

CAYMAN ISLANDS



**Immigration (Transition) Act
(2022 Revision)**

IMMIGRATION REGULATIONS

(2025 Revision)

Supplement No. 1 published with Legislation Gazette No. 8 of 4th February, 2025.

PUBLISHING DETAILS

Revised under the Authority of the *Law Revision Act (2020 Revision)*.

The Immigration Regulations, 2004 made the 4th May, 2004 consolidated with the following —

Immigration (Amendment) Regulations, 2005 made the 25th October, 2005,
Immigration (Amendment) Regulations, 2006 made the 14th March, 2006,
Immigration (Amendment) (No. 2) Regulations, 2006 made the 30th May, 2006,
Immigration (Amendment) (No. 3) Regulations, 2006 made the 11th July, 2006,
Immigration (Amendment) (No. 4) Regulations, 2006 made the 31st October, 2006,
Immigration (Amendment) (No. 5) Regulations, 2006 made the 21st December, 2006 (*sic*),
Immigration (Amendment) (No. 6) Regulations, 2006 made the 29th November, 2006,
Immigration (Amendment) Regulations, 2007 made the 15th May, 2007,
Immigration (Amendment) Regulations, 2008 made the 29th July, 2008,
Immigration (Amendment) Regulations, 2009 made the 10th March, 2009,
Immigration (Amendment) (No. 2) Regulations, 2009 made the 15th May, 2009,
Immigration (Amendment) Regulations, 2010 made the 12th January, 2010,
Immigration (Amendment) (No. 2) Regulations, 2010 made the 11th May, 2010,
Immigration (Amendment) (No. 3) Regulations, 2010 made the 22 October 2010,
Immigration (Amendment) Regulations, 2011 made the 1st November, 2011,
Immigration (Amendment) (No. 2) Regulations, 2011 made the 1st November, 2011,
Immigration (Amendment) Regulations, 2012 made the 24th January, 2012,
Immigration (Amendment) (No. 2) Regulations, 2012 made the 3rd September, 2012,
Immigration (Amendment) (No. 3) Regulations, 2012 made the 16th October, 2012,
Immigration (Amendment) (No. 4) Regulations, 2012 made the 12th December, 2012,
Immigration (Amendment) Regulations, 2013 made the 25th October, 2013,
Immigration (Amendment) Regulations, 2014 made the 23rd September, 2014,
Immigration (Amendment) (No. 2) Regulations made the 7th October, 2014,
Immigration (Amendment) Regulations, 2015 made the 6th January, 2015,
Immigration (Amendment) (No. 2) Regulations, 2015 made the 10th March, 2015,
Immigration (Amendment) (No. 3) Regulations, 2015 made the 23rd June, 2015,
Immigration (Amendment) Regulations 2017 made the 28th February, 2017,
Immigration (Amendment) (No. 2) Regulations, 2017 made the 23rd March, 2017,
Immigration (Amendment) (No. 3) Regulations, 2017 made the 17th May, 2017,
Immigration (Amendment) (No. 4) Regulations, 2017 made the 17 May, 2017,
Immigration (Amendment) Regulations 2018 made the 6th March, 2018,



Immigration (Amendment) (No. 2) Regulations, 2018 made the 24th April, 2018,
Immigration (Amendment) (No. 3) Regulations, 2018 made the 24th July, 2018,
Immigration (Amendment) (No. 4) Regulations, 2018 made the 16th October, 2018
Customs and Border Control (Visa, Entry and Landing) Regulations, 2019 made the
21st January, 2019 (part),
Immigration (Transition) (Temporary Work Permit and Business
Visitors' Permits) Regulations, 2019 made the 21st January, 2019 (part), and
Immigration (Transition) (Work Permit) Regulations, 2020 made the 30th April,
2020 (part).

Consolidated and revised this 31st day of December, 2024.

*Note (not forming part of these Regulations): this revision replaces the 2019 Revision
which should now be discarded.*



CAYMAN ISLANDS



Immigration (Transition) Act
(2022 Revision)

IMMIGRATION REGULATIONS
(2025 Revision)

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CAYMAN ISLANDS**Immigration (Transition) Act
(2022 Revision)****IMMIGRATION REGULATIONS
(2025 Revision)**

Citation

1. These Regulations may be cited as the *Immigration Regulations (2025 Revision)*.

Definitions

- 2 In these Regulations —

“**Act**” means the *Immigration (Transition) Act (2022 Revision)*;

“**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; 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 Act or of these Regulations if it has been issued or approved for the purpose by the Director of WORC.



Applications for work permits

4. (1) Subject to paragraph (2), an employer or prospective employer shall use their 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 Director of WORC may, on the application of an employer or prospective employer, each in its or that Director's 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 that person's application for the work permit in respect of which the waiver was sought.
- (3) For the purpose of fulfilling the requirement of paragraph (1), the employer or prospective employer shall comply with section 44(2)(b).
- (4) Subject to paragraph (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 paragraph (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 a 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 paragraph (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 paragraph (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 paragraphs (3) and (4) have been complied with unless a waiver has been obtained under paragraph (2).
- (8) **Repealed** by regulation 9(2) of the *Immigration (Transition) (Temporary Work Permits and Business Visitors' Permits) Regulations, 2019*.

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 Director of WORC may require an applicant for the grant or renewal of a work permit to provide details of any programme that that applicant 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, that Director may, in consultation with the Board or the Director of WORC,



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 paragraph (3) shall be given preference by the Board or the Director of WORC.

Periodic reports to the Cabinet

7. The Board or the Director of WORC 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 Director of WORC 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 Director of WORC 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 that person 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 Director of WORC, and if that employer fails to do so that employer 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 Director of WORC may require a worker to —
 - (a) provide evidence of the good character of themselves and any of that worker's dependants;
 - (b) provide proof of identity of themselves and of any of that worker's dependants;
 - (c) undergo a medical examination or furnish a medical certificate with respect to themselves and any of that worker's 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) that worker's qualifications; and



- (ii) the availability of suitable living accommodation for themselves and that worker's 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 paragraph (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 paragraph (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 that person's 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 following a natural disaster;
 - (s) arriving on the invitation of a local insurance company as an insurance adjuster/evaluator following a 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 officer of WORC of the rank of Senior Officer of WORC or above.
- (3) Notwithstanding paragraphs (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 paragraph (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 paragraph;



- (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 paragraph; 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 paragraph (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

13. *Repealed by regulation 6 of the Immigration (Amendment) Regulations, 2013.*

Repealed

13A. *Repealed by regulation 7 of the Immigration (Amendment) Regulations, 2013.*

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 Director of WORC —
 - (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 Act (2025 Revision)* or regulated under the *Securities Investment Business Act (2020 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 Director of WORC —
 - (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 Act (2025 Revision)* or regulated under the *Securities Investment Business Act (2020 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 47 an applicant for a Certificate of Direct Investment shall satisfy the Director of WORC that that applicant 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 42 an applicant for a Certificate of Permanent Residence for Persons of Independent Means shall satisfy the Director of WORC 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 42 is two hundred and fifty per annum.
- (3) For the purposes of sections 30(21), 38(4)(b), 37(21) and 44(1) 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 50 has established, or will establish, a substantial business presence in the Islands the Director of WORC 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 50 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 Act (2025 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 Director of WORC’s general ability to impose conditions on a work permit, it or the Director may impose conditions on a work permit that require the holder of the work permit —
- (a) and any of that holder’s dependants, to reside in accommodation that complies with the laws relating to residential accommodation; and
 - (b) to satisfy the Board or the Director of WORC, from time to time and in such manner as it or the Director 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 officer of WORC may endorse on the person’s passport or other document of identification in *lieu* of that person’s passport, the nature and duration of the permission, and impress, below the endorsement, the date and that person’s signature, initials or identifying stamp.

Prescribed fees

17. (1) The prescribed fees for the purposes of the Act are specified in Schedule 1 and, where indicated to be annual fees, are payable annually.
- (2) **Repealed** by regulation 10 of the *Immigration (Amendment) Regulations, 2013*.
- (3) **Repealed** by regulation 10 of the *Immigration (Amendment) Regulations, 2013*.



- (4) The employer of a person working by operation of law shall be refunded fifty per cent of the fee paid where that person ceases to so work within six months of the commencement of the period in respect of which the fee was paid.

Repealed

- 18. Repealed** by regulation 13(1) of the *Customs and Border Control (Visas, Entry and Landing) Regulations, 2019*.

Repealed

- 19. Repealed** by regulation 13(1) of the *Customs and Border Control (Visas, Entry and Landing) Regulations, 2019*.

Repealed

- 20. Repealed** by regulation 13(1) of the *Customs and Border Control (Visas, Entry and Landing) Regulations, 2019*.

Repealed

- 21. Repealed** by regulation 13(1) of the *Customs and Border Control (Visas, Entry and Landing) Regulations, 2019*.

Repealed

- 22. Repealed** by regulation 13(1) of the *Customs and Border Control (Visas, Entry and Landing) Regulations, 2019*.

Repealed

- 23. Repealed** by regulation 13(1) of the *Customs and Border Control (Visas, Entry and Landing) Regulations, 2019*.

Repealed

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

Repealed

- 25. Repealed** by regulation 13(1) of the *Customs and Border Control (Visas, Entry and Landing) Regulations, 2019*.

Repealed

- 26. Repealed** by regulation 13(1) of the *Customs and Border Control (Visas, Entry and Landing) Regulations, 2019*.

Waiver of fees

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

Transitional provisions

- 28.** (1) Where an application was made for permanent residence prior to the commencement of the *Immigration (Amendment) Regulations, 2017* (the “amending Regulations”), that application shall, subject to paragraph (2), be treated as if the application was made under the amending Regulations.
- (2) For the purpose of determining the age of an applicant in relation to an application referred to in paragraph (1), the age is the applicant’s age at the date of application except in the case of an applicant who would have been between the ages of eighteen and twenty-four years at that date, the applicant’s age shall be the age at the determination of the application.



SCHEDULE 1**FEES****PART 1***(regulation 17)*

| GENERAL FEES APPLICABLE IN GRAND CAYMAN, CAYMAN BRAC and LITTLE CAYMAN | | |
|---|--|-----------------|
| Section of Act | SUBJECT MATTER | Fee CI\$ |
| | Visas: | |
| Section 64 | Application for a visitor's visa | 92 |
| Section 83 | Application for a student visa | 92 |
| Section 83(6) | Application for extension of a student visa | 92 |
| | | |
| Section 45 | Business Staffing Plans: | |
| | Application for the submission of a Business Staffing Plan | 250 |
| | Application for the variation or amendment of a Business Staffing Plan | 100 |
| | Fee payable upon approval of a Business Staffing Plan | 1,000 |
| | | |
| Section 67 (1-7) | Visitor's Extensions: | |
| | (a) first application | 50 |
| | (b) subsequent application | 100 |
| | Visitor's extension fee for spouse or civil partner or civil partner or child of a Caymanian | NIL |
| | | |
| Section 67(8) | Permission to Reside as the Dependant of a Caymanian: | |
| | Application for the grant of permission to reside as the Dependant of a Caymanian | 150 |



| | | |
|------------|--|-----|
| | Application for the extension of permission to reside as the Dependant of a Caymanian | 150 |
| | Grant or extension of permission to reside as the Dependant of a Caymanian | 150 |
| | Non- refundable repatriation fee | 200 |
| | All fees - Application fee, grant or extension fee and non-refundable repatriation fee are required to be paid at the time of submission of application. | |
| | | |
| | Financial Services Sector - Business Accreditation: | |
| | Application for the grant or renewal of Business Accreditation | 75 |
| | Grant of accreditation | 250 |
| | Renewal of accreditation | 150 |
| | | |
| | Re-issue of Immigration Documents: | |
| | (a) for each issue of a duplicate work permit identification card | 35 |
| | (b) for each combined issue of a duplicate work permit and identification card | 50 |
| | Issue of duplicate Certificate of the Right to be Caymanian | 50 |
| | Issue of duplicate Certificate for Residency and Employment Rights Certificate | 50 |
| | Issue of duplicate Residency Certificate (Substantial Business Presence) | 50 |
| | Issue of duplicate Certificate of Direct Investment | 50 |
| | Issue of duplicate Residency Certificate for Retirees | 50 |
| | Issue of duplicate Certificate for Specialist Caregivers | 50 |
| | Issue of duplicate Certificate of Permanent Residence for Persons of Independent Means | 50 |
| | | |
| | Miscellaneous Fees: | |
| | Issue of re-entry permit or stamp | 20 |
| | | |
| | Copy of a document | 10 |
| Section 14 | Application fee for Appeal to Board against decision made by an Officer of WORC | 100 |



| Section of Act | Right to be Caymanian: | CI\$ |
|-----------------------|---|-------------|
| Section 15 | Application fee for appeal to Immigration Appeals Tribunal | 1,000 |
| Section 61 | Application for registration as a recreational sport fishing vessel. | 100 p.a. |
| Section 20(1-4) | Application for the acknowledgment of the Right to be Caymanian by entitlement | 50 |
| | Application for the acknowledgment that the Right to be Caymanian by entitlement continues after age of eighteen (18) | 50 |
| | | |
| Section 20(1) | Grant of the Right to be Caymanian by Cabinet | 1,000 |
| | | |
| Section 22(2) | Application for the Right to be Caymanian - Grounds of Descent | 250 |
| | Grant of the Right to be Caymanian on the Grounds of Descent | 1,000 |
| | | |
| Section 22(3) | Application for the Right to be Caymanian - Grounds of Naturalisation | 250 |
| | Grant of the Right to be Caymanian - Grounds of Naturalisation | 1,000 |
| | | |
| Section 22(4) | Application for the Right to be Caymanian - Grounds of Marriage to a Caymanian | 250 |
| | Grant of the Right to be Caymanian - Grounds of Marriage to a Caymanian | 1,000 |
| | | |
| Section 22(6) | Application for the Right to be Caymanian - Surviving Spouse or civil partner of a Caymanian | 250 |
| | Grant of the Right to be Caymanian as the Surviving Spouse or civil partner 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 |
| | | |
| | | |



| Section of Act | Permanent Residence: | CI\$ |
|----------------|--|-------------------------------------|
| Section 22(7) | Permanent Residence - Surviving Spouse or civil partner of a Caymanian: | |
| | Application for Residency and Employment Rights Certificate as the surviving spouse or civil partner of a Caymanian | 300 |
| | Issue fee for the grant of a Residency and Employment Rights Certificate as the surviving spouse or civil partner 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 or civil partner of a Caymanian | 400 per dependant |
| | Application for the variation of a Residency and Employment Rights Certificate as the surviving spouse or civil partner of a Caymanian | 500 |
| | <i>Note: No Annual Residency and Employment Rights Certificate fee is payable by the surviving spouse or civil partner of a Caymanian who has not remarried, or entered into a civil partnership with, a non-Caymanian</i> | NIL |
| Section 30(1) | Permanent Residence - Eight Year Residence: | |
| | Application for Residency and Employment Rights Certificate for Persons who have been legally and ordinarily resident in the Islands for a minimum period of eight years | 1,000 |



