

CAYMAN ISLANDS



Supplement No. 5 published with Extraordinary Gazette No. 23 of 21st March, 2018.

IMMIGRATION LAW

(2015 Revision)

IMMIGRATION REGULATIONS

(2018 Revision)

Revised under the Authority of the Law Revision Law (1999 Revision).

The Immigration Regulations, 2004 made the 4th May, 2004 consolidated with the Immigration (Amendment) Regulations, 2005 made the 25th October, 2005, the Immigration (Amendment) Regulations, 2006 made the 14th March, 2006,

the Immigration (Amendment) (No. 2) Regulations, 2006 made the 30th May, 2006, the Immigration (Amendment) (No. 3) Regulations, 2006 made the 11th July, 2006, the Immigration (Amendment) (No. 4) Regulations, 2006 made the 31st October, 2006, the Immigration (Amendment) (No. 5) Regulations, 2006 made the 21st December, 2006 (sic), the Immigration (Amendment) (No. 6) Regulations, 2006 made the 29th November, 2006, the Immigration (Amendment) Regulations, 2007 made the 15th May, 2007, the Immigration (Amendment) Regulations, 2008 made the 29th July, 2008, the Immigration (Amendment) Regulations, 2009 made the 10th March, 2009, the Immigration (Amendment) (No. 2) Regulations, 2009 made the 15th May, 2009, the Immigration (Amendment) Regulations, 2010 made the 12th January, 2010, the Immigration (Amendment) (No. 2) Regulations, 2010 made the 11th May, 2010, the Immigration (Amendment) (No. 3) Regulations, 2010 made the 22 October 2010, the Immigration (Amendment) Regulations, 2011 made the 1st November, 2011, the Immigration (Amendment) (No. 2) Regulations, 2011 made the 1st November, 2011, the Immigration (Amendment) Regulations, 2012 made the 24th January, 2012, the Immigration (Amendment) (No. 2) Regulations, 2012 made the 3rd September, 2012, the Immigration (Amendment) (No. 3) Regulations, 2012 made the 16th October, 2012, the Immigration (Amendment) (No. 4) Regulations, 2012 made the 12th December, 2012 the Immigration (Amendment) Regulations, 2013 made the 25th October, 2013, the Immigration (Amendment) Regulations, 2014 made the 23rd September, 2014, the Immigration (Amendment) (No. 2) Regulations made the 7th October, 2014, the Immigration (Amendment) Regulations, 2015 made the 6th January, 2015, the Immigration (Amendment) (No. 2) Regulations, 2015 made the 10th March, 2015, the Immigration (Amendment) (No. 3) Regulations, 2015 made the 23rd June, 2015, the Immigration (Amendment) Regulations 2017 made the 28th February, 2017, the Immigration (Amendment) (No. 2) Regulations, 2017 made the 23rd March, 2017, the Immigration (Amendment) (No. 3) Regulations, 2017 made the 17th May, 2017 and the Immigration (Amendment) (No. 4) Regulations, 2017 made the 17 May, 2017.

Consolidated and revised this 28th day of February, 2018.

Note (not forming part of the Law): this revision replaces the 2017 Revision which should now be discarded.

IMMIGRATION REGULATIONS

(2018 Revision)

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IMMIGRATION REGULATIONS

(2018 Revision)

1. These Regulations may be cited as the Immigration Regulations (2018 Revision). Citation
- 2 In these Regulations-
- “artist” means a person who cultivates or practises one of the fine arts or the performing arts and includes a musician; Definitions
- “exempted position” means a position in a business that is occupied by an exempted employee;
- “fine arts” means those arts that appeal to the intellect or the sense of beauty and include literature, music, painting and sculpture;
- “temporary work permit” means a permit referred to in section 53; and
- “work permit” does not include a temporary work permit.
3. A form, notice, certificate, licence, permit, warrant, book, register or other document is in the prescribed form for the purposes of the Law or of these regulations if it has been issued or approved for the purpose by the Chief Immigration Officer. Prescribed forms, etc.
4. (1) Subject to subregulation (2), an employer or prospective employer shall use his best endeavours to ascertain whether or not there is a Caymanian, or a person legally and ordinarily resident in the Islands, ready, willing and able to undertake the job in question before making an application for the grant or renewal of a work permit in respect of a worker or prospective worker whose gainful occupation in the job is sought to be authorised by the work permit. Applications for work permits
- (2) The Work Permit Board, the Business Staffing Plan Board, the Cayman Brac and Little Cayman Immigration Board and the Chief Immigration Officer may, on the application of an employer or prospective employer, each in its or his discretion, waive any provision in relation to advertising, but in order to benefit from such waiver the employer or prospective employer must have applied for and received it prior to the submission of his application for the work permit in respect of which the waiver was sought.
- (3) For the purpose of fulfilling the requirement of subregulation (1), the employer or prospective employer shall comply with section 44(2)(b).
- (4) Subject to subregulation (2), an application for the grant or renewal of a work permit shall be accompanied by-

- (a) a copy of each advertisement published in accordance with subregulation (3), with details of the newspaper in which it was published and such advertisement shall contain information relating to the salary range and all other benefits attaching to the advertised post and the date on which it was published;
- (b) a full and accurate description of the job to be filled;
- (c) a full and accurate description of the qualifications the employer or prospective employer considers necessary for carrying out the job and the reasons for requiring those qualifications;
- (d) details of any responses received in respect of the advertisements including the qualifications of those who responded; and
- (e) details of the employer's or prospective employer's reasons for not employing any Caymanian, or person legally resident in the Islands, who responded to the advertisement.

(5) Where a Caymanian has applied for a position, the Board shall, for the purpose of being satisfied of the matters specified in subregulation (1), take into account the following information supplied by the applicant for the grant of the work permit-

- (a) the names of all the applicants for the post;
- (b) the qualifications, working experience and background of all the applicants;
- (c) the reasons given for the choice of the successful applicant and for the refusal to employ the other applicants;
- (d) a copy of the refusal letter and interview report for each unsuccessful Caymanian applicant; and
- (e) a copy of the job description and resumes of the non-Caymanian applicants.

(6) A person who, in purported compliance with subregulation (3), lodges details that are incomplete, false or misleading commits an offence and is liable on conviction to a fine of five thousand dollars.

(7) No consideration shall be given to an application for a work permit or the renewal of a work permit unless and until the requirements of subregulations (3) and (4) have been complied with unless a waiver has been obtained under subregulation (2).

(8) For the purposes of this regulation a work permit application includes a temporary work permit application where the worker who is the subject of the application is or was employed on a Term Limit Exemption Permit.

Endorsement on work permit

5. Each work permit shall have an endorsement or be accompanied by a notice to the work permit holder in the following terms-

“You are hereby informed that, under the existing Laws and regulations, the granting of this work permit in no way confers any entitlement to, or preference in connection with, the granting of any application for the renewal hereof or of any application for the right to be Caymanian. Applications for the renewal of a work permit, applications for the grant of permanent residence and applications for the right to be Caymanian are all considered on their own merits and in the light of circumstances existing at the relevant time.”.

6. (1) The Board or the Chief Immigration Officer may require an applicant for the grant or renewal of a work permit to provide details of any programme that he has that is designed to ensure that Caymanians are provided with the instructions and practical experience necessary to make them fully qualified to carry out the job concerned satisfactorily and as expeditiously as possible.

Training and recruitment

(2) The absence of such a programme or the failure to implement such a programme without reasonable cause constitutes a ground for denying the grant or renewal of a work permit.

(3) Where the Director of the National Workforce Development Agency is satisfied that there are insufficient Caymanians, or persons legally and ordinarily resident in the Islands, to meet an expected demand for persons to fill jobs in any profession, trade or industry or in relation to a particular project or enterprise, it may, in consultation with the Board or the Chief Immigration Officer, establish arrangements with authorities outside the Islands for the selection there of persons ready, willing and able to fill those jobs for the purpose of recommending their recruitment to prospective employers within the Islands.

(4) An application for a work permit involving a person recommended in accordance with subregulation (3) shall be given preference by the Board or the Chief Immigration Officer.

7. The Board or the Chief Immigration Officer shall submit a detailed report to the Cabinet outlining the total number of work permits granted, extended and revoked during the previous quarter.

Periodic reports to the Cabinet

8. The Chief Immigration Officer shall, at least once every month, obtain from the courts a list of all convictions, divorces, and relative particulars relating thereto, and monthly reports from the Police and the Registrar of Births, in order for the Chief Immigration Officer to ascertain whether or not any person should be allowed to remain in the Islands.

Information from the courts, etc.

9. Where a person whose employment in the Islands is authorised under a work permit, the grant of which is conditional upon his remaining in the employment of a particular employer ceases to be employed by that employer-

Employer to notify of cessation of employment

- (a) the work permit ceases to be valid; and

- (b) the employer shall forthwith give written notice of the termination of the employment to the Chief Immigration Officer, and if he fails to do so commits an offence and is liable on conviction to a fine of five thousand dollars.

Applicant for work permit to provide evidence, etc.

10. The Board or the Chief Immigration Officer may require a worker to-

- (a) provide evidence of the good character of himself and any of his dependants;
- (b) provide proof of identity of himself and of any of his dependants;
- (c) undergo a medical examination or furnish a medical certificate with respect to himself and any of his dependants in a form acceptable to the Board; and
- (d) furnish such other particulars as are, in the opinion of the Board, relevant to the consideration of the application and, in particular, with regard to-
 - (i) his qualifications; and
 - (ii) the availability of suitable living accommodation for himself and his dependants.

Exemptions from requirement for work permit

11. (1) A person arriving in the Islands for the purpose of engaging in any activities listed in subregulation (2) for a period not exceeding ten days is not required to obtain a work permit, on the condition that only such activities are engaged in and no other activity is carried out that would otherwise require a work permit.

(2) The activities referred to in subregulation (1) are-

- (a) attendance at trade fairs and making purchases from Cayman Islands businesses;
- (b) attendance at conferences and seminars as an ordinary participant;
- (c) the receiving of training, techniques and work practices employed in the Islands, where that training is confined to observation, familiarisation and classroom instruction and only if the person is employed by a company or organisation carrying on business outside the Islands;
- (d) being a representative of an overseas educational institution, to promote or to interview applicants for places at such institutions;
- (e) being a guest speaker at a conference or seminar where that event is a single or occasional event and not part of a commercial venture;
- (f) the organising or supervising of a conference or seminar for up to ten days' duration where it is a single or occasional event;

- (g) the participation in sporting events or trials or auditions in connection with such events;
- (h) the covering of a specific news assignment as a newspaper, magazine, radio or television journalist representing a recognised news organisation;
- (i) working for short periods on behalf of or for the non-profit or cultural organisations based in the Islands;
- (j) being a representative of a foreign manufacturer coming to service or repair products under warranty;
- (k) the giving of professional or expert testimony in court or arbitration proceedings;
- (l) working as a non-executive director of a business being carried on in the Islands where the person is not involved in the day to day operations in the Islands but is visiting in his capacity as a director only;
- (m) being a representative of an overseas entity coming to locally licensed businesses that are duly authorised by way of a dealership or franchise to sell the specific product line for the purpose of product and layout inspection, quality and public health testing /inspection;
- (n) working for a private individual or household as a personal caregiver, chef, or personal attendant/advisor who is accompanying or who is coming to the Islands as a genuine tourist visitor for the actual duration of the period landed;
- (o) being a person coming to conduct an onboard inspection of foreign registered ships that are temporarily in the territorial waters of the Islands;
- (p) being a technician or engineer coming to repair equipment or carry out engineering services not covered by warranty but for safety inspection/certification purposes relating to aircraft, cruise and cargo ships registered or not in the Islands;
- (q) being a technician or engineer coming to carry out repairs on non-regularly scheduled vessels which are not owned or locally operated in the Islands;
- (r) arriving as a representative for an international relief organisation post natural disaster;
- (s) arriving on the invitation of a local insurance company as an insurance adjuster/evaluator post natural disaster;
- (t) being a foreign manufacturer, service provider, security specialist, special investigator, business consultant, strategist, advisor, trouble shooter, lobbyist or safety inspector coming at

- the invitation of the Cayman Islands Government to conduct business with and to assist the Cayman Islands Government;
- (u) being a person from an overseas office of a locally licensed entity trading in the Islands whose presence is required to provide training and instructional techniques to staff of a local entity;
 - (v) arriving as a certified and licensed technician to carry out a specialised service which cannot be provided in the Islands;
 - (va) attendance at a meeting with a local entity or business;
 - (w) attendance at shareholder or Board of Director meetings in that capacity; and
 - (x) any other activity at the discretion of an immigration officer of the rank of Senior Immigration Officer or above.
- (3) Notwithstanding subregulations (1) and (2), a person arriving in the Islands is not required to obtain a work permit if -
- (a) the purpose is to engage in temporary employment as a professional in any role or activity listed in subregulation (4) in relation to music recording;
 - (b) the person's employment is limited to the professional role or activity for which the work permit exemption was granted in accordance with this subregulation;
 - (c) the temporary employment period does not exceed six months in a twelve month period;
 - (d) the person ceases to be employed in the Islands after the person completes the work in respect of which the work permit exemption was granted in accordance with this subregulation; and
 - (e) no other activity is carried out within that six-month period that would otherwise require a work permit.
- (4) The roles and activities referred to in subregulation (3) are -
- (a) musician;
 - (b) personal attendant;
 - (c) personal advisor;
 - (d) manager;
 - (e) producer;
 - (f) technologist;
 - (g) personal pilot and crew;
 - (h) vocal and musical coach;
 - (i) record label staff;
 - (j) album coordinator;
 - (k) project manager;
 - (l) publicist;
 - (m) technical support;

- (n) session musician;
- (o) band member;
- (p) back-up singer;
- (q) personal photographer;
- (r) management and administrative staff;
- (s) promoter;
- (t) marketing and promotions staff;
- (u) choreographer;
- (v) writer;
- (w) lyricist; and
- (x) creative support staff.

12. A work permit to replace an existing work permit may be granted up to twelve months before the expiry of the existing permit of the person being replaced. Replacement of work permit
13. *Repealed by regulation 6 of the Immigration (Amendment) Regulations, 2013.* *Repealed*
- 13A. *Repealed by regulation 7 of the Immigration (Amendment) Regulations, 2013.* *Repealed*
14. The financial standing that an applicant for a Residential Certificate for Persons of Independent means is required to attain in pursuance of section 34 is as follows - Required financial standing of applicant for Residential Certificate for Persons of Independent Means
- (a) where the applicant intends to reside in Grand Cayman, the applicant shall satisfy the Chief Immigration Officer -
 - (i) that the applicant has a continuous source of annual income of no less than one hundred and twenty thousand dollars, without the need to engage in employment in the Islands; or
 - (ii) that the applicant has opened an account with a Cayman Islands Monetary Authority-regulated and locally licensed institution, (possessing a Class A licence in accordance with the Banks and Trust Companies Law (2018 Revision) or regulated under the Securities Investments Business Law (2015 Revision)), and maintains a minimum deposit in the account of at least four hundred thousand dollars in assets; and 2018 Revision
2015 Revision
 - (iii) that the applicant has invested the sum of one million dollars, of which at least five hundred thousand dollars must be in developed real estate in Grand Cayman; and

(b) where the applicant intends to reside in Cayman Brac, or Little Cayman, the applicant shall satisfy the Chief Immigration Officer

(i) that the applicant has a continuous source of annual income in the amount of seventy-five thousand dollars, without the need to engage in employment in the Islands; or

(ii) that the applicant has opened an account with a Cayman Islands Monetary Authority-regulated and locally licensed institution, (possessing a Class A licence in accordance with the Banks and Trust Companies Law (2018 Revision) or regulated under the Securities Investments Business Law (2015 Revision)), and maintains a minimum deposit in the account of at least four hundred thousand dollars in assets;

(iii) that the applicant has invested the sum of at least five hundred thousand dollars, of which at least two hundred and fifty thousand dollars must be in developed real estate in Cayman Brac or Little Cayman,

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and for the purposes of paragraphs (a) and (b), “assets” include cash and cash equivalents, fixed income instruments, equities, and listed Exchange Traded Funds.

Investment requirement for applicants for Certificate of Direct Investment

14A. In pursuance of section 37A an applicant for a Certificate of Direct Investment shall satisfy the Chief Immigration Officer that he proposes to invest or has invested a sum of at least one million dollars in an employment generating business.

Investment requirement for applicants for Certificate of Permanent Residence for Persons of Independent Means

14B. (1) In pursuance of section 34A an applicant for a Certificate of Permanent Residence for Persons of Independent Means shall satisfy the Chief Immigration Officer that the applicant has invested two million dollars in developed real estate in the Cayman Islands.

(2) The quota in respect of the number of Certificates that may be granted under section 34A is two hundred and fifty per annum.

(3) For the purposes of sections 30(21), 31(4)(b), 36(1), 37A(9) and 37D(8) special circumstances shall be taken to mean instances where the child remains involuntarily either wholly or substantially dependent upon the holder as a result of a physical or mental disability.

Establishment of a substantial business presence in the Islands

14C. (1) In considering whether an applicant under section 37D has established, or will establish, a substantial business presence in the Islands the Chief Immigration Officer shall take into account -

- (a) whether through the purchase or lease of commercial real estate the business has established a physical presence in the Islands; and
- (b) whether the business in question employs, or will employ, a minimum of four full-time employees who are legally and ordinarily resident in the Islands for a minimum of nine months in any calendar year.

(2) In pursuance of section 37D the following are approved categories of business -

- (a) fund administration;
- (b) brokerage services;
- (c) investment and fund management services;
- (d) investment banking;
- (e) financial trading (including foreign exchange, securities and derivatives);
- (f) captive insurance or reinsurance management services;
- (g) reinsurance underwriting;
- (h) actuarial services;
- (i) insurance claims management;
- (j) family office;
- (k) hedge fund incubation;
- (l) any business operating from within Cayman Brac providing Human Resource, Accounting, Administrative, IT, or other back-office support to businesses in Cayman Brac and elsewhere; and
- (m) any company registered as an exempted company under section 164 of the Companies Law (2018 Revision).

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- (3) In pursuance of section 37D(1)(b), a person shall be deemed to be employed in a “senior management capacity” where the person is, or will be -
- (a) employed by a business referred to in regulation 14C(2)(a) to (k) and (m) in an occupation which attracts an annual work permit fee of twenty thousand, nine hundred and twenty five dollars or above; or
 - (b) employed by a business referred to in regulation 14C(2)(l) in an occupation which attracts an annual work permit fee of five thousand dollars or above.

15. Without prejudice to the Board’s or the Chief Immigration Officer’s general ability to impose conditions on a work permit, it or he may impose conditions on a work permit that require the holder of the work permit -

Standards of accommodation

- (a) and any of his dependants, to reside in accommodation that complies with the laws relating to residential accommodation; and
 - (b) to satisfy the Board or the Chief Immigration Officer, from time to time and in such manner as it or he may direct, that the condition referred to in paragraph (a) is being complied with.
- Prescribed passport endorsement
16. Where permission is granted for a person to land, remain or reside in the Islands, an immigration officer may endorse on the person's passport or other document of identification in lieu of his passport, the nature and duration of the permission, and impress, below the endorsement, the date and his signature, initials or identifying stamp.
- Prescribed fees
17. (1) The prescribed fees for the purposes of the Law are specified in Schedule 1 and, where indicated to be annual fees, are payable annually.
- (2) *Repealed by regulation 10 of the Immigration (Amendment) Regulations, 2013.*
- (3) *Repealed by regulation 10 of the Immigration (Amendment) Regulations, 2013.*
- (4) The employer of a person working by operation of law shall be refunded fifty per cent of the fee paid where that person ceases to so work within six months of the commencement of the period in respect of which the fee was paid.
- Particulars to be kept by keepers of premises
18. The particulars in respect of each visitor or tourist to be kept by the keeper of premises to which section 76(1) applies are the -
- (a) date of arrival;
 - (b) name;
 - (c) nationality;
 - (d) names of any person accompanying him;
 - (e) permanent address;
 - (f) signature; and
 - (g) date of departure.
- Finger printing, etc., of persons in custody
19. A person held in custody for any purpose of the Law, may be finger-printed, required to submit physical specimens, photographed and measured in the manner prescribed for the purposes of the Police Law (2017 Revision).
- Production of visas
20. (1) A national of any of the following countries is not required to produce a visa on landing in the Islands -
- (a) a country within the British Commonwealth of nations, with the exception of -

Bangladesh;
Cameroon;
Gambia;
Ghana;
India;
Jamaica - in respect of its nationals who are 15 years of
age or older but not older than 70 years of age;
Nigeria;
Pakistan;
Sierra Leone;
Sri Lanka;
Uganda; and

(b) any of the following countries -

Andorra	Kuwait
Argentina	Latvia
Austria	Liechtenstein
Bahrain	Lithuania
Belgium	Luxembourg
Brazil	Malta
Chile	Mexico
China (People's Republic) provided holding Hong Kong (SAR China) passports	Monaco
Costa Rica	Netherlands
Croatia	Norway
Cyprus	Oman
Czech Republic	Panama
Denmark	Peru
Ecuador	Poland
Estonia	Portugal
Finland	San Marino
France	Slovakia
Germany	Slovenia
Greece	Spain
Hungary	Sweden
Iceland	Switzerland
Ireland	Taiwan (Republic of China)
Israel	United States of America
Italy	Venezuela

Japan

(1A) Notwithstanding subregulation (1), where a national of Jamaica or China (People's Republic) –

- (a) possesses a valid visa from the United States of America, Canada, or United Kingdom; and
- (b) arrives in the Islands directly from the country for which that visa was issued,

the national may be permitted to enter and remain in the Islands for a period not exceeding thirty days.

(2) A person to whom paragraph (b) of section 66 applies or who possesses a valid re-entry permit issued under section 77 is not required to produce a visa on entering the Islands.

(3) A transit passenger who is a national of any of the countries listed below is required to have a visa upon arrival in the Islands -

Afghanistan	Nigeria
Albania	Pakistan
Algeria	Palestinian Territories
Angola	Romania
Bangladesh	Rwanda
Belarus	Saudi Arabia
Bulgaria	Senegal
Burma (Myanmar)	Serbia and Montenegro
Burundi	Sierra Leone
Cameroon	Somalia
China (People's Republic of)	Sri Lanka
Colombia	Sudan
Congo Democratic Republic (Zaire)	Syria
Eritrea	Turkey
Ethiopia	Turkish Republic of Northern Cyprus
Gambia	Uganda
Ghana	Vietnam
India	Yugoslavia
Iran	Zimbabwe
Iraq	
Ivory Coast	
Lebanon	
Liberia	
Macedonia (F.Y.R. of)	
Moldova (Republic of)	

Nepal

unless the transit passenger is arriving for any of the following purposes -

- (a) to join a cruise ship as a crew member within twenty-four hours of arrival;
- (b) to disembark from a cruise ship in the Islands in order to transfer to another cruise ship or to leave from the Islands by air within twenty-four hours of arrival;
- (c) to repair equipment or carry out engineering services as referred to in regulation 11(2)(p) for a period of not more than twenty-four hours; and
- (d) as an operational crew member of a commercial airline.

(4) An application for a visa may be refused on the ground that the applicant -

- (a) is the subject of a deportation order;
- (b) is a prohibited immigrant;
- (c) has failed to satisfactorily establish his identity and nationality;
- (d) has failed to establish that he has sufficient financial resources or a qualified sponsor to support him and his dependants for the duration of his stay;
- (e) is suspected, on reasonable grounds, of not being of good character;
- (f) being outside the Islands, has failed to provide requested information relevant to his application;
- (g) has previously failed to observe any condition attached to an earlier grant of permission to enter and remain in the Islands;
- (h) has previously obtained, by deception, permission to enter or remain in the Islands;
- (i) has failed to satisfy the visa issuing officer that he will be admitted to another country after his departure from the Islands;
- (j) has failed to satisfy the visa issuing officer that he will leave the Islands at the end of his stay;
- (k) is suspected of seeking to enter the Islands for the purposes of obtaining, or engaging in, employment where no permission has been granted to him to engage in employment;
- (l) does not have a sponsor who is willing, if requested to do so, to give a written undertaking to be responsible for the applicant's maintenance and accommodation for the period of the permission granted;
- (m) does not have a sponsor who -
 - (i) is able to satisfy the visa issuing officer that he has sufficient financial resources to support the applicant; and

- (ii) has made arrangements for the applicant to be properly accommodated;
- (n) where he is a minor seeking a visa independently of his parents or legal guardian, has failed to provide the visa issuing officer, if requested to do so, with the written consent of his parents or guardian;
- (o) is deemed, from information received by the visa issuing officer, to be a person whose presence in the Islands would not be conducive to the public good; or
- (p) has a false document supporting his application, whether or not he is aware of this fact.

(5) A person in possession of a valid visa seeking permission to enter the Islands may be refused permission only where the immigration officer is satisfied that -

- (a) whether or not to the holder's knowledge, false representations were made or material facts were not disclosed, either in writing or orally, for the purpose of obtaining the visa;
- (b) a change of circumstances since it was issued has removed the basis of the holder's claim to land; or
- (c) the refusal is justified -
 - (i) on medical grounds;
 - (ii) on grounds of criminal record or bad character;
 - (iii) on the ground of the existence of a deportation order against him; or
 - (iv) on the ground that his presence in the Islands would not be conducive to the public good.

