

CHAPTER 452**EMPLOYMENT AND INDUSTRIAL RELATIONS ACT**

To consolidate, with amendments, the Conditions of Employment (Regulation) Act (Cap.135) and the Industrial Relations Act (Cap. 266).

2nd December, 2002
27th December, 2002

ACT XXII of 2002, as amended by Acts IX of 2003, III of 2004 and XIX of 2006; Legal Notice 427 of 2007; Acts V of 2009, V of 2011 and XVI of 2012; Legal Notice 426 of 2012; and Acts IV of 2015 and XXXIII of 2016, XIII of 2018, VI and XXIX of 2019 and LVIII of 2020.*

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*see also transitory provision in article 20 of Act IV of 2015.

GENERAL

Short title.

1. The short title of this Act is the Employment and Industrial Relations Act.

Definitions.
Amended by:
XVI.2012.2;
IV.2015.17;
VI.2019.2;
LVIII.2020.2.

2. (1) In this Act, unless the context otherwise requires -

"act" and "action" each includes omission and references to doing an act or taking action shall be construed accordingly;

"class" when used in the context of a group or a category of employees shall refer to the groups or categories listed in a collective agreement:

Provided that where there is no collective agreement or where a collective agreement does not stipulate groups or categories of employees, it shall refer to the work performed or expected to be performed independently of the title or name given to the post;

"collective agreement" means an agreement entered into between an employer, or one or more organisations of employers, and one or more organisations of employees regarding conditions of employment in accordance with the provisions of any law in force in Malta;

"comparable whole-time employee" means a whole-time employee in the same establishment who is engaged in the same or similar work or occupation, due regard being given to other considerations including seniority, qualification and skills:

Provided that where there is no comparable whole-time employee in the same establishment, the comparison shall be made by reference to collective agreements covering similar comparable whole-time employees in other establishments:

Provided further that where there is no applicable collective agreement, reference shall be made to law or in default of provision by law to the prevailing practice as may be established by the Employment Relations Board;

"conciliator" means a person appointed as such under article 68;

"conditions of employment" means wages, the period of employment, the hours of work and leave and includes any conditions related to the employment of any employee under a contract of service including any benefits arising therefrom, terms of engagement, terms of work participation, manner of termination of any employment agreement and the mode of settling any differences which may arise between the parties to the agreement; but it does not include professional ethics arising from any professional relationship between an employer and an employee;

"confinement" means the birth of a living child or the birth of a child whether living or dead after seven months of pregnancy;

"contract of service" and "contract of employment" means an agreement, (other than service as a member of a disciplined force except as may be provided in or under this Act) whether oral or in writing, in any form, whereby a person binds himself to render service to or to do work for an employer, in return for wages, and,

in so far as conditions of employment are concerned, includes an agreement of apprenticeship:

Provided that unless otherwise specifically referred to in another law, in this Act or in any regulations made under this Act, irrespective of the declared nature of the relationship, whenever the employer exercises effective direction, control and choice over the nature of the work or the tasks being or to be performed by a person for the employer, that relationship shall be considered to be one of a contract of service and the person carrying out the work shall be deemed to be an employee of the employer;

"Council" means the Joint Negotiating Council established by article 72;

"court of inquiry" means a person or persons appointed as a court of inquiry under article 69;

"Director" means the Director General responsible for Employment and Industrial Relations;

"disciplined force" has the same meaning as is assigned to it by article 47 of the [Constitution of Malta](#) and includes the Assistance and Rescue Force established by virtue of the [Civil Protection Act](#);

Cap. 411.

"discriminatory treatment" means any distinction, exclusion or restriction which is not justifiable in a democratic society including discrimination made on the basis of marital status, pregnancy or potential pregnancy, sex, colour, disability, religious conviction, political opinion or membership in a trade union or in an employers' association;

"employee" means any person who has entered into or works under a contract of service, or any person who has undertaken personally to execute any work or service for, and under the immediate direction and control of another person, including an outworker, but excluding work or service performed in a professional capacity or as a contractor for another person when such work or service is not regulated by a specific contract of service;

"employer" includes a partnership, company, association or other body of persons, whether vested with legal personality or not;

"employees' representative" for the purposes of articles 35, 36(14), 37 and 38 means the recognized union representative:

Provided that, where there exists no recognised union, the terms shall mean such representative of the union representing the employees, notwithstanding that in the case of non-unionised employees, the terms shall mean such representative duly elected from amongst the non-unionised employees, by means of a secret ballot called for such purpose by the employer;

"employers' association" means an organisation consisting wholly or mainly of employers and of which the principal purpose is by its rules the regulation of relations between employers and workers or trade unions;

"employment", in relation to a trade dispute, includes any

relationship whereby one person does work or performs services for another (other than a service as a member of a disciplined force);

"hours of work" means the time on any day during which employees are available for service to the employer, exclusive of the intervals allowed for meals and rest;

"Industrial Tribunal" means the Industrial Tribunal set up under Title II of this Act;

"Minister" means the Minister from time to time responsible for Employment and Industrial Relations;

"national standard order" means an order made under this Act regulating the conditions of employment of employees in general;

"outworker" means a person to whom articles, materials or services of any nature are given out by an employer for the performance of any type of work or service where such work or service is to be carried out either in the home of the outworker or in some other premises not being premises under the control and management of that other person;

"overtime" means any hours of work in excess of the normal hours of work;

"parent" includes an adoptive parent or any person who has the legal custody of a child;

"part-time employee" means an employee whose normal hours of work, calculated on a weekly basis or on an average over a period of employment of up to one year, are less than the normal hours of work of a comparable whole-time employee and who is not a whole-time employee with reduced hours;

"period of employment" means the time in any day during which employees are available for service to the employer, but inclusive of the intervals allowed for meals and rest;

"personal injury" includes any disease and any impairment of a person's physical or mental condition;

"prescribed" means prescribed by this Act or by or under rules or regulations made under this Act;

"*pro rata*" means the proportion that the weekly number of hours for which the employee is engaged bears to the number of weekly hours, excluding overtime, of a comparable whole-time employee;

"public office", "public officer" and "public service" have the same meaning as is assigned to them by article 124 of the [Constitution of Malta](#);

"recognised conditions of employment" are those conditions of employment recognised in terms of Part II of Title I of this Act;

"recognition" for the purposes of this Act, shall mean the express recognition of a registered trade union by an employer or by an employers' association for the purposes of collective bargaining;

"registered", in relation to a trade union or an employers'

association and to the rules thereof, means registered under this Act;

"Registrar" means the Registrar of Trade Unions appointed or designated under article 52;

"registration" means registration under this Act of a trade union or of an employers' association and of the rules thereof;

"sectoral regulation order" means an order made under this Act regulating the conditions of employment of a sector or class of employees;

"self-employed persons" means all persons pursuing a gainful activity on their own account;

"trade dispute" means a dispute between employers and workers, or between workers and workers, which is connected with any one or more of the following matters:

- (a) terms and conditions of employment, or the physical conditions in which any workers are required to work;
- (b) engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- (c) allocation of work or the duties of employment as between workers or groups of workers;
- (d) matters of discipline;
- (e) facilities for officials of trade unions;
- (f) machinery for negotiation or consultation, and other procedures, relating to any of the foregoing matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in any such negotiation or consultation or in the carrying out of such procedures;
- (g) the membership or non-membership of a worker in a particular trade union;

"trade union" means an organisation consisting wholly or mainly of workers and of which the principal purpose is by its rules the regulation of relations between workers and employers or employers' associations;

"Tribunal" means the Industrial Tribunal established by article 73;

"unfair dismissal", in relation to a worker, means:-

- (a) the termination by the employer in respect of that worker of a contract of employment for an indefinite time (other than probationary employment as defined in this Act) being a termination which is not made solely on the grounds of redundancy or for a good and sufficient cause in accordance with the relevant provisions of this Act or any regulations prescribed hereunder, or
- (b) which is made in contravention of the provisions of

article 64(4), or

- (c) which, though made on grounds of redundancy or for a good and sufficient cause, is discriminatory as defined in this Act or any regulations prescribed hereunder;

and includes any failure by the employer to re-employ such person or to re-employ him as provided in article 36(3), or

- (d) the termination by the employer in respect of that worker of a contract of employment for a fixed term:

Provided that the expiration of a fixed term contract of employment shall not be deemed to be a termination of the fixed term contract of employment;

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

"weekly day of rest" means a period of twenty four consecutive hours starting from the time when the employee normally commences his term of duty;

"whole-time employee" means an employee who is deemed to be a whole-time employee in terms of any recognised conditions of employment;

"whole-time employee with reduced hours" means a whole-time employee who in agreement with the employer works for less than the number of hours of work applicable in terms of the recognised conditions of employment to a whole-time employee, provided that such employment is the principal employment of the employee, in respect of which social security contributions are payable;

"worker" has the same meaning as "employee" but for the purposes of Title II of this Act, "worker" means an employee who works or normally works or seeks to work -

- (a) under a contract of employment; or
- (b) under any contract (whether express or implied and, if express, whether oral or in writing) whereby he undertakes to do or perform personally any work or services for another party to the contract who is not a professional client of his; or
- (c) in employment under or for the purposes of a department of Government, otherwise than as a member of a disciplined force, in so far as any such employment does not fall within paragraph (a) or (b) of this definition,

and in relation to a trade dispute to which an employer is a party, "worker" includes any worker even if not employed by that employer.

(2) For the purposes of this Act, a dispute to which a trade union or an employers' association is a party shall be treated as a dispute to which workers or, as the case may be, employers are parties.

(3) Any provision of this Act requiring compliance with or observance of any provision of this Act (however such requirement is worded), or making provision with respect to any contravention thereof, shall be construed as requiring compliance with and observance of, or as equally applicable to, any provision of any regulation or rule made under this Act.

(4) The masculine gender includes the feminine and the singular includes the plural, unless the context otherwise requires.

TITLE I

EMPLOYMENT RELATIONS

PART I

EMPLOYMENT RELATIONS BOARD

3. (1) A Board to be designated Employment Relations Board and hereinafter referred to as the "Board", shall be appointed by the Minister.

Employment
Relations Board.
Amended by:
XXXIII. 2016.2.

(2) The Board shall be composed as follows:

- (a) an independent chairperson;
- (b) the Director responsible for Employment and Industrial Relations who shall act as Deputy Chairperson;
- (c) four representatives of employees nominated by the Malta Council for Economic and Social Development from amongst the representative national workers' organisations sitting on the said Council;
- (d) four representatives of employers nominated by the Malta Council for Economic and Social Development from amongst the representative national employers' organisations sitting on the said Council; and
- (e) three other persons to be appointed by the Minister.

(3) The functions of the Board shall be -

- (a) to make recommendations to the Minister as to any national minimum standard conditions of employment, hereinafter referred to as a national standard recommendation, for eventual inclusion in a national standard order;
- (b) to make recommendations to the Minister as to any sectoral conditions of employment, hereinafter referred to as a sectoral regulation recommendation, for eventual inclusion in a sectoral regulation order;
- (c) to advise the Minister on any matter relating to conditions of employment, or on any matter referred to the Board by the Minister;
- (d) to carry out the functions assigned to it by article 73 and any other function that may be assigned to it by

law from time to time.

(4) The Minister shall appoint a public officer to act as secretary to the Board.

(5) Subject to the provisions of this Act and to any regulations made thereunder the Board shall regulate its own procedure:

Provided that the Chairperson of the Board shall not vote unless on any question the votes are equally divided, in which case he shall have and exercise a casting vote.

(6) The Board shall have the power to co-opt non voting members and to appoint sub-committees.

PART II

RECOGNISED CONDITIONS OF EMPLOYMENT

National Standard
Orders and
Sectoral
Regulation Orders.

4. (1) Where the Minister receives any national standard recommendation or any sectoral regulation recommendation he may, subject as hereinafter provided, make a national standard order or a sectoral regulation order, as the case may be, to be published in the Gazette, giving effect to the national standard recommendation or the sectoral regulation recommendation as from such date as may be specified in the order:

Provided that the Minister may, if he thinks fit, before making an order as aforesaid, refer the national standard recommendation or the sectoral regulation recommendation received by him back to the Board and the Board shall thereupon reconsider it having regard to any observations made by the Minister and may, if it thinks fit, re-submit the national standard recommendation or the sectoral regulation recommendation to the Minister either without amendment or with such amendments as it thinks fit having regard to those observations.

(2) Any national standard recommendation and any sectoral regulation recommendation as well as any national standard order or sectoral regulation order for giving effect thereto, may make different provisions for different cases and may contain provisions for the amendment or revocation of previous national standard orders or sectoral regulation orders and may contain any incidental, supplemental or consequential provisions which may appear necessary for carrying out the provisions of any national standard order and any sectoral regulation order.

(3) No national standard order or sectoral regulation order shall have effect so as to prejudice any rights as to conditions of employment conferred on any employee by or under any law other than this Act or by or under any existing contract.

(4) Without prejudice to what is provided in the proviso to article 42, if a contract between an employee to whom a national standard order or a sectoral regulation order applies and the employer or any collective agreement provides for conditions of employment less favourable to the employee than those specified in

the order, it shall have effect as if for those conditions there were substituted the conditions specified in the order.

5. (1) The conditions of employment prescribed in a national standard order, or in a sectoral regulation order, or a collective agreement or determined by voluntary settlement or award under the Title II of this Act, or required to be observed by or under this Act, shall be the recognised conditions of employment for the employees concerned.

Recognised conditions of employment.

(2) Where the conditions of employment are prescribed in a collective agreement, the employer or employers being a party thereto shall, within fifteen days of the signing of such agreement, send to the Director a copy thereof duly authenticated.

(3) Non observance by an employer of conditions of employment established by a national standard order or by a sectoral regulation order shall be deemed to be an offence under this Act;

(4) Nothing in this article shall prejudice any rights the parties may have arising out of any contract of service or any collective agreement under the provisions of the Title II of this Act or any other law, including the [Civil Code](#).

