

Subsidiary Legislation made under s. 36.

**Conditions of Employment (Printing Industry)
Order, 1992**

LN.1992/116

Commencement **31.8.1992**

Amending enactments	Relevant current provisions	Commencement date
LN. 1996/073	Sch.	24.6.1996
1997/144	Sch.	1.12.1997
2003/115	Sch.	23.10.2003
2005/170	Sch.	1.7.2005
2008/105	Para. 4(1)	1.1.2009

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Title and commencement.

1. This Order may be cited as the Conditions of Employment (Printing Industry) Order, 1992 and shall come into effect on the 31st day of August, 1992.

Interpretation.

2. In this Order, unless the context otherwise requires,—

“Craftsman/Tradesman” means a person who is employed as a Compositor, Machineman, Keyboard Operator, Reader, Linotype Operator, Bookbinder, Machine Ruler, Guillotine Cutter, Warehouseman, Artist, Designer, Camera Operator, Retoucher, Engraver and Die Sinker;

“General Operative” means a person who is employed on general assistance to any Craftsman/Tradesman or as a Feeder, Porter, Packer, Minder or other general administrative support grade or on Driver/Messenger duties;

“Auxiliary Worker” means a person who is employed on labour work and assistance work to Craftsman/Tradesman and General Operative;

“public holiday” has the same meaning as it has in paragraph 2 of the Employment (Annual and Public Holidays) Order;

“rest day” means one day of each week (not being a public holiday) which has been notified to the employee before the commencement of that week as a rest day or, failing such notification, Sunday in that week;

“time and a half” and “double time” mean respectively one and a half times and twice the hourly rates of pay obtained by dividing the employee’s agreed weekly wage by the agreed number of working hours in a normal week;

“Printing Industry Undertaking” means an undertaking the business of which is the provision of printing services of any nature.

Application.

3. This Order applies to all employees in Gibraltar in any branch or department of a Printing Industry Undertaking.

Minimum remuneration.

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4. (1) Subject to the provisions of paragraph 5 and 6 the minimum weekly remuneration payable to employees to whom this Order applies shall be as set out in the Conditions of Employment (Standard Minimum Wage) Order, 2001 as amended or replaced from time to time.

(2) The remuneration specified in subparagraph (1) relates to a week of 39 hours exclusive of overtime and except in the case of guaranteed weekly remuneration under paragraph 6, is subject to a proportionate reduction accordingly where the number of hours worked is less than 39.

(3) In calculating the remuneration for the purpose of this Order recognized breaks for meals aggregating up to a maximum of 2 hours in any day shall be excluded.

Minimum overtime rates.

5. (1) Overtime rates of pay shall be—

- (a) time and a half for overtime on normal working days including Saturday;
- (b) double time for all time worked on weekly rest days or on public holidays and in addition in the case of time worked on Good Friday or Christmas Day one day's holiday in lieu or payment in compensation therefor, in accordance with paragraph 9(2) of the Employment (Annual and Public Holidays) Order.

(2) The number of hours worked in a week shall not exceed 60 unless approved by the Director under section 41 of the Act, in which case double time shall be payable for any hours in excess of 60.

(3) Where an employee is allowed time off in lieu of overtime worked or a day off during any week as piece meal apportionment of a statutory holiday period or in lieu of a public holiday, such time off or day off shall count in full towards the 39 hours to be worked in any week under paragraph 4(2).

Guaranteed minimum remuneration.

6. (1) Although in a week an employee may work less than 39 hours at his normal duties, he shall still receive the minimum remuneration in paragraph 4, provided that the hours so worked are at least 34 and provided that he is willing, available and capable of performing other reasonable duties as required by his employer.

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(2) Where in any week an employee at his request and with the consent of his employer is absent from work, the amount of the guaranteed minimum weekly remuneration shall be reduced proportionately.

(3) Overtime worked on a rest day shall not be taken into account for the purpose of the guaranteed weekly remuneration.

Records.

7. For the purpose of showing that the provisions of this Order have been complied with, every employer shall maintain and retain for the period of twelve months weekly records showing clearly the hours of commencing and of ceasing work, the meal or other breaks included, the number of hours worked daily, the wages paid and the holidays allowed in relation to every employee.

Minimum nature of conditions prescribed.

8. The provisions of this Order shall not prevent agreements for wages and or conditions more favourable than those prescribed herein.

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Paragraph 4

Grade	Remuneration
Craftsman/Tradesman	£198.12
General Operative	£176.28
Auxiliary Worker	£175.50