| | | |
|--|---|--|
| | | |
| | Issue fee for Residency and Employment Rights Certificate for Persons who have been legally and ordinarily resident in the Islands for a minimum period of eight years | Fee varies based on annual earnings |
| | Where holder earns | |
| | (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 | 400 per dependant |
| | Application for the variation of a Residency and Employment Rights Certificate | 500 |
| | Other than the persons listed in (i) to (vi) below all persons holding a Residency and Employment Rights Certificate whether or not engaging in gainful occupation in Grand Cayman, Cayman Brac and Little Cayman or their employer are required to pay an annual fee on or before the anniversary date of the issue of the Certificate equivalent to the annual fee payable by a work permit holder in the same occupation | Fee varies (see Schedule of Annual Work Permit Fees) |
| | The following persons are exempt from the requirement to pay the RERC annual fee: | |
| | (i) Spouse or civil partner of a Caymanian | nil |
| | (ii) Surviving spouse or civil partner of a Caymanian who has not remarried, or entered into a civil partnership with, a non-Caymanian | nil |
| | (iii) Contracted Government employees | nil |
| | (iv) Exempt Cubans | nil |
| | (v) Cayman Islands Monetary Authority employees | nil |



| | | |
|---------------|---|-------------------------------------|
| | (vi) Persons working for a non-profit cultural, educational or charitable body | nil |
| | <i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i> | |
| | <i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i> | |
| | <i>Note 3: in the event that an application for permanent residence is refused, all fees submitted with the application other than the application fee shall be refunded to the applicant.</i> | |
| Section 30(6) | Variation of Permanent Residence - No RERC Certificate: | |
| | Application for the variation of permanent residence where the holder does not possess a Residency and Employment Rights Certificate | 500 |
| | Issue fee where a dependant has been added to the holder of permanent residence who does not possess a Residency and Employment Rights Certificate | 400 per dependant |
| Section 30(9) | Permanent Residence - Spouse or civil partner of a Permanent Resident: | |
| | Application for Residency and Employment Rights Certificate by the spouse or civil partner of a permanent resident holder | 300 |
| | Issue fee for Residency and Employment Rights Certificate by the spouse or civil partner of a permanent resident | Fee varies based on annual earnings |
| | Where holder earns - | |
| | (a) between zero and \$20,000 per annum | 500 |
| | (b) between \$20,001 and \$40,000 per annum | 1,250 |
| | (c) between \$40,001 and \$60,000 per annum | 2,500 |
| | (d) between \$60,001 and \$80,000 per annum | 3,750 |
| | (e) between \$80,001 and \$100,000 per annum | 5,000 |



| | | |
|---------------|---|--|
| | (f) between \$100,001 and \$150,000 per annum | 9,000 |
| | (g) \$150,000 and above per annum | 12,500 |
| | Application for the variation of a Residency and Employment Rights Certificate by the spouse or civil partner of a permanent resident | 500 |
| | Annual Residency and Employment Rights Certificate fee by the spouse or civil partner of a permanent resident based on occupation | Fee varies (see Schedule of Annual Work Permit Fees) |
| | <i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i> | |
| | <i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i> | |
| Section 31(1) | Residency and Employment Rights Certificate - Spouse or civil partner of a Caymanian: | |
| | Application for the grant or renewal of a Residency and Employment Rights Certificate by the spouse or civil partner of a Caymanian | 300 |
| | Issue fee for Residency and Employment Rights Certificate by the Spouse or civil partner of a Caymanian | 400 |
| | Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency and Employment Rights Certificate as the spouse or civil partner of a Caymanian | 400 per dependant |
| | Application for the variation of a Residency and Employment Rights Certificate by the spouse or civil partner of a Caymanian | 500 |
| | <i>Note: No annual Residency and Employment Rights Certificate fee required by the spouse or civil partner of a Caymanian.</i> | |
| Section 32 | Permanent Residence - Dependant of a RERC Holder: | |



| | | |
|---------------|---|--|
| | Application for Residency and Employment Rights Certificate as the Dependant of a Residency and Employment Rights Certificate holder | 300 |
| | Issue of Residency and Employment Rights Certificate as the Dependant of a Residency and Employment Rights Certificate holder | Fee varies based on annual earnings |
| | Where holder earns - | |
| | (a) between zero and \$20,000 per annum | 500 |
| | (b) between \$20,001 and \$40,000 per annum | 1,250 |
| | (c) between \$40,001 and \$60,000 per annum | 2,500 |
| | (d) between \$60,001 and \$80,000 per annum | 3,750 |
| | (e) between \$80,001 and \$100,000 per annum | 5,000 |
| | (f) between \$100,001 and \$150,000 per annum | 9,000 |
| | (g) \$150,000 and above per annum | 12,500 |
| | Application for the variation of a Residency and Employment Rights Certificate | 500 |
| | Annual Residency and Employment Rights Certificate fee based on occupation | Fee varies (see Schedule of Annual Work Permit Fees) |
| | <i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i> | |
| | <i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i> | |
| | | |
| Section 34(1) | Residency Certificate - Persons of Independent Means: | |
| | Application for the grant or renewal of a Residency Certificate for Persons of Independent Means | 500 |
| | Issue of Residency Certificate for Persons of Independent Means | 20,000 |



| | | |
|-------------|--|---------------------------|
| | Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency Certificate for Persons of Independent Means | 1,000 per dependant |
| | Dependant fee | 1,000 per dependant p. a. |
| | Application for the variation of a Residency Certificate for Persons of Independent Means | 500 |
| | | |
| Section 34A | Application for Certificate of Permanent Residence for Persons of Independent Means | 500 |
| | Issue fee for Certificate of Permanent Residence for Persons of Independent Means | 100,000 |
| | Issue fee where a dependant has been included in the original application for, or subsequently added to, a Certificate of Permanent Residence for Persons of Independent Means | 1,000 per dependant |
| | Application to vary a Certificate of Permanent Residence for Persons of Independent Means | 500 |
| | | |
| | <p><i>Note 1: where a Certificate of Permanent Residence for Persons of Independent Means is varied to allow the right to work, an annual fee equivalent to that payable by a work permit holder in the same occupation is payable.</i></p> <p><i>Note 2: where more than one occupation is authorised, the fee payable shall be the equivalent of whichever occupation attracts the higher fee.</i></p> <p><i>Note 3: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter the fee payable shall be the fee for the new occupation.</i></p> | |
| | | |
| | | |
| Section 37 | Certificate of Direct Investment: | |
| | Application for Certificate of Direct Investment | 1,000 |

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



| | | |
|--|---|--|
| | <i>Note 1: where more than one occupation is authorised in the Certificate the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i> | |
| | <i>Note 2: where a Certificate is varied to change occupation and the new occupation attracts a higher annual fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i> | |
| Section 37C | Certificate for Specialist Caregivers: | |
| | Application for the grant or renewal of a Certificate for Specialist Caregiver | 100 |
| | Issue fee for the grant or renewal of a Certificate for Specialist Caregiver | See below |
| | Application for the variation of a Certificate for a Specialist Caregiver to a different holder | 100 |
| | | |
| | Issue Fees - Certificate for Specialist Caregivers: | |
| | Domestic Helper | 250 |
| | Nanny | 650 |
| | Nurse | 1,150 |
| | <i>Note: where a Certificate is approved for an occupation that is not currently listed above the fee payable shall be the annual work permit fee plus \$100.00.</i> | Fee varies (see Schedule of Annual Work Permit Fees) |
| | | |
| Section 54 | Business Visitor's Permit: | |
| | Application for Business Visitor's Permit | 50 |
| | Fee payable for the express determination of a Business Visitor's Permit | See below |
| | Grant of a Business Visitor's Permit | See below |
| | | |
| Business Visitor's Permit and Express Determination Fees: | | |



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



PART 2

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

ANNUAL AND TEMPORARY WORK PERMIT FEES

| Section of Act | Temporary Work Permit: | CI\$ |
|-----------------------|--|-------------------|
| Section 53(1-2) | Application for the grant of a temporary work permit | 70 |
| | Application for the extension of a temporary work permit | 70 |
| Section 48(7) | Application for the variation of a temporary work permit | 70 |
| | Grant of a temporary work permit | See below |
| | Extension of a temporary work permit | See below |
| | Dependant fee - where the dependant has been included in the original application for, or has subsequently been added to, the grant or extension of a temporary work permit | 250 per dependant |
| Section 53(1-2) | Temporary work permit - Seasonal Worker: | |
| | Application for the grant of a temporary work permit for a seasonal worker | 70 |
| | Application for the variation of a temporary work permit for a seasonal worker | 70 |
| | Grant of a temporary work permit for a seasonal worker | (See Note 1) |
| | Dependant fee - where the dependant has been included in the original application for, or has subsequently been added to, the grant of a temporary work permit for a seasonal worker | 250 per dependant |
| | <i>Note 1: Grant fee based on 66% of relevant annual work permit fee.</i> | |
| | <i>Note 2: Permit issued for eight months and cannot be extended or renewed.</i> | |
| Section 53(1-2) | Temporary work permit - Entertainer: | |
| | Application for the grant of a temporary work permit for an entertainer | 70 |
| | Grant of a Temporary Work Permit for an entertainer | See below |
| | Application for the variation of a temporary work permit | 70 |



| | Dependant fee - where the dependant has been included in the original application for, or has subsequently been added to, the grant of a temporary work permit for an entertainer | 250 per dependant | |
|---|---|--------------------------------------|---------------------|
| | <i>Note: Dependant fee is \$250.00 per dependant for all categories of temporary work permits regardless of the length of time for which the temporary work permit is valid.</i> | | |
| Temporary Work Permit and Express Determination Fees: | | | |
| 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. | | | |
| Range of Annual Work Permit Fees | Grand Cayman | Cayman Brac and Little Cayman | Express fees |
| Annual fees | CI\$ | CI\$ | CI\$ |
| (a) where the annual work permit fee payable is between \$10,401 and \$32,400 | 1500 | 1125 | 300 |
| (b) where the annual work permit fee payable is between \$2,101 and \$10,400 | 750 | 563 | 250 |
| (c) where the annual work permit fee payable is between \$876 and \$2,100 | 300 | 225 | 200 |
| (d) where the annual work permit fee payable is between \$376 and \$875 | 200 | 150 | 150 |
| (e) where the annual work permit fee payable is \$375 or less | 100 | 75 | 100 |



| Section of Act | Annual work permit - Grant: | CI\$ |
|-----------------------|--|--|
| Section 42 | Application for the grant of a work permit | 100 |
| | Grant of a work permit | Fee varies (see Schedule of Annual Work Permit Fees) |
| | Application for the variation of a work permit | 100 |
| | Non-Refundable Repatriation Fee | 200 |
| | Dependant fee (where the annual work permit fee payable is between \$0-\$2,100) Where the dependant has been included in the original application for or has subsequently been added on variation to, the grant or renewal of a work permit. | 250 per dependant p.a. |
| | Dependant fee (where the annual work permit fee payable is over \$2,100). Where a dependant has been included in the original application for, or has subsequently been added on variation to, the grant or renewal of a work permit. | 500 per dependant p.a. |
| | <i>Note 1: the non-refundable repatriation fee of \$200.00 is required on the grant of a work permit for applicant and each dependant or where the dependant is added on variation.</i> | |
| | <i>Note 2: where more than one occupation is authorised on the work permit the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i> | |
| | <i>Note 3: where a work permit is varied to change occupation and the new occupation attracts the same or a lower fee the fee payable is \$100.00 per application.</i> | |
| | <i>Note 4: where a work permit is varied to change occupation and the new occupation attracts a higher fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i> | |
| | | |
| Section 42(3)(4) | Annual work permit - Renewal: | |
| | Application for the renewal of a work permit | 100 |



| | | |
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| | Renewal of annual work permit fee | Fee varies (see Schedule of Annual Work Permit Fees) |
| | Application for the variation of a work permit | 100 |
| | Dependant fee (where the annual work permit fee payable is between \$0-\$2,100) | 250 per dependant p.a. |
| | Dependant fee (where the annual work permit fee payable is over \$2,100) | 500 per dependant p.a. |
| | Non-refundable repatriation fee not required on the renewal of a work permit | NIL |
| | Fee payable to work by operation of law for the period between 28 October, 2013 and 9 December, 2013 where the employer has not paid for the grant or renewal of a Term Limit Exemption Permit in respect of the worker in question since 9 December, 2012. | 100 |
| | <i>Note 1: where more than one occupation is authorised on the work permit the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i> | |
| | <i>Note 2: where a work permit is varied to change occupation and the new occupation attracts the same or a lower fee the fee payable is \$100.00 per application.</i> | |
| | <i>Note 3: where a work permit is varied to change occupation and the new occupation attracts a higher fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i> | |
| Section 52(A) | Term Limit Exemption Permit: | |
| | Application for the grant or renewal of a Term Limit Exemption Permit | 100 |



| | | |
|----------------|--|--|
| | Grant of Term Limit Exemption Permit is equivalent to annual work permit fee in same occupation | Fee varies (see Schedule of Annual Work Permit Fees) |
| | Application for variation of a Term Limit Exemption Permit | 100 |
| | <i>Note 1: where more than one occupation is authorised on the work permit the fee payable shall be the equivalent to whichever occupation attracts the higher fee.</i> | |
| | <i>Note 2: where a work permit is varied to change occupation and the new occupation attracts the same or a lower fee \$100.00 is payable per application.</i> | |
| | <i>Note 3: where a work permit is varied to change occupation and the new occupation attracts a higher fee, the fee payable until the following anniversary date shall be the difference between that applicable to the former occupation and that of the new occupation. Thereafter, the fee payable shall be the fee for the new occupation.</i> | |
| | <i>Note 4: where an employer has paid for the grant or renewal of a Term Limit Exemption Permit on or after 9 December, 2012, that employer shall not be required to pay any further fees in respect of the ability to continue to work by operation of law as provided for under section 52A(11).</i> | |
| Section 52(10) | Final non-renewable work permit: | |
| | Application for the grant of a final non-renewable work permit | 100 |
| | Grant of final non-renewable work permit is equivalent to annual work permit fee in same occupation | Fee varies (see Schedule of Annual Work Permit Fees) |
| | Dependant fee (where the annual work permit fee payable is between \$0-\$2,100) | 250 per dependant p.a. |
| | Dependant fee (where the annual work permit fee payable is over \$2,100) | 500 per dependant p.a. |
| | Dependants must have been previously approved on last work permit to be added to final non-renewable work permit | |



| | | |
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| | | |
| Section 52(12) | Work Permits on basis of spouse or civil partner's unexpired term limit, employment with Government or their working by operation of law: | |
| | Application fee | 100 |
| | Grant or renewal of a work permit under this provision | Fee varies (see Schedule of Annual Work Permit Fees) |
| Section 49(1) | Key Employee fees: | |
| | Application for key employee designation | 500 |
| | Grant fee is equivalent to 50% of the worker's occupation in the relevant industry | Fee varies (see Schedule of Annual Work Permit Fees) |
| Section 42(2), 52A(12) | Working by Operation of Act fees: | |
| | Application to work by operation of law | 100 |
| | Approval of application to work by operation of law | Fee varies |
| | Fee payable is equivalent to 50% of annual work permit fee for that occupation and is paid every six months | Fee varies (see Schedule of Annual Work Permit Fees) |
| | Dependant fee (where the annual work permit fee payable is between \$0-\$2,100) | 250 per dependant p.a. |
| | Dependant fee (where the annual work permit fee payable is over \$2,100) | 500 per dependant p.a. |



| | | |
|---|---|--|
| | Dependants must have been previously approved on last work permit to be added to working by operation of law application | |
| Section 52(4) | Permission granted by Director of WORC to remain in employment and to have such permission varied: | |
| | (i) Application to the Director of WORC for permission to continue in employment whilst awaiting the determination of a permanent residence application; | 100 |
| | (ii) Application to the Director of WORC for the variation of permission granted in respect of employment whilst awaiting the determination of a permanent residence application; | 100 |
| | (iii) Approval of application for permission Fee payable is 50% of annual work permit fee for the occupation, payable every six months | Fee varies Fee varies (See Schedule of Annual Work Permit Fees) |
| | (iv) Dependant fee (where the annual work permit fee payable is between \$0-\$2,100) Dependant fee (where the annual work permit fee payable is over \$2,100) <i>Note: Dependants must have been previously approved on final work permits in order to be included in application for permission to continue working.</i> | 250 per dependant per annum 500 per dependant per annum |
| | | |
| The following persons are exempt from the requirement to pay work permit fees: | | |
| | (i) Spouse or civil partner of a Caymanian | nil |
| | (ii) Surviving spouse or civil partner of a Caymanian who has not remarried, or entered into a civil partnership with, a non-Caymanian | nil |
| | (iii) Contracted Government employees | nil |
| | (iv) Exempt Cubans | nil |
| | (v) Cayman Islands Monetary Authority employees | nil |
| | (vi) Persons working for a non-profit cultural, educational or charitable body | nil |
| | | |



| | |
|--|-----|
| In addition to being exempt from the requirement to pay work permit fees the following persons are exempt from the requirement to pay non-refundable repatriation fees or work permit dependant fees: | |
| (i) Teachers (Licensed by the Cayman Islands Education Council) | nil |
| (ii) Ministers of Religion | nil |
| (iii) Cayman Islands Monetary Authority employees | nil |
| (iv) Contracted Government Employees | nil |

NOTES

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

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

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

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

5. Where an occupation for which a work permit or temporary work permit is sought does not appear in the Schedule of Annual Work Permit Fees the fee shall be determined by the Director of WORC 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 (Transition) Act (2022 Revision).