(6) A person whose application for a visa has been refused may not re-apply until a period of twelve months has elapsed following the date of his last application, unless the visa issuing officer, in his discretion, reduces that period.

Discretion of
immigration officer
under section 64

21. (1) In this regulation -

“British tourist” means a British citizen or a British Overseas Territories citizen who has arrived in the Islands on a tourist visit;

“Canadian tourist” means a citizen of Canada who has arrived in the Islands on a tourist visit; and

“United States tourist” means a citizen of the United States of America who has arrived in the Islands on a tourist visit.

(2) The requirements of section 64(1) may be waived by an immigration officer in the case of a British, Canadian or United States tourist -

- (a) who produces on arrival in the Islands a return, round trip or through ticket showing to the satisfaction of the immigration officer that, within six months, he is entitled to proceed or return to some place in a country or territory by virtue of his citizenship or residence; and
- (b) who accepts the prescribed form presented to him by the immigration officer on arrival and who complies with the conditions set out on the form.

(3) Notwithstanding section 64(1), a person resident in the United States of America who -

- (a) arrives directly from that country;
- (b) on landing, produces a valid United States Alien Registration Card; and
- (c) produces a return or round trip ticket to that country,

may be permitted to enter and remain in the Islands for a period not exceeding thirty days.

(4) Notwithstanding section 64(1), a person resident in Canada who -

- (a) arrives directly from the United States of America or Canada;
- (b) on landing, provides proof that he is a permanent resident or landed immigrant of Canada; and
- (c) produces a return or round trip ticket to the United States of America or Canada,

may be permitted to enter and remain in the Islands for a period not exceeding thirty days.

(5) Notwithstanding section 64(1), a person resident in the United Kingdom who -

- (a) arrives directly from the United Kingdom;
- (b) on landing provides proof that he is a permanent resident or landed immigrant of the United Kingdom; and
- (c) produces a return or round trip ticket to the United Kingdom,

may be permitted to enter and remain in the Islands for a period not exceeding thirty days.

(6) A tourist issued with a prescribed form in accordance with paragraph (b) of subregulation (2) shall -

- (a) retain it until his departure from the Islands;
- (b) produce it to a constable or immigration officer if called upon to do so; and

(c) surrender it to an immigration officer at the time of his departure, and a person who fails so to do commits an offence and is liable on conviction to a fine of two thousand dollars.

(7) Proof of citizenship or residence may be established by producing to an immigration officer a photo identification together with a certified copy of one of the following -

- (a) a birth certificate; or
- (b) a naturalisation certificate.

(8) Where there are extenuating circumstances, the Chief Immigration Officer may waive the requirements of subregulation (7).

Power of immigration officer to refuse entry

22. Unless a person arriving in the Islands is exempted from the requirements of the Law, he may be refused permission to land by an immigration officer if -

- (a) he is without a passport, visa or other appropriate travel documents;
- (b) upon his arrival, he provides false or misleading information to an immigration officer;
- (c) he fails to provide information required by an immigration officer for the purpose of deciding whether entry should be allowed and on what terms;
- (d) he has in the past -
 - (i) obtained a benefit by way of grant from the immigration authorities by fraud or deception; or
 - (ii) failed to observe a condition attaching to an immigration grant;
- (e) he is a prohibited immigrant;
- (f) he fails to satisfy the immigration officer that he will be admitted to another country after his stay in the Islands;
- (g) his sponsor is unwilling to give, if requested to do so, an undertaking to be responsible for his maintenance and accommodation during the period of any leave granted;
- (h) the immigration officer has information to the effect that -
 - (i) it will be conducive to the public good to refuse him leave to enter; or
 - (ii) he does not intend to leave the Islands at the end of the period of his visit;
- (i) he intends, unlawfully, to engage in gainful occupation in the Islands;

- (j) he has in his possession a forged, altered or irregular passport or other travel document;
- (k) he intends, without having obtained the necessary student visa, to engage in formal studies in the Islands; or
- (l) he has insufficient funds -
 - (i) to adequately maintain himself and his dependants without recourse to taking up employment; or
 - (ii) to meet the cost of the return or onward journey.

23. (1) Where an aircraft is expected to arrive in or depart from the Islands before 7.00 a.m. or after 9.30 p.m., (hereinafter called “abnormal hours”), it shall be the responsibility of the airline concerned to so notify, as soon as possible, a senior immigration officer, supplying him with details of the flight plan including the expected time of arrival or departure, the number of passengers on board and any other information requested, and the senior immigration officer shall lodge such communication in the immigration shift manager’s report.

Arrivals and departures by air during abnormal hours

(2) A fee to offset the overtime salaries payable to immigration officers shall be levied on the airline referred to in subregulation (1) at the following half-hourly rates, save that the minimum charge shall be for a period of one hour -

Arrivals

No. of passengers	Fee per thirty minutes
(a) up to sixty	\$159
(b) more than sixty but fewer than eighty	\$198
(c) eighty or more	\$237

Departures

No. of passengers	Fee per thirty minutes
(a) up to sixty	\$82
(b) more than sixty but fewer than eighty	\$130
(c) eighty or more	\$159.

(3) For the purposes of calculating the cost to the airline for the immigration services rendered under this regulation, account shall be taken of the fact that a team of immigration officers shall be on duty to service the flights -

- (a) in the case of arrivals, thirty minutes before the indicated time of arrival until ten minutes after it is cleared; and
- (b) in the case of departures, one hundred and twenty minutes before the indicated time of departure until the flight leaves.

(4) Where there are multiple arrivals or departures during abnormal hours, the cost of the overtime immigration services to each airline shall be pro-rated based on the number of passengers arriving or departing on each flight.

Repealed

24. (1) *Repealed by Regulation 11 of the Immigration (Amendment) Regulations, 2013.*

Endorsement on
passports

25. The Chief Immigration Officer shall, if requested to do so by a Caymanian, place the following endorsement on the passport or travel document of that person-

“The holder is a Caymanian and may enter and remain in the Cayman Islands at will.

Chief Immigration Officer”.

Exemption from the
requirement to complete
embarkation and
disembarkation cards

26. (1) A person in the category mentioned in subregulation (2) is exempt from the requirements of section 71(1), when disembarking in or leaving the Islands, to complete and hand to an immigration officer immediately on arrival or departure a disembarkation card or embarkation card in the prescribed form.

(2) The category comprises any person who, when disembarking in or leaving the Islands, produces for the inspection of an immigration officer a Cayman Islands passport which is valid for travel by that person.

Waiver of fees

27. The Cabinet may, from time to time, waive or reduce any or all of the following fees in the Schedule 1 in relation to any person or group of persons.

Transitional provisions

28. (1) Where an application was made for permanent residence prior to the commencement of the Immigration (Amendment) Regulations, 2017 (the “amending Regulations”), that application shall, subject to paragraph (2), be treated as if the application was made under the amending Regulations.

(2) For the purpose of determining the age of an applicant in relation to an application referred to in paragraph (1), the age is the applicant’s age at the date of application except in the case of an applicant who would have been between the ages of eighteen and twenty-four years at that date, the applicant’s age shall be the age at the determination of the application.

SCHEDULE 1

FEES

PART 1

(regulation 17)

GENERAL FEES APPLICABLE IN GRAND CAYMAN, CAYMAN BRAC and LITTLE CAYMAN		
Section of Law	SUBJECT MATTER	Fee CI\$
	Visas:	
Section 64	Application for a visitor's visa	92
Section 83	Application for a student visa	92
Section 83(6)	Application for extension of a student visa	92
Section 45	Business Staffing Plans:	
	Application for the submission of a Business Staffing Plan	250
	Application for the variation or amendment of a Business Staffing Plan	100
	Fee payable upon approval of a Business Staffing Plan	1,000
Section 67 (1-7)	Visitor's Extensions:	
	(a) first application	50
	(b) subsequent application	100
	Visitor's extension fee for spouse or child of a Caymanian	NIL
Section 67 (8)	Permission to Reside as the Dependant of a Caymanian:	
	Application for the grant of permission to reside	

	as the Dependant of a Caymanian	150
	Application for the extension of permission to reside as the Dependant of a Caymanian	150
	Grant or extension of permission to reside as the Dependant of a Caymanian	150
	Non- refundable repatriation fee	200
	All fees - Application fee, grant or extension fee and non-refundable repatriation fee are required to be paid at the time of submission of application.	
	Financial Services Sector - Business Accreditation:	
	Application for the grant or renewal of Business Accreditation	75
	Grant of accreditation	250
	Renewal of accreditation	150
	Re-issue of Immigration Documents:	
	(a) for each issue of a duplicate work permit identification card	35
	(b) for each combined issue of a duplicate work permit and identification card	50
	Issue of duplicate Certificate of the Right to be Caymanian	50
	Issue of duplicate Certificate for Residency and Employment Rights Certificate	50
	Issue of duplicate Residency Certificate (Substantial Business Presence)	50
	Issue of duplicate Certificate of Direct Investment	50

	Issue of duplicate Residency Certificate for Retirees	50
	Issue of duplicate Certificate for Specialist Caregivers	50
	Issue of duplicate Certificate of Permanent Residence for Persons of Independent Means	50
	Miscellaneous Fees:	
	Issue of re-entry permit or stamp	20
	Copy of a document	10
Section 14	Application fee for Appeal to Board against decision made by an Immigration Officer	100
Section 15	Application fee for appeal to Immigration Appeals Tribunal	1,000
Section 61	Application for registration as a recreational sport fishing vessel.	100 p.a.
Section 54A	Application for the grant or extension of a visitor's work visa	100
Section of Law	Right to be Caymanian:	CIS
Section 20 (1-4)	Application for the acknowledgment of the Right to be Caymanian by entitlement	50
	Application for the acknowledgment that the Right to be Caymanian by entitlement continues after age of eighteen (18)	50
Section 20 (1)	Grant of the Right to be Caymanian by Governor-in-Cabinet	1,000
Section 22 (2)	Application for the Right to be Caymanian - Grounds of Descent	250
	Grant of the Right to be Caymanian on the Grounds of Descent	1,000

Section 22(3)	Application for the Right to be Caymanian - Grounds of Naturalisation	250
	Grant of the Right to be Caymanian - Grounds of Naturalisation	1,000
Section 22(4)	Application for the Right to be Caymanian - Grounds of Marriage to a Caymanian	250
	Grant of the Right to be Caymanian - Grounds of Marriage to a Caymanian	1,000
Section 22 (6)	Application for the Right to be Caymanian - Surviving Spouse of a Caymanian	250
	Grant of the Right to be Caymanian as the Surviving Spouse of a Caymanian	1,000
Section 22 (9)	Application for the continuation of the Right to be Caymanian after the age of eighteen	250
	Grant of the Right to be Caymanian after the age of eighteen	1,000
	Permanent Residence:	
Section 22 (7)	Permanent Residence - Surviving Spouse of a Caymanian:	
	Application for Residency and Employment Rights Certificate as the surviving spouse of a Caymanian	300
	Issue fee for the grant of a Residency and Employment Rights Certificate as the surviving spouse of a Caymanian	Fee varies based on annual earnings
	Where holder earns -	
	(a) between zero and \$20,000 per annum	500

	(b) between \$20,001 and \$40,000 per annum	1,250
	(c) between \$40,001 and \$60,000 per annum	2,500
	(d) between \$60,001 and \$80,000 per annum	3,750
	(e) between \$80,001 and \$100,000 per annum	5,000
	(f) between \$100,001 and \$150,000 per annum	9,000
	(g) \$150,000 and above per annum	12,500
	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency and Employment Rights Certificate as the surviving spouse of a Caymanian	400 per dependant
	Application for the variation of a Residency and Employment Rights Certificate as the surviving spouse of a Caymanian	500
	<i>Note: No Annual Residency and Employment Rights Certificate fee is payable by the surviving spouse of a Caymanian who has not remarried a non-Caymanian</i>	NIL
Section 30 (1)	Permanent Residence - Eight Year Residence:	
	Application for Residency and Employment Rights Certificate for Persons who have been legally and ordinarily resident in the Islands for a minimum period of eight years	1,000
	Issue fee for Residency and Employment Rights Certificate for Persons who have been legally and ordinarily resident in the Islands for a minimum period of eight years	Fee varies based on annual earnings
	Where holder earns	500

	(a) between zero and \$20,000 per annum	
	(b) between \$20,001 and \$40,000 per annum	1,250
	(c) between \$40,001 and \$60,000 per annum	2,500
	(d) between \$60,001 and \$80,000 per annum	3,750
	(e) between \$80,001 and \$100,000 per annum	5,000
	(f) between \$100,001 and \$150,000 per annum	9,000
	(g) \$150,000 and above per annum	12,500
	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency and Employment Rights Certificate	400 per dependant
	Application for the variation of a Residency and Employment Rights Certificate	500
	Other than the persons listed in (i) to (vi) below all persons holding a Residency and Employment Rights Certificate whether or not engaging in gainful occupation in Grand Cayman, Cayman Brac and Little Cayman or their employer are required to pay an annual fee on or before the anniversary date of the issue of the Certificate equivalent to the annual fee payable by a work permit holder in the same occupation	Fee varies (see Schedule of Annual Work Permit Fees)
	The following persons are exempt from the requirement to pay the RERC annual fee:	
	(i) Spouse of a Caymanian	nil
	(ii) Surviving spouse of a Caymanian who has not remarried a non-Caymanian	nil
	(iii) Contracted Government employees	nil
	(iv) Exempt Cubans	nil
	(v) Cayman Islands Monetary Authority employees	nil
	(vi) Persons working for a non-profit cultural, educational or charitable body	nil

	<i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i>	
	<i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i>	
	<i>Note 3: in the event that an application for permanent residence is refused, all fees submitted with the application other than the application fee shall be refunded to the applicant.</i>	

Section 30 (6)	Variation of Permanent Residence - No RERC Certificate:	
	Application for the variation of permanent residence where the holder does not possess a Residency and Employment Rights Certificate	500
	Issue fee where a dependant has been added to the holder of permanent residence who does not possess a Residency and Employment Rights Certificate	400 per dependant
Section 30 (9)	Permanent Residence - Spouse of a Permanent Resident:	
	Application for Residency and Employment Rights Certificate by the spouse of a permanent resident holder	300
	Issue fee for Residency and Employment Rights Certificate by the spouse of a permanent	Fee varies based on annual earnings

	resident	
	Where holder earns -	
	(a) between zero and \$20,000 per annum	500
	(b) between \$20,001 and \$40,000 per annum	1,250
	(c) between \$40,001 and \$60,000 per annum	2,500
	(d) between \$60,001 and \$80,000 per annum	3,750
	(e) between \$80,001 and \$100,000 per annum	5,000
	(f) between \$100,001 and \$150,000 per annum	9,000
	(g) \$150,000 and above per annum	12,500
	Application for the variation of a Residency and Employment Rights Certificate by the spouse of a permanent resident	500
	Annual Residency and Employment Rights Certificate fee by the spouse of a permanent resident based on occupation	Fee varies (see Schedule of Annual Work Permit Fees)
	<i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i>	
	<i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i>	
Section 31 (1)(a)	Residency and Employment Rights Certificate - Spouse of a Caymanian:	
	Application for the grant or renewal of a Residency and Employment Rights Certificate	300

	by the spouse of a Caymanian	
	Issue fee for Residency and Employment Rights Certificate by the Spouse of a Caymanian	400
	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency and Employment Rights Certificate as the spouse of a Caymanian	400 per dependant
	Application for the variation of a Residency and Employment Rights Certificate by the spouse of a Caymanian	500
	<i>Note: No annual Residency and Employment Rights Certificate fee required by the spouse of a Caymanian.</i>	
Section 32	Permanent Residence - Dependant of a RERC Holder:	
	Application for Residency and Employment Rights Certificate as the Dependant of a Residency and Employment Rights Certificate holder	300
	Issue of Residency and Employment Rights Certificate as the Dependant of a Residency and Employment Rights Certificate holder	Fee varies based on annual earnings
	Where holder earns -	
	(a) between zero and \$20,000 per annum	500
	(b) between \$20,001 and \$40,000 per annum	1,250
	(c) between \$40,001 and \$60,000 per annum	2,500
	(d) between \$60,001 and \$80,000 per annum	3,750
	(e) between \$80,001 and \$100,000 per annum	5,000

	(f) between \$100,001 and \$150,000 per annum	9,000
	(g) \$150,000 and above per annum	12,500
	Application for the variation of a Residency and Employment Rights Certificate	500
	Annual Residency and Employment Rights Certificate fee based on occupation	Fee varies (see Schedule of Annual Work Permit Fees)
	<i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i>	
	<i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i>	
Section 34 (1)	Residency Certificate - Persons of Independent Means:	
	Application for the grant or renewal of a Residency Certificate for Persons of Independent Means	500
	Issue of Residency Certificate for Persons of Independent Means	20,000
	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency Certificate for Persons of Independent Means	1,000 per dependant
	Dependant fee	1,000 per dependant p. a.

	Application for the variation of a Residency Certificate for Persons of Independent Means	500
Section 34A	Application for Certificate of Permanent Residence for Persons of Independent Means	500
	Issue fee for Certificate of Permanent Residence for Persons of Independent Means	100,000
	Issue fee where a dependant has been included in the original application for, or subsequently added to, a Certificate of Permanent Residence for Persons of Independent Means	1,000 per dependant
	Application to vary a Certificate of Permanent Residence for Persons of Independent Means	500
	<p><i>Note 1: where a Certificate of Permanent Residence for Persons of Independent Means is varied to allow the right to work, an annual fee equivalent to that payable by a work permit holder in the same occupation is payable.</i></p> <p><i>Note 2: where more than one occupation is authorised, the fee payable shall be the equivalent of whichever occupation attracts the higher fee.</i></p> <p><i>Note 3: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter the fee payable shall be the fee for the new occupation.</i></p>	

Section 37	Certificate of Direct Investment:	
	Application for Certificate of Direct Investment	1,000
	Issue of Certificate of Direct Investment	20,000
	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency Certificate of Direct Investment	1,000 per dependant
	Dependant fee	1,000 per dependant p. a.
	Application for the variation of a Certificate of Direct Investment	500
	The holder of a Certificate of Direct Investment is required to pay an annual fee of \$1,000.00 per dependant and an annual fee equivalent to that payable by a person authorised by a work permit under section 48 in the same occupation.	Fee varies (see Schedule of Annual Work Permit Fees)
	<i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i>	
	<i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i>	
Section 37D	Residency Certificate (Substantial Business Presence):	
	Application for Residency Certificate (Substantial Business Presence)	1,000
	Issue fee for Residency Certificate (Substantial Business Presence)	5,000

	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency Certificate (Substantial Business Presence)	1,000 per dependant
	Dependant fee	1,000 per dependant p. a.
	Application to vary a Residency Certificate (Substantial Business Presence)	500
	Holders of a Residency Certificate (Substantial Business Presence) are required to pay an annual fee equivalent to that payable by a work permit holder in the same occupation.	Fee varies (see Schedule of Annual Work Permit Fees)
	<i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i>	
	<i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i>	
Section 37 C	Certificate for Specialist Caregivers:	
	Application for the grant or renewal of a Certificate for Specialist Caregiver	100
	Issue fee for the grant or renewal of a Certificate for Specialist Caregiver	See below
	Application for the variation of a Certificate for a Specialist Caregiver to a different holder	100
	Issue Fees - Certificate for Specialist Caregivers:	

	Domestic Helper			250
	Nanny			650
	Nurse			1,150
	<i>Note: where a Certificate is approved for an occupation that is not currently listed above the fee payable shall be the annual work permit fee plus \$100.00.</i>			Fee varies (see Schedule of Annual Work Permit Fees)
Section 54 Business Visitor's Permit:				
	Application for Business Visitor's Permit			50
	Fee payable for the express determination of a Business Visitor's Permit			See below
	Grant of a Business Visitor's Permit			See below
Business Visitor's Permit and Express Determination Fees:				
Range of annual work permit fees		Grand Cayman	Cayman Brac and Little Cayman	Express Determination fees
	Annual fees	CI\$	CI\$	CI\$
(a)	where the occupation of the business visitor would attract an annual work permit fee of between \$10,401 and \$32,400	\$750 per visit per person in the relevant calendar year	\$562.50 per visit per person in the relevant calendar year	300
(b)	where the occupation of a business visitor would attract an annual work permit fee of between \$2,101 and \$10,400	\$375 per visit per person in the relevant calendar year	\$281.25 per visit per person in the relevant calendar year	250

(c)	where the occupation of the business visitor would attract an annual work permit fee up to \$2,100.	\$150 per visit per person in the relevant calendar year	\$112.50 per visit per person in the relevant calendar year	150
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PART 2

Subject to Part 3 the fees set out in this Part apply to persons employed in Grand Cayman, Cayman Brac and Little Cayman

ANNUAL AND TEMPORARY WORK PERMIT FEES

Section of Law	Temporary Work Permit:	CI\$
Section 53 (1-2)	Application for the grant of a temporary work permit	70
	Application for the extension of a temporary work permit	70
Section 48 (7)	Application for the variation of a temporary work permit	70
	Grant of a temporary work permit	See below
	Extension of a temporary work permit	See below
	Dependant fee - where the dependant has been included in the original application for, or has subsequently been added to, the grant or extension of a temporary work permit	250 per dependant
Section 53 (1-2)	Temporary work permit - Seasonal Worker:	
	Application for the grant of a temporary work permit for a seasonal worker	70
	Application for the variation of a temporary work permit for a seasonal worker	70
	Grant of a temporary work permit for a seasonal worker	(See Note 1)
	Dependant fee - where the dependant has been included in the original application for, or has subsequently been added to, the grant of a temporary work permit for a seasonal worker	250 per dependant
	<i>Note 1: Grant fee based on 66% of relevant annual work permit fee.</i>	

	<i>Note 2: Permit issued for eight months and cannot be extended or renewed.</i>		
Section 53 (1-2)	Temporary work permit - Entertainer:		
	Application for the grant of a temporary work permit for an entertainer		70
	Grant of a Temporary Work Permit for an entertainer		See below
	Application for the variation of a temporary work permit		70
	Dependant fee - where the dependant has been included in the original application for, or has subsequently been added to, the grant of a temporary work permit for an entertainer		250 per dependant
	<i>Note: Dependant fee is \$250.00 per dependant for all categories of temporary work permits regardless of the length of time for which the temporary work permit is valid.</i>		
Temporary Work Permit and Express Determination Fees:			
<p>The chart below shows the express application fees and work permit fees for the grant or renewal of a temporary work permit up to ninety days or part thereof. Where the permit is between ninety one days and one hundred and eighty days the fee payable is fifty percent of the cost of an annual work permit.</p>			
Range of Annual Work Permit Fees	Grand Cayman	Cayman Brac and Little Cayman	Express fees
Annual fees	CI\$	CI\$	CI\$
(a) where the annual work permit fee payable is between \$10,401 and \$32,400	1500	1125	300
(b) where the annual work permit fee payable is between \$2,101 and \$10,400	750	563	250
(c) where the annual work permit fee payable is between \$876 and \$2,100	300	225	200

(d) where the annual work permit fee payable is between \$376 and \$875	200	150	150
(e) where the annual work permit fee payable is \$375 or less	100	75	100
Section of Law			
Annual work permit - Grant:		CI\$	
Section 42	Application for the grant of a work permit		100
	Grant of a work permit		Fee varies (see Schedule of Annual Work Permit Fees)
	Application for the variation of a work permit		100
	Non-Refundable Repatriation Fee		200
	Dependant fee (where the annual work permit fee payable is between \$0-\$2,100) Where the dependant has been included in the original application for or has subsequently been added on variation to, the grant or renewal of a work permit.		250 per dependant p.a.
	Dependant fee (where the annual work permit fee payable is over \$2,100). Where a dependant has been included in the original application for, or has subsequently been added on variation to, the grant or renewal of a work permit.		500 per dependant p.a.
	<i>Note 1: the non-refundable repatriation fee of \$200.00 is required on the grant of a work permit for applicant and each dependant or where the dependant is added on variation.</i>		
	<i>Note 2: where more than one occupation is authorised on the work permit the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i>		
	<i>Note 3: where a work permit is varied to change occupation and the new occupation attracts the same or a lower fee the fee payable is \$100.00 per application.</i>		

	<i>Note 4: where a work permit is varied to change occupation and the new occupation attracts a higher fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i>	
Section 42(3)(4)	Annual work permit - Renewal:	
	Application for the renewal of a work permit	100
	Renewal of annual work permit fee	Fee varies (see Schedule of Annual Work Permit Fees)
	Application for the variation of a work permit	100
	Dependant fee (where the annual work permit fee payable is between \$0-\$2,100)	250 per dependant p.a.
	Dependant fee (where the annual work permit fee payable is over \$2,100)	500 per dependant p.a.
	Non-refundable repatriation fee not required on the renewal of a work permit	NIL
	Fee payable to work by operation of law for the period between 28 October, 2013 and 9 December, 2013 where the employer has not paid for the grant or renewal of a Term Limit Exemption Permit in respect of the worker in question since 9 December, 2012.	100
	<i>Note 1: where more than one occupation is authorised on the work permit the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i>	
	<i>Note 2: where a work permit is varied to change occupation and the new occupation attracts the same or a lower fee the fee payable is \$100.00 per application.</i>	

