KAMRA TAD-DEPUTATI HOUSE OF REPRESENTATIVES
PARLAMENT TA' MALTA

L-ERBATAX-IL LEĠIŻLATURA

P.L. 5648

Dokument imqiegħed fuq il-Mejda tal-Kamra tad-Deputati fis-Seduta Numru 361 tat-30 Ġunju 2025 mill-Ministru għall-Kultura, l-Artijiet u l-Gvern Lokali, f'isem il-Prim Ministru.

____
Eleanor Scerri
Skrivan tal-Kamra

Suppliment tal-Gazzetta tal-Gvern ta' Malta Nru. 21,460, 27 ta' Ġunju, 2025

Taqsima B

A.L. 112 tal-2025

ATT DWAR L-IMPIEGI U R-RELAZZJONIJIET INDUSTRIJALI (KAP. 452)

Regolamenti tal-2025 li jemendaw ir-Regolamenti dwar Kondizzjonijiet tax-Xogħol Trasparenti u Prevedibbli

BIS-SAĦĦA tas-setgħat mogħtija bl-artikolu 48(2) tal-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali, il-Ministru responsabbli għal impiegi u relazzjonijiet industrijali għamel dawn ir-regolamenti li ġejjin:-

1. (1) It-titolu ta' dawn ir-regolamenti hu r-Regolamenti tal-2025 li jemendaw ir-Regolamenti dwar Kondizzjonijiet tax-Xogħol Trasparenti u Prevedibbli u dawn ir-regolamenti għandhom jinqraw u jinftiehmu ħaġa waħda mar-Regolamenti dwar Kondizzjonijiet tax-Xogħol Trasparenti u Prevedibbli, hawn iżjed 'il quddiem imsejħa r-"regolamenti prinċipali". Titolu u bidu fis-seħħ. L.S. 452.126.

(2) Dawn ir-regolamenti għandhom jidħlu fis-seħħ fi żmien xahrejn (2) mill-pubblikazzjoni tagħhom fil-Gazzetta.

2. Is-subregolament (2) tar-regolament 2 tar-regolamenti prinċipali għandu jiġi mħassar. Jemenda r-regolament 2 tar-regolamenti prinċipali.

3. Ir-regolament 3 tar-regolamenti prinċipali għandu jiġi emendat kif ġej: Jemenda r-regolament 3 tar-regolamenti prinċipali.

(a) minnufih qabel it-tifsira "Att" għandha tiġi miżjuda t-tifsira ġdida li ġejja:

" "applikant għal impjieg" tfisser kwalunkwe persuna li qiegħda tfittex impjieg u li qiegħda tiġi kkunsidrata għal ingaġġ ma' prinċipal prospettiv;";

(b) minnufih wara t-tifsira "kuntratt zero hour" għandha tiġi miżjuda t-tifsira ġdida li ġejja:

" "livell ta' paga" tfisser paga annwali grossa u l-paga grossa korrispondenti fis-siegħa;".

4. Minnufih wara r-regolament 5 tar-regolamenti prinċipali Iżid regolament ġdid mar-regolamenti prinċipali.

għandu jiġi miżjud ir-regolament ġdid li ġej:

"Trasparenza fil-pagi qabel u matul l-impjieg.

5A. (1) Applikanti għal impjieg għandu jkollhom id-dritt li jirċievu mingħand il-prinċipal prospettiv informazzjoni dwar:

(a) il-paga inizjali, jew il-firxa tagħha, li għandha tiġi attribwita għall-pożizzjoni kkonċernata; u

(b) fejn applikabbli, id-dispożizzjonijiet rilevanti dwar il-paga tal-ftehim kollettiv kif applikat mill-prinċipal fir-rigward tal-pożizzjoni:

Iżda tali informazzjoni għandha tingħata lill-ħaddiema qabel il-bidu tal-impjieg tagħhom.

(2) Il-ħaddiema għandu jkollhom id-dritt li jitolbu mingħand il-prinċipal fi kwalunkwe waqt matul l-impjieg tagħhom il-livell ta' paga individwali tagħhom u l-livelli ta' paga fir-rigward ta' kategoriji ta' ħaddiema li jwettqu l-istess xogħol bħalhom:

Iżda l-prinċipal għandu jipprovdi tali informazzjoni fuq talba bil-miktub mill-ħaddiem f'perjodu ta' żmien raġonevoli iżda fi kwalunkwe każ mhux aktar minn xahrejn (2) mid-data li fiha ssir it-talba.".

L.N. 112 of 2025

EMPLOYMENT AND INDUSTRIAL RELATIONS ACT (CAP. 452)

Transparent and Predictable Working Conditions (Amendment) Regulations, 2025

IN EXERCISE of the powers conferred by article 48(2) of the Employment and Industrial Relations Act, the Minister responsible for employment and industrial relations has made the following regulations:-

1. (1) The title of these regulations is the Transparent and Predictable Working Conditions (Amendment) Regulations, 2025 and these regulations shall be read and construed as one with the Transparent and Predictable Working Conditions Regulations, hereinafter referred to as the "principal regulations".

Citation and commencement.

S.L. 452.126.

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

2. Sub-regulation (2) of regulation 2 of the principal regulations shall be deleted.

Amends regulation 2 of the principal regulations.

3. Regulation 3 of the principal regulations shall be amended as follows:

Amends regulation 3 of the principal regulations.

(a) immediately after the definition "Act" there shall be added the following new definition:

" "applicant for employment" means any person seeking employment and who is being considered for engagement with a prospective employer;";

(b) immediately before the definition "reference hours and days" there shall be added the following new definition:

" "pay level" means gross annual pay and the corresponding gross hourly pay;".

4. Immediately after regulation 5 of the principal regulations

Adds new regulation to the principal regulations.

there shall be added the following new regulation:

"Pay transparency prior to and during employment.

5A. (1) Applicants for employment shall have the right to receive from the prospective employer information about:

(a) the initial pay, or its range, to be attributed to the position concerned; and

(b) where applicable, the relevant pay provisions of the collective agreement as applied by the employer in relation to the position:

Provided that such information shall be provided to the workers before the commencement of their employment.

(2) Workers shall have the right to request from the employer at any time during their employment their individual pay level and the pay levels for categories of workers performing the same work as them:

Provided that the employer shall provide such information upon written request by the worker within a reasonable period of time but in any event not exceeding two (2) months from the date on which the request is made.".

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

Prezz/*Price*
€0.18