Cap. 16.

6. The Minister may, after consultation with the Board, prescribe the maximum weekly working hours, including overtime, for employees, minimum periods of daily rest, weekly rest and annual leave, and may make different provisions for different classes of employees including any incidental, supplemental or consequential provisions as may be deemed necessary.

Working hours and overtime.

7. On engagement of any employee, the employer shall explain to the employee the provisions of any recognised conditions of employment as may be applicable and shall deliver to the employee a written statement about such conditions as may be prescribed.

Conditions of employment to be brought to notice.

8. Where a general increase in wages is granted by the Government to all its whole-time employees and such increase is declared by the Minister by notice in the Gazette to be of general application to all whole-time employees, every employer shall increase the wages of every whole-time employee in his employment by an amount equivalent or corresponding to the increase granted by the Government to its employees with effect from the date on which the increase granted by the Government in respect of its employees takes effect:

Cost of living increases.
Amended by:
XVI. 2012.3.

Provided that, in the case of an employee who is entitled to pro rata benefits in accordance with this Act or any regulations issued hereunder, such employee shall be entitled to a portion of such cost of living increase on a pro rata basis.

9. In so far as conditions of employment are concerned, the provisions of the [Occupational Health and Safety Authority Act](#) and any regulations issued thereunder shall be deemed to form part of the recognised conditions of employment of employees to whom

Occupational health and safety.
Cap. 424.

such provisions or regulations may apply and shall, on coming into force, have the same effect as if they were national standard orders or sectoral regulation orders.

Maternity leave, parental leave and leave for urgent family reasons.

10. The Minister may, after consultation with the Board, make regulations establishing minimum periods of maternity leave, parental leave and leave for urgent family reasons to which an employee shall be entitled and the conditions regulating such entitlement

PART III

PROTECTION OF WAGES

Wages to be paid entirely in legal tender to the employee.

11. (1) Except where otherwise expressly permitted by the provisions of this Act, the entire amount of the wages earned by, or payable to, any employee shall be paid to him in money being legal tender in Malta, and every payment of, or on account of, any such wages made in any other form and any covenant in any contract providing for other form of payment shall be null and void:

Provided that payment of wages by cheque on a bank in Malta or payable to the Bank account of an employee shall be deemed to be payment in legal tender in cases in which payment in this manner is customary or necessary or is consented to by the employee concerned.

(2) Wages shall be paid directly to the employees to whom they are due except as may otherwise be provided by any law or in virtue of an order made by a competent court or where the employee or employees concerned agree to the contrary.

Terms as to spending of wages.

12. No employer shall impose in any contract of service any terms as to the place in which, or the manner in which, or the person or persons with whom, any wages paid to the employee, or any part thereof, are to be spent or otherwise employed, and any such term contained in any such contract shall be null and void.

Attachment or assignment of wages.

13. (1) Wages payable by an employer to an employee may not be assigned.

Cap. 12.

(2) Wages payable by an employer to an employee may not be attached save according to the provisions of articles 381, 382 and 849 of the [Code of Organization and Civil Procedure](#).

(3) The provisions of sub-articles (1) and (2) shall not apply where the assignment or attachment is intended to ensure the payment of maintenance due to the spouse, or to a minor child or to a person with disability or to an ascendant of the employee.

Interest on advances prohibited.

14. No employer shall make any deduction from wages by way of discount, interest or any charge of a similar nature in view of any advance of wages made to any employee in anticipation of the covenanted date of payment thereof.

Deduction from wages.

15. (1) Except where expressly permitted by the provisions of this Act or required by any other law, or where ordered by or in virtue of an order of a competent court, or permitted in an agreement entered into between an employer or employers or an

organisation of employers on the one hand and a trade union or trade unions representative of the employees concerned on the other, an employer shall not make any deductions nor enter into any contract with an employee authorising any deductions to be made from the wages to be paid by the employer to the employee.

(2) Unless expressly provided by or under this Act or any other law, an employer shall not compute as part of the wages of an employee any other benefit or income, even though granted or paid by the employer, which is payable on account of any cause other than the contract of service.

(3) Notwithstanding the provisions of this article, at the request in writing of an employee, the employer may make deductions from the wages of such employee for the purpose of a superannuation or thrift scheme or for any purpose in the carrying out of which the employer has no beneficial financial interest, direct or indirect.

(4) Deductions in the form of direct or indirect payments for the purpose of obtaining or retaining employment shall not be made from the wages of an employee by an employer, or by any intermediary or labour contractor or recruiter.

16. Where any contract of service contains conditions as to holidays better than the minimum established by law, no employer may enter into a subordinate contract of service providing for the payment to the employee in respect of any of such holidays of a daily rate lower than the normal daily rate applicable to such employee.

Subordinate contracts of service.

17. Where, in the case of whole-time employees, a public holiday other than a Sunday, falls on a weekly day of rest to which such employee is entitled, such employee shall be entitled to an additional day of vacation leave during the calendar year when such public holiday so falls on a weekly day of rest or on a Sunday in respect of each such public holiday.

Public holidays falling on weekly day of rest.

18. Nothing in this Act shall prevent the making of any contract by an employer with an employee for giving to him food, a dwelling place or other allowances or privileges other than in the form of intoxicating liquor or noxious drugs, in addition to the minimum wages prescribed by a national standard order or a sectoral regulation order, or to a higher stipulated wage, for normal time and overtime, as a remuneration for the employee's services.

Remuneration other than wages.

19. (1) Unless otherwise prescribed in a collective agreement, where -

Fines.

- (a) the terms of any written contract of service signed by the employees or the terms of a written statement signed by an employer in accordance with article 7 specify in detail the fine or fines to which the employee may become liable in respect of an act or omission; and
- (b) the terms of any such contract or the terms of any such statement have been previously approved by the Director,

it shall be lawful for the employer to make such deductions as may be authorised by such contract or such written statement.

(2) Notwithstanding the provision of sub-article (1), where an employee fails without just cause to give to his employer the total number of hours of work as bound by the terms of any contract of service applicable to him, the employer shall not inflict on the employee any fine for such loss of work but may deduct from the total wages due to the employee that part thereof which corresponds to the work so lost.

(3) Where any fine or fines are imposed by a person or by a group of persons, however named, authorised to perform such function by the employer, such person or persons shall be liable for their acts, without prejudice to the liability of the employer, as if they were the employer.

(4) Unless otherwise prescribed in a collective agreement, when an employer suspends an employee from work and during the period of suspension does not pay him wages or pays him less than the wage to which the employee is entitled, the employer shall be deemed to have made a deduction from the wages of the employee by way of a fine equivalent to the amount underpaid to him in wages.

Wages to be
privileged debts.

20. Notwithstanding the provisions of any other law any claim by any employee in respect of a maximum of three months of the current wage payable by the employer to the employee, and compensation for leave to which the employee is entitled, together with any compensation due to the employee in consideration of the termination of employment, or any notice thereof, shall constitute a privileged claim over the assets of the employer and shall be paid in preference to all other claims whether privileged or hypothecary:

Provided that, in every case, the maximum amount of the privileged claim shall not exceed the equivalent of the national minimum wage payable at the time of the claim over a period of six months.

Guarantee fund.

21. (1) There is hereby established a Guarantee Fund (hereinafter referred to as "the Fund") for the purpose of guaranteeing payment of unpaid wages due by an employer to those employees whose employment is terminated because of the employer's proved insolvency, which fund shall be regulated and administered in such manner as the Minister may prescribe.

(2) The Minister may, after consultation with the Minister of Finance and with the Board, prescribe regulations for the purpose of giving better effect to the provisions of this article; without prejudice to the generality of the foregoing, such regulations may establish -

- (a) the manner in which the Fund shall be set up and initially funded and for this purpose the Minister is authorised to endow the fund with such amount and for such period as the Minister may prescribe;
- (b) the level of proof required in order to prove insolvency

of the employer;

- (c) the rate of contribution which the State, employers and employees shall contribute towards the continued funding of the Fund;
- (d) the manner in which such Fund shall be administered;
- (e) any class of employment that is precluded from making a claim under the Fund;
- (f) the manner and the circumstances in which a claim may be made by an employee for payment from the Fund and the manner and the circumstances in which a claim shall be paid to an employee out of the Fund;
- (g) the maximum amount which can be paid out of the Fund to any single claimant;
- (h) the right of the Fund to be subrogated into the rights of the employee to whom an amount is paid from the said Fund; as well as the right of the Fund to claim refund of any amounts so paid, from the employer of the employee;
- (i) the measures and procedures that may be required in order to prevent abuse.

(3) The Fund shall have a distinct legal personality and shall be capable of entering into contracts, of suing and being sued, and doing all such things and entering into such transactions as are incidental or conducive for the fulfilment of its objectives as may be prescribed by the Minister.

(4) The Fund shall be empowered to collect, recover and institute proceedings for the payment of sums due to it, in terms of the provisions of this Act.

(5) The legal and judicial representation of the Fund shall vest in the chairperson or in any other person as the Fund may authorise for this purpose.

22. (1) Every employer shall pay or cause to be paid wages to his employees at regular intervals which shall not exceed four weeks in arrears:

Wages to be paid at regular intervals.

Provided that the provisions of this sub-article shall not apply where an agreement is entered into between an employer or employers or organisations of employers on the one hand and trade union representatives of the employees concerned on the other, fixing other intervals for the payment of wages.

(2) On termination of a contract of service all wages outstanding and any compensation payable to the employee for leave entitlement unavailed of, shall be paid by the date of the next pay day determined under sub-article (1) as if the contract had not been terminated.

(3) A settlement of accounts shall be made at least once a year by the employer in respect of employees whose wages consist of a share of profits or of a commission on sales or payments made or received by the employer.

Payment of bonus.
Substituted by:
XVI. 2012.4.

23. (1) Every employer shall pay, or cause to be paid, to each of his whole-time employees such statutory bonuses in the amount as may either be established by legal notice issued by the Minister of Finance by virtue of this article or as the Government may announce in the General Estimates of any particular year:

Provided that such statutory bonuses shall be paid between the 15th and the 30th day of the month of June and between the 15th and 23rd day of the month of December of each year and shall be in the form of a sum of money which, in either case, shall not be less than one-half of that which the Government shall have announced in the general estimates of any particular year as payable by the Government to each of its employees during that year:

Provided further that the employer shall also pay, or cause to be paid, to each of his whole-time employees any income supplements in the amount and at the times as may be established by legal notice issued by the Minister of Finance by virtue of this article:

Provided further that, where any person has been in whole-time employment with any particular employer for a period of less than a year, such employee shall be entitled to receive from his employer, or from any of his employers, a proportionate amount of the bonus or income supplement and for the purposes of this article, the pro rata calculation shall be made on the basis of the annual hours worked:

Provided finally that this article shall also apply to apprentices in a manner as may be specified in any applicable scheme under the [Employment and Training Services Act](#).

Cap. 594.

Whole-time
employees with
reduced hours.

24. Whole-time employees with reduced hours shall be paid not less *pro rata* than the wage applicable to a whole-time employee in similar employment, and they shall be also entitled to a share *pro rata* of -

- (a) the entitlement of public holidays with pay and annual vacation leave;
- (b) the benefits contemplated in article 10;
- (c) any entitlement of injury leave;
- (d) any entitlement to statutory bonus,

to which whole-time employees in similar employment with the same employer are entitled in terms of the recognised conditions of employment applicable to them.

Part-time
employees.

25. (1) Part-time employees shall not be treated in a less favourable manner than comparable whole-time employees solely because they work part-time unless different treatment is justified on objective grounds.

(2) The Minister may, after consultation with the Board, prescribe regulations establishing:

- (a) the conditions for qualification for pro rata entitlement to specific conditions of work, including the minimum

- number of hours which a part-time employee must work in order to qualify as well as the minimum period of service that may be required prior to qualification;
- (b) the provision of timely information on the availability of part-time and whole-time positions in the place of work as well as access to vocational training or career advancement opportunities;
 - (c) any other matter which is deemed necessary in order to regulate the conditions of work of part-time employees as prescribed in sub-article (1).

PART IV

PROTECTION AGAINST DISCRIMINATION RELATED TO
EMPLOYMENT

26. (1) It shall not be lawful for any person -
- (a) when advertising or offering employment or when advertising opportunities for employment or when selecting applicants for employment, to subject any applicants for employment or any class of applicants for employment to discriminatory treatment;
 - (b) in regard to employees already in the employment of the employer, to subject any such employees or any class of employees to discriminatory treatment, in regard to conditions of employment or dismissal.
- (2) For the purposes of this article, discriminatory treatment shall include:
- (a) the engaging or selection of a person who is less qualified than a person of the opposite sex, unless the employer can prove that the action was based on acceptable grounds related to the nature of the work or on grounds related to previous work performance and experience;
 - (b) actions which apply to an employee, terms of payment or employment conditions that are less favourable than those applied to an employee in the same work or work of equal value, on the basis of discriminatory treatment;
 - (c) actions whereby the employer knowingly manages the work, distributes tasks or otherwise arranges the working conditions so that an employee is assigned a clearly less favourable status than others on the basis of discriminatory treatment.
- (3) The provisions of sub-articles (1) and (2) shall be without prejudice to the rights and obligations prescribed by the [Equal Opportunities \(Persons with Disability\) Act](#), and shall not apply to any preference or exclusion which is reasonably justified taking into account the nature of the vacancy to be filled or the employment offered, or where a required characteristic constitutes a genuine and determining occupational requirement or where the

Discrimination and
gender equality.
Amended by:
V. 2009.2.

Cap. 413.

requirements are established by any applicable laws or regulations.

(4) For the purposes of this article, the term "offering employment" includes recruitment or training of any person with a view to engagement in employment and in regard to a person already in employment, includes also promotion to a higher grade or engagement in a different class of employment

Work of equal value.

