leave
- Regulation 11 – Other forms of leave
- Regulation 12 – Repeal and saving

**4. Commentary**

**Regulation 1** provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to the relevant sectors, with the more favourable conditions prevailing where a collective agreement applies.

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

**Regulation 2** sets out the interpretation of key terms used throughout this order, including definitions aligned with the Employment and Industrial Relations Act (Cap. 452), in order to ensure clarity and consistent application.

**Regulation 3** regulates working hours by establishing the maximum weekly working time for whole-time employees, distinguishing between watchpersons and other employees.

**Regulation 4** provides for the minimum weekly remuneration payable to whole-time employees, with different rates applicable depending on the category of employment.

**Regulation 5** provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

**Regulation 6** establishes the minimum daily rest period, including entitlement to meal and rest breaks.

**Regulation 7** provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

**Regulation 8** regulates overtime payments and establishes the applicable rates, including time-and-a-half and double-time rates, depending on the circumstances and type of work performed.

**Regulation 9** provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

**Regulation 10** regulates sick leave entitlement, including conditions for payment, certification requirements, and the application of pro rata calculations. It also clarifies that sick leave entitlement applies from the first day of employment.

**Regulation 11** provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation and regulations.

**Regulation 12** provides for the repeal of previous wage regulation orders relating to the beverage industries, while preserving the validity of actions taken under those orders.

## **5. Concluding sections**

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

### **Contact information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:

1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 689

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni<sup>1</sup>****1. Introduzzjoni**

|                                               |                                                                                                                                                                       |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Impjegati tal-Burdnara u l-Industriji Konnessi Magħhom (hawn aktar 'il quddiem imsejjah l-"ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol tal-impjegati tal-burdnara u l-industriji konnessi Magħha.                                                                                 |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                                             |

**2. Taqsira u l-isfond**

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħira (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi hdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal- Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b' mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni japplika għall-impjegati kollha tal-burdnara f'kwalunkwe impieg li jikkonsisti għalkollox jew prinċipalment fil-linja tal-burdnara, u għall-impjegati kollha f'kwalunkwe impriża jew parti minn impriża li jaħdmu għal kollox jew prinċipalment fix-xogħol ta' żgumbrar, tagħbija u trasport ta' għamara u hwejjeġ oħra tad-dar u oġġetti jew materjali oħra. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi għanet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjeg, b' benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li min ihaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattici tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri.

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta)

Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

### 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impjegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tnax-il (12) artikolu u jikkonsisti f'dan li ġej:

1. Titolu, bidu fis-sehħ u applikabbiltà
2. Tifsir
3. Pagi minimi ta' impjegati whole-time
4. Rati minimi ta' sahra
5. Ħin ta' stennija
6. Il- ħin minimu ta' mistrieħ kuljum
7. Il-mistrieħ minimu fil-ġimgħa
8. Allowance tal-uniformi
9. Leave għal vaganza
10. Leave għal mard
11. Tipi ta' Leave oħra
12. Thassir u riżervi

### 4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet ta' termini ewlenin użati fl-ordni kollu sabiex tiġi żgurata ċ-ċarezza u l-applikazzjoni konsistenti.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S.452.87).

L-artikolu 8 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 9 jipprovdi li l-impjegati issa esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. L-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 11 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga shiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull

forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 12 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu mal-impjegati tal-burdnara u industrijji konnessi magħha, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

## 5. Sezzjonijiet konklużivi

Dan l-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121  
Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġislattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġislazzjoni.**

It-30 ta' April, 2026

No. 689

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes<sup>1</sup>

#### 1. Introduction

|                                   |                                                                                                                                      |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title of regulations</b>       | Cargo Clearance and Forwarding Agents Employees (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order") |
| <b>Activities to be regulated</b> | Conditions of Work of cargo clearance and forwarding agents Employees                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                                   |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order applies to all employees of cargo clearance and forwarding agents in any employment relating wholly or mainly to the cargo clearance and forwarding agents trades, and for all employees in any undertaking or part of an undertaking engaged wholly or mainly in the clearance, haulage and transport of furniture and other household effects, and other goods or materials. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall apply.

The order establishes clear guidelines for working hours, including standard weekly limits and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

## **3. Overview of the structure of the instrument**

This order is made up of twelve (12) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Minimum wages of whole-time employees
4. Minimum overtime rates
5. Waiting time
6. Minimum daily rest
7. Minimum weekly rest
8. Uniform allowance

- 9. Vacation leave
- 10. Sick leave
- 11. Other forms of Leave
- 12. Repeal and saving

#### 4. Commentary

Article 2 provides definitions of key terms used throughout the order to ensure clarity and consistent application. Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 8 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 9 provides that employees are expressly entitled to annual leave in accordance with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12 repeals the previous Wages Council Orders applicable to cargo clearance and forwarding agents employees, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### 5. Concluding sections

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

Contact Information

Department for Industrial and Employment Relations,

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30th April, 2026

## Nru. 690

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

## Noti ta' Spjegazzjoni

## 1. Introduzzjoni

|                                        |                                                                                                                                        |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Titolu tal-Ordni                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għaċ-Ċinematografi u t-Teatri (hawn aktar 'il quddiem imsejjaħ l-"ordni") |
| Attivitajiet li għandhom jiġu regolati | Kondizzjonijiet tax-xogħol għaċ-ċinematografi u t-teatri                                                                               |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                              |

## 2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħira (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha involuti f'ċinemas u teatri fi rwoli bħal projezzjonist, assistent projezzjonist, kaxxier, uxxier, kontrollur, barman, maniġer tal-persunal, studenti, u impjegati oħra iżda teskludi artisti tal-palk u mużiċisti.

Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu. L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgha u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgha mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħzula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjeg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlaas jekk meħtieġ għax-xogħol.

## 2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattici tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

### **2.3 Konsultazzjoni Pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### **3. Harsa ġenerali tal-istruttura tal-istrument**

Dan l-ordni huwa magħmul minn tnax-il (12) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Hinijiet ta' xogħol
4. Paga minima ta' impjegati whole-time
5. Allowance tal-uniformi
6. Il-hin minimu ta' mistrieħ kuljum
7. Il-mistrieħ minimu fil-ġimgħa
8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Tipi ta' leave oħra
12. Thassir u riżervi

### **4. Kummentarju**

L-artikolu 2 jipprovdi definizzjonijiet ta' termini ewlenin użati fl-ordni kollha sabiex tiġi żgurata ċ-ċarezza u l-applikazzjoni konsistenti.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rata fis-sieġha.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi l-impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 11 jistipula li l-impjegati taht dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga shiha, għal kull formata ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal

kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 12 iħassar l-ordnijiet preċedenti tal-Kunsill tal-Pagi applikabbli għaċ-ċinematografi u t-teatri, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

## 5. Taqsimiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

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It-30 ta' April, 2026

No. 690

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

#### 1. Introduction

|                                   |                                                                                                           |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>Title of the order</b>         | Cinemas and Theatres (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order") |
| <b>Activities to be regulated</b> | Conditions of Work of cinemas and theatres                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                        |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees in cinemas and theatres, such as barman, cashier, usher, controller, projectionist, assistant projectionist, staff manager and learners and other employees but excludes stage performers and musicians. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall apply.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

## **3. Overview of the structure of the instrument**

This order is made up of twelve (12) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Other forms of leave
12. Repeal and saving

#### 4. Commentary

Article 2 provides definitions of key terms used throughout the order to ensure clarity and consistent application.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12 repeals the previous Wages Council Orders applicable to cinemas and theatres, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### 5. Concluding sections

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

#### Contact Information

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 691

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni**

(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira [Kapitolu 512 tal-Liġijiet ta' Malta])

**1. Introduzzjoni**

|                                               |                                                                                                                                           |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Industrija tal-Ippreservar (hawn aktar 'il quddiem imsejjaħ "l-ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol tal-industrija tal-ikel ippreżervat                                                                            |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                 |

**2. Taqsira u l-isfond**

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżultiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b' mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha fi kwalunkwe impriża jew parti minn impriża li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fl-ippreżervar tal-ikel. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' haddiema li huma koperti b' dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċarigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b' rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg, kumpens għas-sahra, leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggwarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex thares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta u jippromwovu l-benesseri ekonomiku ġenerali.

**2.3 Konsultazzjoni pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjegi u l-Kumitat tal-Wage Regulation Orders.

**3. Harsa ġenerali tal-istruttura tal-istrument**

L-ordni jikkonsisti fi tlettax (13)-il artikolu kif ġej:

1. Titolu, bidu fis-sehħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance tal-uniformi
6. Ħin minimu ta' mistrieħ kuljum

7. Mistrieh minimu fil-gimgha
8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Ħin ta' stennija
12. Tipi ta' leave oħra
13. Thassir u riżervi

#### 4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol billi ma jagħmilx distinzjoni bbażata fuq l-etàfir-rati fis-sieġha.

Artikolu 5: jipprovdi li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 7: jafferma l-intitolamenti għal perjodu ta' mistrieh fil-gimgha għall-impjegati kollha biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 9: jipprovdi li l-impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li d-drittijiet għal-leave għal mard għandhom japplikaw mill-ewwel jum ta' impjeg. L-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjeg fis-sena kalendarja relattiva.

Artikolu 12: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga shiha, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minim u ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 13: iħassar l-ordnijiet preċedenti tal-Kunsill tal-Pagi relatati mal-industrija tal-ippreservar u b'hekk jistabbilixxi dan l-ordni bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

#### 5. Sezjonijiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

#### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B: Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.**

## No. 691

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes**

(in accordance with and for the purpose of article 3(2)(c) of the Small Business Act [Chapter 512 of the Laws of Malta])

**1. Introduction**

|                                   |                                                                                                       |
|-----------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Canning Industry (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as “the order”) |
| <b>Activities to be regulated</b> | Conditions of work of canning industry                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                    |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees across any undertaking or in any part of an undertaking the activities of which consist wholly or mainly of canning of food. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

**2.2 Importance of the order**

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums, preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

**2.3 Public consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders Committee.

**3. Overview of the structure of the instrument**

The order consists of thirteen (13) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest

8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and saving

#### **4. Commentary**

Article 2: provides definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work as it does not make a distinction based on age in the hourly rates.

Article 5: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that sick leave entitlements shall apply from the first day of employment. Sick leave is calculated on a pro rata basis according to the date of commencement of employment within the relevant calendar year.

Article 12: stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13: repeals the previous Wages Council Orders applicable to the canning industry thereby establishing this order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### **5. Concluding sections**

The order shall come into force within two (2) months from its publication in the Government Gazette.

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 692

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni**

(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira [Kapitolu 512 tal-Liġijiet ta' Malta])

**1. Introduzzjoni**

|                                               |                                                                                                                                                        |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 li jemenda l-Ordni tal-Kunsill tal-Pagi tal-Pjattaforma Diġitali għall-Konsenja (hawn aktar 'il quddiem imsejjaħ "l-ordni emendatorju") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol tal-pjattaforma diġitali għall-konsenja                                                                                     |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                              |

**2. Tifsira u l-ssfond**

L-Ordni tal-Kunsill tal-Pagi tal-Pjattaforma Diġitali għall-Konsenja (L.S. 452.127) (hawn aktar 'il quddiem imsejjaħ "l-ordni prinċipali") qiegħed jiġi emendat sabiex jiġi allinjat mal-iżviluppi riċenti fil-qafas usa' tal-Ordnijiet tal-Kunsill tal-Pagi.

L-ordni emendatorju huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti.

L-emendi jimmodernizzaw u jarmonizzaw il-qafas regolatorju eżistenti li jirregola l-pjattaforma diġitali għall-konsenja billi jaġġornaw il-kondizzjonijiet, tiżdied il-kjarezza, konsistenza u d-drittijiet effettivi għall-ħaddiema fis-settur.

**2. Konsultazzjoni pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjiegi u l-Kumitat tal-Wage Regulation Orders.

**3. Harsa ġenerali tal-istruttura tal-istrument**

L-ordni emendatorju jikkonsisti fi tliet (3) artikoli kif ġej:

1. Titolu u bidu fis-sehħ
2. Jemenda l-artikolu 1 tal-ordni prinċipali
3. Jemenda l-artikolu 10 tal-ordni prinċipali

**4. Kummentarju**

Artikolu 2: jemenda t-titolu tal-ordni billi jiġi msejjaħ "Ordni sabiex jirregola l-Kondizzjonijiet tax-Xogħol tal-Pjattaforma Diġitali għall-Konsenja" u jintroduċi subartikolu ġdid għall-artikolu 1 tal-ordni prinċipali li għandu jispeċifika li meta jkun hemm ftehim kollettiv fis-sehħ, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Artikolu 3: jemenda l-artikolu 10 tal-ordni prinċipali fejn il-leave għal-luttu u l-leave taż-żwieġ qiegħed jiżdied għal tlett (3) ijiem tax-xogħol rispettivament.

## 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
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It-30 ta' April, 2026

No. 692

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

(in accordance with and for the purpose of article 3(2)(c) of the Small Business Act [Chapter 512 of the Laws of Malta])

## 1. Introduction

|                                   |                                                                                                                                   |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| <b>Title of regulations</b>       | Digital Platform Delivery Wages Council Wage Regulation (Amendment) Order, 2026 (hereinafter referred to as “the amending order”) |
| <b>Activities to be regulated</b> | Conditions of work of digital platform delivery                                                                                   |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                                |

## 2. Summary and background

The Digital Platform Delivery Wages Council Wage Regulation Order (S.L. 452.127) (hereinafter referred to as “the principal order”) is being amended in order to align it with recent developments in the broader Wage Regulation Orders framework.

The amending order is crucial for protecting employee welfare and ensuring fair labour practices.

The amendments modernise and harmonise existing regulatory framework governing digital platform delivery workers by updating favourable conditions, enhance clarity, consistency and the effective workers' rights within the sector.

## **2.1 Public consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order Committee.

## **3. Overview of the structure of the instrument**

The amending order consists of three (3) articles as follows:

1. Citation and commencement
2. Amends article 1 of the principal order
3. Amends article 10 of the principal order

## **4. Commentary**

Article 2: amends the title of the order by being titled “Digital Platform Delivery (Conditions of Work) Regulation Order” and introduces a new sub-article to article 1 of the principal order which shall specify that if there is a collective agreement in place, the more favourable conditions shall prevail.

Article 3: amends article 10 of the principal order whereby bereavement leave and marriage leave have been increased to three (3) working days respectively.

## **5. Concluding sections**

The order shall come into force within two (2) months from its publication in the Government Gazette.

## **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 693

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni****(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira [Kapitolu 512 tal-Liġijiet ta' Malta])****1. Introduzzjoni**

|                                               |                                                                                                                                 |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tax-Xogħol għas-Servizz Domestiku (hawn aktar 'il quddiem imsejjaħ "l-ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol relatati mas-servizz domestiku                                                                       |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                       |

**2. Taqsira u l-isfond**

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni japplika għall-impjegati kollha li jaħdmu fi djar privati li jaħdmu f' xogħlijiet domestiċi, bħalma huma sefturi, kamriera, housekeepers, koki, butlers, valets, handymen, cleaners, fattigi, ħassjela, babysitters, nursemaids u persuni oħra impjegati f'xogħol bħal dan, inklużi chauffeurs, ġardinara u mpjegati simili li għandhom x'jaqsmu ma' xogħol tad-dar.

Għall-finijiet ta' dan l-ordni, djar privati jinkludi wkoll istituti tal-karità, monasteri u kunventi iżda ma jinkludix xi sptar, klinika, nursing home, istituti ta' kura mediko-kirurġika, dar tal-maternità jew stabbiliment idropatiku, dar għax-xjuħ jew skejjet immexxija minn tali djar privati.

Prinċipju fundamentali ta' dan l-ordni huwa li jekk jeżisti ftehim kollettiv li japplika għall-klassi ta' haddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg, kumpens għas-sahra, leave tal-mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggwarantixxi salvagwardji essenzjali.

Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta u jippromwovi l-benesseri ekonomiku generali.

### **2.3 Konsultazzjoni pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjiegi u l-Kumitat tal-Wage Regulation Orders.

### **3. Harsa ġenerali tal-istruttura tal-istrument**

L-ordni jikkonsisti f'erbatax (14)-il artikolu kif ġej:

1. Titolu, bidu fis-sehħ u applikabbiltà
2. Tifsir
3. Gruppi ewlenin ta' haddiema domestiċi
4. Hinijiet ta' xogħol
5. Paga minima
6. Rati minimi ta' sahra
7. Ikel
8. Allowance għall-uniformi
9. Hin minimu ta' mistrieħ kuljum
10. Hin minimu ta' mistrieħ fil-ġimgħa
11. Leave għal vaganza
12. Leave għal mard
13. Tipi ta' leave oħra
14. Thassir u riżervi

### **4. Kummentarju**

Artikolu 2: jipprovdi definizzjonijiet għat-termini essenzjali użati fl-ordni.

Artikolu 4: jistabbilixxi l-hinijiet massimi tax-xogħol ta' kuljum u ta' kull ġimgħa għall-gruppi applikabbli ta' haddiema domestiċi, esklużi l-pawżi permessi għall-ikel u l-mistrieħ.

Artikolu 8: jistipula li principal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr hlas.

Artikolu 10: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, filwaqt li tallinja mar-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

Artikolu 11: jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452. 87).

Artikolu 12: jipprovdi li d-dritt għal-leave għal mard għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. L-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

Artikolu 13: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga shiħa, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f' regolamenti magħmula taħt l-Att dwar l-Impjiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 14: iħassar l-ordnijiet preċedenti tal-Kunsill tal-Pagi għas-Servizz Domestiku u b'hekk jistabbilixxi dan l-ordni bħala l-istrument regolatorju definitiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taht l-ordnijiet preċedenti.

## 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121  
Telefon:  
1575 għall-impjegati  
1576 għal prinċipali

Indirizz elettroniku: info.dier@gov.mt

**N.B: Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment legiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-legiżlazzjoni.**

It-30 ta' April, 2026

No. 693

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes (in accordance with and for the purpose of article 3(2)(c) of the Small Business Act [Chapter 512 of the Laws of Malta])

## 1. Introduction

|                                   |                                                                                                       |
|-----------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Domestic Service (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order") |
| <b>Activities to be regulated</b> | Conditions of work relating to domestic service                                                       |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                    |

## 2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order applies to employees engaged in domestic duties in private households, including servants, maids, housekeepers, cooks, butlers, valets, handymen, cleaners, charwomen, washerwomen, babysitters, nursemaids, chauffeurs, gardeners, and other persons employed in similar household-related work. For the purposes of this order, private households also include charitable institutions, monasteries and convents but does not include any hospital, clinic, nursing home, institute of medico-surgical treatment, maternity home or hydropathic establishment, home for aged persons or schools run by any such households. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall apply.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

## **2.2 Importance of the order**

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums, preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising employee conditions, promoting fair competition, and supporting overall economic well-being.

## **2.3 Public consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders Committee.

## **3. Overview of the structure of the instrument**

This order consists of fourteen (14) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Main groups of domestic workers
4. Hours of work
5. Minimum wages
6. Minimum overtime remuneration
7. Meals
8. Uniform allowance
9. Minimum daily rest
10. Minimum weekly rest
11. Vacation leave
12. Sick leave
13. Other forms of Leave
14. Repeal and saving

## **4. Commentary**

Article 2: provides definitions for essential terms used throughout the order.

Article 4: establishes the maximum daily and weekly working hours for applicable groups of domestic workers, excluding permitted breaks for meals and rest.

Article 8: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 10: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 11: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 12: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. The article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13: stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14: repeals previous Wages Council Orders pertaining to the domestic service thereby establishing this order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the preceding orders.

## **5. Concluding sections**

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

### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 694

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni**

**1. Introduzzjoni**

|                                               |                                                                                               |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Industrija tal-Electronics |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol għall-Industrija tal-Electronics                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                     |

**2. Sommarju u sfond**

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjieg applikabbli għal impriži li joperaw fis-settur tal-industrija tal-electronics, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal leave tal-mard mill-ewwel jum ta' impjieg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr hlaas fejn meħtieġ.

Dan l-ordni japplika għal impriži li l-attivitajiet tagħhom jikkonsistu għalkollox jew prinċipalment fil-manifattura, fit-tiswija jew fl-immuntar ta' tagħmir elettroniku jew xjentifiku. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjieg u l-Kumitat tal-WRO.

**3. Harsa ġenerali lejn l-istruttura tal-istrument**

- Regolament 1 – Titolu, bidu fis-seħħ u applikabbiltà
- Regolament 2 – Tifsir
- Regolament 3 – Hinijiet tax-xogħol
- Regolament 4 – Il-pagi minimi ta' remunerazzjoni
- Regolament 5 – Hlaas addizzjonali għal xogħol bix-xift
- Regolament 6 – Allowance tal-uniformi
- Regolament 7 – L-anqas hin ta' mistrieħ kuljum
- Regolament 8 – Il-mistrieħ minimu fil-ġimgħa
- Regolament 9 – Rati minimi ta' sahra
- Regolament 10 – Leave għal vaganza
- Regolament 11 – Leave għal mard
- Regolament 12 – Hin ta' stennija
- Regolament 13 – Tipi ta' leave oħra
- Regolament 14 – Thassir u riżervi

**4. Kummentarju**

**Regolament 1** jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta' dan l-ordni, inkluż li jidhol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għas-settur rilevanti, filwaqt li jipprevalu l-kondizzjonijiet l-aktar favorevoli fejn japplika ftehim kollettiv.

**Regolament 2** jistabbilixxi t-tifsir tat-termini ewlenin użati matul dan l-ordni, inklużi definizzjonijiet allinjati mal-Att dwar l-Impjegati u r-Relazzjonijiet Industrijali (Kap. 452), sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

**Regolament 3** jirregola s-siġġat tax-xogħol billi jistabbilixxi l-ħin massimu ta' xogħol fil-gimġha għal kategoriji differenti ta' impjegati, inklużi impjegati whole-time, għassiesa, security guards u impjegati bix-xift.

**Regolament 4** jipprovdi għall-anqas remunerazzjoni ta' kull gimġha li għandha tithallas lill-impjegati, b'differenza bejn kategoriji ta' haddiema.

**Regolament 5** jipprovdi għal hla addizzjonali ta' kull gimġha għall-impjegati li jaħdmu bix-xift.

**Regolament 6** jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mill-prinċipal mingħajr hla.

**Regolament 7** jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

**Regolament 8** jipprovdi għad-dritt tal-impjegati kollha għal perjodu ta' mistrieħ fil-gimġha skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

**Regolament 9** jirregola l-hla għas-sahra u jistabbilixxi r-rati applikabbli skont il-kategorija tal-impjegat u ċ-ċirkostanzi tax-xogħol.

**Regolament 10** jipprovdi għad-dritt għal-leave annwali skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

**Regolament 11** jirregola d-dritt għal-leave tal-mard, inkluż il-kondizzjonijiet għall-hla, ir-rekwiżiti ta' ċertifikazzjoni u l-applikazzjoni ta' kalkoli prorata. Jiċċara wkoll li d-dritt għal-leave tal-mard japplika mill-ewwel jum ta' impjeg.

**Regolament 12** jipprovdi għall-hla tal-anqas remunerazzjoni għall-ħin ta' stennija, suġġett għal ċerti kundizzjonijiet.

**Regolament 13** jipprovdi għad-dritt għal festi nazzjonali u btajjel pubbliċi kollha b'paga shiħa, kif ukoll għal forom oħra ta' leave skont il-leġiżlazzjoni u r-regolamenti applikabbli.

**Regolament 14** jipprovdi għat-thassir ta' ordnijiet preċedenti tal-kunsill tal-pagi relatati mal-industrija tal-electronics, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

## 5. Taqsima Konkklusiva

Ir-regolamenti għandhom jidhlu fis-seħħ xahrejn wara d-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

### Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet industrijali u tal-impjeg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**Dawn in-Noti ta' Spjegazzjoni mħumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.**

## No. 694

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes****1. Introduction**

|                                   |                                                                  |
|-----------------------------------|------------------------------------------------------------------|
| <b>Title of regulations</b>       | Electronics Industry (Conditions of Work) Regulation Order, 2026 |
| <b>Activities to be regulated</b> | Conditions of Work of Electronics Industry                       |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations               |

**2. Summary and background**

This order establishes minimum conditions of employment applicable to undertakings operating in the electronics industry sector, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings whose activities consist wholly or mainly in the manufacture, repair or assembly of electronic or scientific equipment. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

**3. Overview of the structure of the instrument**

Regulation 1 – Citation, commencement and applicability  
Regulation 2 – Interpretation  
Regulation 3 – Hours of work  
Regulation 4 – Minimum remuneration  
Regulation 5 – Additional payment for shift work  
Regulation 6 – Uniform allowance  
Regulation 7 – Minimum daily rest  
Regulation 8 – Minimum weekly rest  
Regulation 9 – Minimum overtime rates  
Regulation 10 – Vacation leave  
Regulation 11 – Sick leave  
Regulation 12 – Waiting time  
Regulation 13 – Other forms of leave  
Regulation 14 – Repeal and saving

**4. Commentary**

**Regulation 1** provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to the relevant sector, with the more favourable conditions prevailing where a collective agreement applies.

**Regulation 2** sets out the interpretation of key terms used throughout this order, including definitions aligned with the Employment and Industrial Relations Act (Cap. 452), in order to ensure clarity and consistent application.

**Regulation 3** regulates working hours by establishing the maximum weekly working time for different categories of employees, including whole-time employees, watchpersons, security guards and shift employees.

**Regulation 4** provides for the minimum weekly remuneration payable to employees, distinguishing between categories of workers.

**Regulation 5** provides for an additional weekly allowance payable to shift employees.

**Regulation 6** provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

**Regulation 7** establishes the minimum daily rest period, including entitlement to meal and rest breaks.

**Regulation 8** provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

**Regulation 9** regulates overtime payments and establishes the applicable rates depending on the category of employee and the circumstances of work.

**Regulation 10** provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

**Regulation 11** regulates sick leave entitlement, including conditions for payment, certification requirements, and the application of pro rata calculations. It also clarifies that sick leave entitlement applies from the first day of employment.

**Regulation 12** provides for the payment of minimum remuneration for waiting time, subject to specified conditions.

**Regulation 13** provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation and regulations.

**Regulation 14** provides for the repeal of previous wage regulation orders relating to the electronics industry, while preserving the validity of actions taken under those orders.

## **5. Concluding sections**

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

### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 695

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni<sup>1</sup>**

**1. Introduzzjoni**

|                                               |                                                                                                         |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol dwar Kiri ta' Karozzi jew Xarabank Privati |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol dwar Kiri ta' Karozzi jew Xarabank Privati                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                               |

**2. Sommarju u sfond**

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjeg applikabbli għal imprizi li joperaw fis-settur tal-kiri ta' karożzi jew xarabank privati, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal-leave tal-mard mill-ewwel jum ta' impjeg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr hlas fejn meħtieġ.

Dan l-ordni japplika għal imprizi li l-attivitajiet tagħhom jikkonsistu għalkollox jew prinċipalment fil-kiri ta' karożzi jew xarabank privati jew f'taġħlim tas-sewqan, filwaqt li jeskludi mechanics u petrol station attendants. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Dawn id-dispożizzjonijiet huma intizi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjieg u l-Kumitat tal-WRO.

**3. Harsa ġenerali lejn l-istruttura tal-istrument**

- Regolament 1 – Titolu, bidu fis-seħh u applikabbiltà
- Regolament 2 – Tifsir
- Regolament 3 – Ħinijiet tax-xogħol
- Regolament 4 – Il-pagi minimi ta' remunerazzjoni ta' impjegati whole-time
- Regolament 5 – Allowance tal-uniformi
- Regolament 6 – Il-ħin minimu ta' mistrieħ ta' kuljum
- Regolament 7 – Mistrieħ minimu fil-ġimgħa
- Regolament 8 – Ir-rati minimi ta' sahra
- Regolament 9 – Leave għal vaganza
- Regolament 10 – Leave għal mard
- Regolament 11 – Ħin ta' stennija
- Regolament 12 – Tipi ta' leave oħra
- Regolament 13 – Thassir u riżervi

**4. Kummentarju**

**Regolament 1** jipprovdi għat-titolu, il-bidu fis-seħh u l-applikazzjoni ta' dan l-ordni, inkluż li jidhol fis-seħh fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għas-settur rilevanti, filwaqt li jeskludi ċerti kategoriji u jipprevalu l-kondizzjonijiet l-aktar favorevoli fejn japplika ftehim kollettiv.

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta)

**Regolament 2** jistabbilixxi t-tifsir tat-termini ewlenin użati matul dan l-ordni, inklużi definizzjonijiet allinjati mal-Att dwar l-Impjiegi u r-Relazzjonijiet Industrijali (Kap. 452), sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

**Regolament 3** jirregola s-sigħat tax-xogħol, inklużi limiti fuq il-ħin tas-sewqan u s-sigħat massimi ta' xogħol ta' kuljum u ta' kull ġimgħa għal kategoriji differenti ta' impjegati.

**Regolament 4** jipprovdi għall-anqas pagi ta' kull ġimgħa li għandhom jithallsu lill-impjegati whole-time, b'rati differenti skont il-kategorija ta' impjeg.

**Regolament 5** jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mill-prinċipal mingħajr ħlas.

**Regolament 6** jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

**Regolament 7** jipprovdi għad-dritt tal-impjegati kollha għal perjodu ta' mistrieħ fil-ġimgħa skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

**Regolament 8** jirregola l-ħlas għas-sahra u jistabbilixxi r-rati applikabbli skont iċ-ċirkostanzi tax-xogħol.

**Regolament 9** jipprovdi għad-dritt għal-leave annwali skont ir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol.

**Regolament 10** jirregola d-dritt għal-leave tal-mard, inkluż il-kondizzjonijiet għall-ħlas, ir-reqwiziti ta' ċertifikazzjoni u l-applikazzjoni ta' kalkoli prorata. Jiċċara wkoll li d-dritt għal-leave tal-mard japplika mill-ewwel jum ta' impjeg.

**Regolament 11** jipprovdi għall-ħlas tal-anqas paga għall-ħin ta' stennija, suġġett għal ċerti kundizzjonijiet.

**Regolament 12** jipprovdi għad-dritt għal festi nazzjonali u btajjel pubbliċi kollha b'paga shiħa, kif ukoll għal forom oħra ta' leave skont il-leġiżlazzjoni u r-regolamenti applikabbli.

**Regolament 13** jipprovdi għat-thassir ta' ordnijiet preċedenti relatati ma' dan is-settur, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

## 5. Taqsimiet konkluzivi

Ir-regolamenti għandhom jidhlu fis-seħħ fi żmiwn xahrejn (2) wara d-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

## Informazzjoni ta'Kuntatt

Dipartiment għar-Relazzjonijiet industrijali u tal-impjeg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.

## No. 695

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes<sup>1</sup>**

**1. Introduction**

|                                   |                                                                           |
|-----------------------------------|---------------------------------------------------------------------------|
| <b>Title of regulations</b>       | Hire of Cars or Private Buses (Conditions of Work) Regulation Order, 2026 |
| <b>Activities to be regulated</b> | Conditions of work of Hire of Cars or Private Buses                       |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                        |

**2. Summary and background**

This order establishes minimum conditions of employment applicable to undertakings operating in the hire of cars or private buses sector, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings whose activities consist wholly or mainly in the hiring of cars or private buses, or in driving instruction, excluding mechanics and petrol station attendants. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

**3. Overview of the structure of the instrument**

- Regulation 1 – Citation, commencement and applicability
- Regulation 2 – Interpretation
- Regulation 3 – Hours of work
- Regulation 4 – Minimum wages of whole-time employees
- Regulation 5 – Uniform allowance
- Regulation 6 – Minimum daily rest
- Regulation 7 – Minimum weekly rest
- Regulation 8 – Minimum overtime rates
- Regulation 9 – Vacation leave
- Regulation 10 – Sick leave
- Regulation 11 – Waiting time
- Regulation 12 – Other forms of leave
- Regulation 13 – Repeal and saving

**4. Commentary**

**Regulation 1** provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to the relevant sector, with certain categories excluded, and with the more favourable conditions prevailing where a collective agreement applies.

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

**Regulation 2** sets out the interpretation of key terms used throughout this order, including definitions aligned with the Employment and Industrial Relations Act (Cap. 452), in order to ensure clarity and consistent application.

**Regulation 3** regulates working hours, including limits on driving time and maximum daily and weekly working hours for different categories of employees.

**Regulation 4** provides for the minimum weekly wages payable to whole-time employees, with different rates applicable depending on the category of employment.

**Regulation 5** provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

**Regulation 6** establishes the minimum daily rest period, including entitlement to meal and rest breaks.

**Regulation 7** provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

**Regulation 8** regulates overtime payments and establishes the applicable rates depending on the circumstances of work.

**Regulation 9** provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

**Regulation 10** regulates sick leave entitlement, including conditions for payment, certification requirements, and the application of pro rata calculations. It also clarifies that sick leave entitlement applies from the first day of employment.

**Regulation 11** provides for the payment of minimum remuneration for waiting time, subject to specified conditions.

**Regulation 12** provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation and regulations.

**Regulation 13** provides for the repeal of previous wage regulation orders relating to the sector, while preserving the validity of actions taken under those orders.

## **5. Concluding sections**

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

## **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 696

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni**

(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira [Kapitolu 512 tal-Liġijiet ta' Malta])

**1. Introduzzjoni**

|                                               |                                                                                                                                  |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għal-Lukandi u l-Każini (hawn aktar 'il quddiem imsejjaħ "l-ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol għal-lukandi u l-każini                                                                               |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                        |

**2. Taqsira u l-isfond**

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi hdan is-settur magħżul tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO) stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b' mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggwarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex thares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

**2.1 Konsultazzjoni pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjiegi u l-Kumitat tal-Wage Regulation Orders.

**3. Harsa ġenerali tal-istruttura tal-istrument**

L-ordni jikkonsisti fi tlieta u tletin (33) artikolu kif ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Applikazzjoni tat-Taqsima I
3. Sigħat ta' xogħol
4. Remunerazzjoni minima
5. Hin minimu ta' mistrieħ kuljum
6. Rati minimi ta' sahra għal haddiema fil-manutenzjoni
7. Rati minimi ta' sahra għall-impjegati whole-time għajr il-mużiċisti u daww impjegati fuq xogħol ta' manutenzjoni
8. Rati minimi ta' sahra għall-mużiċisti
9. Applikazzjoni tat-Taqsima II
10. Sigħat ta' xogħol
11. L-inqas kumpens
12. Rati minimi ta' sahra
13. Xift maqsum
14. Applikazzjoni tat-Taqsima III
15. Tifsir
16. Hinijiet ta' xogħol
17. Remunerazzjoni minima li tithallas lill-impjegati whole-time

18. Hin minimu ta' mistrieħ kuljum
19. Mistrieħ minimu fil-ġimgħa
20. Rati minimi ta' sahra
21. Leave għal mard
22. Applikazzjoni tat-Taqsima IV
23. Tifsir
24. Mistrieħ minimu fil-ġimgħa
25. Leave għal mard
26. Hin ta' xogħol
27. Applikazzjoni tat-Taqsima V
28. Tifsir
29. Leave għal vaganza
30. Allowance tal-uniformi
31. Tips
32. Tipi ta' leave oħra
33. Thassir u riżervi

#### 4. Kummentarju

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha li jaħdmu f'luqandi, stabbilimenti għall-akkomodazzjoni turistika, każini, ħwienet tal-kafè, bars, u ristoranti. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv għall-klassi ta' haddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet li-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-ġoti tal-intervalli ta' mistrieħ ta' kuljum. Huwa jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jingħata paga mtejbja xierqa.

Barra minn hekk, huwa jistabbilixxi d-dritt għal-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jipprovdi li principal jipprovdi uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlaas jekk meħtieġ għax-xogħol.

#### 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

#### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B:** Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment legiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bhala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-legiżlazzjoni.

## No. 696

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes**

(in accordance with and for the purpose of article 3(2)(c) of the Small Business Act [Chapter 512 of the Laws of Malta])

### 1. Introduction

|                                   |                                                                                                       |
|-----------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Hotels and Clubs (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as “the order”) |
| <b>Activities to be regulated</b> | Conditions of work of hotels and clubs                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                    |

### 2. Summary and background

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, the order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

#### 2.1 Public consultation

Consultations were held with the Employment Relations Board and the Wage Regulation Order Committee.

### 3. Overview of the structure of the instrument

The order consists of thirty-three (33) articles as follows:

1. Citation, commencement and applicability
2. Application of Part I
3. Hours of work
4. Minimum remuneration
5. Minimum daily rest
6. Minimum overtime rates for maintenance workers
7. Minimum overtime rates for whole-time employees other than musicians and those employed on maintenance work
8. Minimum overtime rates for musicians
9. Application of Part II
10. Hours of work
11. Minimum remuneration
12. Minimum overtime rates
13. Split shifts
14. Application of Part III
15. Interpretation
16. Hours of work

17. Minimum remuneration payable to whole-time employees
18. Minimum daily rest
19. Minimum weekly rest
20. Minimum overtime rates
21. Sick leave
22. Application of Part IV
23. Interpretation
24. Minimum weekly rest
25. Sick leave
26. Working time
27. Application of Part V
28. Interpretation
29. Vacation leave
30. Uniform allowance
31. Tips
32. Other forms of leave
33. Repeal and saving

#### **4. Commentary**

The order outlines minimum working conditions applicable to all employees engaged in hotels, tourism accommodation establishments, clubs, coffee shops, bars and restaurants. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

#### **5. Concluding sections**

The order shall come into force within two (2) months from its publication in the Government Gazette.

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 697

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni**

(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħir [Kapitolu 512 tal-Liġijiet ta' Malta])

**1. Introduzzjoni**

|                                               |                                                                                                                                                       |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol dwar l-Industrija tal-Manifattura tat-Tabakk (hawn aktar 'il quddiem imsejjaħ "l-ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol tal-industrija tal-manifattura tat-tabakk                                                                                  |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                             |

**2. Taqsira u l-isfond**

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi hdan is-setturi magħżula tiegħu. Dan l-ordni huwa riżultat dirett ta' revizzjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha fi kwalunkwe impriża jew fi kwalunkwe parti minn impriża, li l-attivitajiet tagħha jikkonsistu kollha jew prinċipalment mill-manifattura ta' sigarri, sigarretti, cheroots, jew tabakk tal-pipa jew tabakk ieħor u kwalunkwe xorta ta' proċessar ta' tabakk, sew bl-idejn kemm bil-magna. Prinċipju fundamentali ta' dan l-ordni huwa li jekk jeżisti ftehim kollettiv għal xi klassi ta' impjegati li jkopri, għandhom jipprevalu il-kondizzjonijiet l-aktar favorevoli, kemm jekk stipulati f' dak il-ftehim jew f' dan l-ordni.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg, kumpens għas-sahra, leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggwarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex thares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta u jippromwovi l-benesseri ekonomiku ġenerali.

