



DEPARTMENT OF
LABOUR & PENSIONS
CAYMAN ISLANDS GOVERNMENT

Attachment #3 - Hourly Point Method

HOURLY POINT

Total Gratuities	\$1,597.40					
Gratuity Point Value	\$0.98					
Employee Name	Position	Hourly Gratuity Point Value	Hrs Worked	Total Gratuity Points	Share of Gratuities	Hourly Gratuity Rate
S. Ebanks	Head Chef	4	90	360	\$352.80	\$3.92
L. Smith	Cook	3	91	273	\$267.54	\$2.94
R. Bodden	Kitchen Helper	2	90	180	\$176.40	\$1.96
S. Ebanks	Kitchen Helper	2	91	182	\$178.36	\$1.96
L. Smith	Kitchen Helper	2	90	180	\$176.40	\$1.96
R. Bodden	Bar/Wait	5	91	455	\$445.90	\$4.90
			543	1630	\$1,597.40	

$$\text{Gratuity Point Value} = \text{Total Gratuities} / \text{Total Gratuity Points}$$

Example: The Gratuity point value is $1,597.40 / 1630 = \$0.98$

$$\text{Employee Total Gratuity Point} = \text{Employee Hourly Gratuity Point Value} \times \text{Employee Total Hours Worked}$$

Example: Employee S. Ebanks total Gratuity Point is $4 \times 90 = 360$

$$\text{Employee Share of Gratuities} = \text{Total Gratuity Point} \times \text{Gratuity Point Value}$$

Example: Employee S. Ebanks share of Gratuity is $360 \times \$0.98 = \352.80

$$\text{Hourly Gratuity Rate} = \text{Employee Share of Gratuities} / \text{Employee Hours worked}$$

Example: Employee S. Ebanks hourly rate is $\$352.80 / 90 = 3.92$