	<i>Note 3: where a work permit is varied to change occupation and the new occupation attracts a higher fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i>	
Section 52(A)	Term Limit Exemption Permit:	
	Application for the grant or renewal of a Term Limit Exemption Permit	100
	Grant of Term Limit Exemption Permit is equivalent to annual work permit fee in same occupation	Fee varies (see Schedule of Annual Work Permit Fees)
	Application for variation of a Term Limit Exemption Permit	100
	<i>Note 1: where more than one occupation is authorised on the work permit the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i>	
	<i>Note 2: where a work permit is varied to change occupation and the new occupation attracts the same or a lower fee \$100.00 is payable per application.</i>	
	<i>Note 3: where a work permit is varied to change occupation and the new occupation attracts a higher fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i>	
	<i>Note 4: where an employer has paid for the grant or renewal of a Term Limit Exemption Permit on or after 9 December, 2012, he shall not be required to pay any further fees in respect of the ability to continue to work by operation of law as provided for under section 52A(11).</i>	
Section 52 (10)	Final non-renewable work permit:	
	Application for the grant of a final non-renewable work permit	100

	Grant of final non-renewable work permit is equivalent to annual work permit fee in same occupation	Fee varies (see Schedule of Annual Work Permit Fees)
	Dependant fee (where the annual work permit fee payable is between \$0-\$2,100)	250 per dependant p.a.
	Dependant fee (where the annual work permit fee payable is over \$2,100)	500 per dependant p.a.
	Dependants must have been previously approved on last work permit to be added to final non-renewable work permit	
Work Permits on basis of spouse's unexpired term limit, employment with Government or their working by operation of law:		
Section 52 (12)		
	Application fee	100
	Grant or renewal of a work permit under this provision	Fee varies (see Schedule of Annual Work Permit Fees)
Section 49 (1)	Key Employee fees:	
	Application for key employee designation	500
	Grant fee is equivalent to 50% of the worker's occupation in the relevant industry	Fee varies (see Schedule of Annual Work Permit Fees)
Section 42 (2), 52A(12)	Working by Operation of Law fees:	
	Application to work by operation of law	100
	Approval of application to work by operation of law	Fee varies

	Fee payable is equivalent to 50% of annual work permit fee for that occupation and is paid every six months	Fee varies (see Schedule of Annual Work Permit Fees)
	Dependant fee (where the annual work permit fee payable is between \$0-\$2,100)	250 per dependant p.a.
	Dependant fee (where the annual work permit fee payable is over \$2,100)	500 per dependant p.a.
	Dependants must have been previously approved on last work permit to be added to working by operation of law application	
Section 52(4)	Permission granted by Chief Immigration Officer to remain in employment and to have such permission varied:	
	(i) Application to the Chief Immigration Officer for permission to continue in employment whilst awaiting the determination of a permanent residence application;	100
	(ii) Application to the Chief Immigration Officer for the variation of permission granted in respect of employment whilst awaiting the determination of a permanent residence application;	100
	(iii) Approval of application for permission Fee payable is 50% of annual work permit fee for the occupation, payable every six months	Fee varies Fee varies (See Schedule of Annual Work Permit Fees)
	(iv) Dependant fee (where the annual work permit fee payable is between \$0-\$2,100) Dependant fee (where the annual work permit fee payable is over \$2,100) <i>Note: Dependants must have been previously approved on final work permits in order to be included in application for permission to continue working.</i>	250 per dependant per annum 500 per dependant per annum

The following persons are exempt from the requirement to pay work permit fees:	
(i) Spouse of a Caymanian	nil
(ii) Surviving spouse of a Caymanian who has not remarried a non-Caymanian	nil
(iii) Contracted Government employees	nil
(iv) Exempt Cubans	nil
(v) Cayman Islands Monetary Authority employees	nil
(vi) Persons working for a non-profit cultural, educational or charitable body	nil
In addition to being exempt from the requirement to pay work permit fees the following persons are exempt from the requirement to pay non-refundable repatriation fees or work permit dependant fees:	
(i) Teachers (Licensed by the Cayman Islands Education Council)	nil
(ii) Ministers of Religion	nil
(iii) Cayman Islands Monetary Authority employees	nil
(iv) Contracted Government Employees	nil

NOTES

1. Where a work permit is granted or renewed for six months or less, fifty percent of the relevant annual fee is payable. Where a work permit ceases to be effective for whatever cause and the employee has worked for six months or less, a refund of no more than one half of the annual fee is to be made. If the employee has worked for more than six months no refund will be made.

2. Where an Express application is made for a temporary work permit and a determination of that application is not ready to be communicated within forty-eight hours of receipt of that application, the Express application fee shall be refunded to the applicant.

3. For the grant of a temporary work permit for a seasonal worker the fee is sixty-six percent of the relevant annual fee.

4. *Where a temporary work permit has been issued for less than ninety days, there will be no fee payable for extending it up to ninety days. Where an extension beyond ninety days is sought (i.e. for a further period of up to ninety days), one half of the annual fee is payable regardless of the length of the extension.*

5. *Where an occupation for which a work permit or temporary work permit is sought does not appear in the Schedule of Annual Work Permit Fees the fee shall be determined by the Chief Immigration Officer but shall not exceed the sum of \$32,400.00.*

6. *Where a work permit is granted or renewed for the holder to have more than one occupation, the fee payable shall be the equivalent to whichever occupation attracts the higher fee.*

7. *All refund requests for Certificate for Specialist Caregivers are subject to the same conditions as specified in section 56 of the Immigration Law.*

8. *Where the term “fee varies” is indicated, refer to Part 2 – Schedule of Annual Work Permit Fees in order to determine the accurate fee.*

PART 2 – SCHEDULE OF ANNUAL WORK PERMIT FEES

CAYMAN OCCUPATIONS			
	<i>GRAND CAYMAN</i>	<i>CAYMAN BRAC</i>	<i>LITTLE CAYMAN</i>
GENERAL			
Religion			
Minister of Religion (Pastor)	Nil	Nil	Nil
Education			
Primary Education			
Administrative Assistant	Nil	Nil	Nil
Administrative Secretary	Nil	Nil	Nil
Child-Care worker	Nil	Nil	Nil
Director, School	Nil	Nil	Nil
Fitness Instructor	Nil	Nil	Nil
Janitor	Nil	Nil	Nil
Kitchen Helper	Nil	Nil	Nil
Maintenance Person	Nil	Nil	Nil
Nurse, Associate Professional/School	Nil	Nil	Nil
Principal, School	Nil	Nil	Nil
Teacher, Pre-Primary	Nil	Nil	Nil
Teacher, Pre-Primary/Associate Professional	Nil	Nil	Nil
Teacher, Primary	Nil	Nil	Nil
Teacher, Primary/Associate Professional	Nil	Nil	Nil
Secondary Education			
Administrative Assistant	Nil	Nil	Nil
Janitor	Nil	Nil	Nil
Kitchen Helper	Nil	Nil	Nil
Maintenance Person	Nil	Nil	Nil
Secretary	Nil	Nil	Nil
Clerk, Bookkeeping/Accounts	Nil	Nil	Nil

Director, School	Nil	Nil	Nil
Fitness Instructor	Nil	Nil	Nil
Nurse, Associate Professional/School	Nil	Nil	Nil
Office Manager	Nil	Nil	Nil
Principal, School	Nil	Nil	Nil
Software Developer	Nil	Nil	Nil
Teacher, Secondary School	Nil	Nil	Nil
Higher Education			
Administrative Assistant	Nil	Nil	Nil
Clerk, Bookkeeping/Accounts	Nil	Nil	Nil
College Professor/Lecturer	Nil	Nil	Nil
Dean	Nil	Nil	Nil
Director, Human Resources	Nil	Nil	Nil
Human Resources Administrator	Nil	Nil	Nil
Human Resources Officer	Nil	Nil	Nil
Information System Manager	Nil	Nil	Nil
Janitor	Nil	Nil	Nil
Kitchen Helper	Nil	Nil	Nil
Maintenance Person	Nil	Nil	Nil
Office Manager	Nil	Nil	Nil
Principal/ President, College	Nil	Nil	Nil
Receptionist (General)	Nil	Nil	Nil
Registrar College/University	Nil	Nil	Nil
Software Developer	Nil	Nil	Nil
Head of University	Nil	Nil	Nil
Human Health Activities			
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Acupuncturist	6,720.00	5,040.00	5,040.00
Aid, nursing/hospital	375.00	281.25	281.25

Anaesthetist	13,650.00	10,237.50	10,237.50
Analyst, business hospital	13,650.00	10,237.50	10,237.50
Anesthetic Anaesthetic Aid	3,850.00	2,887.50	2,887.50
Applied Behavioural Therapist	3,850.00	2,887.50	2,887.50
Assistant Chiropractor	3,850.00	2,887.50	2,887.50
Assistant Pharmacist (Medical)	3,850.00	2,887.50	2,887.50
Assistant Scrub Theatre Technician	1,050.00	787.50	787.50
Associate Cell Level Biologist	3,850.00	2,887.50	2,887.50
Audiologist	10,400.00	7,800.00	7,800.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Cashier	1,050.00	787.50	787.50
Chief Executive Officer (Hospital)	27,675.00	20,756.25	20,756.25
Chief Pharmacist	16,250.00	12,187.50	12,187.50
Chiropractors	6,720.00	5,040.00	5,040.00
Clerk, Bookkeeping/Accounts Clerk	1,050.00	787.50	787.50
Clinical Office Manager	6,720.00	5,040.00	5,040.00
Cook Assistant	450.00	337.50	337.50
Counsellor	3,850.00	2,887.50	2,887.50
Debt Collector and related worker	2,100.00	1,575.00	1,575.00
Dental Assistant	1,050.00	787.50	787.50
Dental Hygienist	3,850.00	2,887.50	2,887.50
Dentist	13,650.00	10,237.50	10,237.50
Diagnostic Imaging Practice Manager	6,720.00	5,040.00	5,040.00
Diagnostic Radiographer	3,850.00	2,887.50	2,887.50
Dietician, therapeutic	3,850.00	2,887.50	2,887.50
Director, Human Resources	20,925.00	15,693.75	15,693.75
Director, Information Systems/Head of IT	20,925.00	15,693.75	15,693.75
Dispensing Optician	4,600.00	3,450.00	3,450.00
Executive Secretary	5,175.00	3,881.25	3,881.25
Financial Controller	20,925.00	15,693.75	15,693.75
Gardener, Groundsman	375.00	281.25	281.25
Health and Wellness Representative	1,575.00	1,181.25	1,181.25

Hospital Administrator	3,850.00	2,887.50	2,887.50
Housekeeper	300.00	225.00	225.00
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Human Resources Manager	10,400.00	7,800.00	7,800.00
Human Resources Officer	4,600.00	3,450.00	3,450.00
Hyperbaric Technologist	200.00	150.00	150.00
Information Systems Manager	13,650.00	10,237.50	10,237.50
Inventory/Materials Manager	6,720.00	5,040.00	5,040.00
IT Assistant	3,850.00	2,887.50	2,887.50
Janitor	375.00	281.25	281.25
Kitchen Helper, Laundress	300.00	225.00	225.00
Lab Technician/X-ray Technician, e.g. blood bank biochemistry	3,850.00	2,887.50	2,887.50
Landscaper	2,100.00	1,575.00	1,575.00
Life Coach Therapist	3,850.00	2,887.50	2,887.50
Maintenance Person	550.00	412.50	412.50
Maintenance Worker, building	2,100.00	1,575.00	1,575.00
Medical Assistant	3,850.00	2,887.50	2,887.50
Medical Doctor, general practice	13,650.00	10,237.50	10,237.50
Medical Optician	13,650.00	10,237.50	10,237.50
Mortician	3,850.00	2,887.50	2,887.50
Nephrologist (Kidney Doctor)	13,650.00	10,237.50	10,237.50
Nurse, associate professional/clinic	1,050.00	787.50	787.50
Nutritional Consultant/Dietician	3,850.00	2,887.50	2,887.50
Office Manager	6,720.00	5,040.00	5,040.00
Operations Supervisor	3,850.00	2,887.50	2,887.50
Ophthalmologist	13,650.00	10,237.50	10,237.50
Optometrist	7,500.00	5,625.00	5,625.00
Orderly/porter, hospital	300.00	225.00	225.00
Other Office Clerks not elsewhere classified	1,050.00	787.50	787.50
Paediatrician	13,650.00	10,237.50	10,237.50
Patient Accounts Coordinator	3,850.00	2,887.50	2,887.50
Pharmacist, hospital	13,650.00	10,237.50	10,237.50

Physiotherapist	3,850.00	2,887.50	2,887.50
Production and Operations Department Manager	13,650.00	10,237.50	10,237.50
Psychiatrist	10,400.00	7,800.00	7,800.00
Radiographer	3,850.00	2,887.50	2,887.50
Radiologist	13,650.00	10,237.50	10,237.50
Receptionist	2,100.00	1,575.00	1,575.00
Registered Nurse	1,050.00	787.50	787.50
Secretary, medical	3,850.00	2,887.50	2,887.50
Special Project Instructor	2,100.00	1,575.00	1,575.00
Surgeon	13,650.00	10,237.50	10,237.50
Surgeon, Cardiology	13,650.00	10,237.50	10,237.50
Surgeon, oral/dentistry	13,650.00	10,237.50	10,237.50
Technician, medical science	3,850.00	2,887.50	2,887.50
Technologist, medical	6,000.00	4,500.00	4,500.00
Telephone Switchboard Operator	1,050.00	787.50	787.50
Therapeutic Horsemanship Instructor	2,100.00	1,575.00	1,575.00
Truck Driver	2,100.00	1,575.00	1,575.00
Upholsterer	550.00	412.50	412.50
Veterinarian	7,500.00	5,625.00	5,625.00
Veterinarian Technician	3,850.00	2,887.50	2,887.50
Legal Activities			
Accident Re-Constructionist	11,700.00	8,775.00	8,775.00
Account Officer	3,850.00	2,887.50	2,887.50
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Actuarial Assistant	6,000.00	4,500.00	4,500.00
Actuary	16,250.00	12,187.50	12,187.50
Administrative Assistant	2,100.00	1,575.00	1,575.00
Administrative Secretary	3,850.00	2,887.50	2,887.50
Application Support Technician	3,850.00	2,887.50	2,887.50
Arbitrator/Mediator	16,250.00	12,187.50	12,187.50

Articled Clerk (trainee attorney)	9,750.00	7,312.50	7,312.50
Assistant Administrator	3,850.00	2,887.50	2,887.50
Assistant Financial Controller	6,000.00	4,500.00	4,500.00
Assistant Trust Accountant	6,000.00	4,500.00	4,500.00
Associate Partner	18,200.00	13,650.00	13,650.00
Auditor	13,650.00	10,237.50	10,237.50
Auditor/Audit Officer	13,650.00	10,237.50	10,237.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Business Development Manager	13,650.00	10,237.50	10,237.50
Business/Project Analyst	13,650.00	10,237.50	10,237.50
Chief Financial Officer	30,375.00	22,781.25	22,781.25
Chief Marketing Officer	30,375.00	22,781.25	22,781.25
Clerk, filing	1,050.00	787.50	787.50
Clerk, Bookkeeping/Accounts Clerk	1,050.00	787.50	787.50
Clerk, reproduction processes/office	1,050.00	787.50	787.50
Client Relationship Manager	10,400.00	7,800.00	7,800.00
Compliance Officer	13,650.00	10,237.50	10,237.50
Corporate Administrator	4,600.00	3,450.00	3,450.00
Corporate Assistant	3,850.00	2,887.50	2,887.50
Counsel	24,300.00	18,225.00	18,225.00
Court Language Translator	3,850.00	2,887.50	2,887.50
Court Reporters	3,850.00	2,887.50	2,887.50
Court Stenographer	5,175.00	3,881.25	3,881.25
Customer Services Representative	2,940.00	2,205.00	2,205.00
Development Manager	13,650.00	10,237.50	10,237.50
Director Project Developments	20,925.00	15,693.75	15,693.75
Director, being an Attorney-At-Law or Equity Partner	32,400.00	24,300.00	24,300.00
Director, Human Resources	20,925.00	15,693.75	15,693.75
Director, Information Systems/Head of IT	20,925.00	15,693.75	15,693.75
Director/Chief Operating Officer	20,925.00	15,693.75	15,693.75
Equity Partner	32,400.00	24,300.00	24,300.00
Events Manager	10,400.00	7,800.00	7,800.00

Executive Administrative Assistant	3,850.00	2,887.50	2,887.50
Executive Secretary	5,175.00	3,881.25	3,881.25
Financial Advisor	13,650.00	10,237.50	10,237.50
Financial Controller	20,925.00	15,693.75	15,693.75
Global Executive HR Director	20,925.00	15,693.75	15,693.75
Head of Compliance	20,925.00	15,693.75	15,693.75
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Human Resources Manager	10,400.00	7,800.00	7,800.00
Human Resources Officer	4,600.00	3,450.00	3,450.00
IT Assistant	3,850.00	2,887.50	2,887.50
IT Project Manager	13,650.00	10,237.50	10,237.50
IT Risk Manager	13,650.00	10,237.50	10,237.50
Lawyer/Solicitor/Barrister/Attorney-at-Law/Associate	16,250.00	12,187.50	12,187.50
Legal Secretary	5,175.00	3,881.25	3,881.25
Manager, Information Systems	13,650.00	10,237.50	10,237.50
Managing Associate	18,200.00	13,650.00	13,650.00
Managing Director, Chief Executive Officer, General Manager, Vice-President, or President for which a professional qualification is required	30,375.00	22,781.25	22,781.25
Marketing Coordinator	6,720.00	5,040.00	5,040.00
Marketing Executive, e.g. marketing specialist	13,650.00	10,237.50	10,237.50
Marketing Technology Manager	13,650.00	10,237.50	10,237.50
Messenger	1,050.00	787.50	787.50
Office Manager	6,720.00	5,040.00	5,040.00
Operations Manager	13,650.00	10,237.50	10,237.50
Paralegal	10,400.00	7,800.00	7,800.00
Personal Assistant	5,175.00	3,881.25	3,881.25
Professional Business Coach	13,650.00	10,237.50	10,237.50
Property Specialist	6,720.00	5,040.00	5,040.00
Receptionist	2,100.00	1,575.00	1,575.00
Salaried Partner	30,375.00	22,781.25	22,781.25
Secretary	3,850.00	2,887.50	2,887.50
Senior Accountant	13,650.00	10,237.50	10,237.50

Senior Associate	18,200.00	13,650.00	13,650.00
Senior Auditor	16,250.00	12,187.50	12,187.50
Senior Clerk	2,100.00	1,575.00	1,575.00
Senior Corporate Assistant	4,600.00	3,450.00	3,450.00
Senior Counsel QC	30,375.00	22,781.25	22,781.25
Senior Partners Assistant	8,125.00	6,093.75	6,093.75
Senior Software Engineer	13,650.00	10,237.50	10,237.50
Senior Trust Administrator	13,650.00	10,237.50	10,237.50
Senior Trust Officer	16,250.00	12,187.50	12,187.50
Stenographer	2,100.00	1,575.00	1,575.00
Team Leader of Secretaries	6,000.00	4,500.00	4,500.00
Training Manager	13,650.00	10,237.50	10,237.50
Training Officer, corporate	13,650.00	10,237.50	10,237.50
Trust Administrator	13,650.00	10,237.50	10,237.50
Trust Officer	13,650.00	10,237.50	10,237.50
Vice President - Hedge Funds	13,650.00	10,237.50	10,237.50
Labour Recruitment and Provision of Personnel Activities			
Account Officer	2,100.00	1,575.00	1,575.00
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Administrative Assistant	2,100.00	1,575.00	1,575.00
Assistant Development/Client Recruitment Manager	4,600.00	3,450.00	3,450.00
Assistant Manager	6,000.00	4,500.00	4,500.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Chartered Secretary (w/Law Degree)	13,650.00	10,237.50	10,237.50
Client Relationship Officer	3,850.00	2,887.50	2,887.50
Corporate Recruiter	3,850.00	2,887.50	2,887.50
Development/Client Recruitment Manager	6,720.00	5,040.00	5,040.00
Head of Operations and Marketing Coordinator	20,925.00	15,693.75	15,693.75
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Human Resources Manager	10,400.00	7,800.00	7,800.00

Investment Advisor	13,650.00	10,237.50	10,237.50
Managing Director, Chief Executive Officer, or General Manager, partner, vice-president, president for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Messenger	1,050.00	787.50	787.50
Office Manager	6,720.00	5,040.00	5,040.00
Paralegal	10,400.00	7,800.00	7,800.00
Payroll Clerk	2,100.00	1,575.00	1,575.00
Receptionist	1,050.00	787.50	787.50
Recruitment Administrator	3,850.00	2,887.50	2,887.50
Recruitment Consultant	2,100.00	1,575.00	1,575.00
Recruitment Officer	2,100.00	1,575.00	1,575.00
Secretary	3,850.00	2,887.50	2,887.50
Technical and Client Support Dept Manager	10,400.00	7,800.00	7,800.00
Trainer/Co-Facilitator	7,500.00	5,625.00	5,625.00
Travel Consultant	4,600.00	3,450.00	3,450.00
Security and Investigation Activities			
Account Supervisor	3,850.00	2,887.50	2,887.50
Alarm Monitoring Agent/Central station operator	2,100.00	1,575.00	1,575.00
Auto Mechanic	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Cashier	1,050.00	787.50	787.50
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Electrical Engineering technician	3,850.00	2,887.50	2,887.50
Handyman	550.00	412.50	412.50
Locksmith	2,100.00	1,575.00	1,575.00
Managing Director, Chief Executive Officer, General Manager, Partner, Vice-President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Office Clerk	2,100.00	1,575.00	1,575.00
Office Manager	6,720.00	5,040.00	5,040.00
Operations Supervisor	3,850.00	2,887.50	2,887.50

Private Investigator	3,850.00	2,887.50	2,887.50
Production and Operations Dept. Manager	13,650.00	10,237.50	10,237.50
Sales and Marketing Department Manager/Sales Operation Manager	10,400.00	7,800.00	7,800.00
Sales Agent	1,050.00	787.50	787.50
Secretary	3,850.00	2,887.50	2,887.50
Security and Fire Alarm Technician	3,850.00	2,887.50	2,887.50
Security Administrator	5,175.00	3,881.25	3,881.25
Security Officer/Loss Prevention Officer	1,732.50	1,299.38	1,299.38
Van Driver	2,100.00	1,575.00	1,575.00
Building Cleaning and Industrial Cleaning Activities			
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Assistant Manager of other business	10,400.00	7,800.00	7,800.00
Auto Mechanic	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Chemical Technician	3,850.00	2,887.50	2,887.50
Cleaner, office	375.00	281.25	281.25
Clerk, Reproduction processes/office	1,050.00	787.50	787.50
Customer Services Representative	2,940.00	2,205.00	2,205.00
General Manager (no professional qualification required) in personal care, cleaning and related	9,750.00	7,312.50	7,312.50
Janitor	375.00	281.25	281.25
Janitorial Supervisor	3,850.00	2,887.50	2,887.50
Maintenance worker, building	2,100.00	1,575.00	1,575.00
Managing Director, Chief Executive Officer, or General Manager, Partner, Vice-President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Other office clerks not elsewhere classified	1,050.00	787.50	787.50
Production and operations manager in personal care	13,650.00	10,237.50	10,237.50
Sales Associate/scheduler	1,050.00	787.50	787.50
Sales Consultant	4,600.00	3,450.00	3,450.00
Secretary	3,850.00	2,887.50	2,887.50

Truck driver	2,100.00	1,575.00	1,575.00
Activities of households as employers of domestic personnel			
Baby Sitter	150.00	112.50	112.50
Caretaker	550.00	412.50	412.50
Certified Nanny	550.00	412.50	412.50
Domestic Helper	150.00	150.00	150.00
Gardener	375.00	281.25	281.25
Handyman	550.00	412.50	412.50
Houseman	500.00	375.00	375.00
Maintenance Person	550.00	412.50	412.50
Nurse	1,050.00	787.50	787.50
Personal Assistant	2,100.00	1,575.00	1,575.00
Personal Chef	2,100.00	1,575.00	1,575.00
Personal Driver	500.00	375.00	375.00
Private Teacher/Tutor	550.00	412.50	412.50
Property Manager	1,050.00	787.50	787.50
Security Officer/Loss Prevention Officer	1,732.50	1,299.38	1,299.38
Real Estate Activities			
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Accounts Assistant	2,100.00	1,575.00	1,575.00
Administrative Assistant	2,100.00	1,575.00	1,575.00
Assistant Property Manager	6,720.00	5,040.00	5,040.00
Beach Attendant	550.00	412.50	412.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Business Systems Analyst	13,650.00	10,237.50	10,237.50
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Creative Manager	10,400.00	7,800.00	7,800.00
Director of Sales	20,925.00	15,693.75	15,693.75
Engineering Co-ordinator Solid Waste Management	10,400.00	7,800.00	7,800.00

