



Department of
Labour & Pensions
Cayman Islands Government

Service Employer Declaration

Gratuities Not Collected at Establishment

Date: _____

Company Name: _____

Name of Company Representative: _____ Position: _____

Declaration

I, _____, hereby confirm that the company is currently not engaged in the collection and distribution of gratuities to our service employees.
Full Name

I acknowledge that if a decision is reached to implement a gratuity scheme, an application will be submitted to the Director of Labour & Pensions for prior approval before implementation.

I am aware that carrying out the collection and distribution of gratuities without the necessary approval is an offence under section 37(1) of the Labour Act (2021 Revision) and I may be subject to a fine of twenty-five thousand dollars and to imprisonment for twelve months.

Name: _____ Signature: _____

ID Type and #: _____ Date: _____

Department Use Only:

Date Received: _____ Date Updated: _____

Receiving Officer: _____

IMPORTANT NOTICE: The Department of Labour & Pensions ("DLP") enforces the Labour Act (2021 Revision) and the National Pensions Act (2012 Revision) (the "Act") and engages with employers and employees to prevent breaches of this Act by providing the necessary information and training to both parties in accordance of this Act. The information collected from an employer or an employee is derived from the completion of this document, which will not be shared with any other external persons and/or organisations. However, the information provided may be shared with the employer of an employee who has authorised the sharing of such information or requests a further investigation to be completed by the DLP. The information collected from this enquiry will be stored in DLP's secure database and used in investigations authorised by the provider and will be archived at the conclusion of the matter as per the National Archive and Public Records Act (2021 Revision). Please visit www.gov.ky/dlp to read our Privacy Notice. To learn more about how we process your personal data or exercise your rights under the Freedom of Information Act (2021 Revision) and Data Protection Act (2021 Revision), visit www.gov.ky/dlp or contact foi.dlp@gov.ky.