WEEKLY LABOUR BULLETIN

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ADDENDUM TO PART 2



29th October 2026

CFU WEEKLY LABOUR BULLETIN - 29th October 2026

ADDENDUM TO PART 2 - THE EXEMPTION PROCESS — WHAT MUST A FARMER DO: EXISTING IN-KIND BENEFIT ARRANGEMENTS

GUIDANCE FOR EMPLOYERS WITH EXISTING IN-KIND BENEFIT ARRANGEMENTS

Many farms already provide employees with benefits in kind, such as goods or services, instead of certain cash allowances. In many cases, employees have accepted these arrangements, and no disputes have arisen.

Discussions are currently underway with the National Employment Council for the Agricultural Industry (NEC) to amend the Collective Bargaining Agreement (S.I. 41 of 2022). The aim is to create a clear legal framework that allows employers to provide suitable benefits in kind instead of the required cash allowances.

In the meantime, employers are encouraged to:

- Continue with existing arrangements where employees have accepted them and no disputes have arisen.
- Keep clear records of the benefits provided to employees.
- Keep written records of any agreements reached with employees.

Important: This interim guidance does not exempt employers from complying with the current Collective Bargaining Agreement (CBA).

Discussions with the NEC will continue to clarify how existing arrangements should be treated while the proposed amendments are being pursued.

Disclaimer: This article is issued to serve as a general guide to farmers and does not substitute legal advice that may be required to address a particular situation with peculiar circumstances.

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