PUBLISHING DETAILS

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, the Immigration (Amendment) (No. 4) Regulations, 2017 made the 17 May, 2017, the Immigration (Amendment) Regulations 2018 made the 6th March, 2018, the Immigration (Amendment) (No. 2) Regulations, 2018 made the 24th April, 2018, the Immigration (Amendment) (No. 3) Regulations, 2018 made the 24th July, 2018 and the Immigration (Amendment) (No. 4) Regulations, 2018 made the 16th October, 2018.
Consolidated and revised this 1st day of January, 2019.

*Note (not forming part of the Law): this revision replaces the 2018 Revision which should now be discarded.*
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**SCHEDULE 1**

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**Business Staffing Plan**

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**SCHEDULE 4**

**RESIDENCY AND EMPLOYMENT RIGHTS CERTIFICATE**

**ENDNOTES**

Table of Legislation History: 135
CAYMAN ISLANDS

Immigration Law
(2015 Revision)

IMMIGRATION REGULATIONS
(2019 Revision)

Citation

1. These Regulations may be cited as the Immigration Regulations (2019 Revision).

Definitions

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;
“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.

Prescribed forms, etc.

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.
Applications for work permits

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.

(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.”.

**Training and recruitment**

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.

(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.

**Periodic reports to the Cabinet**

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.

**Information from the courts, etc.**

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.

**Employer to notify of cessation of employment**

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 —

   (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.

Replacement of work permit

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.

Repealed


Repealed


Required financial standing of applicant for Residential Certificate for Persons of Independent Means

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 —

(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 (2019 Revision)), and maintains a minimum deposit in the account of at least four hundred thousand dollars in assets; and

(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 (2019 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,

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).

(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.

Standards of accommodation

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 —

(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.


(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
Bulgaria                       Mexico
Chile                          Monaco
China (People’s Republic)      Netherlands
provided holding Hong Kong (SAR China) passports
Costa Rica                     Norway
Croatia                        Oman
Cyprus                         Panama
Czech Republic                 Peru
Denmark                        Poland
Ecuador                        Portugal
Estonia          Romania
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, India 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 —

Africa

Afghanistan          Nigeria
Albania              Pakistan
Algeria              Palestinian Territories
Angola               Rwanda
Bangladesh           Saudi Arabia
Belarus              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;
(ba) within twenty-four hours of the arrival of a cruise ship into the Islands, to disembark and to re-embark that cruise ship and to leave the Islands by that cruise ship;
(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.

Arrivals and departures by air during abnormal hours

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.

(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

<table>
<thead>
<tr>
<th>No. of passengers</th>
<th>Fee per thirty minutes</th>
</tr>
</thead>
</table>

Revised as at 1st January, 2019
(a) up to sixty $159
(b) more than sixty but fewer than eighty $198
(c) eighty or more $237

**Departures**

<table>
<thead>
<tr>
<th>No. of passengers</th>
<th>Fee per thirty minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) up to sixty</td>
<td>$82</td>
</tr>
<tr>
<td>(b) more than sixty but fewer than eighty</td>
<td>$130</td>
</tr>
<tr>
<td>(c) eighty or more</td>
<td>$159.</td>
</tr>
</tbody>
</table>

(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**


**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)

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<th>SUBJECT MATTER</th>
<th>Fee CI$</th>
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<td>Section 83(6)</td>
<td>Application for extension of a student visa</td>
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<td><strong>Business Staffing Plans:</strong></td>
<td></td>
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<tr>
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<td>Application for the submission of a Business Staffing Plan</td>
<td>250</td>
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<td>Application for the variation or amendment of a Business Staffing Plan</td>
<td>100</td>
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<td></td>
<td>Fee payable upon approval of a Business Staffing Plan</td>
<td>1,000</td>
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<tr>
<td>Section 67 (1-7)</td>
<td><strong>Visitor's Extensions:</strong></td>
<td></td>
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<tr>
<td>(a) first application</td>
<td></td>
<td>50</td>
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<tr>
<td>(b) subsequent application</td>
<td></td>
<td>100</td>
</tr>
<tr>
<td>Visitor's extension fee for spouse or child of a Caymanian</td>
<td></td>
<td>NIL</td>
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<td>Section 67 (8)</td>
<td><strong>Permission to Reside as the Dependant of a Caymanian:</strong></td>
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</tr>
<tr>
<td>Application for the grant of permission to</td>
<td></td>
<td></td>
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<tr>
<td>Service Description</td>
<td>Fee</td>
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</tr>
<tr>
<td>------------------------------------------------------------------------------------</td>
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<tr>
<td>Reside as the Dependant of a Caymanian</td>
<td>150</td>
<td></td>
</tr>
<tr>
<td>Application for the extension of permission to reside as the Dependant of a Caymanian</td>
<td>150</td>
<td></td>
</tr>
<tr>
<td>Grant or extension of permission to reside as the Dependant of a Caymanian</td>
<td>150</td>
<td></td>
</tr>
<tr>
<td>Non-refundable repatriation fee</td>
<td>200</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Financial Services Sector - Business Accreditation:</strong></td>
<td></td>
<td></td>
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<tr>
<td>Application for the grant or renewal of Business Accreditation</td>
<td>75</td>
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<tr>
<td>Grant of accreditation</td>
<td>250</td>
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<tr>
<td>Renewal of accreditation</td>
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<tr>
<td><strong>Re-issue of Immigration Documents:</strong></td>
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</tr>
<tr>
<td>(a) for each issue of a duplicate work permit identification card</td>
<td>35</td>
<td></td>
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<tr>
<td>(b) for each combined issue of a duplicate work permit and identification card</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Issue of duplicate Certificate of the Right to be Caymanian</td>
<td>50</td>
<td></td>
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<tr>
<td>Issue of duplicate Certificate for Residency and Employment Rights Certificate</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Issue of duplicate Residency Certificate (Substantial Business Presence)</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Issue of duplicate Certificate of Direct Investment</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Issue of duplicate Residency Certificate for Retirees</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Issue of duplicate Certificate for Specialist Caregivers</td>
<td>50</td>
<td></td>
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<tr>
<td>Issue of duplicate Certificate of Permanent Residence for Persons of Independent Means</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td><strong>Miscellaneous Fees:</strong></td>
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<tr>
<td>Section of Law</td>
<td><strong>Right to be Caymanian:</strong></td>
<td>CI$</td>
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<tr>
<td>----------------</td>
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</tr>
<tr>
<td><strong>Section 20 (1-4)</strong></td>
<td>Application for the acknowledgment of the Right to be Caymanian by entitlement</td>
<td>50</td>
</tr>
<tr>
<td></td>
<td>Application for the acknowledgment that the Right to be Caymanian by entitlement continues after age of eighteen (18)</td>
<td>50</td>
</tr>
<tr>
<td><strong>Section 20 (1)</strong></td>
<td>Grant of the Right to be Caymanian by Governor-in-Cabinet</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Section 22 (2)</strong></td>
<td>Application for the Right to be Caymanian - Grounds of Descent</td>
<td>250</td>
</tr>
<tr>
<td></td>
<td>Grant of the Right to be Caymanian on the Grounds of Descent</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Section 22(3)</strong></td>
<td>Application for the Right to be Caymanian - Grounds of Naturalisation</td>
<td>250</td>
</tr>
<tr>
<td></td>
<td>Grant of the Right to be Caymanian - Grounds of Naturalisation</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Section 22(4)</strong></td>
<td>Application for the Right to be Caymanian - Grounds of Marriage to a Caymanian</td>
<td>250</td>
</tr>
<tr>
<td></td>
<td>Grant of the Right to be Caymanian - Grounds of Marriage to a Caymanian</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Section 22 (6)</strong></td>
<td>Application for the Right to be Caymanian - Surviving Spouse of a Caymanian</td>
<td>250</td>
</tr>
</tbody>
</table>
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
### Section 30 (1)

#### Permanent Residence - Eight Year Residence:

<table>
<thead>
<tr>
<th>Description</th>
<th>Fee (in USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>1,000</td>
</tr>
<tr>
<td>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</td>
<td>Fee varies based on annual earnings</td>
</tr>
<tr>
<td>Where holder earns</td>
<td></td>
</tr>
<tr>
<td>(a) between zero and $20,000 per annum</td>
<td>500</td>
</tr>
<tr>
<td>(b) between $20,001 and $40,000 per annum</td>
<td>1,250</td>
</tr>
<tr>
<td>(c) between $40,001 and $60,000 per annum</td>
<td>2,500</td>
</tr>
<tr>
<td>(d) between $60,001 and $80,000 per annum</td>
<td>3,750</td>
</tr>
<tr>
<td>(e) between $80,001 and $100,000 per annum</td>
<td>5,000</td>
</tr>
<tr>
<td>(f) between $100,001 and $150,000 per annum</td>
<td>9,000</td>
</tr>
<tr>
<td>(g) $150,000 and above per annum</td>
<td>12,500</td>
</tr>
<tr>
<td>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</td>
<td>400 per dependant</td>
</tr>
<tr>
<td>Application for the variation of a Residency and Employment Rights Certificate</td>
<td>500</td>
</tr>
<tr>
<td>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</td>
<td>Fee varies (see Schedule of Annual Work Permit Fees)</td>
</tr>
</tbody>
</table>
issue of the Certificate equivalent to the annual fee payable by a work permit holder in the same occupation

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

**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.

**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.

**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.

**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
<table>
<thead>
<tr>
<th>Section 30 (9)</th>
<th><strong>Permanent Residence - Spouse of a Permanent Resident:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Issue fee where a dependant has been added to the holder of permanent residence who does not possess a Residency and Employment Rights Certificate</td>
</tr>
<tr>
<td></td>
<td>Application for Residency and Employment Rights Certificate by the spouse of a permanent resident holder</td>
</tr>
<tr>
<td></td>
<td>Issue fee for Residency and Employment Rights Certificate by the spouse of a permanent resident</td>
</tr>
<tr>
<td>Where holder earns -</td>
<td></td>
</tr>
<tr>
<td>(a) between zero and $20,000 per annum</td>
<td>500</td>
</tr>
<tr>
<td>(b) between $20,001 and $40,000 per annum</td>
<td>1,250</td>
</tr>
<tr>
<td>(c) between $40,001 and $60,000 per annum</td>
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</tr>
<tr>
<td>(d) between $60,001 and $80,000 per annum</td>
<td>3,750</td>
</tr>
<tr>
<td>(e) between $80,001 and $100,000 per annum</td>
<td>5,000</td>
</tr>
<tr>
<td>(f) between $100,001 and $150,000 per annum</td>
<td>9,000</td>
</tr>
<tr>
<td>(g) $150,000 and above per annum</td>
<td>12,500</td>
</tr>
<tr>
<td>Application for the variation of a Residency and Employment Rights Certificate by the spouse of a permanent resident</td>
<td>500</td>
</tr>
<tr>
<td>Annual Residency and Employment Rights Certificate fee by the spouse of a permanent resident based on occupation</td>
<td>Fee varies (see Schedule of Annual Work Permit Fees)</td>
</tr>
</tbody>
</table>

*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.

*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
<table>
<thead>
<tr>
<th>Section 31 (1)(a)</th>
<th>Residency and Employment Rights Certificate - Spouse of a Caymanian:</th>
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</tr>
<tr>
<td></td>
<td>Issue fee for Residency and Employment Rights Certificate by the Spouse of a Caymanian</td>
</tr>
<tr>
<td></td>
<td>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</td>
</tr>
<tr>
<td></td>
<td>Application for the variation of a Residency and Employment Rights Certificate by the spouse of a Caymanian</td>
</tr>
<tr>
<td></td>
<td>Note: No annual Residency and Employment Rights Certificate fee required by the spouse of a Caymanian.</td>
</tr>
</tbody>
</table>

Section 32

<table>
<thead>
<tr>
<th>Permanent Residence - Dependant of a RERC Holder:</th>
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</thead>
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<td>Application for Residency and Employment Rights Certificate as the Dependant of a Residency and Employment Rights Certificate holder</td>
</tr>
<tr>
<td>Issue of Residency and Employment Rights Certificate as the Dependant of a Residency and Employment Rights Certificate holder</td>
</tr>
</tbody>
</table>

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) |

**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.

**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.

<table>
<thead>
<tr>
<th>Section 34 (1)</th>
<th><strong>Residency Certificate - Persons of Independent Means:</strong></th>
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</tr>
<tr>
<td>Issue of Residency Certificate for Persons of Independent Means</td>
<td>20,000</td>
</tr>
<tr>
<td>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</td>
<td>1,000 per dependant</td>
</tr>
<tr>
<td>Dependant fee</td>
<td>1,000 per dependant p. a.</td>
</tr>
<tr>
<td>Application for the variation of a Residency Certificate for Persons of Independent Means</td>
<td>500</td>
</tr>
</tbody>
</table>

<p>| Section 34A | Application for Certificate of Permanent Residence for Persons of Independent Means | 500 |</p>
<table>
<thead>
<tr>
<th>Issue fee for Certificate of Permanent Residence for Persons of Independent Means</th>
<th>100,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>1,000 per dependant</td>
</tr>
<tr>
<td>Application to vary a Certificate of Permanent Residence for Persons of Independent Means</td>
<td>500</td>
</tr>
</tbody>
</table>

**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.

**Note 2:** where more than one occupation is authorised, the fee payable shall be the equivalent of whichever occupation attracts the higher fee.

