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PROTECTION OF WAGES LAW AMENDMENT 2023



The improvement of protection of employee's rights has been actively taking place in Cyprus. The recent amendment enforced on the 16th April 2023 in the Protection of Wages Law is a great example of this movement.

Specifically, one of the amendments in the Law has made the issuance of a monthly or weekly payslip by the employer a mandatory responsibility. The law clarifies that the form in which the payslip should be given is either in paper or electronically and that it must be within five (5) working days of the salary payment date. It was noted that the salary must be paid into a bank account or payment account of the employee's choice or by bank cheque in the name of the employee. Exceptionally, the salary may be paid in cash, for example in the event that the employee's application for opening an account is pending.

Additionally, the amendment states that deductions from the salary are generally not allowed. However, there are certain exceptions, which are enlisted in the legislation, such as deductions provided for by the law (social security, taxation, etc.).

Among other changes, the amendment also regulates the duration of the probationary period, parallel employment, notification of employment terms and non-fixed hours of work.

As a result, employers must be well informed on all the relevant amendments so as to avoid any predicaments with the law

For any further details on the legislation and its implementation, our Payroll Department is at your disposal.