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



PART 2 – SCHEDULE OF ANNUAL WORK PERMIT FEES

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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



| | | | |
|---|-----------|-----------|-----------|
| Sales and Marketing Department Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Sales Representative/Agent | 2,100.00 | 1,575.00 | 1,575.00 |
| Senior Account Administrator | 6,000.00 | 4,500.00 | 4,500.00 |
| Studio Lighting Engineer | 13,650.00 | 10,237.50 | 10,237.50 |
| System Administrator | 6,000.00 | 4,500.00 | 4,500.00 |
| Telegraph and Telephone Installer and Service | 2,100.00 | 1,575.00 | 1,575.00 |
| Hairdressing, beauty treatment and other personal service activities | | | |
| Administrative Assistant | 1,575.00 | 1,181.25 | 1,181.25 |
| Assistant Fitness Trainer | 1,575.00 | 1,181.25 | 1,181.25 |
| Attendant and related workers not classified elsewhere | 1,050.00 | 787.50 | 787.50 |
| Barber | 1,575.00 | 1,181.25 | 1,181.25 |
| Beautician/Massage Therapist | 1,575.00 | 1,181.25 | 1,181.25 |
| Beauty Products Trainer | 1,050.00 | 787.50 | 787.50 |
| Beauty Salon Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Beauty Salon Trainer (Certified) | 1,050.00 | 787.50 | 787.50 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Braidist | 1,575.00 | 1,181.25 | 1,181.25 |
| Cosmetologist | 1,575.00 | 1,181.25 | 1,181.25 |
| Fitness Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Fitness Trainer | 2,100.00 | 1,575.00 | 1,575.00 |
| Hairdresser | 1,575.00 | 1,181.25 | 1,181.25 |
| Masseuse/Masseur | 1,575.00 | 1,181.25 | 1,181.25 |
| Nail specialist, Manicurist, Pedicurist, Nail Technician | 1,575.00 | 1,181.25 | 1,181.25 |
| Office Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Other Clerks not elsewhere classified | 1,050.00 | 787.50 | 787.50 |
| Receptionist | 1,050.00 | 787.50 | 787.50 |
| Shampoo Person | 1,050.00 | 787.50 | 787.50 |
| Storekeeper | 1,575.00 | 1,181.25 | 1,181.25 |
| Manufacture of fabricated metal products, except machinery and equipment | | | |



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



| | | | |
|--|-----------|-----------|-----------|
| Financial Controller | 20,925.00 | 15,693.75 | 15,693.75 |
| Front Desk Clerk | 1,050.00 | 787.50 | 787.50 |
| GIS Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Heavy Duty Mechanic | 2,362.50 | 1,771.88 | 1,771.88 |
| Human Resources Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Human Resources Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Human Resources Officer | 4,600.00 | 3,450.00 | 3,450.00 |
| Inventory Control Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| IT Compliance and Support Officer | 6,720.00 | 5,040.00 | 5,040.00 |
| Lineman | 2,100.00 | 1,575.00 | 1,575.00 |
| Maintenance Person | 550.00 | 412.50 | 412.50 |
| Manager Transmission and Distribution (T & D) Operations | 13,650.00 | 10,237.50 | 10,237.50 |
| Managing Director, Chief Executive Officer, or General Manager , Partner, Vice-President, President for which a professional qualification is required | 27,675.00 | 20,756.25 | 20,756.25 |
| Mechanical Engineering Technician, Alignment Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Meter Reader | 2,100.00 | 1,575.00 | 1,575.00 |
| Operations engineer | 13,650.00 | 10,237.50 | 10,237.50 |
| Operations Supervisor | 10,400.00 | 7,800.00 | 7,800.00 |
| Power Production Plant Operator | 2,100.00 | 1,575.00 | 1,575.00 |
| Production Engineer | 13,650.00 | 10,237.50 | 10,237.50 |
| Project Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Reporting and Financial Accountant | 13,650.00 | 10,237.50 | 10,237.50 |
| Security Officer | 1,732.50 | 1,299.38 | 1,299.38 |
| Senior Business Analyst /Senior Financial Analyst | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Control Assurance Specialist | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Transmission and Distribution Engineer | 13,650.00 | 10,237.50 | 10,237.50 |
| Supervisor, Facilities Maintenance | 5,175.00 | 3,881.25 | 3,881.25 |
| Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Training Safety Environmentalist Specialist | 10,400.00 | 7,800.00 | 7,800.00 |
| Wireman | 975.00 | 731.25 | 731.25 |
| | | | |



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



| | | | |
|--|-----------|-----------|-----------|
| Senior Development Control Technologist | 4,743.75 | 3,557.81 | 3,557.81 |
| Senior Engineering Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Engineering Manager-Operations | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Operator Wastewater Treatment | 13,650.00 | 10,237.50 | 10,237.50 |
| Service Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Special Projects Engineer | 13,650.00 | 10,237.50 | 10,237.50 |
| Vice President of Overseas Operations | 16,250.00 | 12,187.50 | 12,187.50 |
| Vice President of Purchasing and IT Department | 16,250.00 | 12,187.50 | 12,187.50 |
| Telecommunications | | | |
| Analyst, Database/computers | 6,720.00 | 5,040.00 | 5,040.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Business Solutions and Sales Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Cable Worker, e.g. installer | 2,100.00 | 1,575.00 | 1,575.00 |
| Chief Executive Manager | 27,675.00 | 20,756.25 | 20,756.25 |
| Clerk, Bookkeeping/Accounts Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Commercial Director | 13,650.00 | 10,237.50 | 10,237.50 |
| Corporate Accounts Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Corporate Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Customer Provisioning Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Customer Services Representative | 2,940.00 | 2,205.00 | 2,205.00 |
| Dealer Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Finance Assistant | 4,600.00 | 3,450.00 | 3,450.00 |
| Finance Manager | 20,925.00 | 15,693.75 | 15,693.75 |
| General Manager in Communications | 10,400.00 | 7,800.00 | 7,800.00 |
| Guest Service Supervisor | 6,000.00 | 4,500.00 | 4,500.00 |
| Head of Business Sales | 13,650.00 | 10,237.50 | 10,237.50 |
| Heavy Equipment Trainer | 6,720.00 | 5,040.00 | 5,040.00 |
| Information System Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Internal Auditor | 13,650.00 | 10,237.50 | 10,237.50 |
| Inventory Control Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| IT Engineer | 13,650.00 | 10,237.50 | 10,237.50 |



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



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



| | | | |
|---|-----------|-----------|-----------|
| Managing Director, Chief Executive Officer, or General Manager, Partner, Vice-President, President for which a professional qualification is required | 13,650.00 | 10,237.50 | 10,237.50 |
| Operations Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Other Clerks not elsewhere classified | 1,050.00 | 787.50 | 787.50 |
| Other Electronic Mechanic and services | 2,100.00 | 1,575.00 | 1,575.00 |
| Other Technicians not elsewhere classified e.g. CAD | 3,850.00 | 2,887.50 | 2,887.50 |
| Production and Operations Manager in retail trade | 10,400.00 | 7,800.00 | 7,800.00 |
| Pump Attendant | 1,050.00 | 787.50 | 787.50 |
| Radiator Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales and Marketing Associate | 6,720.00 | 5,040.00 | 5,040.00 |
| Sales and Marketing Department Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Sales Associate | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales Representative (retail) | 1,050.00 | 787.50 | 787.50 |
| Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| Senior Stock Clerk | 2,940.00 | 2,205.00 | 2,205.00 |
| Service Dept Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Service Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Service Writer | 1,050.00 | 787.50 | 787.50 |
| Stock Clerk e.g. Stock Controller | 2,100.00 | 1,575.00 | 1,575.00 |
| Tire Repairman | 1,050.00 | 787.50 | 787.50 |
| Trainer (Vehicle Parts/Software) | 10,400.00 | 7,800.00 | 7,800.00 |
| Truck Driver | 2,100.00 | 1,575.00 | 1,575.00 |
| Warehouse Manager | 4,600.00 | 3,450.00 | 3,450.00 |
| Warehouse Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Welder and Flame cutter | 2,100.00 | 1,575.00 | 1,575.00 |
| Manufacturing | | | |
| Power Production Plant Operator | 2,100.00 | 1,575.00 | 1,575.00 |
| Wholesale trade, except of motor vehicles and motorcycles | | | |
| Account Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Apprentice Meat Cutter | 1,050.00 | 787.50 | 787.50 |



| | | | |
|---|-----------|-----------|-----------|
| Assistant Store Manager | 7,500.00 | 5,625.00 | 5,625.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Buyer (purchaser), merchandise/wholesale trade | 2,100.00 | 1,575.00 | 1,575.00 |
| Buyer, merchandise/wholesale trade | 2,100.00 | 1,575.00 | 1,575.00 |
| Clearing, Forwarding, and Shipping agent | 2,100.00 | 1,575.00 | 1,575.00 |
| Commodity Trader (Raw Material) | 4,600.00 | 3,450.00 | 3,450.00 |
| Compliance Officer | 2,100.00 | 1,575.00 | 1,575.00 |
| Customer Services representative | 2,940.00 | 2,205.00 | 2,205.00 |
| Executive Administrative Assistant | 3,850.00 | 2,887.50 | 2,887.50 |
| Financial Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Food and Beverage Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Front Desk Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| General Manager in Wholesale | 10,400.00 | 7,800.00 | 7,800.00 |
| Human Resources Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Inventory Control Supervisor | 4,600.00 | 3,450.00 | 3,450.00 |
| Managing Director | 13,650.00 | 10,237.50 | 10,237.50 |
| Meat Cutter | 2,100.00 | 1,575.00 | 1,575.00 |
| Packer | 300.00 | 225.00 | 225.00 |
| Produce Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Receptionist | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales and Marketing Department Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Sales Representative | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales Representative/agent | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales Supervisor | 4,600.00 | 3,450.00 | 3,450.00 |
| Truck Driver | 2,100.00 | 1,575.00 | 1,575.00 |
| Warehouse Manager | 3,850.00 | 2,887.50 | 2,887.50 |
| Warehouse Person | 2,100.00 | 1,575.00 | 1,575.00 |
| Warehouse Selectors | 2,100.00 | 1,575.00 | 1,575.00 |
| Wholesale Food Safety Trainer/PA' | 6,000.00 | 4,500.00 | 4,500.00 |
| Retail Trade, Except of Motor Vehicles and Motorcycles | | | |
| (Internet) Marketing and Sales Executive | 6,000.00 | 4,500.00 | 4,500.00 |



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



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



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|--|-----------|-----------|-----------|
| Entertainment Co-ordinator | 3,850.00 | 2,887.50 | 2,887.50 |
| Events Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Events Services Assistant | 1,050.00 | 787.50 | 787.50 |
| Executive Administrative Assistant | 3,850.00 | 2,887.50 | 2,887.50 |
| Field Inspector - scrap metal | 4,600.00 | 3,450.00 | 3,450.00 |
| Financial Controller | 20,925.00 | 15,693.75 | 15,693.75 |
| Fire and Hazardous Material Trainer | 7,500.00 | 5,625.00 | 5,625.00 |
| Floor Manager - Retail | 6,720.00 | 5,040.00 | 5,040.00 |
| Florist | 2,100.00 | 1,575.00 | 1,575.00 |
| Food and Beverage Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Food Delivery Person | 1,050.00 | 787.50 | 787.50 |
| Front Desk/ Front End supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Front End Manager | 7,500.00 | 5,625.00 | 5,625.00 |
| Fuel Consultant | 10,400.00 | 7,800.00 | 7,800.00 |
| Furniture Installer | 1,575.00 | 1,181.25 | 1,181.25 |
| General Helpers (No technical skills) | 550.00 | 412.50 | 412.50 |
| General Manager of Movie Theatre | 7,500.00 | 5,625.00 | 5,625.00 |
| General Manager of Restaurant (no professional qualification) | 3,850.00 | 2,887.50 | 2,887.50 |
| General Manager of Supermarket (no professional qualification) | 10,400.00 | 7,800.00 | 7,800.00 |
| Glassblower | 2,100.00 | 1,575.00 | 1,575.00 |
| Glazier/Glass Cutter | 2,100.00 | 1,575.00 | 1,575.00 |
| Greenhouse Operations Supervisor | 2,625.00 | 1,968.75 | 1,968.75 |
| Grocery Clerk | 1,050.00 | 787.50 | 787.50 |
| Grocery Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Health and Wellness Representative | 1,575.00 | 1,181.25 | 1,181.25 |
| Heavy Duty Mechanic | 2,100.00 | 1,575.00 | 1,575.00 |
| Horticulturist | 2,100.00 | 1,575.00 | 1,575.00 |
| Human Resources Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Information Systems Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Installation Service Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Interior Design Project Manager | 10,400.00 | 7,800.00 | 7,800.00 |