**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.

---

**Section 37**

**Certificate of Direct Investment:**

<table>
<thead>
<tr>
<th>Application for Certificate of Direct Investment</th>
<th>1,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issue of Certificate of Direct Investment</td>
<td>20,000</td>
</tr>
<tr>
<td>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</td>
<td>1,000 per dependant</td>
</tr>
</tbody>
</table>
### Section 37D

<table>
<thead>
<tr>
<th>Description</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Residency Certificate (Substantial Business Presence):</strong></td>
<td></td>
</tr>
<tr>
<td>Application for Residency Certificate (Substantial Business Presence)</td>
<td>1,000</td>
</tr>
<tr>
<td>Issue fee for Residency Certificate (Substantial Business Presence)</td>
<td>5,000</td>
</tr>
<tr>
<td>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)</td>
<td>1,000 per dependant</td>
</tr>
<tr>
<td>Dependant fee</td>
<td>1,000 per dependant p. a.</td>
</tr>
<tr>
<td>Application to vary a Residency Certificate (Substantial Business Presence)</td>
<td>500</td>
</tr>
<tr>
<td>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.</td>
<td>Fee varies (see Schedule of Annual Work Permit Fees)</td>
</tr>
</tbody>
</table>

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.

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.
### 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.

### 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.

### 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 |

*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.*

**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:

<table>
<thead>
<tr>
<th>Range of annual work permit fees</th>
<th>Grand Cayman</th>
<th>Cayman Brac and Little Cayman</th>
<th>Express Determination fees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Annual fees</strong></td>
<td>CI$</td>
<td>CI$</td>
<td>CI$</td>
</tr>
<tr>
<td><strong>(a)</strong> where the occupation of the business visitor would attract an annual work permit fee of between $10,401 and $32,400</td>
<td>$750 per visit per person in the relevant calendar year</td>
<td>$562.50 per visit per person in the relevant calendar year</td>
<td>300</td>
</tr>
<tr>
<td><strong>(b)</strong> where the occupation of a business visitor would attract an annual work permit fee of between $2,101 and $10,400</td>
<td>$375 per visit per person in the relevant calendar year</td>
<td>$281.25 per visit per person in the relevant calendar year</td>
<td>250</td>
</tr>
<tr>
<td><strong>(c)</strong> where the occupation of the business visitor would attract an annual work permit fee up to $2,100.</td>
<td>$150 per visit per person in the relevant calendar year</td>
<td>$112.50 per visit per person in the relevant calendar year</td>
<td>150</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Section of Law</th>
<th>Temporary Work Permit:</th>
<th>CI$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 53 (1-2)</td>
<td>Application for the grant of a temporary work permit</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td>Application for the extension of a temporary work permit</td>
<td>70</td>
</tr>
<tr>
<td>Section 48 (7)</td>
<td>Application for the variation of a temporary work permit</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td>Grant of a temporary work permit</td>
<td>See below</td>
</tr>
<tr>
<td></td>
<td>Extension of a temporary work permit</td>
<td>See below</td>
</tr>
<tr>
<td></td>
<td>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</td>
<td>250 per dependant</td>
</tr>
<tr>
<td>Section 53 (1-2)</td>
<td><strong>Temporary work permit - Seasonal Worker:</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application for the grant of a temporary work permit for a seasonal worker</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td>Application for the variation of a temporary work permit for a seasonal worker</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td>Grant of a temporary work permit for a seasonal worker</td>
<td>(See Note 1)</td>
</tr>
<tr>
<td></td>
<td>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</td>
<td>250 per dependant</td>
</tr>
<tr>
<td></td>
<td><strong>Note 1:</strong> Grant fee based on 66% of relevant annual work permit fee.</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Note 2:</strong> Permit issued for eight months and cannot be extended or renewed.</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Temporary work permit - Entertainer:</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application for the grant of a temporary work permit for an entertainer</td>
<td>70</td>
</tr>
<tr>
<td>Grant of a Temporary Work Permit for an entertainer</td>
<td>See below</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>-----------</td>
<td></td>
</tr>
<tr>
<td>Application for the variation of a temporary work permit</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>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</td>
<td>250 per dependant</td>
<td></td>
</tr>
</tbody>
</table>

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.

**Temporary Work Permit and Express Determination Fees:**

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.

<table>
<thead>
<tr>
<th>Range of Annual Work Permit Fees</th>
<th>Grand Cayman</th>
<th>Cayman Brac and Little Cayman</th>
<th>Express fees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual fees</td>
<td>CI$</td>
<td>CI$</td>
<td>CI$</td>
</tr>
<tr>
<td>(a) where the annual work permit fee payable is between $10,401 and $32,400</td>
<td>1500</td>
<td>1125</td>
<td>300</td>
</tr>
<tr>
<td>(b) where the annual work permit fee payable is between $2,101 and $10,400</td>
<td>750</td>
<td>563</td>
<td>250</td>
</tr>
<tr>
<td>(c) where the annual work permit fee payable is between $876 and $2,100</td>
<td>300</td>
<td>225</td>
<td>200</td>
</tr>
<tr>
<td>(d) where the annual work permit fee payable is between $376</td>
<td>200</td>
<td>150</td>
<td>150</td>
</tr>
<tr>
<td>Section of Law</td>
<td>Annual work permit - Grant:</td>
<td>CI$</td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>----------------------------</td>
<td>-----</td>
<td></td>
</tr>
<tr>
<td>Section 42</td>
<td>Application for the grant of a work permit</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Grant of a work permit</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application for the variation of a work permit</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Non-Refundable Repatriation Fee</td>
<td>200</td>
<td></td>
</tr>
<tr>
<td></td>
<td>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.</td>
<td>250 per dependant p.a.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>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.</td>
<td>500 per dependant p.a.</td>
<td></td>
</tr>
</tbody>
</table>

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.

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.

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.
**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.

<table>
<thead>
<tr>
<th>Section 42(3)(4)</th>
<th><strong>Annual work permit - Renewal:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Application for the renewal of a work permit</td>
</tr>
<tr>
<td></td>
<td>Renewal of annual work permit fee</td>
</tr>
<tr>
<td></td>
<td>Application for the variation of a work permit</td>
</tr>
<tr>
<td></td>
<td>Dependant fee (where the annual work permit fee payable is between $0-$2,100)</td>
</tr>
<tr>
<td></td>
<td>Dependant fee (where the annual work permit fee payable is over $2,100)</td>
</tr>
<tr>
<td></td>
<td>Non-refundable repatriation fee not required on the renewal of a work permit</td>
</tr>
<tr>
<td></td>
<td>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.</td>
</tr>
</tbody>
</table>

**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.

**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.
### 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

**Application for variation of a Term Limit Exemption Permit**

100

**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.

**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.

**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.

**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).

### Final non-renewable work permit:

**Application for the grant of a final non-renewable work permit**

100
<table>
<thead>
<tr>
<th>Section 52</th>
<th>Work Permits on basis of spouse's unexpired term limit, employment with Government or their working by operation of law:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Application fee</td>
</tr>
<tr>
<td></td>
<td>Grant or renewal of a work permit under this provision</td>
</tr>
<tr>
<td>Section 49</td>
<td>Key Employee fees:</td>
</tr>
<tr>
<td>(1)</td>
<td>Application for key employee designation</td>
</tr>
<tr>
<td></td>
<td>Grant fee is equivalent to 50% of the worker's occupation in the relevant industry</td>
</tr>
<tr>
<td>Section 42</td>
<td>Working by Operation of Law fees:</td>
</tr>
<tr>
<td>(2), 52A(12)</td>
<td>Application to work by operation of law</td>
</tr>
<tr>
<td></td>
<td>Approval of application to work by operation of law</td>
</tr>
</tbody>
</table>

Grant of final non-renewable work permit is equivalent to annual work permit fee in same occupation

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)

Dependants must have been previously approved on last work permit to be added to final non-renewable work permit

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.
<table>
<thead>
<tr>
<th>Section 52(4)</th>
<th>Permission granted by Chief Immigration Officer to remain in employment and to have such permission varied:</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i)</td>
<td>Application to the Chief Immigration Officer for permission to continue in employment whilst awaiting the determination of a permanent residence application; 100</td>
</tr>
<tr>
<td>(ii)</td>
<td>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</td>
</tr>
<tr>
<td>(iii)</td>
<td>Approval of application for permission Fee payable is 50% of annual work permit fee for the occupation, payable every six months Fee varies (See Schedule of Annual Work Permit Fees)</td>
</tr>
<tr>
<td>(iv)</td>
<td>Dependant fee (where the annual work permit fee payable is between $0-$2,100) 250 per dependant per annum 500 per dependant per annum</td>
</tr>
</tbody>
</table>

*Note: Dependants must have been previously approved on final work permits in order to be included in application for permission to continue working.*
The following persons are exempt from the requirement to pay work permit fees:

<table>
<thead>
<tr>
<th>Description</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Spouse of a Caymanian</td>
<td>nil</td>
</tr>
<tr>
<td>(ii) Surviving spouse of a Caymanian who has not remarried a non-Caymanian</td>
<td>nil</td>
</tr>
<tr>
<td>(iii) Contracted Government employees</td>
<td>nil</td>
</tr>
<tr>
<td>(iv) Exempt Cubans</td>
<td>nil</td>
</tr>
<tr>
<td>(v) Cayman Islands Monetary Authority employees</td>
<td>nil</td>
</tr>
<tr>
<td>(vi) Persons working for a non-profit cultural, educational or charitable body</td>
<td>nil</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Description</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Teachers (Licensed by the Cayman Islands Education Council)</td>
<td>nil</td>
</tr>
<tr>
<td>(ii) Ministers of Religion</td>
<td>nil</td>
</tr>
<tr>
<td>(iii) Cayman Islands Monetary Authority employees</td>
<td>nil</td>
</tr>
<tr>
<td>(iv) Contracted Government Employees</td>
<td>nil</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>CAYMAN OCCUPATIONS</th>
<th>GRAND CAYMAN</th>
<th>CAYMAN BRAC</th>
<th>LITTLE CAYMAN</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GENERAL</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Religion</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minister of Religion (Pastor)</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td><strong>Education</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Primary Education</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Administrative Secretary</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Child-Care worker</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Director, School</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Fitness Instructor</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Janitor</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Kitchen Helper</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Maintenance Person</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Nurse, Associate Professional/School</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Principal, School</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Teacher, Pre-Primary</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Teacher, Pre-Primary/Associate Professional</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Teacher, Primary</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Teacher, Primary/Associate Professional</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td><strong>Secondary Education</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Janitor</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Kitchen Helper</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Maintenance Person</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Secretary</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts</td>
<td>Nil</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Role</td>
<td>Salary 1</td>
<td>Salary 2</td>
<td>Salary 3</td>
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**Legal Activities**

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<td>Director, Information Systems/Head of IT</td>
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<td>22,781.25</td>
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<td>for which a professional qualification is required</td>
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**Labour Recruitment and Provision of Personnel Activities**

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<th>Increment 2</th>
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<td>After 2</td>
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<td>5,040.00</td>
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<tr>
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<td>15,693.75</td>
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### Security and Investigation Activities

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<tr>
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<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
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### Building Cleaning and Industrial Cleaning Activities

<table>
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<tr>
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<tbody>
<tr>
<td>Accountant (CA, ACCA, CPA)</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Accountant (no professional qualification)</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Assistant Manager of other business</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Auto Mechanic</td>
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<td>1,575.00</td>
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<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Chemical Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Cleaner, office</td>
<td>375.00</td>
<td>281.25</td>
<td>281.25</td>
</tr>
<tr>
<td>Clerk, Reproduction processes/office</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
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<td>Customer Services Representative</td>
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<tr>
<td>Position</td>
<td>Base Salary</td>
<td>Gross Salary</td>
<td>Net Salary</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>-------------</td>
<td>--------------</td>
<td>------------</td>
</tr>
<tr>
<td>Maintenance worker, building</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Managing Director, Chief Executive Officer, or General Manager, Partner, Vice-President, President for which a professional qualification is required</td>
<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
</tr>
<tr>
<td>Other office clerks not elsewhere classified</td>
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<td>787.50</td>
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<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Production and operations manager in personal care</td>
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<td>10,237.50</td>
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<td>787.50</td>
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<td>3,450.00</td>
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<tr>
<td>Secretary</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Truck driver</td>
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### Activities of households as employers of domestic personnel

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<th>Position</th>
<th>Base Salary</th>
<th>Gross Salary</th>
<th>Net Salary</th>
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<tr>
<td>Baby Sitter</td>
<td>150.00</td>
<td>112.50</td>
<td>112.50</td>
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<tr>
<td>Caretaker</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
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<tr>
<td>Certified Nanny</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
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<tr>
<td>Domestic Helper</td>
<td>150.00</td>
<td>150.00</td>
<td>150.00</td>
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<tr>
<td>Gardener</td>
<td>375.00</td>
<td>281.25</td>
<td>281.25</td>
</tr>
<tr>
<td>Handyman</td>
<td>550.00</td>
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<tr>
<td>Houseman</td>
<td>500.00</td>
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<td>Maintenance Person</td>
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<tr>
<td>Nurse</td>
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<td>787.50</td>
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<td>Personal Assistant</td>
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<td>1,575.00</td>
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<tr>
<td>Personal Chef</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Personal Driver</td>
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<td>375.00</td>
<td>375.00</td>
</tr>
<tr>
<td>Private Teacher/Tutor</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
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<tr>
<td>Property Manager</td>
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<td>787.50</td>
<td>787.50</td>
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<tr>
<td>Security Officer/Loss Prevention Officer</td>
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### Real Estate Activities