**2.3 Konsultazzjoni pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders.

**3. Harsa ġenerali tal-istruttura tal-istrument**

L-ordni jikkonsisti f'erbatax (14)-il artikolu kif ġej:

1. Titolu, bidu fis-sehħ u applikabbiltà.
2. Tifsir
3. Ħinijiet ta' xogħol
4. Paga minima ta' impjegati whole-time
5. Rati ta' hlas bl-imqjeta
6. Allowance għall-uniformi
7. Ħin minimu ta' mistrieħ kuljum

8. Mistrieħ minimu fil-ġimgħa
9. Sahra
10. Leave għal vaganza
11. Leave għal mard
12. Ħin ta' stennija
13. Tipi ta' leave oħra
14. Thassir u riżervi

#### 4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rati fis-siegha.

Artikolu 6: jistipula li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 8: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, filwaqt li tallinja mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li l-impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 11: jipprovdi li d-drittijiet għal-leave għal mard għandhom japplikaw mill-ewwel jum ta' impjeg, irrispettivament mit-tul ta' żmien tas-servizz. L-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjeg fis-sena kalendarja relattiva.

Artikolu 13: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga shiha, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 14: iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li jappartjenu għall-Industrija tal-Manifattura tat-Tabakk, u b'hekk jistabbilixxi dan l-ordni għid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

#### 5. Sezzjonijiet Konklużivi

L-ordni għandu jidhol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

#### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għall-prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B: Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment leġislattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intizi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġislazzjoni.**

## No. 697

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes**

(in accordance with and for the purpose of article 3(2)(c) of the Small Business Act [Chapter 512 of the Laws of Malta])

### **1. Introduction**

|                                   |                                                                                                                   |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Tobacco Manufacture Industry (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as “the order”) |
| <b>Activities to be regulated</b> | Conditions of work of the tobacco manufacture industry                                                            |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                |

### **2. Summary and background**

The order represents a modern framework for employment standards within its designated sectors. This order is the direct result of an extensive review conducted by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments remain current, accurately reflect modern labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable in any undertaking or in any part of an undertaking, the activities of which consist wholly or mainly of the manufacture of cigars, cigarettes, cheroots or pipe or other tobacco and any form of processing of tobacco, whether by hand or by machine. A fundamental principle of this order is that, where a collective agreement exists for any class of employees it covers, the more favourable conditions, whether provided in that agreement or under this order shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages to ensure fair compensation for full-time employees, with rates differentiated according to specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

#### **2.2 Importance of the order**

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry. Furthermore, this order contributes to a stable and equitable labour market by standardising employee conditions, promoting fair competition, and supporting overall economic well-being.

#### **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order Committee.

### **3. Overview of the structure of the instrument**

The order consists of fourteen (14) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wage of whole-time employees
5. Piece work rates
6. Uniform allowance
7. Minimum daily rest
8. Minimum weekly rest
9. Overtime

10. Vacation leave
11. Sick leave
12. Waiting time
13. Other forms of leave
14. Repeal and saving

#### **4. Commentary**

Article 2: provides definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rates.

Article 6: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 8: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 11: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. The article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13: stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14: formally repeals previous Wages Council Orders pertaining to Tobacco Manufacture Industry, thereby establishing this order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### **5. Concluding sections**

The order shall come into force within two (2) months from its publication in the Government Gazette.

#### **Contact information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:

1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 698

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni****(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira [Kapitolu 512 tal-Liġijiet ta' Malta])****1. Introduzzjoni**

|                                               |                                                                                                                                                                                                     |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tax-Xogħol għall-Industriji tat-Tagħmir tat-Trasport, tal-Metall u tal-Industriji li relatati magħhom (hawn aktar 'il quddiem imsejjaħ "l-ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol għall-industriji tal-armar tat-trasport, tal-metall u industriji li jagħmlu magħhom                                                                                      |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                                                                           |

**2. Taqsira u l-isfond**

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi ħdan is-setturi magħżula tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiv mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), stabbilit sabiex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha fil-fabbriki kollha li jaħdmu fil-manifattura ta' tagħmir ta' trasport, tal-metall u l-prodotti li jagħmlu magħhom. Principju fundamentali ta' dan l-ordni huwa li jekk jeżisti ftehim kollettiv għal xi klassi ta' impjegati li jkopri, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli, kemm jekk stipulati f'dak il-ftehim jew f'dan l-ordni.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgha mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg, kumpens għas-sahra, leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggwarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

**2.3 Konsultazzjoni Pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi.

### 3. Harsa ġenerali lejn l-istruttura tal-istrument

L-ordni jikkonsisti f'erbatax (14)-il artikolu kif ġej:

1. Titolu, bidu fis-seħħ u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Hlas għal xogħol bix-xift
6. Allowance tal-uniformi
7. Ħin minimum ta' mistrieħ kuljum
8. Ħin minimu ta' mistrieħ fil-ġimgħa
9. Rati minimi ta' sahra
10. Leave għal vaganza
11. Leave għal mard
12. Ħin ta' stennija
13. Tipi ta' leave oħra
14. Thassir u riżervi

### 4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbazata fuq l-età fir-rati fis-sieġha.

Artikolu 6: jistipula li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr hlas.

Artikolu 8: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 11: jipprovdi li d-drittijiet għal-leave għal mard għandhom japplikaw mill-ewwel jum ta' impjieg, irrISPettivament mit-tul ta' Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjieg fis-sena kalendarja relattiva.

Artikolu 13: jistipula li l-impjegati taht dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga shiha, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taht l-Att dwar l-Impjegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 14: iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu ma' Industriji tal-Armaturat-Transport, ta' Metall u Industriji li jagħmlu magħhom, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taht l-ordnijiet preċedenti.

## 5. Sezzjonijiet Konkluzivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B:** Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment legiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-legiżlazzjoni.

It-30 ta' April, 2026

No. 698

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

(in accordance with and for the purpose of article 3(2)(c) of the Small Business Act [Chapter 512 of the Laws of Malta])

### 1. Introduction

|                                   |                                                                                                                                       |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title of regulations</b>       | Transport Equipment, Metal and Allied Industries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as "the order") |
| <b>Activities to be regulated</b> | Conditions of work of the transport equipment, metal and allied industries                                                            |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                                    |

### 2. Summary and background

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such

regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees in all factories engaged in the manufacture of transport equipment, metal and allied products. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

## **2.2 Importance of the order**

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order Committee.

## **3. Overview of the structure of the instrument**

The order consists of fourteen (14) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Shift premium
6. Uniform allowance
7. Minimum daily rest
8. Minimum weekly rest
9. Minimum overtime rates
10. Vacation leave
11. Sick leave
12. Waiting time
13. Other forms of leave
14. Repeal and saving

## **4. Commentary**

Article 2: provides comprehensive definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rates.

Article 6: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 8: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 11: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. The article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13: stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14: formally repeals previous Wages Council Orders pertaining to Transport Equipment, Metal and Allied Industries, thereby establishing this order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

## **5. Concluding Sections**

The order shall come into force within two (2) months from its publication in the Government Gazette.

### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 699

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)Noti ta' Spjegazzjoni<sup>1</sup>

## 1. Introduzzjoni

|                                               |                                                                                                                             |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Kostruzzjoni (hawn aktar 'il quddiem imsejjaħ l-"ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol fis-settur tal-kostruzzjoni                                                                      |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                   |

## 2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni japplika għall-impjegati kollha li jaħdmu fil-bini, fl-inginerija ċivili jew xogħol mekkaniku jew tal-elettriku, kif ukoll għall-impjegati kollha li jaħdmu f'xogħlijiet tal-irham u f'kalkari tal-gir. Dawn l-attivitajiet jinkludu xogħol ta' kostruzzjoni, kostruzzjoni mill-ġdid, manutenzjoni, tiswiġa, tibdil, żebgħa, dekorazzjoni jew twaqqiġ ta' xi bini, triq, port, baċir, pier, pont, viaduct, kanal, drenaġġ, bir jew xogħol ieħor ta' kostruzzjoni, it-tnejn għall-pedamenti jew it-tqegħid tal-pedamenti ta' kull xogħol jew struttura bħal dawk, il-qluġ mill-art ta' ġebel, tafal, ramel jew żrar, xogħol f'barrieri, il-manifattura ta' ġebel tal-konkrit u ta' bċejeċ ta' konkrit, il-manifattura ta' madum tas-siment u kwalunkwe xogħol ta' plumbing jew stallazzjoni tal-elettriku. L-ordni ma japplikax għall-impjegati li jaħdmu ma' kuntratturi għal xogħlijiet tal-injam.

Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

## L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-siġħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggwarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex thares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-haddiema kif ukoll għan-negozji.

## Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegiu l-Kumitat tal-Wage Regulation Orders (WROs).

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

### 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn erbatax (14)-il artikolu u jikkonsistu f'dawn li ġejjin:

1. Titolu, bidu fis-seħh u applikabbiltà.
2. Tifsir.
3. Hinijiet ta' xogħol.
4. Paga minima.
5. Allowance tal-uniformi.
6. Impjegati bl-imqjeta.
7. Hin minimu ta' mistrieħ ta' kuljum.
8. Mistrieħ minimu fil-ġimgħa.
9. L-anqas rati ta' sahra.
10. Leave għal vaganza.
11. Leave għal mard.
12. Hin ta' stennija.
13. Tipi ta' leave oħra.
14. Thassir u riżervi.

### 4. Kummentarju

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi għranet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr hłas jekk meħtieġ għax-xogħol.

### 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg 121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:

1575 għall-impjegati

1576 għall-prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.

It-30 ta' April, 2026

## No. 699

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes<sup>1</sup>****1. Introduction**

|                                   |                                                                                                   |
|-----------------------------------|---------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Construction (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order") |
| <b>Activities to be regulated</b> | Conditions of work in the construction sector                                                     |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sector. This Order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order applies to all employees engaged in building, civil engineering, mechanical and electrical engineering works, as well as employees engaged in marble works and lime kilns. These activities include construction, re-construction, maintenance, repair, alteration, painting, decoration, demolition of a building, road, harbour, dock, pier, bridge, viaduct, canal, sewer, well or other construction work, the preparation for the foundations or laying of the foundations of any such work or structure, the removal of stone, clay, sand or gravel from the ground, quarrying, concrete manufacturing, plumbing, and electrical installation works. The order does not apply to employees employed by woodwork contractors. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

**Importance of order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

**Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

**3. Overview of the structure of the instrument**

This order is made up of fourteen (14) articles and consist of the following:

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum wages.
5. Uniform allowance.
6. Piece-work employees.
7. Minimum daily rest.
8. Minimum weekly rest.
9. Minimum overtime rates.
10. Vacation leave.
11. Sick leave.
12. Waiting time.
13. Other forms of leave.
14. Repeal and saving.

#### **4. Commentary**

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

#### **5. Concluding sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 700

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)Noti ta' Spjegazzjoni<sup>1</sup>

## 1. Introduzzjoni

|                                        |                                                                                                                                      |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Titolu tal-ordni                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol tal-Isptarijiet u l-Kliniki (hawn aktar 'il quddiem imsejjah l-"ordni") |
| Attivitajiet li għandhom jiġu regolati | Kondizzjonijiet tax-xogħol fl-isptarijiet u l-kliniki                                                                                |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                            |

## 2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli fi kwalunkwe sptar privat, nursing home jew post ta' konvalescenza, klinika dentali jew klinika oħra, inkluzi d-dental mechanics jew istituzzjonijiet mediċi jew tal-infermerija jew stabbilimenti simili. Principju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

## L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Din il-fondazzjoni tgħin biex thares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza il-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-haddiema kif ukoll għan-negozji.

## Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjegi u l-Kumitat tal-Wage Regulation Orders (WRO).

## 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn erbatax (14)-il artikolu u jikkonsistu f' dan li ġej:

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriżi ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta)

1. Titolu, bidu fis-sehħ u applikabbiltà.
2. Tifsir.
3. Paga minima.
4. Sahra.
5. Hinijiet ordinarji tax-xogħol.
6. Hin ta' stennija.
7. Ikel u uniformijiet minghajr hlas.
8. Hin minimu ta' mistrieħ ta' kuljum.
9. Mistrieħ minimu fil-ġimgħa.
10. Leave għal vaganza.
11. Leave għal mard.
12. Leave għal korriment jew għal mard li jittiehed.
13. Tipi ta' leave oħra.
14. Thassir u riżervi.

#### **4. Kummentarju**

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali minghajr hlas jekk meħtieġ għax-xogħol.

#### **5. Sezzjonijiet konklużivi**

L-ordni għandu jidhol fis-sehħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta.

#### **Informazzjoni ta' Kuntatt**

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għall-prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.**

It-30 ta' April, 2026

## No. 700

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes<sup>1</sup>****1. Introduction**

|                                   |                                                                                                            |
|-----------------------------------|------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Hospitals and Clinics (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of work in hospitals and clinics                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                         |

**2. Summary and background**

This order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any private hospital, nursing or convalescent home, dental or other clinic including dental mechanics and medical or nursing institutions or similar establishments. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

**Importance of order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

**Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

**3. Overview of the structure of the instrument**

This order is made up of fourteen (14) articles and consist of the following:

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

1. Citation, commencement and applicability.
2. Interpretation.
3. Minimum wages.
4. Over-time.
5. Ordinary hours of work.
6. Waiting time.
7. Free meals and uniforms.
8. Minimum daily rest.
9. Minimum weekly rest.
10. Vacation leave.
11. Sick leave.
12. Leave for injury or contraction of disease.
13. Other forms of leave.
14. Repeal and saving.

#### **4. Commentary**

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

#### **5. Concluding sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 701

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)Noti ta' Spjegazzjoni<sup>1</sup>

## 1. Introduzzjoni

|                                        |                                                                                                                                   |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Titolu tal-ordni                       | Ordni tal-2026 biex jirregola l-Kondizzjonijiet tax-Xogħol tal-Gojjellerija u Arloġġi (hawn aktar 'il quddiem imsejjaħ l-"ordni") |
| Attivitajiet li għandhom jiġu regolati | Kondizzjonijiet tax-xogħol fis-settur tal-gojjellerija u arloġġi                                                                  |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                         |

## 2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi hdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli fi kwalunkwe impriża jew parti minn impriża, li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fl-induratura jew tinqix bid-deheb jew fidda jew fil-manifattura ta' gojjellerija, arloġġi u arloġġi tal-idejn. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

## L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattici tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex thares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-haddiema kif ukoll għan-negozji.

## Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegi u l-Kumitat tal-Wage Regulation Orders (WRO).

## 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn tlettax (13)-il artikolu u jikkonsistu f'dawn li ġejjin:

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2) (ċ) tal-Att dwar l-Intrapriża ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta)

1. Titolu, bidu fis-sehħ u applikabbiltà.
2. Tifsir.
3. Hinijiet ta' xogħol,
4. Paga minima fil-ġimgħa ta' impjegati whole-time.
5. Allowance tal-uniformi.
6. Hin minimum ta' mistrieħ ta' kuljum.
7. Mistrieħ minimum fil-ġimgħa.
8. Ir-rati minimi ta' sahra.
9. Leave għal vaganza.
10. Leave għal mard.
11. Hin ta' stennija.
12. Tipi ta' leave oħra.
13. Thassir u riżervi.

#### **4. Kummentarju**

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjeg, b' benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

#### **5. Sezzjonijiet konklużivi**

L-ordni għandu jidhol fis-sehħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

#### **Informazzjoni ta' Kuntatt**

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għall-prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**Dawn in-Noti ta' Spjegazzjoni mhumieħ mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġislattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġislazzjoni.**

It-30 ta' April, 2026

## No. 701

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes<sup>1</sup>****1. Introduction**

|                                   |                                                                                                            |
|-----------------------------------|------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Jewellery and Watches (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of work in the sector of jewellery and watches                                                  |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                         |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any undertaking or part of an undertaking, the activities of which consist wholly or mainly in gilding, engraving in gold or silver or in the manufacture of jewellery, clocks and watches. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this Order, shall prevail.

**Importance of order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

**Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

**3. Overview of the structure of the instrument**

This order is made up of thirteen (13) articles and consist of the following:

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum weekly wages of whole-time employees.
5. Uniform allowance.
6. Minimum daily rest.
7. Minimum weekly rest.
8. Minimum overtime rates.
9. Vacation leave.
10. Sick leave.
11. Waiting time.
12. Other forms of leave.
13. Repeal and saving.

#### **4. Commentary**

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the Order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

#### **5. Concluding sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 702

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

## Noti ta' Spjegazzjoni

(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira [Kapitolu 512 tal-Liġijiet ta' Malta])

## 1. Introduzzjoni

|                                        |                                                                                                                                                      |
|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| Titolu tal-ordni                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tax-Xogħol għax-Xogħol tal-Istampar u l-Pubblikazzjoni (hawn aktar 'il quddiem imsejjaħ "l-ordni") |
| Attivitajiet li għandhom jiġu regolati | Kondizzjonijiet tax-xogħol fl-istabbilimenti kollha involuti fl-istampar, fil-pubblikazzjoni jew fil-legatura                                        |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                            |

## 2. Sommarju u sfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO) stabbilit sabiex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u b' mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli fl-istabbilimenti kollha involuti fix-xogħol tal-istampar, tal-pubblikazzjoni jew tal-legatura. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' haddiema li huma koperti b'dan l-ordni, il-kundizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol il-pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg, il-kumpens, il-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

## 2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jiggwarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta u jippromwovi l-benesseri ekonomiku ġenerali.

## 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjegi u l-Kumitat tal-Wage Regulation Orders.

## 3. Harsa ġenerali lejn l-istruttura tal-istrument

L-ordni jikkonsisti fi tnax (12)-il artikolu kif ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Paga minima ta' impjegati whole-time
5. Allowance għall-uniformi
6. Ħin minimu ta' mistrieħ kuljum
7. Mistrieħ minimu fil-ġimgħa

8. Sahra
9. Leave għal vaganza
10. Leave għal mard
11. Tipi ta' leave oħra
12. Thassir u riżervi

#### 4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol billi ma jagħmilx distinzjoni bbażati fuq l-età fir-rati fis-sieġha.

Artikolu 5: jistipula li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 7: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-gimġha għall-impjegati kollha biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 9: jipprovdi li l-impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li d-dritt għal-leave għal mard għandhom japplikaw mill-ewwel jum ta' impjeg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjeg fis-sena kalendarja relattiva.

Artikolu 11: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga shiħa għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f'Ordni ta' Standard Nazzjonali jew f' regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 12: iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu ma' xogħol tal-istampar u l-pubblikazzjoni, b'hekk jistabbilixxi dan l-ordni ġdid bhala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

#### 5. Sezzjonijiet Konklużivi

L-ordni għandu jidhol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

#### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għall-prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B:** Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment legiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bhala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-legiżlazzjoni.

It-30 ta' April, 2026

## No. 702

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes**

**(in accordance with and for the purpose of article 3(2)(c) of the Small Business Act [Chapter 512 of the Laws of Malta])**

**1. Introduction**

|                                   |                                                                                                              |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Printing and Publishing (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as “the order”) |
| <b>Activities to be regulated</b> | Conditions of work in all establishments engaged in printing, publishing or book binding.                    |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                           |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees in all establishments engaged in printing, publishing or book binding. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

**2.2 Importance of the order**

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

**2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

**3. Overview of the structure of the instrument**

The order consists of twelve (12) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wage for whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest

8. Overtime
9. Vacation leave
10. Sick leave
11. Other forms of leave
12. Repeal and saving

#### **4. Commentary**

Article 2: provides comprehensive definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rates.

Article 5: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11: stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12: formally repeals previous Wages Council Orders pertaining to printing and publishing, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### **5. Concluding Sections**

The order shall come into force within two (2) months from its publication in the Government Gazette.

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 703

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

## Noti ta' Spjegazzjoni

(skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira [Kapitolu 512 tal-Liġijiet ta' Malta])

## 1. Introduzzjoni

|                                               |                                                                                                                                                               |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għas-Settur li Jipprovdi Servizzi Privati ta' Tindif (hawn aktar 'il quddiem imsejjah "l-ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol għas-settur li jipprovdi servizzi ta' tindif privat                                                                                |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                                     |

## 2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni huwa riżultat dirett ta' reviżjoni komprensiva mill-Kumitat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO) stabbilit sabiex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u b' mod kritiku mfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha ingaġġati minn stabbilimenti li jipprovdu servizzi privati ta' tindif. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' haddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni tistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn: is-sigħat tax-xogħol, il-paga minima ta' kull ġimgħa mfassla biex jipprovdi remunerazzjoni ġusta għall-impjegati full-time, kumpens għas-sahra, il-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

## L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Huwa jistabbilixxi minimi fundamentali sabiex jipprevjeni l-isfruttament u jggarantixxi salvagwardji essenzjali. Din il-bażi tgħin biex tħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

## 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjegi u l-Kumitat tal-Wage Regulation Orders.

## 3. Harsa ġenerali tal-istruttura tal-istrument

L-ordni jikkonsisti fi tlettax (13)-il artikolu kif ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Hinijiet ta' xogħol
4. Paga minima ta' impjegati whole-time
5. Allowance għall-uniformi
6. Hin minimu ta' mistrieħ ta' kuljum
7. Mistrieħ minimu fil-ġimgħa

8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Ħin ta' stennija
12. Tipi ta' leave oħra
13. Thassir u riżervi

#### 4. Kummentarju

Artikolu 2: jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni.

Artikolu 4: jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbazata fuq l-età fir-rati fis-sieġha

Artikolu 5: jistipula li prinċipal għandu jipprovdi lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

Artikolu 7: jafferma l-intitolamenti għal perjodu ta' mistrieħ fil-gimgha għall-impjegati kollha biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 9: jipprovdi li l-impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

Artikolu 10: jipprovdi li d-dritt għal-leave għal mard japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

Artikolu 12: jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga shiha, għall-forom kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave li tista' minn żmien għal żmien tiġi stipulata f' Ordni ta' Standard Nazzjonali jew f' regolamenti magħmula taħt l-Att dwar l-Impjieg u r-Relazzjonijiet Industrijali (Kap. 452).

Artikolu 13: iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu ma' servizzi privati ta' tindif, u b'hekk jistabbilixxi dan l-ordni ġdida bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

#### 5. Sezzjonijiet Konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

#### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għall-prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B: Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut għalih jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.**

It-30 ta' April, 2026

## No. 703

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes**

(in accordance with and for the purpose of article 3(2)(c) of the Small Business Act [Chapter 512 of the Laws of Malta])

**1. Introduction**

|                                   |                                                                                                                |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Private Cleaning Services (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as “the order”) |
| <b>Activities to be regulated</b> | Conditions of work of private cleaning services                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                             |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by the Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees with establishments providing private cleaning services. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wage designed to provide fair remuneration for full-time employees, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

**Importance of the order**

The order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being.

**2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) committee.

**3. Overview of the structure of the instrument**

The order consists of thirteen (13) articles as follows:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wage for whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates

9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and saving

#### **4. Commentary**

Article 2: provides comprehensive definitions for essential terms used throughout the order.

Article 4: ensures equal treatment for all employees performing the same work as it does not make a distinction based on age in the hourly rates.

Article 5: stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7: reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9: provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10: provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 12: stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13: formally repeals previous Wages Council Orders pertaining to the private cleaning services, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### **5. Concluding Sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers  
Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 704

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

## Noti ta' Spjegazzjoni

## 1. Introduzzjoni

|                                               |                                                                                                                        |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-Ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Iskejjel Privati (hawn aktar 'il quddiem l-"ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kundizzjonijiet tax-xogħol għall-iskejjel privati                                                                      |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                              |

## 2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders, stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kundizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha li jaħdmu b'kuntratt ta' servizz fl-iskejjel kollha (barra minn dawk l-iskejjel imwaqqfin u mmexxjin mill-Gvern ta' Malta jew l-Università) iżda esklużi dawk l-impjegati li għalihom il-Gvern iħallas salarju jew allowance individwali lir-rappreżentant tal-assoċjazzjoni reliġjuża lil minnha jagħmlu dawk l-impjegati. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kundizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

## 2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kundizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kundizzjonijiet għall-impjegati, irawmu kompetizzjoni ġusta, u jippromwovu l-benesseri ekonomiku ġenerali. Agġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

## 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impjegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tnejn u għoxrin (22) artikolu u jikkonsisti f'dan li ġej:

1. Titolu, bidu fis-sehħ u applikabbiltà
2. Tifsir (Taqsimi I)
3. Applikabbiltà (Taqsimi II)
4. Tifsir (Taqsimi II)
5. Sigħat ta' xogħol
6. Ir-remunerazzjoni minima ta' għalliema whole-time
7. Vaganzi
8. Leave għal mard (Taqsimi II)
9. Ir-remunerazzjoni minima għal xogħol mhux ta' tagħlim
10. Leave ieħor
11. Tifsir (Taqsimi III)
12. Sigħat ta' xogħol
13. Ir-remunerazzjoni minima ta' impjegati whole-time
14. Allowance tal-uniformi
15. Mistrieħ minimu fil-ġimgħa
16. Ħin minimu ta' mistrieħ ta' kuljum
17. Vaganzi
18. Leave għal mard (Taqsimi III)
19. Rati minimi ta' sahra
20. Leave ieħor
21. Tipi ta' leave oħra (Taqsimi IV)
22. Thassir u riżervi

### 4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 8 jipprovdi d-drittijiet għal-leave għal mard fir-rigward ta' għalliema li għandhom japplikaw mill-ewwel jum ta' impjeg, irrispettivament mit-tul ta' zmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjeg fis-sena kalendarja relattiva.

L-artikolu 11 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fit-Taqsimi III ta' dan l-ordni.

L-artikolu 13 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi tnehhew kwalunkwe differenzi fir-rati fis-sieġha bbażati fuq l-età.

L-artikolu 14 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr hlas.

L-artikolu 15 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-impjegati issa huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87). L-artikolu 18 jipprovdi d-dritt għal-leave għal mard għal impjegati li għandu japplika mill-ewwel jum ta' impjeg, irrispettivament mit-tul ta' zmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjeg fis-sena kalendarja relattiva.

L-artikolu 21 jistipula li l-impjegati taht dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b'paga shiha, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn zmien għal zmien jiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taht l-Att dwar l-Impjegi u r-Relazzjonijiet Industrijali (Kap. 452).

**Thassir**

L-artikolu 22 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-iskejjel privati, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

**5. Sezzjonijiet konklużivi**

Dan l-ordni għandu jidhol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

**Informazzjoni ta' Kuntatt**

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Iindirizz elettroniku: info.dier@gov.mt

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġiżlazzjoni.**

It-30 ta' April, 2026

**No. 704**

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes**

**1. Introduction**

|                                   |                                                                                                      |
|-----------------------------------|------------------------------------------------------------------------------------------------------|
| <b>Title of the order</b>         | Private Schools (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order") |
| <b>Activities to be regulated</b> | Conditions of Work of private schools                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                   |

**2. Summary and background**

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees engaged under a contract of service in all schools (other than those schools established by and managed under the Maltese Government or the University of Malta) to the exclusion however of such employees in respect of whom an individual salary or allowance is paid by the Maltese

Government to the representative of the religious association of which those employees form part. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

## **3. Overview of the structure of the instrument**

This order is made up of twenty-two (22) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation (Part I)
3. Applicability (Part II)
4. Interpretation (Part II)
5. Hours of work
6. Minimum remuneration of whole-time teachers
7. Holidays
8. Sick leave (Part II)
9. Minimum remuneration for non-teaching duties
10. Other leave
11. Interpretation (Part III)
12. Hours of work (Part III)
13. Minimum remuneration to whole-time employees
14. Uniform allowance
15. Minimum weekly rest
16. Minimum daily rest
17. Holidays
18. Sick leave (Part III)
19. Minimum overtime rates
20. Other leave
21. Other leave entitlement (Part IV)
22. Repeal and saving

#### 4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 8 provides that sick leave entitlements with regard to teachers shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11 provides comprehensive definitions for essential terms used in Part III of this order.

Article 13 ensures equal treatment for all employees performing the same work, by removing any differences in hourly rates based on age.

Article 14 stipulates that employers must provide any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 18 provides that sick leave entitlements for employees shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 21 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Employees are now explicitly entitled to annual vacation leave as stipulated in the Organisation of Working Time Regulations.

Article 22 formally repeals previous Wages Council Orders pertaining to private schools, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### 5. Concluding sections

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

#### Contact Information

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 705

**UFFIĊĊJU TAL-PRIM MINISTRU**  
**(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni<sup>1</sup>**

**1. Introduzzjoni**

|                                               |                                                                                                                                                                |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għas-Settur li Jipprovdi Servizzi ta' Sigurtà Privati (hawn aktar 'il quddiem imsejjaħ l-“ordni”) |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol ta' servizzi ta' sigurtà privati                                                                                                    |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                                      |

**2. Taqsira u l-isfond**

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol. L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha li jaħdmu ma' stabbilimenti li jipprovdu servizzi ta' sigurtà li jinkludu bouncers, għassiesa, gwardjani, bodyguards, uffiċjali ta' sigurtà u attendenti ta' sigurtà. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

**L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-siġħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex tħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

**Konsultazzjoni Pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impjegi u l-Kumitat tal-Wage Regulation Orders (WROs).

**3. Harsa ġenerali tal-istruttura tal-istrument**

Dan l-ordni hu magħmul minn tnax (12)-il artikolu u jikkonsistu f'dawn li ġejjin:

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta).

1. Titolu, bidu fis-seħħ u applikabbiltà.
2. Tifsir.
3. Ħinijiet ta' xogħol.
4. Il-paga minima ta' impjegati whole-time.
5. Allowance tal-uniformi.
6. Il-mistrieħ minimu ta' kuljum.
7. Il-mistrieħ minimu fil-ġimgħa.
8. Rati minimi ta' sahra.
9. Leave għal vaganza.
10. Leave għal mard.
11. Tipi ta' leave oħra.
12. Thassir u riżervi.

#### **4. Kummentarju**

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

#### **5. Sezzjonijiet konkluzivi**

L-ordni għandu jidhol fis-seħħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

#### **Informazzjoni ta' Kuntatt**

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg 121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:

1575 għall-impjegati

1576 għall-prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-Tifsir tal-leġiżlazzjoni.

## No. 705

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes<sup>1</sup>****1. Introduction**

|                                   |                                                                                                                |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Private Security Services (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of work of private security services                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                             |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees who work with establishments providing private security services which include bouncers, watchpersons, bodyguards, security officers and security attendants. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

**Importance of order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

**Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

**3. Overview of the structure of the instrument**

This order is made up of twelve (12) articles and consist of the following:

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum wage for whole-time employees.
5. Uniform allowance.
6. Minimum daily rest.
7. Minimum weekly rest.
8. Minimum overtime rates.
9. Vacation leave.
10. Sick leave.
11. Other forms of leave.
12. Repeal and saving.

#### **4. Commentary**

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the Order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

#### **5. Concluding sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 706

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni****1. Introduzzjoni**

|                                               |                                                                                    |
|-----------------------------------------------|------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol tat-Trasport Pubbliku |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet ta' xogħol tat-trasport pubbliku                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                          |

**2. Tifsira u l-ssfond**

L-ordni tirrappreżenta qafas modern għall-istandards tal-impjieg fi hdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kundizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha speċifikati hawn taht li jaħdmu fit-trasport ta' passiġġieri b'karozzi tal-linja liċenzjati sabiex jaħdmu fuq linji tas-servizz pubbliku, prinċiparjament: spetturi, xufiera, konduttur, bejjieġha tal-biljetti u attendenti fil-gabbani tal-biljetti. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa u l-mandati tal-intervalli ta' mistrieħ ta' kull ġimgħa. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat l-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari

jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

### 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impjegati u l-Kumitat tal-Wage Regulation Orders (WROs).

### 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tnax-il (12) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Hinijiet ta' xogħol
4. Il-paga minima ta' kull ġimgħa ta' impjegati whole-time
5. Allowance tal-uniformi
6. Mistrieħ minimu fil-ġimgħa
7. Rati minimi ta' sahra
8. Leave għal vaganza
9. Leave għal mard
10. Hin ta' stennija
11. Tipi ta' leave oħra
12. Thassir u riżervi

### 4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, filwaqt li tallinja mar-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 8 jipprovdi li l-impjegati issa huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 11 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impjegati u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 12 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu mat-trasport pubbliku, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawwsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

## 5. Sezzjonijiet konklużivi

Dan l-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:

1575 għall-impjegati

1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġislattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bhala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġislazzjoni.**

It-30 ta' April, 2026

**No. 706**

## **OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

### **Explanatory Notes**

#### **1. Introduction**

|                                   |                                                                                                       |
|-----------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Public Transport (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of Work of public transport                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                    |

#### **2. Summary and background**

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees specified hereunder employed in the conveyance of passengers by motor omnibuses licenses to ply for hire on public service routes namely: inspectors, drivers, conductors, ticket sellers and ticket booth attendants. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits and mandating rest periods. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

## **3. Overview of the structure of the instrument**

This order is made up of twelve (12) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum weekly wage of whole-time employees
5. Uniform allowance
6. Minimum weekly rest
7. Minimum overtime rates
8. Vacation leave
9. Sick leave
10. Waiting time.

11. Other forms of leave

12. Repeal and saving

#### **4. Commentary**

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 6 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 8 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 11 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12 formally repeals previous Wages Council Orders pertaining to the public transport, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### **5. Concluding sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 707

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)Noti ta' Spjegazzjoni<sup>1</sup>

## 1. Introduzzjoni

|                                        |                                                                                                                      |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| Titolu tal-ordni                       | Ordni tal-2026 biex jirregola l-Kondizzjonijiet ta' Xogħol għall-Baħħara (hawn aktar 'il quddiem imsejjah l-"ordni") |
| Attivitajiet li għandhom jiġu regolati | Kondizzjonijiet tax-xogħol għall-baħħara                                                                             |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                            |

## 2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol. L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha abbord ta' bastimenti li jaħdmu regolarment fl-ibhra territorjali ta' Malti iżda jeskludi persuni impjegati abbord ta' bastimenti tas-sajd jew fuq bastimenti li jbaħħru barra mill-pajjiż. Principju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f' dak il-ftehim jew f' dan l-ordni għandhom jipprevalu.

## L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Din il-fondazzjoni tgħin biex thares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza il-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-haddiema kif ukoll għan-negozji.

## Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impiegiu l-Kumitat tal-Wage Regulation Orders (WROs).

## 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn tlettax (13)-il artikolu u jikkonsistu f'dawn li ġejjin:

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta).

1. Titolu, bidu fis-sehħ u applikabbiltà.
2. Tifsir.
3. Sigħat ta' xogħol.
4. Pagi minimi ta' impjegati whole-time.
5. Allowance tal-uniformi.
6. Rati minimi ta' sahra.
7. Leave għal vaganza.
8. Leave għal mard.
9. L-anqas ħin ta' mistrieħ kuljum.
10. Mistrieħ minimu fil-ġimgħa.
11. Ħin ta' stennija.
12. Tipi ta' leave oħra.
13. Thassir u riżervi.

#### **4. Kummentarju**

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg inkluż Coxswain, Engine Driver, Inġinier, Greaser, Għassies, Kaptan u Bahri. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjieg, b' benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr ħlas jekk meħtieġ għax-xogħol.

#### **5. Sezzjonijiet konklużivi**

L-ordni għandu jidhol fis-sehħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

#### **Informazzjoni ta' Kuntatt**

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għall- prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**Dawn in-Noti ta' Spjegazzjoni mhumieħ mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġislattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġislazzjoni.**

It-30 ta' April, 2026

## No. 707

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes<sup>1</sup>****1. Introduction**

|                                   |                                                                                             |
|-----------------------------------|---------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Seamen (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of work of seamen                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                          |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees employed on board vessels regularly operating within the territorial waters of Malta but excluding persons employed on board fishing vessels or on foreign going ships. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

**Importance of order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

**Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

**3. Overview of the structure of the instrument**

This order is made up of thirteen (13) articles and consist of the following:

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum wages of whole-time employees.
5. Uniform allowance.
6. Minimum overtime rates.
7. Vacation leave.
8. Sick leave.
9. Minimum daily rest.
10. Minimum weekly rest.
11. Waiting time.
12. Other forms of leave.
13. Repeal and saving.

#### **4. Commentary**

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions including coxswain, engine driver, master, engineer, boatswain, greaser, and others, with detailed rates for each category of vessel, such as light duty tugs, heavy duty tugs, luzzus, Gozo ferry, and yachts. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the Order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

#### **5. Concluding Sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 708

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)Noti ta' Spjegazzjoni<sup>1</sup>

## 1. Introduzzjoni

|                                        |                                                                                                                                     |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Titolu tal-ordni                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għal Sagristani u Kustodji (hawn aktar 'il quddiem imsejjaħ l-"ordni") |
| Attivitajiet li għandhom jiġu regolati | Kundizzjonijiet tax-xogħol għal sagristani u kustodji                                                                               |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                           |

## 2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur magħżul tiegħu. Dan l-ordni hu r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Ordni għar-Regolamentazzjoni tal-Pagi (WRO), imwaqqaf biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol. L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għal sagristani u għal kustodji li jiehdu hsieb ta' knisja, mużew, jew bini miftuħ għal wirjiet pubbliċi. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv eżistenti li japplika għal kwalunkwe klassi ta' impjegati li huma koperti bih, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

## L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi minimi fundamentali għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol siguri. Din il-fondazzjoni tgħin biex thares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-impjegati kif ukoll għal prinċipali.

## Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet dwar l-Impieg u l-Kumitat tal-Wage Regulation Orders (WROs).

## 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni hu magħmul minn tnax (12)-il artikolu u jikkonsistu f'dawn li ġejjin:

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħar (Kapitolu 512 tal-Liġijiet ta' Malta).

1. Titolu, bidu fis-sehħ u applikabbiltà.
2. Tifsir.
3. Hinijiet ta' xogħol.
4. Paga minima ta' impjegati whole-time.
5. Allowance tal-uniformi.
6. Mistrieħ minimum ta' kuljum.
7. Il-mistrieħ minimu fil-ġimgħa.
8. Ir-rata minima ta' sahra.
9. Leave għal vaganza.
10. Leave għal mard.
11. Tipi ta' leave oħra.
12. Thassir u riżervi.

#### **4. Kummentarju**

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għall-irwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi ġranet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard, issa applikabbli mill-ewwel jum ta' impjeg, b'benefiċċji pro rata għall-impjegati part-time, u d-dritt għal kull forma ta' leave kif stipulat bil-ligi. Il-festi pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga sħiħa. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li prinċipali ifornu uniformijiet meħtieġa u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

#### **5. Sezzjonijiet konkluzivi**

L-ordni għandu jidhol fis-sehħ fi żmien xahrejn (2) md-data tal-pubblikazzjoni tiegħu fil-Gazzetta.

#### **Informazzjoni ta' Kuntatt**

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal prinċipali

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġislativ għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġislażzjoni.

It-30 ta' April, 2026

## No. 708

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)****Explanatory Notes<sup>1</sup>****1. Introduction**

|                                   |                                                                                                             |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Sextons and Custodians (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of work of sextons and custodians                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                          |

**2. Summary and background**

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to sextons and custodians of churches, museums, or buildings open for exhibitions to the public. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

**Importance of order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, preventing abuse and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and employers.

**Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

**3. Overview of the structure of the instrument**

This order is made up of twelve (12) articles and consist of the following:

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

1. Citation, commencement and applicability.
2. Interpretation.
3. Hours of work.
4. Minimum wages for whole-time employees.
5. Uniform allowance.
6. Minimum daily rest.
7. Minimum weekly rest.
8. Maximum overtime rate.
9. Vacation leave.
10. Sick leave.
11. Other forms of leave.
12. Repeal and saving.