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



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



| | | | |
|---|-----------|-----------|-----------|
| Senior Network Consultant | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Party Rental Equipment Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Senior Pest Control Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Senior Sales Consultant | 6,000.00 | 4,500.00 | 4,500.00 |
| Senior Sales Representative (retail) | 2,100.00 | 1,575.00 | 1,575.00 |
| Senior Software Developer/Programmer | 6,720.00 | 5,040.00 | 5,040.00 |
| Senior Storage Engineer | 6,720.00 | 5,040.00 | 5,040.00 |
| Senior Technical Specialist | 4,600.00 | 3,450.00 | 3,450.00 |
| Service Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Shift Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Shipwright Supervisor | 4,600.00 | 3,450.00 | 3,450.00 |
| Shipwright/Boat Builder | 2,100.00 | 1,575.00 | 1,575.00 |
| Shoe Repairer | 1,050.00 | 787.50 | 787.50 |
| Sign Installer | 1,575.00 | 1,181.25 | 1,181.25 |
| Site Superintendent /Structural Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Site Surveyor / Layout Person | 6,000.00 | 4,500.00 | 4,500.00 |
| Social Media Coordinator | 3,850.00 | 2,887.50 | 2,887.50 |
| Software Trainer | 7,500.00 | 5,625.00 | 5,625.00 |
| Sound Production Technical Coordinator | 3,850.00 | 2,887.50 | 2,887.50 |
| Special System Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Specialist Furniture Installer | 2,100.00 | 1,575.00 | 1,575.00 |
| Spray Technician | 2,940.00 | 2,205.00 | 2,205.00 |
| Stamp Trader | 1,575.00 | 1,181.25 | 1,181.25 |
| Steam Presser | 1,575.00 | 1,181.25 | 1,181.25 |
| Store Packer | 300.00 | 225.00 | 225.00 |
| Store/Branch Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Systems Engineer | 8,125.00 | 6,093.75 | 6,093.75 |
| Tailor | 2,100.00 | 1,575.00 | 1,575.00 |
| Total Customer Care Representative | 3,850.00 | 2,887.50 | 2,887.50 |
| Trainer (Industrial Kitchen Equipment) | 4,600.00 | 3,450.00 | 3,450.00 |
| Training Manager | 7,500.00 | 5,625.00 | 5,625.00 |
| Truck Driver | 2,100.00 | 1,575.00 | 1,575.00 |



| | | | |
|---|-----------|-----------|-----------|
| Upholsterer | 2,100.00 | 1,575.00 | 1,575.00 |
| Vehicle Dismantler - Junk Yard | 2,100.00 | 1,575.00 | 1,575.00 |
| Veterinary Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Vice President in retail trade (no professional qualifications) | 10,400.00 | 7,800.00 | 7,800.00 |
| VOIP Telephony Consultant | 3,850.00 | 2,887.50 | 2,887.50 |
| Waiter/Waitress/Deli Clerk/Sandwich Artist | 2,100.00 | 1,575.00 | 1,575.00 |
| Warehouse Person | 1,050.00 | 787.50 | 787.50 |
| Warehouse Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Watch/Jewellery Buyer/Jewellery Consultant | 6,720.00 | 5,040.00 | 5,040.00 |
| Wedding Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Wine Coordinator Specialist/ Wine Steward | 2,100.00 | 1,575.00 | 1,575.00 |
| Land Transport and Transport Via Pipelines | | | |
| Auto Mechanic | 2,100.00 | 1,575.00 | 1,575.00 |
| Booking Agent | 2,100.00 | 1,575.00 | 1,575.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Car Cleaner | 300.00 | 225.00 | 225.00 |
| Car Driver (chauffeur) | 2,100.00 | 1,575.00 | 1,575.00 |
| IT Programmer | 3,850.00 | 2,887.50 | 2,887.50 |
| Operations Manager | 4,600.00 | 3,450.00 | 3,450.00 |
| Payroll Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Senior Sales Representative | 2,100.00 | 1,575.00 | 1,575.00 |
| Taxi Driver | 2,100.00 | 1,575.00 | 1,575.00 |
| Water Transport | | | |
| Advisor, Maritime Policy and Legislation Development and Shipping Master | 16,250.00 | 12,187.50 | 12,187.50 |
| Assistant Controller | 13,650.00 | 10,237.50 | 10,237.50 |
| Assistant Marine Technician | 875.00 | 656.25 | 656.25 |
| Boat Captain | 2,100.00 | 1,575.00 | 1,575.00 |
| Boat Deck Hand | 500.00 | 375.00 | 375.00 |
| Boat Deckhand / Boat Operator | 500.00 | 375.00 | 375.00 |



| | | | |
|---|-----------|-----------|-----------|
| Boat Detailer/ Cleaner | 300.00 | 225.00 | 225.00 |
| Boat Mechanic | 1,050.00 | 787.50 | 787.50 |
| Boat Steward/Stewardess (Yacht) | 875.00 | 656.25 | 656.25 |
| Boat Yard Manager | 3,300.00 | 2,475.00 | 2,475.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| CAD Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Crane and Hoist Operator | 2,100.00 | 1,575.00 | 1,575.00 |
| Equipment Control Manager | 7,500.00 | 5,625.00 | 5,625.00 |
| Heavy Machine Mechanic | 2,100.00 | 1,575.00 | 1,575.00 |
| Janitor | 375.00 | 281.25 | 281.25 |
| Lifting-Truck Operator | 2,100.00 | 1,575.00 | 1,575.00 |
| Marine Electrician | 2,100.00 | 1,575.00 | 1,575.00 |
| Marine Surveyor | 11,700.00 | 8,775.00 | 8,775.00 |
| Marine Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Messenger | 1,050.00 | 787.50 | 787.50 |
| Rigger | 2,100.00 | 1,575.00 | 1,575.00 |
| Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| Senior Marine Surveyor | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Maritime Officer, Technical Compliance | 4,600.00 | 3,450.00 | 3,450.00 |
| Shipping and Receiving Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Sorting clerk, e.g. document controller | 1,050.00 | 787.50 | 787.50 |
| Superintendent, clerical/cargo | 4,600.00 | 3,450.00 | 3,450.00 |
| Transport helper and porter (loading goods) | 300.00 | 225.00 | 225.00 |
| Truck Driver | 2,100.00 | 1,575.00 | 1,575.00 |
| Warehouse Person | 1,050.00 | 787.50 | 787.50 |
| Air Transport | | | |
| Accountant (CA, ACCA, CPA) | 10,400.00 | 7,800.00 | 7,800.00 |
| Administrative Assistant | 1,050.00 | 787.50 | 787.50 |
| Air Traffic Controller | 4,600.00 | 3,450.00 | 3,450.00 |
| Aircraft Certifying Technician -2 | 6,000.00 | 4,500.00 | 4,500.00 |
| Aircraft Engineer | 13,650.00 | 10,237.50 | 10,237.50 |



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



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



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



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



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|---|-----------|-----------|-----------|
| Data-entering worker | 1,050.00 | 787.50 | 787.50 |
| Department Manager, Accounting | 20,925.00 | 15,693.75 | 15,693.75 |
| Department Manager/Finance Manager | 20,925.00 | 15,693.75 | 15,693.75 |
| Deputy Fund Account Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Deputy Head of Corporate Services | 20,925.00 | 15,693.75 | 15,693.75 |
| Deputy Manager | 20,925.00 | 15,693.75 | 15,693.75 |
| Director , Client Services | 20,925.00 | 15,693.75 | 15,693.75 |
| Director of Internal Audit | 20,925.00 | 15,693.75 | 15,693.75 |
| Director of Marketing/Trading | 20,925.00 | 15,693.75 | 15,693.75 |
| Director, Fund Services | 20,925.00 | 15,693.75 | 15,693.75 |
| Director, Human Resources | 20,925.00 | 15,693.75 | 15,693.75 |
| Equity Partner | 32,400.00 | 24,300.00 | 24,300.00 |
| Executive Administrative Assistant | 3,850.00 | 2,887.50 | 2,887.50 |
| Field Operations Officer | 8,125.00 | 6,093.75 | 6,093.75 |
| Finance Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Finance Control Officer | 10,400.00 | 7,800.00 | 7,800.00 |
| Financial Advisor | 13,650.00 | 10,237.50 | 10,237.50 |
| Financial Controller | 20,925.00 | 15,693.75 | 15,693.75 |
| Financial Reporter | 13,650.00 | 10,237.50 | 10,237.50 |
| Fund Accountant | 13,650.00 | 10,237.50 | 10,237.50 |
| Fund Accounting Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| Fund Administration Manager (fund and investment) | 20,925.00 | 15,693.75 | 15,693.75 |
| Fund Administrator | 13,650.00 | 10,237.50 | 10,237.50 |
| Fund and Investment Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| General Manager of Business Services | 13,650.00 | 10,237.50 | 10,237.50 |
| Group Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| Head of Currency | 20,925.00 | 15,693.75 | 15,693.75 |
| Head of Fiduciary Services | 20,925.00 | 15,693.75 | 15,693.75 |
| Head of Operations and Marketing Coordinator | 20,925.00 | 15,693.75 | 15,693.75 |
| Head of Personal Financial Services | 20,925.00 | 15,693.75 | 15,693.75 |
| Human Resource Consultant | 10,400.00 | 7,800.00 | 7,800.00 |
| Human Resources Administrator | 4,600.00 | 3,450.00 | 3,450.00 |



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| Human Resources Officer | 4,600.00 | 3,450.00 | 3,450.00 |
| Information System Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Insurance Administrator | 3,850.00 | 2,887.50 | 2,887.50 |
| Insurance Representative | 2,100.00 | 1,575.00 | 1,575.00 |
| Investment and Operations Administrator | 3,850.00 | 2,887.50 | 2,887.50 |
| Investment Advisor | 13,650.00 | 10,237.50 | 10,237.50 |
| Investment Advisor Associate | 8,125.00 | 6,093.75 | 6,093.75 |
| Investment Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Investment Manager | 20,925.00 | 15,693.75 | 15,693.75 |
| Investor Relations Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| IT Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| IT Project Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| IT Risk Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Junior Accounting Clerk | 1,050.00 | 787.50 | 787.50 |
| Latin American and Caribbean Complex Supervisor | 13,650.00 | 10,237.50 | 10,237.50 |
| Lawyer/Solicitor/Barrister/Attorney-at-Law/Associate | 16,250.00 | 12,187.50 | 12,187.50 |
| Manager, Banking Services and Business Development | 20,925.00 | 15,693.75 | 15,693.75 |
| Manager, Corporate Services | 16,250.00 | 12,187.50 | 12,187.50 |
| Manager, Field Operations | 13,650.00 | 10,237.50 | 10,237.50 |
| Manager, Fund Services | 16,250.00 | 12,187.50 | 12,187.50 |
| Manager, Investment Services | 13,650.00 | 10,237.50 | 10,237.50 |
| Manager, Pension Services | 20,925.00 | 15,693.75 | 15,693.75 |
| Managing Director, Chief Executive Officer, or General Manager, Vice President, Chief Marketing Officer, President for which a professional qualification is required | 27,675.00 | 20,756.25 | 20,756.25 |
| Marketing Executive/Marketing Specialist | 10,400.00 | 7,800.00 | 7,800.00 |
| Messenger | 1,050.00 | 787.50 | 787.50 |
| Office Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Office Supervisor (Facilities) | 7,500.00 | 5,625.00 | 5,625.00 |
| Online Investor (Personal Investor) | 6,720.00 | 5,040.00 | 5,040.00 |
| Operations Director | 20,925.00 | 15,693.75 | 15,693.75 |
| Operations Manager (bank and finance) | 20,925.00 | 15,693.75 | 15,693.75 |



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|---|-----------|-----------|-----------|
| Operations Officer | 3,850.00 | 2,887.50 | 2,887.50 |
| Other Office Clerk not elsewhere classified | 1,050.00 | 787.50 | 787.50 |
| Personal Assistant | 5,175.00 | 3,881.25 | 3,881.25 |
| Personnel and Industrial Relations Department Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Portfolio Administrator | 13,650.00 | 10,237.50 | 10,237.50 |
| Private Banker | 13,650.00 | 10,237.50 | 10,237.50 |
| Private banking manager | 20,925.00 | 15,693.75 | 15,693.75 |
| Production and Operations Dept. Manager in Banking | 20,925.00 | 15,693.75 | 15,693.75 |
| Project Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Project Manager/Accounts Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Receptionist | 2,100.00 | 1,575.00 | 1,575.00 |
| Regional Head of Business | 20,925.00 | 15,693.75 | 15,693.75 |
| Regional Head of Compliance | 20,925.00 | 15,693.75 | 15,693.75 |
| Regional Manager | 20,925.00 | 15,693.75 | 15,693.75 |
| Retail Banking Director | 20,925.00 | 15,693.75 | 15,693.75 |
| Salaried Partner | 30,375.00 | 22,781.25 | 22,781.25 |
| Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| Senior Account Administrator | 8,125.00 | 6,093.75 | 6,093.75 |
| Senior Account Executive | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Account Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Accounting Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Senior Accounting Supervisor | 4,600.00 | 3,450.00 | 3,450.00 |
| Senior Administrative Assistant | 4,600.00 | 3,450.00 | 3,450.00 |
| Senior Administrative Associate | 4,600.00 | 3,450.00 | 3,450.00 |
| Senior Associate | 18,200.00 | 13,650.00 | 13,650.00 |
| Senior Auditor | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Business Analyst /Senior Financial Analyst | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Business Systems Analyst | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Senior Client Relationship Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Credit Officer | 16,250.00 | 12,187.50 | 12,187.50 |



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| Senior Fund Accountant | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Fund Accounting Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Fund Administrator | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Legal Counsel | 18,200.00 | 13,650.00 | 13,650.00 |
| Senior Manager, Field Operations | 20,925.00 | 15,693.75 | 15,693.75 |
| Senior Manager, Fund Services | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Manager, Securities Services | 20,925.00 | 15,693.75 | 15,693.75 |
| Senior Network Administrator | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Operations Officer | 8,125.00 | 6,093.75 | 6,093.75 |
| Senior Quality and Risk Management Senior Analyst | 6,720.00 | 5,040.00 | 5,040.00 |
| Senior Team Manager | 20,925.00 | 15,693.75 | 15,693.75 |
| Senior Trust Administrator | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Trust Officer | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Underwriter | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior VP's/Senior Accounting Manager/Team Leaders | 16,250.00 | 12,187.50 | 12,187.50 |
| Software Developer | 10,400.00 | 7,800.00 | 7,800.00 |
| Sorting Clerk e.g. document controller | 1,050.00 | 787.50 | 787.50 |
| Supervising Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Supervisor, Accounts/Area Financial Control | 10,400.00 | 7,800.00 | 7,800.00 |
| Supervisor, Operations | 10,400.00 | 7,800.00 | 7,800.00 |
| System Administrator | 10,400.00 | 7,800.00 | 7,800.00 |
| System Analyst | 13,650.00 | 10,237.50 | 10,237.50 |
| Tax Manager | 20,925.00 | 15,693.75 | 15,693.75 |
| Team Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Teller | 2,100.00 | 1,575.00 | 1,575.00 |
| Trader | 13,650.00 | 10,237.50 | 10,237.50 |
| Trainee Accountant/Jr Accountant (No qualifications) | 2,100.00 | 1,575.00 | 1,575.00 |
| Trainer | 10,400.00 | 7,800.00 | 7,800.00 |
| Treasurer | 20,925.00 | 15,693.75 | 15,693.75 |
| Treasury Associate | 10,400.00 | 7,800.00 | 7,800.00 |
| Trust and Corporate Services Manager | 20,925.00 | 15,693.75 | 15,693.75 |