Events Manager	10,400.00	7,800.00	7,800.00
Financial Consultant	13,650.00	10,237.50	10,237.50
Financial Controller	20,925.00	15,693.75	15,693.75
Gardener, groundsman	375.00	281.25	281.25
Geographical Information Systems Manager	13,650.00	10,237.50	10,237.50
Housekeeper	300.00	225.00	225.00
Landscaper, greens keeper	2,100.00	1,575.00	1,575.00
Maintenance Person	550.00	412.50	412.50
Maintenance Worker, building	2,100.00	1,575.00	1,575.00
Managing Director, Chief Executive Officer, or General Manager , Partner, Vice-President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Nursery, grower/nursery operative	2,100.00	1,575.00	1,575.00
Office Manager	6,720.00	5,040.00	5,040.00
Project Manager	13,650.00	10,237.50	10,237.50
Property Specialist	6,720.00	5,040.00	5,040.00
Real Estate Salesperson/Broker/Real Estate Agent	6,000.00	4,500.00	4,500.00
Receptionist	1,050.00	787.50	787.50
Resource Efficiency Manager	13,650.00	10,237.50	10,237.50
Sales and Marketing Manager	6,720.00	5,040.00	5,040.00
Sales/Operations Administrator	6,720.00	5,040.00	5,040.00
Secretary	3,850.00	2,887.50	2,887.50
Security System Support Staff	1,732.50	1,299.38	1,299.38
Senior Construction Engineer	13,650.00	10,237.50	10,237.50
Senior Finance Manager	16,250.00	12,187.50	12,187.50
Senior Manager - Operations and Maintenance	16,250.00	12,187.50	12,187.50
Senior Sales Executive	13,650.00	10,237.50	10,237.50
Supervisor	3,850.00	2,887.50	2,887.50
Support Associate	2,100.00	1,575.00	1,575.00
Vice President of Leasing	13,650.00	10,237.50	10,237.50
Washer, hand/laundry	375.00	281.25	281.25

Landscaping and Gardening Activities			
Assistant Propagator	2,100.00	1,575.00	1,575.00
Assistant Supervisor Nursery/Landscaping	2,100.00	1,575.00	1,575.00
Clerk, Reproduction processes/office	1,050.00	787.50	787.50
Farmer	300.00	225.00	225.00
Field Operative - Specialty	550.00	412.50	412.50
Gardener, groundsman	375.00	281.25	281.25
General Manager in agriculture, landscaping, gardening, forestry and fishing	10,400.00	7,800.00	7,800.00
Handyman	550.00	412.50	412.50
Horticulturist (Deals with plants)	2,100.00	1,575.00	1,575.00
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Irrigation and Landscaping Assistant	1,050.00	787.50	787.50
Irrigation Installer	2,100.00	1,575.00	1,575.00
Landscape Installation Supervisor	2,625.00	1,968.75	1,968.75
Landscape Maintenance Supervisor	2,362.50	1,771.88	1,771.88
Landscaper	2,100.00	1,575.00	1,575.00
Maintenance Person	550.00	412.50	412.50
Nursery/Greenhouse Operations Supervisor	2,625.00	1,968.75	1,968.75
Office Clerk	1,050.00	787.50	787.50
Office Manager	6,720.00	5,040.00	5,040.00
Sales Representative (retail)	1,050.00	787.50	787.50
Secretary	3,850.00	2,887.50	2,887.50
Truck driver	2,100.00	1,575.00	1,575.00
Agriculture, Forestry and Fishing			
Assistant Propagator	750.00	562.50	562.50
Farmer/Livestock farmer	300.00	225.00	225.00
Fisherman	550.00	412.50	412.50
General Farm Hand/Farmer helper	300.00	225.00	225.00
Maintenance Person	550.00	412.50	412.50

Publishing Activities			
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Administrative /Market Research Supervisor	3,850.00	2,887.50	2,887.50
Administrative Assistant	2,100.00	1,575.00	1,575.00
Advertising Sales Executive	6,000.00	4,500.00	4,500.00
Assistant Textile Screen Printer	2,100.00	1,575.00	1,575.00
Binder	1,050.00	787.50	787.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Copy Writer	4,743.75	3,557.81	3,557.81
Digital Manager	10,400.00	7,800.00	7,800.00
Director-Digital Expansion	13,650.00	10,237.50	10,237.50
Editor, newspaper	4,743.75	3,557.81	3,557.81
Finance Clerk	2,100.00	1,575.00	1,575.00
Financial Controller	20,925.00	15,693.75	15,693.75
Graphic Artist	4,743.75	3,557.81	3,557.81
Graphic Designer	6,000.00	4,500.00	4,500.00
IT Assistant	3,850.00	2,887.50	2,887.50
Journalist	3,850.00	2,887.50	2,887.50
Manager Director, Chief Executive Officer, or General Manager , Partner, Vice-President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Market Research Moderator	10,400.00	7,800.00	7,800.00
Marketing Executive, e.g. marketing specialist	10,400.00	7,800.00	7,800.00
On-Line Account Executive	6,000.00	4,500.00	4,500.00
Other office clerks not elsewhere classified	1,050.00	787.50	787.50
Other Technical and commercial sales representatives	2,100.00	1,575.00	1,575.00
Photographer	3,850.00	2,887.50	2,887.50
Printing Machine Operator	3,850.00	2,887.50	2,887.50
Production and Operations Dept. Manager in Communications	20,925.00	15,693.75	15,693.75
Proof Reader	3,850.00	2,887.50	2,887.50
Regional Sales Manager	13,650.00	10,237.50	10,237.50

Reporter, newspaper	3,850.00	2,887.50	2,887.50
Sales/ Marketing Trainer	10,400.00	7,800.00	7,800.00
Sales Manager/Consultant	10,400.00	7,800.00	7,800.00
Sales Representative/agent	1,050.00	787.50	787.50
Service Technician	3,850.00	2,887.50	2,887.50
Strategic Business Consultant	13,650.00	10,237.50	10,237.50
Textile Screen Printer	3,850.00	2,887.50	2,887.50
Van Driver	2,100.00	1,575.00	1,575.00
Vendor, street/non-food products	1,050.00	787.50	787.50
Videographer	3,850.00	2,887.50	2,887.50
Writer	4,743.75	3,557.81	3,557.81
Sewerage			
Bookkeeper	4,600.00	3,450.00	3,450.00
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Engineers	13,650.00	10,237.50	10,237.50
Heavy Machine Operator	2,362.50	1,771.88	1,771.88
Managing Director, Chief Executive Officer, or General Manager , Partner, Vice-President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Secretary	3,850.00	2,887.50	2,887.50
Technically Qualified Staff	4,600.00	3,450.00	3,450.00
Truck Driver	2,100.00	1,575.00	1,575.00
Waste collection, treatment and disposal activities; materials recovery			
Bookkeeper	4,600.00	3,450.00	3,450.00
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Engineer	13,650.00	10,237.50	10,237.50
Engineering Coordinator	10,400.00	7,800.00	7,800.00
Heavy Machine Operator	2,362.50	1,771.88	1,771.88
Human Resource Manager	10,400.00	7,800.00	7,800.00
Human Resource Officer	4,600.00	3,450.00	3,450.00
Managing Director, Chief Executive Officer, or General	27,675.00	20,756.25	20,756.25

Manager , Partner, Vice-President, President for which a professional qualification is required			
Non-ferrous Operations Manager	13,650.00	10,237.50	10,237.50
Secretary	3,850.00	2,887.50	2,887.50
Technically Qualified Staff	4,600.00	3,450.00	3,450.00
Truck Driver	2,100.00	1,575.00	1,575.00
Vice President of IT	13,650.00	10,237.50	10,237.50
Vice President of Purchasing	13,650.00	10,237.50	10,237.50
Programming and Broadcasting Activities			
Bookkeeper	4,600.00	3,450.00	3,450.00
Business Analyst/Consultant	6,720.00	5,040.00	5,040.00
Cable Worker, e.g. installer	2,100.00	1,575.00	1,575.00
Communications Specialist	4,600.00	3,450.00	3,450.00
Customer Service Administrator	3,850.00	2,887.50	2,887.50
Director, Musical	10,400.00	7,800.00	7,800.00
Director, Radio	10,400.00	7,800.00	7,800.00
Electronic Technician	2,100.00	1,575.00	1,575.00
Entertainment Consultant	6,000.00	4,500.00	4,500.00
Entertainment/Production Co-Ordinator	3,850.00	2,887.50	2,887.50
Graphic Designer	6,000.00	4,500.00	4,500.00
Managing Director, Chief Executive Officer, or General Manager , Partner, Vice-President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Marketing Executive, e.g. marketing specialist	10,400.00	7,800.00	7,800.00
News Announcer	3,850.00	2,887.50	2,887.50
Producer	3,850.00	2,887.50	2,887.50
Production and Operations Dept. Manager in Communications	6,000.00	4,500.00	4,500.00
Production and Operations Manager	6,000.00	4,500.00	4,500.00
Programme Director	10,400.00	7,800.00	7,800.00
Promotions Co-Ordinator	3,850.00	2,887.50	2,887.50
Radio Announcer	3,850.00	2,887.50	2,887.50
Sales and Marketing Department Manager	10,400.00	7,800.00	7,800.00

Sales Representative/Agent	2,100.00	1,575.00	1,575.00
Senior Account Administrator	6,000.00	4,500.00	4,500.00
Studio Lighting Engineer	13,650.00	10,237.50	10,237.50
System Administrator	6,000.00	4,500.00	4,500.00
Telegraph and Telephone Installer and Service	2,100.00	1,575.00	1,575.00
Hairdressing, beauty treatment and other personal service activities			
Administrative Assistant	1,575.00	1,181.25	1,181.25
Assistant Fitness Trainer	1,575.00	1,181.25	1,181.25
Attendant and related workers not classified elsewhere	1,050.00	787.50	787.50
Barber	1,575.00	1,181.25	1,181.25
Beautician/Massage Therapist	1,575.00	1,181.25	1,181.25
Beauty Products Trainer	1,050.00	787.50	787.50
Beauty Salon Manager	6,720.00	5,040.00	5,040.00
Beauty Salon Trainer (Certified)	1,050.00	787.50	787.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Braidist	1,575.00	1,181.25	1,181.25
Cosmetologist	1,575.00	1,181.25	1,181.25
Fitness Manager	6,720.00	5,040.00	5,040.00
Fitness Trainer	2,100.00	1,575.00	1,575.00
Hairdresser	1,575.00	1,181.25	1,181.25
Masseuse/Masseur	1,575.00	1,181.25	1,181.25
Nail specialist, Manicurist, Pedicurist, Nail Technician	1,575.00	1,181.25	1,181.25
Office Manager	6,720.00	5,040.00	5,040.00
Other Clerks not elsewhere classified	1,050.00	787.50	787.50
Receptionist	1,050.00	787.50	787.50
Shampoo Girl	1,050.00	787.50	787.50
Storekeeper	1,575.00	1,181.25	1,181.25
Manufacture of fabricated metal products, except machinery and equipment			
Auto-body Painter	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00

Carpenter	2,100.00	1,575.00	1,575.00
General Manager	20,925.00	15,693.75	15,693.75
Heavy Machine Mechanic	2,100.00	1,575.00	1,575.00
Office Manager	6,720.00	5,040.00	5,040.00
Secretary	3,850.00	2,887.50	2,887.50
Welder and Flame Cutter	2,100.00	1,575.00	1,575.00
Electric power generation, transmission and distribution			
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Administrative Analyst	5,175.00	3,881.25	3,881.25
Administrative Assistant	2,100.00	1,575.00	1,575.00
Area Mechanical Maintenance Supervisor	6,720.00	5,040.00	5,040.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Building and Related Electrician	2,100.00	1,575.00	1,575.00
Buyer (purchaser), merchandise	2,100.00	1,575.00	1,575.00
Chartered Corporate Secretary (w/Law Degree)	16,250.00	12,187.50	12,187.50
Chief Engineer	27,675.00	20,756.25	20,756.25
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Conditioning Monitoring Assistant	5,175.00	3,881.25	3,881.25
Customer Services Representative	2,100.00	1,575.00	1,575.00
Department Manager, Finance	20,925.00	15,693.75	15,693.75
Design Engineer	13,650.00	10,237.50	10,237.50
Director, Human Resources	20,925.00	15,693.75	15,693.75
Electrical Engineering technician	3,850.00	2,887.50	2,887.50
Electrical Line technician	3,850.00	2,887.50	2,887.50
Engineer Director	20,925.00	15,693.75	15,693.75
Engineer, Electrical/electric power generation	13,650.00	10,237.50	10,237.50
Engineer, Electrical/electromechanical equipment	13,650.00	10,237.50	10,237.50
Executive Secretary	5,175.00	3,881.25	3,881.25
Financial Controller	20,925.00	15,693.75	15,693.75
Front Desk Clerk	1,050.00	787.50	787.50

GIS Administrator	4,600.00	3,450.00	3,450.00
Heavy Duty Mechanic	2,362.50	1,771.88	1,771.88
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Human Resources Manager	10,400.00	7,800.00	7,800.00
Human Resources Officer	4,600.00	3,450.00	3,450.00
Inventory Control Clerk	2,100.00	1,575.00	1,575.00
IT Compliance and Support Officer	6,720.00	5,040.00	5,040.00
Lineman	2,100.00	1,575.00	1,575.00
Maintenance Person	550.00	412.50	412.50
Manager Transmission and Distribution (T & D) Operations	13,650.00	10,237.50	10,237.50
Managing Director, Chief Executive Officer, or General Manager , Partner, Vice-President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Mechanical Engineering Technician, Alignment Technician	3,850.00	2,887.50	2,887.50
Meter Reader	2,100.00	1,575.00	1,575.00
Operations engineer	13,650.00	10,237.50	10,237.50
Operations Supervisor	10,400.00	7,800.00	7,800.00
Power Production Plant Operator	2,100.00	1,575.00	1,575.00
Production Engineer	13,650.00	10,237.50	10,237.50
Project Manager	13,650.00	10,237.50	10,237.50
Reporting and Financial Accountant	13,650.00	10,237.50	10,237.50
Security Officer	1,732.50	1,299.38	1,299.38
Senior Business Analyst /Senior Financial Analyst	13,650.00	10,237.50	10,237.50
Senior Control Assurance Specialist	13,650.00	10,237.50	10,237.50
Senior Transmission and Distribution Engineer	13,650.00	10,237.50	10,237.50
Supervisor, Facilities Maintenance	5,175.00	3,881.25	3,881.25
Technician	3,850.00	2,887.50	2,887.50
Training Safety Environmentalist Specialist	10,400.00	7,800.00	7,800.00
Wireman	975.00	731.25	731.25
Water collection, treatment and supply			

Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Administrative Assistant	2,100.00	1,575.00	1,575.00
Assistant Controller	13,650.00	10,237.50	10,237.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Cashier non retail	1,050.00	787.50	787.50
Civil Engineer	13,650.00	10,237.50	10,237.50
Customer Services Representative	2,940.00	2,205.00	2,205.00
Design Engineer	13,650.00	10,237.50	10,237.50
Director, Human Resources	13,650.00	10,237.50	10,237.50
Financial Controller	20,925.00	15,693.75	15,693.75
Graduate Engineer	13,650.00	10,237.50	10,237.50
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Inventory Control Clerk	2,100.00	1,575.00	1,575.00
IT Administrator	3,850.00	2,887.50	2,887.50
IT Support/Helpdesk Technician	2,100.00	1,575.00	1,575.00
Lab technician, e.g. blood bank biochemistry	4,743.75	3,557.81	3,557.81
Maintenance Manager	13,650.00	10,237.50	10,237.50
Maintenance Person	550.00	412.50	412.50
Managing Director, Chief Executive Officer, General Manager, Partner, Vice President, or President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Managing Engineer	13,650.00	10,237.50	10,237.50
Meter Reader	2,100.00	1,575.00	1,575.00
Office Manager	6,720.00	5,040.00	5,040.00
Operations Manager	10,400.00	7,800.00	7,800.00
Operations/Special Project Engineer	13,650.00	10,237.50	10,237.50
Plant Manager	13,650.00	10,237.50	10,237.50
Plumber and Pipe Fitter	2,362.50	1,771.88	1,771.88
Project Foreman	6,000.00	4,500.00	4,500.00
Project Manager	13,650.00	10,237.50	10,237.50
Senior Development Control Technologist	4,743.75	3,557.81	3,557.81

Senior Engineering Manager	13,650.00	10,237.50	10,237.50
Senior Engineering Manager-Operations	13,650.00	10,237.50	10,237.50
Senior Operator Wastewater Treatment	13,650.00	10,237.50	10,237.50
Service Supervisor	3,850.00	2,887.50	2,887.50
Special Projects Engineer	13,650.00	10,237.50	10,237.50
Vice President of Overseas Operations	16,250.00	12,187.50	12,187.50
Vice President of Purchasing and IT Department	16,250.00	12,187.50	12,187.50
Telecommunications			
Analyst, Database/computers	6,720.00	5,040.00	5,040.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Business Solutions and Sales Manager	10,400.00	7,800.00	7,800.00
Cable Worker, e.g. installer	2,100.00	1,575.00	1,575.00
Chief Executive Manager	27,675.00	20,756.25	20,756.25
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Commercial Director	13,650.00	10,237.50	10,237.50
Corporate Accounts Manager	13,650.00	10,237.50	10,237.50
Corporate Administrator	4,600.00	3,450.00	3,450.00
Customer Provisioning Technician	3,850.00	2,887.50	2,887.50
Customer Services Representative	2,940.00	2,205.00	2,205.00
Dealer Administrator	4,600.00	3,450.00	3,450.00
Finance Assistant	4,600.00	3,450.00	3,450.00
Finance Manager	20,925.00	15,693.75	15,693.75
General Manager in Communications	10,400.00	7,800.00	7,800.00
Guest Service Supervisor	6,000.00	4,500.00	4,500.00
Head of Business Sales	13,650.00	10,237.50	10,237.50
Heavy Equipment Trainer	6,720.00	5,040.00	5,040.00
Information System Manager	13,650.00	10,237.50	10,237.50
Internal Auditor	13,650.00	10,237.50	10,237.50
Inventory Control Clerk	2,100.00	1,575.00	1,575.00
IT Engineer	13,650.00	10,237.50	10,237.50
IT Manager	13,650.00	10,237.50	10,237.50

IT Technician	2,100.00	1,575.00	1,575.00
IT Trainer/Consultant	10,400.00	7,800.00	7,800.00
Marketing Assistant	4,600.00	3,450.00	3,450.00
Marketing Executive	13,650.00	10,237.50	10,237.50
Marketing Manager	13,650.00	10,237.50	10,237.50
Operations and Maintenance Technician	3,850.00	2,887.50	2,887.50
Operations Manager	10,400.00	7,800.00	7,800.00
Payroll Clerk	2,100.00	1,575.00	1,575.00
Personal Assistant	2,100.00	1,575.00	1,575.00
Production and Operations Dept. Manager in Communications	10,400.00	7,800.00	7,800.00
Products and Pricing Manager	6,720.00	5,040.00	5,040.00
Project Superintendent	6,000.00	4,500.00	4,500.00
RF Engineer	13,650.00	10,237.50	10,237.50
Sales Associate	1,050.00	787.50	787.50
Sales Representative/agent	2,100.00	1,575.00	1,575.00
Sales Support Manager	10,400.00	7,800.00	7,800.00
Salesperson, Technical	2,100.00	1,575.00	1,575.00
Senior Business Analyst /Senior Financial Analyst	13,650.00	10,237.50	10,237.50
Senior Marketing Manager	13,650.00	10,237.50	10,237.50
Senior Network Consultant	13,650.00	10,237.50	10,237.50
Senior Network Manager	13,650.00	10,237.50	10,237.50
Switch Engineer	13,650.00	10,237.50	10,237.50
Systems Engineer	8,125.00	6,093.75	6,093.75
Technical Manager	6,720.00	5,040.00	5,040.00
Technical Project Manager	13,650.00	10,237.50	10,237.50
Telecommunications Engineering Technician	3,850.00	2,887.50	2,887.50
Telegraph and Telephone Installer and Services	2,100.00	1,575.00	1,575.00
Telephone Switchboard Operator	2,100.00	1,575.00	1,575.00
Manufacture of Furniture			
Cabinet Maker	2,100.00	1,575.00	1,575.00
Carpenter	2,100.00	1,575.00	1,575.00

Carpenter Helper	875.00	656.25	656.25
Secretary	3,675.00	2,756.25	2,756.25
Wholesale and retail trade and repair of motor vehicles and motorcycles			
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Administrative Assistant	2,100.00	1,575.00	1,575.00
Assistant Manager of other business	6,000.00	4,500.00	4,500.00
Assistant Mechanic	1,050.00	787.50	787.50
Auto Electrician	2,100.00	1,575.00	1,575.00
Auto Mechanic	2,100.00	1,575.00	1,575.00
Auto-body Painter	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Buyer, merchandise/retail trade	2,100.00	1,575.00	1,575.00
Car Cleaner	375.00	281.25	281.25
Car Tinter	300.00	225.00	225.00
Cashier (retail)	1,050.00	787.50	787.50
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Counter Clerk	1,050.00	787.50	787.50
Customer Services representative	2,940.00	2,205.00	2,205.00
Emergency Vehicle Outfitter	2,100.00	1,575.00	1,575.00
Financial Controller	13,650.00	10,237.50	10,237.50
Fuel Consultant	10,400.00	7,800.00	7,800.00
General Helper	550.00	412.50	412.50
General Manager in personal care, cleaning and related	10,400.00	7,800.00	7,800.00
General Manager in retail trade	10,400.00	7,800.00	7,800.00
General Manager of business services	10,400.00	7,800.00	7,800.00
Inventory Control Clerk	2,100.00	1,575.00	1,575.00
Janitor	375.00	281.25	281.25
Lube Technician	2,100.00	1,575.00	1,575.00
Managing Director, Chief Executive Officer, or General Manager, Partner, Vice-President, President for which a professional qualification is required	13,650.00	10,237.50	10,237.50

Operations Supervisor	3,850.00	2,887.50	2,887.50
Other Clerks not elsewhere classified	1,050.00	787.50	787.50
Other Electronic Mechanic and services	2,100.00	1,575.00	1,575.00
Other Technicians not elsewhere classified e.g. CAD	3,850.00	2,887.50	2,887.50
Production and Operations Manager in retail trade	10,400.00	7,800.00	7,800.00
Pump Attendant	1,050.00	787.50	787.50
Radiator Technician	2,100.00	1,575.00	1,575.00
Sales and Marketing Associate	6,720.00	5,040.00	5,040.00
Sales and Marketing Department Manager	10,400.00	7,800.00	7,800.00
Sales Associate	2,100.00	1,575.00	1,575.00
Sales Representative (retail)	1,050.00	787.50	787.50
Secretary	3,850.00	2,887.50	2,887.50
Senior Stock Clerk	2,940.00	2,205.00	2,205.00
Service Dept Manager	10,400.00	7,800.00	7,800.00
Service Supervisor	3,850.00	2,887.50	2,887.50
Service Writer	1,050.00	787.50	787.50
Stock Clerk e.g. Stock Controller	2,100.00	1,575.00	1,575.00
Tire Repairman	1,050.00	787.50	787.50
Trainer (Vehicle Parts/Software)	10,400.00	7,800.00	7,800.00
Truck Driver	2,100.00	1,575.00	1,575.00
Warehouse Manager	4,600.00	3,450.00	3,450.00
Warehouse Supervisor	3,850.00	2,887.50	2,887.50
Welder and Flame cutter	2,100.00	1,575.00	1,575.00
Manufacturing			
Power Production Plant Operator	2,100.00	1,575.00	1,575.00
Wholesale trade, except of motor vehicles and motorcycles			
Account Supervisor	3,850.00	2,887.50	2,887.50
Apprentice Meat Cutter	1,050.00	787.50	787.50
Assistant Store Manager	7,500.00	5,625.00	5,625.00
Bookkeeper	4,600.00	3,450.00	3,450.00

