

**The following tables are the Minimum Hourly Rates Payable to Contractors (excl. VAT) for the period 2022 – 2024  
based on the Collective Agreement 2017 – 2024**

		2022 Minimum Hourly Rates Payable to Contractors (excl VAT)									
		Mon-Sat Basic Rate	Sunday Basic Rate	Vacation Leave	Bonus/Weekly Allowance	Public Holidays	National Insurance	Sick Leave	Maternity Leave Fund	Mon-Sat Total Rate Payable to Contractor	Sunday Total Rate Payable to Contractor
<b>Cleaners (Offices)</b>	20	€ 5.17	€ 10.34	€ 0.81	€ 0.25	€ 0.41	€ 0.52	€ 0.18	€ 0.03	€ 7.37	€ 12.54
<b>Street Sweepers</b>	20	€ 5.17	€ 10.34	€ 0.81	€ 0.25	€ 0.41	€ 0.52	€ 0.18	€ 0.03	€ 7.37	€ 12.54
<b>Waste Collectors</b>	20	€ 5.17	€ 10.34	€ 0.81	€ 0.25	€ 0.41	€ 0.52	€ 0.18	€ 0.03	€ 7.37	€ 12.54
<b>Health Attendants (Public Convenience)</b>	20	€ 5.17	€ 10.34	€ 0.81	€ 0.25	€ 0.41	€ 0.52	€ 0.18	€ 0.03	€ 7.37	€ 12.54
<b>Cleaners (Hospitals and Elderly Homes)</b>	18	€ 6.09	€ 12.18	€ 0.96	€ 0.25	€ 0.48	€ 0.61	€ 0.21	€ 0.03	€ 8.63	€ 14.72
<b>Assistant Clerical Workers</b>	18	€ 6.09	€ 12.18	€ 0.96	€ 0.25	€ 0.48	€ 0.61	€ 0.21	€ 0.03	€ 8.63	€ 14.72
<b>Care Workers</b>	17	€ 6.58	€ 13.16	€ 1.03	€ 0.25	€ 0.52	€ 0.66	€ 0.23	€ 0.03	€ 9.30	€ 15.88
<b>Clerical Workers</b>	16	€ 7.08	€ 14.16	€ 1.11	€ 0.25	€ 0.56	€ 0.71	€ 0.24	€ 0.04	€ 9.99	€ 17.07
<b>Receptionists</b>	16	€ 7.08	€ 14.16	€ 1.11	€ 0.25	€ 0.56	€ 0.71	€ 0.24	€ 0.04	€ 9.99	€ 17.07
<b>Security Guards</b>	16	€ 7.08	€ 14.16	€ 1.11	€ 0.25	€ 0.56	€ 0.71	€ 0.24	€ 0.04	€ 9.99	€ 17.07
<b>Customer Care Support Officers</b>	15	€ 7.56	€ 15.12	€ 1.19	€ 0.25	€ 0.60	€ 0.76	€ 0.26	€ 0.04	€ 10.66	€ 18.22
<b>Senior Clerks</b>	14	€ 8.11	€ 16.22	€ 1.27	€ 0.25	€ 0.64	€ 0.82	€ 0.28	€ 0.04	€ 11.41	€ 19.52

*Contracting Authorities are to take note that the 2023 and 2024 'Mon-Sat Total Rate Payable to Contractor' and the 'Sunday Total Rate payable to Contractor' may be revised if the Government of Malta amends the applicable legislation such as the annual vacation leave entitlement and other entitlement as per the respective annual budget. Such rates are being provided as guidelines for future use.*

*It is to be noted that the 'Mon-Sat Total Rate Payable to Contractor' is not inclusive of the 'Sunday Total Rate payable to Contractor' rate. Any hours worked on Sundays shall not be remunerated at a rate less than the rates identified in the column titled 'Sunday Total Rate payable to Contractor'. Accordingly, in such circumstances, the Contractor's employees shall not be paid less than the rates indicated in the column titled 'Sunday Basic Rate'.*

*Likewise, any hours worked between Monday and Saturday shall not be remunerated at a rate less than the rates identified in the column titled 'Mon – Sat Total Rate payable to Contractor'. In such instances, the Contractor's employees shall not be paid less than the rates indicated in the column titled 'Mon – Sat Basic Rate'.*