27. Employees in the same class of employment are entitled to the same rate of remuneration for work of equal value:

Provided that an employer and a worker or a union of workers as a result of negotiations for a collective agreement, may agree on different salary scales, annual increments and other conditions of employment that are different for those workers who are employed at different times, where such salary scales have a maximum that is achieved within a specified period of time; and

Provided further that any distinction between classes of employment based on discriminatory treatment otherwise than in accordance with the provisions of this Act or any other law shall be null and of no effect.

Victimisation.

28. It shall not be lawful to victimise any person for having made a complaint to the lawful authorities or for having initiated or participated in proceedings for redress on grounds of alleged breach of the provisions of this Act, or for having disclosed information, confidential or otherwise, to a designated public regulating body, regarding alleged illegal or corrupt activities being committed by his employer or by persons acting in the employer's name and interests.

Harassment.

29. (1) It shall not be lawful for an employer or an employee to harass another employee or to harass the employer by subjecting such person to any unwelcome act, request or conduct, including spoken words, gestures or the production, display or circulation of written words, pictures or other material, which in respect of that person is based on sexual discrimination and which could reasonably be regarded as offensive, humiliating or intimidating to such person.

(2) It shall not be lawful for an employer or an employee to sexually harass another employee or the employer (hereinafter in this article referred to as "the victim") by:

- (a) subjecting the victim to an act of physical intimacy; or
- (b) requesting sexual favours from the victim; or
- (c) subjecting the victim to any act or conduct with sexual connotations, including spoken words, gestures or the production, display or circulation of written words, pictures or other material where -
 - (i) the act, request or conduct is unwelcome to the victim and could reasonably be regarded as offensive, humiliating or intimidating to the victim;
 - (ii) the victim is treated differently, or it could

reasonably be anticipated that the victim could be so treated, by reason of the victim's rejection of or submission to the act, request or conduct.

30. (1) A person who alleges that the employer is in breach of, or that the conditions of employment are in breach of articles 26, 27, 28 or 29, may within four months of the alleged breach, lodge a complaint to the Industrial Tribunal and the Industrial Tribunal shall hear such complaint and carry out any investigations as it shall deem fit.

Reference to
Industrial Tribunal.
Amended by:
IX. 2003.123;
V. 2009.3.

(2) If the Industrial Tribunal is satisfied that the complaint is justified, it may take such measures as it may deem fit including the cancellation of any contract of service or of any clause in a contract or in a collective agreement which is discriminatory and shall order the payment of compensation for loss and damage sustained by the aggrieved party as a consequence of the breach.

(3) For the purposes of hearing and deciding cases of alleged discrimination, breaches of the principle of work of equal value, victimisation or harassment, the Industrial Tribunal shall be composed of a chairperson alone in the manner set out in article 73(4).

(4) Any action taken by a complainant in accordance with the provisions of this article shall be without prejudice to any further action that such complainant may be entitled to take under any other applicable law and shall also be without prejudice to any other action to which the respondent may be subject in accordance with any other applicable law.

31. Subject to the foregoing, the Minister may, after consultation with the Board, prescribe regulations to give better effect to the provisions of articles 26, 27, 28 and 29 and in particular for the elimination of any discriminatory practices in the employment or in the conditions of employment of any person or class of persons, for providing equal opportunities of employment for classes of persons who are at a disadvantage and to regulate access to the Industrial Tribunal and investigation and hearing by the Industrial Tribunal of complaints of alleged discrimination, breaches of the principle of work of equal value, victimisation or harassment.

Power of Minister
to make
regulations.

32. Any person contravening the provisions of articles 28 and 29 shall be guilty of an offence and shall be liable on conviction to imprisonment for a term from six months to two years or to a fine (*multa*) of not less than five thousand euro (€5,000) and not more than ten thousand euro (€10,000), or to both such fine and imprisonment.

Offence.
Amended by:
L.N. 427 of 2007;
XVII.2018.34.

PART V

TERMINATION OF CONTRACTS OF SERVICE

33. A person may bind himself to give his services for a fixed term or for an indefinite term, or in respect of a specified task, undertaking, work or service:

Duration of
contracts of
service.
Amended by:
XVI. 2012.5.

Provided that where the employee has been retained in employment in the same category after the date of termination of a

contract of service for a specified time or has been re-employed in the same category by the employer for a fixed or indefinite term within one year from the date of termination of a contract of service for a specified time, the conditions of employment shall not be less favourable than those which would have been applicable had the contract of service been for an indefinite time and the aggregate probationary period shall in no case be longer than that provided for under this Act:

Provided further that notwithstanding any agreement to the contrary, a contract of service for an indefinite term shall not be changed into a fixed term contract of service where no substantial change has been effected as to the work of the employee or to his category and any agreement to this effect shall be null and void and the employment contract shall, for all intents and purposes of law, be considered to have remained an indefinite one.

Fixed-term
contracts.

34. (1) Saving as otherwise prescribed by this Act, the conditions of employment in a fixed term contract shall not be less favourable than those which would have been applicable had the same contract of employment at the same place of work been for an indefinite time, unless different treatment is justified on objective grounds:

Provided that this article shall not apply to contracts of employees on initial vocational training and, or, on apprenticeship schemes.

(2) Any employee on a fixed term contract of service whose contract has expired and is retained by his employer shall be deemed to be retained on an indefinite period contract if the said employee is not given a new contract of service within the first twelve working days following the expiry of the previous contract.

(3) The Minister may, after consultation with the Board, make regulations to -

- (a) give better effect to the principle of non-discrimination between employees on fixed-term contracts and employees on indefinite contracts;
- (b) establish the circumstances when, for objective reasons, conditions in fixed term contracts may be different from conditions in indefinite contracts;
- (c) generally to regulate any matter relating to fixed-term contracts.

Rights of
employees to
minimum
information.

35. The Minister may, after consultation with the Board, make regulations prescribing the minimum information which every employer shall be bound to provide to every employee and the manner in which such information is to be given to the employee and to regulate any other matter relating to the employer's obligation to inform or consult the employee or the employees' representatives on employment conditions, and, in such regulations the Minister may grant exemption from the obligation imposed by this article or establish different rules for different classes or types of employment.

36. (1) Saving the provisions of sub-article (16), the first six months of any employment under a contract of service shall be probationary employment unless otherwise agreed by both parties for a shorter probation period:

Notice of and compensation for termination of contracts of service.

Amended by:
XIX. 2006.18;
XVI. 2012.6;
LVIII.2020.3.

Provided that in the case of a contract of service, or collective agreement, in respect of employees holding technical, executive, administrative or managerial posts and whose wages are at least double the minimum wage established in that year, such probation period shall be of one year unless otherwise specified in the contract of service or in the collective agreement.

(2) During the probationary period the employment may be terminated at will by either party without assigning any reason:

Provided that a week's notice of the termination of employment shall be given to the other party in the case of an employee who has been in the employment of the same employer continuously for more than one month.

(3) A contract of service for an indefinite time may be terminated, by giving notice as set out in sub-article (5), by the employee without assigning any reason and by the employer, saving the provision of sub-article (14), only on grounds of redundancy:

Provided that any employee whose employment is terminated on grounds of redundancy shall be entitled to re-employment if the post formerly occupied by him is again available within a period of one year from the date of termination of employment:

Provided further that such an employee shall be so re-employed at conditions not less favourable than those to which he would have been entitled if the contract of service relating to him had not been terminated:

Provided, finally, that any employee who shall have been so re-employed shall, for the purposes of this Act, be deemed to have continued in his employment notwithstanding the termination made under this sub-article.

(4) Where an employer intends to terminate the employment of an employee on grounds of redundancy, he shall terminate the employment of that person who was engaged last in the class of employment affected by such redundancy:

Provided that, where such person is related to the employer (not being a limited liability company or a statutory body) by consanguinity or affinity up to the third degree, the employer may, instead of terminating the employment of such person, terminate that of the person next in turn.

(5) Notwithstanding any agreement to the contrary, and without prejudice to what is stated in paragraph (f), notice of the termination of employment proposed either by the employer or by the employee under a contract of service for an indefinite time, shall be of the following respective duration, if the employee has

been in the employment of the same employer continuously -

- (a) for more than one month but not more than six months one week;
- (b) for more than six months but not more than two years two weeks;
- (c) for more than two years but not more than four years four weeks;
- (d) for more than four years but not more than seven years eight weeks;
- (e) for more than seven years, an additional 1 week for every subsequent year of service or part thereof up to a maximum of twelve weeks;
- (f) or such longer periods as may be agreed by the employer and employee in the case of technical, administrative, executive or managerial posts:

Provided that notice of termination of employment may not be given during maternity leave or during the period of incapacity for work to which sub-article (17) refers or during such other period as the Minister may prescribe.

(6) Where one period of employment on a contract of service for an indefinite time is of less than six months but is followed by another period of employment in the same class of employment commencing within the next following six months from the last day of employment, the two periods shall, for the purposes of sub-article (5), in regard to the second period of employment be deemed to be one continuous period.

(7) The period of notice shall begin to run from the working day next following the day on which notice is given.

(8) On receiving notice from the employer as aforesaid the employee under a contract of service for an indefinite time shall have the option either of continuing to perform work until the period of notice expires or, at any time during the currency of the period of notice, of requiring the employer to pay him a sum equal to half the wages that would be payable in respect of the unexpired period of notice.

(9) On receiving notice from the employee as aforesaid, the employer shall have the option either to allow the employee to continue to perform work until the period of notice expires or, at any time during the currency of the period of notice, to pay the employee a sum equal to the wages that would have been payable in respect of the unexpired period of notice.

(10) If an employee under a contract of service for an indefinite time fails to give notice as aforesaid, he shall be liable to pay to the employer a sum, equal to half the wages that would be payable in respect of the period of notice. If the employer fails to give the said notice, he shall be liable to pay to such employee a sum equal to the wages that would be payable in respect of the period of notice.

(11) An employer who terminates the contract of service of an

employee before the expiration of the time definitely specified by a contract of service, shall pay to the employee a sum equal to one-half of the full wages that would have accrued to the employee in respect of the remainder of the time specifically agreed upon.

(12) An employee who abandons the service of his employer before the time definitely specified by the contract of service shall pay to his employer a sum equal to one-half of the full wages to which he would have become entitled if he had continued in the service for the remainder of the time so specifically agreed upon:

Provided that in this sub-article and in sub-articles (8), (9), (10) and (11), reference to "full wages" or "wages" is to mean the wage payable to an employed person by or on behalf of his employer, excluding any remuneration for overtime, any forms of bonus, any allowances, and remuneration in kind and commissions.

(13) In the case of employees under a contract of service paid by the unit of work, or by a share in the profits, or by a commission on the sales or payments made or received by the employer, the amount payable in terms of sub-articles (8), (10), (11) and (12) shall be calculated on the average earning of the employee during the three months immediately preceding the day on which notice is given or the abandonment or termination of employment takes place.

(14) Notwithstanding the foregoing provisions of this article, an employer may dismiss the employee on a contract of service for an indefinite time and the employee on a contract of service for an indefinite time may abandon the service of the employer, without giving notice and without any liability to make payment as provided in sub-article (10) if there is good and sufficient cause for such dismissal or abandonment of service:

Provided that notwithstanding the foregoing provisions of this article, an employee may abandon a fixed term contract of service prior to its expiry and an employer may terminate a fixed term contract prior to its expiry without any liability to make payment as provided in sub-articles (11) and (12) if there is good and sufficient cause for such dismissal or abandonment.

Provided further that an employer may not set up as a good and sufficient cause -

- (a) that the employee at the time of the dismissal was a member of a trade union, or is seeking office as, or acting or has acted in the capacity of an employees' representative; or
- (b) except in the case of a private domestic employee, that the employee no longer enjoys the employer's confidence; or
- (c) that the employee contracts marriage; or
- (d) that an employee is pregnant with child or is absent from work during maternity leave; or
- (e) that the employee discloses information, whether confidential or otherwise, to a designated public

regulating body, regarding alleged illegal or corrupt activities being committed by his employer or by persons acting on the employer's name and interests; or

- (f) that the employee has filed a complaint or is participating in proceedings against the employer involving alleged violation of laws or regulations or is having recourse to competent administrative authorities; or
- (g) that the business in which the employee is engaged has undergone a transfer of ownership, unless he proves that the termination is necessary for economic, technical or organisational reasons entailing changes in the workforce:

Provided further that:

Cap. 318.

- (a) saving the provisions of paragraph (b) hereof, the employer can terminate the employment of an employee when the employee reaches pension age as defined in the [Social Security Act](#);
- (b) notwithstanding the provisions of paragraph (a) hereof, an employer may not terminate the employment of a female employee born on or before the 31st December 1951 before she reaches the age of sixty one years.

(15) A contract of service shall not, except with the consent of the employee, be terminated by the employer during any period of incapacity for work of the employee caused by personal injury by accident arising out of and in the course of employment or by any of the occupational diseases specified in the [Social Security Act](#) in each case occurring in the service of that employer:

Provided that -

- (a) during such period of incapacity wages less injury benefit payable under the Social Security Act not including any benefit for permanent disability shall accrue in favour of the employee as may be provided by or under any recognised condition of employment as defined in Part II of Title I of this Act; and
- (b) the provisions of this sub-article shall not apply beyond the first twelve calendar months of incapacity.

(16) On the cessation of the incapacity for work referred to in the last preceding sub-article the employer shall, within twenty-one days from an application made by the employee, re-instate the employee in his former employment or, if the injury or disease has caused a disablement rendering the employee unfit for the former employment, in other suitable employment:

Provided that the application for re-instatement by the employee shall be made in writing within seven days of the cessation of the incapacity for work.

(17) A whole-time female employee shall not be dismissed by

the employer during the period of her maternity leave or the period of five weeks following the end of such leave in which she is incapable for work owing to a pathological condition arising out of confinement.