Buyer (purchaser), merchandise/wholesale trade	2,100.00	1,575.00	1,575.00
Buyer, merchandise/wholesale trade	2,100.00	1,575.00	1,575.00
Clearing, Forwarding, and Shipping agent	2,100.00	1,575.00	1,575.00
Commodity Trader (Raw Material)	4,600.00	3,450.00	3,450.00
Compliance Officer	2,100.00	1,575.00	1,575.00
Customer Services representative	2,940.00	2,205.00	2,205.00
Executive Administrative Assistant	3,850.00	2,887.50	2,887.50
Financial Manager	10,400.00	7,800.00	7,800.00
Food and Beverage Supervisor	3,850.00	2,887.50	2,887.50
Front Desk Supervisor	3,850.00	2,887.50	2,887.50
General Manager in Wholesale	10,400.00	7,800.00	7,800.00
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Inventory Control Supervisor	4,600.00	3,450.00	3,450.00
Managing Director	13,650.00	10,237.50	10,237.50
Meat Cutter	2,100.00	1,575.00	1,575.00
Packer	300.00	225.00	225.00
Produce Clerk	2,100.00	1,575.00	1,575.00
Receptionist	2,100.00	1,575.00	1,575.00
Sales and Marketing Department Manager	10,400.00	7,800.00	7,800.00
Sales Representative	2,100.00	1,575.00	1,575.00
Sales Representative/agent	2,100.00	1,575.00	1,575.00
Sales Supervisor	4,600.00	3,450.00	3,450.00
Truck Driver	2,100.00	1,575.00	1,575.00
Warehouse Manager	3,850.00	2,887.50	2,887.50
Warehouse Person	2,100.00	1,575.00	1,575.00
Warehouse Selectors	2,100.00	1,575.00	1,575.00
Wholesale Food Safety Trainer/PA'	6,000.00	4,500.00	4,500.00
Retail Trade, Except of Motor Vehicles and Motorcycles			
(Internet) Marketing and Sales Executive	6,000.00	4,500.00	4,500.00
Accounts Administrator	3,850.00	2,887.50	2,887.50
Accounts Assistant	3,850.00	2,887.50	2,887.50

Administrative Clerk	2,100.00	1,575.00	1,575.00
Administrative Co-ordinator	2,100.00	1,575.00	1,575.00
Advisor, Maritime Policy and Legislation Development and Shipping Master	16,250.00	12,187.50	12,187.50
Agriculturist (Food crops and animal rearing)	4,600.00	3,450.00	3,450.00
Animal Maintenance/Keeper (Non-exotic)	2,100.00	1,575.00	1,575.00
Appliance Repair Mechanic	2,940.00	2,205.00	2,205.00
Assistant Decorator	1,050.00	787.50	787.50
Assistant Dressmaker	1,050.00	787.50	787.50
Assistant Financial Controller	1,050.00	787.50	787.50
Assistant Fitness Instructor	1,575.00	1,181.25	1,181.25
Assistant Florist	1,050.00	787.50	787.50
Assistant General Manager of Movie Theatre	6,000.00	4,500.00	4,500.00
Assistant Manager of other business	10,400.00	7,800.00	7,800.00
Assistant Personnel Manager	3,850.00	2,887.50	2,887.50
Assistant Store Manager	4,600.00	3,450.00	3,450.00
Assistant Technician	2,100.00	1,575.00	1,575.00
Assistant to Managing Director	3,850.00	2,887.50	2,887.50
Auction Manager	6,000.00	4,500.00	4,500.00
Auctioneer	4,600.00	3,450.00	3,450.00
Aviculturist (birds)	4,600.00	3,450.00	3,450.00
Baker	2,100.00	1,575.00	1,575.00
Baker Assistant	1,050.00	787.50	787.50
Boat Yard Manager	3,300.00	2,475.00	2,475.00
Bookkeeper	2,100.00	1,575.00	1,575.00
Brand Manager	10,400.00	7,800.00	7,800.00
Business to Business Sales Manager	7,500.00	5,625.00	5,625.00
Buyer, merchandise/retail trade	4,600.00	3,450.00	3,450.00
Buyer, merchandise/wholesale trade	2,100.00	1,575.00	1,575.00
Car Rental Agency Manager	6,720.00	5,040.00	5,040.00
Cashier (retail)	2,100.00	1,575.00	1,575.00
Chandler (dealer in candles, oil, soap, paint, groceries etc)	550.00	412.50	412.50

Chemical Technician	1,050.00	787.50	787.50
Chief Pharmacist	16,250.00	12,187.50	12,187.50
Chief Technology Officer	13,650.00	10,237.50	10,237.50
Cigar and Accessories Supervisor	4,600.00	3,450.00	3,450.00
Cigar Roller	550.00	412.50	412.50
Clerk, Bookkeeping/Accounts Clerk	3,850.00	2,887.50	2,887.50
Communications Specialist	4,600.00	3,450.00	3,450.00
Computer Administrator	10,400.00	7,800.00	7,800.00
Computer Repair Technician	3,850.00	2,887.50	2,887.50
Cook	2,100.00	1,575.00	1,575.00
Corporate Furniture Installer	2,100.00	1,575.00	1,575.00
Corporate Recruiter	3,850.00	2,887.50	2,887.50
Corporate Secretary	3,850.00	2,887.50	2,887.50
Country /Regional Manager	20,925.00	15,693.75	15,693.75
Craft Helper	300.00	225.00	225.00
Crafter	1,050.00	787.50	787.50
Creative Manager	13,650.00	10,237.50	10,237.50
Customer Service Administrator	2,100.00	1,575.00	1,575.00
Customer Service Manager	3,850.00	2,887.50	2,887.50
Customer Service Representative/Driver/Pizza Maker	1,050.00	787.50	787.50
Dairy/Frozen Manager	7,500.00	5,625.00	5,625.00
Decorator	2,100.00	1,575.00	1,575.00
Deli Manager	7,500.00	5,625.00	5,625.00
Design Consultant(parties and events)	3,850.00	2,887.50	2,887.50
Digital Project Manager	13,650.00	10,237.50	10,237.50
Director of Merchandising, Planning and Control	20,925.00	15,693.75	15,693.75
Director of Sales and Marketing	20,925.00	15,693.75	15,693.75
Dish Washer	300.00	225.00	225.00
Dog Walker/Kennel Worker	550.00	412.50	412.50
Entertainment Co-ordinator	3,850.00	2,887.50	2,887.50
Events Manager	6,000.00	4,500.00	4,500.00
Events Services Assistant	1,050.00	787.50	787.50

Executive Administrative Assistant	3,850.00	2,887.50	2,887.50
Field Inspector - scrap metal	4,600.00	3,450.00	3,450.00
Financial Controller	20,925.00	15,693.75	15,693.75
Fire and Hazardous Material Trainer	7,500.00	5,625.00	5,625.00
Floor Manager - Retail	6,720.00	5,040.00	5,040.00
Florist	2,100.00	1,575.00	1,575.00
Food and Beverage Supervisor	3,850.00	2,887.50	2,887.50
Food Delivery Person	1,050.00	787.50	787.50
Front Desk/ Front End supervisor	3,850.00	2,887.50	2,887.50
Front End Manager	7,500.00	5,625.00	5,625.00
Fuel Consultant	10,400.00	7,800.00	7,800.00
Furniture Installer	1,575.00	1,181.25	1,181.25
General Helpers (No technical skills)	550.00	412.50	412.50
General Manager of Movie Theatre	7,500.00	5,625.00	5,625.00
General Manager of Restaurant (no professional qualification)	3,850.00	2,887.50	2,887.50
General Manager of Supermarket (no professional qualification)	10,400.00	7,800.00	7,800.00
Glassblower	2,100.00	1,575.00	1,575.00
Glazier/Glass Cutter	2,100.00	1,575.00	1,575.00
Greenhouse Operations Supervisor	2,625.00	1,968.75	1,968.75
Grocery Clerk	1,050.00	787.50	787.50
Grocery Supervisor	3,850.00	2,887.50	2,887.50
Health and Wellness Representative	1,575.00	1,181.25	1,181.25
Heavy Duty Mechanic	2,100.00	1,575.00	1,575.00
Horticulturist	2,100.00	1,575.00	1,575.00
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Information System Manager	13,650.00	10,237.50	10,237.50
Installation Service Technician	2,100.00	1,575.00	1,575.00
Interior Design Project Manager	10,400.00	7,800.00	7,800.00
Interior Designer	4,600.00	3,450.00	3,450.00
Internal-Airport Compliance	10,400.00	7,800.00	7,800.00
Internet Recording and Delivery Technician	3,850.00	2,887.50	2,887.50

Inventory Control Supervisor	4,600.00	3,450.00	3,450.00
Inventory/Materials Manager	6,720.00	5,040.00	5,040.00
IT Compliance and Support Officer	6,720.00	5,040.00	5,040.00
IT Consultant	13,650.00	10,237.50	10,237.50
IT Programmer/Lead Technical support	6,720.00	5,040.00	5,040.00
IT Systems Administrator	6,720.00	5,040.00	5,040.00
Jewellery Maker and Repairer	13,650.00	10,237.50	10,237.50
Junior Software Developer/Programmer	4,600.00	3,450.00	3,450.00
Kitchen and Bath Show Room Assistant	2,100.00	1,575.00	1,575.00
Kitchen Helper	300.00	225.00	225.00
Letter Press/ Machine Operator	3,850.00	2,887.50	2,887.50
Liaison Officer	2,100.00	1,575.00	1,575.00
Loss Prevention Manager	10,400.00	7,800.00	7,800.00
Maintenance Associate	4,600.00	3,450.00	3,450.00
Manager of Commodity Management	13,650.00	10,237.50	10,237.50
Manager Pharmacy/Pharmacist, drug store	10,400.00	7,800.00	7,800.00
Manager, Internal Audit and Risk Management	16,250.00	12,187.50	12,187.50
Managing Director, Chief Executive Officer, or General Manager , Partner, Vice President, President for which a professional qualification is required	13,650.00	10,237.50	10,237.50
Meat Manager	7,500.00	5,625.00	5,625.00
Multipurpose Associate	1,050.00	787.50	787.50
Music Instructor/Teacher	2,100.00	1,575.00	1,575.00
Network Technician	3,850.00	2,887.50	2,887.50
Office Manager	6,720.00	5,040.00	5,040.00
Online Sales Agent	3,850.00	2,887.50	2,887.50
Operations Supervisor	6,720.00	5,040.00	5,040.00
Other Clerks not elsewhere classified	1,050.00	787.50	787.50
Other Technicians not elsewhere classified e.g. CAD	3,850.00	2,887.50	2,887.50
Packer	300.00	225.00	225.00
Pharmacy Assistant/Cashier	1,050.00	787.50	787.50
Photo Centre Assistant	2,100.00	1,575.00	1,575.00
Plant Engineer	13,650.00	10,237.50	10,237.50

Produce Manager	7,500.00	5,625.00	5,625.00
Produce Supervisor	3,850.00	2,887.50	2,887.50
Product Demonstrator	1,050.00	787.50	787.50
Production and Operations manager in Retail Trade	7,500.00	5,625.00	5,625.00
Professional Business Coach	13,650.00	10,237.50	10,237.50
Project Manager	13,650.00	10,237.50	10,237.50
Purchasing Controller	3,850.00	2,887.50	2,887.50
Purchasing/Orders Department Representative	2,100.00	1,575.00	1,575.00
Pyrotechnic (Fireworks) and Lighting Technician	3,850.00	2,887.50	2,887.50
QuickBooks Trainer	7,500.00	5,625.00	5,625.00
Receptionist	2,100.00	1,575.00	1,575.00
Recruiting Supervisor	4,600.00	3,450.00	3,450.00
Refrigeration and Air-Conditioning Technician Assistant	1,050.00	787.50	787.50
Refrigeration Technician	2,100.00	1,575.00	1,575.00
Sales and Marketing Co-ordinator	3,850.00	2,887.50	2,887.50
Sales and Marketing Department Manager	4,600.00	3,450.00	3,450.00
Sales and Marketing Manager (less than 10 employees)	6,720.00	5,040.00	5,040.00
Sales and Marketing Manager (10 or more employees)	10,400.00	7,800.00	7,800.00
Sales and Search Engine Marketing Representative	6,000.00	4,500.00	4,500.00
Sales Associate	1,050.00	787.50	787.50
Sales Concierge	2,100.00	1,575.00	1,575.00
Sales Executive	3,850.00	2,887.50	2,887.50
Sales Manager/ Account Manager (Non-Accounting)	7,500.00	5,625.00	5,625.00
Sales Representative/agent	1,050.00	787.50	787.50
Sales Trainer	4,600.00	3,450.00	3,450.00
Seamstress/Dressmaker	2,100.00	1,575.00	1,575.00
Senior Accounting Clerk	2,100.00	1,575.00	1,575.00
Senior Interior Designer	6,000.00	4,500.00	4,500.00
Senior Network Consultant	13,650.00	10,237.50	10,237.50
Senior Party Rental Equipment Coordinator	2,100.00	1,575.00	1,575.00
Senior Pest Control Technician	3,850.00	2,887.50	2,887.50
Senior Sales Consultant	6,000.00	4,500.00	4,500.00

Senior Sales Representative (retail)	2,100.00	1,575.00	1,575.00
Senior Software Developer/Programmer	6,720.00	5,040.00	5,040.00
Senior Storage Engineer	6,720.00	5,040.00	5,040.00
Senior Technical Specialist	4,600.00	3,450.00	3,450.00
Service Manager	6,720.00	5,040.00	5,040.00
Shift Coordinator	2,100.00	1,575.00	1,575.00
Shipwright Supervisor	4,600.00	3,450.00	3,450.00
Shipwright/Boat Builder	2,100.00	1,575.00	1,575.00
Shoe Repairer	1,050.00	787.50	787.50
Sign Installer	1,575.00	1,181.25	1,181.25
Site Superintendent /Structural Coordinator	2,100.00	1,575.00	1,575.00
Site Surveyor / Layout Man	6,000.00	4,500.00	4,500.00
Social Media Coordinator	3,850.00	2,887.50	2,887.50
Software Trainer	7,500.00	5,625.00	5,625.00
Sound Production Technical Coordinator	3,850.00	2,887.50	2,887.50
Special System Technician	3,850.00	2,887.50	2,887.50
Specialist Furniture Installer	2,100.00	1,575.00	1,575.00
Spray Technician	2,940.00	2,205.00	2,205.00
Stamp Trader	1,575.00	1,181.25	1,181.25
Steam Presser	1,575.00	1,181.25	1,181.25
Store Packer	300.00	225.00	225.00
Store/Branch Manager	10,400.00	7,800.00	7,800.00
Systems Engineer	8,125.00	6,093.75	6,093.75
Tailor	2,100.00	1,575.00	1,575.00
Total Customer Care Representative	3,850.00	2,887.50	2,887.50
Trainer (Industrial Kitchen Equipment)	4,600.00	3,450.00	3,450.00
Training Manager	7,500.00	5,625.00	5,625.00
Truck Driver	2,100.00	1,575.00	1,575.00
Upholsterer	2,100.00	1,575.00	1,575.00
Vehicle Dismantler - Junk Yard	2,100.00	1,575.00	1,575.00
Veterinary Technician	3,850.00	2,887.50	2,887.50
Vice President in retail trade (no professional qualifications)	10,400.00	7,800.00	7,800.00

VOIP Telephony Consultant	3,850.00	2,887.50	2,887.50
Waiter/Waitress/Deli Clerk/Sandwich Artist	2,100.00	1,575.00	1,575.00
Warehouse Person	1,050.00	787.50	787.50
Warehouse Supervisor	3,850.00	2,887.50	2,887.50
Watch/Jewellery Buyer/Jewellery Consultant	6,720.00	5,040.00	5,040.00
Wedding Coordinator	2,100.00	1,575.00	1,575.00
Wine Coordinator Specialist/ Wine Steward	2,100.00	1,575.00	1,575.00
Land Transport and Transport Via Pipelines			
Auto Mechanic	2,100.00	1,575.00	1,575.00
Booking Agent	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Car Cleaner	300.00	225.00	225.00
Car Driver (chauffeur)	2,100.00	1,575.00	1,575.00
IT Programmer	3,850.00	2,887.50	2,887.50
Operations Manager	4,600.00	3,450.00	3,450.00
Payroll Clerk	2,100.00	1,575.00	1,575.00
Senior Sales Representative	2,100.00	1,575.00	1,575.00
Taxi Driver	2,100.00	1,575.00	1,575.00
Water Transport			
Advisor, Maritime Policy and Legislation Development and Shipping Master	16,250.00	12,187.50	12,187.50
Assistant Controller	13,650.00	10,237.50	10,237.50
Assistant Marine Technician	875.00	656.25	656.25
Boat Captain	2,100.00	1,575.00	1,575.00
Boat Deck Hand	500.00	375.00	375.00
Boat Deckhand / Boat Operator	500.00	375.00	375.00
Boat Detailer/ Cleaner	300.00	225.00	225.00
Boat Mechanic	1,050.00	787.50	787.50
Boat Steward/Stewardess (Yacht)	875.00	656.25	656.25
Boat Yard Manager	3,300.00	2,475.00	2,475.00

Bookkeeper	4,600.00	3,450.00	3,450.00
CAD Technician	3,850.00	2,887.50	2,887.50
Crane and Hoist Operator	2,100.00	1,575.00	1,575.00
Equipment Control Manager	7,500.00	5,625.00	5,625.00
Heavy Machine Mechanic	2,100.00	1,575.00	1,575.00
Janitor	375.00	281.25	281.25
Lifting-Truck Operator	2,100.00	1,575.00	1,575.00
Marine Electrician	2,100.00	1,575.00	1,575.00
Marine Surveyor	11,700.00	8,775.00	8,775.00
Marine Technician	2,100.00	1,575.00	1,575.00
Messenger	1,050.00	787.50	787.50
Rigger	2,100.00	1,575.00	1,575.00
Secretary	3,850.00	2,887.50	2,887.50
Senior Marine Surveyor	13,650.00	10,237.50	10,237.50
Senior Maritime Officer, Technical Compliance	4,600.00	3,450.00	3,450.00
Shipping and Receiving Clerk	2,100.00	1,575.00	1,575.00
Sorting clerk, e.g. document controller	1,050.00	787.50	787.50
Superintendent, clerical/cargo	4,600.00	3,450.00	3,450.00
Transport helper and porter (loading goods)	300.00	225.00	225.00
Truck Driver	2,100.00	1,575.00	1,575.00
Warehouse Person	1,050.00	787.50	787.50
Air Transport			
Accountant (CA, ACCA, CPA)	10,400.00	7,800.00	7,800.00
Administrative Assistant	1,050.00	787.50	787.50
Air Traffic Controller	4,600.00	3,450.00	3,450.00
Aircraft Certifying Technician -2	6,000.00	4,500.00	4,500.00
Aircraft Engineer	13,650.00	10,237.50	10,237.50
Aircraft Ground Handler	1,050.00	787.50	787.50
Aircraft Ground Handler Supervisor	2,100.00	1,575.00	1,575.00
Aircraft Inspector	10,400.00	7,800.00	7,800.00
Aircraft Maintenance Planner	10,400.00	7,800.00	7,800.00

Aircraft Maintenance Supervisor	6,000.00	4,500.00	4,500.00
Aircraft Mechanic	2,598.75	1,949.06	1,949.06
Airline Pilot	13,650.00	10,237.50	10,237.50
Attendant, Airport	1,050.00	787.50	787.50
Auditor	10,400.00	7,800.00	7,800.00
Baggage Screening Officer	1,050.00	787.50	787.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Captain Express Pilot	13,650.00	10,237.50	10,237.50
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Clerk, information	1,050.00	787.50	787.50
Communication Specialist	4,600.00	3,450.00	3,450.00
Consultant	10,400.00	7,800.00	7,800.00
Customer Service Representative	1,575.00	1,181.25	1,181.25
Development Engineer	13,650.00	10,237.50	10,237.50
Director of Maintenance	16,250.00	12,187.50	12,187.50
Dispatch Agent/air transport	1,050.00	787.50	787.50
Electrical and Mechanical Engineer	13,650.00	10,237.50	10,237.50
Financial Controller	13,650.00	10,237.50	10,237.50
Flight Attendant	2,100.00	1,575.00	1,575.00
Flight Instructor	4,600.00	3,450.00	3,450.00
Forecaster, weather	4,600.00	3,450.00	3,450.00
Head of Airport Operations	20,925.00	15,693.75	15,693.75
Installation Coordinator	4,600.00	3,450.00	3,450.00
Interline Coordinator	4,600.00	3,450.00	3,450.00
Janitor	375.00	281.25	281.25
Lead Ramp Agent	1,050.00	787.50	787.50
Maintenance Manager	6,000.00	4,500.00	4,500.00
Maintenance Person	550.00	412.50	412.50
Marketing and Promotions Coordinator	6,000.00	4,500.00	4,500.00
Mechanical Technician	3,850.00	2,887.50	2,887.50
Meteorologist	6,000.00	4,500.00	4,500.00
Payroll Clerk	2,100.00	1,575.00	1,575.00

Planner, Traffic	6,000.00	4,500.00	4,500.00
Porter	1,050.00	787.50	787.50
Reservation Agent/Travel Agent	2,100.00	1,575.00	1,575.00
Sales and marketing department manager	10,400.00	7,800.00	7,800.00
Security Officer Airport	1,732.50	1,299.38	1,299.38
Security Supervisor	4,600.00	3,450.00	3,450.00
Senior Airline Ticketing Agent	2,100.00	1,575.00	1,575.00
Senior Auditor	13,650.00	10,237.50	10,237.50
Service Supervisor	4,600.00	3,450.00	3,450.00
Software Engineer	13,650.00	10,237.50	10,237.50
Station Manager	10,400.00	7,800.00	7,800.00
Trainer	10,400.00	7,800.00	7,800.00
Funeral Services			
Funeral Director	10,400.00	7,800.00	7,800.00
Mortician	3,850.00	2,887.50	2,887.50
Secretary	3,850.00	2,887.50	2,887.50
FINANCE and BANKING INDUSTRY			
Financial Service Activities, except insurance and pension funding			
Account Executive	13,650.00	10,237.50	10,237.50
Account Officer	3,850.00	2,887.50	2,887.50
Account Supervisor/Manager/Team Manager	13,650.00	10,237.50	10,237.50
Accountant (CA, ACCA, CPA) (bank)	13,650.00	10,237.50	10,237.50
Accountant (CA, ACCA, CPA) (finance and investment)	13,650.00	10,237.50	10,237.50
Accountant (CA, ACCA, CPA) (trust)	13,650.00	10,237.50	10,237.50
Accountant (other businesses)	13,650.00	10,237.50	10,237.50
Actuarial Assistant	6,000.00	4,500.00	4,500.00
Actuary	13,650.00	10,237.50	10,237.50
Administrative Assistant	2,100.00	1,575.00	1,575.00
Administrative Assistant, Fund Services	3,850.00	2,887.50	2,887.50

Administrative Secretary	3,850.00	2,887.50	2,887.50
Advisory Senior	16,250.00	12,187.50	12,187.50
Analyst, business	13,650.00	10,237.50	10,237.50
Analyst, database/computers	13,650.00	10,237.50	10,237.50
Analyst, market research/bank	13,650.00	10,237.50	10,237.50
Appraisal and Valuation Consultant	13,650.00	10,237.50	10,237.50
Assistant Financial Accountant	10,400.00	7,800.00	7,800.00
Assistant Financial Controller	6,000.00	4,500.00	4,500.00
Assistant Fund Administration Manager	6,000.00	4,500.00	4,500.00
Assistant Fund Administrator	3,850.00	2,887.50	2,887.50
Assistant Manager - Operations	6,000.00	4,500.00	4,500.00
Assistant Manager of fund administration	6,000.00	4,500.00	4,500.00
Assistant Manager of other business	6,000.00	4,500.00	4,500.00
Assistant Relationship Manager (bank)	6,000.00	4,500.00	4,500.00
Assistant Trust Accountant	6,000.00	4,500.00	4,500.00
Assistant Trust Manager	6,000.00	4,500.00	4,500.00
Assistant Vice President	13,650.00	10,237.50	10,237.50
Assistant Vice President of Structured Finance/Client Accounting/Fund Services (funds, investment, finance)	13,650.00	10,237.50	10,237.50
Assistant/Insurance/claims	2,100.00	1,575.00	1,575.00
Assistant Manager Financial Reporting	6,000.00	4,500.00	4,500.00
Associate Director	20,925.00	15,693.75	15,693.75
Associate Director of Operations	20,925.00	15,693.75	15,693.75
Audit Manager	16,250.00	12,187.50	12,187.50
Auditor/Audit Officer	13,650.00	10,237.50	10,237.50
Bank Cashier	2,100.00	1,575.00	1,575.00
Bank Officer	2,100.00	1,575.00	1,575.00
Bank Supervisor	3,850.00	2,887.50	2,887.50
Banking Clerk	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Branch Manager (bank)	20,925.00	15,693.75	15,693.75
Business Development Director	13,650.00	10,237.50	10,237.50
Business Development Executive	13,650.00	10,237.50	10,237.50