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<tr>
<th>Position</th>
<th>Base Salary</th>
<th>Gross Salary</th>
<th>Net Salary</th>
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</thead>
<tbody>
<tr>
<td>Accountant (CA, ACCA, CPA)</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Accountant (no professional qualification)</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Position</td>
<td>First Year</td>
<td>Second Year</td>
<td>Third Year</td>
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<tr>
<td>----------------------------------------------</td>
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<tr>
<td>Accounts Assistant</td>
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<td>1,575.00</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Assistant Property Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
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<tr>
<td>Beach Attendant</td>
<td>550.00</td>
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<td>412.50</td>
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<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Business Systems Analyst</td>
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<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Creative Manager</td>
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<td>7,800.00</td>
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<tr>
<td>Director of Sales</td>
<td>20,925.00</td>
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<td>15,693.75</td>
</tr>
<tr>
<td>Engineering Co-ordinator Solid Waste Management</td>
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<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Events Manager</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Financial Consultant</td>
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<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Financial Controller</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Gardener, groundsman</td>
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<td>Geographical Information Systems Manager</td>
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<tr>
<td>Housekeeper</td>
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<td>225.00</td>
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<tr>
<td>Landscaper, greens keeper</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Maintenance Person</td>
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<td>412.50</td>
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<tr>
<td>Maintenance Worker, building</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Managing Director, Chief Executive Officer, or General Manager, Partner, Vice-President, President for which a professional qualification is required</td>
<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
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<tr>
<td>Nursery, grower/nursery operative</td>
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<td>1,575.00</td>
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<td>Office Manager</td>
<td>6,720.00</td>
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<td>5,040.00</td>
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<td>Project Manager</td>
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<td>10,237.50</td>
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<tr>
<td>Property Specialist</td>
<td>6,720.00</td>
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<td>5,040.00</td>
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<td>Real Estate Salesperson/Broker/Real Estate Agent</td>
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<td>4,500.00</td>
<td>4,500.00</td>
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<td>Receptionist</td>
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<td>Resource Efficiency Manager</td>
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<td>10,237.50</td>
</tr>
<tr>
<td>Sales and Marketing Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Sales/Operations Administrator</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Position</td>
<td>2019</td>
<td>2018</td>
<td>2017</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
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<tr>
<td>Secretary</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Security System Support Staff</td>
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<td>1,299.38</td>
<td>1,299.38</td>
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<td>Senior Construction Engineer</td>
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<td>10,237.50</td>
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<tr>
<td>Senior Finance Manager</td>
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<tr>
<td>Senior Manager - Operations and Maintenance</td>
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<td>12,187.50</td>
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<tr>
<td>Senior Sales Executive</td>
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<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Supervisor</td>
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<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Support Associate</td>
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<td>Washer, hand/laundry</td>
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<td>281.25</td>
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**Landscaping and Gardening Activities**

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<th>Position</th>
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<th>2018</th>
<th>2017</th>
</tr>
</thead>
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<td>Assistant Propagator</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Assistant Supervisor Nursery/Landscaping</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Clerk, Reproduction processes/office</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Farmer</td>
<td>300.00</td>
<td>225.00</td>
<td>225.00</td>
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<tr>
<td>Field Operative - Specialty</td>
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<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Gardener, groundsman</td>
<td>375.00</td>
<td>281.25</td>
<td>281.25</td>
</tr>
<tr>
<td>General Manager in agriculture, landscaping,</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>gardening, forestry and fishing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Handyman</td>
<td>550.00</td>
<td>412.50</td>
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<tr>
<td>Horticulturist (Deals with plants)</td>
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<td>Irrigation and Landscaping Assistant</td>
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<td>412.50</td>
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<tr>
<td>Nursery/Greenhouse Operations Supervisor</td>
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<td>Position</td>
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<td>Lower Bound</td>
<td>Upper Bound</td>
</tr>
<tr>
<td>-----------------------------------------------------------</td>
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<td>-------------</td>
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<tr>
<td>Sales Representative (retail)</td>
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<td>Secretary</td>
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<td>2,887.50</td>
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<td>Truck driver</td>
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<td>1,575.00</td>
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<td>225.00</td>
<td>225.00</td>
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<td>Maintenance Person</td>
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<td><strong>Publishing Activities</strong></td>
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<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Accountant (no professional qualification)</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Administrative /Market Research Supervisor</td>
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<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Administrative Assistant</td>
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<td>1,575.00</td>
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<tr>
<td>Advertising Sales Executive</td>
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<td>4,500.00</td>
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<td>Assistant Textile Screen Printer</td>
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<td>1,575.00</td>
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<tr>
<td>Binder</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Copy Writer</td>
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<td>Digital Manager</td>
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<td>7,800.00</td>
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<tr>
<td>Director-Digital Expansion</td>
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<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Editor, newspaper</td>
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<td>3,557.81</td>
<td>3,557.81</td>
</tr>
<tr>
<td>Finance Clerk</td>
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<td>1,575.00</td>
</tr>
<tr>
<td>Financial Controller</td>
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<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Graphic Artist</td>
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<td>Graphic Designer</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
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<tr>
<td>IT Assistant</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<td>Journalist</td>
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<td>2,887.50</td>
<td>2,887.50</td>
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<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
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<tr>
<td>Position</td>
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<td>Allowance 1</td>
<td>Allowance 2</td>
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<tr>
<td>President for which a professional qualification is required</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Market Research Moderator</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Marketing Executive, e.g. marketing specialist</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>On-Line Account Executive</td>
<td>6,000.00</td>
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<td>4,500.00</td>
</tr>
<tr>
<td>Other office clerks not elsewhere classified</td>
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<td>Other Technical and commercial sales representatives</td>
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<td>Printing Machine Operator</td>
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<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Production and Operations Dept. Manager in Communications</td>
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<td>15,693.75</td>
<td>15,693.75</td>
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<td>Proof Reader</td>
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<td>2,887.50</td>
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<td>7,800.00</td>
<td>7,800.00</td>
</tr>
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<td>7,800.00</td>
<td>7,800.00</td>
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<td>Sales Representative/agent</td>
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<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>2,100.00</td>
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<tr>
<td>Engineers</td>
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<td>10,237.50</td>
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<tr>
<td>Heavy Machine Operator</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
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<tr>
<td>Managing Director, Chief Executive Officer, or General Manager, Partner, Vice-President, President for which a professional qualification</td>
<td>27,675.00</td>
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<td>20,756.25</td>
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<tr>
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<td>2017</td>
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<td>Secretary</td>
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<td>2,887.50</td>
</tr>
<tr>
<td>Technically Qualified Staff</td>
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<td>3,450.00</td>
<td>3,450.00</td>
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<td>Truck Driver</td>
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<td>1,575.00</td>
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<td><strong>Waste collection, treatment and disposal activities; materials recovery</strong></td>
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<td></td>
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<tr>
<td>Bookkeeper</td>
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<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Engineer</td>
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<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Engineering Coordinator</td>
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<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Heavy Machine Operator</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
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<td>Human Resource Manager</td>
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<td>Human Resource Officer</td>
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<td>3,450.00</td>
</tr>
<tr>
<td>Managing Director, Chief Executive Officer, or General Manager, Partner, Vice-President, President for which a professional qualification is required</td>
<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
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<tr>
<td>Non-ferrous Operations Manager</td>
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<td>Secretary</td>
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<tr>
<td>Technically Qualified Staff</td>
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<td>3,450.00</td>
<td>3,450.00</td>
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<tr>
<td>Truck Driver</td>
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<td>1,575.00</td>
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<tr>
<td>Vice President of IT</td>
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<tr>
<td>Vice President of Purchasing</td>
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<td>10,237.50</td>
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<tr>
<td><strong>Programming and Broadcasting Activities</strong></td>
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<td>Bookkeeper</td>
<td>4,600.00</td>
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<td>3,450.00</td>
</tr>
<tr>
<td>Business Analyst/Consultant</td>
<td>6,720.00</td>
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<td>5,040.00</td>
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<td>Cable Worker, e.g. installer</td>
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<td>Communications Specialist</td>
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<td>Customer Service Administrator</td>
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<td>2,887.50</td>
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<tr>
<td>Director, Musical</td>
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<td>7,800.00</td>
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<tr>
<td>Director, Radio</td>
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<td>Electronic Technician</td>
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<tr>
<td>Position</td>
<td>Base Salary</td>
<td>GPF Contribution</td>
<td>EPF Contribution</td>
</tr>
<tr>
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<td>Entertainment/Production Co-Ordinator</td>
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<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Graphic Designer</td>
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<td>4,500.00</td>
</tr>
<tr>
<td>Managing Director, Chief Executive Officer,</td>
<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
</tr>
<tr>
<td>or General Manager, Partner, Vice-President,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>President for which a professional qualification is required</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing Executive, e.g. marketing specialist</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>News Announcer</td>
<td>3,850.00</td>
<td>2,887.50</td>
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<tr>
<td>Producer</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Production and Operations Dept. Manager in Communications</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Production and Operations Manager</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Programme Director</td>
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<td>Promotions Co-Ordinator</td>
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<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Radio Announcer</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Sales and Marketing Department Manager</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Sales Representative/Agent</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Senior Account Administrator</td>
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<td>4,500.00</td>
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<td>Studio Lighting Engineer</td>
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<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>System Administrator</td>
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<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Telegraph and Telephone Installer and Service</td>
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### Hairdressing, beauty treatment and other personal service activities

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<tr>
<th>Position</th>
<th>Base Salary</th>
<th>GPF Contribution</th>
<th>EPF Contribution</th>
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<tbody>
<tr>
<td>Administrative Assistant</td>
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<td>1,181.25</td>
<td>1,181.25</td>
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<tr>
<td>Assistant Fitness Trainer</td>
<td>1,575.00</td>
<td>1,181.25</td>
<td>1,181.25</td>
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<td>Attendant and related workers not classified elsewhere</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
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<tr>
<td>Barber</td>
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<td>1,181.25</td>
<td>1,181.25</td>
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<td>1,181.25</td>
<td>1,181.25</td>
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<tr>
<td>Beauty Products Trainer</td>
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<td>787.50</td>
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<td>Beauty Salon Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
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<tr>
<td>Beauty Salon Trainer (Certified)</td>
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<td>Occupation</td>
<td>Gross Pay</td>
<td>Basic Pay</td>
<td>DA Pay</td>
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<tr>
<td>------------------------------------------------</td>
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<td>-----------</td>
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<td>Braidist</td>
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<td>1,181.25</td>
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<tr>
<td>Cosmetologist</td>
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<td>1,181.25</td>
<td>1,181.25</td>
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<tr>
<td>Fitness Trainer</td>
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<td>Hairdresser</td>
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<td>1,181.25</td>
<td>1,181.25</td>
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<td>Masseuse/Masseur</td>
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<td>1,181.25</td>
<td>1,181.25</td>
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<td>Nail specialist, Manicurist, Pedicurist, Nail Technician</td>
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<td>1,181.25</td>
<td>1,181.25</td>
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<td>Office Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
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<tr>
<td>Other Clerks not elsewhere classified</td>
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<td>787.50</td>
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<td>Shampoo Girl</td>
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<td>1,181.25</td>
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**Manufacture of fabricated metal products, except machinery and equipment**

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<th>Occupation</th>
<th>Gross Pay</th>
<th>Basic Pay</th>
<th>DA Pay</th>
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</thead>
<tbody>
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<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Carpenter</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<td>General Manager</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Heavy Machine Mechanic</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Office Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Secretary</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Welder and Flame Cutter</td>
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<td>1,575.00</td>
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**Electric power generation, transmission and distribution**

<table>
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<th>Occupation</th>
<th>Gross Pay</th>
<th>Basic Pay</th>
<th>DA Pay</th>
</tr>
</thead>
<tbody>
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<td>Accountant (CA, ACCA, CPA)</td>
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<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Accountant (no professional qualification)</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Administrative Analyst</td>
<td>5,175.00</td>
<td>3,881.25</td>
<td>3,881.25</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Area Mechanical Maintenance Supervisor</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Building and Related Electrician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Position</td>
<td>Basic Salary</td>
<td>Mid-Year Salary</td>
<td>Average Salary</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>--------------</td>
<td>-----------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Buyer (purchaser), merchandise</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Chartered Corporate Secretary (w/Law Degree)</td>
<td>16,250.00</td>
<td>12,187.50</td>
<td>12,187.50</td>
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<tr>
<td>Chief Engineer</td>
<td>27,675.00</td>
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<td>20,756.25</td>
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<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<td>Conditioning Monitoring Assistant</td>
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<td>3,881.25</td>
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<tr>
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### Water collection, treatment and supply

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<td>Salary 2017</td>
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**Telecommunications**

