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IMMIGRATION LAW

(2010 Revision)

IMMIGRATION REGULATIONS

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Revised under the Authority of the Law Revision Law (1999 Revision).

The Immigration Regulations, 2004 made the 4th May, 2004 consolidated with the Immigration (Amendment) Regulations, 2005 made the 25th October, 2005, the Immigration (Amendment) Regulations, 2006 made the 14th March, 2006, the Immigration (Amendment) (No. 2) Regulations, 2006 made the 30th May, 2006, the Immigration (Amendment) (No. 3) Regulations, 2006 made the 11th July, 2006, the Immigration (Amendment) (No. 4) Regulations, 2006 made the 31st October, 2006, the Immigration (Amendment) (No. 5) Regulations, 2006 made the 21st December, 2006 (sic), the Immigration (Amendment) (No. 6) Regulations, 2006 made the 29th November, 2006, the Immigration (Amendment) Regulations, 2007 made the 13th May, 2007, the Immigration (Amendment) Regulations, 2008 made the 28th July, 2008, the Immigration (Amendment) Regulations, 2009 made the 10th March, 2009, the Immigration (Amendment) (No.2) Regulations, 2009 made the 19th May, 2009, the Immigration (Amendment) Regulations, 2010 made the 12th January, 2010 and by the Immigration (Amendment) (No. 2) Regulations, 2010 made the 11th May, 2010.

Consolidated and revised this 19th day of October, 2010.

Note (not forming part of the Law): this revision replaces the 2009 Revision which should now be discarded.

IMMIGRATION REGULATIONS

(2010 Revision)

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IMMIGRATION REGULATIONS

(2010 Revision)

1. These regulations may be cited as the Immigration Regulations (2010 Revision). Citation

2. In these regulations- Definitions
 - “artist” means a person who cultivates or practises one of the fine arts or the performing arts and includes a musician;
 - “exempted position” means a position in a business that is occupied by an exempted employee;
 - “fine arts” means those arts that appeal to the intellect or the sense of beauty and include literature, music, painting and sculpture;
 - “temporary work permit” means a permit referred to in section 53; and
 - “work permit” does not include a temporary work permit.

3. A form, notice, certificate, licence, permit, warrant, book, register or other document is in the prescribed form for the purposes of the Law or of these regulations if it has been issued or approved for the purpose by the Chief Immigration Officer. Prescribed forms, etc.

4. (1) Subject to subregulation (2), an employer or prospective employer shall use his best endeavours to ascertain whether or not there is a Caymanian, or a person legally and ordinarily resident in the Islands, ready, willing and able to undertake the job in question before making an application for the grant or renewal of a work permit in respect of a worker or prospective worker whose gainful occupation in the job is sought to be authorised by the work permit. Applications for work permits
 - (2) The Work Permit Board, the Business Staffing Plan Board and the Cayman Brac and Little Cayman Immigration Board may, each in its discretion, waive any provision in this Part in relation to advertising.
 - (3) For the purpose of fulfilling the requirement of subregulation (1), the employer or prospective employer shall comply with section 44(2)(b).
 - (4) Subject to subregulation (2), an application for the grant or renewal of a work permit shall be accompanied by-
 - (a) a copy of each advertisement published in accordance with subregulation (3), with details of the newspaper in which it was published and such advertisement shall contain information

relating to the salary range and all other benefits attaching to the advertised post and the date on which it was published;

- (b) a full and accurate description of the job to be filled;
- (c) a full and accurate description of the qualifications the employer or prospective employer considers necessary for carrying out the job and the reasons for requiring those qualifications;
- (d) details of any responses received in respect of the advertisements including the qualifications of those who responded; and
- (e) details of the employer's or prospective employer's reasons for not employing any Caymanian, or person legally resident in the Islands, who responded to the advertisement.

(5) Where a Caymanian has applied for a position, the Board shall, for the purpose of being satisfied of the matters specified in subregulation (1), take into account the following information supplied by the applicant for the grant of the work permit-

- (a) the names of all the applicants for the post;
- (b) the qualifications, working experience and background of all the applicants;
- (c) the reasons given for the choice of the successful applicant and for the refusal to employ the other applicants;
- (d) a copy of the refusal letter and interview report for each unsuccessful Caymanian applicant; and
- (e) a copy of the job description and resumes of the non-Caymanian applicants.

(6) A person who, in purported compliance with subregulation (3), lodges details that are incomplete, false or misleading is guilty of an offence and liable on conviction to a fine of five thousand dollars.

