



DEPARTMENT OF
LABOUR & PENSIONS
CAYMAN ISLANDS GOVERNMENT

Attachment #2 - Shift Point Method

SHIFT POINT

Total Gratuities	\$4,844.16						
Gratuity Point Value	\$6.96						
Employee Name	Position	Hourly Gratuity Point Value	Shifts Worked	Total Gratuity Points	Share of Gratuities	Hours Worked	Hourly Gratuity Rate
S. Ebanks	Server	6	10	60	\$417.60	90	\$4.64
L. Smith	Server	6	12	72	\$501.12	88	\$5.69
R. Bodden	Server	6	11	66	\$459.36	91	\$5.05
A. Brown	Server	6	10	60	\$417.60	90	\$4.64
C. McLean	Bartender	5	12	60	\$417.60	87	\$4.80
R. Rhoden	Bartender	5	10	50	\$348.00	94	\$3.70
P. Cole	Bartender	5	11	55	\$382.80	91	\$4.21
J. Peters	Barback	4	9	36	\$250.56	90	\$2.78
B. Donalds	Barback	4	8	32	\$222.72	90	\$2.47
M. Akens	Head Cook	4	12	48	\$334.08	90	\$3.71
D. Banks	Cook	3	11	33	\$229.68	91	\$2.52
Z. McDonald	Kitchen Helper	2	10	20	\$139.20	90	\$1.55
K. James	Kitchen Helper	2	12	24	\$167.04	91	\$1.84
H. Johnson	Kitchen Helper	2	10	20	\$139.20	90	\$1.55
E. Scott	Bartender	5	12	60	\$417.60	91	\$4.59
				696	\$4,844.16	1354	



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Gratuity Point Value = Total Gratuities / Total Gratuity Points

Example: \$4,844.16 / 696 = 6.96

Total Gratuity Points = Employee Hourly Gratuity Point X Shifts Worked

Example: Employee S. Ebanks total gratuity points is 6 X 10 = 60

Employee Share of Gratuities = Total Gratuity Points X Gratuity Point Value

Example: Employee S. Ebanks Share of Gratuity is 60 X \$6.96 = \$417.60

Hourly Gratuity Rate Formula = Share of Gratuities / Hours worked

Example: Employee S. Ebanks hourly Gratuity rate is \$417.60 / 90 = 4.64