#### **4. Commentary**

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement, now applicable from the first day of employment, with prorated benefits for part-time employees, and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the Order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

#### **5. Concluding sections**

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

#### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 709

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

## Noti ta' Spjegazzjoni

## 1. Introduzzjoni

|                                        |                                                                                                                                                                   |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Titolu tal-ordni                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-Industriji tat-Tessuti u għall-Industriji Relatati (hawn aktar 'il quddiem imsejjaħ l-"ordni") |
| Attivitajiet li għandhom jiġu regolati | Kondizzjonijiet ta' xogħol għall-industriji tat-tessuti u għall-industriji li jagħmlu magħhom                                                                     |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                                         |

## 2. Taqsira u l-isfond

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-setturi identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha f'kwalunkwe impriża jew f'kull parti ta' impriża, li l-attivitajiet tagħha jikkonsistu kollha jew prinċipalment fil-manifattura jew l-ipproċessar (inkluż l-għażel, insiġ, maljarja, finishing u kwalunkwe proċess ieħor inċidentali li għandu x'jaqsam ma' dawn) ta' fibra u drappijiet naturali, artifiċjali jew maħduma min-nies, u l-manifattura ta' oġġetti minn fibra u drappijiet. Prinċipju fundamentali ta' dan l-Ordni huwa li jekk jeżisti ftehim kollettiv għal xi klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-aktar favorevoli, kemm jekk stipulati f'dak il-ftehim jew f'dan l-ordni, għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjeg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hłas jekk meħtieġ għax-xogħol.

## 2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-ħaddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet

għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għal min iħaddem.

### 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn erbatax-il (14) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Hinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Pagi minimi ta' impjegati bl-imqjeta
6. Allowance tal-uniformi
7. Hin minimu ta' mistrieħ kuljum
8. Mistrieħ minimu fil-ġimgħa
9. Rati minimi ta' sahra
10. Leave għal vaganza
11. Leave għal mard
12. Hin ta' stennija
13. Tipi ta' leave oħra
14. Thassir u riżervi

### 4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilix distinzjoni bbażata fuq l-età fir-rati fis-sieġha.

L-artikolu 6 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 8 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi li l-impjegati issa huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 11 jipprovdi d-drittijiet għal-leave għal mard li għandhom japplikaw mill-ewwel jum ta' impjeg, irrispettivament mit-tul ta' żmien tas-servizz. L-artikolu jżid li l-imsemmija l-intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjeg fil-kalendarju relattiv.

L-artikolu 13 jistipula li l-impjegati taht dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga shiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal

kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 14 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-pagi li jappartjenu għall-industriji tat-tessuti u għall-industriji li jagħmlu magħhom, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

## 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121  
Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment legiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-legiżlazzjoni.**

It-30 ta' April, 2026

No. 709

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

#### 1. Introduction

|                                   |                                                                                                                     |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>Title of regulations</b>       | Textiles and Allied Industries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order") |
| <b>Activities to be regulated</b> | Conditions of Work of textiles and allied industries                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                  |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that

such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to employees in any undertaking or in any part of an undertaking the activities of which consist wholly or mainly in the manufacture or processing (including the spinning, weaving, knitting, finishing and any other process incidental to the foregoing) of natural, artificial or man-made fibres and fabrics, and the manufacturing of articles from fibres and fabrics. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing abuse and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and employers.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

## **3. Overview of the structure of the instrument**

These regulations are made up of fourteen (14) regulations and consist of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of Work
4. Minimum wages of whole-time employees
5. Minimum wages of piece-work employees
6. Uniform allowance
7. Minimum daily rest
8. Minimum weekly rest
9. Minimum overtime rates
10. Vacation leave
11. Sick leave
12. Waiting time
13. Other forms of leave
14. Repeal and saving

#### 4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 6 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 11 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14 formally repeals previous Wages Council Orders pertaining to textile and allied industries, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### 5. Concluding sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

#### Contact Information

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: info.dier@gov.mt

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 710

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni**

**1. Introduzzjoni**

|                                               |                                                                                                                                                        |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol tal-Aġenziji tal-Ivvjaġġar u l-Assikurazzjoni (hawn aktar 'il quddiem imsejjah l-"ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet ta' xogħol tal-aġenziji tal-ivvjaġġar u l-assikurazzjoni                                                                               |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                              |

**2. Taqsira u l-isfond**

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħira (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-setturi identifikata tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha f'kull impriża jew parti minn impriża, li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fil-provvediment ta' servizzi relatati mal-ivvjaġġar (inkluża merkanzija bil-baħar jew bl-ajru), jew assikurazzjoni jew estate agency u għal għassiesa, operaturi tat-telefon u persuni oħra impjegati minn aġenti tal-vapuri, aġenti tal-ivvjaġġar, jew kuntratturi abbord ta' vapuri waqt li jkunu fl-ibhra territorjali ta' Malta. Prinċipju fundamentali ta' dan l-ordni huwa li jekk jeżisti ftehim kollettiv għal xi klassi ta' haddiema li huma koperti b'dan l-ordni, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli, kemm jekk stipulati f' dak il-ftehim jew f' dan l-ordni.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jirċievi paga mtejbja xierqa. L-ordni jipprovdi wkoll allowance għal xift bil-lejl biex tikkumpensa lill-impjegati għax-xogħol imwettaq f'sigħat atipici, kif ukoll għal interruzzjoni tal-impjieg biex jiġu indirizzati irregolaritajiet fl-impjieg.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiki tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament għin biex titħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għal min iħaddem.

### 2.3 Konsultazzjoni pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn erbatax-il (14) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-sehħ u applikabbiltà
2. Tifsir
3. Hinijiet ta' xogħol.
4. Rati minimi ta' paga għal impjegati whole-time.
5. Allowance tal-uniformi.
6. Il-ħin ta' mistrieħ minimu ta' kuljum.
7. Il-mistrieħ minimu fil-ġimgħa.
8. Ir-rati minimi ta' sahra.
9. Allowance għal ta' xift billejl.
10. Leave għal vaganza
11. Leave għal mard.
12. Interruzzjoni ta' impieg
13. Tipi ta' leave oħra
14. Thassir u riżervi

### 4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollu. L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, ma jagħmilx distinzjoni bbażata fuq l-età fir-rata fis-sieġha.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjar mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi li impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 11 jipprovdi d-drittijiet għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjieg, irrISPettivament mit-tul ta' żmien tas-servizz. Ir-Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-impjieg fil-kalendarju relattiv.

L-artikolu 13 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 14 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-pagi li għandhom x'jaqsmu ma' aġenziji tal-ivvjaġġar u assikurazzjoni, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taht l-ordnijiet preċedenti.

## 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) wara l-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,

121, Triq Melita,

Valletta - Malta, VLT 1121

Telefon:

1575 għall-impjegati

1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġislattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġislazzjoni.**

It-30 ta' April, 2026

No. 710

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

#### 1. Introduction

|                                   |                                                                                                                    |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Travel and Insurance Agencies (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of Work of travel and insurance agencies                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                 |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order, represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all undertakings primarily involved in any undertaking or part of an undertaking, the activities of which consist wholly or mainly in the provision of services relating to travel (including freight by sea or air) or insurance or estate agency and for watchmen, telephone operators and other persons employed by

shipping agents, travel agents or contractors on board ships whilst in the territorial waters of Malta. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay. In addition, the order provides for a night shift allowance to compensate employees for work performed during atypical hours, as well as an interruption of employment to address disruptions resulting from irregularities in employment.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and employers.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

## **3. Overview of the structure of the instrument**

This order is made up of fourteen (14) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Night-shift allowance
10. Vacation leave
11. Sick leave
12. Interruption of employment
13. Other forms of leave
14. Repeal and saving

#### 4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that employees are now explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87)..

Article 11 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 13 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 14 formally repeals previous Wages Council Orders pertaining to Travel and Insurance Agencies, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### 5. Concluding sections

The order shall come into force within two (2) months from its publication in the Government Gazette.

#### Contact Information

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 711

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni<sup>1</sup>****1. Introduzzjoni**

|                                               |                                                                                                  |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għan-Negozji bl-Ingrossa u bl-Imnut |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol għan-Negozji bl-Ingrossa u bl-Imnut                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                        |

**2. Sommarju u Sfond**

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjeg applikabbli għal imprizi li joperaw fis-settur tan-negozji bl-ingrossa, bl-imnut u negozji dipendenti minn dawn, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni jipprovdi dispożizzjonijiet li jirregolaw is-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi ta' kull ġimgħa u l-kumpens għas-sahra. Jipprovdi wkoll għal-leave tal-mard mill-ewwel jum ta' impjeg (b'benefiċċji prorata għal impjegati part-time), id-dritt għal leave kif stipulat bil-liġi, u għall-btajjel pubbliċi u nazzjonali mħallsa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr hlas fejn meħtieġ.

Dan l-ordni japplika għal imprizi li joperaw fin-negozji bl-ingrossa, bl-imnut u attivitajiet relatati, inklużi distributuri, importaturi u bejjiegħa bl-imnut, filwaqt li jeskludi ċerti setturi bħal bars, ristoranti u stabbilimenti simili. Prinċipju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw protezzjoni adegwata tal-impjegati, jippromwovu prattiki tax-xogħol ġusti, u jikkontribwixxu għal suq tax-xogħol bilanċjat u ekwu. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjegati u l-Kumitat tal-WRO.

**3. Harsa ġenerali lejn l-istruttura tal-istrument**

- Regolament 1 – Titolu, bidu fis-sehħ u applikabbiltà
- Regolament 2 – Tifsir
- Regolament 3 – Hinijiet tax-xogħol
- Regolament 4 – Il-paga minima ta' impjegati whole-time
- Regolament 5 – Allowance tal-uniformi
- Regolament 6 – Il-ħin minimu ta' mistrieħ kuljum
- Regolament 7 – Mistrieħ minimu fil-ġimgħa
- Regolament 8 – Rati minimi ta' sahra
- Regolament 9 – Ħidma fil-Ħdud
- Regolament 10 – Leave għal vaganza
- Regolament 11 – Leave għal mard
- Regolament 12 – Tipi ta' leave oħra
- Regolament 13 – Thassir u riżervi

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriżi ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta).

#### 4. Kummentarju

**Regolament 1** jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta' dan l-ordni, inkluż li jidhol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għas-settur rilevanti, filwaqt li jeskludi ċerti attivitajiet u jipprevalu l-kondizzjonijiet l-aktar favorevoli fejn japplika ftehim kollettiv.

**Regolament 2** jistabbilixxi t-tifsir tat-termini ewlenin sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

**Regolament 3** jirregola s-sigħat tax-xogħol billi jistabbilixxi s-sigħat standard ta' xogħol fil-gimgha għall-impjegati whole-time u limiti differenti għal għassiesa.

**Regolament 4** jipprovdi għall-anqas remunerazzjoni ta' kull gimgha għall-impjegati whole-time, b'differenza bejn għassiesa u impjegati oħra.

**Regolament 5** jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jinghataw minghajr hlas.

**Regolament 6** jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

**Regolament 7** jipprovdi għad-dritt tal-impjegati kollha għal mistrieħ fil-gimgha skont ir-regolamenti applikabbli.

**Regolament 8** jirregola l-hlas għas-sahra u jispjega meta japplikaw rati ta' hin u nofs jew hin doppju skont is-sigħat u l-ġranet tax-xogħol.

**Regolament 9** jirregola x-xogħol il-Ħdud billi jipprovdi li impjegati jistgħu jaħdmu biss jekk jagħtu l-kunsens bil-miktub tagħhom u jiżgura li ma jiġux penalizzati jekk jirrifjutaw, hlief fejn dan ikun rekwiżit kuntrattwali.

**Regolament 10** jipprovdi għad-dritt għal-leave annwali skont ir-regolamenti applikabbli.

**Regolament 11** jirregola l-leave tal-mard, inkluż in-numru ta' ġranet b'paga sħiħa u nofs paga, ir-rekwiżiti ta' certifikazzjoni u l-kalkolu prorata, u jikkonferma li japplika mill-ewwel jum ta' impjieg.

**Regolament 12** jipprovdi għad-dritt għal btajjel pubbliċi u nazzjonali b'paga sħiħa u għal forom oħra ta' leave skont il-liġi.

**Regolament 13** jipprovdi għat-thassir ta' ordnijiet preċedenti relatati ma' dan is-settur, filwaqt li jippreserva l-validità ta' azzjonijiet meħuda taħthom.

#### 5. Taqsima Konkklusiva

Ir-regolamenti għandhom jidhlu fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tagħhom fil-Gazzetta.

#### Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet industrijali u tal-impjieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121  
Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**Dawn in-Noti ta' Spjegazzjoni mhumix mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment legiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-legiżlazzjoni.**

It-30 ta' April, 2026

## No. 711

**OFFICE OF THE PRIME MINISTER  
(EQUALITY, REFORMS AND SOCIAL DIALOGUE)**

**Explanatory Notes<sup>1</sup>**

**1. Introduction**

|                                   |                                                                         |
|-----------------------------------|-------------------------------------------------------------------------|
| <b>Title of regulations</b>       | Wholesale and Retail Trades (Conditions of Work) Regulation Order, 2026 |
| <b>Activities to be regulated</b> | Conditions of Work of Wholesale and Retail Trades                       |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                      |

**2. Summary and background**

This order establishes minimum conditions of employment applicable to undertakings operating in the wholesale, retail and ancillary trades sector, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order provides for provisions regulating working hours, rest periods, minimum weekly wages and overtime compensation. It also provides for sick leave entitlement from the first day of employment (with pro-rata benefits for part-time employees), entitlement to leave as provided by law, and paid public and national holidays. Employers are required to provide necessary uniforms and personal protective equipment free of charge where required.

This order applies to undertakings engaged in wholesale, retail and related activities, including distributors, importers, retailers and other ancillary services. It excludes certain sectors such as bars, restaurants and similar establishments. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

These provisions are intended to ensure adequate protection of employees, promote fair labour practices, and contribute to a balanced and equitable labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

**3. Overview of the structure of the instrument**

These regulations consist of the following:

- Regulation 1 - Citation, commencement and applicability
- Regulation 2 - Interpretation
- Regulation 3 - Hours of work
- Regulation 4 - Minimum remuneration payable to whole-time employees.
- Regulation 5 - Uniform allowance
- Regulation 6 - Minimum daily rest
- Regulation 7 - Minimum weekly rest
- Regulation 8 - Minimum overtime rates
- Regulation 9 - Work on Sundays
- Regulation 10 - Vacation leave
- Regulation 11 - Sick leave
- Regulation 12 - Other forms of leave
- Regulation 13 - Repeal and saving

**4. Commentary**

**Regulation 1** provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to the wholesale and retail sector, while excluding certain activities. It also confirms that where a collective agreement applies, the more favourable conditions shall prevail.

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

**Regulation 2** sets out the interpretation of key terms used throughout this order, ensuring clarity and consistent application.

**Regulation 3** regulates working hours by establishing the standard weekly working time for whole-time employees and setting different limits for watchpersons.

**Regulation 4** provides for the minimum weekly remuneration payable to whole-time employees, distinguishing between watchpersons and other employees.

**Regulation 5** provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

Regulation 6 establishes the minimum daily rest period, including entitlement to meal and rest breaks.

**Regulation 7** provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

**Regulation 8** regulates overtime payments and explains when employees are entitled to time-and-a-half or double-time rates, depending on the hours worked and the day on which the work is performed.

**Regulation 9** regulates work on Sundays by providing that employees may only be required to work on Sundays if they give their written consent and ensures that no employee is penalised for refusing to do so, except where Sunday work is already a contractual requirement.

**Regulation 10** provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

**Regulation 11** regulates sick leave entitlement, including the number of days payable on full and half pay, certification requirements, and the application of pro rata calculations. It also confirms that sick leave entitlement applies from the first day of employment.

**Regulation 12** provides for entitlement to public and national holidays with full pay, as well as to other forms of leave in accordance with applicable legislation.

**Regulation 13** provides for the repeal of previous wage regulation orders relating to the sector, while preserving the validity of actions taken under those orders.

## **5. Concluding Section**

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

### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 712

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni<sup>1</sup>****1. Introduzzjoni**

|                                               |                                                                                    |
|-----------------------------------------------|------------------------------------------------------------------------------------|
| <b>Titolu tar-regolamenti</b>                 | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol ghax-Xogħol tal-Injam |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol ghax-Xogħol tal-Injam                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                          |

**2. Sommarju u sfond**

Dan l-ordni jistabbilixxi kondizzjonijiet minimi ta' impjeg applikabbli għal impriži li joperaw fis-settur tax-xogħol tal-injam u attivitajiet relatati, wara rieżami mwettaq mill-Kumitat tal-Wage Regulation Orders (WRO). L-għan tiegħu huwa sabiex jaġġorna u jissimplifika l-kondizzjonijiet eżistenti skont ir-realtajiet attwali tas-suq tax-xogħol.

Dan l-ordni japplika għall-impjegati li jaħdmu fi stabbilimenti fejn tinħadem għamara, fixtures u oġġetti oħra kollha kemm huma jew fil-biċċa l-kbira ta' l-injam, inklużi attivitajiet relatati bħal tapizzerija u xogħol tal-wicker jew tal-qasab, kif ukoll għall-impjegati li jaħdmu ma' kuntratturi fis-settur tal-bini u l-inġinerija ċivili. Principju fundamentali huwa li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

L-ordni jirregola s-sigħat tax-xogħol, il-perjodi ta' mistrieħ, il-pagi minimi u l-ħlas għas-sahra, inklużi dispożizzjonijiet speċifiċi għal kategoriji differenti ta' impjegati bħall-ghassiesa. Jintroduċi wkoll dispożizzjonijiet dwar il-ħin ta' stennija sabiex jiġi żgurat li l-impjegati jithallsu meta jkunu preżenti fuq il-post tax-xogħol f'ċerti ċirkostanzi.

Barra minn hekk, jipprovdi għal-leave tal-mard mill-ewwel jum ta' impjeg (b'benefiċċji prorata għal impjegati part-time), leave annwali u d-dritt għal btajjel pubbliċi u nazzjonali b'paga shiħa. Min iħaddem għandu jipprovdi uniformijiet u tagħmir protettiv personali mingħajr ħlas fejn meħtieġ.

Dawn id-dispożizzjonijiet huma intiżi sabiex jiżguraw kondizzjonijiet tax-xogħol ġusti, jipproteġu l-benesseri tal-impjegati u jippromwovu konsistenza fis-suq tax-xogħol. Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet tal-Impjegi u l-Kumitat tal-WRO.

**3. Harsa ġenerali lejn l-istruttura tal-istrument**

Regolament 1 – Titolu, bidu fis-sehħ u applikabbiltà

Regolament 2 – Tifsir

Regolament 3 – Ħinijiet tax-xogħol

Regolament 4 – Paga minima ta' impjegati whole-time

<sup>1</sup>Dawn in-Noti ta' Spjegazzjoni huma skont u għall-fini tal-artikolu 3(2)(ċ) tal-Att dwar l-Intrapriži ż-Żgħira (Kapitolu 512 tal-Liġijiet ta' Malta).

Regolament 5 – Allowance tal-uniformi

Regolament 6 – L-anqas hin ta' mistrieħ kuljum

Regolament 7 – Il-mistrieħ minimu fil-ġimgħa

Regolament 8 – L-anqas rati ta' sahra

Regolament 9 – Leave għal vaganza

Regolament 10 – Leave għal mard

Regolament 11 – Hin ta' stennija

Regolament 12 – Tipi ta' leave oħra

Regolament 13 – Thassir u riżervi

#### 4. Kummentarju

**Regolament 1** jipprovdi għat-titolu, il-bidu fis-seħħ u l-applikazzjoni ta' dan l-ordni, inkluż li jidhol fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tiegħu fil-Gazzetta u japplika għall-impjegati fis-settur tax-xogħol tal-injam. Jikkonferma wkoll li fejn japplika ftehim kollettiv, għandhom jipprevalu l-kondizzjonijiet l-aktar favorevoli.

**Regolament 2** jistabbilixxi t-tifsir tat-termini ewlenin sabiex tiġi żgurata ċ-ċarezza u applikazzjoni konsistenti.

**Regolament 3** jirregola s-sigħat tax-xogħol billi jistabbilixxi s-sigħat standard ta' xogħol fil-ġimgħa u jipprovdi arrangamenti speċifiċi għal ċerti kategoriji ta' impjegati.

**Regolament 4** jipprovdi għall-anqas remunerazzjoni ta' kull ġimgħa għall-impjegati whole-time, b'differenza bejn għassiesa u impjegati oħra.

**Regolament 5** jipprovdi li fejn l-impjegati jkunu meħtieġa jilbsu uniformi jew jużaw tagħmir protettiv personali, dawn għandhom jingħataw mingħajr hlas.

**Regolament 6** jistabbilixxi l-perjodu minimu ta' mistrieħ ta' kuljum, inkluż id-dritt għal intervalli għall-ikel u mistrieħ.

**Regolament 7** jipprovdi għad-dritt tal-impjegati kollha għal mistrieħ fil-ġimgħa skont ir-regolamenti applikabbli.

**Regolament 8** jirregola l-hlas għas-sahra u jispjega meta japplikaw rati ta' hin u nofs jew hin doppju skont is-sigħat u l-ġranet tax-xogħol.

**Regolament 9** jipprovdi għad-dritt għal-leave annwali skont ir-regolamenti applikabbli.

**Regolament 10** jirregola l-leave tal-mard, inkluż il-hlas b'paga shiħa u nofs paga, ir-rekwiziti ta' ċertifikazzjoni u l-kalkolu prorata, u jikkonferma li japplika mill-ewwel jum ta' impjeg.

**Regolament 11** jirregola l-hin ta' stennija billi jipprovdi li l-impjegati għandhom jithallsu għal hin li jqattgħu fuq il-post tax-xogħol jew relatat miegħu, hlief f'ċerti ċirkostanzi speċifikati.

**Regolament 12** jipprovdi għad-dritt għal btajjel pubbliċi u nazzjonali b'paga shiħa u għal forum oħra ta' leave skont il-liġi.

## 5. Taqsima Konkklusiva

Ir-regolamenti għandhom jidhlu fis-sehħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tagħhom fil-Gazzetta.

### Informazzjoni ta' Kuntatt

Dipartiment għar-Relazzjonijiet Industrijali u tal-Impjieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121  
Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

**Dawn in-Noti ta' Spjegazzjoni mhumix mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti ta' Spjegazzjoni ma jqisux li huma deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.**

It-30 ta' April, 2026

No. 712

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes<sup>1</sup>

#### 1. Introduction

|                                   |                                                       |
|-----------------------------------|-------------------------------------------------------|
| <b>Title of regulations</b>       | Woodworks (Conditions of Work) Regulation Order, 2026 |
| <b>Activities to be regulated</b> | Conditions of Work of Woodworks                       |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations    |

#### 2. Summary and background

This order establishes minimum conditions of employment applicable to undertakings engaged in woodworks and related activities, following a review carried out by the Wage Regulation Orders (WRO) Committee. Its purpose is to update and streamline existing conditions in line with current labour market realities.

This order applies to employees working in establishments manufacturing furniture, fixtures and other articles wholly or mainly in wood, including related activities such as upholstery, wicker or cane work, and woodwork contractors in the building and civil engineering sectors. A fundamental principle is that where a collective agreement applies, the more favourable conditions shall prevail.

<sup>1</sup>These Explanatory Notes are in accordance with and for the purpose of article 3(2)(c) of the Small Business Act (Chapter 512 of the Laws of Malta).

The order regulates working hours, rest periods, minimum wages and overtime payments, including specific provisions applicable to different categories of employees such as watchpersons. It also introduces provisions relating to waiting time, ensuring that employees are paid when present at the employer's premises under certain conditions.

Furthermore, it provides for sick leave entitlement from the first day of employment (with pro rata benefits for part-time employees), annual leave, and entitlement to public and national holidays with full pay. Employers are required to provide uniforms and personal protective equipment free of charge where necessary.

These provisions aim to ensure fair working conditions, protect employee welfare, and promote consistency within the labour market. Consultations were carried out with the Employment Relations Board and the WRO Committee.

### **3. Overview of the structure of the instrument**

Regulation 1 – Citation, commencement and applicability

Regulation 2 – Interpretation

Regulation 3 – Hours of work

Regulation 4 – Minimum remuneration of whole-time employees

Regulation 5 – Uniform allowance

Regulation 6 – Minimum daily rest

Regulation 7 – Minimum weekly rest

Regulation 8 – Minimum overtime rates

Regulation 9 – Vacation leave

Regulation 10 – Sick leave

Regulation 11 – Waiting time

Regulation 12 – Other forms of leave

Regulation 13 – Repeal and saving

### **4. Commentary**

**Regulation 1** provides for the citation, commencement and application of this order, including its entry into force within two (2) months from publication in the Gazette and its application to employees engaged in woodworks and related activities. It also confirms that where a collective agreement applies, the more favourable conditions shall prevail.

**Regulation 2** sets out the interpretation of key terms used throughout this order, including definitions relating to employment, working time and wages, ensuring clarity and consistent application.

**Regulation 3** regulates working hours by establishing the standard weekly working time for whole-time employees and providing specific arrangements for day workers and watchpersons.

**Regulation 4** provides for the minimum weekly remuneration payable to whole-time employees, distinguishing between watchpersons and other employees.

**Regulation 5** provides that where employees are required to wear a uniform or personal protective equipment, such items shall be supplied by the employer free of charge.

**Regulation 6** establishes the minimum daily rest period, including entitlement to meal and rest breaks where working hours exceed a certain duration.

**Regulation 7** provides for the entitlement of all employees to a weekly rest period in accordance with the Organisation of Working Time Regulations.

**Regulation 8** regulates overtime payments and explains when employees are entitled to time-and-a-half or double-time rates depending on the hours worked, weekly thresholds, and work performed on Sundays or public holidays.

**Regulation 9** provides for entitlement to annual leave in accordance with the Organisation of Working Time Regulations.

**Regulation 10** regulates sick leave entitlement, including full-pay and half-pay entitlements, certification requirements, and pro rata calculations, and confirms that such entitlement applies from the first day of employment.

**Regulation 11** regulates waiting time by providing that employees are entitled to be paid for time spent on the employer's premises or at a place connected with their work, except in specified circumstances.

**Regulation 12** provides for entitlement to public and national holidays with full pay, as well as other forms of leave in accordance with applicable legislation.

**Regulation 13** provides for the repeal of previous wage regulation orders relating to the woodworks sector, while preserving the validity of actions taken under those orders.

## **5. Concluding Section**

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

### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 713

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)****Noti ta' Spjegazzjoni****1. Introduzzjoni**

|                                               |                                                                                                                                            |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol dwar l-Industriji tal-Manifattura tal-Ikel (hawn aktar 'il quddiem l-"ordni") |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet ta' xogħol dwar l-industriji tal-manifattura tal-ikel                                                                      |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                  |

**2. Taqsira u l-isfond**

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur identifikat tagħha. Dan l-ordni huwa r-rizultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli f'xi impriża jew parti minn impriża, li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment fil-manifattura, tal-oġġetti tal-ikel inkluż fran, fabbriki tal-għaġin, fabbriki li jaħdmu l-helu u fabbriki tal-ġelati u ta' għalf bilanċat u oġġetti oħra tal-ikel għall-konsum mill-annimali. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni istabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjieg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjieg, b'benefiċċji pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jggarantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri.

Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawmu kompetizzjoni ġusta, u jippromwovu l-benesseri ekonomiku ġenerali. Aġġornamenti regolari

jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

### 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WRO).

### 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tlettax-il (13) artikolu u jikkonsisti f'dan li ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Hinijiet ta' xogħol
4. Il-paga minima ta' impjegati whole-time
5. Allowance tal-uniformi
6. Il-hin minimu ta' mistrieħ ta' kuljum
7. Mistrieħ minimu fil-ġimgħa
8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Hin ta' stennija
12. Tipi ta' leave oħra
13. Thassir u riżervi

### 4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi tnehhew kwalunkwe differenzi fir-rati fis-sieġha bbażati fuq l-età.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi li l-impjegati huma espliċitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 12 jistipula li l-impjegati taħt dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga shiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 13 iħassar formalment ordnijiet precedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-industriji tal-manifattura tal-ikel, b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet precedenti.

## 5. Sezzjonijiet konklużivi

Dan l-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġislattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġislazzjoni.**

It-30 ta' April, 2026

No. 713

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

#### 1. Introduction

|                                   |                                                                                                                  |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Food Manufacture Industries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of Work of Food Manufacture Industries                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                               |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any undertaking or part of an undertaking whose activities consist wholly or mainly in the manufacture of foodstuffs, including bakeries, pasta factories, confectioneries and ice cream factories and of balanced fodder and other foodstuffs for animal consumption. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. It establishes fundamental minimums for wages, working hours, and benefits, whilst preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) committee.

## **3. Overview of the structure of the instrument**

This order is made up of thirteen (13) articles and consist of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and saving

#### **4. Commentary**

##### **Citation and Commencement**

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, by removing any differences in hourly rates based on age.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 12 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13 formally repeals previous Wages Council Orders pertaining to the food manufacture industries, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### **5. Concluding sections**

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

##### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 714

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

## Noti ta' Spjegazzjoni

## 1. Introduzzjoni

|                                        |                                                                                                                         |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| Titolu tal-ordni                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għal-Laundries (hawn aktar 'il quddiem imsejjah l-"ordni") |
| Attivitajiet li għandhom jiġu regolati | Kondizzjonijiet ta' xogħol għal-laundries                                                                               |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                               |

## 2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriži ż-Żgħira (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-settur identifikat tagħha. Dan l-ordni huwa r-rizultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli f'kwalunkwe impriża jew f'parti ta' impriża, li l-attivitajiet tagħha jikkonsistu għalkollox jew prinċipalment f'tindif bi proċessar ta' wet jew dry cleaning, pressar, għotja tal-kulur jew tiswija bl-idejn jew bil-magni ta' hwejjeġ ta' kull għamla, xoqqa tal-għažel u tagħmir tad-djar, u għall-impjegati kollha f'kull laundry f'lukanda fejn tali laundry ma tkunx immexxija esklussivament għall-użu tal-lukanda u l-viżitaturi tagħha. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klasi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave għal mard (issa applikabbli mill-ewwel jum ta' impjeg, b'benefiċċi pro rata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

## 2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċi, filwaqt li jipprevjeni l-isfruttament u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament għin biex titħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

### **2.3 Konsultazzjoni Pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### **3. Harsa ġenerali tal-istruttura tal-istrument**

Dan l-ordni huwa magħmul minn tlettax-il (13) artikolu u jikkonsisti f'dan li ġej:

1. Titolu u bidu fis-seħh
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance tal-uniformi
6. Ħin minimu ta' mistrieħ kuljum
7. Il-mistrieħ minimu fil-ġimgħa
8. L-inqas rati ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Ħin ta' stennija
12. Tipi ta' leave oħra
13. Thassir u riżervi

### **4. Kummentarju**

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollha.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbażata fuq l-età fir-rata fis-sieġha.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr ħlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi li l-impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal-mard li għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz.

Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 12 jistipula li l-impjegati taht dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma kollha ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101)

u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulata f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali.

L-artikolu 13 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x'jaqsmu mal-Laundries, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

## 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment legiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-legiżlazzjoni.**

It-30 ta' April, 2026

**No. 714**

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

#### 1. Introduction

|                                   |                                                                                                |
|-----------------------------------|------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Laundries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order") |
| <b>Activities to be regulated</b> | Conditions of work of laundries                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                             |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order, represents a modern framework for employment standards within its designated sector. This Order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure

that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any undertaking or in any part of an undertaking, the activities of which consist wholly or mainly in the cleaning by wet or dry processes, pressing, dyeing or repairing by hand or machine apparel of any kind, linens and household furnishings, and for all employees in any laundry in a hotel where such a laundry is not run exclusively for the use of the hotel and its visitors. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

## **3. Overview of the structure of the instrument**

This order is made up of thirteen (13) articles and consists of the following:

1. Citation, commencement and applicability;
2. Interpretation
3. Hours of work
4. Minimum remuneration of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and Saving

#### 4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 12 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13 formally repeals previous Wages Council Orders pertaining to the laundries, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### 5. Concluding sections

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

#### Contact Information

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 715

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni**

**1. Introduzzjoni**

|                                               |                                                                                                                                            |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet tal-Industriji ta' Ogġetti tal-Ġilda u Żraben (minn hawn 'il quddiem imsejjaħ l-“ordni”) |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-xogħol tal-industriji ta' ogġetti tal-ġilda u żraben                                                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                  |

**2. Taqsira u l-isfond**

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħira (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi hdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat Kumitat tal-Wage Regulation Orders), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kondizzjonijiet minimi tax-xogħol applikabbli f'kwalunkwe impriża jew f'kull parti ta' impriża, li l-attivitajiet tagħha jikkonsistu kollha jew prinċipalment fil-fabbrikazzjoni u l-ipproċessar tal-ġilda, ogġetti tal-ġilda, inklużi l-fabbrikazzjoni ta' handbags u ngwanti, u l-fabbrikazzjoni ta' stivali, żraben, sandlijiet u xedd ir-riġel, kif ukoll bagalji, brief-cases, basktijiet tal-idejn, basktijiet tax-xiri u basktijiet oħra ta' natura simili. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħżula jirċievi paga mtejbja xierqa.

Barra minn hekk, jistabbilixxi d-dritt għal-leave tal-mard (issa applikabbli mill-ewwel jum ta' impjeg, b' benefiċċji prorata għall-impjegati part-time) u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiħa. Biex jiġi ssalvagwardjat il-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlaas jekk meħtieġ għax-xogħol.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament għin biex titħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kndizzjonijiet għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Aġġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-ħaddiema kif ukoll għan-negozji.

### 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impjegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### 3. Harsa ġenerali tal-istruttura tal-istrument

Dan l-ordni huwa magħmul minn tlettax-il (13) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Hinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance tal-uniformi
6. Hin minimu ta' mistrieħ ta' kuljum
7. Mistrieħ minimu fil-ġimgħa
8. Rati minimi għal sahra
9. Leave għal vaganza
10. Leave għal mard
11. Hin ta' stennija
12. Tipi ta' leave oħra
13. Thassir u riżervi

### 4. Kummentarju

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollu.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmlux distinzjoni bbażata fuq l-età fir-rati fis-sieġha.

L-artikolu 5 jistipula li l-principali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr hlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi li l-impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Hin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjeg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjeg fis-sena kalendarja relattiva.

L-artikolu 12 jistipula li l-impjegati taht dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga sħiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taht l-Att dwar l-Impjegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 13 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-oġġetti tal-ġilda u żraben, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawwsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

## 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħħ fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment legiżlattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-legiżlazzjoni.**

It-30 ta' April, 2026

No. 715

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

#### 1. Introduction

|                                   |                                                                                                                         |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Leather Goods and Shoes Industries (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of work of leather goods and shoes industries                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                      |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order, represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable across any undertaking or part of an undertaking whose activities consist wholly or mainly in the manufacture and processing of leather, leathersgoods, including the manufacture of handbags and gloves, and the manufacture of boots, shoes, sandals and other footwear as well as of luggage, brief-cases, hand-bags, shopping bags and other bags of a similar nature. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it establishes the sick leave entitlement (now applicable from the first day of employment, with prorated benefits for part-time employees) and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, this order contributes to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

## **3. Overview of the structure of the instrument**

This order is made up of thirteen (13) articles and consist of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wage of whole-time employees
5. Uniform allowance
6. Minimum daily rest
7. Minimum weekly rest
8. Minimum overtime rates
9. Vacation leave
10. Sick leave
11. Waiting time
12. Other forms of leave
13. Repeal and Saving

#### **4. Commentary**

##### **Citation and Commencement**

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rate.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 12 stipulates that employees under this order are 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 (S.L.452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 13 formally repeals previous Wages Council Orders pertaining to the leather goods and shoes industries, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### **5. Concluding Sections**

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

##### **Contact Information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 716

UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)

## Noti ta' Spjegazzjoni

## 1. Introduzzjoni

|                                        |                                                                                                                                                                 |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Titolu tal-ordni                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol għall-prodotti tal-Karta, Plastiks, Kimiki u Petroleum (hawn aktar 'il quddiem imsejjaħ l-"ordni") |
| Attivitajiet li għandhom jiġu regolati | Kondizzjonijiet tax-xogħol tal-industriji tal-karta, plastiks, kimiki u petroleum                                                                               |
| Entità responsabbli                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                                                                                       |

## 2. Taqsira u l-isfond

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħira (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjegi fi hdan is-setturi magħżula tiegħu. Dan l-ordni huwa r-rizultat dirett ta' revizzjoni komprensiva mill-kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kundizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha f'kull impriża jew parti minn impriża li x-xogħol tagħha jikkonsisti għalkollox jew prinċipalment f'dan li ġej: (a) l-estrazzjoni, il-preparazzjoni, l-ipproċessar, jew il-fabbrikazzjoni ta' melh tal-mejda, żjut ta' kull xorta, xaħmijiet, marġerina u prodotti simili, kimiki (inkluż petroleum), jew prodotti kimiċi, izda esklużi mpjegati li jaħdmu f'kalkari tal-gir; (b) il-manifattura ta' karta, l-ippakkjar jew il-manifattura ta' oġġetti magħmula għalkollox jew prinċipalment mill-karta inklużi boroż tal-karta u pitazzi; (ċ) il-manifattura tal-kartun jew l-oġġetti magħmula għalkollox jew prinċipalment mill-kartun, inklużi kaxxi jew reċipenti tal-kartun; (d) l-ipproċessar jew il-manifattura ta' plastics u l-oġġetti magħmula għalkollox jew prinċipalment minn plastics inklużi l-boroż tal-polythene, qliezet tat-trabi tal-plastic, il-fradal tal-plastic, u ilbies ieħir tal-plastic, oġġetti tal-polythene għat-tgeżwir u l-materjal tal-plastic għall-insulazzjoni, izda esklużi bagalji, brief cases, handbags, basktijiet tax-xiri u basktijiet oħra ta' xorta bħalhom, tessili magħmula minn fibri tal-plastic, neon signs; (e) il-manifattura ta' gojjellerija ta' imitazzjoni, inkluża costume jewellery. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' haddiema li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari rigward il-kondizzjonijiet tax-xogħol, fost l-oħrajn is-sigħat tax-xogħol, il-pagi minimi ta' kull ġimgha mfassla biex jipprovdu remunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg, il-kumpens għas-sahra, il-leave għal mard u d-dritt għal kull forma ta' leave kif stipulat bil-liġi.

## 2.2 L-importanza tal-ordni

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi sabiex li jipprevjeni l-isfruttament u jiggwarantixxi salvagwardji essenzjali. Dan il-pedament jgħin biex titħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irrawem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali.

### 2.3 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### 3. Harsa ġenerali lejn l-istruttura tal-istrument

L-ordni huwa magħmul minn tnax-il (12) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Hinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance għal xift billejl
6. Allowance tal-uniformi
7. Il-mistrieħ minimu fil-ġimgħa
8. Rati minimi ta' sahra
9. Leave għal vaganza
10. Leave għal mard
11. Tipi ta' leave oħra
12. Thassir u riżervi

### 4. Kummentarju

L-artikolu jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollu.

L-artikolu 4 jiżgura trattament ugwali għall-impjegati kollha li jwettqu l-istess xogħol, billi ma jagħmilx distinzjoni bbazata fuq l-età fir-rati fis-sieġha.

L-artikolu 5 jistipula li prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr hlas.