(7) The Board has no power to consider an application for a work permit or the renewal of a work permit unless and until the requirements of subregulation (4) have been complied with.

Endorsement on work permit

5. Each work permit shall have an endorsement or be accompanied by a notice to the work permit holder in the following terms-

“You are hereby informed that, under the existing Laws and regulations, the granting of this work permit in no way confers any entitlement to, or preference in connection with, the granting of any application for the renewal hereof or of any application for the right to be Caymanian. Applications for the renewal of a work permit, applications for the grant of permanent residence and applications for the right to be Caymanian are all considered on their own merits and in the light of circumstances existing at the relevant time.”.

6. (1) The Board may require an applicant for the grant or renewal of a work permit to provide details of any programme that he has that is designed to ensure that Caymanians are provided with the instructions and practical experience necessary to make them fully qualified to carry out the job concerned satisfactorily and as expeditiously as possible.

Training and recruitment

(2) The absence of such a programme or the failure to implement such a programme without reasonable cause constitutes a ground for denying the grant or renewal of a work permit.

(3) Where the Director of Employment Relations is satisfied that there are insufficient Caymanians, or persons legally and ordinarily resident in the Islands, to meet an expected demand for persons to fill jobs in any profession, trade or industry or in relation to a particular project or enterprise, he may, in consultation with the Board, establish arrangements with authorities outside the Islands for the selection there of persons ready, willing and able to fill those jobs for the purpose of recommending their recruitment to prospective employers within the Islands.

(4) An application for a work permit involving a person recommended in accordance with subregulation (3) shall be given preference by the Board.

7. The Board shall submit a detailed report to the Governor outlining the total number of work permits granted, extended and revoked during the previous quarter.

Periodic reports to the Governor

8. The Chief Immigration Officer shall, at least once every month, obtain from the courts a list of all convictions, divorces, and relative particulars relating thereto, and monthly reports from the Police and the Registrar of Births, in order for the Chief Immigration Officer to ascertain whether or not any person should be allowed to remain in the Islands.

Information from the courts, etc.

9. Where a person whose employment in the Islands is authorised under a work permit, the grant of which is conditional upon his remaining in the employment of a particular employer ceases to be employed by that employer-

Employer to notify cessation of employment

- (a) the work permit ceases to be valid; and
- (b) the employer shall forthwith give written notice of the termination of the employment to the Chief Immigration Officer, and if he fails to do so is guilty of an offence and liable on conviction to a fine of five thousand dollars.

10. The Board may require a prospective worker to-

Applicant for work permit to provide evidence, etc.

- (a) provide evidence of the good character of himself and any of his dependants;
- (b) provide proof of identity of himself and of any of his dependants;

- (c) undergo a medical examination or furnish a medical certificate with respect to himself and any of his dependants in a form acceptable to the Board; and
- (d) furnish such other particulars as are, in the opinion of the Board, relevant to the consideration of the application and, in particular, with regard to-
 - (i) his qualifications; and
 - (ii) the availability of suitable living accommodation for himself and his dependants.

Exemptions from
requirement for work
permit

11. (1) A person arriving in the Islands for the purpose of engaging in any activities listed in subregulation (2) for a period not exceeding seven days is not required to obtain a work permit, on the condition that only such activities are engaged in and no other activity is carried out that would otherwise require a work permit.

(2) The activities referred to in subregulation (1) are-

- (a) attendance at meetings or trade fairs and making purchases from Cayman Islands businesses;
- (b) attendance at conferences and seminars as an ordinary participant;
- (c) the receiving of training, techniques and work practices employed in the Islands, where that training is confined to observation, familiarisation, and classroom instruction and only if the person is employed by a company or organisation carrying on business outside the Islands;
- (d) being a representative of an overseas educational institution, to promote, or to interview applicants for places at, such institution;
- (e) being a guest speaker at a conference or seminar where that event is a single or occasional event and not part of a commercial venture;
- (f) the organising or supervising of a conference or seminar for up to seven days duration where it is a single or occasional event-
 - (i) involving a specialist subject;
 - (ii) attracting a wide audience; and
 - (iii) open to participants from outside the Islands;
- (g) the participation in sporting events, or trials or auditions in connection with such events;
- (h) the covering of a specific news assignment as a newspaper, magazine, radio or television journalist representing a recognised news organisation;
- (i) working for short periods on behalf of or for a non-profit or cultural organisation based in the Islands;
- (j) being a representative of a foreign manufacturer coming to service or repair products under warranty;

- (k) the giving of professional or expert testimony in court proceedings; and
- (l) working as a non-executive director of a business being carried on in the Islands where the person is not involved in the day to day operations in the Islands but is visiting in his capacity as a director only.