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<td>Technical Project Manager</td>
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<td>10,237.50</td>
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<tr>
<td>Telecommunications Engineering Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Telegraph and Telephone Installer and Services</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Telephone Switchboard Operator</td>
<td>2,100.00</td>
<td>1,575.00</td>
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**Manufacture of Furniture**

<table>
<thead>
<tr>
<th>Position</th>
<th>Base Rate</th>
<th>Minimum Rate</th>
<th>Maximum Rate</th>
</tr>
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<tbody>
<tr>
<td>Cabinet Maker</td>
<td>2,100.00</td>
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<tr>
<td>Carpenter</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Carpenter Helper</td>
<td>875.00</td>
<td>656.25</td>
<td>656.25</td>
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<tr>
<td>Secretary</td>
<td>3,675.00</td>
<td>2,756.25</td>
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**Wholesale and retail trade and repair of motor vehicles and motorcycles**

<table>
<thead>
<tr>
<th>Position</th>
<th>Base Rate</th>
<th>Minimum Rate</th>
<th>Maximum Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountant (CA, ACCA, CPA)</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Accountant (no professional qualification)</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Assistant Manager of other business</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Assistant Mechanic</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Auto Electrician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Auto Mechanic</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Position</td>
<td>Base Salary 2019</td>
<td>Base Salary 2018</td>
<td>Base Salary 2017</td>
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<tr>
<td>Auto-body Painter</td>
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<td>1,575.00</td>
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<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Buyer, merchandise/retail trade</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Car Cleaner</td>
<td>375.00</td>
<td>281.25</td>
<td>281.25</td>
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<tr>
<td>Car Tinter</td>
<td>300.00</td>
<td>225.00</td>
<td>225.00</td>
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<td>Counter Clerk</td>
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<tr>
<td>Customer Services representative</td>
<td>2,940.00</td>
<td>2,205.00</td>
<td>2,205.00</td>
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<td>Emergency Vehicle Outfitter</td>
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<tr>
<td>Financial Controller</td>
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<td>10,237.50</td>
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<td>Fuel Consultant</td>
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<td>General Helper</td>
<td>550.00</td>
<td>412.50</td>
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<tr>
<td>General Manager in personal care, cleaning and related</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>General Manager in retail trade</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>General Manager of business services</td>
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<td>7,800.00</td>
<td>7,800.00</td>
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<td>Inventory Control Clerk</td>
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<tr>
<td>Janitor</td>
<td>375.00</td>
<td>281.25</td>
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<td>Lube Technician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Managing Director, Chief Executive Officer, or General Manager , Partner, Vice-President, President for which a professional qualification is required</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Operations Supervisor</td>
<td>3,850.00</td>
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<td>2,887.50</td>
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<tr>
<td>Other Clerks not elsewhere classified</td>
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<tr>
<td>Other Electronic Mechanic and services</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<td>Other Technicians not elsewhere classified e.g. CAD</td>
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<td>2,887.50</td>
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<td>Production and Operations Manager in retail trade</td>
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<td>Pump Attendant</td>
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<td>Radiator Technician</td>
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<td>5,040.00</td>
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<td>Weekly Salary 2</td>
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<td>Sales Associate</td>
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<td>Secretary</td>
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<td>Senior Stock Clerk</td>
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<td>Service Dept Manager</td>
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<td>Welder and Flame cutter</td>
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<td><strong>Manufacturing</strong></td>
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<td><strong>Wholesale trade, except of motor vehicles and motorcycles</strong></td>
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<td>Account Supervisor</td>
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<td>Apprentice Meat Cutter</td>
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<tr>
<td>Bookkeeper</td>
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<td>3,450.00</td>
<td>3,450.00</td>
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<tr>
<td>Buyer (purchaser), merchandise/wholesale trade</td>
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<td>1,575.00</td>
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<td>Buyer, merchandise/wholesale trade</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Clearing, Forwarding, and Shipping agent</td>
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<td>Executive Administrative Assistant</td>
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<td>Financial Manager</td>
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<td>Position</td>
<td>Basic Salary</td>
<td>Allowance</td>
<td>Total Salary</td>
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<tr>
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<tr>
<td>Food and Beverage Supervisor</td>
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<td>Managing Director</td>
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<td>Meat Cutter</td>
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<tr>
<td>Packer</td>
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<tr>
<td>Sales and Marketing Department Manager</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Sales Representative</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Sales Representative/agent</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<td>Sales Supervisor</td>
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<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Truck Driver</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Warehouse Manager</td>
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<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Warehouse Person</td>
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<td>1,575.00</td>
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<tr>
<td>Warehouse Selectors</td>
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<tr>
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</table>

**Retail Trade, Except of Motor Vehicles and Motorcycles**

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<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Total Salary</th>
</tr>
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</tr>
<tr>
<td>Accounts Administrator</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Accounts Assistant</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Administrative Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Administrative Co-ordinator</td>
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<tr>
<td>Advisor, Maritime Policy and Legislation</td>
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<td>Development and Shipping Master</td>
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<tr>
<td>Animal Maintenance/Keeper (Non-exotic)</td>
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<td>1,575.00</td>
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<td>Appliance Repair Mechanic</td>
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<td>2,205.00</td>
<td>2,205.00</td>
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<tr>
<td>Assistant Decorator</td>
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<tr>
<td>Position</td>
<td>Base Salary</td>
<td>Month 1</td>
<td>Month 2</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>-------------</td>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>Assistant Dressmaker</td>
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<tr>
<td>Assistant Financial Controller</td>
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<tr>
<td>Assistant Fitness Instructor</td>
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<tr>
<td>Assistant General Manager of Movie Theatre</td>
<td>6,000.00</td>
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<td>4,500.00</td>
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<tr>
<td>Assistant Manager of other business</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Assistant Personnel Manager</td>
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<td>2,887.50</td>
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<tr>
<td>Assistant Store Manager</td>
<td>4,600.00</td>
<td>3,450.00</td>
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<tr>
<td>Assistant Technician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Assistant to Managing Director</td>
<td>3,850.00</td>
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<td>2,887.50</td>
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<tr>
<td>Auction Manager</td>
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<td>Auctioneer</td>
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<td>Baker Assistant</td>
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<tr>
<td>Boat Yard Manager</td>
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<tr>
<td>Bookkeeper</td>
<td>2,100.00</td>
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<tr>
<td>Brand Manager</td>
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<tr>
<td>Business to Business Sales Manager</td>
<td>7,500.00</td>
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<td>5,625.00</td>
</tr>
<tr>
<td>Buyer, merchandise/retail trade</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Buyer, merchandise/wholesale trade</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Car Rental Agency Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Cashier (retail)</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Chandler (dealer in candles, oil, soap, paint,</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>groceries etc)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Chemical Technician</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Chief Pharmacist</td>
<td>16,250.00</td>
<td>12,187.50</td>
<td>12,187.50</td>
</tr>
<tr>
<td>Chief Technology Officer</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Cigar and Accessories Supervisor</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Cigar Roller</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Communications Specialist</td>
<td>4,600.00</td>
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<tr>
<td>Job Title</td>
<td>Base Salary</td>
<td>1st April 2019</td>
<td>1st April 2020</td>
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<tr>
<td>Computer Administrator</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Computer Repair Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Cook</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Corporate Furniture Installer</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Corporate Recruiter</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Corporate Secretary</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Country/Regional Manager</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Craft Helper</td>
<td>300.00</td>
<td>225.00</td>
<td>225.00</td>
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<tr>
<td>Crafter</td>
<td>1,050.00</td>
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<td>787.50</td>
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<tr>
<td>Creative Manager</td>
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<td>10,237.50</td>
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<tr>
<td>Customer Service Administrator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Customer Service Manager</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Customer Service Representative/Driver/Pizza Maker</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Dairy/Frozen Manager</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Decorator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Deli Manager</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Design Consultant (parties and events)</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Digital Project Manager</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Director of Merchandising, Planning and Control</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Director of Sales and Marketing</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Dish Washer</td>
<td>300.00</td>
<td>225.00</td>
<td>225.00</td>
</tr>
<tr>
<td>Dog Walker/Kennel Worker</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Entertainment Co-ordinator</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Events Manager</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
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<td>Events Services Assistant</td>
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<td>787.50</td>
</tr>
<tr>
<td>Executive Administrative Assistant</td>
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<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Field Inspector - scrap metal</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Financial Controller</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Fire and Hazardous Material Trainer</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Floor Manager - Retail</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
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<tr>
<td>Florist</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Position</td>
<td>Base Pay</td>
<td>3 Months</td>
<td>6 Months</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
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</tr>
<tr>
<td>Food and Beverage Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Food Delivery Person</td>
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<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Front Desk/ Front End supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Front End Manager</td>
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<td>5,625.00</td>
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<tr>
<td>Fuel Consultant</td>
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<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Furniture Installer</td>
<td>1,575.00</td>
<td>1,181.25</td>
<td>1,181.25</td>
</tr>
<tr>
<td>General Helpers (No technical skills)</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>General Manager of Movie Theatre</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>General Manager of Restaurant (no professional qualification)</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>General Manager of Supermarket (no professional qualification)</td>
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<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Glassblower</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Glazier/Glass Cutter</td>
<td>2,100.00</td>
<td>1,575.00</td>
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<tr>
<td>Greenhouse Operations Supervisor</td>
<td>2,625.00</td>
<td>1,968.75</td>
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<td>Grocery Clerk</td>
<td>1,050.00</td>
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<td>787.50</td>
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<tr>
<td>Grocery Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Health and Wellness Representative</td>
<td>1,575.00</td>
<td>1,181.25</td>
<td>1,181.25</td>
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<tr>
<td>Heavy Duty Mechanic</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Horticulturist</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Human Resources Administrator</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Information System Manager</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Installation Service Technician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Interior Design Project Manager</td>
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<td>7,800.00</td>
<td>7,800.00</td>
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<tr>
<td>Interior Designer</td>
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<td>3,450.00</td>
<td>3,450.00</td>
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<tr>
<td>Internal-Airport Compliance</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Internet Recording and Delivery Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Inventory Control Supervisor</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Inventory/Materials Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>IT Compliance and Support Officer</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>IT Consultant</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>IT Programmer/Lead Technical support</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>IT Systems Administrator</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Occupation</td>
<td>Basic Wage</td>
<td>Allowance 1</td>
<td>Allowance 2</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>------------</td>
<td>-------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Jewellery Maker and Repairer</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Junior Software Developer/Programmer</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Kitchen and Bath Show Room Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Kitchen Helper</td>
<td>300.00</td>
<td>225.00</td>
<td>225.00</td>
</tr>
<tr>
<td>Letter Press/ Machine Operator</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Liaison Officer</td>
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<td>1,575.00</td>
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<tr>
<td>Loss Prevention Manager</td>
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<td>7,800.00</td>
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<tr>
<td>Maintenance Associate</td>
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<td>3,450.00</td>
</tr>
<tr>
<td>Manager of Commodity Management</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Manager Pharmacy/Pharmacist, drug store</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Manager, Internal Audit and Risk Management</td>
<td>16,250.00</td>
<td>12,187.50</td>
<td>12,187.50</td>
</tr>
<tr>
<td>Managing Director, Chief Executive Officer, or General Manager, Partner, Vice President, President for which a professional qualification is required</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Meat Manager</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Multipurpose Associate</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Music Instructor/Teacher</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Network Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Office Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Online Sales Agent</td>
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<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Operations Supervisor</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Other Clerks not elsewhere classified</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Other Technicians not elsewhere classified e.g. CAD</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Packer</td>
<td>300.00</td>
<td>225.00</td>
<td>225.00</td>
</tr>
<tr>
<td>Pharmacy Assistant/Cashier</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
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<tr>
<td>Photo Centre Assistant</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Plant Engineer</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Produce Manager</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
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<tr>
<td>Produce Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Product Demonstrator</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Production and Operations manager in Retail Trade</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Position</td>
<td>Base Pay</td>
<td>Entry Year 1</td>
<td>Entry Year 2</td>
</tr>
<tr>
<td>----------------------------------------------</td>
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</tr>
<tr>
<td>Professional Business Coach</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Project Manager</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Purchasing Controller</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Purchasing/Orders Department Representative</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Pyrotechnic (Fireworks) and Lighting Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>QuickBooks Trainer</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Receptionist</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Recruiting Supervisor</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Refrigeration and Air-Conditioning Technician Assistant</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Refrigeration Technician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Sales and Marketing Co-ordinator</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Sales and Marketing Department Manager</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Sales and Marketing Manager (less than 10 employees)</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Sales and Marketing Manager (10 or more employees)</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Sales and Search Engine Marketing Representative</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Sales Associate</td>
<td>1,050.00</td>
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<td>787.50</td>
</tr>
<tr>
<td>Sales Concierge</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Sales Executive</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Sales Manager/ Account Manager (Non-Accounting)</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Sales Representative/agent</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Sales Trainer</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Seamstress/Dressmaker</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Senior Accounting Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
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<td>13,650.00</td>
<td>10,237.50</td>
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<td>1,575.00</td>
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<td>Senior Storage Engineer</td>
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<td>Sign Installer</td>
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<td>1,181.25</td>
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<tr>
<td>Site Superintendent /Structural Coordinator</td>
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<td>Site Surveyor / Layout Man</td>
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<td>Trainer (Industrial Kitchen Equipment)</td>
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<td>Upholsterer</td>
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<td>Vehicle Dismantler - Junk Yard</td>
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<td>1,575.00</td>
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<td>Veterinary Technician</td>
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<td>Vice President in retail trade (no professional qualifications)</td>
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<tr>
<td>Position</td>
<td>Salary 1</td>
<td>Salary 2</td>
<td>Salary 3</td>
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<tr>
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<td>VOIP Telephony Consultant</td>
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<td>Waiter/Waitress/Deli Clerk/Sandwich Artist</td>
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<td>Watch/Jewellery Buyer/Jewellery Consultant</td>
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<td>Wine Coordinator Specialist/ Wine Steward</td>
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**Land Transport and Transport Via Pipelines**