L-artikolu 7 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi l-impjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 10 jipprovdi d-dritt għal-leave għal mard għandu japplika mill-ewwel jum ta' impjieg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjieg fis-sena kalendarja relattiva.

L-artikolu 11 jistipula li l-impjegati taht dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga shiha, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taht l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 12 jhassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-karta, plastiks, kimiki u petrolium, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

## 5. Sezzjonijiet konklużivi

L-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

## Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: info.dier@gov.mt

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġislattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġislazzjoni.**

It-30 ta' April, 2026

No. 716

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

#### 1. Introduction

|                                   |                                                                                                                               |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Paper, Plastics, Chemicals and Petroleum (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the "order") |
| <b>Activities to be regulated</b> | Conditions of Work of Paper, Plastics, Chemicals and Petroleum industries                                                     |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                                            |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sectors. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation order (WRO) committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order sets out the minimum conditions of work applicable to all employees in any undertaking or part of an undertaking, the activities of which consist wholly or mainly of the following: (a) the extraction, preparation, processing, or manufacture of table salt, oils of any kind, fats, margarine and similar products, chemicals (including petroleum), or chemical products, but excluding employees working in lime kilns; (b) the manufacture of paper, packaging, or the manufacture of articles made wholly or mainly of paper, including paper bags and exercise books; (c) the manufacture of cardboard or articles made wholly or mainly of cardboard, including cardboard boxes and containers; (d) the processing or manufacture of plastics or articles made wholly or mainly of plastics, including polythene bags, plastic baby pants, plastic aprons and other plastic garments, polythene wrapping and plastic insulation material, but excluding luggage, brief cases, handbags, shopping bags and other bags of a similar nature, textiles made from plastic fibres, and neon signs; (e) the manufacture of imitation jewellery, including costume jewellery.

A fundamental principle of this Order is that where a collective agreement applies to the class of employees covered by this Order, the more favourable conditions, whether in such agreement or in this Order, shall prevail.

The order establishes clear guidelines for working conditions, amongst which: working hours, minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions, overtime compensation, sick leave and the entitlement to all forms of leave as stipulated by law.

## **2.2 Importance of the order**

The order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums preventing exploitation and guaranteeing essential safeguards. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, these rules contribute to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Order (WRO) Committee.

## **3. Overview of the structure of the instrument**

This order is made up of twelve (12) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of Work
4. Minimum wages of whole-time employees
5. Night shift allowance
6. Uniform allowance
7. Minimum weekly rest
8. Minimum rates of overtime
9. Vacation leave
10. Sick leave
11. Other forms of leave
12. Repeal and saving

#### 4. Commentary

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 4 ensures equal treatment for all employees performing the same work, as it does not make a distinction based on age in the hourly rates.

Article 6 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 10 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 11 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 12 formally repeals previous Wages Council Orders pertaining to paper, plastics, chemicals and petroleum, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### 5. Concluding sections

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

#### Contact Information

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## Nru. 717

**UFFIĊĊJU TAL-PRIM MINISTRU  
(UGWALJANZA, RIFORMI U DJALOGU SOĊJALI)**

**Noti ta' Spjegazzjoni**

**1. Introduzzjoni**

|                                               |                                                                                               |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------|
| <b>Titolu tal-ordni</b>                       | Ordni tal-2026 sabiex jirregola l-Kondizzjonijiet ta' Xogħol tal-Uffiċċji ta' Professjonijiet |
| <b>Attivitajiet li għandhom jiġu regolati</b> | Kondizzjonijiet tax-Xogħol tal-uffiċċji ta' professjonijiet                                   |
| <b>Entità responsabbli</b>                    | Dipartiment għar-Relazzjonijiet Industrijali u tal-Impieg                                     |

**2. Taqsira u l-isfond**

Dawn in-Noti ta' Spjegazzjoni huma għall-fini ta' u skont l-artikolu 3(2)(ċ) u l-Iskeda III tal-Att dwar l-Intrapriżi ż-Żgħira (Kap. 512).

L-ordni jirrappreżenta qafas modern għall-istandards tal-impjiegi fi hdan is-settur identifikat tagħha. Dan l-ordni huwa r-riżultat dirett ta' rieżami komprensiv minn kumitat iddedikat tal-Kumitat tal-Wage Regulation Orders (WRO), stabbilit biex jiżgura li tali strumenti regolatorji jkunu attwali, jirriflettu d-dinamika kontemporanja tas-suq tax-xogħol, u, b'mod kritiku, imfassla biex jissimplifikaw il-kondizzjonijiet u jippromwovu l-ugwaljanza fis-suq tax-xogħol.

L-ordni jiddeskrivi l-kundizzjonijiet minimi tax-xogħol applikabbli għall-impjegati kollha f'kwalunkwe uffiċċju jew impriża jew parti minn impriża li l-attivitajiet tagħha jikkonsistu kollha jew prinċipalment f'impieg f'xi wieħed mill-uffiċċji jew stabbilimenti li ġejjin: (a) trade unions inklużi assoċjazzjonijiet ta' karattru simili, uffiċċji ta' nies professjonali u tan-negozju u assoċjazzjonijiet ta' karattru simili; (b) uffiċċji ta' periti, inginieri, avukati, nutara pubbliċi, riċevituri tal-lottu, accountants, book-keepers, awdituri u konsulenti fi kwalunkwe fergħa tal-inginerija, l-arkitettura, il-liġi u l-accounting; (ċ) stabbilimenti ta' riċerka u ta' xjenza (barra minn laboratorji annessi ma' sptarijiet privati); (d) market research units, aġenziji ta' reklami, stabbilimenti li jirċievu fondi mill-ppubbliku għal investiment f'unit trusts jew li jmexxu u jimmanigjaw unit trusts (minbarra stabbilimenti li jmexxu negozju li jkun għal kolloxx jew prinċipalment negozju ta' assigurazzjoni). Izda dan l-ordni ma għandux japplika għall-impjegati li l-kumpens li jirċievu għax-xogħol huwa regolat b' tariffa magħmula f'xi liġi. Prinċipju fundamentali ta' dan l-ordni huwa li jekk ikun hemm ftehim kollettiv li japplika għall-klassi ta' impjegati li huma koperti b'dan l-ordni, il-kondizzjonijiet l-iktar favorevoli, f'dak il-ftehim jew f'dan l-ordni għandhom jipprevalu.

L-ordni jistabbilixxi linji gwida ċari għas-sigħat tax-xogħol, inklużi limiti standard ta' kull ġimgħa għar-rwoli differenti tal-impjegati u l-mandati tal-intervalli ta' mistrieħ ta' kuljum. Jistabbilixxi wkoll pagi minimi ta' kull ġimgħa mfassla biex jipprovdu rimunerazzjoni ġusta għall-impjegati full-time, b'rati differenzjati bbażati fuq funzjonijiet speċifiċi ta' impjeg u snin ta' servizz. Id-dispożizzjonijiet għall-kumpens għas-sahra jiżguraw li x-xogħol lil hinn mis-sigħat standard jew fi granet magħzula jirċievi paga mtejba xierqa.

Barra minn hekk, jafferma d-dritt għal-leave għal mard applikabbli mill-ewwel jum ta' impjeg, b'benefiċċji pro rata għall-impjegati part-time u d-dritt għal kull forma ta' leave kif stipulat bil-liġi. Il-btajjel pubbliċi u nazzjonali kollha huma rikonoxxuti wkoll b'paga shiha. Biex jiġu ssalvagwardjati l-benesseri tal-impjegati, l-ordni jordna li min iħaddem iforni uniformijiet neċessarji u tagħmir protettiv personali mingħajr hlas jekk meħtieġ għax-xogħol.

**2.2 L-importanza tal-ordni**

Dan l-ordni huwa kruċjali għall-protezzjoni tal-benesseri tal-impjegati u għall-iżgurar ta' prattiċi tax-xogħol ġusti. Dan l-ordni jistabbilixxi fundamentali minimi għall-pagi, is-sigħat tax-xogħol, u l-benefiċċji, filwaqt li jipprevjeni l-isfruttament

u jiggarrantixxi salvagwardji essenzjali bħal mistrieħ adegwat, leave, u kondizzjonijiet tax-xogħol sikuri. Dan il-pedament jghin biex titħares id-dinjità u s-sigurtà tal-haddiema fl-industrija.

Barra minn hekk, dan l-ordni jikkontribwixxi għal suq tax-xogħol stabbli u ekwu billi jistandardizza l-kondizzjonijiet għall-impjegati, irawwem kompetizzjoni ġusta, u jippromwovi l-benesseri ekonomiku ġenerali. Agġornamenti regolari jirriflettu impenn biex l-istandards tax-xogħol jiġu adattati għar-realtajiet attwali, filwaqt li jiġi żgurat li l-qafas regolatorju jibqa' rilevanti u effettiv kemm għall-haddiema kif ukoll għan-negozji.

### **2.3 Konsultazzjoni pubblika**

Saru konsultazzjonijiet mal-Bord dwar ir-Relazzjonijiet tal-Impiegi u l-Kumitat tal-Wage Regulation Orders (WROs).

### **3. Harsa ġenerali tal-istruttura tal-istrument**

Dan l-ordni huwa magħmul minn hdax-il (11) artikolu u jikkonsistu f'dan li ġej:

1. Titolu, bidu fis-seħh u applikabbiltà
2. Tifsir
3. Ħinijiet ta' xogħol
4. Pagi minimi ta' impjegati whole-time
5. Allowance tal-uniformi
6. Il-mistrieħ minimu fil-ġimgħa
7. Ir-rati minimi ta' sahra
8. Leave għal vaganza
9. Leave għal mard
10. Tipi ta' leave oħra
11. Thassir u riżervi

### **4. Kummentarju**

L-artikolu 2 jipprovdi definizzjonijiet komprensivi għat-termini essenzjali użati fl-ordni kollu.

L-artikolu 5 jistipula li l-prinċipali għandhom jipprovdu lill-impjegati kwalunkwe uniformijiet u tagħmir protettiv personali (PPE) meħtieġa mingħajr hlas.

L-artikolu 6 jafferma mill-ġdid l-intitolamenti għal perjodu ta' mistrieħ fil-ġimgħa għall-impjegati kollha, biex ikun allinjat mar-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 8 jipprovdi li l-iimpjegati huma esplicitament intitolati għal-leave annwali kif stipulat fir-Regolamenti dwar l-Organizzazzjoni tal-Ħin tax-Xogħol (L.S. 452.87).

L-artikolu 9 jipprovdi d-dritt għal-leave għal mard li għandu japplika mill-ewwel jum ta' impjeg, irrispettivament mit-tul ta' żmien tas-servizz. Dan l-artikolu jżid li l-imsemmija intitolamenti għandhom jiġu kkalkolati pro rata skont id-data tal-bidu tal-impjeg fis-sena kalendarja relattiva.

L-artikolu 10 jistipula li l-impjegati taht dan l-ordni huma intitolati għall-festi nazzjonali u għall-btajjel pubbliċi kollha b' paga shiħa, għal kull forma ta' leave skont ir-Regolamenti dwar Dritt Minimu ta' Leave Speċjali (L.S. 452.101) u għal kull forma oħra ta' leave ieħor li jista' minn żmien għal żmien jiġi stipulat f'Ordni ta' Standard Nazzjonali jew f'regolamenti magħmula taht l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

L-artikolu 11 iħassar formalment ordnijiet preċedenti tal-Kunsill tal-Pagi li għandhom x' jaqsmu mal-uffiċċji ta' professjonijiet, u b'hekk jistabbilixxi dan l-ordni ġdid bħala l-istrument regolatorju definittiv, filwaqt li jinkludi wkoll klawnsola ta' salvagwardja biex tiġi ppreservata l-validità ta' kwalunkwe azzjoni meħuda jew ommessa taħt l-ordnijiet preċedenti.

## 5. Sezzjonijiet Konklużivi

Dan l-ordni għandu jidhol fis-seħh fi żmien xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

### Informazzjoni ta' Kuntatt

Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg,  
121, Triq Melita,  
Valletta - Malta, VLT 1121

Telefon:  
1575 għall-impjegati  
1576 għal min iħaddem

Indirizz elettroniku: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex mahsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument legali u lanqas sostitut tiegħu jew suppliment leġislattiv għall-istess. Dawn in-Noti ta' Spjegazzjoni mhumiex intiżi bħala deċiżjoni awtorevoli fuq l-interpretazzjoni tal-leġislazzjoni.**

It-30 ta' April, 2026

No. 717

## OFFICE OF THE PRIME MINISTER (EQUALITY, REFORMS AND SOCIAL DIALOGUE)

### Explanatory Notes

#### 1. Introduction

|                                   |                                                                                                           |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>Title of order</b>             | Professional Offices (Conditions of Work) Regulation Order, 2026 (hereinafter referred to as the “order”) |
| <b>Activities to be regulated</b> | Conditions of Work of professional offices                                                                |
| <b>Responsible entity</b>         | Department for Industrial and Employment Relations                                                        |

#### 2. Summary and background

These Explanatory Notes are for the purpose of and in accordance with article 3(2)(c) and Schedule III of the Small Business Act (Cap. 512).

The order represents a modern framework for employment standards within its designated sector. This order is the direct outcome of a comprehensive review by a dedicated Wage Regulation Order (WRO) Committee, established to ensure that such regulatory instruments are current, reflective of contemporary labour market dynamics, and, critically, designed to streamline conditions and promote equality within the labour market.

The order outlines minimum working conditions applicable to all employees in any office or undertaking or part of an undertaking, the activities of which consist wholly or mainly in employment in any of the offices and establishments of the following: (a) trade unions including associations of a similar character, chambers of professional and businesspeople and associations of a similar character; (b) offices of architects, engineers, legal advisers, notaries public, lotto receivers, accountants, book-keepers, auditors and consultants in any branch of engineering, architecture, law and accounting; (c) research and scientific establishments (except laboratories attached to private hospitals); (d) market research units, advertising agencies, establishments which receive funds from the public for investment in unit trusts or which run the management of unit trusts (except establishments carrying out wholly or mainly insurance business). Provided that this order shall not operate in respect of employees whose remuneration for work is regulated by tariff made by a law. A fundamental principle of this order is that if a collective agreement exists for any class of employees it covers, the more favourable conditions, whether stipulated in that agreement or in this order, shall prevail.

The order establishes clear guidelines for working hours, including standard weekly limits for different employee roles and mandating daily rest intervals. It also sets forth minimum weekly wages designed to provide fair remuneration for full-time employees, with differentiated rates based on specific job functions and years of service. Provisions for overtime compensation ensure that work beyond standard hours or on designated days receives appropriate enhanced pay.

Furthermore, it reaffirms that the sick leave entitlement is applicable from the first day of employment and the entitlement to all forms of leave as stipulated by law. All public and national holidays are also recognised with full pay. To safeguard employee well-being, the order mandates that employers supply necessary uniforms and personal protective equipment free of charge if required for work.

## **2.2 Importance of the order**

This order is crucial for protecting employee welfare and ensuring fair labour practices. This order establishes fundamental minimums for wages, working hours, and benefits, preventing exploitation and guaranteeing essential safeguards like adequate rest, leave, and safe working conditions. This foundation helps uphold workers' dignity and security within the industry.

Furthermore, these rules contribute to a stable and equitable labour market by standardising conditions for employees, fostering fair competition, and promoting overall economic well-being. Regular updates reflect a commitment to adapting labour standards to current realities, ensuring the regulatory framework remains relevant and effective for both workers and businesses.

## **2.3 Public Consultation**

Consultations were held with the Employment Relations Board and the Wage Regulation Orders (WROs) Committee.

## **3. Overview of the structure of the instrument**

This order is made up of eleven (11) articles and consists of the following:

1. Citation, commencement and applicability
2. Interpretation
3. Hours of work
4. Minimum wages of whole-time employees
5. Uniform allowance
6. Minimum weekly rest
7. Minimum overtime rates
8. Vacation leave

- 9. Sick leave
- 10. Other Forms of Leave
- 11. Repeal and saving

#### **4. Commentary**

Article 2 provides comprehensive definitions for essential terms used throughout the order.

Article 5 stipulates that employers must provide employees any required uniforms and personal protective equipment (PPE) free of charge.

Article 7 reaffirms entitlements to a weekly rest period for all employees, aligning with the Organisation of Working Time Regulations (S.L. 452.87).

Article 8 provides that employees are explicitly entitled to annual leave as stipulated by the Organisation of Working Time Regulations (S.L. 452.87).

Article 9 provides that sick leave entitlements shall apply as from the first day of employment, irrespective of the duration of service. This article adds that the said entitlements shall be calculated pro rata according to the date of employment in the relative calendar year.

Article 10 stipulates that employees under this order are 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 (S.L. 452.101) and all other forms of leave that may from time to time be stipulated in the National Standard Orders or regulations made under the Employment and Industrial Relations Act (Cap. 452).

Article 11 formally repeals previous Wages Council Orders pertaining to professional offices, thereby establishing this new order as the definitive regulatory instrument, while also including a saving clause to preserve the validity of any actions taken or omitted under the previous orders.

#### **5. Concluding sections**

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

#### **Contact information**

Department for Industrial and Employment Relations,  
121, Melita Street,  
Valletta - Malta, VLT 1121

Telephone:  
1575 for employees  
1576 for Employers

Email: [info.dier@gov.mt](mailto:info.dier@gov.mt)

**N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Explanatory Notes do not purport to be an authoritative ruling on the interpretation of the legislation.**

30th April, 2026

## AVVIŻ TAL-PULIZIJA

## POLICE NOTICE

## Nru. 104

## No. 104

Il-Kummissarju tal-Pulizija jgħarraf li skont il-Legizlazzjoni Sussidjarja 65.05 u l-Legizlazzjoni Sussidjarja 65.13, it-toroq hawn taht imsemmija se jiġu kklassifikati bħala Żoni ta' Rmonk kif indikat hawn taht fid-dati u hinijiet indikati.

The Commissioner of Police hereby notifies that in terms of Subsidiary Legislation 65.05 and Subsidiary Legislation 65.13, the streets listed hereunder are to be classified as Tow Zones.

Bis-saħħa tal-Artikolu 52(1) tal-Ordinanza dwar ir-Regolamenti tat-Traffiku (Kap. 65), il-Kummissarju tal-Pulizija jgħarraf illi l-vetturi tas-sewqan jista' jagħti l-każ li ma jkunux jistgħu jgħaddu jew jiddawru mit-toroq imsemmija hawn taht fid-dati u l-hinijiet indikati.

In virtue of Section 52 (1) of the Traffic Regulations (Chapter 65). The Commissioner of Police hereby notifies that the transit and stopping of vehicles through the streets mentioned hereunder may be prohibited on the dates and times indicated.

## Il-Fgura

## Fgura

Mis-6.00 a.m tal-Ħamis, 30 ta' April, 2026 sal-11.59 p.m. tas-Sibt, 2 ta' Mejju, 2026, minn Vjal Cottoner.

From at 6.00 a.m. of Thursday, 30th April, 2026 to 11.59 p.m. Saturday, 2nd May, 2026, through Vjal Cottoner.

It-trasport pubbliku mhux se jkun affettwat.

Public transport will not not affected.

## Il-Belt Valletta

## Valletta

Nhar il-Ġimgħa, l-1 ta' Mejju, 2026, mill-4.00 a.m. sa nofsillejl, minn Triq Ġilormu Cassar minn Pjazza Kastilja sal-Monument tal-Gwerra, Pjazza Kastilja kollha, Triq Papa Piju V kollha, iż-żona kollha tal-parkeġġ tal-Bank Ċentrali u quddiem il-Borża ta' Malta.

On Friday, 1st May, 2026, from 4.00 a.m. to midnight, through Triq Ġilormu Cassar from Pjazza Kastilja to the War Memorial, all of Pjazza Kastilja, all of Triq Papa Piju V, all of the Central Bank's parking area and in front of Malta Stock Exchange.

It-trasport pubbliku (Valletta circular bus) se jkun affettwat.

Public transport (Valletta circular bus) will be affected.

## Il-Qrendi

## Qrendi

Mis-7.00 a.m. tal-Ġimgħa, l-1 ta' Mejju, 2026 sas-2.00 p.m. tal-Hadd, 3 ta' Mejju, 2026, minn Triq Rokku Buhagiar, Triq J. G. Vance u parti minn Triq il-Kurat Mizzi minn Triq Rokku Buhagiar sa Triq iż-Żgħożija.

From 7.00 a.m. of Friday, 1st May, 2026 to 2.00 p.m. of Sunday, 3rd May, 2026, through Triq Rokku Buhagiar, Triq J. G. Vance and part of Triq il-Kurat Mizzi from Triq Rokku Buhagiar to Triq iż-Żgħożija.

Waqt dawn il-hinijiet, rotot numru 72, 74, 117 u 218 mhux se jkunu qed joperaw fit-terminus tat-trasport pubbliku.

During these times, routes number 72, 74, 117 and 218 will not be operating at the public transport terminus.

It-trasport pubbliku se jkun affettwat.

Public transport will be affected.

## Għajnsielem

## Għajnsielem

Mit-8.00 p.m. tal-Ġimgħa, l-1 ta' Mejju, 2026 sas-1.00 a.m. tal-Hadd, 3 ta' Mejju, 2026, minn Pjazza Madonna Ta' Loreto, Triq J. F. De Chambrai u Triq il-Magħmudija.

From 8.00 p.m. of Friday, 1st May, 2026 to 1.00 a.m. of Sunday, 3rd May, 2026, through Pjazza Madonna Ta' Loreto, Triq J. F. De Chambrai and Triq il-Magħmudija.

It-trasport pubbliku jista' jkun affettwat.

Public transport may be affected.

## Bormla

## Cospicua

Mis-6.00 a.m. tal-Ġimgħa, 1 ta' Mejju, 2026 sas-2.00 p.m. tal-Hadd, 3 ta' Mejju, 2026, minn Triq it-8 ta' Diċembru.

From 6.00 a.m. of Friday, 1st May, 2026 to 2.00 p.m. of Sunday, 3rd May, 2026, through Triq it-8 ta' Diċembru.

It-trasport pubbliku se jkun affettwat mill-11.00 p.m. tas-Sibt, 2 ta' Mejju, 2026, sas-2.00 p.m. tal-Hadd, 3 ta' Mejju, 2026.

Mhux se jkun hemm aċċess għall-bus terminus.

### **Hal Qormi**

Nhar is-Sibt, 2 ta' Mejju, 2026, mis-1.00 p.m. sa nofsillejl, minn Triq il-Granmastru (il-pjazżetta quddiem it-tribuna).

It-trasport pubbliku mhux se jkun affettwat.

Hemm bżonn ta' clearance.

### **Santa Venera**

Mis-7.00 a.m. tal-Hadd, 3 ta' Mejju, 2026, sal-11.30 p.m. tat-Tnejn, 4 ta' Mejju, 2026, minn Misraħ il-Kebbies.

Aċċess minn Triq il-Fanali u Triq Vivion għal Misraħ il-Kebbies se jkun limitat u kompletament magħluq waqt il-ħin tal-attività.

Hemm bżonn ta' clearance;

Nhar it-Tlieta, 5 ta' Mejju, 2026, mit-3.00 p.m. sal-11.00 p.m., minn Misraħ il-Kebbies.

Aċċess minn Triq il-Fanali u Triq Vivion għal Misraħ il-Kebbies se jkun limitat u kompletament magħluq waqt il-ħin tal-attività.

Hemm bżonn ta' clearance.

### **Iż-Żurrieq**

Mid-9.00 p.m. tal-Hadd, 3 ta' Mejju, 2026 sa nofsillejl tat-Tnejn, 4 ta' Mejju, 2026, minn Misraħ ir-Repubblika, Triq il-Kbira u Triq Pietru Pawl Saydon.

It-trasport pubbliku se jkun affettwat.

### **Santa Luċija**

Mit-8.00 a.m. tat-Tnejn, 4 ta' Mejju, 2026 sas-1.00 a.m. tal-Erbgħa, 6 ta' Mejju, 2026, hemm bżonn ta' clearance fi Triq il-Pepprin.

Triq il-Pepprin se tkun magħluqa wkoll nhar it-Tlieta, 5 ta' Mejju, 2026, mit-3.00 p.m. sal-11.59 p.m.

It-trasport pubbliku se jkun affettwat.

Public transport will be affected from 11.00 p.m. of Saturday, 2nd May, 2026, to 2.00 p.m. of Sunday, 3rd May, 2026.

There will be no access to the bus terminus.

### **Hal Qormi**

On Saturday, 2nd May, 2026, from 1.00 p.m. to midnight, through Triq il-Granmastru (the small square in front of the tribune).

Public transport will not be affected.

Clearance is required.

### **Santa Venera**

From 7.00 a.m. of Sunday, 3rd May, 2026 to 11.30 p.m. of Monday, 4th May, 2026, through Misraħ il-Kebbies.

Access from Triq il-Fanali and Triq Vivion to Misraħ il-Kebbies will be limited and completely closed during the time of the activity.

Clearance is required;

On Tuesday, 5th May, 2026, from 3.00 p.m. to 11.00 p.m., through Misraħ il-Kebbies.

Access from Triq il-Fanali and Triq Vivion to Misraħ il-Kebbies will be limited and completely closed during the time of the activity.

Clearance is required.

### **Żurrieq**

From 9.00 p.m. of Sunday, 3rd May, 2026 to midnight of Monday, 4th May, 2026, through Misraħ ir-Repubblika, Triq il-Kbira and Triq Pietru Pawl Saydon.

Public transport will be affected.

### **Santa Luċija**

From 8.00 a.m. of Monday, 4th May, 2026 to 1.00 a.m. of Wednesday, 6th May, 2026, clearance is required in Triq il-Pepprin.

Triq il-Pepprin will also be closed on Tuesday, 5th May, 2026, from 3.00 p.m. to 11.59 p.m.

Public transport will be affected.

**Il-Kalkara**

Mill-5.00 a.m. tat-Tnejn, 4 ta' Mejju, 2026 sal-11.00 p.m. tat-Tlieta, 5 ta' Mejju, 2026, minn Triq ir-Regatta 1969 u Triq il-Marina.

It-trasport pubbliku mhux se jkun affettwat.

**Il-Gudja**

Nhar it-Tlieta, 5 ta' Mejju, 2026, mill-4.15 p.m. sat-8.15 p.m., minn quddiem il-kappella tal-Lunzjata;

Nhar is-Sibt, 6 ta' Ġunju, 2026, mill-5.30 p.m. sad-9.30 p.m., minn quddiem il-Lunzjata.

**Hal Luqa**

Nhar il-Hadd, 10 ta' Mejju, 2026, mill-5.00 a.m. sal-5.00 p.m., minn Misraħ il-Knisja u Misraħ Sant'Andrija.

It-trasport pubbliku se jkun affettwat.

**Hal Ghaxaq**

Mit-3.00 p.m. tal-Ġimgħa, 15 ta' Mejju, 2026 sas-2.00 a.m. tas-Sibt, 16 ta' Mejju, 2026, mit-3.00 p.m. tal-Ġimgħa, 22 ta' Mejju, 2026 sas-2.00 a.m. tas-Sibt, 23 ta' Mejju, 2026, u mit-3.00 p.m. tas-Sibt, 23 ta' Mejju, 2026 sat-3.00 a.m. tal-Hadd, 24 ta' Mejju, 2026, minn Vjal il-Labour u Triq il-Barbazzal.

It-trasport pubbliku mhux se jkun affettwat.

**Bingemma/Ir-Rabat**

Nhar is-Sibt, 16 ta' Mejju, 2026, mis-6.00 p.m. sad-9.00 p.m., minn Triq Bingemma, Sqaq is-Sagħtar, Triq is-Santi u Triq il-Kuncizzjoni.

It-trasport pubbliku mhux se jkun affettwat.

**L-Imqabba**

Nhar is-Sibt, 16 ta' Mejju, 2026, minn nofsinhar sa nofsillejl mill-pjazza tal-knisja.

It-trasport pubbliku se jkun affettwat.

Vetturi li jiksru l-ordni ta' dan l-avviż ikunu suġġetti li jiġu rmunkati.

It-30 ta' April, 2026

**Kalkara**

From 5.00 a.m. of Monday, 4th May, 2026 to 11.00 p.m. of Tuesday, 5th May, 2026, through Triq ir-Regatta 1969 and Triq il-Marina.

Public transport will not be affected.

**Gudja**

On Tuesday, 5th May, 2026, from 4.15 p.m. to 8.15 p.m., through in front of Lunzjata's chapel;

On Saturday, 6th June, 2026, from 5.30 p.m. to 9.30 p.m., through in front of Lunzjata.

**Hal Luqa**

On Sunday, 10th May, 2026, from 5.00 a.m. to 5.00 p.m., through Misraħ il-Knisja and Misraħ Sant'Andrija.

Public transport will be affected.

**Hal Ghaxaq**

From 3.00 p.m. of Friday, 15th May, 2026 to 2.00 a.m. of Saturday, 16th May, 2026, from 3.00 p.m. of Friday, 22nd May, 2026 to 2.00 a.m. of Saturday, 23rd May, 2026, and from 3.00 p.m. of Saturday, 23rd May, 2026 to 3.00 a.m. of Sunday, 24th May, 2026, through Vjal il-Labour and Triq il-Barbazzal.

Public transport will not be affected.

**Bingemma/Rabat**

On Saturday, 16th May, 2026, from 6.00 p.m. to 9.00 p.m., through Triq Bingemma, Sqaq is-Sagħtar, Triq is-Santi and Triq il-Kuncizzjoni.

Public transport will not be affected.

**Mqabba**

On Saturday, 16th May, 2026, from noon to midnight through the church square.

Public transport will be affected.

Any vehicles found parked in contravention to the order of this notice are liable to be towed away.

30th April, 2026

## AVVIŻ TAL-PULIZIJA

## Nru. 105

Bis-saħħa tal-Artikolu 52(1) tal-Ordinanza dwar ir-Regolament tat-Traffiku (Kap. 65), il-Kummissarju tal-Pulizija jgħarraf illi l-vetturi tas-sewqan ma jkunux jistgħu jgħaddu mit-toroq imsemmija hawn taht fid-dati u l-hinijiet indikati.

## Iż-Żejtun

Nhar il-Hadd, 3 ta' Mejju, 2026, mill-10.00 a.m. sas-1.00 p.m., minn Triq San Ġirgor, Triq Piju X, Triq Luqa Briffa, Triq Santa Marija, Misraħ Santa Marija, Triq San Pawl, Misraħ Karlu Diacono, Triq il-Madonna tal-Bon Kunsill, Misraħ Gregorio Bonici u Misraħ ir-Repubblika.

It-trasport pubbliku se jkun affettwat;

Nhar il-Hadd, 3 ta' Mejju, 2026, mill-5.00 p.m. sas-6.00 p.m., minn Misraħ ir-Repubblika, Triq Santa Katarina, Triq Sant'Anġlu, Misraħ Karlu Diacono u Triq il-Madonna tal-Bon Kunsill.

It-trasport pubbliku se jkun affettwat.

## Il-Gudja

Nhar it-Tlieta, 5 ta' Mejju, 2026, mill-4.45 p.m. sat-8.15 p.m., minn Triq Santa Marija, Triq il-Lunzjata u Triq il-Kappillan;

Nhar is-Sibt, 6 ta' Ġunju, 2026, mis-6.00 p.m. sad-9.30 p.m., minn Triq San Ċiru, Triq Bettina, Triq Joseph Pace, Triq Raymond Caruana, Triq l-Annunzjata, Triq Santa Marija u Triq il-Kbira.

It-trasport pubbliku se jkun affettwat.

Vetturi li jiksru l-ordni ta' dan l-avviż ikunu suġġetti li jiġu rmunkati.

It-30 ta' April, 2026

## AVVIŻ TAL-PULIZIJA

## Nru. 106

Il-Kummissarju tal-Pulizija jgħarraf li skont l-Avviż Legali 94/97 it-toroq hawn taht imsemmija se jiġu kklassifikati bħala Żoni ta' Rmonk fid-dati u l-hinijiet kif indikat hawn taht.

Bis-saħħa tal-Artikolu 52(1) tal-Ordinanza dwar ir-Regolamenti tat-Traffiku (Kap. 65), il-Kummissarju tal-Pulizija jgħarraf illi l-vetturi tas-sewqan ma jkunux jistgħu

## POLICE NOTICE

## No. 105

In virtue of Article 52(1) of the Traffic Regulation Ordinance (Cap. 65), the Commissioner of Police hereby notifies that the transit of vehicles from the streets mentioned hereunder will be suspended on the dates and times indicated.

## Żejtun

On Sunday, 3rd May, 2026, from 10.00 a.m. to 1.00 p.m., through Triq San Ġirgor, Triq Piju X, Triq Luqa Briffa, Triq Santa Marija, Misraħ Santa Marija, Triq San Pawl, Misraħ Karlu Diacono, Triq il-Madonna tal-Bon Kunsill, Misraħ Gregorio Bonici and Misraħ ir-Repubblika.

Public transport will be affected;

On Sunday, 3rd May, 2026, from 5.00 p.m. to 6.00 p.m., through Misraħ ir-Repubblika, Triq Santa Katarina, Triq Sant'Anġlu, Misraħ Karlu Diacono and Triq il-Madonna tal-Bon Kunsill.

Public transport will be affected.

## Gudja

On Tuesday, 5th May, 2026, from 4.45 p.m. to 8.15 p.m., through Triq Santa Marija, Triq il-Lunzjata and Triq il-Kappillan;

On Saturday, 6th June, 2026, from 6.00 p.m. to 9.30 p.m., through Triq San Ċiru, Triq Bettina, Triq Joseph Pace, Triq Raymond Caruana, Triq l-Annunzjata, Triq Santa Marija and Triq il-Kbira.

Public transport will be affected.

Any vehicles found parked in contravention to the order of this notice are liable to be towed away.

30th April, 2026

## POLICE NOTICE

## No. 106

The Commissioner of Police hereby notifies that in terms of L.N. 94/97 the streets listed hereunder are to be classified as Tow Zones as indicated hereunder on the dates and times indicated.

In virtue of Article 52(1) of the Traffic Regulations Ordinance (Cap. 65), the Commissioner of Police hereby notifies that the transit of vehicles through the streets

jgħaddu jew jiddawru mit-toroq imsemmija hawn taht fid-dati u l-hinijiet indikati.

mentioned hereunder will be suspended or deviated on the dates and times indicated.

### **Had-Dingli**

Mis-6.00 a.m. tal-Ġimgħa, 1-1 ta' Mejju, 2026 sal-11.00 p.m. tas-Sibt, 2 ta' Mejju, 2026, mill-Ispazju Miftuħ Dylan Zahra u Triq Ġużè Ellul Mercer.

### **Had-Dingli**

From 6.00 a.m. of Friday, 1st May, 2026 to 11.00 p.m. of Saturday, 2nd May, 2026, through Dylan Zahra Open Space and Triq Ġużè Ellul Mercer.

### **Ir-Rabat, Malta**

Mis-6.00 a.m. tal-Ġimgħa, 22 ta' Mejju, 2026 sa nofsillejl tal-Hadd, 24 ta' Mejju, 2026, minn Triq il-Karrijiet, Triq San Pawl u Triq Tal-Mużew.

### **Rabat, Malta**

From 6.00 a.m. of Friday, 22nd May, 2026 to midnight of Sunday, 24th May, 2026, through Triq il-Karrijiet, Triq San Pawl and Triq Tal-Mużew.

### **In-Naxxar**

Mis-6.00 a.m. tas-Sibt, 2 ta' Mejju, 2026 sas-1.00 p.m. tal-Hadd, 3 ta' Mejju, 2026, minn Pjazza Vittorja, Triq il-Kbira, Triq Tal-Labour, Triq Santa Luċija u Pjazza Toni Bajada;

### **Naxxar**

From 6.00 a.m. of Saturday, 2nd May, 2026 to 1.00 p.m. of Sunday, 3rd May, 2026, through Pjazza Vittorja, Triq il-Kbira, Triq Tal-Labour, Triq Santa Luċija and Pjazza Toni Bajada;

Nhar is-Sibt, 23 ta' Mejju, 2026, mill-5.00 a.m. sal-10.00 p.m., mill-car park tal-ex trade-fair grounds, triq ġdida fl-ex trade-fair grounds li twassal għal Triq San Pawl, Triq Charles Miceli u Triq it-Torri tal-Kaptan;

On Saturday, 23rd May, 2026, from 5.00 a.m. to 10.00 p.m., through the ex trade-fair grounds car park, new street in ex trade-fair grounds leading to Triq San Pawl, Triq Charles Miceli and Triq it-Torri tal-Kaptan;

Nhar it-Tlieta, 26 ta' Mejju, 2026, mill-5.00 a.m. sal-10.00 p.m., mill-car park tal-ex trade-fair grounds, triq ġdida fl-ex trade-fair grounds li twassal għal Triq San Pawl, Triq Charles Miceli u Triq it-Torri tal-Kaptan;

On Tuesday, 26th May, 2026, from 5.00 a.m. to 10.00 p.m., through the ex trade-fair grounds car park, new street in ex trade-fair grounds leading to Triq San Pawl, Triq Charles Miceli and Triq it-Torri tal-Kaptan;

Mid-9.00 p.m. tal-Ġimgħa, 29 ta' Mejju, 2026 sad-9.00 p.m. tal-Hadd, 31 ta' Mejju, 2026, mill-car park tal-ex trade-fair grounds, triq ġdida fl-ex trade-fair grounds li twassal għal Triq San Pawl, Triq Charles Miceli, Triq San Pawl, Pjazza Ċelsi, Triq il-Markiż Giuseppe Scicluna, Triq il-Ġiżwiti, Triq V. Boron, Triq Jean De La Vallette, Triq it-Torri tal-Kaptan, Triq il-Kappella tax-Xagħra, Triq it-Torri Gauci, Triq San Timotju, Triq J. H. Newman, Triq Jules Verne, Triq ir-Raheb Kurradu, Triq E. Bradford u Triq F. W. Ryan.

From 9.00 p.m. of Friday, 29th May, 2026, to 9.00 p.m. of Sunday, 31st May, 2026, through the ex trade-fair grounds car park, new street in ex trade-fair grounds leading to Triq San Pawl, Triq Charles Miceli, Triq San Pawl, Pjazza Ċelsi, Triq il-Markiż Giuseppe Scicluna, Triq il-Ġiżwiti, Triq V. Boron, Triq Jean De La Vallette, Triq it-Torri tal-Kaptan, Triq il-Kappella tax-Xagħra, Triq it-Torri Gauci, Triq San Timotju, Triq J. H. Newman, Triq Jules Verne, Triq ir-Raheb Kurradu, Triq E. Bradford and Triq F. W. Ryan.

Vetturi li jiksru l-ordni ta' dan l-avviz ikunu sugġetti li jiġu rmunkati.

Vehicles found in contravention to the order of this notice are liable to be towed.

It-30 ta' April, 2026

30th April, 2026

**L-AĠENZIJA GĦALL-VITTM  
TAL-KRIMINALITÀ (VSA)**

**VICTIM SUPPORT  
AGENCY (VSA)**

L-Aġenzija għall-Vittmi tal-Kriminalità (VSA) tehtieg professjonisti motivati għall-post li ġej:

The Victim Support Agency (VSA) is looking for highly motivated result-oriented professionals for the following post:

**Case Officer I (Sapport Emozzjonali)**  
*Permess ta' Jobsplus Nru 268/2023*

**Case Officer I (Emotional Support)**  
*Jobsplus Permit No. 268/2023*

Deskrizzjoni tax-xogħol, flimkien mar-reqwiziti ta' eliġibbiltà u kwalifiki jistgħu jtniżżlu minn (<https://victimsupportagency.com/vacancies/>).