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|---|-----------|-----------|-----------|
| Trust Administrator | 13,650.00 | 10,237.50 | 10,237.50 |
| Trust Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Trust Manager (trust), Associate VPs | 13,650.00 | 10,237.50 | 10,237.50 |
| Trust Officer | 13,650.00 | 10,237.50 | 10,237.50 |
| Underwriter | 6,000.00 | 4,500.00 | 4,500.00 |
| Underwriter's Assistant | 3,850.00 | 2,887.50 | 2,887.50 |
| Vice President (Structured Finance/Client Accounting/Fund Services) | 13,650.00 | 10,237.50 | 10,237.50 |
| Vice President Global Product Development Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| Vice President of Technology | 13,650.00 | 10,237.50 | 10,237.50 |
| Vice President, Human Resources | 20,925.00 | 15,693.75 | 15,693.75 |
| Insurance (Life) | | | |
| Accountant (CA, ACCA, CPA) | 13,650.00 | 10,237.50 | 10,237.50 |
| Administrative Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Assistant, insurance/policy | 2,100.00 | 1,575.00 | 1,575.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Clerk, insurance | 2,100.00 | 1,575.00 | 1,575.00 |
| Clerk, bookkeeping/Accounts Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Insurance Administrator | 3,850.00 | 2,887.50 | 2,887.50 |
| Insurance Representative | 3,850.00 | 2,887.50 | 2,887.50 |
| Managing Director, Chief Executive Officer, or General Manager, Partner, Vice President, President for which a professional qualification is required | 27,675.00 | 20,756.25 | 20,756.25 |
| Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| Senior Accounting Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Underwriter | 6,000.00 | 4,500.00 | 4,500.00 |
| Underwriter's Assistant | 3,850.00 | 2,887.50 | 2,887.50 |
| Insurance (Non-life) | | | |
| Accountant (CA, ACCA, CPA) | 13,650.00 | 10,237.50 | 10,237.50 |
| Accountant (no professional qualification) | 10,400.00 | 7,800.00 | 7,800.00 |
| Assistant/Insurance/claims | 3,850.00 | 2,887.50 | 2,887.50 |
| Insurance Representative | 3,850.00 | 2,887.50 | 2,887.50 |



| | | | |
|---|-----------|-----------|-----------|
| Productions and Operations Manager in business services | 13,650.00 | 10,237.50 | 10,237.50 |
| Activities auxiliary to financial services, insurance activities and pension funding | | | |
| Account Executive | 13,650.00 | 10,237.50 | 10,237.50 |
| Accountant (CA, ACCA, CPA) | 13,650.00 | 10,237.50 | 10,237.50 |
| Accountant (no professional qualification) | 10,400.00 | 7,800.00 | 7,800.00 |
| Actuary | 13,650.00 | 10,237.50 | 10,237.50 |
| Administrative Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Administrative Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| Assistant Manager of Claims | 3,850.00 | 2,887.50 | 2,887.50 |
| Assistant Trust Accountant | 6,000.00 | 4,500.00 | 4,500.00 |
| Assistant Trust Manager | 3,850.00 | 2,887.50 | 2,887.50 |
| Assistant, insurance/policy | 2,100.00 | 1,575.00 | 1,575.00 |
| Assistant/insurance/claims | 2,100.00 | 1,575.00 | 1,575.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Broker | 6,720.00 | 5,040.00 | 5,040.00 |
| Business Development Director | 20,925.00 | 15,693.75 | 15,693.75 |
| Chief Actuary | 16,250.00 | 12,187.50 | 12,187.50 |
| Chief Reinsurance Underwriter | 16,250.00 | 12,187.50 | 12,187.50 |
| Clerk Insurance | 2,100.00 | 1,575.00 | 1,575.00 |
| Clerk, Bookkeeping/Accounts Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Client Relationship Officer | 3,850.00 | 2,887.50 | 2,887.50 |
| Client Representative | 3,850.00 | 2,887.50 | 2,887.50 |
| Compliance Officer | 13,650.00 | 10,237.50 | 10,237.50 |
| Consultant | 13,650.00 | 10,237.50 | 10,237.50 |
| Consultant, medical insurance | 13,650.00 | 10,237.50 | 10,237.50 |
| Customer Services Representative | 2,100.00 | 1,575.00 | 1,575.00 |
| Department Manager, Finance | 20,925.00 | 15,693.75 | 15,693.75 |
| Director (Insolvency) | 20,925.00 | 15,693.75 | 15,693.75 |
| Executive Administrative Assistant | 3,850.00 | 2,887.50 | 2,887.50 |
| Executive Secretary | 5,175.00 | 3,881.25 | 3,881.25 |
| Financial Controller | 20,925.00 | 15,693.75 | 15,693.75 |



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



| | | | |
|---|-----------|-----------|-----------|
| Senior Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Pension Administrator | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Underwriter | 13,650.00 | 10,237.50 | 10,237.50 |
| System (computer) manager | 20,925.00 | 15,693.75 | 15,693.75 |
| Trainer | 10,400.00 | 7,800.00 | 7,800.00 |
| Underwriter | 6,000.00 | 4,500.00 | 4,500.00 |
| Underwriter's Assistant | 3,850.00 | 2,887.50 | 2,887.50 |
| Unit/Site Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Accounting, Bookkeeping and Auditing Activities; Tax Consultancy | | | |
| Account Supervisor | 6,000.00 | 4,500.00 | 4,500.00 |
| Accountant (CA, ACCA, CPA) | 13,650.00 | 10,237.50 | 10,237.50 |
| Accountant (finance and investment)(CA, ACCA, CPA) | 13,650.00 | 10,237.50 | 10,237.50 |
| Accountant (no professional qualification) | 10,400.00 | 7,800.00 | 7,800.00 |
| Accountant (Tax) | 13,650.00 | 10,237.50 | 10,237.50 |
| Accountant (trust)(CA, ACCA, CPA) | 13,650.00 | 10,237.50 | 10,237.50 |
| Administrative Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Assistant Financial Controller | 6,000.00 | 4,500.00 | 4,500.00 |
| Assistant Manager | 13,650.00 | 10,237.50 | 10,237.50 |
| Assistant Manager, Accounting | 13,650.00 | 10,237.50 | 10,237.50 |
| Assistant Manager, Accounting Advisory Services | 13,650.00 | 10,237.50 | 10,237.50 |
| Assistant Manager, Audit | 13,650.00 | 10,237.50 | 10,237.50 |
| Assistant Manager, Tax | 13,650.00 | 10,237.50 | 10,237.50 |
| Audit Senior | 13,650.00 | 10,237.50 | 10,237.50 |
| Auditor | 13,650.00 | 10,237.50 | 10,237.50 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Business Consultant | 13,650.00 | 10,237.50 | 10,237.50 |
| Filing Clerk | 1,050.00 | 787.50 | 787.50 |
| Clerk, Bookkeeping/Accounts Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Compliance Officer | 13,650.00 | 10,237.50 | 10,237.50 |
| Consultant | 13,650.00 | 10,237.50 | 10,237.50 |



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



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|---|-----------|-----------|-----------|
| Senior Consultant | 13,650.00 | 10,237.50 | 10,237.50 |
| Senior Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| Senior Manager, Tax | 20,925.00 | 15,693.75 | 15,693.75 |
| Senior Tax Specialist | 16,250.00 | 12,187.50 | 12,187.50 |
| System (computer) manager | 13,650.00 | 10,237.50 | 10,237.50 |
| System Administrator | 3,850.00 | 2,887.50 | 2,887.50 |
| Tax Consultant | 13,650.00 | 10,237.50 | 10,237.50 |
| Tax Manager | 16,250.00 | 12,187.50 | 12,187.50 |
| CONSTRUCTION INDUSTRY | | | |
| Construction of Buildings or Civil Engineering | | | |
| Accountant (CA, ACCA, CPA) | 10,400.00 | 7,800.00 | 7,800.00 |
| Accountant (no professional qualification) | 8,125.00 | 6,093.75 | 6,093.75 |
| Accounting Administrator | 10,400.00 | 7,800.00 | 7,800.00 |
| Administrative Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Administrative Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Apprentice Plumber | 875.00 | 656.25 | 656.25 |
| Architect | 11,700.00 | 8,775.00 | 8,775.00 |
| Assistant Mechanic | 875.00 | 656.25 | 656.25 |
| Assistant Project Manager | 4,600.00 | 3,450.00 | 3,450.00 |
| Assistant Solar Panel Installer | 2,100.00 | 1,575.00 | 1,575.00 |
| Auto Mechanic | 2,100.00 | 1,575.00 | 1,575.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Building Construction Labourer, e.g. handyman | 550.00 | 412.50 | 412.50 |
| Buyer (purchaser), merchandise | 2,100.00 | 1,575.00 | 1,575.00 |
| Calibration Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Carpenter | 2,100.00 | 1,575.00 | 1,575.00 |
| Carpenter's Helper | 875.00 | 656.25 | 656.25 |
| Clerk, Bookkeeping/Accounts Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Clerk, Reproduction processes/office | 1,050.00 | 787.50 | 787.50 |
| CNC Programmer | 3,850.00 | 2,887.50 | 2,887.50 |



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|---|-----------|-----------|-----------|
| Construction Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Development Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Director of Re-Sale and Rental Operations | 11,700.00 | 8,775.00 | 8,775.00 |
| Drywall Finisher | 2,100.00 | 1,575.00 | 1,575.00 |
| Electrical Apprentice | 875.00 | 656.25 | 656.25 |
| Electrical Electrician | 2,100.00 | 1,575.00 | 1,575.00 |
| Electrical Engineer, master electrician | 11,700.00 | 8,775.00 | 8,775.00 |
| Electrical Estimator | 3,850.00 | 2,887.50 | 2,887.50 |
| Elevator Adjustor | 3,850.00 | 2,887.50 | 2,887.50 |
| Engineer/Structural Engineer, Civil/construction | 11,700.00 | 8,775.00 | 8,775.00 |
| Financial Controller | 11,700.00 | 8,775.00 | 8,775.00 |
| Floor Layer Helper, Tiler Helper, Tiler Assistant | 875.00 | 656.25 | 656.25 |
| Floor Layer, Tiler | 2,100.00 | 1,575.00 | 1,575.00 |
| Foreman (Construction) | 4,600.00 | 3,450.00 | 3,450.00 |
| General Helper | 550.00 | 412.50 | 412.50 |
| General Manager in construction | 14,300.00 | 10,725.00 | 10,725.00 |
| Geologist | 11,700.00 | 8,775.00 | 8,775.00 |
| Glass Engraver and Etcher | 2,100.00 | 1,575.00 | 1,575.00 |
| Glazier | 2,100.00 | 1,575.00 | 1,575.00 |
| Heavy Equipment Maintenance Coordinator | 3,850.00 | 2,887.50 | 2,887.50 |
| Heavy Equipment Trainer | 4,600.00 | 3,450.00 | 3,450.00 |
| Heavy Machine Mechanic | 2,100.00 | 1,575.00 | 1,575.00 |
| Heavy Machine Operator | 2,100.00 | 1,575.00 | 1,575.00 |
| Human Resources Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| HVAC Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Information System Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Inspector, (Service Technician - HVAC Specialist) | 3,850.00 | 2,887.50 | 2,887.50 |
| Inventory Control Clerk | 1,050.00 | 787.50 | 787.50 |
| Journeyman Plumber | 2,100.00 | 1,575.00 | 1,575.00 |
| Legal Secretary | 5,175.00 | 3,881.25 | 3,881.25 |
| Lineman | 2,100.00 | 1,575.00 | 1,575.00 |
| Maintenance Worker, building | 2,100.00 | 1,575.00 | 1,575.00 |



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|---|-----------|-----------|-----------|
| Manager of Safety | 11,700.00 | 8,775.00 | 8,775.00 |
| Managing Director, Chief Executive Officer, or General Manager, Partner, Vice President, President for which a professional qualification is required | 14,300.00 | 10,725.00 | 10,725.00 |
| Managing Surveyor | 11,700.00 | 8,775.00 | 8,775.00 |
| Mason, stone | 2,100.00 | 1,575.00 | 1,575.00 |
| Mason's Helper | 875.00 | 656.25 | 656.25 |
| Master Plumber | 3,300.00 | 2,475.00 | 2,475.00 |
| Metal Framer | 2,100.00 | 1,575.00 | 1,575.00 |
| Office Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Other Building finishers (e.g. Exterior Wall Finishers Systems Applicator) | 2,100.00 | 1,575.00 | 1,575.00 |
| Owner Liaison | 4,600.00 | 3,450.00 | 3,450.00 |
| Painter, building | 2,100.00 | 1,575.00 | 1,575.00 |
| Personal Assistant | 4,600.00 | 3,450.00 | 3,450.00 |
| Plumbing Supervisor | 4,600.00 | 3,450.00 | 3,450.00 |
| Pool Maintenance Man | 2,100.00 | 1,575.00 | 1,575.00 |
| Pool Technician /Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Project Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Project Manager/Accounts Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Project Superintendent | 6,720.00 | 5,040.00 | 5,040.00 |
| Property Development Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Public Relations Executive | 3,850.00 | 2,887.50 | 2,887.50 |
| Quality Control Manager | 4,600.00 | 3,450.00 | 3,450.00 |
| Quantity Surveyor | 11,700.00 | 8,775.00 | 8,775.00 |
| Receptionist | 2,100.00 | 1,575.00 | 1,575.00 |
| Roof/Waterproofing Consultant | 6,000.00 | 4,500.00 | 4,500.00 |
| Roofer | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales and Marketing Department Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Sales Coordinator | 3,850.00 | 2,887.50 | 2,887.50 |
| Sales Representative | 2,100.00 | 1,575.00 | 1,575.00 |
| Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| Security Officer | 1,732.50 | 1,299.38 | 1,299.38 |
| Senior Estimator | 4,600.00 | 3,450.00 | 3,450.00 |



| | | | |
|---|-----------|----------|----------|
| Senior HVAC Technician | 2,362.50 | 1,771.88 | 1,771.88 |
| Senior Technician /Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Service Dispatcher | 1,050.00 | 787.50 | 787.50 |
| Shutter Guard Installer | 2,100.00 | 1,575.00 | 1,575.00 |
| Site Superintendent | 6,720.00 | 5,040.00 | 5,040.00 |
| Site Surveyor / Layout Person | 4,600.00 | 3,450.00 | 3,450.00 |
| Solar Panel Installer | 3,850.00 | 2,887.50 | 2,887.50 |
| Special System Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Structural Coordinator | 3,850.00 | 2,887.50 | 2,887.50 |
| Structural-metal and erector | 2,100.00 | 1,575.00 | 1,575.00 |
| Survey Assistant | 550.00 | 412.50 | 412.50 |
| Trainer Pool Installation | 4,600.00 | 3,450.00 | 3,450.00 |
| Truck Driver | 2,100.00 | 1,575.00 | 1,575.00 |
| Ventilation Duct Fabricator Assistant/Installer | 2,100.00 | 1,575.00 | 1,575.00 |
| Wire Person | 975.00 | 731.25 | 731.25 |
| Building Installation | | | |
| Accountant (CA, ACCA, CPA) | 10,400.00 | 7,800.00 | 7,800.00 |
| Administrative Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Air-conditioning and Refrigeration Mechanic | 3,080.00 | 2,310.00 | 2,310.00 |
| Appliance Trader | 1,050.00 | 787.50 | 787.50 |
| Apprentice Plumber | 875.00 | 656.25 | 656.25 |
| Assistant Financial Controller | 6,720.00 | 5,040.00 | 5,040.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Building and Related Electrician | 2,362.50 | 1,771.88 | 1,771.88 |
| Building Construction Labourer; e.g. handyman | 550.00 | 412.50 | 412.50 |
| Cable Worker, e.g. installer | 3,080.00 | 2,310.00 | 2,310.00 |
| Carpenter | 2,100.00 | 1,575.00 | 1,575.00 |
| Carpenter's Helper | 875.00 | 656.25 | 656.25 |
| Cleaner | 375.00 | 281.25 | 281.25 |
| Clerk, Bookkeeping / Accounts Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Client Relationship Officer | 3,850.00 | 2,887.50 | 2,887.50 |



| | | | |
|--|-----------|-----------|-----------|
| Electrical Engineering Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Electrician Apprentice | 1,050.00 | 787.50 | 787.50 |
| Electrician, motor vehicle | 1,050.00 | 787.50 | 787.50 |
| Engineer, Electrical | 11,700.00 | 8,775.00 | 8,775.00 |
| Fire Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| General Helper in other establishments | 550.00 | 412.50 | 412.50 |
| General Manager in construction | 14,300.00 | 10,725.00 | 10,725.00 |
| General Manager of business services | 14,300.00 | 10,725.00 | 10,725.00 |
| Inventory Control Clerk | 1,050.00 | 787.50 | 787.50 |
| Line Person | 1,050.00 | 787.50 | 787.50 |
| Managing Director, Chief Executive Officer, or General Manager , Partner, Vice President, President for which a professional qualification is required | 14,300.00 | 10,725.00 | 10,725.00 |
| Mason, stone | 2,100.00 | 1,575.00 | 1,575.00 |
| Mechanic's Helper | 875.00 | 656.25 | 656.25 |
| Mechanical Engineer | 11,700.00 | 8,775.00 | 8,775.00 |
| Mechanical Engineering Technician, alignment tech | 2,100.00 | 1,575.00 | 1,575.00 |
| Mechanical Engineering Technician,(air- conditioning) | 2,362.50 | 1,771.88 | 1,771.88 |
| Office Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Other Building Finishers (e.g. exterior wall finishings systems) | 2,100.00 | 1,575.00 | 1,575.00 |
| Other Clerks not elsewhere classified | 1,050.00 | 787.50 | 787.50 |
| Plumber and Pipe Fitter | 2,362.50 | 1,771.88 | 1,771.88 |
| Pool/Fountain Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Project Engineer | 11,700.00 | 8,775.00 | 8,775.00 |
| Project Manager/Accounts Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Repairer, electrical equipment | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales and Marketing Department Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| Sheet-metal Worker | 2,100.00 | 1,575.00 | 1,575.00 |
| Window and Door Installer | 2,100.00 | 1,575.00 | 1,575.00 |
| Building Completion and Finishing | | | |