(18) Any period of incapacity for work referred to in the last preceding sub-article shall be deducted from the period of sick leave to which the employee is entitled at the time of such incapacity, so however that the period of incapacity which exceeds such entitlement shall be deemed to be leave of absence without entitlement to wages:

Provided that the employer may require the employee to produce evidence of such incapacity for work and may require his own doctor to visit such employee and to report to him on the condition of her health.

(19) The employee shall, at the termination of maternity leave to which she is entitled under the provisions of this Act or of the period of her incapacity for work to which sub-article (17) refers, be entitled to resume work in the post she occupied on the commencement of her maternity leave, or in an analogous post if at the time when she becomes so entitled the post she formerly occupied is no longer available.

(20) Where a female employee does not resume work as provided in the preceding sub-article, or, after having so resumed work, abandons the service of her employer without good and sufficient cause within six months from the date of such resumption, she shall be liable, without prejudice to any other liability under this Act, to pay the employer a sum equivalent to the wages she received during the maternity leave.

37. (1) An employer shall not terminate the employment of any employee on grounds of collective redundancy before he has notified in writing the employees' representatives recognised by him of the termination of employment contemplated by him and has provided the said representatives with an opportunity to consult with the employer.

Collective
redundancies.

(2) The Minister may, after consultation with the Board, make regulations prescribing the circumstances when redundancies are to be deemed collective redundancies; the manner in which consultations between the employer and the employees' representatives are to take place; the procedure to be adopted; the categories or classes of employment that are exempted from the effects of this article and any other matter that is related or ancillary thereto.

(3) Any person who fails to comply with the provisions of this article or of any regulations made thereunder shall be guilty of an offence against this Act.

38. (1) When a business or other undertaking is taken over, in whole or in part by a person (hereinafter in this article referred to as the "transferee") from any employer (hereinafter in this article referred to as the "transferor") any employee in the employment of

Transfer of
business.
Amended by:
IX. 2003.124.

the transferor on the date of transfer of the undertaking shall be deemed to be in the employment of the transferee and the transferee shall take on all the rights and obligations which the transferor has towards the employee.

(2) The transferor and the transferee shall inform the employees' representatives of their respective employees affected by the transfer with:

- (a) the date or proposed date of the transfer;
- (b) the reasons for the transfer;
- (c) the legal, economic and social implications of the transfer for the employees; and
- (d) the measures envisaged in relation to the employees.

(3) Following the transfer, the transferee shall continue to observe the terms and conditions agreed in any collective agreement on the same terms applicable to the transferor under that agreement, until the date of termination or expiry of the collective agreement or the entry into force or application of another collective agreement.

(4) Sub-articles (1) and (3) shall not apply to any transfer of an undertaking, business or part of an undertaking or business where the transferor is the subject of bankruptcy proceedings or in a winding up by the Court in accordance with the provisions of the [Companies Act](#) or other insolvency proceedings which have been instituted with a view to the liquidation of the assets of the transferor and are under the supervision of a court appointed liquidator.

(5) The Minister may make regulations prescribing the manner in which consultations between the employer and the employees' representatives are to take place; the procedure to be adopted; the categories or classes of employment or undertakings that are exempted from the effects of this article and any other matter that is related or ancillary thereto.

(6) Any person who fails to comply with the provisions of this article or of any regulations made thereunder shall be guilty of an offence against this Act.

39. The provisions of article 36 shall not apply in respect of seamen employed on ships under the provisions of the [Merchant Shipping Act](#); and in the event of any conflict between any of the provisions of the said Act and any of the provisions of this Act, the former shall apply.

40. Any condition in a contract of service which empowers the employer to terminate the employment of a female employee on her contracting marriage or becoming pregnant with child shall be null and void.

41. On the termination of a contract of service lasting over one month, the employer shall be bound, at the employee's request, to give him a certificate stating the duration of the employment, the

Cap. 386.

Employees excluded from operation of articles 36, 37 and 38.
Cap. 234.
Amended by:
VI.2019.3.

Condition in contract of service without effect.

Certificates of service.

nature of the work or services performed and, if the employee so desires, the reason for the termination of the contract, and the rate of wages paid:

Provided that the employer shall not be required to state the reason of termination of employment, if the employment was terminated during probation.

42. Unless in such case as is otherwise provided by this Act, if a contract of service between an employee and his employer or a collective agreement entered into between the employer and the recognised union representatives, provides for any conditions of employment, including conditions relating to the termination of the contract, less favourable to the employee than those specified in or under this Act, they shall have effect as if for those conditions less favourable to the employee there were substituted the conditions specified in or under this Act:

Conditions less favourable than Act.

Provided that, in exceptional cases, the employer in agreement with the employee or union representatives may provide for different conditions of employment than those specified in or under this Act as long as such agreement is a temporary measure to avoid redundancies and as long as it is approved by the Director, which approval needs to be reviewed every four weeks.

PART VI

ENFORCEMENT AND NON-COMPLIANCE RELATED TO EMPLOYMENT

43. (1) The Minister shall appoint such officers of the department responsible for employment and industrial relations or other persons acting on behalf of the Director as the Minister may think fit to be inspectors for the purposes of this Act.

Appointment of inspectors.
Amended by:
V. 2011.49.

- (2) Inspectors so appointed as aforesaid shall be empowered -
- (a) to enter freely and without previous notice at all reasonable times any premises or place liable to inspection under this Act;
 - (b) to carry out in any such premises or place any examination, test or inquiry which they may consider necessary in order to satisfy themselves that the provisions of this Act or of any regulations or orders thereunder as well as any recognised conditions of employment are being observed, and in particular -
 - (i) to interrogate, alone or in the presence of witnesses, the employer or the employees on any of the said matters;
 - (ii) to require the production of any books, registers or other documents the keeping of which is prescribed by this Act or by any order issued under this Act and to copy such documents or make extracts therefrom.
- (3) On the occasion of an inspection visit, an inspector shall

notify the employer or his representative of his presence, unless he considers that such a notification may be prejudicial to the performance of his duties.

(4) The premises and places liable to inspection under this Act are any premises or places in respect of which any provisions of this Act or of any regulation or order thereunder or any recognised conditions of employment apply or any premises or places in respect of which an inspector has reasonable cause to believe that this Act or any regulations or orders thereunder or any recognised conditions of employment apply.

(5) Such inspectors -

- (a) shall be prohibited from having any direct or indirect interest in any premises or places which may be subject to inspection by them;
- (b) shall not reveal at any time even after ceasing to be inspectors any manufacturing or commercial secrets or working processes which may come to their knowledge in the course of their duties;
- (c) shall treat as absolutely confidential the source of any complaint bringing to their notice a defect or a breach of the provisions of this Act or of any regulations or orders thereunder or of any recognised conditions of employment; and
- (d) shall not in any case give intimation to the employer or his representative that a visit of inspection was made as a consequence of the receipt of such a complaint.

(6) Every inspector shall be furnished with a certificate of his appointment and on applying for admission to any premises or place for the purpose of this Act, shall, if so required, produce the said certificate.

(7) Any inspector who acts in contravention of the provisions of sub-article (5), shall, in addition to any other punishment to which he may be liable, be also liable to dismissal *ipso facto* from his employment with the Government.

(8) A person shall not -

- (a) omit to answer or answer falsely or cause any other person not to answer or to answer falsely to any question which an inspector is authorised to ask under this Act; or
- (b) fail to produce any books, registers or other documents which, pursuant to sub-article (2)(b)(ii), he is required by an inspector to produce; or
- (c) directly or indirectly prevent any person from appearing before or being questioned by an inspector, or attempt so to do; or
- (d) obstruct in any manner an inspector in the performance of his duties under this Act:

Provided that no person shall be required under paragraph

(a) to answer any question which may incriminate him.

44. (1) In criminal proceedings instituted by the Police before the Court of Magistrates for an offence against the provisions of this Act, the Director or any officer of his department deputed by him may, notwithstanding the provisions of any law to the contrary, lay the charge before the court, produce the evidence, plead and otherwise conduct the prosecution instead of the Police.

Criminal proceedings.

(2) The sworn statement of any officer mentioned in the last preceding sub-article to the effect that he has been deputed by the Director for the purpose therein stated, shall be conclusive evidence of such fact, should the proof thereof be required by the accused.

(3) The Director or the officer deputed by him may, nevertheless, be produced as a witness, but should his evidence be required as part of the case for the prosecution, he shall be heard in evidence before assuming the duties of prosecuting officer (other than that of stating the facts constituting the offence) unless the necessity of his evidence arises subsequently.

45. (1) Any employer who contravenes or fails to comply with any recognised conditions of employment prescribed by a national standard order or by a sectoral regulation order or collective agreement, or with any provisions of this Act or any regulations made thereunder shall, unless a different penalty is established for such offence, on conviction be liable to a fine (*multa*) of not less than two hundred and thirty-two euro and ninety-four cents (232.94) and not exceeding two thousand and three hundred and twenty-nine euro and thirty-seven cents (2,329.37).

Penalties.
Amended by:
L.N. 427 of 2007.

(2) Where any employer is convicted of -

- (a) having failed to pay wages at not less than the rate applicable in accordance with a recognised condition of employment as defined in Part III of this Act or with a contract of service whichever shall be the higher, or
- (b) having made any illegal deduction or inflicted any fine other than those specifically permitted by article 19, or
- (c) having failed to make payment of any bonus payable under article 23, or any other payment due by an employer to any employee under this Act or under any order made thereunder, or
- (d) having withheld any remuneration or any payment in lieu of notice, or
- (e) having failed to allow paid holidays as provided for or specified in any national standard order, sectoral regulation order or contract of service, or
- (f) having failed to effect payment of any moneys due to an employee under this Act or under any national standard order or sectoral regulation order or any other order made under this Act,

the court shall, at the request of the prosecution, besides awarding

the punishment imposed by the preceding sub-articles of this article, order the offender, on proof of the amount, to refund or pay to the employee or employees concerned, or to the apprentice or apprentices concerned, as the case may be, the said amount due by him and, in the case of holidays with pay not allowed, a sum equal to the pay thereof, and any such order by the court shall be of the same force and effect and be executable in the same manner as if it had been given in a civil action duly instituted between the employee or employees concerned or the apprentice or apprentices concerned, as the case may be, and the employer:

Provided that nothing in this sub-article shall derogate from any right of the employee or apprentice, as the case may be, to recover by any other means any amount due to him.

Cap. 9. (3) Article 24 of the [Criminal Code](#) shall apply in respect of offences under this Act.

Offence by partnership, etc.

46. Where an offence against the provisions of this Act or of any regulations or orders made thereunder is committed by a partnership, company, association or other body of persons, every person who, at the time of the commission of the offence, was a director, manager, secretary or other similar officer of such partnership, company, association or other body of persons or was purporting to act in any such capacity shall be deemed to be guilty of that offence unless he proves that the offence was committed without his knowledge and that he exercised all due diligence to prevent the commission of the offence.

Limitation of action.

47. (1) Proceedings for an offence under this Act or of any regulations or orders made thereunder may be commenced at any time within one year from the commission of the offence.

(2) Where the offence relates to the failure by an employer to pay wages to an employee or failure to allow paid holidays as required by this Act or by any national standard order or sectoral regulation order, the offence shall be deemed to be a continuous offence if the employer had failed to pay the wages due to the employee regularly over the period of prescription.

Attorney General's right of appeal.
Added by:
XVI. 2012.7.
Cap. 9.

47A. Notwithstanding the provisions of the [Criminal Code](#), the Attorney General shall always have a right of appeal to the Court of Criminal Appeal from any judgment given by the Court of Magistrates in respect of criminal proceedings according to the provisions of this Act.

PART VII

ADMINISTRATION RELATED TO EMPLOYMENT

Regulations.
Amended by:
IX. 2003.125;
L.N. 427 of 2007;
XVI. 2012.8;
IV. 2015.18;
XXIX.2019.71.

48. (1) The Prime Minister shall have power to prescribe by regulations the applicability of any article or sub-article of Title I and of Title II of this Act to service with the government and to members of a disciplined force.

(2) The Minister shall have power to make regulations for the purpose of carrying out and giving effect to any of the provisions of this Act on any matter related to employment relations and industrial

relations.

(3) Without prejudice to the generality of the power conferred by sub-article (2), the regulations may -

- (a) prescribe the manner and the circumstances in which persons who are above compulsory school age, as defined in the [Education Act](#), and who have not yet attained the age of 18 years, may be employed, including the power to designate certain categories or class of employment as prohibited employment for such persons;
- (b) prescribe the procedure to be adopted by the Employment Relations Board, including the method of voting and of filling casual vacancies in membership, the method of and the quorum necessary for the transaction of business;
- (c) prescribe fees to be levied with respect to any matter required or allowed under this Act;
- (d) prescribe or otherwise provide for any matter which is to be or may be prescribed or provided for by this Act or by regulations made thereunder.

Cap. 605.

(4) Any regulation made under this Act may provide for any matter relating to liability for the observance of such regulations, and the persons who may be liable, and for any matter relating to the enforcement of the said regulations, including, but not limited to, the imposition of a fine (*multa*) not exceeding eleven thousand and six hundred and forty-six euro and eighty-seven cents (11,646.87) in respect of any contravention of, or failure to comply with, the provisions of such regulations.

(5) Regulations made under sub-articles (2) and (3) shall, unless the contrary is explicitly provided in or under any other law, prevail over what is provided in or under any other law with regard to any matter concerning industrial and employment relations.

TITLE II

INDUSTRIAL RELATIONS

PART I

ORGANIZATION OF WORKERS AND EMPLOYERS

Sub-Part 1

Status, registration and conduct of trade unions and employers' Associations

49. (1) A trade union and an employers' association shall, for all purposes of law, be treated as an association of persons and not as a body corporate, but -

- (a) it shall be capable of making contracts;
- (b) all property belonging to the union or association shall vest in the union or association, but all powers, whether of disposal, administration or otherwise, in

Status of trade unions and employers' associations.

relation to such property shall be exercisable by or by the authority of the body of persons, by whatever name called, entrusted by the rules of the union or association with the conduct and management of its business;

- (c) it shall be capable of suing and, subject to the provisions of this Act, of being sued, whether in proceedings relating to property or founded on contract, tort or quasi-tort, or any other cause of action whatsoever;
- (d) proceedings in respect of any offence alleged to have been committed by it or on its behalf may be brought against any of its officers or other officials as provided in article 13 of the [Interpretation Act](#);
- (e) any judgement or order made in any proceedings shall be enforceable against any property of the union or association.