L-applikanti interessati għandhom jibagħtu ittra ta' applikazzjoni flimkien ma' ċertifikat riċenti tal-kondotta tal-Pulizija, Europass CV dettaljat u kopji tal-kwalifiki akkademici lill-Kap Eżekuttiv tal-VSA lil ([vsa-hr@gov.mt](mailto:vsa-hr@gov.mt)) sa mhux aktar tard mill-Ġimgħa, 8 ta' Mejju, 2026.

Applikazzjonijiet li jaslu tard ma jkunux ikkunsidrati.

It-30 ta' April, 2026

MINISTERU GHALL-EDUKAZZJONI, L-ISPORT, IŻ-ŻGHAŻAĠH, IR-RIĊERKA U L-INNOVAZZJONI

**Lifeguards għal Resource Centres fid-Direttorat għas-Servizzi tal-Edukazzjoni (DSE) fil-Ministeru għall-Edukazzjoni, l-Ispert, iż-Żgħażaġh, ir-Riċerka u l-Innovazzjoni**

*Espressjoni ta' Interess*

Is-Segretarju Permanenti, Ministeru għall-Edukazzjoni, l-Ispert, iż-Żgħażaġh, ir-Riċerka u l-Innovazzjoni, jgħarraf li qed jintlaqgħu applikazzjonijiet mingħand individwi interessati sabiex jagħmlu x-xogħol ta' Lifeguards għal Resource Centres fuq bażi ta' 'kuntratt għal servizz' – sa 20 siegħa fil-ġimgħa waqt il-ġranet tal-iskola bir-rata ta' €20.00 fis-siegħa eskluża l-VAT – fi hdan id-Direttorat għas-Servizzi tal-Edukazzjoni (DSE) tal-Ministeru għall-Edukazzjoni, l-Ispert, iż-Żgħażaġh, ir-Riċerka u l-Innovazzjoni.

Il-Lifeguards irid ikollhom ċertifikazzjoni professjonali li tgħaqqad ħiliet ta' salvataġġ fl-ilma ma' CPR, l-Ewwel Għajjuna, l-AED u l-għoti tal-ossigenu fil-livell ta' professjonist fil-qasam tal-kura tas-saħħa.

L-applikanti jrid ikollhom esperjenza u jkunu jistgħu jaħdmu matul il-hinijiet tal-iskola.

L-applikanti interessati għandhom jissottomettu ittra ta' applikazzjoni, CV u kopji tal-kwalifiki permezz ta' (<https://edurecruitment.gov.mt>) sal-5.00 p.m. tal-Ġimgħa, 29 ta' Mejju, 2026.

L-applikanti eliġibbli jkunu meħtieġa joqogħdu għal intervista u għandhom igibu magħhom iċ-ċertifikati oriġinali tagħhom.

Numru ta' kuntatt: 25982502; u indirizz elettroniku ([dg.des.educ@gov.mt](mailto:dg.des.educ@gov.mt))

It-30 ta' April, 2026

Job Description, together with the eligibility and qualification requirements, can be downloaded through (<https://victimsupportagency.com/vacancies/>).

Interested applicants should send a letter of application together with a recent Police certificate of conduct, detailed Europass CV, and copies of academic qualifications to the VSA CEO on ([vsa-hr@gov.mt](mailto:vsa-hr@gov.mt)) by not later than Friday, 8th May, 2026.

Late applications will not be considered.

30th April, 2026

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

**Lifeguards for Resource Centres within the Directorate for Educational Services Department (ESD) within the Ministry for Education, Sport, Youth, Research and Innovation**

*Expression of Interest*

The Permanent Secretary, Ministry for Education, Sport, Youth, Research and Innovation, notifies that applications are being received from interested persons willing to perform duties on a part-time contract for service basis – up to 20 hours weekly on school days at the hourly rate of €20.00 excluding VAT – as Lifeguards for Resource Centres within the Directorate for Educational Services Department (ESD) within the Ministry for Education, Sport, Youth, Research and Innovation.

The Lifeguards are to have professional certification that combines water rescue skills with health care provider level CPR, First Aid, AED and Oxygen administration.

Applicants must have experience and be able to work during school hours.

Interested applicants are to submit a letter of application, CV and copies of qualifications via (<https://edurecruitment.gov.mt>) until 5.00 p.m. on Friday, 29th May, 2026.

Eligible applicants will be required to sit for an interview and are to bring their original certificates with them.

Contact number: 2598 2502; and email address: ([dg.des.educ@gov.mt](mailto:dg.des.educ@gov.mt))

30th April, 2026

MINISTERU GHALL-AGRIKOLTURA, IS-SAJD  
U D-DRITTIJET TAL-ANIMALIMINISTRY FOR AGRICULTURE, FISHERIES  
AND ANIMAL RIGHTS

## Awtorità ghas-Sigurtà tal-Ikel

## Food Safety and Security Authority

Permezz ta' dan l-avviż qed titressaq applikazzjoni għal Denominazzjoni ta' Origini Protetta (DOP) kif ġiet definita mir-Regolament tal-UE nru. 2024/1143 dwar indikazzjonijiet ġeografiċi għall-inbid, ix-xorb spirituw u l-prodotti agrikoli, kif ukoll l-ispeċjalitajiet tradizzjonali garantiti u t-termini tal-kwalità mhux obligatorji għall-prodotti agrikoli, ġew preżentati l-Awtorità għas-Sigurtà tal-Ikel. Id-dettalji rilevanti tad-dokument huma mogħtija hawn taħt:

**Applikant:** Għaqda Trobbija tan-Naħal u Produtturi tal-Għasel Malti

**Termini (bil-korsiv) li dwarhom intefghet l-applikazzjoni:** *Għasel Malti* għall-istatus ta' DOP fil-Kategorija 04 – Għasel Naturali (0409)

**Deskrizzjoni qasira tal-prodott li għalih japplikaw it-termini ta' hawn fuq:**

**L-isem tal-prodott huwa:** *Għasel Malti* huwa għasel, prodott fl-arċipelagu Malti (il-gżejjer prinċipali: Malta, Għawdex u Kemmuna). L-*Għasel Malti* huwa għasel magħmul minn flora li tinsab fil-Gżejjer Maltin min-naħal tal-ispeċi *Apis mellifera*.

It-taħlit tal-*Għasel Malti* ma' kwalunkwe għasel ieħor mhux magħmul b'mod konformi skont dawn l-ispeċifikazzjonijiet kif mogħtija hawn taħt mhuwiex permissibbli. Għasel Malti li ma jkunx magħmul u pproċessat fl-arċipelagu Malti mhuwiex permess.

Ibbażat fuq iż-żoni differenti ta' veġetazzjoni, ġew definiti t-tipi ta' għasel li ġejjin:

għasel monoflorali tal-ewkaliptu (*Eucalyptus spp.*),  
għasel monoflorali tal-ħarrub (*Ceratonia siliqua*),  
għasel monoflorali tas-sagħtar (*Thymbra capitata*),  
għasel multiflorali (fjuri tar-rebbiegħa),  
għasel multiflorali (hsad ta' darba) (fjuri tal-istaġuni kollha).

## Konsultazzjoni

L-Awtorità għas-Sigurtà tal-Ikel qed tippubblika l-applikazzjoni msemmija għall-konsultazzjoni għal perjodu ta' xahrejn (kif inhu stipulat fir-Regolament 7.3 tar-Regolamenti dwar l-Indikazzjonijiet u d-Denominazzjonijiet Ġeografiċi tal-2004 (S.L. 427.52)) mid-data ta' din il-pubblikazzjoni u, wara dan, jekk ma jkunx hemm kummenti, oġġezzjonijiet jew rappreżentazzjonijiet mibgħuta lill-

It is hereby being notified that an application for the Protected Designation of Origin (PDO) as defined by EU Regulation no. 2024/1143 on Geographical Indications for wine, spirit drinks and agricultural products, as well as Traditional Specialities Guaranteed and optional quality terms for agricultural products was submitted by the Food Safety and Security Authority (FSSA). The relevant details of the dossier and further information is given below:

**Applicant:** Għaqda Trobbija tan-Naħal u Produtturi tal-Għasel Malti

**Terms (in italics) which are the subject of the application:** *Għasel Malti* for PDO status in the Category 04 – Natural Honey (0409)

**Brief description of the product to which the terms above apply:**

**The product name:** *Għasel Malti* is a honey, produced in the Maltese archipelago (in the main islands: Malta, Gozo and Comino). Għasel Malti is honey made from flora located in the Maltese Islands by bees of the species *Apis mellifera*.

The blending of *Għasel Malti* with any other honey not produced to these specifications as given hereunder is not permitted. Għasel Malti not produced and processed in the Maltese archipelago is not permitted.

Based on the different areas of vegetation the following types of honey have been defined:

single-flower eucalyptus honey (*Eucalyptus spp.*),  
single-flower carob honey (*Ceratonia siliqua*),  
single-flower thyme honey (*Thymbra capitata*),  
multifloral honey (spring floral),  
multifloral honey (one-time harvest) (all-seasons floral).

## Consultation

The Food Safety and Security Authority is publishing the said application for consultation for a period of two months (as stipulated in Regulation 7.3 of the Geographical Indications and Designations Regulations of 2004 (S.L. 427.52)) from the date of this publication after which, if there are no comments, objections or representations forwarded to the Authority, transitional national protection may be placed

Awtorità, tista' tinhareġ protezzjoni nazzjonali tranżitorja fuq it-terminu/i speċifikati, sakemm id-dokument jiġi sottomess lill-Kummissjoni Ewropea u evalwat mill-Kummissjoni Ewropea u mill-Istati Membri tal-Unjoni Ewropea.

Kwalunkwe parti interessata tista' toġġezzjona jew tagħti kummenti dwar l-applikazzjoni bil-miktub permezz ta' ittra formali indirizzata lill-Kap tad-Divizjoni tal-Politika u l-Liċenzjar, fi hdan l-Awtorità għas-Sigurtà tal-Ikel, fejn tiddikjara wkoll in-natura tal-interess tagħha, fi żmien xahrejn mid-data ta' dan l-avviż. Kwalunkwe oġġezzjoni li tasal wara t-tmiem tal-imsemmi perjodu ta' xahrejn mhux se tiġi ikkunsidrata.

Aktar informazzjoni tista' tinkiseb permezz ta' ittra elettronika lil (foodquality.fssa@gov.mt).

Id-dokumenti rilevanti tal-konsultazzjoni, inkluż l-ispeċifikazzjoni kompluta tal-prodott, jistgħu jitnizzlu minn (<https://agrikoltura.gov.mt/wp-content/uploads/2026/04/product-specification-honey-2.pdf>).

It-30 ta' April, 2026

MINISTERU GHALL-AGRIKOLTURA, IS-SAJD  
U D-DRITTIJET TAL-ANIMALI

#### Awtorità għas-Sigurtà tal-Ikel

Permezz ta' dan l-avviż qed titressaq applikazzjoni għal Indikazzjoni Ġeografika Protetta (IGP) kif ġiet definita mir-Regolament tal-UE nru 2024/1143 dwar indikazzjonijiet ġeografiċi għall-inbid, ix-xorb spirituw u l-prodotti agrikoli, kif ukoll l-ispeċjalitajiet tradizzjonali garantiti u t-termini tal-kwalità mhux obligatorji għall-prodotti agrikoli, ġew preżentati 'l-Awtorità għas-Sigurtà tal-Ikel. Id-dettalji rilevanti tad-dokument huma mogħtija hawn taħt:

**Applikant:** Zalzett tal-Malti Stakeholders Group

**Termini (bil-korsiv) li dwarhom intefgħet l-applikazzjoni:** *Zalzett tal-Malti* għall-istatus ta' Indikazzjoni Ġeografika Protetta (IGP) fil-Kategorija 16 – (1601) Zalzett

**Deskrizzjoni qasira tal-prodott li għalih japplikaw it-termini ta' hawn fuq:**

**L-isem tal-prodott:** *Zalzett tal-Malti* huwa zalzett tradizzjonali magħmul primarjament, iżda mhux esklussivament, minn majjal miksub mill-arċipelagu Malti (il-gżejjer prinċipali: Malta, Għawdex u Kemmuna) u ingredjenti oħra sekondarji: kosbor, bżar iswed mithun jew shih, melh tal-baħar, u tursin. Għalkemm il-majjal

on the term(s), until the dossier is submitted to the European Commission and assessed by the European Commission and Member States of the European Union.

Any interested party may object or give any feedback regarding the application in writing by means of a formal letter addressed to the Head of the Policy and Licensing Division, within the Food Safety and Security Authority, stating also the nature of their interest, within two months from the date of this notice. Any objections received after the end of the said period of two months will not be considered.

Further information can be obtained by email to (foodquality.fssa@gov.mt).

The relevant consultation documents, including the full specifications of the application, may be downloaded from (<https://agrikoltura.gov.mt/wp-content/uploads/2026/04/product-specification-honey-2.pdf>).

30th April, 2026

MINISTRY FOR AGRICULTURE, FISHERIES  
AND ANIMAL RIGHTS

#### Food Safety and Security Authority

It is hereby being notified that an application for the Protected Geographical Indication (PGI) as defined by European Union Regulation no. 2024/1143 on geographical indications for wine, spirit drinks and agricultural products, as well as traditional specialities guaranteed and optional quality terms for agricultural products, was submitted to the Food Safety and Security Authority (FSSA). The relevant details of the dossier are given below:

**Applicant:** Zalzett tal-Malti Stakeholders Group

**Terms (in italics) which are the subject of the application:** *Zalzett tal-Malti* for Protected Geographical Indication (PGI) status in the Category 16 – (1601) Sausages

**Brief description of the product to which the above terms apply:**

**The product name:** *Zalzett tal-Malti* is a traditional sausage made primarily, but not exclusively, from pork sourced from the Maltese archipelago (the main islands: Malta, Gozo and Comino) and other minor ingredients: coriander, black pepper or black pepper corns, sea salt, and parsley. Although the pork is to be sourced from pigs raised

għandu jkun ġej minn hnieżer imrobbija u maqtula fiż-żona ġeografika speċifikata, laham tal-majjal importat jista' jintuża meta d-domanda tkun akbar mill-provvista.

### Konsultazzjoni

L-Awtorità għas-Sigurtà tal-Ikel qed tippubblika l-applikazzjoni msemmija għall-konsultazzjoni għal perjodu ta' xahrejn (kif inhu stipulat fir-Regolament 7.3 tar-Regolamenti dwar l-Indikazzjonijiet u d-Denominazzjonijiet Ġeografiċi tal-2004 (S.L. 427.52)) mid-data ta' din il-pubblikazzjoni u, wara dan, jekk ma jkunx hemm kummenti, oġġezzjonijiet jew rappreżentazzjonijiet mibgħuta lill-Awtorità, tista' tinhareġ protezzjoni nazzjonali tranżitorja fuq it-terminu/i speċifikati, sakemm id-dokument jiġi sottomess lill-Kummissjoni Ewropea u evalwat mill-Kummissjoni Ewropea u mill-Istati Membri tal-Unjoni Ewropea.

Kwalunkwe parti interessata tista' toġġezzjona jew tagħti kummenti dwar l-applikazzjoni bil-miktub permezz ta' ittra formali indirizzata lill-Kap tad-Divizjoni tal-Politika u l-Liċenzjar, fi hdan l-Awtorità għas-Sigurtà tal-Ikel, fejn tiddikjara wkoll in-natura tal-interess tagħha, fi żmien xahrejn mid-data ta' dan l-avviż. Kwalunkwe oġġezzjoni li tasal wara t-tmiem tal-imsemmi perjodu ta' xahrejn mhux se tiġi ikkunsidrata.

Aktar informazzjoni tista' tinkiseb permezz ta' ittra elettronika lil (foodquality.fssa@gov.mt)

Id-dokumenti rilevanti tal-konsultazzjoni, inkluż l-ispeċifikazzjoni kompluta tal-prodott, jistgħu jitnizzlu minn (<https://agrikoltura.gov.mt/wp-content/uploads/2026/04/pgi-zalzett-tal-malti.pdf>).

It-30 ta' April, 2026

DIPARTIMENT TAL-EŻAMIJIET

**Eżami mehtieġ għall-Applikazzjoni  
għall-Awtorizzazzjoni għall-Persuni li jagħmlu  
Installazzjoni tal-Elettriku Awtorizzazzjoni  
A u B – Jannar 2026**

*Pubblikazzjoni tar-riżultat finali*

Id-Dipartiment tal-Eżamijiet jgħarraf li r-riżultat finali gie pubblikat u wieħed jista' jmur jarah il-Customer Care, il-Ministeru għall-Edukazzjoni, l-Isport, iż-Żgħażaġġ, ir-Riċerka u l-Innovazzjoni, Triq l-Assedju l-Kbir, il-Furjana u fiċ-Ċentru tal-Eżamijiet, Triq Fortunato Mizzi, ir-Rabat, Għawdex fil-hinijiet tal-uffiċċju.

It-30 ta' April, 2026

and slaughtered within the specified geographical area, imported pork may be used when demand outstrips supply.

### Consultation

The Food Safety and Security Authority is publishing the said application for consultation for a period of two months (as stipulated in Regulation 7.3 of the Geographical Indications and Designations Regulations of 2004 (S.L. 427.52)) from the date of this publication after which, if there are no comments, objections or representations forwarded to the Authority, transitional national protection may be placed on the specified term(s), until the dossier is submitted to the European Commission and assessed by the European Commission and Member States of the European Union.

Any interested party may object or give any feedback regarding the application in writing by means of a formal letter addressed to the Head of the Policy and Licensing Division, within the Food Safety and Security Authority, stating also the nature of their interest, within two months from the date of this notice. Any objections received after the end of the said period of two months will not be considered.

Further information can be obtained by email to (foodquality.fssa@gov.mt)

The relevant consultation documents, including the full product specifications, may be downloaded from (<https://agrikoltura.gov.mt/wp-content/uploads/2026/04/pgi-zalzett-tal-malti.pdf>).

30th April, 2026

DEPARTMENT OF EXAMINATIONS

**Authorisation examination required for the  
Application of Authorisation of a Service Provider  
for Electrical Installations Authorisation  
A & B – January 2026**

*Publication of final result*

The Department of Examinations notifies that the final result of the above-mentioned examination has been published and may be seen at the Customer Care, Ministry for Education, Sport, Youth, Research and Innovation, Triq l-Assedju l-Kbir, Floriana and at the Examinations Centre, Triq Fortunato Mizzi, Victoria, Gozo during office hours.

30th April, 2026

## KUNSILL LOKALI R-RABAT (MALTA)

## RABAT (MALTA) LOCAL COUNCIL

**Sospensjoni ta' Parkeġġ****Suspension of Parking**

Il-Kunsill Lokali r-Rabat jgħarraf li skont l-Avviż Legali 101/97 it-toroq li jidhru hawn taht se jiġu kklassifikati bħala 'Tow Zones'.

The Rabat Local Council notifies that in terms of Legal Notice 101/97, the streets listed hereunder will be closed and are to be classified as 'Tow Zones'.

Il-Kunsill Lokali r-Rabat jgħarraf li l-passaġġ u t-twaqqif ta' vetturi huwa pprojbit fit-toroq imsemmija hawn taht fid-dati u hinijiet indikati, hlief għal aċċess privat ta' garaxxijiet, djar, jew negozji.

The Rabat Local Council hereby notifies that the stopping and parking of vehicles in the streets mentioned is prohibited on the indicated dates and times, unless to access private garages, homes, or businesses.

Mis-6.00 a.m. tat-Tnejn, 4 ta' Mejju, 2026 sas-6.00 p.m. tat-Tlieta, 5 ta' Mejju, 2026, fi tnax-il spazju ta' parkeġġ fi Trejjet it-Tin;

From 6.00 a.m. of Monday, 4th May, 2026 to 6.00 p.m. of Tuesday, 5th May, 2026, in twelve parking spaces in Trejjet it-Tin;

Mis-6.00 a.m. tat-Tnejn, 4 ta' Mejju, 2026 sas-6.00 p.m. tal-Erbgħa, 6 ta' Mejju, 2026, f'wiehed u għoxrin spazju ta' parkeġġ f'Misrah Patri Martin Caruana, O.P.;

From 6.00 a.m. of Monday, 4th May, 2026 to 6.00 p.m. of Wednesday, 6th May, 2026, in twenty-one parking spaces in Misrah Patri Martin Caruana, O.P.;

Mis-6.00 a.m. tat-Tnejn, 4 ta' Mejju, 2026 sas-6.00 p.m. tal-Erbgħa, 6 ta' Mejju, 2026, f'għaxar spazji ta' parkeġġ fi Triq il-Ġnien Tan-Nigra;

From 6.00 a.m. of Monday, 4th May, 2026 to 6.00 p.m. of Wednesday, 6th May, 2026, in ten parking spaces in Triq il-Ġnien Tan-Nigra;

Mis-7.00 a.m. tat-Tnejn, 4 ta' Mejju, 2026 sas-6.00 p.m. tal-Erbgħa, 6 ta' Mejju, 2026, f'għoxrin spazju ta' parkeġġ fi Triq is-Sajf ta' San Martin;

From 7.00 a.m. of Monday, 4th May, 2026 to 6.00 p.m. of Wednesday, 6th May, 2026, in twenty parking spaces in Triq is-Sajf ta' San Martin;

Nhar it-Tlieta, 5 ta' Mejju, 2026, mill-10.00 a.m. sas-6.00 p.m., f'għoxrin spazju ta' parkeġġ fit-toroq ta' Miġra l-Ferħa;

On Tuesday, 5th May, 2026, from 10.00 a.m. to 6.00 p.m., in twenty parking spaces in the roads of Miġra l-Ferħa;

Nhar it-Tlieta, 5 ta' Mejju, 2026, mill-10.00 a.m. sas-6.00 p.m., f'għoxrin spazju ta' parkeġġ fit-toroq tal-Imtahleb;

On Tuesday, 5th May, 2026, from 10.00 a.m. to 6.00 p.m., in twenty parking spaces in the roads of Mtahleb;

Mill-11.00 a.m. tal-Erbgħa, 6 ta' Mejju, 2026 sas-6.00 p.m. tal-Hamis, 7 ta' Mejju, 2026, fi tletin spazju ta' parkeġġ fit-toroq ta' Miġra l-Ferħa;

From 11.00 a.m. of Wednesday, 6th May, 2026 to 6.00 p.m. of Thursday, 7th May, 2026, in thirty parking spaces in the roads of Miġra l-Ferħa;

Nhar il-Ġimgħa, 8 ta' Mejju, 2026, sas-6.00 a.m. sas-6.30 p.m., f'erba' spazji ta' parkeġġ fiż-zona tal-ghelieqi fi Triq is-Sajf ta' San Martin.

On Friday, 8th May, 2026, from 6.00 a.m. to 6.30 p.m., in four parking spaces in the field area in Triq is-Sajf ta' San Martin.

Vetturi li jiksru l-ordni ta' dan l-avviż ikunu suġġetti li jiġu rmunkati

Vehicles found in contravention of this notice are liable to be towed.

It-30 ta' April, 2026

30th April, 2026

## KUMMISSJONI ELETTORALI

## ELECTORAL COMMISSION

Il-Kummissjoni Elettorali tgħarraf il-hruġ ta' Sejha għall-Offerti (CFQ) għal kiri ta' 'emergency lights'. Din is-Sejha tista' tinizzel mis-sezzjoni tal-pubblikazzjonijiet fis-sit elettroniku tal-Kummissjoni Elettorali ([www.electoral.gov.mt](http://www.electoral.gov.mt)).

The Electoral Commission notifies the issue of a Call for Quotations (CfQ) for the hiring of emergency lights. The CfQ may be downloaded from the publications section of the Electoral Commission's website ([www.electoral.gov.mt](http://www.electoral.gov.mt)).

L-informazzjoni u materjal mitluba f'din is-Sejha għandhom jitwasslu għand il-Kummissjoni Elettorali bl-

The information and material requested in the CfQ must reach the Electoral Commission by hand in a sealed

idejn f'envelop issigillat u ddepożitat f'kaxxa ssiġillata fl-Uffiċċju Elettorali, Ex-Trade Fair Grounds, In-Naxxar, sa mhux aktar tard minn nofsinhar (Fin Ċentrali Ewropew), it-Tnejn, 11 ta' Mejju, 2026.

It-30 ta' April, 2026

#### AWTORITÀ TAL-ARTIJET

L-Uffiċċjal Kap Eżekuttiv, Awtorità tal-Artijiet, jgħarraf li:

**Offerti ssiġillati għall-avviżi li ġejjin għandhom jintefghu fil-kaxxa tal-offerti tal-Awtorità tal-Artijiet, Berġa tal-Baviera, Il-Belt Valletta, sal-10.00 a.m. tal-Hamis, 7 ta' Mejju, 2026.**

Avviż Nru 12. Kiri għall-perjodu ta' hmistax-il (15) sena għal skopijiet kummerċjali ta' fond tale quale ta' fi Blokk 'J', Nru 6, Triq ix-Xemxija, Il-Marsa, kif muri bl-aħmar fuq il-pjanta P.D.2020\_0630. L-offerti għandhom ikunu akkumpanjati b'bid-bond għall-ammont ta' €12,300 kif stipulat fil-kundizzjonijiet tal-offerta. Offerti anqas mill-ammont ta' erbat elef u mitt ewro (€4,100) fis-sena ma jiġux ikkunsidrati. Din l-offerta tista' tkun suġġetta għal dritt magħruf bħala dritt tal-ewwel rifjut skont artikolu Nru 32 tal-Kapitolu Nru 573 tal-Liġijiet ta' Malta. Irid isir hlas ta' €50 għad-dokumenti tal-offerta

Avviż Nru 13. Għotja b'ċens temporanju għall-perjodu ta' 50 sena ta' sit li jikkonsisti fi ġnien u ġibjun, liema sit għandu kejl ta' madwar mija u tlieta u ħamsin punt deċimali tnejn metru kwadru (153.2m<sup>2</sup>), fi Sqaq il-Mithna, Hal Gharghur kif muri bl-aħmar fuq il-pjanta P.D.2026\_0014. Din il-proprjetà qed tiġi offruta bħala tale quale u fl-istat li tinsab fiha inkluz xi difetti li jista' jkun hemm moħbija. Is-sit għandu jintuża għal skopijiet ta' ġnien u bħala ġibjun. Min jiehu l-offerta huwa obligat li jagħmel ix-xogħlijiet kollha neċessarji ta' manutenzjoni u restawr fuq din il-proprjetà a spejjeż tiegħu. L-offerti għandhom ikunu akkumpanjati b'bid-bond għall-ammont ta' €4,641 kif stipulat fil-kundizzjonijiet tal-offerta. Offerti anqas mill-ammont ta' elf u ħames mija u erbgha u sebghin ewro (€1,574) fis-sena ma jiġux ikkunsidrati. Din l-offerta tista' tkun suġġetta għal dritt magħruf bħala dritt tal-ewwel rifjut skont artikolu Nru. 32 tal-Kapitolu Nru. 573 tal-Liġijiet ta' Malta. Irid isir hlas ta' €50 għad-dokumenti tal-offerta

**Offerti ssiġillati għall-avviżi li ġejjin għandhom jintefghu fil-kaxxa tal-offerti tal-Awtorità tal-Artijiet, Berġa tal-Baviera, Il-Belt Valletta, sal-10.00 a.m. tal-Hamis, 14 ta' Mejju, 2026.**

Avviż Nru. 14. Għotja b'ċens perpetwu rivedibbli ta' sit tale quale, liema sit għandu kejl ta' madwar erba' mija u erbgha u tmenin metru kwadru (484m<sup>2</sup>) fi Triq il-Baħar l-Iswed, San Ġwann, kif muri bl-aħmar fuq il-pjanta

envelope and deposited in a sealed box at the Electoral Office, Counting Hall Complex, Ex-Trade Fair Grounds, Naxxar, by not later than Monday, 11th May, 2026, at noon (Central European Time).

30th April, 2026

#### LANDS AUTHORITY

The Chief Executive Officer, Lands Authority, notifies that:

**Sealed tenders in respect of the following advertisements have to be deposited in the tender box at the Lands Authority, Auberge de Baviere, Valletta by 10.00 a.m. on Thursday, 7th May, 2026.**

Advt No. 12. Lease for a period of fifteen (15) years for commercial purposes of the premises tale quale at Block J, No. 6, Triq ix-Xemxija, Marsa, as shown edged in red on the plan P.D.2020\_0630. Tenders are to be accompanied by a bid-bond for an amount of €12,300 as stipulated in the tender conditions. Offers below the amount of four thousand and one hundred euro (€4,100) per annum will not be considered. This tender may be subject to the right known as the right of first refusal as per article No. 32 of Chapter No. 573 of the Laws of Malta. A fee of €50 will be charged for the tender documents.

Advt No. 13. Grant on a 50-year temporary emphyteusis of a gardening site and a reservoir, measuring around one hundred and fifty-three decimal point two square metres (153.2m<sup>2</sup>) at Sqaq il-Mithna, Hal Gharghur as shown edged in red on the plan P.D.2026\_0014. This property is to be offered as tale quale, in its present state including any latent defects. The site is to be used for gardening purposes and as a reservoir. The winning bidder is obliged to undertake all the necessary maintenance and restoration works at his own expense. Tenders are to be accompanied by a bid-bond for an amount of €4,641 as stipulated in the tender conditions. Offers below the amount of one thousand and five hundred and seventy-four euro (€1,574) per annum will not be considered. This tender may be subject to the right known as the right of first refusal as per article No. 32 of Chapter No. 573 of the Laws of Malta. A fee of €50 will be charged for the tender documents.

**Sealed tenders in respect of the following advertisements have to be deposited in the tender box at the Lands Authority, Auberge de Baviere, Valletta, by 10.00 a.m. on Thursday, 14th May, 2026.**

Advt No. 14. Grant on a perpetual revisable emphyteusis of the site tale quale measuring around four hundred and eighty-four square metres (484m<sup>2</sup>) at Triq il-Baħar l-Iswed, San Ġwann, as shown in red on the plan P.D.2014\_356. This

P.D.2014\_356. Dan is-sit jiffirma parti minn fond 'Dar Ikebana', Triq il-Baħar l-Iswed, San Ġwann. Min jirbaħ l-offerta għandu ċans sabiex jifdi dan iċ-ċens matul l-ewwel ħmistax-il (15) sena wara revizjoni skont kif hemm spjegat bid-dettall fuq il-kundizzjonijiet taċ-ċens. L-offerti għandhom ikunu akkumpanjati b'bid-bond għall-ammont ta' €50,000 kif stipulat fil-kundizzjonijiet tal-offerta. Offerti anqas mill-ammont ta' disgħa u tletin elf u mija u wiehed u sittin ewro (€39,161) fis-sena ma jiġux ikkunsidrati. Din l-offerta tista' tkun suġġetta għal dritt magħruf bħala dritt tal-ewwel rifjut skont artikolu Nru. 32 tal-Kapitolu Nru. 573 tal-Liġijiet ta' Malta. Irid isir hlas ta' €50 għad-dokumenti tal-offerta.

Avviż Nru. 15. Għotja b'ċens temporanju għall-perjodu ta' 50 sena għal skopijiet kummerċjali ta' fond offrut bħala tale quale, liema fond għandu kejl ta' madwar erbatax-il metru kwadru (14m<sup>2</sup>), f'Nru 23, Triq San Ġwann, Il-Belt Valletta, kif muri bl-aħmar fuq il-pjanta P.D.2015\_0561. L-offerti għandhom ikunu akkumpanjati b'bid-bond għall-ammont ta' €16,632 kif stipulat fil-kundizzjonijiet tal-offerta. Offerti anqas mill-ammont ta' ħamest elef u ħames mija u erbgħa u erbgħin ewro (€5,544) fis-sena ma jiġux ikkunsidrati. Din l-offerta tista' tkun suġġetta għal dritt magħruf bħala dritt tal-ewwel rifjut skont artikolu Nru. 32 tal-Kapitolu Nru. 573 tal-Liġijiet ta' Malta. Irid isir hlas ta' €50 għad-dokumenti tal-offerta.

Dawn l-avviżi qegħdin jiġu ppubblikati bħala stedina għall-pubbliku sabiex jakkwista d-dokumenti tal-offerta online. L-offerenti għandhom jirreferu għall-kundizzjonijiet kollha tad-dokument tal-offerta u huma mitluba li jaqraw sew dawn id-dokumenti. L-offerti għandhom isiru biss fuq il-formola preskritta, li flimkien mal-kundizzjonijiet rilevanti u dokumenti oħra jistgħu jinkisbu billi tagħzel 'Buy Tender' fuq il-paġna ta' dawn L-offerti fis-sit (<https://landsauthority.org.mt/services/tendering/>). Il-hlas ta' ħamsin ewro (€50) għandu jsir permezz tas-sistema online tas-sit tal-Awtorità tal-Artijiet bil-card bankarja tal-preferenza tiegħek.

It-30 ta' April, 2026

#### CENTRAL PROCUREMENT AND SUPPLIES UNIT

**Is-CEO (Sourcing and Supply Chain Management) għas-Central Procurement and Supplies Unit, Ministeru għas-Sahha u l-Anzjanità Attiva, jgharraf illi s-sottomissjonijiet tal-ERU Competitive Calls innizzla hawn taht għandhom jintlaqghu sal-10.00 a.m. tat-Tnejn, 4 ta' Mejju, 2026.**

ERU2804U26 – Devices  
ERU2804U26A – Medicinal  
ERU2804U26B – Devices  
ERU2804U26C – Devices

Sejhiet kompetittivi tal-Emergency Response Unit (ERU) jistgħu jitnizzlu mis-sit elettroniku tas-CPSU.

site forms part of the premises at 'Dar Ikebana, Triq il-Baħar l-Iswed, San Ġwann. The winning bidder has the chance to redeem this emphyteusis within the first fifteen (15) years after a revision as explained in detail in the emphyteutical conditions. Tenders are to be accompanied by a bid-bond for an amount of €50,000 as stipulated in the tender conditions. Offers below the amount of thirty-nine thousand and one hundred and sixty-one euro (€39,161) per annum will not be considered. This tender may be subject to the right known as the right of first refusal as per article No. 32 of Chapter No. 573 of the Laws of Malta. A fee of €50 will be charged for the tender documents.

Advt No. 15. Grant on a 50-year temporary emphyteusis for commercial purposes of the premises, offered as tale quale measuring around fourteen square metres (14m<sup>2</sup>) at No. 23, Triq San Ġwann, Valletta, as shown edged in red on the plan P.D.2015\_0561. Tenders are to be accompanied by a bid-bond for an amount of €16,632 as stipulated in the tender conditions. Offers below the amount of five thousand and five hundred and forty-four euro (€5,544) per annum will not be considered. This tender may be subject to the right known as the right of first refusal as per article No. 32 of Chapter No. 573 of the Laws of Malta. A fee of €50 will be charged for the tender documents.

These advertisements are being published as an invitation to the public to acquire tender documents online. The bidders are to refer to all the conditions of the tender document and are invited to carefully read these conditions. Tenders should be submitted only on the prescribed form, which together with the relevant conditions and other documents, may be obtained by clicking on 'Buy Tender' on the webpage where these tenders are available on (<https://landsauthority.org.mt/services/tendering/>). A fee of fifty euro (€50) must be paid through the online system of the Lands Authority website by using your preferred banking card.

30th April, 2026

#### CENTRAL PROCUREMENT AND SUPPLIES UNIT

**The CEO (Sourcing and Supply Chain Management) for the Central Procurement and Supplies Unit within the Ministry for Health and Active Ageing, notifies that submissions for the below listed ERU Competitive Calls will be received up to 10.00 a.m. on Monday, 4th May, 2026.**

ERU2804U26 – Devices  
ERU2804U26A – Medicinal  
ERU2804U26B – Devices  
ERU2804U26C – Devices

Emergency Response Unit (ERU) Competitive Calls can be downloaded from the CPSU website.

Sottomissjonijiet għal din is-sejha għal kompetizzjoni għandhom jiġu sottomessi skont l-istruzzjonijiet mogħtija fid-dossier.

Submissions for this call for competition are to be submitted as per instructions given in the dossier.

It-30 ta' April, 2026

30th April, 2026

MINISTERU GHALL-AGRIKOLTURA, IS-SAJD  
U D-DRITTIJET TAL-ANNIMALI

MINISTRY FOR AGRICULTURE, FISHERIES  
AND ANIMAL RIGHTS

### Avveniment Festa Tonn 2026

### Festa Tonn 2026 Event

#### *Espressjoni ta' Interess*

#### *Expression of Interest*

Qed issir sejha għall-partijiet interessati biex jipparteċipaw f'din l-espressjoni ta' interess għall-provvista ta' Tours bid-Dgħajjes waqt il-Festa Tonn 2026 f'Marsaskala. Id-dettalji kollha flimkien mal-formola tal-applikazzjoni jistgħu jitnizzlu mis-sit elettroniku tal-Ministeru ([https:// agrikultura.gov.mt](https://agrikultura.gov.mt)). Applikanti prospettivi huma mitluba jirreġistraw l-interess tagħhom billi jimlew u jissottomettu l-formola tal-applikazzjoni permezz ta' ittra elettronika lil ([epu.mafa@gov.mt](mailto:epu.mafa@gov.mt)). Applikazzjonijiet li jaslu tard ma jiġux ikkunsidrati. Id-data u l-hin tal-gheluq għas-sottomissjoni hija l-Ħamis, 14 ta' Mejju, 2026, sal-10.00 a.m.

A call is being issued for interested parties to participate in this expression of interest for the provision of Boat Tours during the Festa Tonn 2026 in Marsaskala. Full details together with the application form can be downloaded from the Ministry's website (<https://agrikultura.gov.mt>). Prospective applicants are asked to register their interest by filling in and submitting the standard application form (annex 2, annex 3 and requested documents) via email to ([epu.mafa@gov.mt](mailto:epu.mafa@gov.mt)). Late applications will not be considered. The closing date and time for submission is Thursday, 14th May, 2026, by 10.00 a.m.

It-30 ta' April, 2026

30th April, 2026

MINISTERU GHALL-AGRIKOLTURA, IS-SAJD  
U D-DRITTIJET TAL-ANNIMALI

MINISTRY FOR AGRICULTURE, FISHERIES  
AND ANIMAL RIGHTS

### Avveniment Festa Tonn 2026

### Festa Tonn 2026 Event

#### *Espressjoni ta' Interess*

#### *Expression of Interest*

Qed issir sejha għall-partijiet interessati biex jipparteċipaw f'din l-espressjoni ta' interess għall-provvista ta' stall uffiċjali tal-ikel li jservi tonn frisk BBQ u akkumpanjamenti waqt Festa Tonn 2026. Id-dettalji kollha flimkien mal-formola tal-applikazzjoni jistgħu jitnizzlu mis-sit elettroniku tal-Ministeru ([https:// agrikultura.gov.mt](https://agrikultura.gov.mt)). Applikanti prospettivi huma mitluba jirreġistraw l-interess tagħhom billi jimlew u jissottomettu l-formola tal-applikazzjoni permezz ta' ittra elettronika lil ([epu.mafa@gov.mt](mailto:epu.mafa@gov.mt)). Applikazzjonijiet li jaslu tard ma jiġux ikkunsidrati. Id-data u l-hin tal-gheluq għas-sottomissjoni hija l-Ħamis, 14 ta' Mejju, 2026, sal-10.00 a.m.