| | | | |
|--|-----------|-----------|-----------|
| Administrative Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Building Construction Labourer e.g. handyman | 550.00 | 412.50 | 412.50 |
| Cabinet Maker | 2,100.00 | 1,575.00 | 1,575.00 |
| Carpenter | 2,100.00 | 1,575.00 | 1,575.00 |
| Carpenter's Helper | 875.00 | 656.25 | 656.25 |
| Finisher | 2,100.00 | 1,575.00 | 1,575.00 |
| Floor Layer, Tiler | 2,100.00 | 1,575.00 | 1,575.00 |
| Foreman (Construction) | 4,600.00 | 3,450.00 | 3,450.00 |
| Front Desk Clerk | 1,050.00 | 787.50 | 787.50 |
| Janitor | 550.00 | 412.50 | 412.50 |
| Manager , Partner, Vice President, President for which a professional qualification is required | 14,300.00 | 10,725.00 | 10,725.00 |
| Mason, stone | 2,100.00 | 1,575.00 | 1,575.00 |
| Mason's Helper | 875.00 | 656.25 | 656.25 |
| Other Building finishers (e.g. Exterior Wall Finishings Systems Applicator) | 2,100.00 | 1,575.00 | 1,575.00 |
| Painter, building | 2,100.00 | 1,575.00 | 1,575.00 |
| Pool/Fountain Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| | | | |
| | | | |
| Renting of Construction or Demolition Equipment | | | |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Clerk, Bookkeeping/Accounts Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Drill Operator (heavy equipment) | 2,100.00 | 1,575.00 | 1,575.00 |
| Equipment Rental Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Heavy machine mechanic | 2,100.00 | 1,575.00 | 1,575.00 |
| Heavy machine operator | 2,100.00 | 1,575.00 | 1,575.00 |
| Managing Director, Chief Executive Officer, or General Manager for which a professional qualification is required. | 14,300.00 | 10,725.00 | 10,725.00 |
| Operations Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Operations supervisor | 3,850.00 | 2,887.50 | 2,887.50 |



| | | | |
|--|-----------|-----------|-----------|
| Pyrotechnic (Fireworks) and Lighting Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Road construction labourer | 550.00 | 412.50 | 412.50 |
| Welder and Flame cutter | 2,100.00 | 1,575.00 | 1,575.00 |
| Well Driller | 2,100.00 | 1,575.00 | 1,575.00 |
| Architectural and Engineering Activities | | | |
| Architectural Technologist | 4,600.00 | 3,450.00 | 3,450.00 |
| Assistant/Insurance/claims | 3,850.00 | 2,887.50 | 2,887.50 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Building Architect | 11,700.00 | 8,775.00 | 8,775.00 |
| General Manager in construction | 14,300.00 | 10,725.00 | 10,725.00 |
| Interior Architect | 11,700.00 | 8,775.00 | 8,775.00 |
| Interior Decorator | 7,500.00 | 5,625.00 | 5,625.00 |
| Managing Director, Chief Executive Officer, Managing Partner or General Manager for which a professional qualification is required | 14,300.00 | 10,725.00 | 10,725.00 |
| Messenger | 1,050.00 | 787.50 | 787.50 |
| Office Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Other Technicians not elsewhere classified e.g. CAD | 3,850.00 | 2,887.50 | 2,887.50 |
| Production and Operations Dept. Manager in construction | 11,700.00 | 8,775.00 | 8,775.00 |
| Quantity Surveyor | 11,700.00 | 8,775.00 | 8,775.00 |
| Secretary | 3,850.00 | 2,887.50 | 2,887.50 |
| Senior Accounting Administrator | 3,850.00 | 2,887.50 | 2,887.50 |
| Senior Architectural Technologist | 6,720.00 | 5,040.00 | 5,040.00 |
| Senior Estimator | 4,600.00 | 3,450.00 | 3,450.00 |
| TOURISM and SERVICE INDUSTRY | | | |
| Hotels and Restaurants | | | |
| Accountant (CA, ACCA, CPA) | 10,400.00 | 7,800.00 | 7,800.00 |
| Accountant (No professional qualifications) | 7,500.00 | 5,625.00 | 5,625.00 |
| Accounting Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Accounts Assistant | 2,100.00 | 1,575.00 | 1,575.00 |



| | | | |
|--|-----------|----------|----------|
| Activities Camp Coordinator, Reservation Coordinator or Director | 2,100.00 | 1,575.00 | 1,575.00 |
| Administrative Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Airport Ambassador | 1,050.00 | 787.50 | 787.50 |
| Aote Naturalist | 2,362.50 | 1,771.88 | 1,771.88 |
| Artist/Musician (person in fine arts/performing arts) | 550.00 | 412.50 | 412.50 |
| Assistant Chief Engineer | 7,500.00 | 5,625.00 | 5,625.00 |
| Assistant Cook | 1,050.00 | 787.50 | 787.50 |
| Assistant Director of Housekeeping | 6,000.00 | 4,500.00 | 4,500.00 |
| Assistant Director, Human Resources | 6,000.00 | 4,500.00 | 4,500.00 |
| Assistant Director, Meetings and Special Events | 6,000.00 | 4,500.00 | 4,500.00 |
| Assistant Financial Controller | 7,500.00 | 5,625.00 | 5,625.00 |
| Assistant Golf Course Superintendent | 3,850.00 | 2,887.50 | 2,887.50 |
| Assistant Golf Professional | 1,050.00 | 787.50 | 787.50 |
| Assistant Manager Food and Beverage | 4,600.00 | 3,450.00 | 3,450.00 |
| Assistant Manager of other business | 4,600.00 | 3,450.00 | 3,450.00 |
| Attendant and related workers not classified elsewhere | 500.00 | 375.00 | 375.00 |
| Audio Visual Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Audio Visual Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Auditor/night auditor or administrator | 3,630.00 | 2,722.50 | 2,722.50 |
| Baker | 2,100.00 | 1,575.00 | 1,575.00 |
| Banquet Houseman | 500.00 | 375.00 | 375.00 |
| Bartender | 1,575.00 | 1,181.25 | 1,181.25 |
| Boiler Repairman (Task force) | 2,100.00 | 1,575.00 | 1,575.00 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |
| Care Room/Deep Cleaner | 500.00 | 375.00 | 375.00 |
| Cashier | 1,050.00 | 787.50 | 787.50 |
| Chef | 2,100.00 | 1,575.00 | 1,575.00 |
| Chief Engineer | 11,700.00 | 8,775.00 | 8,775.00 |
| Chief Finance Coordinator | 7,500.00 | 5,625.00 | 5,625.00 |
| Chief Steward | 1,575.00 | 1,181.25 | 1,181.25 |
| Cleaner, hotel | 500.00 | 375.00 | 375.00 |



| | | | |
|--|-----------|----------|----------|
| Clerk, Bookkeeping/Accounts Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Commercial Diver/Marine Systems Co-Ordinator | 3,630.00 | 2,722.50 | 2,722.50 |
| Computer Technician | 3,850.00 | 2,887.50 | 2,887.50 |
| Concierge, hotel | 750.00 | 562.50 | 562.50 |
| Cook | 2,100.00 | 1,575.00 | 1,575.00 |
| Cosmetologist | 1,575.00 | 1,181.25 | 1,181.25 |
| Cosmetology/Beauty Products Trainer | 2,100.00 | 1,575.00 | 1,575.00 |
| Culinary Analyst (non professional) | 2,100.00 | 1,575.00 | 1,575.00 |
| Customer Service Trainer | 6,000.00 | 4,500.00 | 4,500.00 |
| Director of Finance | 11,700.00 | 8,775.00 | 8,775.00 |
| Director of Housekeeping | 10,010.00 | 7,507.50 | 7,507.50 |
| Director of Information Systems | 10,010.00 | 7,507.50 | 7,507.50 |
| Director of Meetings and Special Events | 10,010.00 | 7,507.50 | 7,507.50 |
| Director of Residences | 10,010.00 | 7,507.50 | 7,507.50 |
| Director of Revenue | 11,700.00 | 8,775.00 | 8,775.00 |
| Director of Sales and Marketing | 10,010.00 | 7,507.50 | 7,507.50 |
| Director of Services | 10,010.00 | 7,507.50 | 7,507.50 |
| Director, human resources | 10,010.00 | 7,507.50 | 7,507.50 |
| Dish Washer, restaurant | 500.00 | 375.00 | 375.00 |
| Door Keeper/doorman | 500.00 | 375.00 | 375.00 |
| Engineering Air Conditioning Mechanic | 2,940.00 | 2,205.00 | 2,205.00 |
| Engineering Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Engineering Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Executive Assistant | 3,630.00 | 2,722.50 | 2,722.50 |
| Executive Assistant Manager - Rooms Division | 10,010.00 | 7,507.50 | 7,507.50 |
| Executive chef (hotel) | 11,700.00 | 8,775.00 | 8,775.00 |
| Executive chef (restaurant) | 3,630.00 | 2,722.50 | 2,722.50 |
| Executive Officer/Manager | 13,000.00 | 9,750.00 | 9,750.00 |
| Executive Steward | 6,000.00 | 4,500.00 | 4,500.00 |
| Facilities Administrator | 3,630.00 | 2,722.50 | 2,722.50 |
| Financial Consultant | 11,700.00 | 8,775.00 | 8,775.00 |
| Financial Controller | 11,700.00 | 8,775.00 | 8,775.00 |



| | | | |
|--|-----------|----------|----------|
| Floor Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Food and Beverage Administrator | 3,630.00 | 2,722.50 | 2,722.50 |
| Food and Beverage Captain | 3,630.00 | 2,722.50 | 2,722.50 |
| Food and Beverage Consultant | 3,850.00 | 2,887.50 | 2,887.50 |
| Food and Beverage Director | 10,010.00 | 7,507.50 | 7,507.50 |
| Food and Beverage Employee | 2,362.50 | 1,771.88 | 1,771.88 |
| Food and Beverage Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Food and Beverage Server | 1,050.00 | 787.50 | 787.50 |
| Food and Beverage Administrator | 3,630.00 | 2,722.50 | 2,722.50 |
| Food and Beverage Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Food Delivery Person | 1,050.00 | 787.50 | 787.50 |
| Front Desk Clerk | 750.00 | 562.50 | 562.50 |
| Front Desk Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Front Desk Supervisor | 990.00 | 742.50 | 742.50 |
| Gardener, groundsman | 375.00 | 281.25 | 281.25 |
| General Manager of hotels (over 50 rooms) | 13,000.00 | 9,750.00 | 9,750.00 |
| General Manager of hotels (up to 50 rooms) | 10,010.00 | 7,507.50 | 7,507.50 |
| General Manager of restaurant | 6,000.00 | 4,500.00 | 4,500.00 |
| Golf Caddie | 550.00 | 412.50 | 412.50 |
| Golf Course Grounds Maintenance | 2,100.00 | 1,575.00 | 1,575.00 |
| Golf Course Outside Service Staff | 550.00 | 412.50 | 412.50 |
| Golf Course Superintendent | 6,000.00 | 4,500.00 | 4,500.00 |
| Golf Grounds Keeper | 2,100.00 | 1,575.00 | 1,575.00 |
| Group Sales Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Guest Relations Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Guest Service Call Centre Agent | 1,575.00 | 1,181.25 | 1,181.25 |
| Guest Services Valet Runner | 500.00 | 375.00 | 375.00 |
| Hospitality Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Hostess | 1,050.00 | 787.50 | 787.50 |
| Hot Air Balloon Pilot | 4,600.00 | 3,450.00 | 3,450.00 |
| Hot Air Balloon Crew Chief | 2,362.50 | 1,771.88 | 1,771.88 |
| Housekeeper | 500.00 | 375.00 | 375.00 |



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|---|----------|----------|----------|
| Housekeeper (executive) | 2,598.75 | 1,949.06 | 1,949.06 |
| Housekeeper Supervisor | 2,598.75 | 1,949.06 | 1,949.06 |
| Housekeeping Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Human Resource Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Human Resources Administrator | 4,600.00 | 3,450.00 | 3,450.00 |
| Human Resources Officer | 4,600.00 | 3,450.00 | 3,450.00 |
| HVAC Technician | 2,100.00 | 1,575.00 | 1,575.00 |
| Information System Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Inspector (Hotel) | 6,000.00 | 4,500.00 | 4,500.00 |
| Kitchen Helper (hotel, restaurant) | 500.00 | 375.00 | 375.00 |
| Landscaper, greens keeper | 2,100.00 | 1,575.00 | 1,575.00 |
| Language Translator | 2,100.00 | 1,575.00 | 1,575.00 |
| Lead Aquarist (Aquarium Care) | 4,600.00 | 3,450.00 | 3,450.00 |
| Legal Assistant | 3,850.00 | 2,887.50 | 2,887.50 |
| Line Cook | 2,100.00 | 1,575.00 | 1,575.00 |
| Loss Prevention Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Maintenance Person | 550.00 | 412.50 | 412.50 |
| Maintenance worker, (Skilled) | 2,100.00 | 1,575.00 | 1,575.00 |
| Maître d'hôtel | 2,100.00 | 1,575.00 | 1,575.00 |
| Marketing and Reservation Assistant | 4,600.00 | 3,450.00 | 3,450.00 |
| Masseuse/masseur | 1,575.00 | 1,181.25 | 1,181.25 |
| Meetings and Special Events Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Member Services/Reservations Agent/Guest Services Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Nail Specialist (manicurist) | 1,575.00 | 1,181.25 | 1,181.25 |
| Operations Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Operations Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Other Clerks not elsewhere classified | 750.00 | 562.50 | 562.50 |
| Other Department Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Commercial Designers e.g. Event Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Personal Manager - to Artist/Musicians (fine arts, performing arts) | 6,000.00 | 4,500.00 | 4,500.00 |
| Pilates/Yoga Instructor | 2,100.00 | 1,575.00 | 1,575.00 |