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<th>Salary 3</th>
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<td>Booking Agent</td>
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<td>1,575.00</td>
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<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
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<td>3,450.00</td>
</tr>
<tr>
<td>Car Cleaner</td>
<td>300.00</td>
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<tr>
<td>Car Driver (chauffeur)</td>
<td>2,100.00</td>
<td>1,575.00</td>
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<tr>
<td>IT Programmer</td>
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<td>Operations Manager</td>
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</tr>
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<td>Payroll Clerk</td>
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<tr>
<td>Senior Sales Representative</td>
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<td>1,575.00</td>
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<tr>
<td>Taxi Driver</td>
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**Water Transport**

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<th>Salary 3</th>
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<td>Assistant Controller</td>
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<tr>
<td>Assistant Marine Technician</td>
<td>875.00</td>
<td>656.25</td>
<td>656.25</td>
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<td>Boat Captain</td>
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<tr>
<td>Boat Deck Hand</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
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<tr>
<td>Boat Deckhand / Boat Operator</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
</tr>
<tr>
<td>Boat Detailer/ Cleaner</td>
<td>300.00</td>
<td>225.00</td>
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<td>Boat Mechanic</td>
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<td>Boat Steward/Stewardess (Yacht)</td>
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<td></td>
<td>First Year</td>
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<tr>
<td>Bookkeeper</td>
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<td>CAD Technician</td>
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<td>Crane and Hoist Operator</td>
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<td>Equipment Control Manager</td>
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<td>Heavy Machine Mechanic</td>
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<td>Janitor</td>
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<td>Lifting-Truck Operator</td>
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<td>Senior Marine Surveyor</td>
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<td>10,237.50</td>
</tr>
<tr>
<td>Senior Maritime Officer, Technical Compliance</td>
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<tr>
<td>Shipping and Receiving Clerk</td>
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<tr>
<td>Sorting clerk, e.g. document controller</td>
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<tr>
<td>Superintendent, clerical/cargo</td>
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<tr>
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**Air Transport**

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<tr>
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<td>Pay as at 2018</td>
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<tr>
<td>Captain Express Pilot</td>
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<td>Flight Instructor</td>
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<td>Forecaster, weather</td>
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<td>Head of Airport Operations</td>
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<td>Marketing and Promotions Coordinator</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Mechanical Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Payroll Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
</tbody>
</table>
### Planner, Traffic
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planner, Traffic</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
</tbody>
</table>

### Porter
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Porter</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
</tbody>
</table>

### Reservation Agent/Travel Agent
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reservation Agent/Travel Agent</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
</tbody>
</table>

### Sales and marketing department manager
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales and marketing department manager</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
</tbody>
</table>

### Security Officer Airport
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security Officer Airport</td>
<td>1,732.50</td>
<td>1,299.38</td>
<td>1,299.38</td>
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</tbody>
</table>

### Security Supervisor
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security Supervisor</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
</tbody>
</table>

### Senior Airline Ticketing Agent
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Airline Ticketing Agent</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
</tbody>
</table>

### Senior Auditor
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Auditor</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
</tbody>
</table>

### Service Supervisor
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service Supervisor</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
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</tbody>
</table>

### Software Engineer
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Engineer</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
</tbody>
</table>

### Station Manager
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Station Manager</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
</tbody>
</table>

### Trainer
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trainer</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
</tbody>
</table>

### Funeral Services
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funeral Director</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
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</table>

### Mortician
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mortician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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</tbody>
</table>

### Secretary
<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secretary</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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</tbody>
</table>

### FINANCE and BANKING INDUSTRY

#### Financial Service Activities, except insurance and pension funding

<table>
<thead>
<tr>
<th>Position</th>
<th>Basic Salary</th>
<th>Allowance</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Account Officer</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Account Supervisor/Manager/Team Manager</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Accountant (CA, ACCA, CPA) (bank)</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Accountant (CA, ACCA, CPA) (finance and investment)</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Accountant (CA, ACCA, CPA) (trust)</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Accountant (other businesses)</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Actuarial Assistant</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Actuary</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Administrative Assistant, Fund Services</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Position</td>
<td>Salary 2018</td>
<td>Salary 2019</td>
<td>Salary 2020</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Administrative Secretary</td>
<td>$3,850.00</td>
<td>$2,887.50</td>
<td>$2,887.50</td>
</tr>
<tr>
<td>Advisory Senior</td>
<td>$16,250.00</td>
<td>$12,187.50</td>
<td>$12,187.50</td>
</tr>
<tr>
<td>Analyst, business</td>
<td>$13,650.00</td>
<td>$10,237.50</td>
<td>$10,237.50</td>
</tr>
<tr>
<td>Analyst, database/computers</td>
<td>$13,650.00</td>
<td>$10,237.50</td>
<td>$10,237.50</td>
</tr>
<tr>
<td>Analyst, market research/bank</td>
<td>$13,650.00</td>
<td>$10,237.50</td>
<td>$10,237.50</td>
</tr>
<tr>
<td>Appraisal and Valuation Consultant</td>
<td>$13,650.00</td>
<td>$10,237.50</td>
<td>$10,237.50</td>
</tr>
<tr>
<td>Assistant Financial Accountant</td>
<td>$10,400.00</td>
<td>$7,800.00</td>
<td>$7,800.00</td>
</tr>
<tr>
<td>Assistant Financial Controller</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Assistant Fund Administration Manager</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Assistant Fund Administrator</td>
<td>$3,850.00</td>
<td>$2,887.50</td>
<td>$2,887.50</td>
</tr>
<tr>
<td>Assistant Manager - Operations</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Assistant Manager of fund administration</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Assistant Manager of other business</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Assistant Relationship Manager (bank)</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Assistant Trust Accountant</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Assistant Trust Manager</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Assistant Vice President</td>
<td>$13,650.00</td>
<td>$10,237.50</td>
<td>$10,237.50</td>
</tr>
<tr>
<td>Assistant Vice President of Structured Finance/Client Accounting/Fund Services (funds, investment, finance)</td>
<td>$13,650.00</td>
<td>$10,237.50</td>
<td>$10,237.50</td>
</tr>
<tr>
<td>Assistant/Insurance/claims</td>
<td>$2,100.00</td>
<td>$1,575.00</td>
<td>$1,575.00</td>
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<tr>
<td>Assistant Manager Financial Reporting</td>
<td>$6,000.00</td>
<td>$4,500.00</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Associate Director</td>
<td>$20,925.00</td>
<td>$15,693.75</td>
<td>$15,693.75</td>
</tr>
<tr>
<td>Associate Director of Operations</td>
<td>$20,925.00</td>
<td>$15,693.75</td>
<td>$15,693.75</td>
</tr>
<tr>
<td>Audit Manager</td>
<td>$16,250.00</td>
<td>$12,187.50</td>
<td>$12,187.50</td>
</tr>
<tr>
<td>Auditor/Audit Officer</td>
<td>$13,650.00</td>
<td>$10,237.50</td>
<td>$10,237.50</td>
</tr>
<tr>
<td>Bank Cashier</td>
<td>$2,100.00</td>
<td>$1,575.00</td>
<td>$1,575.00</td>
</tr>
<tr>
<td>Bank Officer</td>
<td>$2,100.00</td>
<td>$1,575.00</td>
<td>$1,575.00</td>
</tr>
<tr>
<td>Bank Supervisor</td>
<td>$3,850.00</td>
<td>$2,887.50</td>
<td>$2,887.50</td>
</tr>
<tr>
<td>Banking Clerk</td>
<td>$2,100.00</td>
<td>$1,575.00</td>
<td>$1,575.00</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>$4,600.00</td>
<td>$3,450.00</td>
<td>$3,450.00</td>
</tr>
<tr>
<td>Branch Manager (bank)</td>
<td>$20,925.00</td>
<td>$15,693.75</td>
<td>$15,693.75</td>
</tr>
<tr>
<td>Business Development Director</td>
<td>$13,650.00</td>
<td>$10,237.50</td>
<td>$10,237.50</td>
</tr>
<tr>
<td>Position</td>
<td>Salary 2019</td>
<td>Salary 2018</td>
<td>Salary 2017</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Business Development Executive</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Centre Director, Wealth Management</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Chairman</td>
<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
</tr>
<tr>
<td>Chief Compliance Officer</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Chief Financial Officer</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Chief Operating Officer</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Clerk, filing</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Clerk, investment</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Clerk, photocopying</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Clerk, Reproduction Processes/office</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Client Portfolio Analyst (Banking)</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Client Relationship Officer</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Client Representative</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Client Services Associate (Senior Custody Associate)</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Client Services Manager</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Client Support Officer</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Coder, clerical/ data processing</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Commercial Manager</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Compliance Officer</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Computer Administrator</td>
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<td>7,800.00</td>
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<tr>
<td>Corporate administrator</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Corporate Relationship Manager/Corporate Manager (Fund, Banking, Investment)</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Credit Manager/Relationship Manager (bank)</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Credit/Loan Officer</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Customer Service Representative</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Customer Service Administrator</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Data-entering worker</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Department Manager, Accounting</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Department Manager/Finance Manager</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Deputy Fund Account Manager</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Position</td>
<td>Base Salary</td>
<td>Basic Allowance</td>
<td>Total Allowance</td>
</tr>
<tr>
<td>------------------------------------------------------</td>
<td>-------------</td>
<td>----------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Deputy Head of Corporate Services</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Deputy Manager</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Director, Client Services</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Director of Internal Audit</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Director of Marketing/Trading</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Director, Fund Services</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Director, Human Resources</td>
<td>20,925.00</td>
<td>15,693.75</td>
<td>15,693.75</td>
</tr>
<tr>
<td>Equity Partner</td>
<td>32,400.00</td>
<td>24,300.00</td>
<td>24,300.00</td>
</tr>
<tr>
<td>Executive Administrative Assistant</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Field Operations Officer</td>
<td>8,125.00</td>
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<td>6,093.75</td>
</tr>
<tr>
<td>Finance Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Finance Control Officer</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Financial Advisor</td>
<td>13,650.00</td>
<td>10,237.50</td>
<td>10,237.50</td>
</tr>
<tr>
<td>Financial Controller</td>
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<td>1,575.00</td>
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<td>Head of Personal Financial Services</td>
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<td>IT Risk Manager</td>
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<td>Lawyer/Solicitor/Barrister/Attorney-at-Law/Associate</td>
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<td>Manager, Banking Services and Business Development</td>
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<tr>
<td>Manager, Corporate Services</td>
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<td>12,187.50</td>
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<td>Manager, Field Operations</td>
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<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Manager, Fund Services</td>
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<td>12,187.50</td>
</tr>
<tr>
<td>Manager, Investment Services</td>
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<td>10,237.50</td>
<td>10,237.50</td>
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<td>Manager, Pension Services</td>
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<td>15,693.75</td>
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<td>Managing Director, Chief Executive Officer, or General Manager, Vice President, Chief Marketing Officer, President for which a professional qualification is required</td>
<td>27,675.00</td>
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<td>15,693.75</td>
<td>15,693.75</td>
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<td>Increment 1</td>
<td>Increment 2</td>
</tr>
<tr>
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<td>Other Office Clerk not elsewhere classified</td>
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<td>Production and Operations Dept. Manager in Banking</td>
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<td>Senior Account Manager</td>
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<td>Senior business analyst /Senior Financial Analyst</td>
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<tr>
<td>Senior Business Systems Analyst</td>
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<td>First Month</td>
<td>Second Month</td>
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</tr>
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<td>Senior Quality and Risk Management Senior Analyst</td>
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<td>Senior VP's/Senior Accounting Manager/Team Leaders</td>
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<td>Sorting Clerk e.g. document controller</td>
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<td>787.50</td>
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<td>2018</td>
<td>2017</td>
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<td>1,575.00</td>
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<tr>
<td>Trust Officer</td>
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<tr>
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<td>4,500.00</td>
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<tr>
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<td>2,887.50</td>
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<td>Vice President (Structured Financed/Client Accounting/Fund Services)</td>
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<td>10,237.50</td>
<td>10,237.50</td>
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<tr>
<td>Vice President Global Product Development Manager</td>
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<td>12,187.50</td>
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<td>Vice President of Technology</td>
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<td>10,237.50</td>
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<td>Vice President, Human Resources</td>
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<tr>
<td>Accountant (CA, ACCA, CPA)</td>
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<tr>
<td>Bookkeeper</td>
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</tr>
<tr>
<td>Clerk, insurance</td>
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<td>1,575.00</td>
</tr>
<tr>
<td>Clerk, bookkeeping/Accounts Clerk</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Insurance Administrator</td>
<td>3,850.00</td>
<td>2,887.50</td>
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<tr>
<td>Insurance Representative</td>
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<tr>
<td>Managing Director, Chief Executive Officer, or General Manager, Partner, Vice President, President for which a professional qualification is required</td>
<td>27,675.00</td>
<td>20,756.25</td>
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<td>2,887.50</td>
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<td>Allowance 2020</td>
</tr>
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<td>---------------------------------------------------------</td>
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**Activities auxiliary to financial services, insurance activities and pension funding**

