

Seychelles

Employment Act

Employment (Fees) Regulation

Statutory Instrument 15 of 1993

Legislation as at 1 June 2020

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Employment (Fees) Regulation

Contents

Section 1.	1
Section 2.	1
Section 3.	1
Section 4.	2
Section 5.	2
Section 6.	2
Section 6.	2
Section 7.	2
Section 8.	2

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Employment Act

Employment (Fees) Regulation

Statutory Instrument 15 of 1993

Commenced on 22 February 1993

[This is the version of this document at 1 June 2020.]

[Amended by [Employment \(Fees\) \(Amendment\) Regulations, 2016 \(Statutory Instrument 45 of 2016\)](#) on 11 July 2016]

[Amended by [Employment \(Fees\) \(Amendment\) Regulations, 2019 \(Statutory Instrument 38 of 2019\)](#) on 10 June 2019]

[SI 15 of 1993; [SI 36 of 1994](#); [SI 6 of 2000](#); [SI 94 of 2008](#); [SI 45 of 2016](#); [SI 38 of 2019](#)]

1.

These Regulations may be cited as the Employment (Fees) Regulation.

2.

Where a contract of employment is required under the Act to be attested by a competent officer, there shall, in relation to that contract, be paid by the employer of the worker an attestation fee as follows—

- (i) in the case of a contract entered into by a minor a fee of R150;
- (ii) in the case of a fixed term contract entered into by a non-Seychellois worker a fee of SCR 750.

[regulation 2(ii) amended by regulation 2 of [SI 45 of 2016](#) w.e.f. 11 July 2016]

[regulation 2(ii) amended by regulation 2(a)(i) of [SI 38 of 2019](#) w.e.f. 10 June 2019]

- (iii) in case of an application for employment of a non-Seychellois worker under section 18(1)(a) of the Act a non-refundable fee of SCR150.

[regulation 2(iii) inserted by regulation 2(a)(ii) of [SI 38 of 2019](#) w.e.f. 10 June 2019]

3.

- (1) There shall, subject to subregulation (2), be paid in respect of an appeal or an application for review under section 65 of the Act a fee of—

- (i) R50, in the case of an application for review under subsection (1) of that section;
- (ii) R300, in the case of an appeal under sub-section (2) of that section;
- (iii) R300, in case of an application for review under subsection (3) of that section.

SCR 250 in the case of an appeal against a non-approval of post under section 18.

[regulation 3 amended by regulation 2(b) of [SI 38 of 2019](#) w.e.f. 10 June 2019]

[Note: No consecutive numbering provided in Gazette for included paragraph after regulation 3(1)(iii)]

- (2) Where appeals or applications for review are made by several employers or several workers on the same issue and on the same grounds, such appeals and applications shall be deemed to be a single appeal or a single application for review, as the case may be, for the purposes of subregulation (1).

4.

There shall be paid for the initiation of a grievance procedure a fee of R50.

5.

An employer shall pay a processing fee of R300 in the case of initiation of negotiation procedure under section 47, 48 or 51.

6.

A person who takes a trade test shall pay a processing fee of R200.

[Note: regulation 2(c) of [SI 38 of 2019](#) fails to specify the repeal of the above existing regulation 6, but inserted a new regulation 6 (which follows). Both have been maintained herein.]

6.

An employer shall pay a non-refundable processing fee proportionate to the number of workers involved as follows—

- (i) application to make 6-20 workers redundant, a fee of SCR 700;
- (ii) application to make 21-50 workers redundant, a fee of SCR 800; and
- (iii) application to make 51 and above workers redundant, a fee of SCR 1000;

[regulation 6 inserted by regulation 2(c) of [SI 38 of 2019](#) w.e.f. 10 June 2019.]

7.

There shall be paid a processing fee of R200 in respect of an application made by a person for approval for employment after that person's retirement age.

8.

There shall be paid a processing fee of 5 *per centum* of the value of the wages and belongings of a deceased worker in excess of R1000, in respect of the disposal of such wages and belongings. The fee shall be paid by the beneficiary.