12. A work permit to replace an existing work permit may be granted up to twelve months before the expiry of the existing permit of the person being replaced.

Replacement of work permit

13. In issuing policy directions under section 49(6) in relation to the designation of persons as key employees, the Governor shall have regard to the following criteria-

Criteria for designation as key employee

- (a) there is a global shortage of persons in the profession or vocation;
- (b) notwithstanding the absence of a global shortage, there is a difficulty in attracting or retaining a particular professional category or sub-category in the Islands; or
- (c) there is a desire to attract certain types of business to the Islands.

14. The financial standing that an applicant for a Residential Certificate for Persons of Independent means is required to attain in pursuance of section 34 is as follows-

Required financial standing of applicant for Residential Certificate for Persons of Independent Means

- (a) where he intends to reside in Grand Cayman, he shall satisfy the Chief Immigration Officer-
 - (i) that he has a continuous source of annual income in the amount of one hundred and fifty thousand dollars, without the need to engage in employment in the Islands; and
 - (ii) that he has invested the sum of seven hundred and fifty thousand dollars in Grand Cayman of which at least two hundred and fifty thousand dollars must be in developed real estate; and
- (b) where he intends to reside in Cayman Brac or Little Cayman, he shall satisfy the Chief Immigration Officer-
 - (i) that he has a continuous source of annual income in the amount of seventy-five thousand dollars without the need to engage in employment in the Islands; and
 - (ii) that he has invested the sum of two hundred and fifty thousand dollars locally of which at least one hundred and twenty-five thousand dollars must be in developed residential real estate.

14A. In pursuance of section 37A an applicant for a Certificate of Direct Investment shall satisfy the Chief Immigration Officer-

Required financial standing of applicant for Certificate of Direct Investment

- (a) that he has a personal net worth of at least six million dollars; and
 - (b) that he proposes to invest or has invested a sum of at least two million four hundred thousand dollars in an employment generating business.
- Standards of accommodation
15. Without prejudice to the Board's general ability to impose conditions on a work permit, it may impose conditions on a work permit that require the holder of the work permit-
- (a) and any of his dependants, to reside in accommodation that complies with the laws relating to residential accommodation; and
 - (b) to satisfy the Board, from time to time and in such manner as it may direct, that the condition referred to in paragraph (a) is being complied with.
- Prescribed passport endorsement
16. Where permission is granted for a person to land, remain or reside in the Islands, an immigration officer may endorse on the person's passport or other document of identification in lieu of his passport, the nature and duration of the permission, and impress, below the endorsement, the date and his signature, initials or identifying stamp.
- Prescribed fees
17. (1) The prescribed fees for the purposes of the Law are specified in the First Schedule and, where indicated to be annual fees, are payable annually.
- (2) The employer of a person working by operation of law shall be refunded fifty per cent of the fee paid where that person ceases to so work within six months of the commencement of the period in respect of which the fee was paid.
- Particulars to be kept by keepers of premises
18. The particulars in respect of each visitor or tourist to be kept by the keeper of premises to which section 76(1) applies are the-
- (a) date of arrival;
 - (b) name;
 - (c) nationality;
 - (d) names of any person accompanying him;
 - (e) permanent address;
 - (f) signature; and
 - (g) date of departure.
- Finger printing, etc., of persons in custody
2006 Revision
19. A person held in custody for any purpose of the Law, may be finger-printed, required to submit physical specimens, photographed and measured in the manner prescribed for the purposes of the Police Law (2006 Revision).
- Production of visas
20. (1) A national of any of the following countries is not required to produce a visa on landing in the Islands-

- (a) a country within the British Commonwealth of nations, with the exception of-
Nigeria
Pakistan;
Bangladesh
India
Ghana
Cameroon
Gambia
Jamaica
Sri Lanka
Sierra Leone
Uganda; and
- (b) any of the following countries-

Andorra	Japan
Argentina	Kuwait
Austria	Latvia
Bahrain	Liechtenstein
Belgium	Lithuania
Brazil	Luxembourg
Bulgaria	Malta
Chile	Mexico
China (People's Republic) provided holding Hong Kong (SAR China) passports	Monaco
Cyprus	Netherlands
Czech Republic	Norway
Denmark	Oman
Ecuador	Panama
Estonia	Peru
Finland	Poland
France	Portugal
Germany	Romania
Greece	San Marino
Hungary	Slovakia
Iceland	Slovenia
Ireland	Spain
Israel	Sweden
Italy	Switzerland
	United States of America
	Venezuela.