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(2) The purposes of any trade union or employers' association shall not, by reason only that they are in restraint of trade, be unlawful so as -

- (a) to make any member of the union or association liable to criminal proceedings; or
- (b) to make any agreement void or voidable, nor shall any such rule of a trade union or employers' association be unlawful or unenforceable by reason only that it is in restraint of trade.

Rules of trade unions and employers' associations.

50. (1) The rules of every trade union and of every employers' association shall contain provisions in respect of the matters mentioned in the following sub-articles of this article.

(2) The rules shall -

- (a) specify the name of the trade union or employers' association, the address of its principal office and the objects for which it is established;
- (b) make provision as to the purposes for which, and the manners in which, any property or funds of the union or association are authorised to be applied or invested;
- (c) if any financial benefits are to be available for members of the trade union or of the employers' association out of its property or funds, make provision as to the amounts of those benefits and the circumstances in which they are to be available to members;
- (d) specify the offences for which the union or association may under the rules expel a member or take other disciplinary action, the penalties applicable for each of those offences, and the procedure for the hearing of cases in which offences against the rules are alleged;
- (e) make provision for the election of a governing body

and for its re-election at reasonable intervals, for the election or appointment of officers of the union or association and other officials, and for the manner in which the governing body, officers and other officials can be removed from office;

- (f) make provision for the keeping of full and accurate accounts by the union or association, for the appointment of auditors and for the annual auditing of the accounts;
- (g) make provision for the inspection of the books and names of members of the union or association by every person having an interest in the funds of the union or association;
- (h) specify the manner in which any rules of the union or association can be made, altered or revoked, and the circumstances and manner in which the union or association can be dissolved.

(3) Every trade union and every employers' association shall at the request of any person supply him with a copy of the rules, as in force at the date of the request, either free of charge or on payment of a fee as may be prescribed.

51. (1) A trade union or an employers' association, and any member, officer or other official thereof, shall not perform any act in furtherance of any of the purposes for which it is formed unless such union or association has first been registered.

Trade unions and employers' associations not to carry on business unless registered.
Amended by:
L.N. 427 of 2007.

(2) Any trade union or employers' association, and any member, officer or other official thereof, who contravenes the provisions of sub-article (1) shall be guilty of an offence and shall be liable on conviction to a fine (*multa*) not exceeding one thousand and one hundred and sixty-four euro and sixty-nine cents (1,164.69).

52. (1) For the purposes of this Act, a public officer shall be appointed as, or designated to perform the functions of, Registrar of Trade Unions.

Registrar of Trade Unions.

(2) The Registrar shall perform the functions and duties conferred on him by this Act, and for the purpose of the exercise of those functions and of the performance of those duties he shall have power to require any person to give him any relevant information and to produce to him any relevant document, and may also administer oaths.

53. (1) Any seven or more members of a trade union or of an employers' association may, by subscribing their names to the rules of the union or association, and otherwise complying with the provisions of this Act relating to registration, register the union or association under this Act:

Registration of trade unions and employers' associations.

Provided that if any of the purposes of a trade union or of an employers' association is unlawful the registration of such union or association shall be void.

(2) In determining the number of the members of a trade union for any of the purposes of this Act no account shall be taken of any individual who has not attained the age of sixteen years or who does not reside in Malta; and in determining the number of the members of an employers' association no account shall be taken of any person with whom or for whom no individual has entered into or works under a contract of employment for service in Malta.

Provisions with respect to registration.

54. (1) Every trade union and every employers' association shall be registered in accordance with the provisions of this Act.

(2) Without prejudice to any other provision of this Act relating to registration, the following provisions shall have effect with respect to the registration of trade unions and employers' associations under this Act, that is to say -

- (a) an application to register the union or association and its rules shall be forwarded or produced to the Registrar together with two printed copies of the rules and with a list of the names of the officials of the union or association in which there shall also be shown their respective offices;
- (b) no trade union or employers' association shall be registered under a name identical with that by which another union or association is for the time being registered under this Act, or so nearly resembling any such name as to be likely to deceive the public;
- (c) if the Registrar is satisfied that the union or association have complied with the provisions of this Act relating to registration, or if the Court of Appeal has so directed under article 55, he shall register the union or association, as the case may be, and its rules;
- (d) upon registering a trade union or an employers' association, the Registrar shall issue a certificate of registration.

(3) Every alteration of the rules of a registered trade union or employers' association shall be registered with the Registrar, and any such alteration shall not take effect except from the date of its registration or from such later date as may be specified in the rules.

(4) The rules of any registered trade union or employers' association shall not be so altered as to cease to satisfy or comply with the provision of this Act applicable thereto; and the Registrar shall not register any rules, or alteration to the rules, which contravene the foregoing provisions of this article.

Refusal or cancellation of registration.

55. (1) If the Registrar is satisfied that -

- (a) the applicants for registration have not been duly authorised to apply for registration; or
- (b) any of the purposes of the trade union or employers' association is unlawful; or
- (c) the application for registration or the rules of the union or association are not in conformity with the

provisions of this Act,

he shall refuse registration.

(2) It shall be lawful for the Registrar to cancel the registration of any trade union or employers' association -

- (a) at the request of the union or association, to be evidenced in such manner as he may require;
- (b) on proof to his satisfaction that a certificate of registration has been obtained by fraud or mistake, or that the registration was void, or that the union or association has wilfully contravened any of the provisions of this Act;
- (c) if, for any reason, the rules of the union or association are not in conformity with the provisions of this Act;
- (d) if he is satisfied that the union or association has ceased to exist;
- (e) if he is satisfied that the membership of the union or association has been reduced to less than seven members calculated as provided in article 53(2).

(3) Where the Registrar refuses to register a trade union or an employers' association, he shall forthwith inform the applicants in writing of the refusal and of the grounds thereof.

(4) Where the Registrar proposes to cancel the registration of a trade union or of an employers' association, he shall give notice of the proposed cancellation to the union or association specifying the reason therefor; and the registration shall not be cancelled before the expiration of two months from the giving of such notice, nor shall the registration be cancelled if, prior to the cancellation, the union or association has remedied any default or otherwise taken steps to avoid cancellation. If notwithstanding any representations made, or other steps taken, by the union or association, the Registrar decides that he ought to cancel the registration, he shall inform the union or association in writing of his decision:

Provided that, where the union or association has ceased to exist, the Registrar may cancel the registration without complying with any of the provisions of this sub-article and give notice of the cancellation in the Gazette.

(5) From any refusal by the Registrar to register a trade union or an employers' association and from any decision by him to cancel any such registration, an appeal shall lie to the Court of Appeal by application made not later than seven days from the communication by him of his refusal or decision as required by this article. On any such appeal the court may make such orders as it may deem proper, including a direction as to the costs of appeal; and any such order of the court shall be final.

(6) The board established under article 29 of the [Code of Organization and Civil Procedure](#) may make rules governing such appeals, providing for the method of giving evidence, prescribing the procedure to be followed, the manner of notifying the Registrar of the appeal and generally providing for such other matter as the

court may deem necessary or expedient.

(7) The Minister responsible for justice may by regulations under this sub-article establish the fees payable in the registry of the court for the filing of judicial acts in connection with appeals under this article:

Provided that until such fees are so established by the Minister, the fees established in Schedule A to the Code of Organization and Civil Procedure shall apply.

(8) The Registrar shall be entitled to be heard on any such appeal and shall be given the opportunity to do so.

Register of trade unions and employers' associations.

56. (1) The Registrar shall keep a register of all trade unions and employers' associations registered under this Act, showing the names of such unions and associations and such other particulars as the Registrar may deem appropriate.

(2) The register of trade unions and employers' associations shall be open to inspection by any person free of charge at all reasonable times.

Register of members to be kept by trade unions and employers' associations.
*Amended by:
L.N. 426 of 2012.*

57. (1) Every trade union and every employers' association shall keep an up-to-date record of the names of the members of the union or association, as the case may be, showing their respective date of membership, the legally valid identification document numbers, addresses and trades or occupations.

(2) The Registrar shall have power at any time to inspect such records or to cause such records to be inspected by a person authorised by him in that behalf, and every trade union and every employers' association shall give him and any other person authorised as aforesaid all reasonable facilities for that purpose.

Annual returns.

58. On or after the second day of June and before the first day of July in every year, the Registrar shall by notice in the Gazette, call upon and require all registered trade unions and employers' associations to transmit to him, in such form or format as he may require -

- (a) a list of the names of the officers of the union or association, showing also the office held by each of them;
- (b) a declaration that the names of members and other particulars shown in the record required to be kept by article 57 have been brought up-to-date and that the necessary alterations have been made to the said record for that purpose;
- (c) a statement of the receipts, funds and expenditure of the union or association in respect of the preceding year;
- (d) a copy of the annual report showing the activities of the union or association during the preceding year or, if no such report has been made, a statement signed by the secretary of the union or association showing the

said activities during that year,

and every trade union and every employers' association shall comply with such requirement, within fifteen days from the publication of the notice in the Gazette as aforementioned.

59. (1) Every trade union and every employers' association shall - Accounting records.

- (a) cause to be kept proper accounting records with respect to its transactions and its assets and liabilities, that is to say such records as are necessary to give a true and fair view of the state of affairs of the union or association and to explain its transactions; and
- (b) establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances.

(2) Every trade union and every employers' association shall appoint an auditor or auditors having the qualifications required by this article to audit its accounts; and every trade union or employers' association which has been in existence for more than twelve months shall once at least in every calendar year cause such accounts to be prepared and audited by such auditor or auditors as aforesaid.

(3) Every trade union and every employers' association shall, not later than one month from the auditing of the accounts, transmit a copy of such accounts to the Registrar.

(4) Every trade union and every employers' association shall at the request of any of its members supply him with a copy of its most recent audited accounts either free of charge or on payment of a fee as may be prescribed.

(5) A person shall be qualified to audit the accounts of a trade union or of an employers' association if he is qualified to audit the accounts of a company in accordance with the provisions of the [Companies Act](#).

Cap.386.

60. (1) In the month of August of each year the Registrar shall make out and send to the Minister a report on the working of this Part of this Act. The report shall include a list of all registered trade unions and employers' associations and a statement as to the inspections carried out by the Registrar under article 57.

Report by Registrar.

(2) The Minister shall cause the report to be published in the Gazette.

61. The Minister may make rules with respect to the registration of trade unions and employers' associations and in particular, but without prejudice to the generality of the foregoing, with respect to -

Rules with respect to registration.

- (a) the seal, if any, to be used by the Registrar for the purposes of registration;
- (b) the forms to be used for such registration and for any application therefor;

- (c) the inspection of registers and documents kept by the Registrar and the making of copies of any entries therein;
- (d) the fees to be charged for registration, for the inspection of any register or other document, for any copies made out of any entries or documents, and for any other service provided or other matter prescribed or permitted by this Act;
- (e) generally for carrying into effect the provisions of this Part of this Act.

Offences against articles 57, 58 and 59.
Amended by:
L.N. 427 of 2007.

62. (1) If a trade union or an employers' association refuses or wilfully neglects to perform a duty imposed on it by or under any of the provisions of article 57, 58 or 59, the trade union or employers' association shall be guilty of an offence and shall be liable on conviction to a fine (*multa*) not exceeding one thousand and one hundred and sixty-four euro and sixty-nine cents (1,164.69).

(2) Any person who wilfully alters or causes to be altered a document which is required for the purposes of the provisions of article 57, 58 or 59, with intent to falsify the document or to enable a trade union or employers' association to evade any of those provisions, shall be guilty of an offence and shall be liable on conviction to imprisonment for a period not exceeding one year or to a fine (*multa*) of two thousand and three hundred and twenty-nine euro and thirty-seven cents (2,329.37) or to both such imprisonment and fine.

Sub-Part 2

Restrictions on legal liability and proceedings and on union membership

Immunity of trade unions and employers' associations to actions in tort.

63. (1) Subject to the provisions of sub-article (2), no action in tort or quasi-tort shall lie in respect of any act -

- (a) alleged to have been done by or on behalf of a trade union or by or on behalf of an employers' association; or
- (b) alleged to be threatened or to be intended to be done as aforesaid,

against the union or association in its own name, or against any members, officers or officials of the union or association on behalf of themselves and all other members of the union or association.

(2) Sub-article (1) shall not affect the liability of a trade union or of an employers' association to be sued in respect of the following, if not arising from any act done in contemplation or furtherance of a trade dispute, that is to say -

- (a) any negligence, nuisance or breach of duty, (whether imposed on them by any rule of law or by or under any enactment) resulting in personal injury to any person; or
- (b) without prejudice to paragraph (a), breach of any duty

so imposed in connection with the ownership, possession, control or use of property, whether movable or immovable.

64. (1) An act done by a person in contemplation or furtherance of a trade dispute shall not be actionable in tort or quasi-tort on the grounds only -

Acts in contemplation or furtherance of trade disputes.
Amended by:
V. 2011.51;
XVI. 2012.9.

- (a) that it induces another person to break a contract of employment; or
- (b) that it consists in his threatening that a contract of employment (whether one to which he is a party or not) will be broken or that he will induce another person to break a contract of employment to which that other person is a party; or
- (c) that it is an interference with the trade, business or employment of another person, or with the right of another person to dispose of his capital or his labour as he wills.