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<th>Allowance 2020</th>
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<td>1,575.00</td>
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<td>12,187.50</td>
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<td>Second Increment</td>
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</tr>
<tr>
<td>Information System Manager</td>
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<td>10,237.50</td>
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<tr>
<td>Managing Director, Chief Executive Officer, or General Manager, Partner, Vice President, President for which a professional qualification is required</td>
<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
</tr>
<tr>
<td>Marketing Executive, e.g. marketing specialist</td>
<td>10,400.00</td>
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<td>Mechanical Engineering Technician, alignment technician</td>
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<td>15,693.75</td>
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<td>Secretary</td>
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### Schedule 1

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<th>Annual Leave</th>
<th>Performance Related Pay</th>
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<tr>
<td>Senior Account Manager</td>
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<td>12,187.50</td>
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<td>4,500.00</td>
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<td>Senior Broker</td>
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<td>Senior Claims Examiner</td>
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<td>Senior Pension Administrator</td>
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### Accounting, Bookkeeping and Auditing Activities; Tax Consultancy

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<td>2017 Pay</td>
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<td>Manager, Restructuring</td>
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<td>27,675.00</td>
<td>20,756.25</td>
<td>20,756.25</td>
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<tr>
<td>or General Manager, Partner, Vice President,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>President for which a professional qualification is required</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing Executive, e.g. marketing specialist</td>
<td>10,400.00</td>
<td>7,800.00</td>
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<td>Messenger</td>
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**CONSTRUCTION INDUSTRY**

**Construction of Buildings or Civil Engineering**

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**Building Installation**

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<td>Maintained Wage</td>
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<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Building and Related Electrician</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
</tr>
<tr>
<td>Building Construction Labourer; e.g. handyman</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Cable Worker, e.g. installer</td>
<td>3,080.00</td>
<td>2,310.00</td>
<td>2,310.00</td>
</tr>
<tr>
<td>Carpenter</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Carpenter’s Helper</td>
<td>875.00</td>
<td>656.25</td>
<td>656.25</td>
</tr>
<tr>
<td>Cleaner</td>
<td>375.00</td>
<td>281.25</td>
<td>281.25</td>
</tr>
<tr>
<td>Clerk, Bookkeeping / Accounts Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Client Relationship Officer</td>
<td>3,850.00</td>
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<td>2,887.50</td>
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<tr>
<td>Electrical Engineering Technician</td>
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<tr>
<td>Electrician Apprentice</td>
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<td>787.50</td>
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<td>Electrician, motor vehicle</td>
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<td>787.50</td>
</tr>
<tr>
<td>Engineer, Electrical</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Fire Technician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>General Helper in other establishments</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>General Manager in construction</td>
<td>14,300.00</td>
<td>10,725.00</td>
<td>10,725.00</td>
</tr>
<tr>
<td>General Manager of business services</td>
<td>14,300.00</td>
<td>10,725.00</td>
<td>10,725.00</td>
</tr>
<tr>
<td>Inventory Control Clerk</td>
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<tr>
<td>Lineman</td>
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<td>787.50</td>
<td>787.50</td>
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<tr>
<td>Managing Director, Chief Executive Officer, or General Manager , Partner, Vice President, President for which a professional qualification is required</td>
<td>14,300.00</td>
<td>10,725.00</td>
<td>10,725.00</td>
</tr>
<tr>
<td>Mason, stone</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Mechanic’s Helper</td>
<td>875.00</td>
<td>656.25</td>
<td>656.25</td>
</tr>
<tr>
<td>Mechanical Engineer</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Mechanical Engineering Technician, alignment tech</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Mechanical Engineering Technician,(air-conditioning)</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
</tr>
<tr>
<td>Office Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Other Building Finishers (e.g. exterior wall finishings systems)</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Other Clerks not elsewhere classified</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
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<tr>
<td>Occupation</td>
<td>1st January, 2019</td>
<td>1st January, 2019</td>
<td>1st January, 2019</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>Plumber and Pipe Fitter</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
</tr>
<tr>
<td>Pool/Fountain Technician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Project Engineer</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Project Manager/Accounts Manager</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Repairer, electrical equipment</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Sales and Marketing Department Manager</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Secretary</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Sheet-metal Worker</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Window and Door Installer</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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</table>

**Building Completion and Finishing**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>1st January, 2019</th>
<th>1st January, 2019</th>
<th>1st January, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Building Construction Labourer e.g. handyman</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Cabinet Maker</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Carpenter</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Carpenter’s Helper</td>
<td>875.00</td>
<td>656.25</td>
<td>656.25</td>
</tr>
<tr>
<td>Finisher</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Floor Layer, Tiler</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Foreman (Construction)</td>
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<td>3,450.00</td>
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<tr>
<td>Front Desk Clerk</td>
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<tr>
<td>Janitor</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Manager , Partner, Vice President, President for which a professional qualification is required</td>
<td>14,300.00</td>
<td>10,725.00</td>
<td>10,725.00</td>
</tr>
<tr>
<td>Mason, stone</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Mason’s Helper</td>
<td>875.00</td>
<td>656.25</td>
<td>656.25</td>
</tr>
<tr>
<td>Other Building finishers (e.g. Exterior Wall Finishings Systems Applicator )</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Painter, building</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Pool/Fountain Technician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Secretary</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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</table>
### Renting of Construction or Demolition Equipment

<table>
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<tr>
<th>Position</th>
<th>Salary 2018</th>
<th>Salary 2019</th>
<th>Salary 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Drill Operator (heavy equipment)</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Equipment Rental Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Heavy machine mechanic</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Heavy machine operator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Managing Director, Chief Executive Officer, or General Manager for which a professional qualification is required</td>
<td>14,300.00</td>
<td>10,725.00</td>
<td>10,725.00</td>
</tr>
<tr>
<td>Operations Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Operations supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Pyrotechnic (Fireworks) and Lighting Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Road construction labourer</td>
<td>550.00</td>
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<td>412.50</td>
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<tr>
<td>Welder and Flame cutter</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Well Driller</td>
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### Architectural and Engineering Activities

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary 2018</th>
<th>Salary 2019</th>
<th>Salary 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architectural Technologist</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Assistant/Insurance/claims</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Building Architect</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>General Manager in construction</td>
<td>14,300.00</td>
<td>10,725.00</td>
<td>10,725.00</td>
</tr>
<tr>
<td>Interior Architect</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Interior Decorator</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Managing Director, Chief Executive Officer, Managing Partner or General Manager for which a professional qualification is required</td>
<td>14,300.00</td>
<td>10,725.00</td>
<td>10,725.00</td>
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<tr>
<td>Messenger</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Office Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Other Technicians not elsewhere classified e.g. CAD</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Production and Operations Dept. Manager in</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Construction</td>
<td></td>
<td></td>
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<tr>
<td>----------------------------------</td>
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<td>--------</td>
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</tr>
<tr>
<td>Quantity Surveyor</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
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<tr>
<td>Secretary</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Senior Accounting Administrator</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Senior Architectural Technologist</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
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<tr>
<td>Senior Estimator</td>
<td>4,600.00</td>
<td>3,450.00</td>
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</tbody>
</table>