*Contractors are to note that their employees are to receive the Government Weekly Allowances and Government Bonuses in their appropriate month.*

**The following tables are the Minimum Hourly Rates Payable to Contractors (excl. VAT) for the period 2022 – 2024  
based on the Collective Agreement 2017 – 2024**

		<b>2023 Minimum Hourly Rates Payable to Contractors (excl VAT)</b>									
<b>Government Salary Scale</b>		<b>Mon-Sat Basic Rate</b>	<b>Sunday Basic Rate</b>	<b>Vacation Leave</b>	<b>Bonus/Weekly Allowance</b>	<b>Public Holidays</b>	<b>National Insurance</b>	<b>Sick Leave</b>	<b>Maternity Leave Fund</b>	<b>Mon-Sat Total Rate Payable to Contractor</b>	<b>Sunday Total Rate Payable to Contractor</b>
<b>Cleaners (Offices)</b>	20	€ 5.27	€ 10.54	€ 0.76	€ 0.25	€ 0.41	€ 0.53	€ 0.18	€ 0.03	€ 7.43	€ 12.70
<b>Street Sweepers</b>	20	€ 5.27	€ 10.54	€ 0.76	€ 0.25	€ 0.41	€ 0.53	€ 0.18	€ 0.03	€ 7.43	€ 12.70
<b>Waste Collectors</b>	20	€ 5.27	€ 10.54	€ 0.76	€ 0.25	€ 0.41	€ 0.53	€ 0.18	€ 0.03	€ 7.43	€ 12.70
<b>Health Attendants (Public Convenience)</b>	20	€ 5.27	€ 10.54	€ 0.76	€ 0.25	€ 0.41	€ 0.53	€ 0.18	€ 0.03	€ 7.43	€ 12.70
<b>Cleaners (Hospitals and Elderly Homes)</b>	18	€ 6.24	€ 12.48	€ 0.90	€ 0.25	€ 0.49	€ 0.63	€ 0.21	€ 0.03	€ 8.75	€ 14.99
<b>Assistant Clerical Workers</b>	18	€ 6.24	€ 12.48	€ 0.90	€ 0.25	€ 0.49	€ 0.63	€ 0.21	€ 0.03	€ 8.75	€ 14.99
<b>Care Workers</b>	17	€ 6.75	€ 13.50	€ 0.97	€ 0.25	€ 0.52	€ 0.68	€ 0.23	€ 0.03	€ 9.43	€ 16.18
<b>Clerical Workers</b>	16	€ 7.28	€ 14.56	€ 1.05	€ 0.25	€ 0.57	€ 0.73	€ 0.25	€ 0.04	€ 10.17	€ 17.45
<b>Receptionists</b>	16	€ 7.28	€ 14.56	€ 1.05	€ 0.25	€ 0.57	€ 0.73	€ 0.25	€ 0.04	€ 10.17	€ 17.45
<b>Security Guards</b>	16	€ 7.28	€ 14.56	€ 1.05	€ 0.25	€ 0.57	€ 0.73	€ 0.25	€ 0.04	€ 10.17	€ 17.45
<b>Customer Care Support Officers</b>	15	€ 7.79	€ 15.58	€ 1.12	€ 0.25	€ 0.60	€ 0.78	€ 0.26	€ 0.04	€ 10.84	€ 18.63
<b>Senior Clerks</b>	14	€ 8.36	€ 16.72	€ 1.20	€ 0.25	€ 0.65	€ 0.84	€ 0.28	€ 0.04	€ 11.62	€ 19.98

*Contracting Authorities are to take note that the 2023 and 2024 'Mon-Sat Total Rate Payable to Contractor' and the 'Sunday Total Rate payable to Contractor' may be revised if the Government of Malta amends the applicable legislation such as the annual vacation leave entitlement and other entitlement as per the respective annual budget. Such rates are being provided as guidelines for future use.*

*It is to be noted that the 'Mon-Sat Total Rate Payable to Contractor' is not inclusive of the 'Sunday Total Rate payable to Contractor' rate. Any hours worked on Sundays shall not be remunerated at a rate less than the rates identified in the column titled 'Sunday Total Rate payable to Contractor'. Accordingly, in such circumstances, the Contractor's employees shall not be paid less than the rates indicated in the column titled 'Sunday Basic Rate'.*