Centre Director, Wealth Management	20,925.00	15,693.75	15,693.75
Chairman	27,675.00	20,756.25	20,756.25
Chief Compliance Officer	20,925.00	15,693.75	15,693.75
Chief Financial Officer	20,925.00	15,693.75	15,693.75
Chief Operating Officer	20,925.00	15,693.75	15,693.75
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Clerk, filing	1,050.00	787.50	787.50
Clerk, investment	2,100.00	1,575.00	1,575.00
Clerk, photocopying	1,050.00	787.50	787.50
Clerk, Reproduction Processes/office	1,050.00	787.50	787.50
Client Portfolio Analyst (Banking)	6,000.00	4,500.00	4,500.00
Client Relationship Officer	3,850.00	2,887.50	2,887.50
Client Representative	3,850.00	2,887.50	2,887.50
Client Services Associate (Senior Custody Associate)	13,650.00	10,237.50	10,237.50
Client Services Manager	13,650.00	10,237.50	10,237.50
Client Support Officer	13,650.00	10,237.50	10,237.50
Coder, clerical/ data processing	1,050.00	787.50	787.50
Commercial Manager	13,650.00	10,237.50	10,237.50
Compliance Officer	13,650.00	10,237.50	10,237.50
Computer Administrator	10,400.00	7,800.00	7,800.00
Corporate administrator	4,600.00	3,450.00	3,450.00
Corporate Relationship Manager/Corporate Manager (Fund, Banking, Investment)	20,925.00	15,693.75	15,693.75
Credit Manager/Relationship Manager (bank)	20,925.00	15,693.75	15,693.75
Credit/Loan Officer	3,850.00	2,887.50	2,887.50
Customer Service Representative	2,100.00	1,575.00	1,575.00
Customer Service Administrator	3,850.00	2,887.50	2,887.50
Data-entering worker	1,050.00	787.50	787.50
Department Manager, Accounting	20,925.00	15,693.75	15,693.75
Department Manager/Finance Manager	20,925.00	15,693.75	15,693.75
Deputy Fund Account Manager	13,650.00	10,237.50	10,237.50
Deputy Head of Corporate Services	20,925.00	15,693.75	15,693.75
Deputy Manager	20,925.00	15,693.75	15,693.75

Director , Client Services	20,925.00	15,693.75	15,693.75
Director of Internal Audit	20,925.00	15,693.75	15,693.75
Director of Marketing/Trading	20,925.00	15,693.75	15,693.75
Director, Fund Services	20,925.00	15,693.75	15,693.75
Director, Human Resources	20,925.00	15,693.75	15,693.75
Equity Partner	32,400.00	24,300.00	24,300.00
Executive Administrative Assistant	3,850.00	2,887.50	2,887.50
Field Operations Officer	8,125.00	6,093.75	6,093.75
Finance Clerk	2,100.00	1,575.00	1,575.00
Finance Control Officer	10,400.00	7,800.00	7,800.00
Financial Advisor	13,650.00	10,237.50	10,237.50
Financial Controller	20,925.00	15,693.75	15,693.75
Financial Reporter	13,650.00	10,237.50	10,237.50
Fund Accountant	13,650.00	10,237.50	10,237.50
Fund Accounting Manager	16,250.00	12,187.50	12,187.50
Fund Administration Manager (fund and investment)	20,925.00	15,693.75	15,693.75
Fund Administrator	13,650.00	10,237.50	10,237.50
Fund and Investment Clerk	2,100.00	1,575.00	1,575.00
General Manager of Business Services	13,650.00	10,237.50	10,237.50
Group Manager	16,250.00	12,187.50	12,187.50
Head of Currency	20,925.00	15,693.75	15,693.75
Head of Fiduciary Services	20,925.00	15,693.75	15,693.75
Head of Operations and Marketing Coordinator	20,925.00	15,693.75	15,693.75
Head of Personal Financial Services	20,925.00	15,693.75	15,693.75
Human Resource Consultant	10,400.00	7,800.00	7,800.00
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Human Resources Officer	4,600.00	3,450.00	3,450.00
Information System Manager	13,650.00	10,237.50	10,237.50
Insurance Administrator	3,850.00	2,887.50	2,887.50
Insurance Representative	2,100.00	1,575.00	1,575.00
Investment and Operations Administrator	3,850.00	2,887.50	2,887.50
Investment Advisor	13,650.00	10,237.50	10,237.50

Investment Advisor Associate	8,125.00	6,093.75	6,093.75
Investment Coordinator	2,100.00	1,575.00	1,575.00
Investment Manager	20,925.00	15,693.75	15,693.75
Investor Relations Manager	13,650.00	10,237.50	10,237.50
IT Assistant	2,100.00	1,575.00	1,575.00
IT Project Manager	13,650.00	10,237.50	10,237.50
IT Risk Manager	13,650.00	10,237.50	10,237.50
Junior Accounting Clerk	1,050.00	787.50	787.50
Latin American and Caribbean Complex Supervisor	13,650.00	10,237.50	10,237.50
Lawyer/Solicitor/Barrister/Attorney-at-Law/Associate	16,250.00	12,187.50	12,187.50
Manager, Banking Services and Business Development	20,925.00	15,693.75	15,693.75
Manager, Corporate Services	16,250.00	12,187.50	12,187.50
Manager, Field Operations	13,650.00	10,237.50	10,237.50
Manager, Fund Services	16,250.00	12,187.50	12,187.50
Manager, Investment Services	13,650.00	10,237.50	10,237.50
Manager, Pension Services	20,925.00	15,693.75	15,693.75
Managing Director, Chief Executive Officer, or General Manager, Vice President, Chief Marketing Officer, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Marketing Executive/Marketing Specialist	10,400.00	7,800.00	7,800.00
Messenger	1,050.00	787.50	787.50
Office Manager	6,720.00	5,040.00	5,040.00
Office Supervisor (Facilities)	7,500.00	5,625.00	5,625.00
Online Investor (Personal Investor)	6,720.00	5,040.00	5,040.00
Operations Director	20,925.00	15,693.75	15,693.75
Operations Manager (bank and finance)	20,925.00	15,693.75	15,693.75
Operations Officer	3,850.00	2,887.50	2,887.50
Other Office Clerk not elsewhere classified	1,050.00	787.50	787.50
Personal Assistant	5,175.00	3,881.25	3,881.25
Personnel and Industrial Relations Department Manager	13,650.00	10,237.50	10,237.50
Portfolio Administrator	13,650.00	10,237.50	10,237.50
Private Banker	13,650.00	10,237.50	10,237.50

Private banking manager	20,925.00	15,693.75	15,693.75
Production and Operations Dept. Manager in Banking	20,925.00	15,693.75	15,693.75
Project Administrator	4,600.00	3,450.00	3,450.00
Project Manager/Accounts Manager	13,650.00	10,237.50	10,237.50
Receptionist	2,100.00	1,575.00	1,575.00
Regional Head of Business	20,925.00	15,693.75	15,693.75
Regional Head of Compliance	20,925.00	15,693.75	15,693.75
Regional Manager	20,925.00	15,693.75	15,693.75
Retail Banking Director	20,925.00	15,693.75	15,693.75
Salaried Partner	30,375.00	22,781.25	22,781.25
Secretary	3,850.00	2,887.50	2,887.50
Senior Account Administrator	8,125.00	6,093.75	6,093.75
Senior Account Executive	16,250.00	12,187.50	12,187.50
Senior Account Manager	16,250.00	12,187.50	12,187.50
Senior Accounting Clerk	2,100.00	1,575.00	1,575.00
Senior Accounting Supervisor	4,600.00	3,450.00	3,450.00
Senior Administrative Assistant	4,600.00	3,450.00	3,450.00
Senior Administrative Associate	4,600.00	3,450.00	3,450.00
Senior Associate	18,200.00	13,650.00	13,650.00
Senior Auditor	16,250.00	12,187.50	12,187.50
Senior business analyst /Senior Financial Analyst	13,650.00	10,237.50	10,237.50
Senior Business Systems Analyst	16,250.00	12,187.50	12,187.50
Senior Clerk	2,100.00	1,575.00	1,575.00
Senior Client Relationship Manager	16,250.00	12,187.50	12,187.50
Senior Credit Officer	16,250.00	12,187.50	12,187.50
Senior Fund Accountant	13,650.00	10,237.50	10,237.50
Senior Fund Accounting Manager	16,250.00	12,187.50	12,187.50
Senior Fund Administrator	13,650.00	10,237.50	10,237.50
Senior Legal Counsel	18,200.00	13,650.00	13,650.00
Senior Manager, Field Operations	20,925.00	15,693.75	15,693.75
Senior Manager, Fund Services	16,250.00	12,187.50	12,187.50
Senior Manager, Securities Services	20,925.00	15,693.75	15,693.75

Senior Network Administrator	13,650.00	10,237.50	10,237.50
Senior Operations Officer	8,125.00	6,093.75	6,093.75
Senior Quality and Risk Management Senior Analyst	6,720.00	5,040.00	5,040.00
Senior Team Manager	20,925.00	15,693.75	15,693.75
Senior Trust Administrator	13,650.00	10,237.50	10,237.50
Senior Trust Officer	16,250.00	12,187.50	12,187.50
Senior Underwriter	13,650.00	10,237.50	10,237.50
Senior VP's/Senior Accounting Manager/Team Leaders	16,250.00	12,187.50	12,187.50
Software Developer	10,400.00	7,800.00	7,800.00
Sorting Clerk e.g. document controller	1,050.00	787.50	787.50
Supervising Clerk	2,100.00	1,575.00	1,575.00
Supervisor, Accounts/Area Financial Control	10,400.00	7,800.00	7,800.00
Supervisor, Operations	10,400.00	7,800.00	7,800.00
System Administrator	10,400.00	7,800.00	7,800.00
System Analyst	13,650.00	10,237.50	10,237.50
Tax Manager	20,925.00	15,693.75	15,693.75
Team Manager	13,650.00	10,237.50	10,237.50
Teller	2,100.00	1,575.00	1,575.00
Trader	13,650.00	10,237.50	10,237.50
Trainee Accountant/Jr Accountant (No qualifications)	2,100.00	1,575.00	1,575.00
Trainer	10,400.00	7,800.00	7,800.00
Treasurer	20,925.00	15,693.75	15,693.75
Treasury Associate	10,400.00	7,800.00	7,800.00
Trust and Corporate Services Manager	20,925.00	15,693.75	15,693.75
Trust Administrator	13,650.00	10,237.50	10,237.50
Trust Clerk	2,100.00	1,575.00	1,575.00
Trust Manager (trust), Associate VP's	13,650.00	10,237.50	10,237.50
Trust Officer	13,650.00	10,237.50	10,237.50
Underwriter	6,000.00	4,500.00	4,500.00
Underwriter's Assistant	3,850.00	2,887.50	2,887.50
Vice President (Structured Financed/Client Accounting/Fund Services)	13,650.00	10,237.50	10,237.50
Vice President Global Product Development Manager	16,250.00	12,187.50	12,187.50

Vice President of Technology	13,650.00	10,237.50	10,237.50
Vice President, Human Resources	20,925.00	15,693.75	15,693.75
Insurance (Life)			
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Administrative Assistant	2,100.00	1,575.00	1,575.00
Assistant, insurance/policy	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Clerk, insurance	2,100.00	1,575.00	1,575.00
Clerk, bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Insurance Administrator	3,850.00	2,887.50	2,887.50
Insurance Representative	3,850.00	2,887.50	2,887.50
Managing Director, Chief Executive Officer, or General Manager , Partner, Vice President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Secretary	3,850.00	2,887.50	2,887.50
Senior Accounting Clerk	2,100.00	1,575.00	1,575.00
Underwriter	6,000.00	4,500.00	4,500.00
Underwriter's Assistant	3,850.00	2,887.50	2,887.50
Insurance (Non-life)			
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Assistant/Insurance/claims	3,850.00	2,887.50	2,887.50
Insurance Representative	3,850.00	2,887.50	2,887.50
Productions and Operations Manager in business services	13,650.00	10,237.50	10,237.50
Activities auxiliary to financial services, insurance activities and pension funding			
Account Executive	13,650.00	10,237.50	10,237.50
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Actuary	13,650.00	10,237.50	10,237.50
Administrative Assistant	2,100.00	1,575.00	1,575.00

Administrative Secretary	3,850.00	2,887.50	2,887.50
Assistant Manager of Claims	3,850.00	2,887.50	2,887.50
Assistant Trust Accountant	6,000.00	4,500.00	4,500.00
Assistant Trust Manager	3,850.00	2,887.50	2,887.50
Assistant, insurance/policy	2,100.00	1,575.00	1,575.00
Assistant/insurance/claims	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Broker	6,720.00	5,040.00	5,040.00
Business Development Director	20,925.00	15,693.75	15,693.75
Chief Actuary	16,250.00	12,187.50	12,187.50
Chief Reinsurance Underwriter	16,250.00	12,187.50	12,187.50
Clerk Insurance	2,100.00	1,575.00	1,575.00
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Client Relationship Officer	3,850.00	2,887.50	2,887.50
Client Representative	3,850.00	2,887.50	2,887.50
Compliance Officer	13,650.00	10,237.50	10,237.50
Consultant	13,650.00	10,237.50	10,237.50
Consultant, medical insurance	13,650.00	10,237.50	10,237.50
Customer Services Representative	2,100.00	1,575.00	1,575.00
Department Manager, Finance	20,925.00	15,693.75	15,693.75
Director (Insolvency)	20,925.00	15,693.75	15,693.75
Executive Administrative Assistant	3,850.00	2,887.50	2,887.50
Executive Secretary	5,175.00	3,881.25	3,881.25
Financial Controller	20,925.00	15,693.75	15,693.75
General Manager of Business Services	20,925.00	15,693.75	15,693.75
Information System Manager	20,925.00	15,693.75	15,693.75
Insolvency Assistant Manager	13,650.00	10,237.50	10,237.50
Insolvency Manager	13,650.00	10,237.50	10,237.50
Insolvency Senior Manager	16,250.00	12,187.50	12,187.50
Insurance Administrator	3,850.00	2,887.50	2,887.50
Insurance Representative	2,100.00	1,575.00	1,575.00
Investment Analyst	13,650.00	10,237.50	10,237.50

Manager	13,650.00	10,237.50	10,237.50
Managing Director, Chief Executive Officer, or General Manager, Partner, Vice President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Marketing Executive, e.g. marketing specialist	10,400.00	7,800.00	7,800.00
Mechanical Engineering Technician, alignment technician	3,850.00	2,887.50	2,887.50
Other General Manager	20,925.00	15,693.75	15,693.75
Other Technicians not elsewhere classified e.g. CAD	3,850.00	2,887.50	2,887.50
Personal Assistant	4,600.00	3,450.00	3,450.00
Principal (Insolvency)	16,250.00	12,187.50	12,187.50
Private Banking Manager	20,925.00	15,693.75	15,693.75
Production and Operations Manager	20,925.00	15,693.75	15,693.75
Project Development Manager	20,925.00	15,693.75	15,693.75
Receptionist	2,100.00	1,575.00	1,575.00
Reinsurance Underwriters	13,650.00	10,237.50	10,237.50
Risk and Advisor Insurance Manager	20,925.00	15,693.75	15,693.75
Sales Representative/agent	2,100.00	1,575.00	1,575.00
Secretary	3,850.00	2,887.50	2,887.50
Senior Account Administrator	6,000.00	4,500.00	4,500.00
Senior Account Executive	16,250.00	12,187.50	12,187.50
Senior Account Manager	16,250.00	12,187.50	12,187.50
Senior Accounting Administrator	6,000.00	4,500.00	4,500.00
Senior Broker	13,650.00	10,237.50	10,237.50
Senior Claims Examiner	6,000.00	4,500.00	4,500.00
Senior Clerk	2,100.00	1,575.00	1,575.00
Senior Manager	16,250.00	12,187.50	12,187.50
Senior Pension Administrator	13,650.00	10,237.50	10,237.50
Senior Underwriter	13,650.00	10,237.50	10,237.50
System (computer) manager	20,925.00	15,693.75	15,693.75
Trainer	10,400.00	7,800.00	7,800.00
Underwriter	6,000.00	4,500.00	4,500.00
Underwriter's Assistant	3,850.00	2,887.50	2,887.50

Unit/Site Manager	13,650.00	10,237.50	10,237.50
Accounting, Bookkeeping and Auditing Activities; Tax Consultancy			
Account Supervisor	6,000.00	4,500.00	4,500.00
Accountant (CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (finance and investment)(CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Accountant (no professional qualification)	10,400.00	7,800.00	7,800.00
Accountant (Tax)	13,650.00	10,237.50	10,237.50
Accountant (trust)(CA, ACCA, CPA)	13,650.00	10,237.50	10,237.50
Administrative Assistant	2,100.00	1,575.00	1,575.00
Assistant Financial Controller	6,000.00	4,500.00	4,500.00
Assistant Manager	13,650.00	10,237.50	10,237.50
Assistant Manager, Accounting	13,650.00	10,237.50	10,237.50
Assistant Manager, Accounting Advisory Services	13,650.00	10,237.50	10,237.50
Assistant Manager, Audit	13,650.00	10,237.50	10,237.50
Assistant Manager, Tax	13,650.00	10,237.50	10,237.50
Audit Senior	13,650.00	10,237.50	10,237.50
Auditor	13,650.00	10,237.50	10,237.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Business Consultant	13,650.00	10,237.50	10,237.50
Filing Clerk	1,050.00	787.50	787.50
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Compliance Officer	13,650.00	10,237.50	10,237.50
Consultant	13,650.00	10,237.50	10,237.50
Department Manager, Accounting	20,925.00	15,693.75	15,693.75
Department Manager, Finance	20,925.00	15,693.75	15,693.75
Director	20,925.00	15,693.75	15,693.75
Director of Accounting	20,925.00	15,693.75	15,693.75
Director of Internal Audit	20,925.00	15,693.75	15,693.75
Director, Actuarial Services	20,925.00	15,693.75	15,693.75
Director, Information Systems/Head of IT	20,925.00	15,693.75	15,693.75
Director, Tax	20,925.00	15,693.75	15,693.75

Financial Controller	20,925.00	15,693.75	15,693.75
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Information System Manager	13,650.00	10,237.50	10,237.50
IT Assistant	2,100.00	1,575.00	1,575.00
Manager	16,250.00	12,187.50	12,187.50
Manager, Accounting	16,250.00	12,187.50	12,187.50
Manager, Assurance and Advisory Services	16,250.00	12,187.50	12,187.50
Manager, Audit	16,250.00	12,187.50	12,187.50
Manager, Liquidations	16,250.00	12,187.50	12,187.50
Manager, Restructuring	16,250.00	12,187.50	12,187.50
Managing Director, Chief Executive Officer, or General Manager , Partner, Vice President, President for which a professional qualification is required	27,675.00	20,756.25	20,756.25
Marketing Executive, e.g. marketing specialist	10,400.00	7,800.00	7,800.00
Messenger	1,050.00	787.50	787.50
Office Manager	6,720.00	5,040.00	5,040.00
Personal Assistant	4,600.00	3,450.00	3,450.00
Receptionist	2,100.00	1,575.00	1,575.00
Recruitment Executive	4,600.00	3,450.00	3,450.00
Secretary	3,850.00	2,887.50	2,887.50
Senior Accountant	13,650.00	10,237.50	10,237.50
Senior Accountant, Audit	13,650.00	10,237.50	10,237.50
Senior Accounting Administrator	6,000.00	4,500.00	4,500.00
Senior Associate	13,650.00	10,237.50	10,237.50
Senior Auditor	16,250.00	12,187.50	12,187.50
Senior Consultant	13,650.00	10,237.50	10,237.50
Senior Manager	16,250.00	12,187.50	12,187.50
Senior Manager, Tax	20,925.00	15,693.75	15,693.75
Senior Tax Specialist	16,250.00	12,187.50	12,187.50
System (computer) manager	13,650.00	10,237.50	10,237.50
System Administrator	3,850.00	2,887.50	2,887.50
Tax Consultant	13,650.00	10,237.50	10,237.50
Tax Manager	16,250.00	12,187.50	12,187.50

CONSTRUCTION INDUSTRY			
Construction of Buildings or Civil Engineering			
Accountant (CA, ACCA, CPA)	10,400.00	7,800.00	7,800.00
Accountant (no professional qualification)	8,125.00	6,093.75	6,093.75
Accounting Administrator	10,400.00	7,800.00	7,800.00
Administrative Assistant	2,100.00	1,575.00	1,575.00
Administrative Clerk	2,100.00	1,575.00	1,575.00
Apprentice Plumber	875.00	656.25	656.25
Architect	11,700.00	8,775.00	8,775.00
Assistant Mechanic	875.00	656.25	656.25
Assistant Project Manager	4,600.00	3,450.00	3,450.00
Assistant Solar Panel Installer	2,100.00	1,575.00	1,575.00
Auto Mechanic	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Building Construction Labourer, e.g. handyman	550.00	412.50	412.50
Buyer (purchaser), merchandise	2,100.00	1,575.00	1,575.00
Calibration Technician	3,850.00	2,887.50	2,887.50
Carpenter	2,100.00	1,575.00	1,575.00
Carpenter's Helper	875.00	656.25	656.25
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Clerk, Reproduction processes/office	1,050.00	787.50	787.50
CNC Programmer	3,850.00	2,887.50	2,887.50
Construction Manager	6,720.00	5,040.00	5,040.00
Development Manager	11,700.00	8,775.00	8,775.00
Director of Re-Sale and Rental Operations	11,700.00	8,775.00	8,775.00
Drywall Finisher	2,100.00	1,575.00	1,575.00
Electrical Apprentice	875.00	656.25	656.25
Electrical Electrician	2,100.00	1,575.00	1,575.00
Electrical Engineer, master electrician	11,700.00	8,775.00	8,775.00
Electrical Estimator	3,850.00	2,887.50	2,887.50
Elevator Adjustor	3,850.00	2,887.50	2,887.50

Engineer/Structural Engineer, Civil/construction	11,700.00	8,775.00	8,775.00
Financial Controller	11,700.00	8,775.00	8,775.00
Floor Layer Helper, Tiler Helper, Tiler Assistant	875.00	656.25	656.25
Floor Layer, Tiler	2,100.00	1,575.00	1,575.00
Foreman (Construction)	4,600.00	3,450.00	3,450.00
General Helper	550.00	412.50	412.50
General Manager in construction	14,300.00	10,725.00	10,725.00
Geologist	11,700.00	8,775.00	8,775.00
Glass Engraver and Etcher	2,100.00	1,575.00	1,575.00
Glazier	2,100.00	1,575.00	1,575.00
Heavy Equipment Maintenance Coordinator	3,850.00	2,887.50	2,887.50
Heavy Equipment Trainer	4,600.00	3,450.00	3,450.00
Heavy Machine Mechanic	2,100.00	1,575.00	1,575.00
Heavy Machine Operator	2,100.00	1,575.00	1,575.00
Human Resources Administrator	4,600.00	3,450.00	3,450.00
HVAC Technician	2,100.00	1,575.00	1,575.00
Information System Manager	11,700.00	8,775.00	8,775.00
Inspector, (Service Technician - HVAC Specialist)	3,850.00	2,887.50	2,887.50
Inventory Control Clerk	1,050.00	787.50	787.50
Journeyman Plumber	2,100.00	1,575.00	1,575.00
Legal Secretary	5,175.00	3,881.25	3,881.25
Lineman	2,100.00	1,575.00	1,575.00
Maintenance Worker, building	2,100.00	1,575.00	1,575.00
Manager of Safety	11,700.00	8,775.00	8,775.00
Managing Director, Chief Executive Officer, or General Manager, Partner, Vice President, President for which a professional qualification is required	14,300.00	10,725.00	10,725.00
Managing Surveyor	11,700.00	8,775.00	8,775.00
Mason, stone	2,100.00	1,575.00	1,575.00
Mason's Helper	875.00	656.25	656.25
Master Plumber	3,300.00	2,475.00	2,475.00
Metal Framer	2,100.00	1,575.00	1,575.00
Office Manager	6,720.00	5,040.00	5,040.00

Other Building finishers (e.g. Exterior Wall Finishers Systems Applicator)	2,100.00	1,575.00	1,575.00
Owner Liaison	4,600.00	3,450.00	3,450.00
Painter, building	2,100.00	1,575.00	1,575.00
Personal Assistant	4,600.00	3,450.00	3,450.00
Plumbing Supervisor	4,600.00	3,450.00	3,450.00
Pool Maintenance Man	2,100.00	1,575.00	1,575.00
Pool Technician /Supervisor	3,850.00	2,887.50	2,887.50
Project Administrator	4,600.00	3,450.00	3,450.00
Project Manager/Accounts Manager	11,700.00	8,775.00	8,775.00
Project Superintendent	6,720.00	5,040.00	5,040.00
Property Development Manager	11,700.00	8,775.00	8,775.00
Public Relations Executive	3,850.00	2,887.50	2,887.50
Quality Control Manager	4,600.00	3,450.00	3,450.00
Quantity Surveyor	11,700.00	8,775.00	8,775.00
Receptionist	2,100.00	1,575.00	1,575.00
Roof/Waterproofing Consultant	6,000.00	4,500.00	4,500.00
Rofer	2,100.00	1,575.00	1,575.00
Sales and Marketing Department Manager	11,700.00	8,775.00	8,775.00
Sales Coordinator	3,850.00	2,887.50	2,887.50
Sales Representative	2,100.00	1,575.00	1,575.00
Secretary	3,850.00	2,887.50	2,887.50
Security Officer	1,732.50	1,299.38	1,299.38
Senior Estimator	4,600.00	3,450.00	3,450.00
Senior HVAC Technician	2,362.50	1,771.88	1,771.88
Senior Technician /Supervisor	3,850.00	2,887.50	2,887.50
Service Dispatcher	1,050.00	787.50	787.50
Shutter Guard Installer	2,100.00	1,575.00	1,575.00
Site Superintendent	6,720.00	5,040.00	5,040.00
Site Surveyor / Layout Man	4,600.00	3,450.00	3,450.00
Solar Panel Installer	3,850.00	2,887.50	2,887.50
Special System Technician	3,850.00	2,887.50	2,887.50
Structural Coordinator	3,850.00	2,887.50	2,887.50