**TOURISM and SERVICE INDUSTRY**

**Hotels and Restaurants**

<table>
<thead>
<tr>
<th>Position</th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountant (CA, ACCA, CPA)</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Accountant (No professional qualifications)</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Accounting Manager</td>
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<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Accounts Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Activities Camp Coordinator, Reservation Coordinator or Director</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Administrative Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Airport Ambassador</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Aote Naturalist</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
</tr>
<tr>
<td>Artist/Musician (person in fine arts/performing arts)</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
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<tr>
<td>Assistant Chief Engineer</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
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<tr>
<td>Assistant Cook</td>
<td>1,050.00</td>
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</tr>
<tr>
<td>Assistant Director of Housekeeping</td>
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<td>4,500.00</td>
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<td>Assistant Director, Human Resources</td>
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<td>4,500.00</td>
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<tr>
<td>Assistant Director, Meetings and Special Events</td>
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<td>4,500.00</td>
<td>4,500.00</td>
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<tr>
<td>Assistant Financial Controller</td>
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<td>5,625.00</td>
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<tr>
<td>Assistant Golf Course Superintendent</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Assistant Golf Professional</td>
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<td>Assistant Manager Food and Beverage</td>
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<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Assistant Manager of other business</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Attendant and related workers not classified elsewhere</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
</tr>
<tr>
<td>Audio Visual Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Position</td>
<td>Basic Pay</td>
<td>Yearly Pay</td>
<td>Biweekly Pay</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>-----------</td>
<td>------------</td>
<td>--------------</td>
</tr>
<tr>
<td>Audio Visual Technician</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Auditor/night auditor or administrator</td>
<td>3,630.00</td>
<td>2,722.50</td>
<td>2,722.50</td>
</tr>
<tr>
<td>Baker</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Banquet Houseman</td>
<td>500.00</td>
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<td>375.00</td>
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<td>Bartender</td>
<td>1,575.00</td>
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<tr>
<td>Boiler Repairman (Task force)</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<td>Bookkeeper</td>
<td>4,600.00</td>
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</tr>
<tr>
<td>Care Room/Deep Cleaner</td>
<td>500.00</td>
<td>375.00</td>
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<td>Cashier</td>
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<td>Chef</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Chief Engineer</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Chief Finance Coordinator</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
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<tr>
<td>Chief Steward</td>
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<td>1,181.25</td>
</tr>
<tr>
<td>Cleaner, hotel</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Commercial Diver/ Marine Systems Coordinator</td>
<td>3,630.00</td>
<td>2,722.50</td>
<td>2,722.50</td>
</tr>
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<td>Computer Technician</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Concierge, hotel</td>
<td>750.00</td>
<td>562.50</td>
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<td>Cosmetologist</td>
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<td>1,181.25</td>
</tr>
<tr>
<td>Cosmetology/Beauty Products Trainer</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Culinary Analyst (non professional)</td>
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<td>1,575.00</td>
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<td>Customer Service Trainer</td>
<td>6,000.00</td>
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<td>4,500.00</td>
</tr>
<tr>
<td>Director of Finance</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Director of Housekeeping</td>
<td>10,010.00</td>
<td>7,507.50</td>
<td>7,507.50</td>
</tr>
<tr>
<td>Director of Information Systems</td>
<td>10,010.00</td>
<td>7,507.50</td>
<td>7,507.50</td>
</tr>
<tr>
<td>Director of Meetings and Special Events</td>
<td>10,010.00</td>
<td>7,507.50</td>
<td>7,507.50</td>
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<tr>
<td>Director of Residences</td>
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<td>7,507.50</td>
</tr>
<tr>
<td>Director of Revenue</td>
<td>11,700.00</td>
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<td>8,775.00</td>
</tr>
<tr>
<td>Director of Sales and Marketing</td>
<td>10,010.00</td>
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<tr>
<td>Director of Services</td>
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<td>Position</td>
<td>Basic Salary</td>
<td>1 Jan 19</td>
<td>2 Jan 19</td>
</tr>
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<tr>
<td>Director, human resources</td>
<td>10,010.00</td>
<td>7,507.50</td>
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<td>Dish Washer, restaurant</td>
<td>500.00</td>
<td>375.00</td>
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</tr>
<tr>
<td>Door Keeper/doorman</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
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<tr>
<td>Engineering Air Conditioning Mechanic</td>
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<td>Engineering Supervisor</td>
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<td>2,887.50</td>
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<tr>
<td>Executive Assistant</td>
<td>3,630.00</td>
<td>2,722.50</td>
<td>2,722.50</td>
</tr>
<tr>
<td>Executive Assistant Manager - Rooms Division</td>
<td>10,010.00</td>
<td>7,507.50</td>
<td>7,507.50</td>
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<td>Executive chef (hotel)</td>
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<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Executive chef (restaurant)</td>
<td>3,630.00</td>
<td>2,722.50</td>
<td>2,722.50</td>
</tr>
<tr>
<td>Executive Officer/Manager</td>
<td>13,000.00</td>
<td>9,750.00</td>
<td>9,750.00</td>
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<tr>
<td>Executive Steward</td>
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<td>4,500.00</td>
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<td>Financial Controller</td>
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<tr>
<td>Food and Beverage Administrator</td>
<td>3,630.00</td>
<td>2,722.50</td>
<td>2,722.50</td>
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<tr>
<td>Food and Beverage Captain</td>
<td>3,630.00</td>
<td>2,722.50</td>
<td>2,722.50</td>
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<tr>
<td>Food and Beverage Consultant</td>
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<td>2,887.50</td>
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<td>Food and Beverage Director</td>
<td>10,010.00</td>
<td>7,507.50</td>
<td>7,507.50</td>
</tr>
<tr>
<td>Food and Beverage Employee</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
</tr>
<tr>
<td>Food and Beverage Manager</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Food and Beverage Server</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Food and Beverage Administrator</td>
<td>3,630.00</td>
<td>2,722.50</td>
<td>2,722.50</td>
</tr>
<tr>
<td>Food and Beverage Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Food Delivery Person</td>
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</tr>
<tr>
<td>Front Desk Clerk</td>
<td>750.00</td>
<td>562.50</td>
<td>562.50</td>
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<tr>
<td>Front Desk Manager</td>
<td>6,000.00</td>
<td>4,500.00</td>
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<tr>
<td>Front Desk Supervisor</td>
<td>990.00</td>
<td>742.50</td>
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<td>Gardener, groundsman</td>
<td>375.00</td>
<td>281.25</td>
<td>281.25</td>
</tr>
<tr>
<td>General Manager of hotels (over 50 rooms)</td>
<td>13,000.00</td>
<td>9,750.00</td>
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</tr>
<tr>
<td>General Manager of hotels (up to 50 rooms)</td>
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<tr>
<td>Position</td>
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<td>1st Jan 2019</td>
<td>2nd Jan 2019</td>
</tr>
<tr>
<td>----------------------------------------------</td>
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</tr>
<tr>
<td>General Manager of restaurant</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Golf Caddie</td>
<td>550.00</td>
<td>412.50</td>
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<td>Golf Course Grounds Maintenance</td>
<td>2,100.00</td>
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<td>Golf Course Outside Service Staff</td>
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<td>Golf Grounds Keeper</td>
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<tr>
<td>Group Sales Coordinator</td>
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<td>1,575.00</td>
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<tr>
<td>Guest Relations Coordinator</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Guest Service Call Centre Agent</td>
<td>1,575.00</td>
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<td>Guest Services Valet Runner</td>
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<td>Hostess</td>
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<td>Hot Air Balloon Pilot</td>
<td>4,600.00</td>
<td>3,450.00</td>
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<td>Hot Air Balloon Crew Chief</td>
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<td>1,771.88</td>
<td>1,771.88</td>
</tr>
<tr>
<td>Housekeeper</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
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<td>Housekeeper (executive)</td>
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<td>Human Resource Manager</td>
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<td>Human Resources Administrator</td>
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<tr>
<td>Human Resources Officer</td>
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<td>HVAC Technician</td>
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<td>1,575.00</td>
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<td>Information System Manager</td>
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<td>4,500.00</td>
</tr>
<tr>
<td>Inspector (Hotel)</td>
<td>6,000.00</td>
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<td>4,500.00</td>
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<td>Kitchen Helper (hotel, restaurant)</td>
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<td>375.00</td>
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<tr>
<td>Landscaper, greens keeper</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Language Translator</td>
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<td>Lead Aquarist (Aquarium Care)</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
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<tr>
<td>Legal Assistant</td>
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<td>2,887.50</td>
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<tr>
<td>Line Cook</td>
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<td>1,575.00</td>
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<tr>
<td>Loss Prevention Manager</td>
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<tr>
<td>Maintenance Person</td>
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<tr>
<td>Position</td>
<td>2019</td>
<td>2018</td>
<td>2017</td>
</tr>
<tr>
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<tr>
<td>Maintenance worker, (Skilled)</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Maitre D, hotel</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Marketing and Reservation Assistant</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Masseuse/masseur</td>
<td>1,575.00</td>
<td>1,181.25</td>
<td>1,181.25</td>
</tr>
<tr>
<td>Meetings and Special Events Coordinator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Member Services/Reservations Agent/Guest Services Assistant</td>
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<td>1,575.00</td>
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<td>Nail Specialist (manicurist)</td>
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<td>1,181.25</td>
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<tr>
<td>Operations Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Other Clerks not elsewhere classified</td>
<td>750.00</td>
<td>562.50</td>
<td>562.50</td>
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<td>Other Department Manager</td>
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<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Commercial Designers e.g. Event Coordinator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Personal Manager - to Artist/Musicians (fine arts, performing arts)</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Pilates/Yoga Instructor</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Production and Operations Dept. Manager in hotels</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
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<tr>
<td>Quality Coordinator</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Receptionist (hotel lobby attendant)</td>
<td>750.00</td>
<td>562.50</td>
<td>562.50</td>
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<tr>
<td>Regional Manager</td>
<td>13,000.00</td>
<td>9,750.00</td>
<td>9,750.00</td>
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<tr>
<td>Reservations Agent/Guest Services/Events Coordinator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Reservations Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
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<tr>
<td>Residences Guest Services Attendant</td>
<td>1,050.00</td>
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<td>787.50</td>
</tr>
<tr>
<td>Rooms Division Employee</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
</tr>
<tr>
<td>Rooms Division Manager</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Rooms Division Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Sales and Catering Representative</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Sales and marketing department manager</td>
<td>6,000.00</td>
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<td>4,500.00</td>
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<tr>
<td>Sales Executive</td>
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<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Sales/Marketing/Public Relations Coordinator</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Sanitation Auditor</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Security officer/Loss Prevention Officer</td>
<td>1,732.50</td>
<td>1,299.38</td>
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</tr>
<tr>
<td>Position</td>
<td>Base Pay</td>
<td>Overtime 1</td>
<td>Overtime 2</td>
</tr>
<tr>
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</tr>
<tr>
<td>Senior Dispatcher</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Senior Guest Service Representative</td>
<td>2,940.00</td>
<td>2,205.00</td>
<td>2,205.00</td>
</tr>
<tr>
<td>Senior HVAC Technician</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
</tr>
<tr>
<td>Service supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Shift Engineer</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Shipwright Supervisor</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Shipwright/Boat Builder</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Shore Excursion Assistant</td>
<td>1,575.00</td>
<td>1,181.25</td>
<td>1,181.25</td>
</tr>
<tr>
<td>Sous Chef or Skilled Cook</td>
<td>2,362.50</td>
<td>1,771.88</td>
<td>1,771.88</td>
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<tr>
<td>Spa Attendant</td>
<td>1,050.00</td>
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<td>787.50</td>
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<tr>
<td>Spa Coordinator</td>
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<td>1,575.00</td>
<td>1,575.00</td>
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<tr>
<td>Spa Manager</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Spa Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Sport Instructor, e.g. Scuba, Dive, Windsurf, Aerobic, Tennis and other sports</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Task Force/Security Officer Trainer</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Team Leader (Restaurant)</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Telecommunications Specialist</td>
<td>2,598.75</td>
<td>1,949.06</td>
<td>1,949.06</td>
</tr>
<tr>
<td>Timeshare Sales Executive</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Timeshare Sales Representative</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Tour Operations Trainer</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Trainer</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Utility Steward</td>
<td>1,575.00</td>
<td>1,181.25</td>
<td>1,181.25</td>
</tr>
<tr>
<td>Van Driver</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Waiter/Waitress (Food and beverage server)</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Warehouse manager</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Washer, hand/laundry</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
</tr>
<tr>
<td>Water Sports Concierge</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Wedding Coordinator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Windsurf Instructor</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Wine Steward</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Sports Activities and Amusement and Recreation Activities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------------------</td>
<td>---</td>
<td>---</td>
<td></td>
</tr>
<tr>
<td>(Equestrian) Horse Riding School</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teacher/Trainer</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Apprentice/Assistant Exotic Animal Trainer</td>
<td>2,598.75</td>
<td>1,949.06</td>
<td>1,949.06</td>
</tr>
<tr>
<td>Assistant Boat Captain/Relief Captain</td>
<td>1,575.00</td>
<td>1,181.25</td>
<td>1,181.25</td>
</tr>
<tr>
<td>Assistant Coach</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Assistant Curator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Auditor/night auditor or administrator</td>
<td>3,630.00</td>
<td>2,722.50</td>
<td>2,722.50</td>
</tr>
<tr>
<td>Auto Mechanic</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Aviculturist</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Beach Attendant</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
</tr>
<tr>
<td>Beach Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Boat Captain</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Boat Deck Hand</td>
<td>500.00</td>
<td>375.00</td>
<td>375.00</td>
</tr>
<tr>
<td>Booking Agent</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Bridge Teacher (Board Games - Mind Sports: Chess, Bridge, Dominoes etc)</td>
<td>750.00</td>
<td>562.50</td>
<td>562.50</td>
</tr>
<tr>
<td>Bus Driver</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Butterfly Specialist</td>
<td>1,575.00</td>
<td>1,181.25</td>
<td>1,181.25</td>
</tr>
<tr>
<td>Cashier (retail)</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Catamaran Line Rigger</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Chef</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Clerk, Bookkeeping/Accounts Clerk</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Coach</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Concierge, hotel</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Co-Pilot Submarine</td>
<td>2,625.00</td>
<td>1,968.75</td>
<td>1,968.75</td>
</tr>
<tr>
<td>Crew Member boat and ship</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Cricket Wicket Preparer</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Cruise Ship Supervisor</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Curator</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Customer Services Representative</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Position</td>
<td>Previous Year</td>
<td>Current Year</td>
<td>1st January, 2019</td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>---------------</td>
<td>--------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>Deputy General Manager</td>
<td>10,400.00</td>
<td>7,800.00</td>
<td>7,800.00</td>
</tr>
<tr>
<td>Director and Chief Executive</td>
<td>13,000.00</td>
<td>9,750.00</td>
<td>9,750.00</td>
</tr>
<tr>
<td>Director of Golf</td>
<td>6,000.00</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Dispatch Agent</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Dog Walker/Kennel Worker</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Exotic Animal Trainer</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Front Desk Supervisor</td>
<td>990.00</td>
<td>742.50</td>
<td>742.50</td>
</tr>
<tr>
<td>General Helper</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>General Manager</td>
<td>13,000.00</td>
<td>9,750.00</td>
<td>9,750.00</td>
</tr>
<tr>
<td>Head Teacher Extracurricular Activities</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Inventory Control Clerk</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Life Guard</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Magician</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Maintenance Person</td>
<td>550.00</td>
<td>412.50</td>
<td>412.50</td>
</tr>
<tr>
<td>Nature Trail Animal Keeper</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Office Manager</td>
<td>6,720.00</td>
<td>5,040.00</td>
<td>5,040.00</td>
</tr>
<tr>
<td>Other Department Manager</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Other Technical and Commercial Sales</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Representative</td>
<td>750.00</td>
<td>562.50</td>
<td>562.50</td>
</tr>
<tr>
<td>Pet Groomer</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Photographer</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Pilot submarine</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Production and Operations Manager</td>
<td>11,700.00</td>
<td>8,775.00</td>
<td>8,775.00</td>
</tr>
<tr>
<td>Receptionist</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Researcher</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Reservation Coordinator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Sales Representative/agent</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Senior Administrative Assistant</td>
<td>2,940.00</td>
<td>2,205.00</td>
<td>2,205.00</td>
</tr>
<tr>
<td>Skate and Surf Park Attendant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Sport Instructor e.g. Scuba, Dive, Windsurf, Aerobic</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Steward, ship</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Role</td>
<td>Basic Salary</td>
<td>Application Fee</td>
<td>Variation Fee</td>
</tr>
<tr>
<td>------------------------------------</td>
<td>--------------</td>
<td>-----------------</td>
<td>---------------</td>
</tr>
<tr>
<td>Superintendent, marine/deck</td>
<td>3,850.00</td>
<td>2,887.50</td>
<td>2,887.50</td>
</tr>
<tr>
<td>Tour Guide</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Tour Operations Coordinator</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Veterinarian</td>
<td>7,500.00</td>
<td>5,625.00</td>
<td>5,625.00</td>
</tr>
<tr>
<td>Videogapher</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Warehouse Person</td>
<td>1,050.00</td>
<td>787.50</td>
<td>787.50</td>
</tr>
<tr>
<td>Water Chemist</td>
<td>4,600.00</td>
<td>3,450.00</td>
<td>3,450.00</td>
</tr>
<tr>
<td>Water Sports Attendant</td>
<td>2,100.00</td>
<td>1,575.00</td>
<td>1,575.00</td>
</tr>
<tr>
<td>Zoological Department Director</td>
<td>10,010.00</td>
<td>7,507.50</td>
<td>7,507.50</td>
</tr>
</tbody>
</table>

**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

<table>
<thead>
<tr>
<th>FACTOR 1</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupation</td>
<td>Maximum 30 points</td>
</tr>
<tr>
<td>a. Current Occupation</td>
<td>Maximum 15</td>
</tr>
<tr>
<td>b. Priority Occupation</td>
<td>Maximum 15</td>
</tr>
</tbody>
</table>

Explanation

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.