*Likewise, any hours worked between Monday and Saturday shall not be remunerated at a rate less than the rates identified in the column titled 'Mon – Sat Total Rate payable to Contractor'. In such instances, the Contractor's employees shall not be paid less than the rates indicated in the column titled 'Mon – Sat Basic Rate'.*

*Contractors are to note that their employees are to receive the Government Weekly Allowances and Government Bonuses in their appropriate month.*

**The following tables are the Minimum Hourly Rates Payable to Contractors (excl. VAT) for the period 2022 – 2024  
based on the Collective Agreement 2017 – 2024**

		2024 Minimum Hourly Rates Payable to Contractors (excl VAT)									
	Government Salary Scale	Mon-Sat	Sunday	Vacation	Bonus/Weekly	Public	National	Sick	Maternity	Mon-Sat Total	Sunday Total
		Basic Rate	Basic Rate	Leave	Allowance	Holidays	Insurance	Leave	Leave Fund	Rate Payable to Contractor	Rate Payable to Contractor
<b>Cleaners</b> (Offices)	20	€ 5.36	€ 10.72	€ 0.84	€ 0.25	€ 0.42	€ 0.54	€ 0.18	€ 0.03	€ 7.62	€ 12.98
<b>Street Sweepers</b>	20	€ 5.36	€ 10.72	€ 0.84	€ 0.25	€ 0.42	€ 0.54	€ 0.18	€ 0.03	€ 7.62	€ 12.98
<b>Waste Collectors</b>	20	€ 5.36	€ 10.72	€ 0.84	€ 0.25	€ 0.42	€ 0.54	€ 0.18	€ 0.03	€ 7.62	€ 12.98
<b>Health Attendants</b> (Public Convenience)	20	€ 5.36	€ 10.72	€ 0.84	€ 0.25	€ 0.42	€ 0.54	€ 0.18	€ 0.03	€ 7.62	€ 12.98
<b>Cleaners</b> (Hospitals and Elderly Homes)	18	€ 6.39	€ 12.78	€ 1.00	€ 0.25	€ 0.50	€ 0.64	€ 0.22	€ 0.03	€ 9.03	€ 15.42
<b>Assistant Clerical Workers</b>	18	€ 6.39	€ 12.78	€ 1.00	€ 0.25	€ 0.50	€ 0.64	€ 0.22	€ 0.03	€ 9.03	€ 15.42
<b>Care Workers</b>	17	€ 6.92	€ 13.84	€ 1.09	€ 0.25	€ 0.55	€ 0.70	€ 0.24	€ 0.04	€ 9.79	€ 16.71
<b>Clerical Workers</b>	16	€ 7.48	€ 14.96	€ 1.18	€ 0.25	€ 0.59	€ 0.75	€ 0.26	€ 0.04	€ 10.55	€ 18.03
<b>Receptionists</b>	16	€ 7.48	€ 14.96	€ 1.18	€ 0.25	€ 0.59	€ 0.75	€ 0.26	€ 0.04	€ 10.55	€ 18.03
<b>Security Guards</b>	16	€ 7.48	€ 14.96	€ 1.18	€ 0.25	€ 0.59	€ 0.75	€ 0.26	€ 0.04	€ 10.55	€ 18.03
<b>Customer Care Support Officers</b>	15	€ 8.02	€ 16.04	€ 1.26	€ 0.25	€ 0.63	€ 0.81	€ 0.27	€ 0.04	€ 11.28	€ 19.30
<b>Senior Clerks</b>	14	€ 8.62	€ 17.24	€ 1.35	€ 0.25	€ 0.68	€ 0.87	€ 0.29	€ 0.04	€ 12.10	€ 20.72

*Contracting Authorities are to take note that the 2023 and 2024 'Mon-Sat Total Rate Payable to Contractor' and the 'Sunday Total Rate payable to Contractor' may be revised if the Government of Malta amends the applicable legislation such as the annual vacation leave entitlement and other entitlement as per the respective annual budget. Such rates are being provided as guidelines for future use.*

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