Structural-metal and erector	2,100.00	1,575.00	1,575.00
Survey Assistant	550.00	412.50	412.50
Trainer Pool Installation	4,600.00	3,450.00	3,450.00
Truck Driver	2,100.00	1,575.00	1,575.00
Ventilation Duct Fabricator Assistant/Installer	2,100.00	1,575.00	1,575.00
Wireman	975.00	731.25	731.25
Building Installation			
Accountant (CA, ACCA, CPA)	10,400.00	7,800.00	7,800.00
Administrative Assistant	2,100.00	1,575.00	1,575.00
Air-conditioning and Refrigeration Mechanic	3,080.00	2,310.00	2,310.00
Appliance Trader	1,050.00	787.50	787.50
Apprentice Plumber	875.00	656.25	656.25
Assistant Financial Controller	6,720.00	5,040.00	5,040.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Building and Related Electrician	2,362.50	1,771.88	1,771.88
Building Construction Labourer; e.g. handyman	550.00	412.50	412.50
Cable Worker, e.g. installer	3,080.00	2,310.00	2,310.00
Carpenter	2,100.00	1,575.00	1,575.00
Carpenter's Helper	875.00	656.25	656.25
Cleaner	375.00	281.25	281.25
Clerk, Bookkeeping / Accounts Clerk	2,100.00	1,575.00	1,575.00
Client Relationship Officer	3,850.00	2,887.50	2,887.50
Electrical Engineering Technician	2,100.00	1,575.00	1,575.00
Electrician Apprentice	1,050.00	787.50	787.50
Electrician, motor vehicle	1,050.00	787.50	787.50
Engineer, Electrical	11,700.00	8,775.00	8,775.00
Fire Technician	2,100.00	1,575.00	1,575.00
General Helper in other establishments	550.00	412.50	412.50
General Manager in construction	14,300.00	10,725.00	10,725.00
General Manager of business services	14,300.00	10,725.00	10,725.00
Inventory Control Clerk	1,050.00	787.50	787.50

Lineman	1,050.00	787.50	787.50
Managing Director, Chief Executive Officer, or General Manager , Partner, Vice President, President for which a professional qualification is required	14,300.00	10,725.00	10,725.00
Mason, stone	2,100.00	1,575.00	1,575.00
Mechanic's Helper	875.00	656.25	656.25
Mechanical Engineer	11,700.00	8,775.00	8,775.00
Mechanical Engineering Technician, alignment tech	2,100.00	1,575.00	1,575.00
Mechanical Engineering Technician,(air-conditioning)	2,362.50	1,771.88	1,771.88
Office Manager	6,720.00	5,040.00	5,040.00
Other Building Finishers (e.g. exterior wall finishings systems)	2,100.00	1,575.00	1,575.00
Other Clerks not elsewhere classified	1,050.00	787.50	787.50
Plumber and Pipe Fitter	2,362.50	1,771.88	1,771.88
Pool/Fountain Technician	2,100.00	1,575.00	1,575.00
Project Engineer	11,700.00	8,775.00	8,775.00
Project Manager/Accounts Manager	11,700.00	8,775.00	8,775.00
Repairer, electrical equipment	2,100.00	1,575.00	1,575.00
Sales and Marketing Department Manager	11,700.00	8,775.00	8,775.00
Secretary	3,850.00	2,887.50	2,887.50
Sheet-metal Worker	2,100.00	1,575.00	1,575.00
Window and Door Installer	2,100.00	1,575.00	1,575.00
Building Completion and Finishing			
Administrative Assistant	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Building Construction Labourer e.g. handyman	550.00	412.50	412.50
Cabinet Maker	2,100.00	1,575.00	1,575.00
Carpenter	2,100.00	1,575.00	1,575.00
Carpenter's Helper	875.00	656.25	656.25
Finisher	2,100.00	1,575.00	1,575.00
Floor Layer, Tiler	2,100.00	1,575.00	1,575.00
Foreman (Construction)	4,600.00	3,450.00	3,450.00

Front Desk Clerk	1,050.00	787.50	787.50
Janitor	550.00	412.50	412.50
Manager , Partner, Vice President, President for which a professional qualification is required	14,300.00	10,725.00	10,725.00
Mason, stone	2,100.00	1,575.00	1,575.00
Mason's Helper	875.00	656.25	656.25
Other Building finishers (e.g. Exterior Wall Finishings Systems Applicator)	2,100.00	1,575.00	1,575.00
Painter, building	2,100.00	1,575.00	1,575.00
Pool/Fountain Technician	2,100.00	1,575.00	1,575.00
Secretary	3,850.00	2,887.50	2,887.50
Renting of Construction or Demolition Equipment			
Bookkeeper	4,600.00	3,450.00	3,450.00
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Drill Operator (heavy equipment)	2,100.00	1,575.00	1,575.00
Equipment Rental Supervisor	3,850.00	2,887.50	2,887.50
Heavy machine mechanic	2,100.00	1,575.00	1,575.00
Heavy machine operator	2,100.00	1,575.00	1,575.00
Managing Director, Chief Executive Officer, or General Manager for which a professional qualification is required.	14,300.00	10,725.00	10,725.00
Operations Manager	6,720.00	5,040.00	5,040.00
Operations supervisor	3,850.00	2,887.50	2,887.50
Pyrotechnic (Fireworks) and Lighting Technician	3,850.00	2,887.50	2,887.50
Road construction labourer	550.00	412.50	412.50
Welder and Flame cutter	2,100.00	1,575.00	1,575.00
Well Driller	2,100.00	1,575.00	1,575.00
Architectural and Engineering Activities			
Architectural Technologist	4,600.00	3,450.00	3,450.00
Assistant/Insurance/claims	3,850.00	2,887.50	2,887.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Building Architect	11,700.00	8,775.00	8,775.00

General Manager in construction	14,300.00	10,725.00	10,725.00
Interior Architect	11,700.00	8,775.00	8,775.00
Interior Decorator	7,500.00	5,625.00	5,625.00
Managing Director, Chief Executive Officer, Managing Partner or General Manager for which a professional qualification is required	14,300.00	10,725.00	10,725.00
Messenger	1,050.00	787.50	787.50
Office Manager	6,720.00	5,040.00	5,040.00
Other Technicians not elsewhere classified e.g. CAD	3,850.00	2,887.50	2,887.50
Production and Operations Dept. Manager in construction	11,700.00	8,775.00	8,775.00
Quantity Surveyor	11,700.00	8,775.00	8,775.00
Secretary	3,850.00	2,887.50	2,887.50
Senior Accounting Administrator	3,850.00	2,887.50	2,887.50
Senior Architectural Technologist	6,720.00	5,040.00	5,040.00
Senior Estimator	4,600.00	3,450.00	3,450.00
TOURISM and SERVICE INDUSTRY			
Hotels and Restaurants			
Accountant (CA, ACCA, CPA)	10,400.00	7,800.00	7,800.00
Accountant (No professional qualifications)	7,500.00	5,625.00	5,625.00
Accounting Manager	11,700.00	8,775.00	8,775.00
Accounts Assistant	2,100.00	1,575.00	1,575.00
Activities Camp Coordinator, Reservation Coordinator or Director	2,100.00	1,575.00	1,575.00
Administrative Assistant	2,100.00	1,575.00	1,575.00
Airport Ambassador	1,050.00	787.50	787.50
Aote Naturalist	2,362.50	1,771.88	1,771.88
Artist/Musician (person in fine arts/performing arts)	550.00	412.50	412.50
Assistant Chief Engineer	7,500.00	5,625.00	5,625.00
Assistant Cook	1,050.00	787.50	787.50
Assistant Director of Housekeeping	6,000.00	4,500.00	4,500.00
Assistant Director, Human Resources	6,000.00	4,500.00	4,500.00

Assistant Director, Meetings and Special Events	6,000.00	4,500.00	4,500.00
Assistant Financial Controller	7,500.00	5,625.00	5,625.00
Assistant Golf Course Superintendent	3,850.00	2,887.50	2,887.50
Assistant Golf Professional	1,050.00	787.50	787.50
Assistant Manager Food and Beverage	4,600.00	3,450.00	3,450.00
Assistant Manager of other business	4,600.00	3,450.00	3,450.00
Attendant and related workers not classified elsewhere	500.00	375.00	375.00
Audio Visual Supervisor	3,850.00	2,887.50	2,887.50
Audio Visual Technician	2,100.00	1,575.00	1,575.00
Auditor/night auditor or administrator	3,630.00	2,722.50	2,722.50
Baker	2,100.00	1,575.00	1,575.00
Banquet Houseman	500.00	375.00	375.00
Bartender	1,575.00	1,181.25	1,181.25
Boiler Repairman (Task force)	2,100.00	1,575.00	1,575.00
Bookkeeper	4,600.00	3,450.00	3,450.00
Care Room/Deep Cleaner	500.00	375.00	375.00
Cashier	1,050.00	787.50	787.50
Chef	2,100.00	1,575.00	1,575.00
Chief Engineer	11,700.00	8,775.00	8,775.00
Chief Finance Coordinator	7,500.00	5,625.00	5,625.00
Chief Steward	1,575.00	1,181.25	1,181.25
Cleaner, hotel	500.00	375.00	375.00
Clerk, Bookkeeping/Accounts Clerk	2,100.00	1,575.00	1,575.00
Commercial Diver/Marine Systems Co-Ordinator	3,630.00	2,722.50	2,722.50
Computer Technician	3,850.00	2,887.50	2,887.50
Concierge, hotel	750.00	562.50	562.50
Cook	2,100.00	1,575.00	1,575.00
Cosmetologist	1,575.00	1,181.25	1,181.25
Cosmetology/Beauty Products Trainer	2,100.00	1,575.00	1,575.00
Culinary Analyst (non professional)	2,100.00	1,575.00	1,575.00
Customer Service Trainer	6,000.00	4,500.00	4,500.00
Director of Finance	11,700.00	8,775.00	8,775.00

Director of Housekeeping	10,010.00	7,507.50	7,507.50
Director of Information Systems	10,010.00	7,507.50	7,507.50
Director of Meetings and Special Events	10,010.00	7,507.50	7,507.50
Director of Residences	10,010.00	7,507.50	7,507.50
Director of Revenue	11,700.00	8,775.00	8,775.00
Director of Sales and Marketing	10,010.00	7,507.50	7,507.50
Director of Services	10,010.00	7,507.50	7,507.50
Director, human resources	10,010.00	7,507.50	7,507.50
Dish Washer, restaurant	500.00	375.00	375.00
Door Keeper/doorman	500.00	375.00	375.00
Engineering Air Conditioning Mechanic	2,940.00	2,205.00	2,205.00
Engineering Manager	6,000.00	4,500.00	4,500.00
Engineering Supervisor	3,850.00	2,887.50	2,887.50
Executive Assistant	3,630.00	2,722.50	2,722.50
Executive Assistant Manager - Rooms Division	10,010.00	7,507.50	7,507.50
Executive chef (hotel)	11,700.00	8,775.00	8,775.00
Executive chef (restaurant)	3,630.00	2,722.50	2,722.50
Executive Officer/Manager	13,000.00	9,750.00	9,750.00
Executive Steward	6,000.00	4,500.00	4,500.00
Facilities Administrator	3,630.00	2,722.50	2,722.50
Financial Consultant	11,700.00	8,775.00	8,775.00
Financial Controller	11,700.00	8,775.00	8,775.00
Floor Manager	6,000.00	4,500.00	4,500.00
Food and Beverage Administrator	3,630.00	2,722.50	2,722.50
Food and Beverage Captain	3,630.00	2,722.50	2,722.50
Food and Beverage Consultant	3,850.00	2,887.50	2,887.50
Food and Beverage Director	10,010.00	7,507.50	7,507.50
Food and Beverage Employee	2,362.50	1,771.88	1,771.88
Food and Beverage Manager	6,000.00	4,500.00	4,500.00
Food and Beverage Server	1,050.00	787.50	787.50
Food and Beverage Administrator	3,630.00	2,722.50	2,722.50
Food and Beverage Supervisor	3,850.00	2,887.50	2,887.50

Food Delivery Person	1,050.00	787.50	787.50
Front Desk Clerk	750.00	562.50	562.50
Front Desk Manager	6,000.00	4,500.00	4,500.00
Front Desk Supervisor	990.00	742.50	742.50
Gardener, groundsman	375.00	281.25	281.25
General Manager of hotels (over 50 rooms)	13,000.00	9,750.00	9,750.00
General Manager of hotels (up to 50 rooms)	10,010.00	7,507.50	7,507.50
General Manager of restaurant	6,000.00	4,500.00	4,500.00
Golf Caddie	550.00	412.50	412.50
Golf Course Grounds Maintenance	2,100.00	1,575.00	1,575.00
Golf Course Outside Service Staff	550.00	412.50	412.50
Golf Course Superintendent	6,000.00	4,500.00	4,500.00
Golf Grounds Keeper	2,100.00	1,575.00	1,575.00
Group Sales Coordinator	2,100.00	1,575.00	1,575.00
Guest Relations Coordinator	2,100.00	1,575.00	1,575.00
Guest Service Call Centre Agent	1,575.00	1,181.25	1,181.25
Guest Services Valet Runner	500.00	375.00	375.00
Hospitality Coordinator	2,100.00	1,575.00	1,575.00
Hostess	1,050.00	787.50	787.50
Hot Air Balloon Pilot	4,600.00	3,450.00	3,450.00
Hot Air Balloon Crew Chief	2,362.50	1,771.88	1,771.88
Housekeeper	500.00	375.00	375.00
Housekeeper (executive)	2,598.75	1,949.06	1,949.06
Housekeeper Supervisor	2,598.75	1,949.06	1,949.06
Housekeeping Coordinator	2,100.00	1,575.00	1,575.00
Human Resource Manager	6,000.00	4,500.00	4,500.00
Human Resources Administrator	4,600.00	3,450.00	3,450.00
Human Resources Officer	4,600.00	3,450.00	3,450.00
HVAC Technician	2,100.00	1,575.00	1,575.00
Information System Manager	6,000.00	4,500.00	4,500.00
Inspector (Hotel)	6,000.00	4,500.00	4,500.00
Kitchen Helper (hotel, restaurant)	500.00	375.00	375.00

Landscafer, greens keeper	2,100.00	1,575.00	1,575.00
Language Translator	2,100.00	1,575.00	1,575.00
Lead Aquarist (Aquarium Care)	4,600.00	3,450.00	3,450.00
Legal Assistant	3,850.00	2,887.50	2,887.50
Line Cook	2,100.00	1,575.00	1,575.00
Loss Prevention Manager	6,000.00	4,500.00	4,500.00
Maintenance Person	550.00	412.50	412.50
Maintenance worker, (Skilled)	2,100.00	1,575.00	1,575.00
Maitre D, hotel	2,100.00	1,575.00	1,575.00
Marketing and Reservation Assistant	4,600.00	3,450.00	3,450.00
Masseuse/masseur	1,575.00	1,181.25	1,181.25
Meetings and Special Events Coordinator	2,100.00	1,575.00	1,575.00
Member Services/Reservations Agent/Guest Services Assistant	2,100.00	1,575.00	1,575.00
Nail Specialist (manicurist)	1,575.00	1,181.25	1,181.25
Operations Manager	6,000.00	4,500.00	4,500.00
Operations Supervisor	3,850.00	2,887.50	2,887.50
Other Clerks not elsewhere classified	750.00	562.50	562.50
Other Department Manager	6,000.00	4,500.00	4,500.00
Commercial Designers e.g. Event Coordinator	2,100.00	1,575.00	1,575.00
Personal Manager - to Artist/Musicians (fine arts, performing arts)	6,000.00	4,500.00	4,500.00
Pilates/Yoga Instructor	2,100.00	1,575.00	1,575.00
Production and Operations Dept. Manager in hotels	6,000.00	4,500.00	4,500.00
Quality Coordinator	6,000.00	4,500.00	4,500.00
Receptionist (hotel lobby attendant)	750.00	562.50	562.50
Regional Manager	13,000.00	9,750.00	9,750.00
Reservations Agent/Guest Services/Events Co-ordinator	2,100.00	1,575.00	1,575.00
Reservations Supervisor	3,850.00	2,887.50	2,887.50
Residences Guest Services Attendant	1,050.00	787.50	787.50
Rooms Division Employee	2,362.50	1,771.88	1,771.88
Rooms Division Manager	4,600.00	3,450.00	3,450.00
Rooms Division Supervisor	3,850.00	2,887.50	2,887.50

Sales and Catering Representative	3,850.00	2,887.50	2,887.50
Sales and marketing department manager	6,000.00	4,500.00	4,500.00
Sales Executive	2,100.00	1,575.00	1,575.00
Sales/Marketing/Public Relations Coordinator	3,850.00	2,887.50	2,887.50
Sanitation Auditor	6,000.00	4,500.00	4,500.00
Security officer/Loss Prevention Officer	1,732.50	1,299.38	1,299.38
Senior Dispatcher	6,000.00	4,500.00	4,500.00
Senior Guest Service Representative	2,940.00	2,205.00	2,205.00
Senior HVAC Technician	2,362.50	1,771.88	1,771.88
Service supervisor	3,850.00	2,887.50	2,887.50
Shift Engineer	2,100.00	1,575.00	1,575.00
Shipwright Supervisor	4,600.00	3,450.00	3,450.00
Shipwright/Boat Builder	2,100.00	1,575.00	1,575.00
Shore Excursion Assistant	1,575.00	1,181.25	1,181.25
Sous Chef or Skilled Cook	2,362.50	1,771.88	1,771.88
Spa Attendant	1,050.00	787.50	787.50
Spa Coordinator	2,100.00	1,575.00	1,575.00
Spa Manager	6,000.00	4,500.00	4,500.00
Spa Supervisor	3,850.00	2,887.50	2,887.50
Sport Instructor, e.g. Scuba, Dive, Windsurf, Aerobic, Tennis and other sports	2,100.00	1,575.00	1,575.00
Task Force/Security Officer Trainer	4,600.00	3,450.00	3,450.00
Team Leader (Restaurant)	2,100.00	1,575.00	1,575.00
Telecommunications Specialist	2,598.75	1,949.06	1,949.06
Timeshare Sales Executive	3,850.00	2,887.50	2,887.50
Timeshare Sales Representative	4,600.00	3,450.00	3,450.00
Tour Operations Trainer	6,000.00	4,500.00	4,500.00
Trainer	6,000.00	4,500.00	4,500.00
Utility Steward	1,575.00	1,181.25	1,181.25
Van Driver	2,100.00	1,575.00	1,575.00
Waiter/Waitress (Food and beverage server)	1,050.00	787.50	787.50
Warehouse manager	6,000.00	4,500.00	4,500.00
Washer, hand/laundry	500.00	375.00	375.00

Water Sports Concierge	2,100.00	1,575.00	1,575.00
Wedding Coordinator	2,100.00	1,575.00	1,575.00
Windsurf Instructor	2,100.00	1,575.00	1,575.00
Wine Steward	2,100.00	1,575.00	1,575.00
Sports Activities and Amusement and Recreation Activities			
(Equestrian) Horse Riding School Teacher/Trainer	2,100.00	1,575.00	1,575.00
Administrative Assistant	2,100.00	1,575.00	1,575.00
Apprentice/Assistant Exotic Animal Trainer	2,598.75	1,949.06	1,949.06
Assistant Boat Captain/Relief Captain	1,575.00	1,181.25	1,181.25
Assistant Coach	1,050.00	787.50	787.50
Assistant Curator	2,100.00	1,575.00	1,575.00
Auditor/night auditor or administrator	3,630.00	2,722.50	2,722.50
Auto Mechanic	2,100.00	1,575.00	1,575.00
Aviculturist	4,600.00	3,450.00	3,450.00
Beach Attendant	500.00	375.00	375.00
Beach Supervisor	3,850.00	2,887.50	2,887.50
Boat Captain	2,100.00	1,575.00	1,575.00
Boat Deck Hand	500.00	375.00	375.00
Booking Agent	1,050.00	787.50	787.50
Bookkeeper	4,600.00	3,450.00	3,450.00
Bridge Teacher (Board Games - Mind Sports: Chess, Bridge, Dominoes etc)	750.00	562.50	562.50
Bus Driver	2,100.00	1,575.00	1,575.00
Butterfly Specialist	1,575.00	1,181.25	1,181.25
Cashier (retail)	1,050.00	787.50	787.50
Catamaran Line Rigger	2,100.00	1,575.00	1,575.00
Chef	2,100.00	1,575.00	1,575.00
Clerk, Bookkeeping/Accounts Clerk	1,050.00	787.50	787.50
Coach	2,100.00	1,575.00	1,575.00
Concierge, hotel	550.00	412.50	412.50
Co-Pilot Submarine	2,625.00	1,968.75	1,968.75
Crew Member boat and ship	1,050.00	787.50	787.50

Cricket Wicket Preparer	550.00	412.50	412.50
Cruise Ship Supervisor	3,850.00	2,887.50	2,887.50
Curator	4,600.00	3,450.00	3,450.00
Customer Services Representative	1,050.00	787.50	787.50
Deputy General Manager	10,400.00	7,800.00	7,800.00
Director and Chief Executive	13,000.00	9,750.00	9,750.00
Director of Golf	6,000.00	4,500.00	4,500.00
Dispatch Agent	2,100.00	1,575.00	1,575.00
Dog Walker/Kennel Worker	550.00	412.50	412.50
Exotic Animal Trainer	4,600.00	3,450.00	3,450.00
Front Desk Supervisor	990.00	742.50	742.50
General Helper	550.00	412.50	412.50
General Manager	13,000.00	9,750.00	9,750.00
Head Teacher Extracurricular Activities	4,600.00	3,450.00	3,450.00
Inventory Control Clerk	2,100.00	1,575.00	1,575.00
Life Guard	2,100.00	1,575.00	1,575.00
Magician	550.00	412.50	412.50
Maintenance Person	550.00	412.50	412.50
Nature Trail Animal Keeper	2,100.00	1,575.00	1,575.00
Office Manager	6,720.00	5,040.00	5,040.00
Other Department Manager	4,600.00	3,450.00	3,450.00
Other Technical and Commercial Sales Representative	2,100.00	1,575.00	1,575.00
Pedicab Driver (bicycle drawn carriage driver)	750.00	562.50	562.50
Pet Groomer	1,050.00	787.50	787.50
Photographer	2,100.00	1,575.00	1,575.00
Pilot submarine	3,850.00	2,887.50	2,887.50
Production and Operations Manager	11,700.00	8,775.00	8,775.00
Receptionist	2,100.00	1,575.00	1,575.00
Researcher	7,500.00	5,625.00	5,625.00
Reservation Coordinator	2,100.00	1,575.00	1,575.00
Sales Representative/agent	1,050.00	787.50	787.50
Senior Administrative Assistant	2,940.00	2,205.00	2,205.00

Skate and Surf Park Attendant	2,100.00	1,575.00	1,575.00
Sport Instructor e.g. Scuba, Dive, Windsurf, Aerobic	2,100.00	1,575.00	1,575.00
Steward, ship	2,100.00	1,575.00	1,575.00
Superintendent, marine/deck	3,850.00	2,887.50	2,887.50
Tour Guide	2,100.00	1,575.00	1,575.00
Tour Operations Coordinator	2,100.00	1,575.00	1,575.00
Veterinarian	7,500.00	5,625.00	5,625.00
Videographer	2,100.00	1,575.00	1,575.00
Warehouse Person	1,050.00	787.50	787.50
Water Chemist	4,600.00	3,450.00	3,450.00
Water Sports Attendant	2,100.00	1,575.00	1,575.00
Zoological Department Director	10,010.00	7,507.50	7,507.50

PART 3

The developer of the special economic zone known as Cayman Enterprise City or a special economic zone enterprise carrying on special economic zone business in the special economic zone known as Cayman Enterprise City shall in respect of an employee-

- (a) be exempt from the payment of the annual work permit fees specified in Part 2 including application fees, fees for variation of a work permit and fees in respect of dependants of the employee; and
- (b) pay an annual work permit fee of \$1,230.00.