<table>
<thead>
<tr>
<th>FACTOR 2</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education, Training and Experience</td>
<td>Maximum 25</td>
</tr>
<tr>
<td>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</td>
<td>Maximum 25</td>
</tr>
<tr>
<td>a. Years of Experience</td>
<td>Maximum 15</td>
</tr>
<tr>
<td>Number of years of experience in the occupation</td>
<td>Maximum 15</td>
</tr>
<tr>
<td>(based on – two points awarded for the first two years worked after achieving the minimum two years; one point awarded for each full year)</td>
<td>Maximum 15</td>
</tr>
<tr>
<td>i. 15</td>
<td>ii. 12</td>
</tr>
<tr>
<td>ii. 8</td>
<td>iii. 8</td>
</tr>
<tr>
<td>iii. 8</td>
<td>iv. 5</td>
</tr>
<tr>
<td>iv. 5</td>
<td>v. 0</td>
</tr>
</tbody>
</table>
worked thereafter and pro-rated points for each part year worked thereafter in the current occupation field, up to a maximum of ten years)

b. Education

Professional Occupations:

I. Academic/Qualification
   i. Post Graduate Degree/Professional Qualification
   ii. Bachelor’s Degree
   iii. Associate’s Degree
   iv. High School Diploma or Equivalent
   v. None of the above

OR

Skilled/Unskilled Occupations:

II. Technical/ Vocational
   i. Post Graduate Degree
   ii. Local Licence from the relevant Regulatory body
   iii. Bachelor’s Degree
   iv. Vocational Certificate (greater than 1 year of study)
   v. Associate’s Degree
   vi. Vocational Certificate (less than 1 year of study)
   vii. High School Diploma or equivalent
   viii. None of the above

Maximum 15
i.  15
ii. 15
iii. 12
iv. 10
v.  8
vi.  7
vii.  5
viii.  0
Explanation

(1) No points will be awarded to an applicant with less than two years of work in the occupation field.

(2) Two points will be awarded for the first two years worked in the occupation field, after achieving the minimum two years.

(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.

(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 –

<table>
<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>

(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.

<table>
<thead>
<tr>
<th>FACTOR 3</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Investments</td>
<td>Maximum 30</td>
</tr>
<tr>
<td>In assessing an applicant’s local investments under (I) and/or (II) below, points shall be awarded taking into account the amount of the applicant’s monetary investment relative to his actual means.</td>
<td></td>
</tr>
<tr>
<td>I. Investment in property in the Islands and/or</td>
<td></td>
</tr>
<tr>
<td>II. Investment in a locally</td>
<td></td>
</tr>
</tbody>
</table>
Examination
Total investment (numerator) relative to total income earned over the last five years immediately preceding the application (denominator).

Notes:
- 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-
  - 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

<table>
<thead>
<tr>
<th>Financial Stability:</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>a.</strong> Evidence of cash and savings held locally</td>
<td><strong>Maximum 30</strong></td>
</tr>
<tr>
<td>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</td>
<td><strong>Maximum 15</strong></td>
</tr>
<tr>
<td>i. 5.0% and Greater</td>
<td>i. 15</td>
</tr>
<tr>
<td>ii. 4.0% to 4.99%</td>
<td>ii. 12</td>
</tr>
<tr>
<td>iii. 3.0% to 3.99%</td>
<td>iii. 9</td>
</tr>
<tr>
<td>iv. 2.0% to 2.99%</td>
<td>iv. 6</td>
</tr>
<tr>
<td>v. 1.0% to 1.99%</td>
<td>v. 3</td>
</tr>
<tr>
<td>vi. Less than 1.0%</td>
<td>vi. 0</td>
</tr>
</tbody>
</table>

<p>| <strong>b.</strong> Evidence of salary and income | <strong>Maximum 15</strong> |
| Points will be allocated based on the applicant’s gross annual income from employment; | |
| i. 150,000 or Greater | i. 15 |
| ii. 130,000 to 149,999 | ii. 14 |
| iii. 110,000 to 129,999 | iii. 13 |
| iv. 90,000 to 109,999 | iv. 12 |
| v. 70,000 to 89,999 | v. 11 |
| vi. 50,000 to 69,999 | vi. 9 |
| vii. 40,000 to 49,999 | vii. 7 |
| viii. 30,000 to 39,999 | viii. 5 |
| ix. 20,000 to 29,999 | ix. 3 |
| x. 10,000 to 19,999 | x. 1 |
| xi. Less than 10,000 | xi. 0 |</p>
<table>
<thead>
<tr>
<th></th>
<th>Income Bracket</th>
</tr>
</thead>
<tbody>
<tr>
<td>vi.</td>
<td>60,000 to 69,999</td>
</tr>
<tr>
<td>vii.</td>
<td>50,000 to 59,999</td>
</tr>
<tr>
<td>viii.</td>
<td>40,000 to 49,999</td>
</tr>
<tr>
<td>ix.</td>
<td>30,000 to 39,999</td>
</tr>
<tr>
<td>x.</td>
<td>15,000 to 29,999</td>
</tr>
<tr>
<td>xi.</td>
<td>Under 15,000</td>
</tr>
</tbody>
</table>

**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 compulsory 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 compulsory 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), “compulsory school age” has the meaning ascribed to it in the Education Law, 2016 [Law 48 of 2016].

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 there is at least one dependant child.

5. Written evidence must be provided of his savings at local financial institutions for a period of one year preceding his application.

6. No credit will be given in respect of pension contributions.

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.
<table>
<thead>
<tr>
<th>FACTOR 5</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Community Minded/Integration into the Caymanian Community</strong></td>
<td><strong>Maximum 20</strong></td>
</tr>
<tr>
<td>Points will be awarded up to a maximum of twenty (20) points for activities falling under the categories as follows.</td>
<td></td>
</tr>
<tr>
<td><strong>I.</strong> 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;</td>
<td></td>
</tr>
<tr>
<td>a. Training and mentoring of Caymanians outside of normal work hours or related employer sponsored activities</td>
<td></td>
</tr>
<tr>
<td>b. Personal sponsorship towards a Caymanian’s tertiary training, with a minimum of CI$3,500 per annum</td>
<td></td>
</tr>
<tr>
<td>c. Actively assist in the rehabilitation and mentoring of offenders</td>
<td></td>
</tr>
<tr>
<td><strong>II.</strong> 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;</td>
<td></td>
</tr>
<tr>
<td>a. Participation and assistance in a youth programme</td>
<td></td>
</tr>
<tr>
<td>b. Training and mentoring of Caymanians within normal work related/sponsored activities</td>
<td></td>
</tr>
<tr>
<td>c. Participation and assistance in a sports programme</td>
<td></td>
</tr>
<tr>
<td>d. Participation and assistance in an arts programme</td>
<td></td>
</tr>
<tr>
<td>e. Participation and assistance in a local service club</td>
<td></td>
</tr>
<tr>
<td>f. Participation and assistance in local church programme</td>
<td></td>
</tr>
<tr>
<td>g. Personal donations to community minded activities of a minimum of CI$2,000 per annum</td>
<td></td>
</tr>
<tr>
<td>h. Volunteering for non-profit, charitable or voluntary organisations.</td>
<td></td>
</tr>
</tbody>
</table>
### Explanation

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

<table>
<thead>
<tr>
<th>Points</th>
<th>History and Culture Test</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>An applicant’s integration into the Caymanian society will be measured by reference to his knowledge of local history, tradition, customs and current events. One half-point (1/2) shall be awarded for each question answered correctly.</td>
</tr>
</tbody>
</table>

### Explanation

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.

### FACTOR 7

<table>
<thead>
<tr>
<th>Points</th>
<th>Possessing Close Caymanian Connections</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Applicant’s relationship to a person who is Caymanian</td>
</tr>
</tbody>
</table>

(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. 100 points
(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. 80 points

c) an applicant who is the parent, son or daughter of a Caymanian. 40 points

d) an applicant who is the brother, sister or grandparent of a Caymanian. 20 points

**Explanation**

1. An applicant is allocated the most points (100 points) if-
   (a) the applicant is the parent, son or daughter of a Caymanian; and
   (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).

2. An applicant is allocated 80 points if-
   (a) the applicant is the brother, sister or grandparent of a Caymanian; and
   (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).

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.

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.

*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.*

<table>
<thead>
<tr>
<th>FACTOR 8</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Demographic and Cultural Diversity</strong></td>
<td>Maximum 10</td>
</tr>
<tr>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>(a) exceeding 10%</td>
<td>(a) 0</td>
</tr>
<tr>
<td>(b) 5-10%</td>
<td>(b) 5</td>
</tr>
<tr>
<td>(c) Not exceeding 5%</td>
<td>(c) 10</td>
</tr>
</tbody>
</table>

**Explanation**

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.

<table>
<thead>
<tr>
<th>FACTOR 9</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age Distribution</strong></td>
<td>Maximum 10</td>
</tr>
<tr>
<td>Age diversity and balance in the local community is also relevant with respect to national productivity. Points will be awarded as follows:</td>
<td></td>
</tr>
<tr>
<td>I. 18 – 24</td>
<td>I. 4</td>
</tr>
<tr>
<td>II. 25 – 35</td>
<td>II. 10</td>
</tr>
<tr>
<td>III. 36 – 45</td>
<td>III. 8</td>
</tr>
<tr>
<td>IV. 46 – 65</td>
<td>IV. 6</td>
</tr>
<tr>
<td>V. 66 and above</td>
<td>V. 0</td>
</tr>
</tbody>
</table>

**Explanation**
- 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.

<table>
<thead>
<tr>
<th>DEDUCTIBLE COMPONENTS</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Character and health</td>
<td>Maximum 100</td>
</tr>
<tr>
<td>a. Criminal convictions</td>
<td></td>
</tr>
<tr>
<td>b. Health issues</td>
<td></td>
</tr>
<tr>
<td>c. Administrative fines levied in relation to statutory offences</td>
<td></td>
</tr>
<tr>
<td>d. Lack of a reasonably funded pension plan</td>
<td></td>
</tr>
</tbody>
</table>

**Explanation**

(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 [Law 10 of 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

Explanation

(i) This includes situations where it has been proven that the applicant has mistreated fellow workers in the workplace, Caymanians or non-Caymanians.

(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.

<table>
<thead>
<tr>
<th>SCORE TABULATION</th>
<th>APPLICANT’S SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Maximum possible points</td>
<td>215</td>
</tr>
<tr>
<td>(ii) Minimum points to be achieved by an applicant in order to receive a grant of permanent residence</td>
<td>110</td>
</tr>
</tbody>
</table>
SCHEDULE 3

Business Staffing Plan

Application

1. This Schedule applies to every company, firm or other business enterprise (hereinafter called the “business”) employing work permit holders.

Submission of Business Staffing Plan

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.

Information in Business Staffing Plan

3. The Business Staffing Plan submitted for the purposes of paragraph 2 shall contain the following information concerning the business-

   (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.

Requirements of the Board

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.

(2) A work permit application made under paragraph 7(2) shall be made to the Board and shall be accompanied by a curriculum vitae of the individual, the subject of the application.

Consideration by Board

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.

Meeting with Board

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.

Issue of Business Staffing Plan certificate

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.

(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.

Issue of work permits under a Plan

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.
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)

<table>
<thead>
<tr>
<th>Name</th>
<th>Date of Birth</th>
<th>Nationality</th>
<th>Relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>……………………</td>
<td>………………….</td>
<td>……………….</td>
<td>………………..</td>
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<td>……………………</td>
<td>………………….</td>
<td>……………….</td>
<td>………………..</td>
</tr>
<tr>
<td>……………………</td>
<td>………………….</td>
<td>……………….</td>
<td>………………..</td>
</tr>
</tbody>
</table>

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 ..................................................., of ................................................................., has 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)

<table>
<thead>
<tr>
<th>Name</th>
<th>Date of Birth</th>
<th>Nationality</th>
<th>Relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>...............</td>
<td>...............</td>
<td>.............</td>
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<tr>
<td>...............</td>
<td>...............</td>
<td>.............</td>
<td>..............</td>
</tr>
</tbody>
</table>

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 THAT ..................of..........................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 this …….day 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…………………….., of ………………………..is 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 this …..day 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……………………….., of …………………….has 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 this ……day of …………………., 20..
Publication in consolidated and revised form authorised by the Cabinet this 12th of February, 2018.

Kim Bullings  
*Clerk of the Cabinet*
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<th>Law #</th>
<th>Legislation</th>
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<th>Gazette</th>
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</thead>
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<td></td>
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<td>Immigration (Amendment) (No. 3) Regulations, 2015</td>
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<td>GE47/2015/s1</td>
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<tr>
<td>60/2014</td>
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<td>Immigration (Amendment) (No. 2) Regulations</td>
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<td>G21/2014/s4</td>
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<tr>
<td>55/2014</td>
<td>11</td>
<td>Immigration (Amendment) Regulations, 2014</td>
<td>26-Sep-14</td>
<td>GE71/2014/s1</td>
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<td></td>
<td></td>
<td>Immigration Regulations (2014 Revision)</td>
<td>10-Oct-14</td>
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<td></td>
<td>Immigration Regulations (2013 Revision)</td>
<td>25-Sep-13</td>
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<td>81/2012</td>
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<td>Immigration (Amendment) (No. 4) Regulations, 2012</td>
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<td>50/2012</td>
<td>8</td>
<td>Immigration (Amendment) (No. 3) Regulations, 2012</td>
<td>19-Oct-12</td>
<td>GE100/2012/s1</td>
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<td>33/2012</td>
<td>7</td>
<td>Immigration (Amendment) (No. 2) Regulations, 2012</td>
<td>13-Sep-12</td>
<td>GE88/2012/s1</td>
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<td>2/2012</td>
<td>6</td>
<td>Immigration (Amendment) Regulations, 2012</td>
<td>31-Jan-12</td>
<td>GE10/2012/s1</td>
</tr>
<tr>
<td>SL #</td>
<td>Law #</td>
<td>Legislation</td>
<td>Commencement</td>
<td>Gazette</td>
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