A call is being issued for interested parties to participate in this expression of interest for the provision of an official food stall serving BBQ fresh tuna and sides during Festa Tonn 2026. Full details together with the application form can be downloaded from the Ministry's website (<https://agrikultura.gov.mt>). Prospective applicants are asked to register their interest by filling in and submitting the standard application form (annex 2, annex 3 and requested documents) via email to ([epu.mafa@gov.mt](mailto:epu.mafa@gov.mt)). Late applications will not be considered. The closing date and time for submission is Thursday, 14th May, 2026, by 10.00 a.m.

It-30 ta' April, 2026

30th April, 2026

MINISTERU GHALL-AGRIKOLTURA, IS-SAJD  
U D-DRITTIJET TAL-ANNIMALI

MINISTRY FOR AGRICULTURE, FISHERIES  
AND ANIMAL RIGHTS

### Avveniment Festa Tonn 2026

### Festa Tonn 2026 Event

#### *Espressjoni ta' Interess*

#### *Expression of Interest*

Qed issir sejha għall-partijiet interessati biex jipparteċipaw f'din l-espressjoni ta' interess għall-provvista

A call is being issued for interested parties to participate in this expression of interest for the provision of Fresh Tuna

ta' Bejgħ ta' Tonn Frisk waqt Festa Tonn 2026. Id-dettalji kollha flimkien mal-formola tal-applikazzjoni jistgħu jtniżżlu mis-sit elettroniku tal-Ministeru (<https://agrikoltura.gov.mt>). Applikanti prospettivi huma mitluba jirreġistraw l-interess tagħhom billi jimlew u jissottomettu l-formola tal-applikazzjoni permezz ta' ittra elettronika lil ([epu.mafa@gov.mt](mailto:epu.mafa@gov.mt)). Applikazzjonijiet li jaslu tard ma jiġux ikkunsidrati. Id-data u l-hin tal-gheluq għas-sottomissjoni hija l-Hamis, 14 ta' Mejju, 2026, sal-10.00 a.m.

It-30 ta' April, 2026

MINISTERU GHALL-EDUKAZZJONI, L-ISPORT,  
IŻ-ŻGHAŻAGĦ, IR-RIĊERKA U L-INNOVAZZJONI

### Espressjoni ta' interess (Ref. 25/205-01)

*Sejha għal Espressjoni ta' Interess għal Bord ta' Evalwaturi ta' kotba tal-qari bil-Malti diġà ppubblikati*

#### Introduzzjoni

L-Aġenzija Nazzjonali tal-Litteriżmu tistieden persuni kwalifikati li jixtiequ joffru s-servizzi tagħhom bħala parti minn Bord ta' Evalwaturi ta' kotba tal-qari bil-Malti, diġà ppubblikati mid-djar tal-pubblikazzjoni Maltin, biex jesprimu l-interess tagħhom li jipprovdu dan is-servizz.

#### Għanijiet

Persuni interessati huma mitluba joffru r-rati tal-ħlas (eskluża l-VAT) għal kull ktieb li jevalwaw, skont iċ-ċekkjurata li tinsab fis-sit elettroniku (<https://nla.gov.mt/mt/avvizi/>), f'kull waħda mill-kategoriji msemmija hawn taħt. Ir-rati tal-ħlas offriti mill-persuni interessati m'għandhomx jaqbu r-rati (eskluża l-VAT) provduti f'din l-Espressjoni ta' Interess.

Kotba għat-tfal (etajiet sa 7 snin)  
minn 16 sa 20 paġna €3  
sa 30 paġna €5  
Kotba għat-tfal (etajiet minn 8 snin sa 12-il sena)  
sa 50 paġna €10  
sa 100 paġna €20  
Kotba għall-adolesxenti (etajiet minn 13 sa 16-il sena)  
sa 500 paġna €40

#### Spejjeż

L-ispejjeż kollha sostnuti mill-parteciċipanti fir-rigward ta' din l-Espressjoni ta' Interess (Ref. 25/205-01) għandhom jiġu koperti esklussivament mill-parteciċipanti stess. L-Aġenzija Nazzjonali tal-Litteriżmu mhix responsabbli u mhi se tkopri l-ebda spiża jew telf sostnut mill-parteciċipanti b'rabta ma' kwalunkwe aspett ta' din l-Espressjoni ta' Interess.

Sales during Festa Tonn 2026. Full details together with the application form can be downloaded from the Ministry's website (<https://agrikoltura.gov.mt>). Prospective applicants are asked to register their interest by filling in and submitting the standard application form (annex 2, annex 3 and requested documents) via email to ([epu.mafa@gov.mt](mailto:epu.mafa@gov.mt)). Late applications will not be considered. The closing date and time for submission is Thursday, 14th May, 2026, by 10.00 a.m.

30th April, 2026

MINISTRY FOR EDUCATION, SPORT, YOUTH,  
RESEARCH AND INNOVATION

### Expression of Interest (Ref. 25/205-01)

*Call for Expression of Interest for an Evaluation board of already published reading books in Maltese*

#### Introduction

The National Literacy Agency invites qualified individuals who wish to offer their services as part of an Evaluation Board to evaluate already published reading books in Maltese to express their interest in providing this service.

#### Objectives

Interested individuals are required to submit their proposed rates (excluding VAT) per book evaluated, according to the checklist available at (<https://nla.gov.mt/mt/avvizi/>), for each of the following categories mentioned below. The rates provided below should be considered as the maximum allowable rates.

Books for children (ages up to 7 years)  
From 16 to 20 pages – €3  
Up to 30 pages – €5  
Books for children (ages 8 to 12 years)  
Up to 50 pages – €10  
Up to 100 pages – €20  
Books for adolescents (ages 13 to 16 years)  
Up to 500 pages – €40

#### Costs

All costs incurred by participants in relation to this Expression of Interest (Ref. 25/205-01) must be covered exclusively by the participants themselves. The National Literacy Agency shall not be responsible for or cover any expenses or losses incurred by participants in connection with any aspect of this Expression of Interest.

**Responsabbiltajiet**

Ir-responsabbiltajiet tal-membri tal-Bord tal-Evalwaturi:

Xogħol b'mod indipendenti:

L-evalwaturi huma mitluba jelenkaw żbalji fil-kotba kemm ortografiċi kif ukoll grammatikali;

Għandhom jikklassifikaw il-kotba f'kategoriji xierqa skont l-età.

Laqgħat fiċ-Ċentru Nazzjonali tal-Litteriżmu:

Il-Bord tal-Evalwaturi hu mistenni jitlaqqa' mhux inqas minn tliet darbiet fis-sena fiċ-Ċentru Nazzjonali tal-Litteriżmu. Din il-laqgħa tithallas b'rata fissa ta' €10.58 għall kull siegħa lill-membri tal-bord.

**Htiġiet għas-Sottomissjoni**

L-applikanti għandhom jipprezentaw l-espressjoni ta' interess tagħhom, flimkien ma' gabra tal-kwalifiki miksuba f'format tal-Europass Curriculum Vitae u kopja taċ-certifikati rilevanti tagħhom.

**Kriterji ta' Eligibbiltà**

L-applikanti ma jistgħux ikunu awturi/illustraturi ta' kotba bil-Malti jew impjegati preżenti ta' djar tal-pubblikazzjoni lokali.

L-applikanti jistgħu jkunu edukaturi, librara (li ma jaħdmux direttament ma' pubblikaturi) jew persuni oħra li huma midhla tal-letteratura tat-tfal.

L-applikanti huma mistennija li jkollhom:

kwalifika fil-Malti fil-Livell 6 tal-MQF.

L-applikanti jistgħu jintalbu jattendu għal intervista. L-Aġenzija ttrisserva d-dritt li ssejjjah biss lill-applikanti eligibbli li joffru l-aħjar prezzijiet.

Kull parteċipant irid ikun Operatur Ekonomiku li jibgħat invoice għall-ħidma tiegħu u rċevuta fiskali bħala konferma tal-ħlas.

**Ftehim**

Din l-Espressjoni ta' Interess hija valida għal tliet (3) snin mid-data tal-ħruġ tagħha u se tibqa' miftuħa matul il-perjodu ta' validità, għal kwalunkwe Operatur Ekonomiku li jissodisfa l-kriterji ta' għażla, billi jiġu kkunsidrati applikazzjonijiet godda kull 6 xhur. Kull Operatur Ekonomiku se jiġi offrut

**Responsibilities**

Responsibilities of the Members of the Evaluation Board:

Tasks to be carried out independently:

Evaluators are required to identify and list spelling and grammatical errors in the books;

They must classify the books into appropriate categories according to age.

Meetings at the National Literacy Centre:

The Evaluation Board is expected to meet not less than three times per year at the National Literacy Centre. This meeting is paid at a fixed rate of €10.58 per hour to board members.

**Submission Requirements**

Candidates must submit their expression of interest along with a portfolio of their qualifications, presented in the Europass Curriculum Vitae format, along with copies of their relevant certificates.

**Eligibility Criteria**

Applicants must not be authors/illustrators of Maltese books or current employees of local publishing houses.

Applicants may be educators, librarians (with no professional ties to publishers), or other individuals who are familiar with children's literature.

Applicants must be in possession of:

a qualification in Maltese at MQF Level 6.

Applicants may be asked to attend an interview. The Agency reserves the right to contact only eligible applicants who offer the most competitive rates.

Each participant must be an Economic Operator capable of issuing an invoice for their work and providing a fiscal receipt as proof of payment.

**Agreement**

This Expression of Interest is valid for three (3) years from its issue date and will remain open throughout its validity period for any Economic Operator who meets the selection criteria. New applications will be considered every six months. Each Economic Operator will be offered a one-

kuntratt ta' sena li jista' jigi mgiedded kull sena għal tliet snin skont din l-Espressjoni ta' Interess bl-istess rata kkwotata fis-sottomissjoni.

Is-sottomissjonijiet f'format diġitali għandhom jintbagħtu lis-Sa Nicole Borg fl-indirizz elettroniku (nicole.borg.18@ilearn.edu.mt) sa mhux aktar tard mit-Tnejn, 11 ta' Mejju, 2026, f'nofsinhar.

Għal kull sottomissjoni li tirċievi l-Aġenzija, tintbagħat ittra ta' konferma, elettronikament.

Id-deċiżjonijiet finali mistennija jittiehdu fi żmien xahar mill-applikazzjoni, skont din l-Espressjoni ta' Interess (Ref. 25/205-01).

Aaktar tagħrif jista' jinkiseb permezz ta' ittra elettronika lil (nicole.borg.18@ilearn.edu.mt), jew bin-numru tat-telefown 2598 3301.

It-30 ta' April, 2026

#### KUNSILL LOKALI HAŻ-ŻABBAR

Il-Kunsill Lokali Haż-Żabbar jgħarraf li:

**Sejhiet għall-offerti jintlaqgħu permezz tal-ePPS mill-Kunsill Lokali Haż-Żabbar sal-11.00 a.m. ta' nhar it-Tnejn, l-1 ta' Ġunju, 2026, għal:**

Avviż Nru ZLC 1/2026. Tiġib ta' soft flooring ta' Ġnien il-Kunsill, Haż-Żabbar.

Id-dokumenti tal-offerta huma bla ħlas u jiġu miksuba, imnizzla u milqugħa BISS mis-sit elettroniku (www.etenders.gov.mt).

Kull kjarifika jew addenda lid-dokument jittellgħu fis-sit elettroniku u wieħed jista' jarahom jew inizzilhom mill-istess sit.

Il-Kunsill Lokali jżomm id-dritt li jirrifjuta kull offerta, anke l-aktar waħda vantaġġuża.

It-30 ta' April, 2026

#### KUNSILL LOKALI HAŻ-ŻABBAR

Il-Kunsill Lokali Haż-Żabbar jgħarraf li:

**Sejhiet għall-offerti jintlaqgħu permezz tal-ePPS mill-Kunsill Lokali Haż-Żabbar sal-11.00 a.m. ta' nhar it-Tnejn, l-1 ta' Ġunju, 2026, għal:**

Avviż Nru ZLC 2/2026. Servizzi ta' accountant technician għall-Kunsill Lokali Haż-Żabbar.

year contract, which may be renewed annually for up to three years under the same rate quoted in the submission.

Digital submissions must be sent to Ms Nicole Borg (nicole.borg.18@ilearn.edu.mt) no later than Monday, 11th May, 2026, at noon.

For every submission received, the Agency will issue an electronic confirmation letter.

Final decisions are expected to be made within one month of application submission, in accordance with this Expression of Interest (Ref. 25/205-01).

Further inquiries may be obtained by email to (nicole.borg.18@ilearn.edu.mt), or by telephone number 2598 3301.

30th April, 2026

#### HAŻ-ŻABBAR LOCAL COUNCIL

The Haż-Żabbar Local Council notifies that:

**Tenders will be received at the Haż-Żabbar Local Council through ePPS, by not later than 11.00 a.m. on Monday, 1st June, 2026, for the:**

Advt No. ZLC 1/2026. Upgrading of soft flooring of Ġnien il-Kunsill, Haż-Żabbar.

Tender documents are free of charge and are to be viewed/downloaded and submitted ONLY through the etenders website (www.etenders.gov.mt).

Any clarifications or addenda to the tender document will be uploaded and available to view and download from this same website.

The Local Council reserves the right to refuse any offer, even the most advantageous.

30th April, 2026

#### HAŻ-ŻABBAR LOCAL COUNCIL

The Haż-Żabbar Local Council notifies that:

**Tenders will be received at the Haż-Żabbar Local Council through ePPS, by not later than 11.00 a.m. on Monday, 1st June, 2026, for the:**

Advt No. ZLC 2/2026. Services of an accountant technician for the Haż-Żabbar Local Council.

Id-dokumenti tal-offerta huma bla ħlas u jiġu miksuba, imnizzla u milqugħa BISS mis-sit elettroniku ([www.etenders.gov.mt](http://www.etenders.gov.mt)).

Kull kjarifika jew addenda lid-dokument jittellgħu fis-sit elettroniku u wiehed jista' jarahom jew inizzilhom mill-istess sit.

Il-Kunsill Lokali jżomm id-dritt li jirrifjuta kull offerta, anke l-aktar waħda vantaġġjuża.

It-30 ta' April, 2026

#### KUNSILL LOKALI PAOLA

Il-Kunsill Lokali Paola jgħarraf illi:

**Sejhiet għall-offerti għandhom jintlaqgħu mill-Kunsill Lokali Paola sal-11.00 a.m. ta' nhar il-Ġimgħa, 29 ta' Mejju, 2026, għal:**

Avviż Nru PLA 07/2026. Xogħlijiet ta' tisbiħ ta' playing field fi Ġnien Duminku Mintoff, Paola, bl-użu ta' materjali u prattiki li ma jagħmlux ħsara 'l ambjent lill-Kunsill Lokali Paola.

Id-dokumenti tal-offerta huma bla ħlas u jiġu miksuba, imnizzla u milqugħa BISS mis-sit elettroniku ([www.etenders.gov.mt](http://www.etenders.gov.mt)).

Kull kjarifika jew addenda lid-dokument jittellgħu fis-sit elettroniku u wiehed jista' jarahom jew inizzilhom mill-istess sit.

Il-Kunsill jirriserva d-dritt li jirrifjuta kull offerta, anke l-aktar waħda vantaġġjuża.

It-30 ta' April, 2026

Tender documents are free of charge and are to be viewed/downloaded and submitted ONLY through the etenders website ([www.etenders.gov.mt](http://www.etenders.gov.mt)).

Any clarifications or addenda to the tender document will be uploaded and available to view and download from this same website.

The Local Council reserves the right to refuse any offer, even the most advantageous.

30th April, 2026

#### PAOLA LOCAL COUNCIL

The Paola Local Council notifies that:

**Tenders will be received at the Paola Local Council through ePPS, up to 11.00 a.m. of Friday, 29th May, 2026, for the:**

Advt No. PLA 07/2026. Embellishment works of a playing field in Ġnien Duminku Mintoff, Paola, using environmentally friendly materials and practices for the Paola Local Council.

Tender documents are free of charge and are to be viewed/downloaded and submitted ONLY through the etenders website on ([www.etenders.gov.mt](http://www.etenders.gov.mt)).

Any clarifications or addenda to the tender document will be uploaded and available to view and download from this same website.

The Council reserves the right of refusing any offer, even the most advantageous.

30th April, 2026

#### AVVIŻI TAL-QORTI – COURT NOTICES

1168

Avviż mir-Registru tal-Prim'Awla tal-Qorti Ċivili

Billi Ehsan Beglerli (passport numru AA7602944) ippreżenta rikors ġuramentat (numru 340/2026JVC) fejn giet mitluba l-korrezzjoni tal-atti tar-Registru Pubbliku numru 4963/1997, 70/1964, 289/1995 u 4417/2002 fir-Registru Pubbliku.

Kull min jidhirlu li għandu interess u jrid jopponi dik it-talba, b'dan l-avviż huwa msejjah sabiex ifisser il-fehma tiegħu, b'nota li għandha tiġi pprezentata fir-Registru ta'

Notice, Registry of the Civil Court, First Hall

Whereas Ehsan Beglerli (passport number AA7602944) filed an application under oath (number 340/2026JVC) demanding the correction of the acts of Public Registry number 4963/1997, 70/1964, 289/1995 and 4417/2002 in the Public Registry.

Whosoever may have an interest therein, and wishes to oppose that demand, is hereby called upon to do so, by means of a note to be filed in the Registry of these Courts,

dawn il-Qrati fi żmien hmistax-il ġurnata mill-ħruġ ta' dan l-avviż fil-Gazzetta tal-Gvern.

Dawk illi, fiż-żmien fuq imsemmi, ikunu ppreżentaw dik in-nota, għandhom jiġu notifikati b'kopja tar-rikors ġuramentat hawn fuq imsemmi bil-ġurnata li tingħata għas-smiġħ tal-kawża.

B'ordni tal-Qorti

Registru tal-Qorti Superjuri

Illum 28 ta' April, 2026

CORA CATANIA

Għar-Registratur, Qrati Ċivili u Tribunali

within fifteen days from the day of the publication of this present notice in the Government Gazette.

Those who, within the aforesaid time, shall have filed such note, shall be notified by the service of a copy of the said application under oath, of the day which will be appointed for the hearing of the case.

By order of the Court

Registry of the Superior Court

Today 28th of April, 2026

CORA CATANIA

For the Registrar, Civil Courts and Tribunals

1169

B'digriet mogħti mill-Qorti Ċivili, Prim'Awla, fit-30 ta' Marzu, 2026, fl-Atti tar-Rikors Ġuramentat numru 42/2026MS, fl-ismijiet Soutwin Properties Limited vs Marilyn Abela, ġiet ordnata s-segwentu pubblikazzjoni, a tenur tal-Artikolu 187 et sequitur tal-Kap. 12, biex isservi bħala notifika fil-konfront tal-intimati.

Permezz ta' rikors fl-ismijiet: Soutwin Properties Limited (C40933) vs Marilyn Abela (KI 377990M), ippreżentat fid-19 ta' Jannar, 2026, is-soċjetà rikorrenti titlob bir-rispett illi din l-Onorabbli Qorti, prevja d-dikjarazzjonijiet neċessarji u mogħtija l-provvedimenti opportuni, jogħgħobha:

1. Tiddikjara li l-konvenuta naqset milli tersaq għall-akkwist tal-appartament fi stat ta' shell form, u dan mingħajr ġusta kawża u in vjolazzjoni tal-patt ta' konvenju tal-24 ta' Ġunju, 2025, li sar bejn il-kontendenti bi ksur tal-konvenju li kellha mas-soċjetà attriċi;

2. Tiddikjara li l-konvenuta naqset milli tħallas is-somma ta' sitta u għoxrin elf u ħames mitt ewro (€26,500), liema somma kellha tithallas bħala depożitu akkont tal-prezz fi żmien ġimgħa minn meta l-konvenuta tbigh il-proprietà residenzjali tagħha skont konvenju ffirmat quddiem in-Nutar Charles Vella Zarb tal-31 ta' Mejju, 2025;

3. Tikkundanna lill-konvenuta tħallas is-somma ta' sitta u għoxrin elf u ħames mitt ewro (€26,500) lill-attriċi in linea ta' danni preliwidati.

Bl-ispejjeż, kompriża dawk tal-ittra uffiċjali numru 5535/2025 (Dok. B) u tal-mandat ta' sekwestru kawtelatorju preżentat kontestwalment, it-tnejn fl-istess ismijiet u bl-imghax kontra l-konvenuta minn issa ingunta għas-subizzjoni.

By means of a decree given by the Civil Court, First Hall, on the 30th March, 2026, in the records of the Application number 42/2026MS, in the names Soutwin Properties Limited vs Marilyn Abela, the following publication was ordered, in terms of Article 187 et sequitur of Cap. 12, for the purpose of service on the respondents.

By means of an application in the names: Soutwin Properties Limited (C40933) vs Marilyn Abela (ID 377990M), filed on the 19th of January, 2026, the applicant company respectfully requestds that this Honourable Court, saving the necessary declarations and given the opportune provisions:

1. Declare that the defendant failed to come forward for the acquisition of the apartment in shell form state, without just cause and in violation of the preliminary agreement of the 24th of June, 2025, made between the parties in violation of the preliminary agreement it had with the plaintiff company;

2. Declare that the defendant failed to pay the sum of twenty six thousand five hundred euro (€26,500), of which had to be paid as a deposit on account of the price within one week from when the defendant selling her residential property according to a preliminary agreement signed before Notary Charles Vella Zarb on the 31st of May, 2025;

3. Condemn the defendant to pay the sum of twenty six thousand five hundred euro (€26,500) to the plaintiff by way of preliquidated damages.

With costs, including those of the judicial letter number 5535/2025 (Doc. B) and of the precautionary garnishee order filed at the same time, both in the same names and with interest against the defendant from now summoned so that a reference to his evidence be made.

Ir-Rikors Ġuramentat 42/2026MS fl-ismijiet hawn fuq imsemmija huwa differit għad-29 ta' Mejju, 2026, fid-9.00 a.m.

Notifika; Marilyn Abela: 12, Precious, Triq San Ġorġ, Paola

Reġistru tal-Qrati Superjuri, illum 28 ta' April, 2026

GABRIEL MANGION  
Għar-Reġistratur, Qrati Ċivili u Tribunali

The application 42/2026MS in the names above mentioned is postponed to the 29th of May, 2026, at 9.00 a.m.

Notification: Marilyn Abela: 12, Precious, Triq San Ġorġ, Paola

Registry of the Superior Courts, on this day, 28th of April, 2026

GABRIEL MANGION  
For the Registrar, Civil Courts and Tribunals

1170

B'digriet mogħti mill-Qorti Ċivili, Prim'Awla, fil-11 ta' Marzu, 2026, fl-Atti tar-Rikors Ġuramentat numru 1323/25MH fl-ismijiet: Searchlight Investments Ltd vs Clague Properties Ltd et, ġiet ordnata s-segweni pubblikazzjoni, a tenur tal-Artikolu 187(3) et sequitur tal-Kapitlu 12, biex isservi bħala notifika fil-konfront tal-intimati.

Permezz ta' rikors fl-ismijiet: Searchlight Investments Limited (C57455) vs Clague Properties Limited (C67954) pprezentat fil-Qorti Ċivili, Prim'Awla, fid-29 ta' Diċembru, 2025, l-intimati talbu lil din l-Onorabbli Qorti l-ghaliex m'għandhiex:

1. Tiddikjara u tikkonferma illi s-soċjetà intimata Clague Properties Limited (C67954), huma marbuta li taddivjeni għall-att finali ta' bejgħ versu l-proprietà u kif imwiegħed u taħt dawk il-pattijiet kollha miftiehma fl-istess konvenju;

2. Tordna lis-soċjetà intimata sabiex iwettqu l-wegħda skont il-konvenju u allura li taddivjeni għall-att finali skont il-kundizzjonijiet hemm miftiehma;

3. Tiffissa d-data, lok u ħin illi fih għandu jkun iffirmat u ppubblikat dan il-kuntratt pubbliku ta' bejgħ u trasferiment tal-imsemmi fond a favur is-soċjetà esponenti bil-ministeru tan-Nutar Dott. John Paul Degiorgio;

4. Tillikwida kumpens ġust u xieraq lis-soċjetà għad-danni sofferti minnha bl-aġir tas-soċjetà intimata;

5. Tordna lis-soċjetà intimata thallas lill-istess soċjetà esponenti dak il-kumpens hekk likwidat, bl-imghax mid-data tas-sentenza sal-pagament effettiv;

6. Tiddikjara illi s-Sur Ian Clague (KI 120417A), jew min minnhom, għandhom jirrifondu lis-soċjetà esponenti s-somma ta' €55,000, u tiddikjara illi l-att finali ma jistax isir mhux minhabba xi azzjoni imputabbli lis-soċjetà esponenti;

By means of a decree given by the Civil Court, First Hall, on the 11th of March, 2026, in the records of the Sworn application number 1323/25MH in the names: Searchlight investments Ltd vs Clague properties Ltd et, the following publication was ordered, in terms of Article 187 (3) et sequitur of Cap. 12, for the purpose of service on the respondents.

By means of an application in the names: Searchlight investments Limited (C57455) vs Clague properties Limited (C67954) filed in the Civil Court, First Hall, on the 29th December, 2025, the respondents asked this Honourable Court why it should not:

1. Declare and confirm that the respondent company Clague Properties Limited (C67954), are bound to abide to the final deed of sale towards the property as promised and under all those terms agreed in the same preliminary agreement;

2. Order the respondent company to carry out the promise according to the preliminary agreement and thus to come forward to the final deed according to the conditions agreed;

3. Fix the date, place and time when this public deed of sale and transfer of the said premises is to be signed and published in favour of the applicant company by the ministry of Notary Dr John Paul Degiorgio;

4. Liquidate fair and appropriate compensation to the company for the damages suffered by it by the behaviour of the respondent company;

5. Order the respondent company to pay the same applicant company that compensation so liquidated, with interest from the date of the judgement till the effective payment;

6. Declare that Mr Ian Clague (ID 120417A), or either of whom, are to refund the applicant company the sum of €55,000, and declare that the final deed cannot be made, not due to any action imputable to the applicant company;

7. Tikkundanna lis-Sur Ian Clague (KI 120417A), jew min minnhom, iħallsu l-ammont ta' €55,000 rifużjoni tad-depożitu.

Bl-ispejjeż kontra l-intimati (inkluż tal-Ittra Uffiċjali b'referenza numru 5460/2025 surreferita u kull eventwali mandati kawtelatorji opportuni) li minn issa qegħdin jigu ingunti in subizzjoni.

Ir-Rikors Ġuramentat 1323/2025MH fl-ismijiet hawn fuq imsemmija huwa differit għat-3 ta' Ġunju 2026, fid-9.00 a.m.

Notifika: Clague Properties Limited, Townsquare Seafront Apts Res 1, Qui-Si-Sana, Tas-Sliema

Ian Clague, Townsquare Seafront Apts Res 1, Qui-Si-Sana, Tas-Sliema

Registru tal-Qrati Superjuri, illum 28 ta' April, 2026

GABRIEL MANGION  
Għar-Registratur, Qrati Ċivili u Tribunali

7. Order Mr Ian Clague (ID 120417A), or either of whom, pay the amount of €55,000 refund of the deposit.

With costs against the respondents (including the Judicial Letter with reference number 5460/2025 above mentioned and any eventual opportune precautionary warrants) who are from now summoned so that a reference to their evidence be made.

The Sworn application 1323/2025 in the names above mentioned is postponed to the 3rd of June 2026, at 9.00 a.m.

Notification: Clague Properties Limited, Townsquare Seafront Apts Res 1, Qui-Si-Sana, Tas-Sliema

Ian Clague, Townsquare Seafront Apts Res 1, Qui-si-sana, Tas-Sliema

Registry of the Superior Courts, on this day 28th of April, 2026

GABRIEL MANGION  
For the Registrar, Civil Courts and Tribunals

1171

B'digriet mogħti mill-Qorti Ċivili, Prim'Awla, fl-24 ta' Marzu, 2026, fl-Atti tar-Rikors Ġuramentat numru 135/26FDP, fl-ismijiet Modesta sive Maudie Micallef et vs Antonia Xuereb, giet ordnata s-segwenti pubblikazzjoni, a tenur tal-Artikolu 187 et sequitur tal-Kapitlu 12, biex isservi bħala notifika fil-konfront tal-intimat.

Permezz ta' rikors fl-ismijiet: Modesta sive Maudie Micallef (KI 544758M), Maria Concetta sive Connie Scerri (KI 297955M) u Mary Ann Spiteri (KI 647250M) f'isimha proprju u bħala mandatarja tal-imsiefra Helen Grech (KI 174963M) vs Antonia Xuereb (K.I 42650G), ipprezentat fil-Qorti Ċivili, Prim'Awla, fit-18 ta' Frar, 2026, il-konvenuta tgħid li, prevja kull dikjarazzjoni opportuna u neċessarja, din l-Onorabbli Qorti m'għandhiex:

1. Tiddikjara u tiddeċiedi illi l-konvenuta ma għandhiex titolu validu fil-liġi sabiex tokkupa l-fond tal-atturi – 32, ġja 38, Triq Vittorio Cassar, Birkirkara;

2. Tordna l-iżgumbrament tal-konvenuta mill-fond fuq imsemmi;

3. Tiddikjara u tiddeċiedi illi l-konvenuta kisret l-obbligu tagħha ta' enfitewta li żżomm u trodd lura l-fond fuq imsemmi fi stat tajjeb u kkawżat ħsara lill-istess fond;

By means of a decree given by the Civil Court, First Hall, on the 24th of March, 2026, in the records of the Sworn application number 135/26FDP, in the names Modesta sive Maudie Micallef et vs Antonia Xuereb, the following publication was ordered, in terms of Article 187 et sequitur of Cap. 12, for the purpose of service on the respondent.

By means of an application in the names: Modesta sive Maudie Micallef (ID 544758M), Maria Concetta sive Connie Scerri (ID 297955M) and Mary Ann Spiteri (ID 647250M) in her own name and as mandatar of the abroad, Helen Grech (ID 174963M) vs Antonia Xuereb (ID 42650G), filed in the Civil Court, First Hall, on the 18th of February, 2026, the defendant states that, saving any opportune and necessary declaration, this Honourable Court should not:

1. Declare and decide that the defendant does not have a valid title at law to occupy the premises of the plaintiffs – 32, previously 38, Triq Vittorio Cassar, Birkirkara;

2. Order the eviction of the defendant from the premises above mentioned;

3. Declare and decide that the defendant violated her obligation of emphyteusis to hold and return the premises above mentioned in good condition and caused damage to the same premises;

4. Tiddikjara u tiddeċiedi illi l-konvenuta hija responsabbli għad-danni kkawżati lill-atturi minhabba l-ħsara kkawżata lill-fond tagħhom u l-istat ħażin li l-proprietà tinsab fih;

5. Tiddikjara u tiddeċiedi illi l-konvenuta hija wkoll responsabbli għad-danni sofferti mill-atturi;

6. Tillikwida d-danni sofferti mill-atturi, kemm għar-rigward (i) il-ħsara u l-istat ħażin li l-proprietà tagħhom tinsab fih, kif ukoll (ii) għall-okkupazzjoni illegali tal-konvenuta tal-fond fuq imsemmi;

7. Tikkundanna lill-konvenuta tħallas lill-atturi dawk id-danni hekk likwidati.

Bl-imghax legali u bl-ispejjeż kollha inklużi dawk tal-ittra uffiċjali numru 2927/2025 kontra l-konvenuta illi hija minn issa ingunta in subizzjoni.

Ir-Rikors Ġuramentat numru 135/2026FDP fl-ismijiet imsemmija hawn fuq huwa differit għall-24 ta' Ġunju, 2026, fil-9.30 a.m.

Notifika: Antonia Xuereb: 32, Triq Vittorio Cassar Birkirkara

Reġistru tal-Qrati Superjuri, illum 28 ta' April, 2026

GABRIEL MANGION  
Għar-Reġistratur, Qrati Ċivili u Tribunali

4. Declare and decide that the defendant is responsible for the damages caused to the plaintiffs due to the damage caused to their premises and the bad state in which the property is situated;

5. Declare and decide that the defendant is also responsible for the damages suffered by the plaintiffs;

6. Liquidate the damages suffered by the plaintiffs, both as regards to (i) the damage and the bad state in which their property is in, as well as (ii) the illegal occupation of the defendant of the premises abovementioned;

7. Condemn the defendant to pay the plaintiffs those damages so liquidated.

With legal interest and all costs including those of the judicial letter number 2927/2025 against the defendant who is from now summoned so that a reference to her evidence be made.

The Sworn application number 135/2026FDP in the names mentioned above is postponed to the 24th of June, 2026, at 9.30 a.m.

Notification: Antonia Xuereb: 32, Triq Vittorio Cassar Birkirkara

Registry of the Superior Courts, on this day 28th of April, 2026

GABRIEL MANGION  
For the Registrar, Civil Courts and Tribunals

1172

ARB/C043/2026 – ORDNI TA' QBID U FFRIŻAR

IKUN JAF KULHADD illi b'digriet mogħti fit-22 ta' April, 2026, mill-Qorti tal-Maġistrati (Malta) bħala Qorti ta' Qorti ta' Ġudikatura Kriminali (il-Maġistrat Dott. Kevan Azzopardi, LLD). Kumpilazzjoni Numru 2646/2026, fil-kawża fl-ismijiet:

Ir-Repubblika ta' Malta

Kontra

LUCA EMANUELE CORITO, ta' 23 sena, iben William Dionisios Angelos u Lianne Marie xebba' Farelly, imwieled Tal-Pietà, Malta, fit-26 ta' Settembru, 2002, u residenti f'138, Block 10, Flat 2, Triq iż-Żewġ Mini, L-Isla, u dententur ta karta tal-identifikazzjoni Maltija bin-numru 354302L.

U

ARB/C043/2026 – SEIZING AND FREEZING ORDER

IT IS BEING NOTIFIED that by a decree dated 22nd April, 2026, given by the Court of Magistrates (Malta) as a Court of Criminal Judicature (Magistrate Dr Kevan Azzopardi, LLD). Compilation Number 2646/2026, in the case:

The Republic of Malta

Versus

LUCA EMANUELE CORITO, 23 years, son of William Dionisios Angelos and Lianne Marie née Farrelly, born in Tal-Pietà, Malta, on the 26th September, 2002, and residing at 138, Block 10, Flat 12, Triq iż-Żewġ Mini, Senglea, and holder of a Maltese identification document bearing number 354302L.

AND

KENNETH ZARB, ta' 26 sena, iben Raymond u Joanne née Formosa, imwieled Tal-Pietà, Malta, fit-19 ta' Novembru, 1999, u residenti f'39, Tamarisk, P/H 6, Triq il-Passju, Iż-Żurrieq, u dententur ta' karta tal-identifikazzjoni Maltija bin-numru 400999M.

Il-Qorti qed tordna 'Ordni ta' Qbid u Friżar' u tissekwestra f'idejn terzi persuni b'mod ġenerali l-flejjes u l-proprjetà mobbli kollha li jkunu dovuti lil LUCA EMANUELE CORITO and KENNETH ZARB jew ikunu jmissu lilhom jew ikunu proprjetà tagħhom, tipprojbixxi lill-imputati milli jittrasferixxu jew xort'oħra jiddisponu minn xi proprjetà mobbli jew immobbli, ai termini tal-Artikolu 22A tal-Ordinanza Dwar il-Mediċini Perikolużi, Kap. 101 tal-Ligijiet ta' Malta.

Il-Qorti qed tawtorizza li l-imputati jistgħu, tul iż-żmien li jkun fis-seħh dan l-Ordni ta' Friżar, jirċievu s-somma ta' tlettax-il elf, disa' mija u sitta u sebgħin ewro u erbgħa u għoxrin ċenteżmu (€13,976.24c), fis-sena, minn salarju, paga, pensjoni u benefiċċji soċjali li jithallsu lill-imputati.

Kull persuna li tagħmel xi haġa bi ksur tal-ordni tal-Qorti msemmi fl-Artikolu 22A, tkun haġja ta' reat u tehel meta tinstab haġja multa ta' mhux iżjed minn ħdax-il elf, sitt mija u sitta u erbgħin ewro u sebgħa u tmenin ċenteżmu (€11,646.87) jew prigunerija għal żmien ta' mhux iżjed minn tnax-il xahar, jew dik il-multu u prigunerija flimkien.

Kull trasferiment ieħor jew tneħħija oħra ta' proprjetà li jsiru bi ksur ta' dik l-ordni tal-Qorti jkunu nulli u ma jkollhom ebda effett fil-ligi.

Illum 28 ta' April, 2026

IS-SA EUNICE GRECH FIORINI  
Direttur, Uffiċċju għall-Irkupru tal-Assi

KENNETH ZARB, 26 years, son of Raymond and Joanne née Formosa, born in Tal-Pietà, Malta, on the 19th November, 1999, and residing at 39, Tamarisk, P/H 6, Triq il-Passju, Żurrieq, and holder of a Maltese identification document bearing number 400999M.

The Court is issuing a 'Seizure and Freezing Order' and is seizing, in the hands of third parties, in general, all monies and movable property that are due to, pertain to, or are the property of LUCA EMANUELE CORITO and KENNETH ZARB. It also prohibits the accused from transferring or otherwise disposing of any movable or immovable property, in terms of Article 22A of the Dangerous Drug Ordinance, Cap. 101 of the Laws of Malta.

The Court is authorising that the accused may, for the duration that this Freezing Order remains in force, receive the amount of thirteen thousand, nine hundred, seventy six euro and twenty four cents (€13,976.24c), annually, from salary, wages, pension, and social benefits paid to the accused.

Any person who acts in contravention of the Court order mentioned in Article 22A, referred to above shall be guilty of an offence and shall on conviction be liable to a fine (multa) not exceeding eleven thousand, six hundred and forty-six euro and eighty-seven cents (€11,646.87), or to imprisonment for a period not exceeding twelve months, or to both such fine and imprisonment.

Any transfer or other disposal of any property made in contravention of the said Court order shall be null and without effect at law.

Today 28th April, 2026

MS EUNICE GRECH FIORINI  
Director, Asset Recovery Bureau

1173

Permezz tad-digriet mogħti, mill-Qorti Kostituzzjonali fit-3 ta' Lulju, 2025, fl-Atti tar-Rikors numru 235/2020/1 fl-ismijiet Josephine Farrugia (KI 34835M) vs l-Avukat tal-Istat, Paul Xuereb (KI 662346M) u Rose Mary Xuereb (KI 662346M), ġiet ordnata s-segweni pubblikazzjoni biex isservi ta' notifika fil-konfront ta' Paul Xuereb u Rose Mary Xuereb a tenur tal-Artikolu 187(3) et sequitur tal-Kap. 12 tal-Ligijiet ta' Malta.

Permezz tar-Rikors tal-Appell Kostituzzjonali numru 235/2020/1 ipprezentat fl-4 ta' Ġunju, 2025, fl-ismijiet premessi, l-appellanta Josephine Farrugia haassitha aggravata mis-sentenza datata 16 ta' Mejju, 2025, mill-Prim'Awla tal-Qorti Ċivili (Sede Kostituzzjonali) u għalhekk qiegħda tinterponi dan

By means of a decree of the 3rd July, 2025, delivered by the Constitutional Court in the records of Application number 235/2020/1 in the names Josephine Farrugia (ID 34835M) vs the State Advocate, Paul Xuereb (ID 662346M) and Rose Mary Xuereb (ID 662346M), the following publication was ordered for the purpose of effecting service on Paul Xuereb u Rose Mary Xuereb in terms of Article 187(3) et sequitur of Cap12 of the Laws of Malta.