**SCHEDULE 2
POINTS SYSTEM**

Permanent Residence Assessment

1. *The Cabinet, in its discretion, may publish a list of occupations specified as priority occupations.*
2. *Where such a list is published, the Board or the Chief Immigration Officer, as the case may be, in considering an application for permanent residence under section 30, shall take such priority occupations into account.*
3. *Where the calculation of points under any Factor produces a number that consists of whole and partial points, the number of points produced (whole and partial) shall be carried forward and form part of the total sum of the points awarded to the applicant.*

Cayman Islands Immigration Department
Permanent Residence Assessment Form

FACTOR 1	POINTS
<u>Occupation</u> a. Current Occupation b. Priority Occupation	Maximum 30 points Maximum 15 Maximum 15
<u>Explanation</u> 1. Applicants will receive maximum points for their current occupation. 2. The points allocated to each occupation under this Factor will be reviewed and adjusted periodically as needed. 3. The applicant will be awarded points based on the occupation he is working in at the time of the application submission. Where the applicant is unemployed at the time the application is being decided on, no points will be awarded under this category.	

FACTOR 2	POINTS
<p><u>Education, Training and Experience</u></p> <p>Points will be allocated based on the applicant’s academic qualifications, technical qualifications or educational certificates, by any internationally or nationally recognised institution or official body related in the applicant’s current field of expertise or trade</p>	Maximum 25
<p>a. Years of Experience</p> <p>Number of years of experience in the occupation (based on – two points awarded for the first two years worked after achieving the minimum two years; one point awarded for each full year worked thereafter and pro-rated points for each part year worked thereafter in the current occupation field, up to a maximum of ten years)</p>	a. Maximum 10
<p>b. Education</p>	b. Maximum 15
<p>Professional Occupations:</p>	Maximum 15
<p>I. Academic/Qualification</p> <p>i. Post Graduate Degree/Professional Qualification</p> <p>ii. Bachelor’s Degree</p> <p>iii. Associate’s Degree</p> <p>iv. High School Diploma or Equivalent</p> <p>v. None of the above</p>	<p>i. 15</p> <p>ii. 12</p> <p>iii. 8</p> <p>iv. 5</p> <p>v. 0</p>
<p>OR</p>	
<p>Skilled/Unskilled Occupations:</p>	Maximum 15
<p>II. Technical/ Vocational</p> <p>i. Post Graduate Degree</p> <p>ii. Local Licence from the relevant Regulatory body</p> <p>iii. Bachelor’s Degree</p> <p>iv. Vocational Certificate (greater than 1 year of study)</p> <p>v. Associate’s Degree</p> <p>vi. Vocational Certificate (less than 1 year of study)</p>	<p>i. 15</p> <p>ii. 15</p> <p>iii. 12</p> <p>iv. 10</p> <p>v. 8</p> <p>vi. 7</p>

<p>vii. High School Diploma or equivalent viii. None of the above</p>	<p>vii. 5 viii. 0</p>																								
<p><u>Explanation</u></p> <p>(1) No points will be awarded to an applicant with less than two years of work in the occupation field.</p> <p>(2) Two points will be awarded for the first two years worked in the occupation field, after achieving the minimum two years.</p> <p>(3) One point will be awarded for each full year worked in the occupation field, after a minimum of two years up to a maximum of ten years.</p> <p>(4) A partial point will be awarded in respect of any part of a year worked in the occupation field after a minimum of two years up to a maximum of ten years. Points will be pro-rated as follows –</p> <table data-bbox="613 758 1049 1121"> <thead> <tr> <th>Month</th> <th>Partial Point</th> </tr> </thead> <tbody> <tr><td>1/12</td><td>0.08</td></tr> <tr><td>2/12</td><td>0.16</td></tr> <tr><td>3/12</td><td>0.25</td></tr> <tr><td>4/12</td><td>0.33</td></tr> <tr><td>5/12</td><td>0.41</td></tr> <tr><td>6/12</td><td>0.50</td></tr> <tr><td>7/12</td><td>0.58</td></tr> <tr><td>8/12</td><td>0.66</td></tr> <tr><td>9/12</td><td>0.75</td></tr> <tr><td>10/12</td><td>0.83</td></tr> <tr><td>11/12</td><td>0.91</td></tr> </tbody> </table> <p>(5) With respect to education, applicants will be awarded points under either I or II, not both. Further, the points will only be awarded for educational qualifications as they relate to the applicants' occupation or vocation.</p>		Month	Partial Point	1/12	0.08	2/12	0.16	3/12	0.25	4/12	0.33	5/12	0.41	6/12	0.50	7/12	0.58	8/12	0.66	9/12	0.75	10/12	0.83	11/12	0.91
Month	Partial Point																								
1/12	0.08																								
2/12	0.16																								
3/12	0.25																								
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7/12	0.58																								
8/12	0.66																								
9/12	0.75																								
10/12	0.83																								
11/12	0.91																								
FACTOR 3	POINTS																								
<p><u>Local Investments</u> In assessing an applicant's local investments under (I) and/or (II) below, points shall be awarded taking into</p>	Maximum 30																								

<p>account the amount of the applicant's monetary investment relative to his actual means.</p> <p>I. Investment in property in the Islands and/or</p> <p>II. Investment in a locally licensed company</p>	
<p><u>Explanation</u></p> <p>Total investment (numerator) relative to total income earned over the last five years immediately preceding the application (denominator).</p> <div style="text-align: center; border: 1px solid black; padding: 10px; width: fit-content; margin: 10px auto;"> $\frac{\text{Total Investment}}{40\% \text{ of total income for last five years}} \times 30$ </div> <p><u>Notes:</u></p> <ul style="list-style-type: none"> • Total investment requires a minimum of CI\$50,000. No points will be awarded for investments of less than this amount. But where the investment exceeds CI\$50,000, points will be awarded for the full value, i.e. including the first CI\$50,000. • Maximum points will be awarded automatically where the total investment exceeds CI\$500,000. • Income means either- <ul style="list-style-type: none"> 90% of total documented income for the last 12 months prior to making the application, multiplied by five; or 100% of total documented income for the last five years. • Income includes salary, commission, gratuities, investment income and any other form of demonstrated income to the extent that proof of such income can be shown. • Where an investment is owned jointly between spouses, points will be awarded based on the full investment amount rather than on the percentage ownership of each spouse. The combined income of both spouses will also be used in the calculation. • Where an investment is owned by the applicant and another party who is not his spouse points will be awarded for the percentage of the investment held in the 	

- applicant's name only.
- Where the spouses apply individually for the grant of permanent residence and they receive points based on the full investment amount (rather than the percentage held in their name) and permanent residence is granted, each spouse will be required to maintain the full value of the investment.
 - Purchase agreements for property will NOT be accepted as evidence of actual investment and no points shall be awarded on the basis of a purchase agreement.
 - Total investment is defined as the summation of the following-
 - Purchase price of property **plus** stamp duty paid on the property and residential mortgage **less** total liabilities in residential property **OR** total payments (the down payment and or equity injected from the funds other than borrowed funds plus interest payment plus principal payment plus stamp duty paid) on residential mortgage and the property, whichever is higher.
 - Market value of investments (stocks, bonds, etc.) in a locally licensed and operated solvent company.
 - Investment in a privately owned locally licensed business which is solvent.
 - Personal funds (i.e. not borrowed funds or funds received by way of gift) injected by the applicant to make improvements on property which was transferred as a gift. Proof of source of funds must be provided.

FACTOR 4	POINTS
<p><u>Financial Stability:</u></p> <p>a. Evidence of cash and savings held locally</p> <p style="padding-left: 40px;">Applicant's total cash and deposits (up to a maximum of CI\$50,000) as a percentage of aggregate salary/income for the last twelve (12) months</p> <p style="padding-left: 80px;">i. 5.0% and Greater</p> <p style="padding-left: 80px;">ii. 4.0% to 4.99%</p> <p style="padding-left: 80px;">iii. 3.0% to 3.99%</p>	<p>Maximum 30</p> <p>Maximum 15</p> <p>i. 15</p> <p>ii. 12</p> <p>iii. 9</p>

<ul style="list-style-type: none"> iv. 2.0% to 2.99% v. 1.0% to 1.99% vi. Less than 1.0% <p>b. Evidence of salary and income</p> <p style="padding-left: 40px;">Points will be allocated based on the applicant’s gross annual income from employment;</p> <ul style="list-style-type: none"> i. 150,000 or Greater ii. 130,000 to 149,999 iii. 110,000 to 129,999 iv. 90,000 to 109,999 v. 70,000 to 89,999 vi. 60,000 to 69,999 vii. 50,000 to 59,999 viii. 40,000 to 49,999 ix. 30,000 to 39,999 x. 15,000 to 29,999 xi. Under 15,000 	<ul style="list-style-type: none"> iv. 6 v. 3 vi. 0 <p>Maximum 15</p> <ul style="list-style-type: none"> i. 15 ii. 14 iii. 13 iv. 12 v. 11 vi. 9 vii. 7 viii. 5 ix. 3 x. 1 xi. 0
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Explanation

- (1) An applicant must prove that he has sufficient resources through income and salary to support himself and any dependants accompanying him. Also his ability to provide sufficient funds for his and their healthcare, education, accommodation and maintenance is of paramount importance for prospective long term residents.
- (2) When determining the income bracket into which an applicant falls his gross income minus an amount for each dependent child shall be used. In the case of each accompanying child of school age who is not Caymanian, CI\$15,000 per annum shall be deducted. If the dependent child is not accompanying, CI\$2,500 will be deducted.
- (3) Where the applicant has a dependant child (or dependant children as the case may be) who is not of school age and not Caymanian, a deduction of CI\$12,000 per dependant per annum shall be made.
- (3A) For the purposes of paragraphs (2) and (3), “school age” has the meaning ascribed to it in the Education Law (2010 Revision).
- (4) In assessing an applicant’s gross annual income from employment, the gross annual income of employment of his spouse will only be taken into account if

<p>there is at least one dependant child.</p> <p>(5) Written evidence must be provided of his savings at local financial institutions for a period of one year preceding his application.</p> <p>(6) No credit will be given in respect of pension contributions.</p> <p>(7) Gross annual income from employment includes all employment related monetary income earned annually by the applicant and includes basic salary, bonus, commission, allowances etc. to the extent that documentary evidence is produced to show income.</p>

FACTOR 5	POINTS
<p><u>Community Minded/Integration into the Caymanian Community</u></p> <p>Points will be awarded up to a maximum of twenty (20) points for activities falling under the categories as follows.</p> <p>I. Two (2) points will be awarded for each year that the applicant has provided a minimum of 35 hours of service annually for up to eight years;</p> <p style="padding-left: 40px;">a. Training and mentoring of Caymanians outside of normal work hours or related employer sponsored activities</p> <p style="padding-left: 40px;">b. Personal sponsorship towards a Caymanian's tertiary training, with a minimum of CI\$3,500 per annum</p> <p style="padding-left: 40px;">c. Actively assist in the rehabilitation and mentoring of offenders</p> <p>II. One and one half (1.5) points will be awarded for each year that the applicant has provided a minimum of 35 hours of service annually for up to eight years;</p> <p style="padding-left: 40px;">a. Participation and assistance in a youth programme</p> <p style="padding-left: 40px;">b. Training and mentoring of Caymanians within normal work</p>	<p>Maximum 20</p>

<p>related/sponsored activities</p> <ul style="list-style-type: none"> c. Participation and assistance in a sports programme d. Participation and assistance in an arts programme e. Participation and assistance in a local service club f. Participation and assistance in local church programme g. Personal donations to community minded activities of a minimum of CI\$2,000 per annum h. Volunteering for non-profit, charitable or voluntary organisations. 	
<p><u>Explanation</u></p> <ol style="list-style-type: none"> 1. The extent to which the applicant has successfully settled and integrated into Cayman society is assessed by reference to such qualities as adaptability, motivation, involvement in the community and initiative. 2. Applicants who demonstrate an active involvement in the training and mentoring of Caymanians and the rehabilitation and mentoring of offenders will be given higher points. 3. Letters confirming an applicant's participation or contribution in any of the activities referred to in this factor will only be accepted from the head of the organisation or an executive member of the Board and the Caymanian beneficiary in cases of training or mentoring and must provide the required details of those activities and the amount of time the applicant was involved. 	

FACTOR 6	POINTS
<p><u>History and Culture Test</u></p> <p>An applicant's integration into the Caymanian society will be measured by reference to his knowledge of local history, tradition, customs and current events.</p> <p>One half-point (1/2) shall be awarded for each question answered correctly</p>	<p>Maximum 20</p>

<p><u>Explanation</u></p> <p>An applicant will be given an appointment to sit a History and Culture Test. This date may be rescheduled by the applicant once only and the Test must have been undertaken within thirty days from the original date unless there are exceptional circumstances. Where an applicant fails to sit the Test within thirty days of the original date the application will proceed for determination and a score of zero points will be awarded under this Factor.</p>	

FACTOR 7	POINTS
<p><u>Possessing Close Caymanian Connections</u></p> <p>Applicant's relationship to a person who is Caymanian</p>	Maximum 100
<p>(a) an applicant who is a Cuban national and who by virtue of a close Caymanian family connection was granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was), and who applies for permanent residence.</p>	100 points
<p>(b) an applicant who is a Cuban national and who is the brother, sister or grandparent of a Caymanian and who was granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was), and who applies for permanent residence.</p>	80 points
<p>(c) an applicant who is the parent, son or daughter of a Caymanian.</p>	40 points
<p>(d) an applicant who is the brother, sister or grandparent of a Caymanian.</p>	20 points
<p><u>Explanation</u></p> <p>1. An applicant is allocated the most points (100 points) if-</p> <p style="margin-left: 40px;">(a) the applicant is the parent, son or daughter of a Caymanian; and</p> <p style="margin-left: 40px;">(b) the applicant is a Cuban national granted</p>	

<p>permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was).</p> <p>2. An applicant is allocated 80 points if-</p> <p>(a) the applicant is the brother, sister or grandparent of a Caymanian; and</p> <p>(b) the applicant is a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was).</p> <p>3. An applicant who is the parent, son or daughter of a Caymanian but who is not a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was) is allocated 40 points.</p> <p>4. An applicant who is the brother, sister or grandparent of a Caymanian but who is not a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was), and who has not already received 40 points by virtue of being the parent, son or daughter of a Caymanian, is allocated 20 points.</p> <p><i>Note: The points available to persons who are Cuban nationals shall be awarded only in respect of applications received within six months from the date of commencement of the Immigration (Amendment) Regulations, 2013.</i></p>	
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FACTOR 8	POINTS
<p><u>Demographic and Cultural Diversity</u></p> <p>To maintain a demographic and cultural balance in our community points will be awarded based on the applicant's country of origin. Countries with fewer residents represented (measured by work permits in effect) will receive more points than countries with higher degrees of representation.</p>	<p>Maximum 10</p>

(a) exceeding 10% (b) 5-10% (c) Not exceeding 5%	(a) 0 (b) 5 (c) 10
<u>Explanation</u>	
In order to maintain a vibrant and diverse community it is desirable to ensure that the permanent population of the Islands is made up of a balance of nationalities rather than domination by only a few nationalities.	

FACTOR 9	POINTS																				
<p><u>Age Distribution</u></p> <p>Age diversity and balance in the local community is also relevant with respect to national productivity. Points will be awarded as follows:</p> <table style="margin-left: 40px;"> <tr> <td>I.</td> <td>18 – 24</td> <td>I.</td> <td>4</td> </tr> <tr> <td>II.</td> <td>25 – 35</td> <td>II.</td> <td>10</td> </tr> <tr> <td>III.</td> <td>36 – 45</td> <td>III.</td> <td>8</td> </tr> <tr> <td>IV.</td> <td>46 – 65</td> <td>IV.</td> <td>6</td> </tr> <tr> <td>V.</td> <td>66 and above</td> <td>V.</td> <td>0</td> </tr> </table>	I.	18 – 24	I.	4	II.	25 – 35	II.	10	III.	36 – 45	III.	8	IV.	46 – 65	IV.	6	V.	66 and above	V.	0	<p>Maximum 10</p>
I.	18 – 24	I.	4																		
II.	25 – 35	II.	10																		
III.	36 – 45	III.	8																		
IV.	46 – 65	IV.	6																		
V.	66 and above	V.	0																		
<u>Explanation</u>																					
<ul style="list-style-type: none"> • It is important to maintain age distribution in the labour market in a way that contributes positively to the long-term sustainability of labour supply to the Islands. • Points are allocated based on the number of working years that an applicant has remaining before retirement. This in turn impacts factors such as productivity, pension planning and state health care usage. 																					

DEDUCTIBLE COMPONENTS	POINTS
1. Character and health	Maximum 100

<ul style="list-style-type: none"> a. Criminal convictions b. Health issues c. Administrative fines levied in relation to statutory offences d. Lack of a reasonably funded pension plan 	
<p><u>Explanation</u></p> <ul style="list-style-type: none"> (i) Points may be deducted if the applicant has been convicted of an offence against the Laws of the Islands or under the laws of another country, the nature of which offence would, in the opinion of the Board or CIO, make his continued presence in the Islands contrary to the public interest. The number of points deducted will be proportionate to the nature and severity of the offence. (ii) Points will also be deducted if the applicant is certified by a Health Officer to be suffering from a communicable disease that makes his continued residence in the Islands dangerous to the community or is mentally disordered or defective under the Mental Health Law, 2013. (iii) Points will also be deducted if the applicant has committed a statutory offence for which an administrative fine has been levied. The act of not adhering to the Laws of the Islands is reflective of the applicant's character and the deduction of points must be reasonable and proportionate in the circumstances. (iv) The Board or CIO shall provide a full explanation in writing justifying any deduction made and show that the number of points deducted was reasonable in the circumstances. 	

DEDUCTIBLE COMPONENTS	POINTS
Other mitigating factors	Unlimited
<p><u>Explanation</u></p> <p>(i) This includes situations where it has been proven that the applicant has mistreated fellow workers in the workplace, Caymanians or non-Caymanians.</p> <p>(ii) The Board or CIO shall provide a full explanation in writing justifying any deduction made and show that the number of points deducted was reasonable in the circumstances.</p>	

<u>SCORE TABULATION</u>	<u>APPLICANT'S SCORE</u>
(i) Maximum possible points	215
(ii) Minimum points to be achieved by an applicant in order to receive a grant of permanent residence	110

SCHEDULE 3

BUSINESS STAFFING PLAN

- | | |
|--|---------------------------------------|
| 1. This Schedule applies to every company, firm or other business enterprise (hereinafter called the “business”) employing work permit holders. | Application |
| 2. Every business to which this Schedule applies shall submit to the Board a Business Staffing Plan (hereinafter called “the Plan”) in accordance with section 45. | Submission of Business Staffing Plan |
| 3. The Business Staffing Plan submitted for the purposes of paragraph 2 shall contain the following information concerning the business- | Information in Business Staffing Plan |
| (a) the number of employees, including part-time employees and persons employed through a temping agency, on staff as at the date of submission of the Plan; | |
| (b) the number of Caymanian and non-Caymanian employees on staff; | |
| (c) the positions occupied by all Caymanian and non-Caymanian employees, the nationality of non-Caymanian employees and whether such non-Caymanian employees are permanent residents or holders of work permits; | |
| (d) the length of time for which each position has been held by a work permit holder; | |
| (e) in respect of posts held by work permit holders other than permanent residents, the likelihood of such posts being filled by Caymanians or permanent residents and the anticipated length of time, in respect of each post, before that happens; | |
| (f) a list of positions in the business that have been earmarked for prospective key employees and a brief statement as to why they are so considered; | |
| (g) the anticipated growth of the business and its future plans for the next five years; | |
| (h) the commitment of the business to education and development locally including scholarships, training schemes and in-house training; | |
| (i) the recruitment policy of the business; and | |
| (j) the identification by the business of the number of work permits that will be required for the period of the plan, the posts for which they will be required and the desired duration of those work permits. | |

Immigration Regulations (2018 Revision)

Requirements of the Board	<p>4.(1) The Board may require an applicant for the grant or renewal of a Business Staffing Plan to provide a current organisational chart and submit a revised form thereof at the beginning of each year.</p> <p>(2) A work permit application made under paragraph 7(2) shall be made to the Board and shall be accompanied by a <i>curriculum vitae</i> of the individual, the subject of the application</p>
Consideration by Board	<p>5. Upon receipt of a proposed Plan, the Board shall in its discretion determine whether to approve the Plan in the form submitted or to amend the plan by imposing such limitations or conditions as the Board in its discretion consider appropriate, including but not limited to general conditions as to advertising, training and scholarships, or by the addition to or the exclusion from it of any post and may thereupon approve the Plan.</p>
Meeting with Board	<p>6. Before approving a Plan under paragraph 5, the Board may request the business submitting the Plan to meet with the Board to discuss it.</p>
Issue of Business Staffing Plan certificate	<p>7. (1) Once the Plan and its period of validity have been agreed by the Board, either in its originally submitted draft form or as amended by the Board, the Board may thereafter issue to the business a Certificate to be known as a Business Staffing Plan Certificate valid for a period of at least three years but not for more than five years.</p> <p>(2) The Business Staffing Plan Certificate shall state that the business may submit work permit applications during the validity of the Certificate, in respect of the posts therein and for the lengths of time therein stated, and the Board in its discretion may waive the requirement to advertise such posts.</p>
Issue of work permits under a Plan	<p>8. When an application under paragraph 7(2) has been made, the Board shall thereupon, provided that the appropriate conditions as set out in section 42 have been met, issue a work permit in respect of the applicant for the period stated in the Certificate.</p>

SCHEDULE 4

FORMS

FORM 1

IMMIGRATION LAW

(2015 Revision)

(section 30(1))

RESIDENCY AND EMPLOYMENT RIGHTS CERTIFICATE

THIS IS TO CERTIFY THAT....., of.....and his/her dependant(s) named below (if any) has/have with effect from this day been granted the right to reside permanently in the Cayman Islands. Under section 30(4) of the Immigration Law (2015 Revision), the holder of this Certificate (though not his/her dependant(s) shall be entitled to accept employment from any employer of his/her choice without a work permit, but such employment shall be restricted to the following particular occupation(s)-

.....
.....

Dependant(s)

Name	Date of Birth	Nationality	Relationship
.....
.....
.....

Dated this.....day of, 20..

Signed_____

Secretary, Caymanian Status and Permanent Residency Board

FORM 2
IMMIGRATION LAW
(2015 Revision)

(section 31)

RESIDENCY AND EMPLOYMENT RIGHTS CERTIFICATE
(for the spouse of a Caymanian)

THIS IS TO CERTIFY THAT, ofhas with effect from this day been granted the right to reside in the Cayman Islands for a period of seven years from the date hereof as the spouse of a Caymanian. This period of validity is renewable at the discretion of the Caymanian Status and Permanent Residency Board. Under section 31(4) of the Immigration Law (2015 Revision) the holder of this Certificate shall, as long as his marriage remains stable, be entitled-

- (a) to remain and work in the Islands in any occupation without the need to possess a work permit; and
- (b) to have his or her dependant(s), listed below, reside in the Islands-
 - (i) until attaining the age of eighteen years; or
 - (ii) if pursuing full-time tertiary education, until attaining the age of twenty-four years or until the completion of such education, whichever happens earlier.

Dependant(s)

Name	Date of Birth	Nationality	Relationship
.....
.....
.....

Dated this.....day of, 20..

Signed _____

Secretary, Caymanian Status and Permanent Residency Board

FORM 3
IMMIGRATION LAW
(2015 Revision)

(section 34)

**RESIDENCY CERTIFICATE FOR PERSONS OF INDEPENDENT
MEANS**

THIS IS TO CERTIFY THATof.....has
with effect from this day been granted the right to reside, **without the right to
work**, in the Cayman Islands for a period of twenty-five years unless this right is
subsequently revoked under section 37 of the Immigration Law (2015 Revision).
The period of validity of this certificate is renewable at the discretion of the Chief
Immigration Officer.

Dated thisday of, 20..

.....
Chief Immigration Officer

FORM 4
IMMIGRATION LAW
(2015 Revision)

(section 34(4))

RESIDENCY HOLDERS (DEPENDANT’S) CERTIFICATE

(for a spouse)

THIS IS TO CERTIFY THAT....., ofis
with effect from this day permitted to reside, **without the right to work**, in the
Cayman Islands as the spouse of, holder of a
Residential Certificate for Persons of Independent Means. This permission is
subject to section 35 of the Immigration Law (2015 Revision).

Dated thisday of, 20..

.....
Chief Immigration Officer

FORM 5
IMMIGRATION LAW
(2015 Revision)

(section 34(4))

RESIDENCY HOLDERS (DEPENDANT'S) CERTIFICATE
(for a dependant child)

THIS IS TO CERTIFY THAT....., ofhas with effect from this day been granted the right to reside in the Cayman Islands, subject to section 35 of the Immigration Law (2015 Revision), as the dependant child of, holder of a Residency Certificate for Persons of Independent Means.

In accordance with section 35 of the Immigration Law (2015 Revision) the right of the dependant child to reside in the Islands as a dependant shall cease on completion of his or her full-time tertiary education or when he or she reaches the age of twenty-four years, whichever happens earlier.

Dated thisday of, 20..

Chief Immigration Officer

Publication in consolidated and revised form authorised by the Cabinet this 13th of March, 2018.

Kim Bullings
Clerk of the Cabinet

(Price \$ 25.60)