

Seychelles

Employment Act

Employment Act (Exemption) Order, 2020

Statutory Instrument 26 of 2020

Legislation as at 1 June 2020

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Commenced

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

1.

This Order may be cited as the Employment Act (Exemption) Order, 2020.

2.

A worker specified in column 1 of the Schedule is exempt from the provisions of the Regulation specified in the corresponding entry in column 2 for the maximum hours of overtime per month specified in column 3 subject to the conditions set out in column 4.

3.

Where a worker is exempted from a provision of the Act or Regulation specified in column 2 of the schedule, the employer of that worker is exempt from the application of the provision.

Schedule

Column 1	Column 2	Column 3	Column 4
Workers	Regulation	Maximum hours of overtime per month (including the 60 hours)	Conditions
A worker of Pegasus Security Company Pty Ltd	Regulation 6(1) of the Employment (Conditions of Employment) Regulations (SI 34 of 1991)	80	<ul style="list-style-type: none"> • A Worker of Pegasus Security Company Pty Ltd is given approval to perform 80 hours overtime per month, which is inclusive of the 60 hours of overtime permitted under regulation 6(1). • The exemption shall be valid for a period of 1 year • The company shall sent evidence of overtime performed to the ministry on a monthly basis for record and monitoring purposes. • The company shall ensure that the workers who have been exempted are not obliged to perform overtime and that there is a written and signed agreement with each employee, and that it is forwarded to the Ministry within a period of two

			<p>months from the date the consent is given.</p> <ul style="list-style-type: none"> The company shall do the necessary recruitment and forward a recruitment plan for additional security officers as soon as possible so as to boost up the pool of security officers in the company
Internal Audit Officers Ministry of Finance, Trade Investment and Economic Planning	Regulation 6(1) of the Employment (Conditions of Employment Regulations (SI 34 of 1991)	100	<ul style="list-style-type: none"> The overtime hours limits per category stated in this order are inclusive of the 60 hours of overtime specified under regulation 6(1) The Internal Audit staff shall undergo medical test at the Occupational clinic in view of that fact that they are handling dusty documents and chemicals at the Seychelles Hospital
Assistant Administrative Officer		100	<ul style="list-style-type: none"> All staff including management level staff who are required to perform overtime beyond their contractual working hours shall be compensated as required by law
Driver (for overtime hours performed whilst		125	<ul style="list-style-type: none"> The employer shall ensure that the staff

assisting the Internal Audit Officers)			<p>who have been exempted shall not be obliged to perform overtime and that there is a written and signed agreement with each employee</p> <ul style="list-style-type: none"> The exemption shall be valid for a period of 3 years only
Workers of the Operations Department and the Security Department of the Seychelles Port Authority	Regulation 6(1) of the Employment (Conditions of Employment Regulations (SI 34 of 1991))	90	<ul style="list-style-type: none"> The exemption shall be valid for a period of 3 years only The employer shall ensure that staff who have been exempted shall not be obliged to perform overtime and that there is a written and signed agreement with every exempt member of staff
The drivers of Mason's Travel Pty Ltd	Regulation 6(1) of the Employment (Conditions of Employment Regulations (SI 34 of 1991))	90	<ul style="list-style-type: none"> The exemption shall be valid for a period of 2 years only Drivers who have been exempted shall not be forced to perform overtime and there is a written and signed agreement with every exempt driver
The bus drivers and mechanical workshop technicians of Seychelles Public Transport Corporation	Regulation 6(1) of the Employment (Conditions of Employment Regulations (SI 34 of 1991))	100	<ul style="list-style-type: none"> The exemption shall be valid for a period of 2 years only The drivers who have been

			exempted shall not be forced to perform overtime
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