Whereas in Constitutional Appeal Application number 235/2020/1 filed on the 4th of June, 2025, in the names premised, the appellant Josephine Farrugia felt aggrieved by the judgment dated 16th May, 2025, by the First Hall, Civil Court (Constitutional Jurisdiction) and is therefore filing

l-umli appell quddiem din l-Onorabbli Qorti Kostituzzjonali abbażi tal-aggravju li l-Ewwel Onorabbli Qorti kienet żbaljata meta qieset li l-kumpens dovut lir-rikorrenti għandu jkun limitat għas-sehem tagħha ta' 1/5 mill-1 ta' Jannar, 1991 sas-16 ta' Lulju, 2009, u li hija biss intolata għas-sehem shiħ tal-fond mill-mument tal-kuntratt ta' diviżjoni tas-17 ta' Lulju 2009 'il quddiem, sas-sena 2018 u għalhekk mhuwiex korrett illi r-rikorrenti appellanti irċeviet biss is-sehem tagħha u mhux id-dannu kollu fuq il-proprietà shiħa, liema dannu għandu jkun hames darbiet aktar minn dak hekk likwidat mill-Prim'Awla tal-Qorti Ċivili (Sede Kostituzzjonali), biex b'hekk is-somma hekk likwidata bħala danni pekunjarji u nonpekunjarji għandha tiġi awmentata għal €21,712.06 u mhux €4,025.17.

Għaldaqstant, l-appellanti qiegħda titlob lil din l-Onorabbli Qorti Kostituzzjonali sabiex tikkonferma s-sentenza odjerna in kwantu ċaħdet l-eċċezzjonijiet tal-intimat appellat Avukat tal-Istat kif ukoll tikkonfermaha inkwantu laqgħet it-talbiet tal-attriċi appellanti inkwantu sabet ksar tad-drittijiet fundamentali tar-rikorrenti ai termini tal-Ewwel Artikolu tal-Ewwel Protokoll tal-Konvenzjoni Ewropea però tirriformaha dwar il-likwidazzjoni tad-danni billi din l-Onorabbli Qorti Kostituzzjonali tiddikjara u tiddeċiedi illi l-leżjoni li soffriet l-attriċi appellanti kienet għall-perjodu kollu mill-1991 sal-2018 u b'hekk għandha tirċievi d-danni kollha fuq il-proprietà shiħa u mhux fuq is-sehem tagħha biss qabel id-data tat-tali diviżjoni biex b'hekk id-danni pekunjarji għandhom jiġu likwidati fl-ammont ta' mhux inqas minn €11,712.06 jew somma oħra verjuri, oltre dannu nonpekunjarju ammontanti għal ċirka €10,000 globalment ammontanti għal €21,712.06 oltre l-imgħax legali applikabbli mid-data tal-ewwel sentenza sad-data tal-pagament effettiv.

Bl-ispejjeż taż-żewġ istanzi kontra l-intimati appellati

Ir-Rikors Ġuramentat numru 235/2020/1 fl-ismijiet imsemmija hawn fuq huwa differit għall- 4 ta' Mejju, 2026, fit-8.35 a.m.

Notifika: Paul Xuereb, 20A, Nazzarenu Crt, Flt 2, Triq il-Bużjett, In-Naxxar

Rose Mary Xuereb, 20A, Nazzarenu Crt, Flt 2, Triq il-Bużjett, In-Naxxar

Registru tal-Qrati Superjuri (Appelli), illum 28 ta' April 2026

DOTT. FRANCO BONDIN, LLD, M. JUR.  
Għar-Registatur, Qrati Ċivili u Tribunali

this appeal before this Honourable Constitutional Court on the ground that the Honourable First Court was wrong to consider that the compensation due to the applicant should be limited to her share of 1/5 from the 1st January, 1991 to the 16th July, 2009, and that she is only entitled to the full share of the premises from the moment of the deed of partition of the 17th July 2009 onwards, till the year 2018 and therefore it is not correct that the appellant applicant received only her share and not all the damages on the whole property, which damages should be five times more than that so liquidated by the First Hall Civil Court (Constitutional jurisdiction).

Therefore, the appellant requests this Honourable Constitutional Court to confirm the present judgment in so far as it dismissed the pleas of the respondent State Advocate and confirms it in so far as it upheld the demands of the plaintiff appellant in so far as it found a violation of the fundamental rights of the applicant in terms of the First Article of the First Protocol of the European Convention but reforms it in so far as the liquidation of damages by this Honourable Constitutional Court declares and decides that the injury suffered by the the appellant plaintiff was for the whole period 1991 to 2018 and thus she should receive all the damages on the whole property, so that the pecuniary damages are to be liquidated in the amount of not less than €11,712.06 or other correct sum, besides non-pecuniary damage amounting to circa €10,000 globally amounting to €21,712.06 besides the legal interest applicable from the date of the first judgment till the date of effective payment.

With costs of both instances against the respondents

Application number 235/2020/1 in the names above mentioned is deferred to the 4th of May, 2026, at 8.35 a.m.

Notification: Paul Xuereb, 20A, Nazzarenu Crt, Flt 2, Triq il-Bużjett, Naxxar

Rose Mary Xuereb, 20A, Nazzarenu Crt, Flt 2, Triq il-Bużjett, Naxxar

Registry of the Superior Courts (Appeals), this day 28th April, 2026

DR FRANCO BONDIN, LLD, M. JUR.  
For the Registrar, Civil Courts and Tribunals

B'dan l-avviż ikun magħruf illi b'rikors ipprezentat fil-Qorti, Sezżjoni ta' Ġuriżdiżjoni Volontarja, fl-20 ta' Mejju, 2025, Rikors numru 948/2018/1, minn Dott. Phyllis

By means of an application filed in Civil Court of Voluntary Jurisdiction Section, on the 20th May, 2025, Application number 948/2018/1, by Dr Phyllis Aquilina,

Aquilina, fejn inseqwitu tar-rikors Alexander Sant Fournier li għandu karta tal-identità numru 213806L, għie interdett mill-atti kollha tal-ħajja ċivili permezz ta' digriet mogħti fl-14 ta' Jannar, 2026.

Registru tal-Qorti Ċivili (Sezzjoni ta' Ġurisdizzjoni Volontarja)

Illum 29 ta' April, 2026

ALEXANDRA DEBATTISTA

Għar-Registatur, Qrati Ċivili u Tribunali

whereby following the application Alexander Sant Fournier holding identity card number 213806L, was interdicted from all the acts of the civil life by means of a decree given on the 14th January, 2026.

Registry of the Civil Court (Voluntary Jurisdiction Section)

Today 29th April, 2026

ALEXANDRA DEBATTISTA

For the Registrar, Civil Court and Tribunals

1175

B'digriet mogħti mill-Qorti Ċivili, Prim'Awla, fit-23 ta' April, 2026, fuq rikors ta' Bank of Valletta plc (C2833) u b'digriet tat-23 ta' Frar, 2024, assumiet l-atti s-soċjetà 35°14° Capital SCC plc (C105417) li taġixxi għan-nom ta' Cell Cuoros għie ffixat il-jum tal-Ħamis 16 ta' Lulju, 2026, fil-ħdax ta' filgħodu (11.00 a.m.) għall-bejgħ bl-irkant, li għandu jsir f'Kamra Numru 78, Biswit l-Arkivju, Livell -1, Qrati tal-Ġustizzja, Triq ir-Repubblika, Il-Belt Valletta tal-fond hawn taħt deskritt:

L-utile dominium temporanju għaž-żmien li baqa' minn mija u ħamsin (150) sena li bdew jiddekorru mis-sena elf, tmien mija u tnejn u disgħin (1892) tal-mezzanin bin-numru tnejn (2) qabel disgħa u sittin (69) fit-Triq Anton Buttigieg, qabel magħrufa bħala New Street, Il-Hamrun, inkluża l-arja tiegħu. Il-proprjetà għandha servitù ta' apertura tat-tieqa fl-ewwel sular li tagħti fuq il-biħtha tal-proprjetà fil-pjan terran. Parti mill-imsemmi mezzannin huwa sovrappost għal beni oħra u jgawdi minn servitù ta' prospett u ta' stilliċidju versu l-beni sottoposti u għandu komuni s-sistema tad-drains u drenaġġ. L-imsemmi mezzannin huwa suġġett għač-čens annwu u temporanju ta' ewro u erbgħin čenteżmu (€1.40), mill-bqija liberu u frank bid-drittijiet u l-pertinenzi kollha tiegħu u stmata li tiswa ħamsa u disgħin elf ewro (€95,000)

L-imsemmi fond huwa proprjetà ta' Zammit Gaetano (KI 496267M) u b'digrieti datati 8 ta' April, 2026, u 25 ta' Mejju, 2020, ġew nominati Dott. Nadya Bezzina Fiott u PL Nicholette Aquilina rispettivament bħala kuraturi deputati għall-assenti.

N.B. L-imsemmi fond jinbiegħ bħalma għie deskritt fl-atti tas-subbasta 73/2016.

Registru tal-Qrati Superjuri, illum it-Tlieta, 28 ta' April, 2026

GAETANA AQUILINA

Għar-Registatur, Qrati Ċivili u Tribunali

By decree given by the Civil Court, First Hall, on the 23rd April, 2026, on the application of Bank of Valletta p.l.c. (C2833) and by decree of the 23rd February, 2024, the acts were assumed by the company 35°14° Capital SCC plc (C105417) acting on behalf of Cell Cuoros, Thursday, 16th July, 2026, at eleven in the morning (11.00 a.m.), has been fixed for the sale by auction, to be held in Room Number 78, Nearby the Courts Archives, Level -1, Courts of Justice, Triq ir-Repubblika, Valletta of the following property:

Temporary utile dominium for the remaining period from one hundred and fifty years (150) which commenced from one thousand, eight hundred and ninety two (1892) of the maisonette numbered two (2) previously numbered sixty nine (69) in Triq Anton Buttigieg, previously known as New Street, Hamrun, including its airspace. The property has window opening servitude on the first floor that overlooks onto the property yard on the ground floor. Part of the said maisonette is overlying other property and it enjoys prospect servitude and servitude from the underlying property and has in common the drains and drainage system. The said maisonette is subject to annual and temporary ground rent of one euro and forty cent (€1.40), otherwise free and unencumbered with all its rights and appurtenances and valued at ninety five thousand euro (€95,000).

The said tenement is the property of Zammit Gaetano (ID 496267M) and by decrees dated 8th April, 2026, and 25th May, 2020, Dr Nadia Bezzina Fiott and LP Nicholette Aquilina were respectfully nominated as deputy curators for the absent.

N.B. The said tenement will be sold as described in the acts of judicial sales number 73/2016.

Registry of the Superior Courts, this Tuesday, 28th April, 2026.

GAETANA AQUILINA

For the Registrar, Civil Courts and Tribunals

1176

B'digriet tat-Tribunal għal Talbiet Żgħar, tad-9 ta' Marzu, 2026, giet ordnata l-pubblikazzjoni tal-estratt li jidher hawn taht għall-finijiet ta' notifika skont l-Artikolu 187(3) et sequitur tal-Kodiċi ta' Organizzazzjoni u Proċedura Ċivili (Kap. 12) fil-konfront ta' International European University (IEU) Ltd.

Asmelash Ghebretinsae Weldenghebriel (KI 0113089A) ta' 31, Little Gozo Crt, Fl. 1, Triq Giuseppe Calleja, Is-Swatar, L-Imsida, Malta, ippreżenta Talba, fid-19 ta' Frar, 2026, fejn talab lit-Tribunal sabiex jikkundanna lil International European University (IEU) Ltd (C106427) ta' Chamber Collage, Triq Edgar Bernard, Il-Gżira GZR 1707, Malta, sabiex thallas lill-attur is-somma ta' €4,500, liema ammont huwa dovut lill-attur.

Il-kawża (Avviż numru 44/2026IS) hija differita għas-6 ta' Mejju, 2026, fis-1.00 p.m.

Reġistru tal-Qorti tal-Maġistrati (Malta), illum 29 ta' April, 2026

ALEXANDRA DEBATTISTA  
Għar-Reġistratur, Qrati Ċivili u Tribunali

By a decree of the Small Claims Tribunal of the 9th March, 2026, the publication of the following extract was ordered for the purpose of service on the respondent International European University (IEU) Ltd in terms of Article 187(3) et sequitur of the Code of Organisation and Civil Procedure (Cap. 12).

Asmelash Ghebretinsae Weldenghebriel (ID 0113089A) of 31, Little Gozo Crt, Fl. 1, Triq Giuseppe Calleja, Swatar, Msida, Malta, filed a Claim on the 19th February, 2026, whereby they asked the Tribunal to condemn International European University (IEU) Ltd (C106427) of Chamber Collage, Triq Edgar Bernard, Gzira GZR 1707, Malta, to pay the plaintiff company the sum of €4,500, which amount is due to the plaintiff company.

The case (Claim number 44/2026IS) is deferred on the 6th May, 2026, at 1.00 p.m.

Registry of the Courts of Magistrates (Malta), today 29th April, 2026

ALEXANDRA DEBATTISTA  
For the Registrar, Civil Courts and Tribunals

1177

Bandu għall-Kuraturi

Repubblika ta' Malta

Lill-Marixxall tal-Qrati

Billi b'digriet mogħti minn din il-Qorti fl-10 ta' April, 2026, fuq talba ta' Adrian Gauci ġie ordnat, biex jintgħazlu kuraturi deputati sabiex jirrappreżentaw lill-eredi mhux magħrufa, fl-atti taċ-ċedola numru 682/2026, fl-ismijiet Adrian Gauci vs Kuraturi Deputati u fl-atti l-oħra u relattivi u sussegwenti.

Permezz ta' Ċedola ta' Depożitu u kontestwali Fidi ta' Ċens ta' Adrian Gauci, manager u miżżewweġ, iben il-mejtin John Gauci u Mary Gauci née Buttigieg, imwieled H'Attard fit-18 ta' Jannar, 1975, u joqghod H'Attard, għandu karta tal-identità numru 54875M, u oħtu Elaine Gauci, assistant accountant u xebba, bint il-mejtin John Gauci u Mary Gauci née Buttigieg, imwiolda Tal-Pietà fis-16 ta' Frar, 1978, u toqghod Marsaskala, għandha karta tal-identità numru 109578M, vs Paul Cardona, irtirat, bin il-mejtin Michele Cardona u Giuseppa Cardona née Sciberras, imwieled u joqghod Birkirkara, għandu karta tal-identità numru 162751M, u Kuraturi Deputati sabiex jirrappreżentaw lill-eredi mhux magħrufa ta' John Cardona (602242M), Carmelo Cardona (793939M), Emanuel Cardona (283741M),

Banns for Curators

Republic of Malta

To the Marshall of the Courts

By means of a decree given by this Court on the 10th of April, 2026 following a request of Adrian Gauci it was ordered that deputy curators be chosen to represent the unknown heirs, in the records of the schedule of deposit number 682/2026, in the names Adrian Gauci vs Deputy Curators and in the other relative and subsequent acts.

By means of a schedule of deposit and redemption of ground rent of Adrian Gauci, manager and married, son of the late John Gauci and Mary Gauci née Buttigieg, born in H'Attard on the 18th January, 1975, and residing in H'Attard, holding identity card number 54875M, and his sister Elaine Gauci, Assistant Accountant and unmarried, daughter of the late John Gauci and Mary Gauci née Buttigieg, born in Tal-Pietà on the 16th February, 1978, and residing in Marsaskala, holding identity card number 109578M, vs Paul Cardona, retired, son of the late Michele Cardona and Giuseppa Cardona née Sciberras, born and residing in Birkirkara, holding identity card number 162751M, and Deputy Curators to represent the unknown heirs of John Cardona (602242M), Carmelo Cardona (793939M),

Antonio Cardona (220446M) u Heleno Cardona (480948), ippreżentat fis-27 ta' Marzu, 2026, fejn Adrian Gauci u Elaine Gauci esponew bir-rispett:

Illi l-esponenti wirtu minghand il-ġenituri tagħhom il-maisonette, uffiċjalment marka bin-numru disgħa u sebghin (79) u jismu 'Eldr', Triq L. Casolani, Birkirkara, sovrappost għal terran li miegħu għandu inkomun is-sistema tad-drain u d-drenagg, liberu u frank, bid-drittijiet u l-pertinenzi kollha tiegħu, li jidher immarkat fuq l-annessa pjanta (Dok.A);

Illi din is-suċċessjoni giet dikjarata skont il-liġi b'att ta' dikjarazzjoni causa mortis pubblikat min-Nutar Dott. Joanne Lia fid-19 ta' Awwissu, 2025;

Illi oriġinarjament, il-ġenituri tal-esponenti kienu akkwistaw dan il-mezzanin kif suġġett għaċ-ċens annwu u perpetwu ta' tlieta u erbghin ċenteżmu u milleżmu tal-lira Maltija (Lm0.43,1), ekwivalenti illum għal €1 (ewro), pagabbli lill-intimati ahwa Cardona, b'att tan-Nutar Dott. George Cassar tas-6 ta' Marzu, 1980;

Illi l-esponenti jixtiequ jipprevalixxu ruhhom mill-fakultà mogħtija lilha bl-artikolu elf ħames mija u wiehed (1501) tal-Kodiċi Ċivili, u jifdu dan iċ-ċens kif stipulat fil-liġi;

Illi i-ċens annwu u perpetwu ta' ewro (€1) kapitalizzati bir-rata ta' ħamsa fil-mija (5%) fis-sena jiġi jammonta għal għoxrin ewro (€20).

Għaldaqstant, l-esponenti jadixxu lil din l-Onorabbli Qorti u taħt l-awtorità tagħha jiddepożitaw is-somma ta' għoxrin ewro (€20) prezz ta' fidi taċ-ċens annwu u perpetwu gravanti l-imsemmi maisonette u pagabbli lill-intimati, f'ishma ndaqs bejniethom, wara li jhallu d-debita riċevuta għas-saldu skont il-liġi.

Notifikati: Direttur tar-Registru Pubbliku, Triq id-Dejqa, Il-Belt Valletta

Registatur tal-Art, Casa Bolino, Triq il-Punent, Il-Belt Valletta

Paul Cardona, Qalb ta' Ġesù, Triq il-Graffiti Navali, Birkirkara

Int għaldaqstant ordnat li twaħħal kopja uffiċjali ta' dan il-bandu fid-dahla ta' din il-Qorti Superjuri u sejjaħ b'dan lil kull min irid jidhol bhala kuratur biex jidher fi żmien sitt ijiem f'dan ir-Registru u jagħmel b'nota d-dikjarazzjoni illi huwa jidhol għal dan.

Int ordnat ukoll li tgharraf lil kull wiehed illi jekk ma jagħmilx din id-dikjarazzjoni fiż-żmien fuq mogħti, din il-Qorti tgħaddi biex tagħżel kuraturi tal-uffiċċju.

Emanuel Cardona (283741M), Antonio Cardona (220446M) and Heleno Cardona (480948), filed on the 27th March, 2026, whereby Adrian Gauci and Elaine Gauci respectfully submitted:

That the applicants inherited from their parents the maisonette, officially marked with number seventy nine (79) and named 'Eldri', Triq L. Casolani, Birkirkara, overlying the ground floor maisonette with which the drain and drainage system are in common, free and unencumbered, with all its rights and appurtenances, which appears marked on the attached plan (Doc. A);

That this succession was declared according to law by a deed of declaration causa mortis published by Notary Dr Joanne Lia on the 19th of August, 2025;

That originally, the parents of the applicants acquired this mezzanine as subject to the annual and perpetual ground rent of forty-three cents and one mill of the Maltese lira (Lm0.43,1), equivalent today to €1 (euro), payable to the respondents siblings Cardona, by deed of Notary Doctor George Cassar of the 6th March, 1980;

That the applicants wish to avail themselves of the faculty given to them by Article one thousand five hundred and one (1501) of the Civil Code and redeem this ground rent as stipulated in law;

That the annual and perpetual ground rent of euro (€1) capitalised at the rate of five per cent (5%) per year amounts to five euro (€20).

Therefore, the applicants are humbly requesting this Honourable Court and under its authority, deposit the sum of twenty Euro (€20) price of redemption of the annual and perpetual ground rent burdening the said maisonette and payable to the respondents, in equal shares between them, after leaving the due receipt for settlement according to law.

Notifications: Director Public Registry, Triq id-Dejqa, Valletta

Land Registrar, Casa Bolino, Triq il-Punent, Valletta

Paul Cardona, Qalb ta' Ġesù, Triq il-Graffiti Navali, Birkirkara

You are therefore ordered to affix an official copy of these bans at the entrance of this Superior Court and to summon whosoever wishes to act as curator to appear before this Registry within six days and by means of a minute to submit a declaration that he wishes so to act.

You are also ordered to inform each one that if he fails to make this declaration within the stipulated time, this Court will proceed to the selection of curators of office.

U wara li tkun ghamilt dan, jew jekk tiltaqa' ma' xi xkiel fl-eskuzzjoni ta' dan il-bandu, inti għandek tgħarraf minnufih lil din il-Qorti.

Mogħti fil-Qorti Superjuri hawn fuq imsemmija bix-xhieda tal-Onor. Imħallef Dott. Aaron M. Bugeja, LLD, Duttur tal-Liġi.

Illum 10 ta' April, 2026

Registru tal-Qrati Superjuri, illum 29 ta' April 2026

ALEXANDRA DEBATTISTA  
Għar-Registatur, Qrati Ċivili u Tribunali

And after so acting, or if you encounter any difficulty in the execution of these banns, you are to inform forthwith this Court.

Given in the above-mentioned Superior Court with the witness of Hon. Justice Aaron M. Bugeja, LL. D, Doctor of Laws.

This 10th April, 2026

Registry of the Superior Courts, today 29th April, 2026

ALEXANDRA DEBATTISTA  
For the Registrar, Civil Courts and Tribunals

1178

Bandu għall-Kuraturi

Repubblika ta' Malta

Lill-Marixxall tal-Qrati

Banns for Curators

Republic of Malta

To the Marshall of the Court

B'digriet mogħti minn din il-Qorti fit-30 ta' Settembru, 2025, fuq talba tal-Kummissarju tat-Taxxa u d-Dwana ġie ordnat biex jintgħażlu kuraturi deputati biex jirrappreżentaw lill-assenti Johannes Lindthaler f'ismu personali kif ukoll bħala direttur għan-nom u inrappreżentanza tas-soċjetà Marinexchange Limited fl-atti tal-ittra uffiċjali numru 4039/2025 fl-ismijiet Kummissarju tat-Taxxa u d-Dwana vs Kuraturi Deputati u fl-atti l-oħra relattivi u sussegwenti.

Permezz ta' ittra uffiċjali pprezentata fil-Prim'Awla tal-Qorti fl-10 ta' Settembru, 2025, tal-Kummissarju tat-Taxxa u d-Dwana ta' Block 5, Triq Vincenzo Dimech, Il-Furjana, kontra kuraturi deputati sabiex jirrappreżentaw lill-assenti Johannes Lindthaler (passaport numru P1353909) f'ismu personali kif ukoll bħala direttur għan-nom u inrappreżentanza tas-soċjetà Marinexchange Limited (C64835) fejn permezz tal-preżenti l-Kummissarju tat-Taxxa u d-Dwana jinterpellakom ai termini tal-Artiklu 59 tal-Kap. 406 tal-Liġijiet ta' Malta, sabiex fi żmien jumejn (2) min-notifika ta' dan l-att, thallsu l-ammont ta' €481,725 rappreżentanti ammont dovut minnkom pro et noe, bħala Taxxa fuq il-Valur Miżjud.

Bl-ispejjeż u bl-imgħax skont Kap. 406 tal-Liġijiet ta' Malta sad-data tal-effettiv pagament.

Din l-interpellanza qed issir għall-finijiet u effetti kollha tal-liġi, u partikolarment, iżda mhux esklussivament sabiex tirrendi eżegwibbli t-titolu eżekuttiv li l-istess Kummissarju tat-Taxxa u d-Dwana għandu kontra tagħkom permezz tal-avviż li ntbagħat lilkom.

Fin-nuqqas, il-mittenti javżakom li se jgħaddi sabiex jesegwixxi l-imsemmi titolu eżekuttiv li hu għandu kontra tagħkom permezz tal-mandati opportuni.

By means of a decree given by this Court on the 30th September, 2025, following a request by Commissioner for Tax and Customs it was ordered that deputy curators be chosen to represent Johannes Lindthaler in his own name and as director for and on behalf of Marinexchange Limited in the acts of the judicial letter number 4039/2025 in the names Commissioner for Tax and Customs vs Deputy Curators and in the other relative and subsequent acts.

By means of a judicial letter filed in the First Hall of the Civil Courts on the 10th September, 2025, by The Commissioner for Tax and Customs of Block 5, Triq Vincenzo Dimech, Floriana, against deputy curators nominated to represent Johannes Lindthaler (passport number P1353909) in his own name and also as director for and on behalf of the company Marinexchange Limited (C64835), the Commissioner for Tax and Customs calls upon you in terms of Article 59 of Cap. 406 of the Laws of Malta, so that within two (2) days from the service of this act, you pay the amount of €481,725 representing the amount due by you pro et noe as Value Added Tax.

With costs and interest according to that Cap. 406 of the Laws of Malta till the date of effective payment.

This calling is being made for all intents and purposes of law, particularly, but not exclusively, in order to render executable the executive title which the same Commissioner for Tax and Customs has against you by means of a notice sent to you.

In default, the interpellants informs you that they shall pass to execute the said executive title they have against you pro et noe by means of the opportune warrants.

Tant sabiex tirregolaw ruħkom u tagħrfu timxu.

So much so that you may know how to regulate yourselves and to proceed.

Rikorrenti: Kummissarju tat-Taxxa u d-Dwana, Blokk 5, Triq Vincenzo Dimech, Il-Furjana

Interpellant: Commissioner for Tax and Customs, Block 5, Triq Vincenzo Dimech, Floriana

Intimati: Kuraturi deputati

Notification: Deputy curators

Int għaldaqstant ordnat li twahhal kopja uffiċjali ta' dan il-bandu fid-dahla ta' din il-Qorti Superjuri u ssejjaħ b'dan lil kull min irid jidhol bhala kuratur biex jidher fi żmien sitt ijiem f'dan ir-Registru u jagħmel b'nota d-dikjarazzjoni illi huwa jidhol għal dan.

You are therefore ordered to affix an official copy of these banns at the entrance of this Superior Court and to summon whosoever wishes to act as curator to appear before this registry within six days and by means of a minute to submit a declaration that he wishes so to act.

Int ordnat ukoll li tgħarraġ lil kull wieħed illi jekk ma jagħmilx din id-dikjarazzjoni fiż-żmien fuq mogħti, din il-Qorti tgħaddi biex tagħzel kuraturi tal-uffiċċju.

You are also ordered to inform each one that if he fails to make this declaration within the stipulated time, the Court will proceed to the selection of curators of office.

U wara li tkun għamilt dan, jew jekk tiltaqa' ma' xi xkiel fl-esekuzzjoni ta' dan il-bandu, inti għandek tgħarraġ minnufih lil din il-Qorti.

And after so acting, or if you should encounter any difficulty in the execution of these banns, you are to inform forthwith this Court.

Mogħti mill-Qorti Superjuri hawn fuq imsemmija bix-xhieda tal-Onor. Imħallef Robert G. Mangion, LLD, Duttur tal-Ligi.

Given by the Civil Court First Hall, above mentioned, with the witness of the Hon. Mr Justice Robert G. Mangion, LLD, Doctor of Laws.

Illum 30 ta' Settembru, 2025

Today 30th September, 2025

Registru tal-Qrati Superjuri, illum 29 ta' April, 2026

Registry of the Superior Courts, today 29th April, 2026

ALEXANDRA DEBATTISTA  
Għar-Registatur, Qrati u Tribunali

ALEXANDRA DEBATTISTA  
For the Registrar, Civil Courts and Tribunals

1179

Bandu għall-Kuraturi

Banns for Curators

Repubblika ta' Malta

Republic of Malta

Lill-Marixxall tal-Qrati

To the Marshall of the Court

B'digriet mogħti minn din il-Qorti fit-30 ta' Settembru, 2025, fuq talba ta' Kummissarju tat-Taxxa u d-Dwana, gie ordnat sabiex jiġu appuntati kuraturi deputati sabiex jirrappreżentaw lill-assenti Widad Abdul Kadir Al-Zahawi f'ismu personali kif ukoll għan-nom u inrappreżentanza tas-soċjetà Maya Tours Ltd fl-atti tal-Ittra Uffiċjali numru 4038/2025, fl-ismijiet Kummissarju tat-Taxxa u d-Dwana vs Kuraturi Deputati u fl-atti l-oħra relattivi u sussegwenti.

By means of a decree given by this Court on the 30th September, 2025, following a request of Commissioner for Tax and Customs, it was ordered that deputy curators be appointed represent the absentee Widad Abdul Kadir Al-Zahawi in his own name as well as in the name and in representation of the company Maya Tours Ltd in the records of the Judicial letter number 4038/2025, in the names Commissioner for Tax and Customs vs Deputy Curators to represent in the relative and subsequent acts.

Permezz ta' ittra uffiċjali ppreżentata fil-Prim'Awla tal-Qorti fl-10 ta' Settembru, 2025, tal-Kummissarju tat-Taxxa u d-Dwana ta' Block 5, Triq Vincenzo Dimech, Il-Furjana, kontra kuraturi deputati sabiex jirrappreżentaw lill-assenti

By means of a judicial letter filed in the First Hall of the Civil Courts on the 10th September, 2025, by The Commissioner for Tax and Customs of Block 5, Triq Vincenzo Dimech, Floriana, against deputy curators

Widad Abdul Kadir Al-Zahawi (passaport numru 95180236) f'ismu personali kif ukoll bħala direttur għan-nom u inrappreżentanza tas-soċjetà Maya Tours Ltd (C89429) fejn permezz tal-preżenti l-Kummissarju tat-Taxxa u d-Dwana jinterpellakom ai termini tal-Artiklu 59 tal-Kap. 406 tal-Liġijiet ta' Malta, sabiex fi żmien jumejn (2) min-notifika ta' dan l-att, thallsu l-ammont ta' €368,389.95 rappreżentanti ammont dovut minnkom pro et noe, bħala Taxxa fuq il-Valur Miżjud skont l-istess Att.

Bl-ispejjeż u bl-imgħax skont dak l-Att sad-data tal-effettiv pagament.

Din l-interpellanza qed issir għall-finijiet u l-effetti kollha tal-liġi u partikularment, iżda mhux esklussivament, sabiex tirrendi esegwibbli t-titolu eżekuttiv li għandu l-istess Kummissarju tat-taxxa u d-Dwana kontra tagħkom permezz tal-avviż li ntbagħat lilkom.

Fin-nuqqas, il-mittenti javżakom li se jgħaddi sabiex jesejgwi l-imsemmi titolu eżekuttiv li hu għandu kontra tagħkom pro et noe, permezz tal-mandati opportuni.

Tant sabiex tirregolaw ruhkom u tagħrfu timxu.

Mittenti: Kummissarju tat-Taxxa u d-Dwana, Blokk 5, Triq Vincenzo Dimech, Il-Furjana

Notifika: Kuraturi deputati

Int għaldaqstant ordnat li twaħħal kopja uffiċjali ta' dan il-bandu fid-dahla ta' din il-Qorti Superjuri u ssejjaħ b'dan lil kull min irid jidhol bħala kuratur biex jidher fi żmien sitt ijiem f'dan ir-Registru u jagħmel b'nota d-dikjarazzjoni illi huwa jidhol għal dan.

Int ordnat ukoll li tgħarraf lil kull wiehied illi jekk ma jagħmilx din id-dikjarazzjoni fiż-żmien fuq mogħti, din il-Qorti tgħaddi biex tagħżel kuraturi tal-uffiċċju.

U wara li tkun għamilt dan, jew jekk tiltaqa' ma' xi xkiel fl-esekuzzjoni ta' dan il-bandu, inti għandek tgħarraf minnufih lil din il-Qorti.

Mogħti fil-Qorti Superjuri hawn fuq imsemmija bix-xhieda tal-Onor. Imħallef Robert G. Mangion, LLD, Duttur tal-Liġi.

Illum 30 ta' Settembru, 2025

Registru tal-Qrati Superjuri, illum 29 ta' April, 2026

ALEXANDRA DEBATTISTA  
Għar-Registatur, Qrati u Tribunali

nominated to represent the absent Widad Abdul Kadir Al-Zahawi (passport number 95180236) in his own name and as a director for and on behalf of the company Maya Tours Ltd (C89429), the Commissioner for Tax and Customs calls upon you in terms of Article 59 of Cap. 406 of the Laws of Malta, so that within two (2) days from the service of this act, you pay the amount of (€368,389.95 representing the amount due by you pro et noe as Value Added Tax in terms of the same Act.

With costs and interest according to that Act till the date of effective payment.

This calling is being made for all intents and purposes of law, particularly, but not exclusively, in order to render executable the executive title which the same Commissioner for Tax and Customs has against you by means of a notice sent to you.

In default, the interpellants informs you that they shall pass to execute the said executive title they have against you pro et noe by means of the opportune warrants.

So much so that you may know how to regulate yourselves and to proceed.

Interpellant: Commissioner for Tax and Customs, Block 5, Triq Vincenzo Dimech, Floriana

Notification: Deputy curators

You are therefore ordered to affix an official copy of these banns at the entrance of this Superior Court and to summon whosoever wishes to act as curator to appear before this registry within six days and by means of a minute to submit a declaration that he wishes so to act.

You are also ordered to inform each one that if he fails to make this declaration within the stipulated time, the Court will proceed to the selection of curators of office.

And after so acting, or if you should encounter any difficulty in the execution of these banns, you are to inform forthwith this Court.

Given by the Civil Court First Hall, above mentioned, with the witness of the Hon. Mr Justice Robert G. Mangion, LLD, Doctor of Laws.

Today 30th September, 2025

Registry of the Superior Courts, today 29th April, 2026

ALEXANDRA DEBATTISTA  
For the Registrar, Civil Courts and Tribunals

B'digriet mogħti mill-Qorti Ċivili, Prim'Awla fit-23 ta' Marzu, 2026, fuq rikors ta' BNF Bank plc għa Banif Bank (Malta) plc (C41030) għie ffixat il-jum tal-Hamis, 18 ta' Ġunju, 2026, fil-ħdax u nofs ta' filgħodu (11.30 a.m.) għall-bejgħ bl-irkant, li għandu jsir f'Kamra Numru 78, Biswit l-Arkivju, Livell -1, Qrati tal-Ġustizzja, Triq ir-Repubblika, Il-Belt Valletta, tal-fond hawn taħt deskritt:

a) Il-garaxx bla isem u bla numru internament immarkat bin-numru tnejn (2), flimkien ma' erba' (4) parkeġġi għal karożzi, internament immarkati bin-numri wiehed sa erbgha (1-4), fil-livell tal-kantina (pjan sotterran), formanti parti mill-binja magħrufa bħala 'Geomar Court' aċċessibbli minn Triq il-Mithna l-Qadima, il-Mellieħa. Flimkien mal-garaxx l-ieħor fl-istess kumpless, il-garaxx u l-parkeġġi jinkludu sehem indiviż in pjena proprjetà tal-partijiet komuni inklużi r-rampa u d-drive in li minnhom huma aċċessibbli, u s-servizzi kollha maħsuba għall-użu komuni u li huma suġġetti u jgawdu minn dawk is-servitugiet kollha naxxenti mill-pożizzjoni tagħhom, liberu u frank, bid-drittijiet u l-pertinenzi kollha tiegħu u stmat li jiswa mija u erbgha u sittin elf ewro (€164,000);

b) Il-penthouse internament immarkat bin-numru hamsa (5), sitwata fit-tielet sular, bl-arja sovrapposta inkluża magħha, formanti parti mill-binja magħrufa bħala Geomar Court, aċċessibbli minn partijiet komuni li jinfdu direttament minn Triq it-Tagħam, il-Mellieħa, u li jikkonsistu minn intrata, tromba tat-taraġ kif ukoll lift shaft battal, inkluż is-sehem indiviż in pjena proprjetà ta' dawk il-partijiet, servizzi u kumditajiet kollha, maħsuba għall-użu komuni, inklużi l-bieb prinċipali, l-entratura, il-kamra tal-intrata, l-għetiebi, it-turġien, u t-tromba u l-pjan relattiv, ix-xaftijiet il-lift u x-xaft relattiv u kif ukoll servizzi elettrici, katusi, drains, sistemi tad-drenagg, u sistema tal-ilma tax-xita u li huma suġġetti u jgawdu minn dawk is-servitugiet kollha naxxenti mill-pożizzjoni tagħhom fil-binja, libera u franka, bid-drittijiet u l-pertinenzi kollha tagħha, preżentament mikrija lil terzi, u stmata li tiswa tliet mija u tmienja u tmenin elf ewro (€388,000).

L-imsemmija garaxx flimkien mal-parking spaces u l-penthouse jiffurmaw parti minn Geomar Court u li tikkonfina mill-Grigal ma' Triq it-Tagħam, mil-Lbiċ ma' Triq il-Mithna l-Qadima u mill-Majjistral mal-fond fil-pjan terren u l-maisonette sovrappost, rispettivament bl-ismijiet 'My Nest' u 'Santa Rita'. Illi l-akkwist tad-dar fejn illum tinsab sitwata l-binja bl-isem Geomar Court sar permezz ta' kuntratt magħmul fl-Atti tan-Nutar Dott. Carmel Lia fis-7 ta' April, 1995.

L-imsemmi fond huwa proprjetà ta' Tarcam Company Ltd (C16852).

By decree given by the Civil Court, First Hall on the 23rd March, 2026, on the application of BNF Bank plc previously Banif Bank (Malta) plc (C41030), Thursday, 18th June, 2026, at half past eleven in the morning (11.30 a.m.), has been fixed for the sale by auction to be held in Room Number 78, Nearby the Courts Archives, Level -1, Courts of Justice, Triq ir-Repubblika, Valletta, of the following property:

a) The garage without name and without number internally marked by number two (2), together with four (4) parking spaces, internally marked by numbers one till four (1-4), at basement level, forming part of a block known as 'Geomar Court' accessible from Triq il-Mithna l-Qadima in Mellieħa. Together with the other garage in the same block, the garage and the parking spaces include the undivided share in the ownership of the common parts including the ramp and the drive in from which they are accessible, and all the services intended for the common use and as subject to and enjoying all those servitudes inherent in its position, free and unencumbered with all its rights and appurtenances, and is valued at one hundred and sixty four thousand euro (€164,000);

b) The penthouse internally numbered five (5), located on the third floor, including its overlying airspace, forming part of a block known as Geomar Court, accessible from the common parts that abuts directly onto Triq it-Tagħam, Mellieħa, and which consists of the entrance hall, the stairwell as well as the vacant lift shaft, including the undivided share in the ownership of all those parts, services and amenities intended for the common use, including the main door, entrance, entrance hall, doorsteps, stairs, staircase, stairwell, landings, shafts, lift and lift shaft, as well as the electric services, drains, drainage and rainwater system, as subject to and enjoying all those servitudes inherent in its position, free and unencumbered, with all its rights and appurtenances, presently rented to third parties and is valued at three hundred and eighty eight thousand euro (€388,000).

The said garage together with the parking spaces and the penthouse form part of Geomar Court and which is bounded on the northeast by Triq it-Tagħam, on the southwest by Triq il-Mithna l-Qadima and on the northwest by the ground floor tenement and overlying maisonette known as 'My Nest' and 'Santa Rita' respectively. The acquisition of the house presently occupied by the building named Geomar Court was done by means of a contract in the Acts of Notary Dr Carmel Lia dated the 7th April, 1995.