(2) An act which by reason of sub-article (1) is itself not actionable, and a breach of contract in contemplation or furtherance of a trade dispute, shall not be regarded as the doing of an unlawful act or as the use of unlawful means for the purposes of establishing liability in tort or quasi-tort.

(3) An agreement or combination by two or more persons to do or procure the doing of any act in contemplation or furtherance of a trade dispute shall not be actionable in tort or quasi-tort if the act is one which, if done without any such agreement or combination, would not be actionable in tort or quasi-tort.

(4) An act done by a person in contemplation or furtherance of a trade dispute and in pursuance of a directive issued by a trade union, whether he belongs to it or not, shall not be actionable in damages on the ground only that it consists in a breach of a contract of employment; and any act done as aforesaid, not being an act in breach of a collective agreement, or of a settlement, decision or agreement which is still binding in accordance with the provisions of article 70 or 72, or of a decision or award of the Tribunal, shall not by itself entitle the employer to terminate the contract of employment of, or discriminate against, any person doing any such act as aforesaid, and shall not constitute a break in the service of such person.

(5) The provisions of article 338(t) of the [Criminal Code](#) shall not apply to any agreement or combination by two or more persons to do or procure the doing of any act in contemplation or furtherance of a trade dispute.

Cap. 9.

(6) Sub-article (4) shall not apply to:

- (a) persons employed as Air Traffic Controllers at the Malta International Airport and in the Airport Fire Fighting Section of the said airport;
- (b) members of the Assistance and Rescue Force established by virtue of article 8 of the [Civil Protection](#)

Cap. 411.

Act;

- (c) persons employed to provide pilotage and mooring, tug services, fire fighting, medical health services and pollution combating services as may be required in cases of port emergency;
- (d) such minimum number of persons needed to guarantee that life is not endangered through the non import or discharge into Malta of wheat, grain, domestic gas, aviation fuel, diesel and petrol and oil fuel for the operation of air transport facilities and power generation and water facilities, as agreed upon by their respective employer and the recognised trade union or in default of such agreement, as shall be decided by the appropriate controlling body or in the absence of such body, the Industrial Tribunal;
- (e) such minimum number of persons as may be required to guarantee the combined production, provision and distribution of water and electricity, as agreed upon by their respective employer and the recognised trade union or in default of such agreement, as shall be decided by the Industrial Tribunal;
- (f) such number of persons as may be required to maintain the continued and uninterrupted services listed in the Schedule to this Act and required to be manned at all times for the continued provision by the Government of essential services to the community;
- (g) such number of persons in such posts as the Minister may by notice in the Gazette prescribe, as being necessary to provide service at the level of one-half of the public passenger transport services in Malta and Gozo and one-half of the scheduled public ferry services between Malta and Gozo and it shall be deemed to be an implied condition of the contract of employment of any employee employed in the public passenger transport services and scheduled ferry transport services that the said employee shall be obliged to perform duties as directed by the employer thereof in order to constitute the number designated as aforesaid and any employee failing to perform such duties without justification shall be liable to dismissal:

Provided that, for the purposes of subparagraphs (d) and (e) if no agreement is reached as aforesaid within a period of one month from the date of coming into force of this Act, the matter shall be referred to the appropriate controlling body or Industrial Tribunal, as the case may be, at the request of any one of the parties:

Provided further that for the purpose of paragraph (g) the term "public passenger transport services" shall have the same meaning as that assigned to it in the [Authority for Transport in Malta Act](#).

Cap. 499.

- (7) Where the number of public officers holding or employed

in any of the offices aforesaid is greater than the number indicated in the said Schedule as essentially required, sub-article (6) shall apply only to the more senior among those officers who together make up that number (excluding only any of them who are on leave authorised expressly for the purposes of this sub-article, and only while they are so on leave), seniority being determined by any seniority inherent in the office itself or, in the absence of such seniority, by the length of the officers' service in the office held by them or in which they are employed at the relevant time, and in cases of equal lengths of service by the age of the officers having the same length of service.

(8) Any public officer to whom, by virtue of sub-articles (6) and (7), sub-article (4) does not apply, shall have his service with the Government terminated forthwith if, in contemplation or furtherance of a trade dispute or of any other action taken by two or more public officers or other workers (whether or not in pursuance of a directive issued by a trade union), or in support thereof or in sympathy therewith, such officer refuses or otherwise fails to carry out those duties that are necessary for the continued provision of the essential service, in accordance with this Act and with the terms of service or conditions of employment and under the direction of the competent authorities of the Government.

(9) The Schedule to this Act may be altered, added to or otherwise amended -

- (a) by a resolution of the House of Representatives; or
- (b) by the Prime Minister by order in the Gazette:

Provided that an order as aforesaid may not increase the total number of officers in Category A to more than forty-five (45); in Category B to more than one hundred (100) and in Category C to more than two hundred and twenty-five (225).

65. It shall be lawful for one or more persons in contemplation or furtherance of a trade dispute to attend at or near - Peaceful picketing.

- (a) a place where another person works or carries on business; or
- (b) any other place where another person happens to be, not being a place where he resides,

for the purpose only of peacefully obtaining or communicating information, or peacefully persuading any person to work or abstain from working.

66. Any person who, for the purpose of compelling any other person to abstain from doing or to do any act which such other person has a legal right to do or to abstain from doing, wrongfully and without legal authority - Use or threats of violence.
Amended by:
L.N. 427 of 2007.

- (a) uses or threatens to use violence against such person, or the wife, husband or child of such person, or a member of his household, or causes or threatens to cause damage to his property;
- (b) persistently follows such other person from place to

place;

- (c) watches or besets the house or other place where such other person resides or the approaches to such house or place;
- (d) deprives such person, or in any manner hinders him in the use of, any tools, clothing or other property owned or used by such other person,

shall be guilty of an offence and be liable on conviction to imprisonment for a period not exceeding three months or to a fine (*multa*) not exceeding one thousand and one hundred and sixty-four euro and sixty-nine cents (1,164.69) or to both such imprisonment and fine, without prejudice to any heavier punishment to which the offence may be liable under any other enactment.

Restriction on union membership.

67. (1) The holder of an office in the public service declared by the Prime Minister to be an office the holder whereof may not be a member of a trade union in respect of which he may be required to represent or advise the Government in industrial relations with the union or unions representing its employees, shall not become, and if he is shall cease to be, a member of that trade union; and the provisions of this sub-article shall be an implied term of his terms of service with the Government.

(2) Subject to the provisions of sub-article (3), in respect of a person employed in such managerial or executive post, in any corporation or other body established by law or in any company or other partnership or in any other body having a distinct legal personality (hereinafter referred to as a "corporate employer"), as will require the holder of that position to represent or advise the corporate employer in its relations with the union or unions representing its other employees or any part thereof, it shall be an implied term of the contract of employment of such person that he shall not, while occupying such position, be a member of any of the trade unions aforesaid.

(3) Sub-article (2) shall apply only to such posts, being:

- (a) not more than three in the case of a corporate employer employing not more than two hundred persons;
- (b) not more than seven in the case of a corporate employer employing more than two hundred employees,

as such employer shall have indicated in writing to the trade union of which the holder of the said posts may not be a member.

Trade union membership in disciplined forces.
Added by:
IV. 2015.19.

67A. (1) A member of a disciplined force shall be entitled to be a member of a registered trade union of his choice.

- (2) A trade union representing members of a disciplined force:
 - (a) shall not be entitled to limit its membership to any particular rank in the said force;
 - (b) shall be entitled to negotiate conditions of employment and to participate in dispute resolution procedures of a conciliatory, mediatory, arbitral or judicial nature on

behalf of the members of the disciplined force which it represents but it shall not be entitled to take any other action in a disciplined force in contemplation or furtherance of a dispute:

Provided that notwithstanding the provisions of this article, the right of members of the Armed Forces of Malta to be members of a trade union shall be regulated only under the [Malta Armed Forces Act](#). Cap. 220.

PART II

VOLUNTARY SETTLEMENT OF DISPUTES

68. The Minister shall appoint a Conciliation panel composed of not less than five persons to serve as conciliators in trade disputes as may be referred to them from time to time, so however that: Conciliation Panel.

- (a) the panel shall be composed of such persons appointed by the Minister after consultation with the Malta Council for Economic and Social Development;
- (b) the appointment shall be for a period of two years;
- (c) during the term of the appointment, the Minister may substitute members or fill in vacancies whenever necessary, after consultation with the Malta Council for Economic and Social Development:

Provided that no person as is mentioned in article 73(3), shall be nominated or appointed on the Conciliation panel.

69. (1) Where a trade dispute exists or is apprehended, the parties to the dispute may agree to refer the dispute to - Powers of the Minister for promoting conciliation and preventing disputes.

- (a) the Director, or
- (b) a conciliator who may be chosen -
 - (i) either by the same parties to the dispute in agreement between them;
 - (ii) or, if there is no such agreement, by the Director from amongst the Conciliation panel established by virtue of article 68:

Provided that nothing shall preclude the Director or his delegate from inviting the parties to the dispute to attend conciliation meetings.

(2) The functions of the conciliator appointed in accordance with sub-article (1) shall be -

- (a) to communicate with the parties to the trade dispute immediately on the referral;
- (b) to organise and preside conciliation meetings between the parties as may be necessary in order to resolve the trade dispute;
- (c) to consider the causes and circumstances of the trade dispute;

- (d) to endeavour to bring about an amicable settlement of the dispute as expeditiously as possible; and
- (e) to make such recommendations as the conciliator may deem fit in order to resolve the trade dispute.

(3) Where a trade dispute exists or is apprehended and the parties fail to nominate or to agree on the appointment of a conciliator in accordance with sub-article (1), or where an appointed Conciliator reports a deadlock, the Director shall refer the matter to the Minister and copy such referral to the parties to the dispute.

(4) Where a trade dispute is referred to the Minister in accordance with the last preceding sub-article, the Minister may, if he thinks fit:

- (a) appoint a court of inquiry to inquire into and establish the causes and circumstances of the dispute;
- (b) on an application by both parties to the dispute, refer such trade dispute to the Industrial Tribunal.

Cap. 12.

(5) A court of inquiry shall have the same powers as are by the [Code of Organization and Civil Procedure](#) conferred on a superior court, except that it shall not have the power to order the detention of any person, and without prejudice to the generality of the aforesaid, a court of inquiry may summon witnesses and administer the oath, appoint assessors, and require any person who appears to it to have special knowledge of the matter of the inquiry to furnish, in writing or otherwise, and to confirm on oath, such opinion and such particular relating to that matter as the court may require. Where the court consists of more than one person, the oath shall be administered by the Chairperson.

Voluntary settlements.

70. If a settlement of a trade dispute (being a settlement not inconsistent with any enactment, or other instrument having the force of law, regulating wages and other terms and conditions of employment) is reached as a result of measures taken under article 69, and a memorandum of the terms of that settlement has been drawn up in writing and has been signed by the parties or their representatives and a copy thereof, together with a declaration that is a settlement for the purposes of this article signed as aforesaid, has been delivered to the Minister -

- (a) it shall not be open to any of the parties to seek by unilateral action a revision of the terms of the settlement before the expiration of at least one year from the date of that settlement; and
- (b) any such settlement shall be binding on the parties to it, on the workers represented in the dispute and the workers affected by it and shall be binding on any successor in title of any one of the parties to the dispute.

Regulations.

71. The Minister may make regulations for any of the following purposes -

- (a) for regulating the procedures to be followed by the Conciliation Panel and by the conciliators appointed on the panel;
- (b) for regulating the composition and procedure of courts of inquiry.

72. (1) There is hereby established a Joint Negotiating Council as a special negotiating machinery with respect to trade disputes concerning the conditions of work of persons providing the services listed in article 64(6):

Negotiating
machinery for
public officers.

Provided that the Council and any other negotiating machinery established by or under this article, shall not in any way deal with or encroach on any matter falling within the functions of the Public Service Commission.

(2) The Council shall consist of not more than four members representing the Government, and not more than four members representing the trade union having as its members the largest number of persons providing the essential service in the relevant section or area involved in the dispute:

Provided that the members appointed by the recognised trade union in accordance with the provisions of this sub-article, shall be so appointed by the union concurrently with the official registration of a trade dispute and shall be signified in writing by letter addressed to the Permanent Secretary in the Office of the Prime Minister:

Provided further that, in accordance with the preceding proviso, the composition of the Council may vary if there is more than one dispute that has been referred to the Council and such disputes are separate and are made by a different trade union as specified in the first paragraph of this sub-article.

(3) Saving what is provided in sub-article (4), the decisions of the Council shall only be taken by a unanimous vote. Any decision so taken or agreement so reached shall be binding on the Government and on all public officers to whom that decision or agreement applies.

(4) Where in respect of any trade dispute falling within the functions of the Council an agreement acceptable to all the members cannot be reached, and the Chairperson of the Council registers disagreement, the Chairperson shall refer the matter to the Industrial Tribunal within fifteen days of such disagreement being registered and the Industrial Tribunal shall be bound to reach a final decision on the trade dispute (including the making of recommendations) by not later than two months from the referral, unless in the opinion of the Chairperson of the Industrial Tribunal, a longer period is necessary for a valid reason which must be stated and recorded in the proceedings of the Tribunal.

(5) The Minister may, after consultation with the Council, make regulations to give fuller effect to the provisions of this article and to any other relevant provisions of this Act, and in particular, but without prejudice to the generality of the aforesaid,

such regulations may -

- (a) determine the procedure of the negotiating machinery established by this article;
 - (b) specify in more detail and otherwise determine the functions, powers and duties of any such machinery and of any sub-committee or other body thereof, and of any of their chairpersons or other members;
 - (c) provide for any matter connected with or ancillary to any of the foregoing matters.
- (6) The provisions of article 70 shall apply to an agreement reached as provided in sub-article (3) or sub-article (4) as they apply to a settlement referred to in that article.

PART III

THE INDUSTRIAL TRIBUNAL

Establishment and composition of Industrial Tribunal.
Amended by:
III. 2004.6;
Amended by:
XXXIII. 2016.3.