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| Production and Operations Dept. Manager in hotels | 6,000.00 | 4,500.00 | 4,500.00 |
| Quality Coordinator | 6,000.00 | 4,500.00 | 4,500.00 |
| Receptionist (hotel lobby attendant) | 750.00 | 562.50 | 562.50 |
| Regional Manager | 13,000.00 | 9,750.00 | 9,750.00 |
| Reservations Agent/Guest Services/Events Co-ordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Reservations Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Residences Guest Services Attendant | 1,050.00 | 787.50 | 787.50 |
| Rooms Division Employee | 2,362.50 | 1,771.88 | 1,771.88 |
| Rooms Division Manager | 4,600.00 | 3,450.00 | 3,450.00 |
| Rooms Division Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Sales and Catering Representative | 3,850.00 | 2,887.50 | 2,887.50 |
| Sales and marketing department manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Sales Executive | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales/Marketing/Public Relations Coordinator | 3,850.00 | 2,887.50 | 2,887.50 |
| Sanitation Auditor | 6,000.00 | 4,500.00 | 4,500.00 |
| Security officer/Loss Prevention Officer | 1,732.50 | 1,299.38 | 1,299.38 |
| Senior Dispatcher | 6,000.00 | 4,500.00 | 4,500.00 |
| Senior Guest Service Representative | 2,940.00 | 2,205.00 | 2,205.00 |
| Senior HVAC Technician | 2,362.50 | 1,771.88 | 1,771.88 |
| Service supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Shift Engineer | 2,100.00 | 1,575.00 | 1,575.00 |
| Shipwright Supervisor | 4,600.00 | 3,450.00 | 3,450.00 |
| Shipwright/Boat Builder | 2,100.00 | 1,575.00 | 1,575.00 |
| Shore Excursion Assistant | 1,575.00 | 1,181.25 | 1,181.25 |
| Sous Chef or Skilled Cook | 2,362.50 | 1,771.88 | 1,771.88 |
| Spa Attendant | 1,050.00 | 787.50 | 787.50 |
| Spa Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Spa Manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Spa Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Sport Instructor, e.g. Scuba, Dive, Windsurf, Aerobic, Tennis and other sports | 2,100.00 | 1,575.00 | 1,575.00 |
| Task Force/Security Officer Trainer | 4,600.00 | 3,450.00 | 3,450.00 |



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| Team Leader (Restaurant) | 2,100.00 | 1,575.00 | 1,575.00 |
| Telecommunications Specialist | 2,598.75 | 1,949.06 | 1,949.06 |
| Timeshare Sales Executive | 3,850.00 | 2,887.50 | 2,887.50 |
| Timeshare Sales Representative | 4,600.00 | 3,450.00 | 3,450.00 |
| Tour Operations Trainer | 6,000.00 | 4,500.00 | 4,500.00 |
| Trainer | 6,000.00 | 4,500.00 | 4,500.00 |
| Utility Steward | 1,575.00 | 1,181.25 | 1,181.25 |
| Van Driver | 2,100.00 | 1,575.00 | 1,575.00 |
| Waiter/Waitress (Food and beverage server) | 1,050.00 | 787.50 | 787.50 |
| Warehouse manager | 6,000.00 | 4,500.00 | 4,500.00 |
| Washer, hand/laundry | 500.00 | 375.00 | 375.00 |
| Water Sports Concierge | 2,100.00 | 1,575.00 | 1,575.00 |
| Wedding Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Windsurf Instructor | 2,100.00 | 1,575.00 | 1,575.00 |
| Wine Steward | 2,100.00 | 1,575.00 | 1,575.00 |
| Sports Activities and Amusement and Recreation Activities | | | |
| (Equestrian) Horse Riding School Teacher/Trainer | 2,100.00 | 1,575.00 | 1,575.00 |
| Administrative Assistant | 2,100.00 | 1,575.00 | 1,575.00 |
| Apprentice/Assistant Exotic Animal Trainer | 2,598.75 | 1,949.06 | 1,949.06 |
| Assistant Boat Captain/Relief Captain | 1,575.00 | 1,181.25 | 1,181.25 |
| Assistant Coach | 1,050.00 | 787.50 | 787.50 |
| Assistant Curator | 2,100.00 | 1,575.00 | 1,575.00 |
| Auditor/night auditor or administrator | 3,630.00 | 2,722.50 | 2,722.50 |
| Auto Mechanic | 2,100.00 | 1,575.00 | 1,575.00 |
| Aviculturist | 4,600.00 | 3,450.00 | 3,450.00 |
| Beach Attendant | 500.00 | 375.00 | 375.00 |
| Beach Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Boat Captain | 2,100.00 | 1,575.00 | 1,575.00 |
| Boat Deck Hand | 500.00 | 375.00 | 375.00 |
| Booking Agent | 1,050.00 | 787.50 | 787.50 |
| Bookkeeper | 4,600.00 | 3,450.00 | 3,450.00 |



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| Bridge Teacher (Board Games - Mind Sports: Chess, Bridge, Dominoes etc) | 750.00 | 562.50 | 562.50 |
| Bus Driver | 2,100.00 | 1,575.00 | 1,575.00 |
| Butterfly Specialist | 1,575.00 | 1,181.25 | 1,181.25 |
| Cashier (retail) | 1,050.00 | 787.50 | 787.50 |
| Catamaran Line Rigger | 2,100.00 | 1,575.00 | 1,575.00 |
| Chef | 2,100.00 | 1,575.00 | 1,575.00 |
| Clerk, Bookkeeping/Accounts Clerk | 1,050.00 | 787.50 | 787.50 |
| Coach | 2,100.00 | 1,575.00 | 1,575.00 |
| Concierge, hotel | 550.00 | 412.50 | 412.50 |
| Co-Pilot Submarine | 2,625.00 | 1,968.75 | 1,968.75 |
| Crew Member boat and ship | 1,050.00 | 787.50 | 787.50 |
| Cricket Wicket Preparer | 550.00 | 412.50 | 412.50 |
| Cruise Ship Supervisor | 3,850.00 | 2,887.50 | 2,887.50 |
| Curator | 4,600.00 | 3,450.00 | 3,450.00 |
| Customer Services Representative | 1,050.00 | 787.50 | 787.50 |
| Deputy General Manager | 10,400.00 | 7,800.00 | 7,800.00 |
| Director and Chief Executive | 13,000.00 | 9,750.00 | 9,750.00 |
| Director of Golf | 6,000.00 | 4,500.00 | 4,500.00 |
| Dispatch Agent | 2,100.00 | 1,575.00 | 1,575.00 |
| Dog Walker/Kennel Worker | 550.00 | 412.50 | 412.50 |
| Exotic Animal Trainer | 4,600.00 | 3,450.00 | 3,450.00 |
| Front Desk Supervisor | 990.00 | 742.50 | 742.50 |
| General Helper | 550.00 | 412.50 | 412.50 |
| General Manager | 13,000.00 | 9,750.00 | 9,750.00 |
| Head Teacher Extracurricular Activities | 4,600.00 | 3,450.00 | 3,450.00 |
| Inventory Control Clerk | 2,100.00 | 1,575.00 | 1,575.00 |
| Life Guard | 2,100.00 | 1,575.00 | 1,575.00 |
| Magician | 550.00 | 412.50 | 412.50 |
| Maintenance Person | 550.00 | 412.50 | 412.50 |
| Nature Trail Animal Keeper | 2,100.00 | 1,575.00 | 1,575.00 |
| Office Manager | 6,720.00 | 5,040.00 | 5,040.00 |
| Other Department Manager | 4,600.00 | 3,450.00 | 3,450.00 |



| | | | |
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| Other Technical and Commercial Sales Representative | 2,100.00 | 1,575.00 | 1,575.00 |
| Pedicab Driver (bicycle drawn carriage driver) | 750.00 | 562.50 | 562.50 |
| Pet Groomer | 1,050.00 | 787.50 | 787.50 |
| Photographer | 2,100.00 | 1,575.00 | 1,575.00 |
| Pilot submarine | 3,850.00 | 2,887.50 | 2,887.50 |
| Production and Operations Manager | 11,700.00 | 8,775.00 | 8,775.00 |
| Receptionist | 2,100.00 | 1,575.00 | 1,575.00 |
| Researcher | 7,500.00 | 5,625.00 | 5,625.00 |
| Reservation Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Sales Representative/agent | 1,050.00 | 787.50 | 787.50 |
| Senior Administrative Assistant | 2,940.00 | 2,205.00 | 2,205.00 |
| Skate and Surf Park Attendant | 2,100.00 | 1,575.00 | 1,575.00 |
| Sport Instructor e.g. Scuba, Dive, Windsurf, Aerobic | 2,100.00 | 1,575.00 | 1,575.00 |
| Steward, ship | 2,100.00 | 1,575.00 | 1,575.00 |
| Superintendent, marine/deck | 3,850.00 | 2,887.50 | 2,887.50 |
| Tour Guide | 2,100.00 | 1,575.00 | 1,575.00 |
| Tour Operations Coordinator | 2,100.00 | 1,575.00 | 1,575.00 |
| Veterinarian | 7,500.00 | 5,625.00 | 5,625.00 |
| Videographer | 2,100.00 | 1,575.00 | 1,575.00 |
| Warehouse Person | 1,050.00 | 787.50 | 787.50 |
| Water Chemist | 4,600.00 | 3,450.00 | 3,450.00 |
| Water Sports Attendant | 2,100.00 | 1,575.00 | 1,575.00 |
| Zoological Department Director | 10,010.00 | 7,507.50 | 7,507.50 |

PART 3

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

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



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|---|---------------|
| b. Education | b. Maximum 15 |
| Professional Occupations: | Maximum 15 |
| I. Academic/Qualification | |
| i. Post Graduate Degree/Professional Qualification | i. 15 |
| ii. Bachelor's Degree | ii. 12 |
| iii. Associate's Degree | iii. 8 |
| iv. High School Diploma or Equivalent | iv. 5 |
| v. None of the above | v. 0 |
| OR | |
| Skilled/Unskilled Occupations: | Maximum 15 |
| II. Technical/ Vocational | |
| i. Post Graduate Degree | i. 15 |
| ii. Local Licence from the relevant Regulatory body | ii. 15 |
| iii. Bachelor's Degree | iii. 12 |
| iv. Vocational Certificate (greater than 1 year of study) | iv. 10 |
| v. Associate's Degree | v. 8 |
| vi. Vocational Certificate (less than 1 year of study) | vi. 7 |
| vii. High School Diploma or equivalent | vii. 5 |
| viii. None of the above | viii. 0 |



| <p><u>Explanation</u></p> <p>(1) No points will be awarded to an applicant with less than two years of work in the occupation field.</p> <p>(2) Two points will be awarded for the first two years worked in the occupation field, after achieving the minimum two years.</p> <p>(3) One point will be awarded for each full year worked in the occupation field, after a minimum of two years up to a maximum of ten years.</p> <p>(4) A partial point will be awarded in respect of any part of a year worked in the occupation field after a minimum of two years up to a maximum of ten years. Points will be pro-rated as follows –</p> <table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;">Month</th> <th style="text-align: left;">Partial Point</th> </tr> </thead> <tbody> <tr><td>1/12</td><td>0.08</td></tr> <tr><td>2/12</td><td>0.16</td></tr> <tr><td>3/12</td><td>0.25</td></tr> <tr><td>4/12</td><td>0.33</td></tr> <tr><td>5/12</td><td>0.41</td></tr> <tr><td>6/12</td><td>0.50</td></tr> <tr><td>7/12</td><td>0.58</td></tr> <tr><td>8/12</td><td>0.66</td></tr> <tr><td>9/12</td><td>0.75</td></tr> <tr><td>10/12</td><td>0.83</td></tr> <tr><td>11/12</td><td>0.91</td></tr> </tbody> </table> <p>(5) With respect to education, applicants will be awarded points under either I or II, not both. Further, the points will only be awarded for educational qualifications as they relate to the applicants’ occupation or vocation.</p> | | Month | Partial Point | 1/12 | 0.08 | 2/12 | 0.16 | 3/12 | 0.25 | 4/12 | 0.33 | 5/12 | 0.41 | 6/12 | 0.50 | 7/12 | 0.58 | 8/12 | 0.66 | 9/12 | 0.75 | 10/12 | 0.83 | 11/12 | 0.91 |
|--|-------------------|-------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|------|-------|------|
| Month | Partial Point | | | | | | | | | | | | | | | | | | | | | | | | |
| 1/12 | 0.08 | | | | | | | | | | | | | | | | | | | | | | | | |
| 2/12 | 0.16 | | | | | | | | | | | | | | | | | | | | | | | | |
| 3/12 | 0.25 | | | | | | | | | | | | | | | | | | | | | | | | |
| 4/12 | 0.33 | | | | | | | | | | | | | | | | | | | | | | | | |
| 5/12 | 0.41 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6/12 | 0.50 | | | | | | | | | | | | | | | | | | | | | | | | |
| 7/12 | 0.58 | | | | | | | | | | | | | | | | | | | | | | | | |
| 8/12 | 0.66 | | | | | | | | | | | | | | | | | | | | | | | | |
| 9/12 | 0.75 | | | | | | | | | | | | | | | | | | | | | | | | |
| 10/12 | 0.83 | | | | | | | | | | | | | | | | | | | | | | | | |
| 11/12 | 0.91 | | | | | | | | | | | | | | | | | | | | | | | | |
| FACTOR 3 | POINTS | | | | | | | | | | | | | | | | | | | | | | | | |
| <p><u>Local Investments</u></p> <p>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 that applicant’s actual means.</p> <p style="margin-left: 40px;">I. Investment in property in the Islands and/or</p> <p style="margin-left: 40px;">II. Investment in a locally licensed company</p> | Maximum 30 | | | | | | | | | | | | | | | | | | | | | | | | |



Explanation

Total investment (numerator) relative to total income earned over the last five years immediately preceding the application (denominator).

$$\frac{\text{Total Investment}}{40\% \text{ of total income for last five years}} \times 30$$

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 spouse or civil partners, points will be awarded based on the full investment amount rather than on the percentage ownership of each spouse or civil partner. The combined income of both spouse or civil partners will also be used in the calculation.
- Where an investment is owned by the applicant and another party who is not that applicant's spouse or civil partner points will be awarded for the percentage of the investment held in the applicant's name only.
- Where the spouse or civil partners 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 or civil partner 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



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| <p>than borrowed funds plus interest payment plus principal payment plus stamp duty paid) on residential mortgage and the property, whichever is higher.</p> <ul style="list-style-type: none"> ○ Market value of investments (stocks, bonds, etc.) in a locally licensed and operated solvent company. ○ Investment in a privately owned locally licensed business which is solvent. ○ Personal funds (i.e. not borrowed funds or funds received by way of gift) injected by the applicant to make improvements on property which was transferred as a gift. Proof of source of funds must be provided. | |
| FACTOR 4 | POINTS |
| <u>Financial Stability:</u> | Maximum 30 |
| <p>a. Evidence of cash and savings held locally</p> <p style="padding-left: 20px;">Applicant’s total cash and deposits (up to a maximum of CI\$50,000) as a percentage of aggregate salary/income for the last twelve (12) months</p> <ul style="list-style-type: none"> i. 5.0% and Greater ii. 4.0% to 4.99% iii. 3.0% to 3.99% iv. 2.0% to 2.99% v. 1.0% to 1.99% vi. Less than 1.0% | <p>Maximum 15</p> <ul style="list-style-type: none"> i. 15 ii. 12 iii. 9 iv. 6 v. 3 vi. 0 |
| <p>b. Evidence of salary and income</p> <p style="padding-left: 20px;">Points will be allocated based on the applicant’s gross annual income from employment;</p> <ul style="list-style-type: none"> i. 150,000 or Greater ii. 130,000 to 149,999 iii. 110,000 to 129,999 iv. 90,000 to 109,999 v. 70,000 to 89,999 vi. 60,000 to 69,999 vii. 50,000 to 59,999 viii. 40,000 to 49,999 ix. 30,000 to 39,999 x. 15,000 to 29,999 xi. Under 15,000 | <p>Maximum 15</p> <ul style="list-style-type: none"> i. 15 ii. 14 iii. 13 iv. 12 v. 11 vi. 9 vii. 7 viii. 5 ix. 3 x. 1 xi. 0 |
| <u>Explanation</u> | |
| <p>(1) An applicant must prove that that applicant has sufficient resources through income and salary to support themselves and any dependants accompanying that applicant. Also the applicant’s ability to provide sufficient funds for that applicant and their healthcare, education, accommodation and maintenance is of paramount</p> | |



