

Seychelles

Employment Act

Employment Act (Exemption) Order, 2019

Statutory Instrument 39 of 2019

Legislation as at 1 June 2020

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1.

This Order may be cited as the Employment Act (Exemption) Order, 2019.

2.

A worker employed with the employer specified in column (1) of the Schedule is exempt from the application of the Regulation specified in column (2) for the maximum hours of additional hours as specified in column (3) thereof per month.

3.

Where a worker is exempt, the employer of the worker is exempt from the application of that provision subject to the limit specified in column (3) thereof.

4.

The exemptions under this Order shall be subject to the following conditions—

- (a) the maximum additional hours specified in column (3) of the Schedule is inclusive of the 60 additional hours overtime provided in the regulation specified in column (2) thereof;
- (b) the exemption is for a period of 2 years from the date of coming into operation of this Order;
- (c) the employer shall take appropriate action to improve on the security of their workers workforce in order to ensure adequate protection of their property and assets during the workers' break;
- (d) there is mutual agreement by and between the worker and the employer for the worker to work additional hours of work on any day; and
- (e) the employer shall not later than the 15th day of the month provide the Department of Employment with a written statement containing the number of additional hours worked by every worker who has worked additional hours during the preceding month.

Schedule

Column (1)	Column (2)	Column (3)
(1) A worker of the Seychelles Petroleum Company Limited who works in the following division or section	Regulation 6(1) of the Employment (Conditions of Employment) Regulations, 1991 (S.I. 34 of 1991)	
(a) Tank farm (bunker) Fuelling of Vessels		99
(b) LPG Gas tank refill		130
(c) Shipping and crewing		150
(d) Protection services (security officers)		100
(e) Technical		80
(f) Office management		80
(2) A worker of Land Marine Limited	Regulation 6(1) of the Employment (Conditions of Employment) Regulations, 1991 (S.I. 34 of 1991)	120