73. (1) There is hereby established a tribunal to be known as the Industrial Tribunal.

(2) The Prime Minister shall appoint a panel of not more than fifteen persons to act as chairpersons of the Industrial Tribunal, after consultation with the Malta Council for Economic and Social Development, so however that -

- (a) at least three of the members so appointed shall be persons who are advocates of at least seven years experience;
- (b) such persons shall serve as chairpersons either in turn or in accordance with such distribution of duties and subject to such provisions as to inability to serve and other circumstances, as may be prescribed by the Minister.

(3) Save as is provided in sub-article (4), the Industrial Tribunal shall consist of -

- (a) a Chairperson chosen in accordance with the provisions of sub-article (2); and
- (b) two other members of the Tribunal who shall be selected by the Chairperson of the Tribunal so that due to their different experiences they shall bring to the Tribunal knowledge, so far as may be equally, of the interests in the dispute, from two panels of persons appointed by the Minister to serve as members of the Tribunal as occasion may require, one panel consisting of persons nominated by trade unions represented on the Malta Council for Economic and Social Development and the other panel consisting of persons nominated by employers' associations and other organisations representing employers represented on the Malta Council for Economic and Social Development:

Provided that if the parties to a trade dispute agree, within

such time as the Chairperson shall fix for the purpose, on the selection of the two members who are to sit with the Chairperson, the Chairperson shall make the selection according to that agreement.

(4) In all cases covered by article 75, the Tribunal shall be composed of a Chairperson alone provided that in those cases covered by article 75(1)(b), the Chairperson shall be one of the members appointed in accordance with sub-article (2)(a).

(5) In all cases not provided for by sub-article (4) in which the Government, or any body or company referred to in article 80(3), is a party, the Tribunal shall be composed of -

- (a) a Chairperson chosen in accordance with the provisions of sub-article (2);
- (b) a member selected by the Chairperson of the Tribunal from the panel of persons nominated by trade unions as prescribed in sub-article (3)(b); and
- (c) a member chosen by the Chairperson of the Tribunal from a list of persons appointed by the Minister from amongst persons nominated by entities in the public sector.

(6) (a) The chairpersons of the Tribunal shall be appointed by the Prime Minister for a period of five years.

(b) The members of the Tribunal shall be appointed by the Minister for a period of five years.

(c) A person shall not be qualified to be appointed as chairperson or as member of the Tribunal, if such person:

- (i) is a Member of the House of Representatives or of the European Parliament; or
- (ii) is a Member of a Local Council; or
- (iii) is an undischarged bankrupt; or
- (iv) has been sentenced by any court to effective imprisonment for any term or has been found guilty by any court of any of the crimes listed in Titles III, V or VI of Part II of Book First of the Criminal Code.

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(d) The Prime Minister may, after consultation with the Employment Relations Board, remove a member from the list appointed in accordance with sub-article (2), for reasons of proved misbehaviour, manifest inefficiency, or inability to perform his or her functions whether due to an impairment of mind or body. The decision to remove such a member shall include reasons and shall be subject to a right of appeal on a point of law against the Prime Minister to the Court of Appeal by such member. The appeal shall be filed within twenty days from the date when the said member is notified of the decision. The rules of the Code of Organization and Civil Procedure

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regulating the hearing and determination of appeals from judgements of the First Hall of the Civil Court shall *mutatis mutandis* apply to such appeal.

(e) The Minister may, after consultation with the Employment Relations Board, remove a member from the list appointed in accordance with sub-article (3) (b), for reasons of proved misbehaviour, manifest inefficiency or inability to perform his or her functions whether due to an impairment of mind or body. The decision to remove such a member shall include reasons and shall be subject to a right of appeal on a point of law against the Minister to the Court of Appeal by such member. The appeal shall be filed within twenty days from the date when the said person is notified of the decision. The rules of the Code of Organization and Civil Procedure regulating the hearing and determination of appeals from judgements of the First Hall of the Civil Court shall *mutatis mutandis* apply to such appeal.

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(f) The chairpersons and the members of the Tribunal may, when their term of office, whether it be the first one or otherwise, expires, be re-appointed for another term of five years:

Provided that such re-appointment, prior to being made, shall be proposed to the Employment Relations Board and:

(i) the re-appointment of a chairperson shall not be made if two thirds of the members of the Employment Relations Board are against such reappointment;

(ii) the re-appointment of a member from the list of persons appointed by trade unions represented on the Malta Council for Economic and Social Development shall not be made if it does not receive the prior approval of at least fifty percent of all the members of the Employment Relations Board that have been nominated on such Board as representatives of the employees;

(iii) the re-appointment of a member from the list of persons appointed by employers' associations and other organisations that represent the employers shall not be made if it does not receive the prior approval of at least fifty percent of all the members of the Employment Relations Board that have been nominated on such Board as representatives of the employers.

(7) (a) The Prime Minister may, from time to time, if he thinks fit and after consultation as provided in sub-article (2) add to the list provided for it in the said sub-article.

(b) The Minister may, from time to time, if he thinks fit

request new nominations from trade unions and associations and organisations of the employers mentioned in paragraph (b) of sub-article (3) for the purpose of increasing the lists mentioned in the said paragraph.

(8) The Minister shall also designate a public officer to be Secretary of the Tribunal and may also detail other public officers to assist the Secretary in the performance of his duties. The Secretary of the Tribunal shall have *mutatis mutandis* such powers and duties as are by the [Code of Organization and Civil Procedure](#) vested in the Registrar of Courts. Cap. 12.

(9) The registry of the Tribunal shall be the Registry of the Superior Courts; and the records of the Tribunal shall be kept therein.

(10) (a) The chairpersons and the members of the Tribunal shall receive such remuneration as the Prime Minister may establish by notice in the Gazette. Such remuneration may be fixed at an amount per year or at an amount for every hearing held or at an amount for every decided case. Once the remuneration has been established it shall not be reduced but the change in criteria for calculating the remuneration between the criteria mentioned in this paragraph provided that it is made in regards to all the chairpersons and members shall not be deemed to constitute in itself a reduction in the remuneration.

(b) During their term of appointment the chairpersons and the members of the Tribunal shall not appear before the Tribunal in the exercise of their profession or to assist any parties.

(c) The chairpersons and the members of the Tribunal shall prior to the hearing of every case declare to the Secretary of the Tribunal any interest that they may have in the procedures and the Secretary shall, when in his opinion such interest may prejudice the independence of the chairperson or of the member concerned, appoint another chairperson or member in accordance with the lists mentioned in sub-articles (2) and (3) respectively:

Provided that nothing in this paragraph shall be construed as diminishing the right of the parties in a case before the Tribunal to request the challenge of a chairperson or of a member.

(d) Nothing in this Act shall be construed as exempting any person forming part of the Tribunal from the duty to act with independence and impartiality according to law and not to be subject to the direction or control of any other person or authority in the performance of his judicial duties on the Tribunal and this irrespective of the procedure according to which or the list from which such person shall have been appointed to form

part of the Tribunal.

Reference to
Tribunal.
Amended by:
III. 2004.7.

74. (1) Where steps taken by the Minister under article 69 to promote an amicable settlement of a trade dispute have not resulted in a settlement, any of the parties may notify the Minister in writing accordingly.

(2) Where all the parties to a trade dispute agree to refer the dispute to the Industrial Tribunal, they may request the Minister in writing to refer the dispute to the Tribunal.

(3) Upon receipt of a notification under sub-article (1) and upon being satisfied that the notification or request has been received from a *bona fide* employer or from an employers' association or from a trade union representing the interests of the workers concerned in the dispute, the Minister shall refer the dispute to the Tribunal for settlement by it; and he shall do so within twenty-one days from the date of the notification or request.

(4) The Minister may refer to the Tribunal for advice, any matter relating to or arising out of a trade dispute, or trade disputes generally, or trade disputes of any class, or any other matter which in his opinion ought to be so referred.

Jurisdiction of the
Industrial Tribunal.
Amended by:
III. 2004.8.
LVIII.2020.4.

75. (1) Notwithstanding any other law, the Industrial Tribunal shall have the exclusive jurisdiction to consider and decide -

- (a) all cases of alleged unfair dismissals;
- (b) all claims made in accordance with sub-articles (11) and (12) of article 36 of this Act, for sums which may become due to a worker or to an employer following the termination of a contract of service for a fixed term before the expiration of the term definitely specified in the contract; and
- (c) all cases falling within the jurisdiction of the Industrial Tribunal by virtue Title I of this Act or any regulations prescribed thereunder,

for all purposes other than proceedings in respect of an offence against any enactment and the remedy of a worker so dismissed or otherwise alleging a breach of his right under Title I of this Act shall be by way of reference of the complaint to the Industrial Tribunal and not otherwise:

Provided that nothing in this sub-article shall be construed as affecting the provisions of the Constitution of Malta with respect to public officers or shall affect the operation of the [Port Workers Ordinance](#), or of the [Public Transport \(Regulation of Employment\) Act](#), and in this article the expression "worker" does not include public officers or any person to whom the Ordinance or the Act aforesaid applies.

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(2) Where it is alleged that a worker has been unfairly dismissed by an employer, or where there is an alleged breach of any obligation arising out of any matter falling within the jurisdiction of the Industrial Tribunal under Title I of this Act or any regulations prescribed thereunder, the matter shall be referred

to the Tribunal for a decision by it by means of a referral in writing made by the worker alleging the breach, or by some other person acting in the name and on behalf of such worker.

(3) Any referral made in accordance with the last preceding sub-article shall be made by means of a declaration stating the facts of the case, presented in the Registry of the Tribunal and shall, in all cases, be so presented by not later than four months from the effective date of the alleged breach.

76. (1) The Chairperson of the Tribunal may be challenged, or shall abstain, from sitting in any of the circumstances set out in article 734 of the [Code of Organization and Civil Procedure](#); and in any such case the provisions of Sub-Title II of Title II of Book Third of that Code shall apply in so far as they are applicable and subject to the other provisions of this Act:

Procedure of the Tribunal.
Amended by:
XXXIII. 2016.4.
Cap. 12.

Provided that if all the persons appointed in accordance with article 73(2) are successfully challenged, the Tribunal shall be chaired by another person appointed *ad hoc* by the Minister and who shall not be challenged.

(2) Any member of the Tribunal other than the Chairperson may be challenged, or shall abstain, if he has given evidence in any court of inquiry or before a conciliator concerning the trade dispute before the Tribunal, or if any party to the dispute proposes to call him as a witness; and in any such case, and in the case of any other lawful impediment of any such member, he shall be replaced by another person selected by the Chairperson from the appropriate panel referred to in article 73(3)(b), or article 73(5)(c) applies, by another person appointed *ad hoc* by the Prime Minister.

77. (1) The Tribunal shall have such powers as are, by the [Code of Organization and Civil Procedure](#), vested in the Civil Court, First Hall.

General powers of the Tribunal.
Amended by:
XXXIII. 2016.5.
Cap. 12.

(2) Without prejudice to the foregoing provision of this article, the Tribunal shall have the power to summon witnesses and to administer the oath, to appoint assessors, and to require any person who appears to it to have special knowledge of any relevant matter, or of any of the matters to which the trade dispute or complaint referred to it relates, or of the matter referred to it, to furnish in writing or otherwise, and to confirm on oath, such opinion and such particulars relating to that dispute, matter or complaint as the Tribunal may require, and may authorise any person to administer the oath for that purpose:

Provided such witness, assessor, expert or any other person, as the case may be, shall be heard in evidence and shall be examined in a Tribunal hearing and the parties to the case shall have the right to ask questions.

(3) Witnesses shall be paid fees in accordance with the [Witnesses \(Fees\) Ordinance](#).

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78. (1) The Tribunal shall decide any issue referred to it within a period that does not exceed one month from the date of the

Further provisions with respect to the Tribunal.

referral, unless in the opinion of the Chairperson, a longer period is necessary for a valid reason which must be stated and registered in the proceedings of the Tribunal.

(2) The case for any party to a dispute may be presented by the party itself which may choose to be represented or aided by a person or persons of its trust.

(3) Subject to the provisions of this Act and to any rules made or deemed to be made under this article, the Tribunal shall regulate its own procedure. Whatever the procedure adopted, the Tribunal shall endeavour to ensure that justice is done according to the substantive merits of the case; and, subject to the rules of natural justice, the Tribunal shall reach its conclusions on any matter in such a manner as it deems appropriate.

(4) The Tribunal shall hold its sittings in public unless, having regard to the nature of the dispute or other matter before it, the Chairperson deems it proper to conduct the proceedings or part thereof in private.

(5) Where the members of the Tribunal are more than one and they are unable to agree as to their award, decision or advice, the matter shall be decided by the Chairperson acting with full powers of an umpire.

(6) The Minister may make rules establishing the procedure to be followed by and before the Tribunal and otherwise making such provisions with respect to such proceedings as he may deem necessary or expedient.

Fees.
Amended by:
L.N. 427 of 2007.

79. (1) The Minister may by regulations prescribe the fees payable to any person representing the parties in proceedings before the Tribunal.

(2) The Tribunal shall in its award or decision tax the fees of the person or persons representing either party in accordance with the Tariff made under the preceding sub-article.

(3) No person shall charge fees in excess of those taxed by the Tribunal or in the absence of such taxation, in excess of the Tariff.

(4) Any party who is charged fees in excess of any tariff which is or may be prescribed by law may claim back the excess by a written request to the Secretary of the Tribunal, who shall thereupon verify the claim, and if so verified, shall order the person to whom the excess was paid to refund it to that party.

(5) If the Tribunal finds that there was gross overcharging it may order the person so overcharging to pay a penalty not exceeding two thousand and three hundred and twenty-nine euro and thirty-seven cents (2,329.37) to the Secretary, who shall upon receiving that penalty transmit it to the Consolidated Fund.