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| <p style="text-align: center;">importance for prospective long term residents.</p> <p>(2) When determining the income bracket into which an applicant falls, that applicant’s 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.</p> <p>(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.</p> <p>(3A) For the purposes of paragraphs (2) and (3), “compulsory school age” has the meaning ascribed to it in the <i>Education Act (2024 Revision)</i>.</p> <p>(4) In assessing an applicant’s gross annual income from employment, the gross annual income of employment of the applicant’s spouse or civil partner will only be taken into account if there is at least one dependant child.</p> <p>(5) Written evidence must be provided of the applicant’s savings at local financial institutions for a period of one year preceding the applicant’s application.</p> <p>(6) No credit will be given in respect of pension contributions.</p> <p>(7) Gross annual income from employment includes all employment related monetary income earned annually by the applicant and includes basic salary, bonus, commission, allowances etc. to the extent that documentary evidence is produced to show income.</p> |
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| FACTOR 5 | POINTS |
|--|-------------------------------------|
| <p><u>Community Minded/Integration into the Caymanian Community</u> Points will be awarded up to a maximum of twenty (20) points for activities falling under the categories as follows.</p> <p style="margin-left: 20px;">I. Two (2) points will be awarded for each year that the applicant has provided a minimum of 35 hours of service annually for up to eight years;</p> <p style="margin-left: 40px;">a. Training and mentoring of Caymanians outside of normal work hours or related employer sponsored activities</p> <p style="margin-left: 40px;">b. Personal sponsorship towards a Caymanian’s tertiary training, with a minimum of CI\$3,500 per annum</p> <p style="margin-left: 40px;">c. Actively assist in the rehabilitation and mentoring of offenders</p> <p style="margin-left: 20px;">II. One and one half (1.5) points will be awarded for each year that the applicant has provided a minimum of 35 hours of</p> | <p>Maximum 20</p> |



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| <p>service annually for up to eight years;</p> <ul style="list-style-type: none"> a. Participation and assistance in a youth programme b. Training and mentoring of Caymanians within normal work related/sponsored activities c. Participation and assistance in a sports programme d. Participation and assistance in an arts programme e. Participation and assistance in a local service club f. Participation and assistance in local church programme g. Personal donations to community minded activities of a minimum of CI\$2,000 per annum h. Volunteering for non-profit, charitable or voluntary organisations. | |
| <p><u>Explanation</u></p> <ol style="list-style-type: none"> 1. The extent to which the applicant has successfully settled and integrated into Cayman society is assessed by reference to such qualities as adaptability, motivation, involvement in the community and initiative. 2. Applicants who demonstrate an active involvement in the training and mentoring of Caymanians and the rehabilitation and mentoring of offenders will be given higher points. 3. Letters confirming an applicant’s participation or contribution in any of the activities referred to in this factor will only be accepted from the head of the organisation or an executive member of the Board and the Caymanian beneficiary in cases of training or mentoring and must provide the required details of those activities and the amount of time the applicant was involved. | |
| FACTOR 6 | POINTS |
| <p><u>History and Culture Test</u> An applicant’s integration into the Caymanian society will be measured by reference to that applicant’s knowledge of local history, tradition, customs and current events. One half-point (1/2) shall be awarded for each question answered correctly</p> | Maximum 20 |
| <p><u>Explanation</u> An applicant will be given an appointment to sit a History and Culture Test. This date may be rescheduled by the applicant once only and the Test must have been undertaken within thirty days from the original date unless there are exceptional circumstances. Where an applicant fails to sit the Test within thirty days of the original date the application will proceed for determination and a score of zero points will be awarded under this Factor.</p> | |
| FACTOR 7 | POINTS |
| <p><u>Possessing Close Caymanian Connections</u></p> | Maximum 100 |



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| Applicant's relationship to a person who is Caymanian | |
| (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 |
| <p><u>Explanation</u></p> <p>1. An applicant is allocated the most points (100 points) if —</p> <p>(a) the applicant is the parent, son or daughter of a Caymanian; and</p> <p>(b) the applicant is a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was).</p> <p>2. An applicant is allocated 80 points if —</p> <p>(a) the applicant is the brother, sister or grandparent of a Caymanian; and</p> <p>(b) the applicant is a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was).</p> <p>3. An applicant who is the parent, son or daughter of a Caymanian but who is not a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was) is allocated 40 points.</p> <p>4. An applicant who is the brother, sister or grandparent of a Caymanian but who is not a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was), and who has not already received 40 points by virtue of being the parent, son or daughter of a Caymanian, is allocated 20 points.</p> <p><i>Note: The points available to persons who are Cuban nationals shall be awarded only in respect of applications received within six months from the date of commencement of the Immigration (Amendment) Regulations, 2013.</i></p> | |



| FACTOR 8 | POINTS |
|--|---|
| <p><u>Demographic and Cultural Diversity</u> To maintain a demographic and cultural balance in our community points will be awarded based on the applicant's country of origin. Countries with fewer residents represented (measured by work permits in effect) will receive more points than countries with higher degrees of representation.</p> <p>(a) exceeding 10% (b) 5-10% (c) Not exceeding 5%</p> | <p>Maximum 10</p> <p>(a) 0 (b) 5 (c) 10</p> |
| <p><u>Explanation</u></p> <p>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.</p> | |
| FACTOR 9 | POINTS |
| <p><u>Age Distribution</u> Age diversity and balance in the local community is also relevant with respect to national productivity. Points will be awarded as follows:</p> <p style="text-align: center;">I. 18 – 24 II. 25 – 35 III. 36 – 45 IV. 46 – 65 V. 66 and above</p> | <p>Maximum 10</p> <p>I. 4 II. 10 III. 8 IV. 6 V. 0</p> |
| <p><u>Explanation</u></p> <ul style="list-style-type: none"> • It is important to maintain age distribution in the labour market in a way that contributes positively to the long-term sustainability of labour supply to the Islands. • Points are allocated based on the number of working years that an applicant has remaining before retirement. This in turn impacts factors such as productivity, pension planning and state health care usage. | |
| DEDUCTIBLE COMPONENTS | POINTS |
| <p>1. Character and health</p> <p style="padding-left: 20px;">a. Criminal convictions b. Health issues c. Administrative fines levied in relation to statutory offences d. Lack of a reasonably funded pension plan</p> | <p>Maximum 100</p> |
| <p><u>Explanation</u></p> <p>(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 the applicant's continued</p> | |



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| <p>(ii) 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. Points will also be deducted if the applicant is certified by a Health Officer to be suffering from a communicable disease that makes the applicant's continued residence in the Islands dangerous to the community or is mentally impaired under <i>the Mental Health Act (2023 Revision)</i>.</p> <p>(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.</p> <p>(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.</p> | |
| DEDUCTIBLE COMPONENTS | POINTS |
| Other mitigating factors | Unlimited |
| <p><u>Explanation</u></p> <p>(i) This includes situations where it has been proven that the applicant has mistreated fellow workers in the workplace, Caymanians or non-Caymanians.</p> <p>(ii) The Board or CIO shall provide a full explanation in writing justifying any deduction made and show that the number of points deducted was reasonable in the circumstances.</p> | |
| <u>SCORE TABULATION</u> | |
| (i) Maximum possible points | 215 |
| (ii) Minimum points to be achieved by an applicant in order to receive a grant of permanent residence | 110 |



SCHEDULE 3

Business Staffing Plan

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.

SCHEDULE 4

FORM 1

IMMIGRATION (TRANSITION) ACT

(2022 Revision)

(section 37(1))

RESIDENCY AND EMPLOYMENT RIGHTS CERTIFICATE

THIS IS TO CERTIFY THAT....., of.....and that person's 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 37(5) of the *Immigration (Transition) Act (2022 Revision)*, the holder of this Certificate (though not that holder's dependant(s) shall be entitled to accept employment from any employer of that holder's choice without a work permit, but such employment shall be restricted to the following particular occupation(s)-

.....
.....

Dependant(s)

| Name | Date of Birth | Nationality | Relationship |
|-------|---------------|-------------|--------------|
| | | | |
| | | | |
| | | | |

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

Signed _____

Secretary, Caymanian Status and Permanent Residency Board



FORM 2
IMMIGRATION (TRANSITION) ACT
(2022 Revision)

(section 38)

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

THIS IS TO CERTIFY THAT, ofhas with effect from this day been granted the right to reside in the Cayman Islands for a period of seven years from the date hereof as the spouse or civil partner 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 (Transition) Act (2022 Revision)* the holder of this Certificate shall, as long as that holder’s 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 that holder’s dependant(s), listed below, reside in the Islands —
 - (i) until attaining the age of eighteen years; or
 - (ii) if pursuing full-time tertiary education, until attaining the age of twenty-four years or until the completion of such education, whichever happens earlier.

Dependant(s)

| Name | Date of Birth | Nationality | Relationship |
|-------|---------------|-------------|--------------|
| | | | |
| | | | |
| | | | |

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

Signed _____
Secretary, Caymanian Status and Permanent Residency Board



FORM 3
IMMIGRATION (TRANSITION) ACT
(2022 Revision)

(section 41)

**RESIDENCY CERTIFICATE FOR PERSONS OF INDEPENDENT
MEANS**

THIS IS TO CERTIFY THATof.....has with effect from this day been granted the right to reside, **without the right to work**, in the Cayman Islands for a period of twenty-five years unless this right is subsequently revoked under section 45 of the *Immigration (Transition) Act (2022 Revision)*. The period of validity of this certificate is renewable at the discretion of the Director of WORC.

Dated thisday of, 20..

Director of WORC



FORM 4
IMMIGRATION (TRANSITION) ACT
(2022 Revision)

(section 43(1))

RESIDENCY HOLDERS (DEPENDANT’S) CERTIFICATE
(for a spouse or civil partner)

THIS IS TO CERTIFY THAT....., ofis with effect from this day permitted to reside, **without the right to work**, in the Cayman Islands as the spouse or civil partner of, holder of a Residential Certificate for Persons of Independent Means. This permission is subject to section 46 of the *Immigration (Transition) Act (2022 Revision)*.

Dated thisday of, 20..

Director of WORC



FORM 5
IMMIGRATION (TRANSITION) ACT
(2022 Revision)

(section 37(1)(d))

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

THIS IS TO CERTIFY THAT....., ofhas with effect from this day been granted the right to reside in the Cayman Islands, subject to section 35 of the *Immigration (Transition) Act (2022 Revision)*, as the dependant child of, holder of a Residency Certificate for Persons of Independent Means.

In accordance with section 50(8) of the *Immigration (Transition) Act (2022 Revision)* the right of the dependant child to reside in the Islands as a dependant shall cease on completion of that dependant child’s full-time tertiary education or when that dependant child reaches the age of twenty-four years, whichever happens earlier.

Dated thisday of, 20..

Director of WORC



**Publication in consolidated and revised form authorised by the Cabinet this 21st of
January, 2025.**

Kim Bullings
Clerk of the Cabinet



ENDNOTES

Table of Legislation History:

| SL # | Act/Law # | Legislation | Commencement | Gazette |
|---------|-----------|---|--------------|---------------|
| E1/2024 | | <i>Erratum - Customs and Border Control (Visas, Entry and Landing) Regulations, 2019</i> | 01-Feb-2019 | LG35/2024/s1 |
| 11/2024 | | Immigration (Transition) (Amendment) Regulations, 2024 | 1-Jun-2024 | LG21/2024/s1 |
| | 56/2020 | Citation of Acts of Parliament Act, 2020 | 8-Dec-2020 | LG89/2020/s1 |
| | 35/2020 | Civil Partnership Law, 2020 | 4-Sep-2020 | LG64/2020/s1 |
| 40/2020 | | Immigration (Transition) (Work Permit) Regulations, 2020 (part). | 1-May-2020 | LG34/2020/s2 |
| | | Immigration Regulations (2019 Revision) | 14-Feb-2019 | LG1/2019/s11 |
| 4/2019 | | Immigration (Transition) (Temporary Work Permit and Business Visitors' Permits) Regulations, 2019 (part). | 1-Feb-2019 | GE6/2019/s4 |
| 3/2019 | | Customs and Border Control (Visa, Entry and Landing) Regulations, 2019 (part). | 1-Feb-2019 | GE6/2029/s5 |
| 37/2018 | | Immigration (Amendment) (No.4) Regulations, 2018. | 24-Oct-18 | GE81/2018/s9 |
| 29/2018 | | Immigration (Amendment) (No.3) Regulations, 2018. | 13-Aug-17 | G17/2018/s1 |
| 17/2018 | | Immigration (Amendment) (No.2) Regulations, 2018. | 7-May-18 | G10/2018/s1 |
| 12/2018 | | Immigration (Amendment) Regulations, 2018 | 9-Mar-18 | GE20/2018/s1 |
| | | Immigration Regulations (2018 Revision) | 21-Mar-18 | GE23/2018/s5 |
| 36/2017 | | Immigration (Amendment) (No. 4) Regulations, 2017 | 26-May-17 | GE43/2017/s5 |
| 33/2017 | | Immigration (Amendment) (No. 3) Regulations, 2017 | 26-May-17 | GE43/2017/s1 |
| | | Immigration Regulations (2017 Revision) | 31-May-17 | GE45/2017/s16 |
| 16/2017 | | Immigration (Amendment) (No. 2) Regulations, 2017 | 29-Mar-17 | GE28/2017/s3 |
| 9/2017 | | Immigration (Amendment) Regulations 2017 | 8-Mar-17 | GE21/2017/s1 |
| | | Immigration Regulations (2015 Revision) | 17-Jul-15 | GE53/2015/s15 |
| 25/2015 | | Immigration (Amendment) (No. 3) Regulations, 2015 | 24-Jun-15 | GE47/2015/s1 |
| 9/2015 | | Immigration (Amendment) (No. 2) Regulations, 2015 | 18-Mar-15 | GE20/2015/s3 |
| 2/2015 | | Immigration (Amendment) Regulations, 2015 | 16-Jan-15 | GE4/2015/s3 |
| 60/2014 | | Immigration (Amendment) (No. 2) Regulations | 20-Oct-14 | G21/2014/s4 |
| 55/2014 | | Immigration (Amendment) Regulations, 2014 | 26-Sep-14 | GE71/2014/s1 |



| SL # | Act/Law # | Legislation | Commencement | Gazette |
|---------|-----------|--|--------------|----------------|
| | | Immigration Regulations (2014 Revision) | 10-Oct-14 | GE75/2014/s6 |
| 36/2013 | | Immigration (Amendment) Regulations, 2013 | 25-Oct-13 | GE85/2013/s3 |
| | | Immigration Regulations (2013 Revision) | 25-Sep-13 | GE77/2013/s2 |
| 81/2012 | | Immigration (Amendment) (No. 4) Regulations, 2012 | 18-Dec-12 | GE127/2012/s2 |
| 50/2012 | | Immigration (Amendment) (No. 3) Regulations, 2012 | 19-Oct-12 | GE100/2012/s1 |
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| 2/2012 | | Immigration (Amendment) Regulations, 2012 | 31-Jan-12 | GE10/2012/s1 |
| 25/2011 | | Immigration (Amendment) (No. 2) Regulations, 2011 | 8-Nov-11 | GE94/2011/s2 |
| 24/2011 | | Immigration (Amendment) Regulations, 2011 | 4-Nov-11 | GE93/2011/s1 |
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| 1/2010 | | Immigration (Amendment) Regulations, 2010 | 18-Jan-10 | GE7/1010/s1 |
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| | | Immigration Regulations (2006 Revision) | 10-Jul-06 | G14/2006/s7 |
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