The said tenement is the property of Tarcam Company Ltd (C16852).

N.B. L-imsemmi fond jinbiegħ bħalma ġie deskritt fl-atti tas-subbasta 41/2025.

Reġistru tal-Qrati Superjuri, illum l-Erbgħa, 29 ta' April, 2026

GAETANA AQUILINA  
Għar-Registratur, Qrati Ċivili u Tribunali

N.B. The said tenement will be sold as described in the acts of judicial sales number 41/2025.

Registry of the Superior Courts, this Wednesday, 29th April 2026

GAETANA AQUILINA  
For the Registrar, Civil Courts and Tribunals

1181

Permezz ta' digriet mogħti fid-9 ta' Marzu, 2026, mill-Bord li Jirregola l-Kera fl-atti tar-rikors fl-ismijiet Carmena Attard et vs Nadesh Grech, Rikors numru 391/2025JG, ġiet ordnata s-segwenti pubblikazzjoni biex isservi ta' notifika fil-konfront tal-intimata Nadesh Grech a tenur tal-Artikolu 187(3) et sequitur tal-Kodiċi ta' Organizzazzjoni u Proċedura Ċivili (Kap. 12).

Permezz ta' rikors fl-ismijiet Carmena Attard (KI 323139M), Maria Said, (KI 432571M), Vincenza Scicluna (KI 538363M), Charles Attard (KI 606264M) u Emily Sultana (KI 409666M) vs Nadesh Grech (KI 0086202L) ippreżentat fil-Bord li Jirregola l-Kera fil-15 ta' Diċembru, 2025, ir-rikorrenti Carmena Attard (KI 323139M) et talbu lil dan l-Onorabbli Bord għaliex m'għandux:

1. Jiddikjara u jiddeciedi illi l-intimata qiegħda tokkupa l-fond li jġib in-numru 94, Triq Matty Grima, Bormla, mingħajr ebda titolu validu fil-liġi;

2. Jordna l-iżgumbrament tal-intimata mis-surriferit fond u ċoè dak li jġib in-numru 94, Triq Matty Grima, Bormla, fi żmien qasir u perentorju illi jiġi lilha prefiss minn dan l-Onorabbli Bord u li tikkonsenja ċ-ċavetta tal-istess fond lir-rikorrenti; u

3. Jawtorizza lir-rikorrenti jirriprendu l-pussess tal-imsemmi fond li jġib in-numru 94, Triq Matty Grima, Bormla, u dan billi jintavolaw mandat ta' żgumbrament kontra l-intimata mill-fond li jġib in-numru 94, Triq Matty Grima, Bormla.

L-intimata hija ingunta minn issa stess in subizzjoni.

Bl-ispejjeż u b'riżerva ta' kull azzjoni ulterjuri spettanti lir-rikorrenti, inkluża dik għad-danni minnhom sofferti minhabba l-okkupazzjoni illegali tal-fond li jġib in-numru 94, Triq Matty Grima, Bormla, da parti tal-intimata.

Rikorrenti: 17, Misraħ Bonnici, Bormla

Notifika intimata: 94, Triq Matty Grima, Bormla

By means of a decree of the 9th March, 2026, of the Rent Regulation Board, in the records of the Application in the names Carmena Attard et vs Nadesh Grech, Application number 391/2025JG, the following publication was ordered for the purpose of effecting service on the respondent Nadesh Grech in terms of Article 187(3) et sequitur of the Code of Organisation and Civil Procedure (Cap. 12).

By means of an application in the names Carmena Attard (ID 323139M), Maria Said, (ID 432571M), Vincenza Scicluna (ID 538363M), Charles Attard (ID 606264M) and Emily Sultana (ID 409666M) vs Nadesh Grech (ID 0086202L), filed in the Rent Regulation Board, on the 15th December, 2026, the applicants Carmena Attard (ID 323139M) et requested this Honourable Board why it should not:

1. Declare and decide that the respondent is occupying the premises bearing number 94, Triq Matty Grima, Cospicua, without any valid title at law;

2. Order the eviction of the respondent from the above mentioned premises and namely that which bears the number 94, Triq Matty Grima, Cospicua, within a short and peremptory time fixed by this Honourable Board and delivers the keys of the same premises to the applicants; and

3. Authorise the applicants to take back possession of the said premises bearing number 94, Triq Matty Grima, Cospicua, and this by filing a warrant of eviction against the respondent from the premises bearing number 94, Triq Matty Grima, Cospicua.

The respondent is from now summoned so that a reference to her oath be made.

With costs and reserving any further action due to the applicants, including that for the damages suffered by them due to the illegal occupation of the premises bearing number 94, Triq Matty Grima, Cospicua, on the part of the respondent.

Applicants: 17, Misraħ Bonnici, Cospicua

Notification respondent: 94, Triq Matty Grima, Cospicua

Ir-rikors fl-ismijiet Carmena Attard et vs Nadesh Grech, rikors numru 391/2025JG jinsab differit għall-15 ta' Mejju, 2026, fil-11.10 a.m.

Registru tal-Qrati Superjuri, illum 29 ta' April, 2026

ALEXANDRA DEBATTISTA  
Għar-Registratur, Qrati Ċivili u Tribunali

The application in the names Daniel Joe Cachia et vs Ryan Zammit et, Application Number 391/2025JG has been postponed for hearing to the 15th May, 2026, at 11.10 a.m.

Registry of the Superior Courts, today 29th April, 2026

ALEXANDRA DEBATTISTA  
For the Registrar, Civil Courts and Tribunals

1182

B'dan l-avviż ikun magħruf illi b'rikors ipprezentat fil-Qorti, Sezzjoni ta' Ġuriżdizzjoni Volontarja, fid-9 ta' Frar, 2026, Rikors numru 113/2026, minn Mark Vella et, fejn talbu li tiġi ddikjarata miftuħa favur Mark Vella u Angele Sammut ulied id-decujus fi kwoti ndaqs bejniethom is-suċċessjoni ta' Cynthia Vella, mart Anthony Vella, bint il-mejtin Anthony Lentini u Evelyn née Brockdorff, imwiela San Ġiljan, Malta, kienet residenti H'Attard, Malta, u mietet l-Imsida, Malta, fl-10 ta' Ottubru, 2025, ta' 72 sena, u li kellha karta tal-identità numru 0485053M.

Għaldaqstant, kull min jidhirlu li għandu interess huwa msejjah biex jidher quddiem il-Qorti fuq imsemmija sabiex b'nota jmur kontra dik it-talba fi żmien hmistax-il għurnata li jibda jgħaddi minn dak il-jum li fih jiġi mwahhal il-bandu u l-avviżi skont il-liġi.

Registru tal-Qorti Ċivili, Sezzjoni ta' Ġuriżdizzjoni Volontarja

Illum 29 ta' April, 2026

ALEXANDRA DEBATTISTA  
Għar-Registratur, Qrati Ċivili u Tribunali

By means of an application filed in the Civil Court of Voluntary Jurisdiction Section, on the 9th February, 2026, Application number 113/2026, by Mark Vella et whereby they requested that it be declared open in favour of Mark Vella and Angele Sammut children of the decujus in equal shares between them the succession of Cynthia Vella, wife of Anthony Vella, daughter of the late Anthony Lentini and Evelyn née Brockdorff, born in St Julian's, Malta, resided in H'Attard, Malta, and died in Msida, Malta, on the 10th October, 2025, aged 72, and who held identity card number 0485053M.

Wherefore, any person who believes to have an interest in the matter is hereby called upon to appear before the said Court and to bring forward his objections hereto by a minute to be filed within fifteen days from the posting of the banns and notices according to law.

Registry of the Civil Court, Voluntary Jurisdiction Section

Today 29th April, 2026

ALEXANDRA DEBATTISTA  
For the Registrar, Civil Court and Tribunals

1183

Permezz tad-digriet mogħti mill-Qorti Kostituzzjonali fid-9 ta' April, 2026, fl-Atti tar-Rikors numru 804/2021 fl-ismijiet Maria Lourdes Farrugia (KI 291636M) vs L-Avukat tal-Istat u Salvu Muscat (KI 27562M), ġiet ordnata s-segweni pubblikazzjoni biex isservi ta' notifika fil-konfront ta' Salvu Muscat a tenur tal-Artikolu 187(3) et sequitur tal-Kap. 12 tal-Liġijiet ta' Malta.

Permezz tar-Rikors tal-Appell numru 804/2021 ipprezentat fid-19 ta' Ġunju, 2025, fl-ismijiet premissi, l-appellanti Maria Lourdes Farrugia hassitha aggravata bis-sentenza ddatata 10 ta' Ġunju, 2025, mill-Prim'Awla tal-Qorti Ċivili (Sede Kostituzzjonali) fejn ddecidiet il-kawża billi ħadhet l-eċċezzjonijiet numerati (1) sa (3), (13) u (14) imressqa mill-intimat Avukat tal-Istat u t-talbiet tar-rikorrenti filwaqt li ħadhet ukoll it-tieni eċċezzjoni mressqa mill-intimat Muscat u għalhekk qiegħda tinterponi dan

By means of a decree delivered on the 9th April, 2026, by the Constitutional Court, in the records of the application number 804/2021 in the names Maria Lourdes Farrugia (ID 291636M) vs The State Advocate and Salvu Muscat (ID 27562M), the following publication was ordered for the purpose of effecting service on Salvu Muscat in terms of Article 187 (3) et sequitur of Cap. 12 of the Laws of Malta.

Whereas in Appeal Application number 804/2021 filed on the 19th of June, 2025, in the names premised, the appellant Maria Lourdes Farrugia felt aggrieved by the judgment dated 10th June, 2025, by the First Hall Civil Court (Constitutional Jurisdiction) where it decided the cause by dismissing the pleas numbered (1) to (3), (13) and (14) filed by the respondent Advocate the State and dismissing the applicant's demands whilst also dismissing the second plea brought forward by the respondent Muscat and is therefore

l-umli appell quddiem din l-Onorabbli Qorti Kostituzzjonali abbażi tal-aggravji:

1. Illi l-Ewwel Qorti kienet żbaljata meta ddeċidiet illi tilqa' l-eċċezzjonijiet tal-Avukat tal-Istat u tal-intimat Salvu Muscat, u konsegwentement tiċhad it-talbiet tar-rikorrenti abbażi tal-fatt illi ma sabitx ksur tal-Ewwel Artikolu tal-Ewwel Protokoll tal-Konvenzjoni Ewropea u tal-Artikolu 37 tal-Kostituzzjoni ta' Malta;

2. Illi l-Ewwel Qorti kienet żbaljata meta qieset li r-rimedju quddiem il-Bord li Jirregola l-Kontroll dwar il-Kiri tar-Raba' bħala wieħed effettiv, kif ukoll meta sqarret li hi d-diskrezzjoni tal-istess Bord li għandha tiġi attakkata u mhux il-liġi sostantiva u ċoè d-dispożizzjonijiet tal-Kap. 199 tal-Liġijiet ta' Malta;

3. L-Ewwel Qorti kienet żbaljata meta fid-dawl ta' dak li ddeċidiet, ma laqgħetx it-talba ta' likwidazzjoni ta' kumpens pekunjarju u nonpekunjarju a favur tar-rikorrenti appellanta, u dan peress li hija sofriet ksur tad-drittijiet fundamentali tagħha kif spjegat;

4. L-Ewwel Onorabbli Qorti kienet żbaljata meta akkollat l-ispejjeż tal-proċeduri odjerni kollha fuq ir-rikorrenti appellanta.

Għaldaqstant, ir-rikorrenti appellanti titlob lil din l-Onorabbli Qorti Kostituzzjonali joghġobha tirrevoka u tħassar s-sentenza tal-Prim'Awla tal-Qorti Ċivili (Sede Kostituzzjonali) tal-10 ta' Ġunju, 2025, u tiddeċiedi dan l-appell fis-sens illi, tilqa' t-talbiet promoturi kollha tar-rikorrenti appellanta u minflok tiċhad l-eċċezzjonijiet kollha tal-intimat Avukat tal-Istat u intimat Salvu Muscat, u konsegwentement tillikwida d-danni sofferti mill-istess rikorrenti appellanta, u dan stante li ma nżammx bilanċ bejn id-drittijiet tagħha qua sid u dawk tal-inkwilin Muscat kif protetti skont l-Artikolu 1 tal-Ewwel Protokoll tal-Konvenzjoni Ewropea u l-Artikolu 37 tal-Kostituzzjoni ta' Malta, kif ukoll minhabba l-fatt li ma kellhiex rimedju effettiv a tenur tal-Artikolu 6 tal-Konvenzjoni Ewropea u l-Artikolu 39 tal-Kostituzzjoni ta' Malta.

Bl-ispejjeż taż-żewġ istanzi kontra l-intimat appellat Avukat tal-Istat.

Ir-Rikors Ġuramentat numru 804/2021 fl-ismijiet hawn fuq imsemmija huwa differit għall-11 ta' Mejju, 2026, fid-8.55 a.m.

Notifika: Salvu Muscat, 85, Triq il-Kbira, Il-Qrendi

Reġistru tal-Qrati Superjuri (Appelli), illum 21 ta' April, 2026

DOTT. FRANCO BONDIN, LLD, M. JUR.  
Għar-Reġistratur, Qrati Ċivili u Tribunali

filing this appeal before this Honourable Constitutional Court on the following grounds:

1. The Court of First Instance was mistaken when it decided to uphold the pleas of the State Advocate and of the respondent Salvu Muscat, and consequently reject the applicant's demands on the basis of the fact that it did not find a violation of the First Article of the First Protocol of the European Convention and of Article 37 of the Constitution of Malta;

2. The Court of First Instance was mistaken when it considered that the remedy before the Rural Leases Control Board as effective, as well as when it stated that it is the discretion of the same Board that is to be reviewed and not the substantive law and namely the provisions of Cap. 199 of the Laws of Malta;

3. The Court of First Instance was mistaken when in the light of what it decided, it did not uphold the demand for the liquidation of pecuniary and non-pecuniary compensation in favour of the appellant applicant, and this because it is being submitted that she suffered a violation of her fundamental rights as explained;

4. The Honourable First Court was mistaken when it burdened the costs of all the present procedures on the appellant applicant.

Therefore, the appellant requests this Honourable Constitutional Court to revoke and cancel the judgment of the First Hall Civil Court (Constitutional Jurisdiction) of the 10th June, 2025, and decide this appeal by upholding all the original demands of the applicant appellant and instead dismiss all the pleas of the respondent State Advocate and respondent Salvu Muscat, and consequently liquidate the damages suffered by the same appellant, and this since a balance was not kept between her rights qua owner and those of the lessee Muscat, as protected according to Article 1 of the First Protocol of the European Convention and Article 37 of the Constitution of Malta, as well as due to the fact that she did not have an effective remedy in terms of Article 6 of the European Convention and Article 39 of the Constitution of Malta.

With costs of both instances against the respondent State Advocate.

Application number 804/2021 in the names above mentioned is deferred to the 11th of May, 2026, at 8.55 a.m.

Notification: Salvu Muscat, 85, Triq il-Kbira, Qrendi

Registry of the Superior Courts (Appeals), on the day 21st of April, 2026

DR FRANCO BONDIN, LLD, M. JUR.  
For the Registrar, Civil Courts and Tribunals

Permezz tad-digriet mogħti mill-Qorti Kostituzzjonali fis-26 ta' Marzu, 2025, fl-Atti tar-Rikors numru 451/2022, fl-ismijiet Anthony Cesare pro et noe u Sonia Cauchi (KI 180670M) et vs Bella Luna Co. Ltd (C13280) u l-Avukat tal-Istat, ġiet ordnata s-segwenti pubblikazzjoni biex isservi ta' notifika fil-konfront tad-Direttur tas-soċjetà appellata John Zammit u l-kumpanija Bella Luna Co. Ltd, a tenur tal-Artikolu 187(3) et sequitur tal-Kap. 12 tal-Liġijiet ta' Malta.

Permezz tar-Rikors tal-Appell numru 451/2022, ippreżentat fil-15 ta' Mejju, 2024, fl-ismijiet premissi, ir-rikorrenti appellanti hassewhom aggravati minn din is-sentenza tal-Prim'Awla tal-Qorti Ċivili tas-26 ta' April, 2024, u b'hekk qegħdin jinterponu dan l-umli appell quddiem din l-Onorabbli Qorti abbażi tas-segwenti aggravji:

1. Illi l-Ewwel Onorabbli Qorti kienet żbaljata meta ddeċidiet illi ma kien hemm ebda sproporzjon bejn dak li kienu jirċievu r-rikorrenti appellanti bhala kera mis-soċjetà appellata u dak smat mill-Perit tal-Qorti;

2. Illi l-istess Qorti trattat biss il-kwistjoni tal-kumpens, u ma dahlitx fil-kwistjoni jekk illum, bl-ammont ta' kera li qegħdin jirċievu l-appellanti, humiex qegħdin jinkisru d-drittijiet fundamentali tar-rikorrenti appellanti. Illi kif ġie deċiż minn din l-Onorabbli Qorti Kostituzzjonali f'diversi sentenzi fir-rigward ta' postijiet kummerċjali b'kera ta' qabel is-sena 1995, il-Qorti tiddikjara li l-inkwilini ma jistgħux ikomplu jinqdew bid-dispożizzjonijiet tal-liġi, sabiex ikomplu jokkupaw il-fond b'kera baxxa.

Għaldaqstant, l-appellanti qegħdin jitolbu lil din l-Onorabbli Qorti Kostituzzjonali sabiex tħassar, tannulla, u tirrevoka s-sentenza mogħtija minn din l-istess qorti fis-26 ta' April, 2024, fl-ismijiet premissi, u minflok tikkundanna lill-Avukat tal-Istat sabiex jersaq għal-likwidazzjoni tad-danni, tal-perjodu rilevanti, u tikkundanna l-istess Avukat tal-Istat iħallas dawn id-danni subit, kif ukoll tiddikjara li l-kumpanija appellata m'għandhiex tkompli tistrieħ fuq id-dispożizzjonijiet tal-liġi ai termini tal-Kap. 69 tal-Liġijiet ta' Malta fir-rigward tal-kirja de quo.

Bl-ispejjeż taż-żewġ istanzi kontra l-intimat Avukat tal-Istat

Ir-Rikors Ġuramentat 451/2022 fl-ismijiet hawn fuq imsemmija huwa differit għall-25 ta' Mejju 2026, fl-9.45 a.m.

Notifika: John Zammit, bhala d-Direttur ta' Bella Luna Co. Ltd, 11, M. Dolores, Flat 1, Triq it-Tajjar, L-Imsida

Bella Luna Company Limited: Rosedale, Plott 29, Triq il-Keffa, Tal-Ibraġ, Is-Swieqi

By means of a decree delivered by the Constitutional Court on the 26th March, 2025, in the records of Application number 451/2022, in the names Anthony Cesareo pro et noe and Sonia Cauchi (ID 180670M) et vs Bella Luna Co. Ltd (C13280) and State Advocate, the following publication was ordered for the purpose of effecting service on the Director of the respondent company John Zammit and Bella Luna Co. Ltd, in terms of Article 187 (3) et sequitur of Cap 12 of the Laws of Malta.

By means of Appeal Application number 451/2022, filed on the 15th May, 2024, in the names premised, the appellants felt aggrieved by this judgment of the First Hall Civil Court pronounced on the 26th April, 2024, and are thus filing this humble appeal before this Honourable Court on the following grounds:

1. The Honourable First Court erred when it decided that there was no disproportion between what the appellant applicants received as rent by the respondent company, and that estimated by the Court-appointed referee;

2. The same Court only dealt with the question of compensation, and did not enter into the question whether today, with the amount of rent that the appellants are receiving, there is a violation of the fundamental rights of the appellant applicants. As decided by this Honourable Constitutional Court in various judgments regarding commercial premises with rent before the year 1995, the Court declares that the lessees cannot continue to avail themselves of the provisions of law, in order to continue occupying the premises with a low rent.

Therefore, the appellants are asking this Honourable Constitutional Court to cancel, annul, and revoke the judgment given by this same Court on the 26th April, 2024, in the names premised, and instead condemn the State Advocate to come forward for the liquidation of damages, of the relevant period, and condemn the same State Advocate to pay these damages suffered, as well as declare that the respondent company should not continue to rely on the provisions of law in terms of Cap. 69 of the Laws of Malta regarding the lease de quo.

With costs of both instances against the respondent State Advocate

Application No. 451/2022 in the names above mentioned is deferred to the 25th of May, 2026, at 9.45 a.m.

Notification: John Zammit, as the Director of Bella Luna Co. Ltd, 11, M. Dolores, Flat 1, Triq it-Tajjar, Msida

Bella Luna Company Limited: Rosedale, Plot 29, Triq il-Keffa, Tal-Ibraġ, Swieqi

L-Avukat tal-Istat, Casa Scaglia, Il-Belt Valletta

State Advocate: Casa Scaglia, Valletta

Reġistru tal-Qrati Superjuri, illum 27 ta' April, 2026

Registry of the Superior Courts, this day 27th April, 2026

DOTT. FRANCO BONDIN, LLD, M. JUR.  
Għar-Reġistratur, Qrati Ċivili u Tribunali

DR FRANCO BONDIN, LLD, M. JUR.  
For the Registrar, Civil Courts and Tribunals

1185

B'digriet mogħti mill-Qorti Ċivili, Prim'Awla, fis-26 ta' Marzu, 2026, fuq rikors ta' 35° 14° Capital SCC plc (C105417) li taġixxi għan-nom ta' Cell Couros ġie ffixsat il-jum tat-Tlieta, 7 ta' Lulju, 2026, fil-ħdax u nofs ta' filgħodu (11.30 a.m.) għall-bejgħ bl-irkant, li għandu jsir f'Kamra Numru 78, Biswit l-Arkivju, Livell -1, Qrati tal-Ġustizzja, Triq ir-Repubblika, Il-Belt Valletta, tal-fond hawn taht deskritt:

Maisonette fil-pjan terran, mingħajr l-arja tiegħu, uffiċjalment numerat mija u ħamsa (105) li qabel kien uffiċjalment numru wiehed u tmenin (81), fi Triq Ghajn Dwieli, Raħal Ġdid, sottostanti l-fond bin-numru mija u tlieta (103), u suġġett flimkien mal-maisonette fl-ewwel sular uffiċjalment numerat mija u tlieta (103), li qabel kien uffiċjalment numerat disgħa u sebghin (79), fi Triq Ghajn Dwieli, għaċ-ċens annwu u perpetwu ta' tlettax-il ewro u sittin ċenteżmu (€13.60), u suġġett għas-servitujiet passivi li joħorgu mill-pożizzjoni fiżika relattiva tiegħu u bid-drittijiet u l-pertinenzi kollha tiegħu, u li jmiss min-Nofsinhar ma' Triq Ghajn Dwieli, mit-Tramuntana ma' proprjetà industrijali, mil-Lvant ma' proprjetà residenzjali bin-numru mija u sebgha (107) u mill-Punent ma' proprjetà residenzjali bin-numru mija u wiehed (101) u kif deskritt fl-atti tan-Nutar Dott. Maurice Gambin fit-tlieta u għoxrin ta' Marzu, tas-sena elf, disa' mija, sitta u sebghin (23.3.1976) u smat li jiswja mitejn u tletin elf ewro (€230,000).

Il-fond huwa okkupat minn terzi u għal xi żmien kienet titħallas il-kera ta' tliet mija, ħamsa u sittin ewro (€365).

L-imsemmi fond huwa proprjetà ta' Bonello née Grech Mary (KI 415346M) u l-eredi mhux magħrufa tad-defunt Bonello Ronald (KI 779349M) kif rappreżentati mill-Kuraturi Deputati Dott. Rosemarie Farrugia u PL Gerald Bonello.

N.B. L-imsemmi fond jinbiegħ bħalma ġie deskritt fl-atti tas-subbasta 44/2024.

Reġistru tal-Qrati Superjuri, illum l-Erbgħa, 29 ta' April, 2026

GAETANA AQUILINA  
Għar-Reġistratur, Qrati Ċivili u Tribunali

By decree given by the Civil Court, First Hall on the 26th of March, 2026, on the application of 35° 14° Capital SCC plc (C105417) acting on behalf of Cell Couros, Tuesday, 07th July, 2026 at half past eleven in the morning (11:30am), has been fixed for the Sale by Auction to be held in Room Number 78, Nearby the Courts Archives, Level -1, Courts of Justice, Triq ir-Repubblika, Valletta, of the following property:

The maisonette on groundfloor level, without its airspace, officially numbered one hundred and five (105), previously officially numbered eighty one (81), in Triq Ghajn Dwieli, Raħal Ġdid, underlying the tenement numbered one hundred and three (103), and subject together with the maisonette on the first floor officially numbered one hundred and three (103), which previously was officially numbered seventy nine (79), in Triq Ghajn Dwieli, for the annual and perpetual groundrent of thirteen euro and sixty cent (€13.60), and subject to the passive servitudes resulting from its physical relative position, with all its rights and appurtenances, and is bounded on the south with Triq Ghajn Dwieli, north with industrial property, east with residential property numbered one hundred and seven (107) and west with residential property numbered one hundred and one (101), and this as described in the acts of Notary Dr Maurice Gambin dated twenty third of March, of the year nineteen hundred and seventy six (23.3.1976) and is valued at two hundred and thirty thousand euro (€230,000).

This tenement is occupied by third parties and for a period of time, a rent of three hundred and sixty five euro (€365) was paid.

The said tenement is the property of Bonello née Grech Mary (ID 415346M) and the unknown heirs of the deceased Bonello Ronald (ID 779349M) as represented by the Deputy Curators Dr Rosemarie Farrugia u LP Gerald Bonello.

N.B. The said tenement will be sold as described in the acts of judicial sales number 44/2024.

Registry of the Superior Courts, this Wednesday, 29th April, 2026

GAETANA AQUILINA  
For the Registrar, Civil Courts and Tribunals

Permezz ta' digriet mogħti fis-26 ta' Frar, 2026, mill-Qorti (Sezzjoni tal-Familja) fl-atti tar-Rikors numru 419/2025BS fl-ismijiet Joseph Debono vs Carmen Debono, giet ordnata s-segwenti pubblikazzjoni biex isservi ta' notifika fil-konfront tal-intimata Carmen Debono a tenur tal-Artikolu 187(3) et sequitur tal-Kodiċi ta' Organizzazzjoni u Proċedura Ċivili (Kap. 12).

Permezz ta rikors fl-ismijiet Joseph Debono (KI 413065M) vs Carmen Debono (KI 491281M) fl-atti tar-Rikors numru 419/2025BS, pprezentat fil-Qorti (Sezzjoni tal-Familja) fit-28 ta' Awwissu, 2025, ir-rikorrenti Joseph Debono (KI 413065M) talab lil din l-Onorabbli Qorti sabiex:

1. Tippronunzja d-divorzju bejn il-partijiet;

2. Tordna lir-Registratur tal-Qrati sabiex fi żmien li l-istess Onorabbli Qorti joghġobha timponi huwa jinforma lid-Direttur tar-Registru Pubbliku bid-divorzju tal-partijiet sabiex dan jiġi reġistrat fir-Registru Pubbliku.

Il-kawża fl-ismijiet Joseph Debono vs Carmen Debono (Rikors numru 419/2025BS) hija differita għall-14 ta' Mejju, 2026, fid-9.30 a.m.

Esponenti: Innuendo Flats, Flat 2, Triq Patri Anton Debono, Ir-Rabat, Għawdex

Notifika intimata: 332A, Flat 3, Triq il-Kbira, Haż-Żebbuġ, Malta

Registru tal-Qrati (Sezzjoni Familja), illum 29 ta' April, 2026

ALEXANDRA DEBATTISTA  
Għar-Registratur, Qrati Ċivili u Tribunali

By means of a decree of the 26th February, 2026, of the Civil Court (Family Section), in the records of the application in the names Joseph Debono vs Carmen Debono, Application number 419/2025BS, the following publication was ordered for the purpose of effecting service on the respondent Carmen Debono in terms of Article 187(3) et sequitur of the Code of Organisation and Civil Procedure (Cap. 12).

By means of an Application in the records of the application Number 419/2025BS in the names Joseph Debono (ID 413065M) vs Carmen Debono (KI 491281M), filed in the Civil Court (Family Section), on the 28th August, 2025, the applicant Joseph Debono (ID 413065M) requested this Honourable Court to:

1. Pronounce the divorce between the parties;

2. Order the Registrar of Courts so that within such time as this Honourable Court may impose he informs the Director Public Registry with the divorce of the parties so that the latter registers the same in the Public Registry.

The application in the names Joseph Debono vs Carmen Debono, Application number 419/2025BS has been postponed for hearing to the 14th May, 2026, at 9.30 a.m.

Applicant: Innuendo Flats, Flat 2, Triq Patri Anton Debono, Victoria, Gozo

Notification respondent: 332A, Flat 3, Triq il-Kbira, Haż-Żebbuġ, Malta

Registry of the Civil Courts (Family Section), today 29th April, 2026

ALEXANDRA DEBATTISTA  
For the Registrar, Civil Courts and Tribunals

Permezz ta' digriet mogħti mill-Qorti tal-Maġistrati (Malta) fit-23 ta' Marzu, 2026, giet ordnata l-pubblikazzjoni tal-estratt li jidher hawn taht għall-finijiet ta' notifika skont l-Artikolu 187(3) et sequitur tal-Kodiċi ta' Organizzazzjoni u Proċedura Ċivili (Kap. 12).

Kebab Manufacturing Co. Limited (C89380) ta' 230, Triq il-Kunċizzjoni, L-Imnsida MSD 1360, ipprezenta talba fit-28 ta' Novembru, 2025, fejn il-kumpanija attriċi talbet sabiex din il-Qorti tikkundanna lil Hasan Yilmaz (KI 549812L) eżerċenti l-kummerċ taht l-isem Hasan's Kebab ta' 71,

By a decree of the Court of Magistrates (Malta) of the 23rd March, 2026, the publication of the following extract was ordered for the purpose of service in terms of Article 187(3) et sequitur of the Code of Organisation and Civil Procedure (Cap. 12).

Kebab Manufacturing Co. Limited (C89380) of 230, Triq il-Kunċizzjoni, Msida MSD 1360, filed a claim on the 28th November, 2025, whereby the plaintiff company asked the Court to condemn Hasan Yilmaz (ID 549812L) carrying on trade under the name Hasan's Kebab of 71, Pjazza tal-

Pjazza tal-Ferrovija, Birkirkara, u/jew 34, Romantica Court, Flt 6, Triq Manoel De Vilhena, Il-Gżira, sabiex iħallas lill-kumpanija attriċi s-somma ta' €10,757.90, liema ammont huwa dovut lill-kumpanija attriċi.

Bl-ispejjeż u bl-imghax

Il-kawża (Avviż numru 286/2025JG) hija differita għall-15 ta' Mejju, 2026, fl-10.10 a.m.

Notifika: Hasan Yilmaz (KI 549812L) eżerċenti l-kummerċ taht l-isem Hasan's Kebab ta' 71, Pjazza tal-Ferrovija, u/jew 34, Romantica Court, Flt 6, Triq Manoel De Vilhena, Il-Gżira

Registru tal-Qorti tal-Maġistrati (Malta), illum 29 ta' April, 2026

ALEXANDRA DEBATTISTA

Għar-Registatur, Qrati Ċivili u Tribunali

Ferrovija, Birkirkara, and/or 34, Romantica Court, Flt 6, Triq Manoel De Vilhena, Gżira, to pay the plaintiff company the sum of €10,757.90, which amount is due to the plaintiff.

With costs and interest

The case (Notice number 286/2025JG) is deferred to the 15th May, 2026, at 10.10 a.m.

Notification: Hasan Yilmaz (ID 549812L) carrying on trade under the name Hasan's Kebab of 71, Pjazza tal-Ferrovija, Birkirkara, and/or 34, Romantica Court, Flt 6, Triq Manoel De Vilhena, Gżira

Registry of the Courts of Magistrates (Malta), today 29th April, 2026

ALEXANDRA DEBATTISTA

For the Registrar, Civil Courts and Tribunals

1188

B'digriet mogħti mill-Qorti Ċivili, Prim'Awla, fis-16 ta' April, 2026, fl-atti tar-Rikors Ġuramentat numru 158/2026DC, fl-ismijiet: Orazio sive Grazio Bugeja et vs Caroline Bugeja Bianco et, ġiet ordnata s-segwenti pubblikazzjoni, a tenur tal-Artikolu 187 et sequitur tal-Kapitlu 12, biex isservi bhala notifika fil-konfront tal-intimat.

Permezz ta' rikors fl-ismijiet: Orazio sive Grazio Bugeja (273635M) et vs Caroline Bugeja Bianco (193075M) et ipprezentat fil-Qorti Ċivili, Prim'Awla, fl-24 ta' Frar, 2026, ir-rikorrent talab lil din l-Onorabbli Qorti sabiex:

1. Tipproċedi għas-sentenza skont it-talba tar-rikorrenti bid-dispensa tas-smiġh ai termini tal-Artikolu 167 et sequitur tal-Kap. 12 tal-Ligijiet ta' Malta;

2. Tordna lill-konvenuti sabiex jiżgombraw u/jew jitolqu mill-proprjetà immobbli ossija razzett b'remissa miegħu, enumerat bin-numru hdx (11), ittra 'A', bl-isem 'Shalom', fi Triq il-Bidni, Marsaskala;

Bl-ispejjeż kollha kontra l-intimat li minn issa huwa ingunt għas-subizzjoni

Ir-Rikors Ġuramentat numru 158/2026DC fl-ismijiet imsemmija hawn fuq huwa differit għall-4 ta' Mejju, 2026, fis-13.00 p.m.

Notifika Intimat: Caroline Bugeja Bianco (193075M), 11, ittra 'A', bl-isem 'Shalom', Triq il-Bidni, Marsaskala;

By means of a decree given by the Civil Court, First Hall, on the 16th April, 2026, in the records of the Sworn application number 158/2026DC, in the names: Orazio sive Grazio Bugeja et vs Caroline Bugeja Bianco et, the following publication was ordered, in terms of Article 187 et sequitur of Chapter 12, for the purpose of service of the respondent.

By means of an application in the names: Orazio sive Grazio Bugeja (273635M) et vs Caroline Bugeja Bianco (193075M) et filed in the Civil Court, First Hall on the 24th February, 2026, the applicant asked this Honourable Court so that:

1. Proceed to give a judgement according to the demand of the applicants without proceeding to a hearing in terms of Article 167 et seq of Chapter 12 of the Laws of Malta;

2. Order the defendants to vacate and/or leave the immovable property or rather a farmhouse with a stables, numbered eleven (11), letter "A", with the name "Shalom", in Triq il-Bidni, Marsaskala;

With all costs against the respondent who is from now summoned so that a reference to his evidence be made

The Sworn application number 158/2026DC in the names mentioned above is postponed to the 4th May, 2026, at 13:00p.m.

Notification respondent: Caroline Bugeja Bianco (193075M), 11, letter "A", named "Shalom", Bidni Street, Marsaskala;

Registru tal-Qrati Superjuri, illum 29 ta' April, 2026

Registry of the Superior Courts, today 29th April, 2026

GABRIEL MANGION  
Għar-Registatur, Qrati Ċivili u Tribunali

GABRIEL MANGION  
For the Registrar, Civil Courts and Tribunals

1189

ARB/C044/2026 – ORDNI TA' QBID U FFRIŻAR

ARB/C044/2026 – SEIZING AND FREEZING ORDER

IKUN JAF KULHADD illi b'digriet mogħti fil-27 ta' April, 2026, mill-Qorti tal-Maġistrati (Malta) bħala Qorti ta' Ġudikatura Kriminali (il-Maġistrat Dott. Ann Marie Thake, LLD). Kumpilazzjoni Numru 2777/2026, fil-kawża fl-ismijiet:

IT IS BEING NOTIFIED that by a decree dated 27th April, 2026, given by the Court of Magistrates (Malta) as a Court of Criminal Judicature (Magistrate Dr Ann Marie Thake, LLD). Compilation Number 2777/2026, in the case:

Ir-Repubblika ta' Malta

The Republic of Malta

Kontra

Versus

CHRISTOPHER ZAMMIT, ta' 57 sena, iben Anthony Zammit u Concetta Zammit xebba Pawney, imwieled Tal-Pietà, Malta, fis-16 ta' Ottubru, 1968, u resident fi Block 3, Flat 1, Triq Sant Andrija, Bormla, Malta, u detentur tal-karta tal-identità Maltija bin-numru 447268M.

CHRISTOPHER ZAMMIT, 57 years, son of Anthony Zammit and Concetta Zammit née Pawney, born in Pietà, Malta, on the 16th October, 1968, and residing at Block 3, Flat 1, Triq Sant Andrija, Cospicua, Malta, and holder of Maltese identity card, bearing number 447268M.

Il-Qorti qed tordna 'Ordni ta' Qbid u Friżar' u tissekwestra f'idejn terzi b'mod ġenerali l-flejjes u l-proprjetà mobbli kollha li huma dovuti lill jew li jmissu lill CHRISTOPHER ZAMMIT, jew li huma proprjetà tiegħu u milli jittrasferixxi, jagħti b'rahan, jipoteca jew xort'oħra jiddisponi minn xi proprjetà mobbli jew immobbli ai termini tal-Artikolu 22A tal-Kap.101 tal-Liġijiet ta' Malta u tal-Artikolu 23A tal-Kap.9 tal-Liġijiet ta' Malta.

The Court is ordering a 'Seizure and Freezing Order' and is generally seizing, in the hands of third parties, all monies and movable property that are owed to or belong to CHRISTOPHER ZAMMIT, or that are his property, and prohibiting him from transferring, pledging, mortgaging, or otherwise disposing of any movable or immovable property in terms of Article 22A of Cap. 101 of the Laws of Malta and Article 23A of Cap. 9 of the Laws of Malta.

Il-Qorti qed tawtorizza li l-imputat jista' jibqa' jirċievi l-ammonti li ma jeċċedux is-somma ta' €13,976.00, fis-sena,

The Court is authorizing that the accused may continue to receive amounts not exceeding the sum of €13,976.00 per year.

Kull persuna li tagħmel xi haġa bi ksur tal-ordni tal-Qorti msemmi fl-Artikolu 22A u fl-Artikolu 23A, tkun haġja ta' reat u tehel meta tinstab haġja multa ta' mhux iżjed minn ħdax-il elf, sitt mija u sitta u erbghin ewro u sebgħa u tmenin ċenteżmu (€11,646.87) jew priġunerija għal żmien ta' mhux iżjed minn tnax-il xahar, jew dik il-multu u priġunerija flimkien.

Any person who acts in contravention of the Court order mentioned in Article 22A and Article 23A referred to above shall be guilty of an offence and shall on conviction be liable to a fine (multa) not exceeding eleven thousand, six hundred and forty-six euro and eighty-seven cents (€11,646.87), or to imprisonment for a period not exceeding twelve months, or to both such fine and imprisonment.

Kull trasferiment iehor jew tnehhija oħra ta' proprjetà li jsiru bi ksur ta' dik l-ordni tal-Qorti jkunu nulli u ma jkollhom ebda effett fil-liġi.

Any transfer or other disposal of any property made in contravention of the said Court order shall be null and without effect at law.

Illum 29 ta' April, 2026

Today 29th April, 2026

IS-SA EUNICE GRECH FIORINI  
Direttur, Uffiċċju għall-Irkupru tal-Assi

MS EUNICE GRECH FIORINI  
Director, Asset Recovery Bureau