(6) An order for reimbursement made in terms of sub-article (4) and an order to pay a penalty made in terms of sub-article (5), shall be an executive title for all intents and purposes of the [Code of Organization and Civil Procedure](#) and shall be enforceable as such by the Civil Court, First Hall in the same manner and by the

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same means laid down in that Code.

80. (1) In giving any award, decision or advice the Tribunal may give consideration to the social and economic policies and to the principles of social justice prevailing at the time of its pronouncement if it considers that these are relevant to the determination of the case before it.

Provisions affecting awards and decision of Tribunal.
Amended by: XXXIII. 2016.6.

(2) Where any matter before the Tribunal concerns or relates to public officers the Tribunal shall abstain from taking cognizance of any matter which is within the functions of the said Commission.

(3) Where the matter before the Tribunal concerns or relates to persons employed with bodies corporate established by law and managed by a board or other body appointed by the Government or to persons employed with companies in which the Government has a controlling interest, any award or decision of the Tribunal shall, where the Tribunal considers that it is appropriate, take into account the maintenance of due relativity between the terms and conditions of those employees and the terms and conditions of public officers.

(4) The Tribunal shall not make any award or decision which is inconsistent with any enactment, or other instrument having the force of law, regulating wages and other terms and conditions of employment.

81. (1) Where on a complaint for unfair dismissal referred to the Tribunal under article 75, the Tribunal -

Powers of Tribunal in cases of dismissal.
Amended by: V. 2009.4.

- (a) finds that the grounds of the complaint are well-founded, and
- (b) on the specific request of the complainant to be reinstated or re-engaged made in the referral or in the statement of his case,

the Tribunal considers that it would be practicable and in accordance with equity, for the complainant to be reinstated or re-engaged by the employer, the Tribunal shall make an order to that effect, stating the terms on which it considers that it would be reasonable for the complainant to be so reinstated or re-engaged:

Provided that where the complainant is employed in such managerial or executive post as requires a special trust in the person of the holder of that post or in his ability to perform the duties thereof, the Tribunal shall not order the reinstatement or re-engagement of the complainant; but where the complainant was appointed or selected to such post as aforesaid by his fellow workers the Tribunal may order his reinstatement or re-engagement in the post held by him before such appointment or selection.

(2) Where on a complaint made under article 75, the Tribunal finds that the grounds for the complaint are well-founded -

- (a) in cases of unfair dismissal, if there is no specific request for reinstatement or re-engagement or the Tribunal decides not to make an order for reinstatement or re-engagement as aforesaid, the

Tribunal shall make an award of compensation, to be paid by the employer to the complainant, in respect of the dismissal:

Provided that, in determining the amount of such compensation, the Tribunal shall take into consideration the real damages and losses incurred by the worker who was unjustly dismissed, as well as other circumstances, including the worker's age and skills as may affect the employment potential of the said worker;

- (b) in all other cases other than cases alleging a breach of articles 26, 27, 28 or 29, the Tribunal may make such order as it deems necessary in order to remedy the breach or it may make an award of compensation to be paid by the employer to the complainant, or it may award such compensation and make such orders as it may deem necessary in order to remedy the breach; and
- (c) in cases alleging a breach of articles 26, 27, 28 or 29 the provisions of article 30(2) shall apply.

Effects of awards
or decisions by
Tribunal.

82. (1) Any decision or award made by the Tribunal shall be binding on the parties to it, on the workers represented in the dispute and the workers affected by it and shall be binding on any successor in title of any one of the parties to the dispute:

Provided that it shall not be open to either of the parties to seek by unilateral action a revision of any award or decision of the Tribunal before the expiration of at least one year from the date of such award or decision.

(2) A decision or award of the Tribunal may be made retrospective to a date which -

- (a) in the case of an unfair dismissal, is not earlier than the date of such dismissal; and
- (b) in any other case is not earlier than the actual occurrence of the breach or, if such date is not determinable, is not earlier than the date on which the trade dispute to which the decision or award relates first arose.

(3) In cases of unfair dismissal and in cases falling under the jurisdiction of the Industrial Tribunal in accordance with article 75(1)(a) and (b), there shall be a right of appeal on a point of law. Such appeal shall be made by an application to the Court of Appeal constituted in accordance with article 41(9) of the [Code of Organization and Civil Procedure](#). Such application shall be filed by not later than twelve days from the date of the decision of the Tribunal:

Provided that when an appeal is lodged to the Court of Appeal and a plea is entered by either of the parties that the appeal is null and void because it is not based on a point of law decided by the Tribunal or that the appeal is null and void at law for any other

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reason whatsoever, that appeal shall be referred by the Registrar to the Court of Appeal for a decree *in camera* on the admissibility or otherwise of the appeal.

(4) The enforcement of the awards and decisions of the Tribunal shall be carried out in the manner prescribed in this Act and in the [Code of Organization and Civil Procedure](#), and shall vest in the Tribunal itself.

83. (1) If any question arises as to the interpretation of any award or decision of the Tribunal (other than a decision under this article), the Minister or any party to the proceedings may apply to the Tribunal for a decision of such question and the Tribunal shall decide the matter after hearing the parties or, if the parties have so agreed, without any such hearing. The decision of the Tribunal shall be notified to the parties and shall be binding in the same manner as if it had formed part of the original award.

Interpretation of awards and decisions of Tribunal.
Amended by:
L.N. 427 of 2007.

(2) For the purposes of this article the membership of the Tribunal shall be as far as may be reasonably possibly identical to the membership of the Tribunal when it made the award the interpretation of which is requested.

(3) If during the hearing of any application made under sub-article (1), the Tribunal finds that the application is vexatious, the Tribunal may order the offending party to pay to the other party a penalty not exceeding four hundred and sixty-five euro and eighty-seven cents (465.87). Any such penalty shall be recoverable as a civil debt.

TITLE III

SUPPLEMENTARY PROVISIONS

84. (1) Subject to the provisions of Title II of this Act, and without prejudice to the special provisions therein contained with respect to public officers, the provisions of Title II of this Act, other than the provisions of articles 69 and 72 and the provisions relating to dismissals or termination of employment, shall have effect in relation to government employment and to workers who are government employees as they have in relation to other employment and to other workers. The provisions excluded by this sub-article shall not apply to government employees unless specifically provided for in terms of article 48(1).

Application of Act to government employees.
Amended by:
IX. 2003.126.

(2) In this article "government employment" means employment under or for the purposes of a government department, otherwise than as a member of a disciplined force, and "government employee" means a person who for the time being is in government employment.

85. All expenses required to put into operation the provisions of this Act, including the expenses of the Tribunal and of any council, court of inquiry or of any person appointed by or under this Act, shall be a charge on and be paid out of the Consolidated Fund.

Expenses necessary for putting Act in operation.

Savings.
Cap. 135.
Cap. 266.

86. All regulations, orders and subsidiary legislation made under or kept in force by the Conditions of Employment (Regulation) Act (repealed by this Act^{*}) and by the Industrial Relations Act (repealed by this Act[†]) and any National Standard Order and Wages Council Wage Regulation Order in force on the date on which this Act comes into effect, shall continue in force thereafter and shall have effect thereafter as if made under this Act, and may be amended or repealed accordingly.

^{*}Article 18(1), (2), (3) and (4) of the Conditions of Employment (Regulation) Act, in relation to entitlement to maternity leave, which is to continue to be regulated by the Conditions of Employment (Regulation) Act, is still in force.

[†]All cases which immediately before the coming into force of the Employment and Industrial Relations Act were pending before the Industrial Tribunal, as constituted under the Industrial Relations Act, shall continue to be regulated by the said Industrial Relations Act.

SCHEDULE

(Article 64(6))

List and number of offices required to be manned at all times for the continued provision by the Government of essential services to the community.

<i>Offices</i>	<i>Number</i>
CATEGORY A	
ADMINISTRATIVE SERVICES	
Director General (Health)	
Administrative Director responsible for Pharmaceutical Services	
Administrative Director responsible for Hospitals	
Administrative Director responsible for Public Health	
Administrative Director responsible for Primary Health Care	
Consultants in Administrative Posts	3
Principal Medical Officers	3
Port/Airport Medical Officers	2
CLINICAL SERVICES IN MALTA	
Consultants	
All Directors and Clinical Chairpersons (with respect to administrative duties and responsibilities to ensure the effective running of their respective departments)	12
Medical Administrator – Gozo General Hospital	1
Manager Nursing Services	
St. Luke’s Hospital	
Mount Carmel Hospital	
Boffa Hospital	
Gozo General Hospital	
St. Vincent De Paule	
Manager Midwifery services	
Manager Radiography	
Manager Physiotherapy	
Manager Laboratory Services	
CATEGORY B - DOCTORS	
For the purposes of this category, the term "on call" shall mean that the person may be contacted by phone, pager or otherwise and is expected to exercise clinical judgement and the term "resident" shall mean present on site in the hospital to deliver emergency services; the term "by day" shall mean from 8.00 am to 10.30 pm and the term "by night" shall mean from 10.30 pm to 8.00am.	
<i>Accident and Emergency Department</i>	
On Call	1 Consultant

<i>Offices</i>	<i>Number</i>
Resident by day	6 Senior Registrar/ Registrar/SHO/MO/HM
Resident by night	4 Senior Registrar/ Registrar/SHO/MO/HM
<i>Medicine</i>	
Consultants On Call	1 Gastroenterology 1 Diabetology 1 Neurology 1 Nephrology 1 Haematology 1 Respiratory 1 Cardiology
Resident	1 Infectious Disease 2 Senior Registrars 2 Registrar/SHO 3 Housemen
<i>Surgery</i>	
Consultants On Call	1 Orthopaedic Surgery 1 ENT 1 Ophthalmology 1 Cardio Thoracic 1 Urology 1 Plastic Surgery 1 Neuro Surgery 1 Vascular/Transplant Surgery
Resident	2 Senior Registrars 1 Sen. Reg. Orthopaedics 2 Reg/SMO Gen Surgery 1 Reg/SHO Orthopaedics 1 Reg/SHO Ophthalmology 1 Reg/SHO Cardiothoracic 1 Reg/SHO Urology 1 Reg/SHO ENT 4 Housemen
<i>Paediatrics</i>	
Consultants On Call	1 Consultant Paediatrician 1 Paediatric Surgeon 1 Paediatric Cardiologist 1 Paediatric Oncologist
Resident	1 Senior Registrar 3 Reg/SHO/Houseman

<i>Offices</i>	<i>Number</i>
<i>Obstetrics and Gynaecology</i>	
Consultants On Call	1 Consultant Obstetrician
Resident	1 Senior Registrars 2 Reg/SHO 2 Housemen
<i>Anaesthesia</i>	
Consultants On Call	3 Consultant Anaesthetists
Resident	5 Senior Registrars 1 Sen Reg for ITU
<i>Radiology</i>	
Consultants On Call	1 Consultant Radiologist
Resident	1 Senior Reg/ Reg/ SHO
<i>Blood Transfusion</i>	
Consultants On Call	1 Consultant
Resident	1 SHO/MO/Houseman
<i>Pathology</i>	
Officers in charge on Call	1 Toxicology 1 Virology 1 Bacteriology 1 Infection Control 1 Histopathology 1 Biochemistry 1 Public Health Laboratory
<i>Psychiatry</i>	
Consultants On Call	1 Consultant Psychiatrist
Resident	2 Sen Reg/ Reg/ SHO/ Houseman
<i>Geriatrics</i>	
Consultants On Call	1 Consultant Geriatrician
Resident	2 Sen Reg/ Reg/ SHO/ Houseman
<i>Oncology</i>	
Consultants On Call	1 Consultant Oncologist
Resident	2 Sen Reg/ Reg/ SHO/ Houseman
<i>Dermatology</i>	
Consultants On Call	1 Consultant Dermatologist

CATEGORY C

Nursing Services

For the purposes of this category, the term "by day" shall mean from 7.00 am to 7.00 pm and the term "by night" shall mean from 7.00 pm to 7.00am.

Special Care Baby Unit Full staff complement

<i>Offices</i>	<i>Number</i>
Intensive Therapy Unit	1 Nurse per patient
High Dependency Unit	1 Nurse per 2 patients
Renal Unit	1 Nurse for every 4 patients plus 1 for every special case
Accident and Emergency	8 Nurses by day and 5 nurses by night
Labour Ward and Theatre	5 Midwives plus 2 nurses/ midwives for Theatre
Operating Theatres	Staff to provide services in 3 Theatres by day and 2 Theatres by night
Coronary Intensive Care Unit	1 Nurse per patient
Coronary Care Unit	3 Nurses by day and 3 Nurses by night
General Acute Wards	2 Nurses by day and 2 Nurses by night
Chronic Wards	1 Nurse by day and 1 Nurse by night
Gynaecology Wards	4 Nurses/Midwife by day and 3 by night
Antenatal Wards	2 Midwives by day and 2 by night
Post natal Wards	4 Midwives by day and 3 by night

Paramedic and Other services

For the purposes of this category, the term "by day" shall mean from 7.00 am to 7.00 pm and the term "by night" shall mean from 7.00 pm to 7.00am.

Radiographers	2 by day and 2 by night
Physiotherapists	4 by day
Laboratory Technologists	4 by day and 4 by night
Pharmacists	3 by day and 1 by night
Electrical Engineer	1 by day and on call by night
Mechanical Engineer	1 by day and on call by night
Maintenance Staff	3 by day and 3 by night

Services at Gozo General Hospital

1 Consultant on call on each of General Medicine, General Surgery, Orthopaedics/Anaesthesia

4 Sen. Reg/ Reg/ SHO/ to cover wards and Emergency Department

1 Pharmacist

1 Lab Technologist

1 Maintenance Staff

<i>Offices</i>	<i>Number</i>
Nursing and Midwifery as applicable to Malta Hospitals	
Ambulance Drivers Service	
By day	8 Drivers in Malta and 3 in Gozo
By night	4 Drivers in Malta and 2 in Gozo