(2) A person to whom paragraph (b) of section 66 applies or who possesses a valid re-entry permit issued under section 77 is not required to produce a visa on entering the Islands.

(3) Unless he is a transit passenger or crew member arriving on a cruise ship, any transit passenger who is a national of any of the following countries is required to have a visa upon arrival in the Islands-

Afghanistan	Liberia
Albania	Macedonia (F.Y.R. of)
Algeria	Moldova (Republic of)
Angola	Nepal
Bangladesh	Nigeria
Belarus	Pakistan
Burma (Myanmar)	Palestinian Territories
Burundi	Rwanda
Cameroon	Saudi Arabia
China (People's Republic of)	Senegal
Colombia	Serbia and Montenegro
Congo Democratic Republic (Zaire)	Sierra Leone
Eritrea	Somalia
Ethiopia	Sri Lanka
Gambia	Sudan
Ghana	Turkey
India	Turkish Republic of Northern Cyprus
Iran	Uganda
Iraq	Vietnam
Ivory Coast	Yugoslavia
Lebanon	Zimbabwe

(4) An application for a visa may be refused on the ground that the applicant-

- (a) is the subject of a deportation order;
- (b) is a prohibited immigrant;
- (c) has failed to satisfactorily establish his identity and nationality;
- (d) has failed to establish that he has sufficient financial resources or a qualified sponsor to support him and his dependants for the duration of his stay;
- (e) is suspected, on reasonable grounds, of not being of good character;
- (f) being outside the Islands, has failed to provide requested information relevant to his application;
- (g) has previously failed to observe any condition attached to an earlier grant of permission to enter and remain in the Islands;

- (h) has previously obtained, by deception, permission to enter or remain in the Islands;
- (i) has failed to satisfy the visa issuing officer that he will be admitted to another country after his departure from the Islands;
- (j) has failed to satisfy the visa issuing officer that he will leave the Islands at the end of his stay;
- (k) is suspected of seeking to enter the Islands for the purposes of obtaining, or engaging in, employment where no permission has been granted to him to engage in employment;
- (l) does not have a sponsor who is willing, if requested to do so, to give a written undertaking to be responsible for the applicant's maintenance and accommodation for the period of the permission granted;
- (m) does not have a sponsor who-
 - (i) is able to satisfy the visa issuing officer that he has sufficient financial resources to support the applicant; and
 - (ii) has made arrangements for the applicant to be properly accommodated;
- (n) where he is a minor seeking a visa independently of his parents or legal guardian, has failed to provide the visa issuing officer, if requested to do so, with the written consent of his parents or guardian;
- (o) is deemed, from information received by the visa issuing officer, to be a person whose presence in the Islands would not be conducive to the public good; or
- (p) has a false document supporting his application, whether or not he is aware of this fact.

(5) A person in possession of a valid visa seeking permission to enter the Islands may be refused permission only where the immigration officer is satisfied that-

- (a) whether or not to the holder's knowledge, false representations were made or material facts were not disclosed, either in writing or orally, for the purpose of obtaining the visa;
- (b) a change of circumstances since it was issued has removed the basis of the holder's claim to land; or
- (c) the refusal is justified-
 - (i) on medical grounds;
 - (ii) on grounds of criminal record or bad character;
 - (iii) on the ground of the existence of a deportation order against him; or
 - (iv) on the ground that his presence in the Islands would not be conducive to the public good.

(6) A person whose application for a visa has been refused may not re-apply until a period of twelve months has elapsed following the date of his last application, unless the visa issuing officer, in his discretion, reduces that period.

Discretion of
immigration officer
under section 64

21. (1) In this regulation-

“British tourist” means a British citizen or a British Overseas Territories citizen who has arrived in the Islands on a tourist visit;

“Canadian tourist” means a citizen of Canada who has arrived in the Islands on a tourist visit; and

“United States tourist” means a citizen of the United States of America who has arrived in the Islands on a tourist visit.

(2) The requirements of section 64(1) may be waived by an immigration officer in the case of a British, Canadian or United States tourist-

(a) who produces on arrival in the Islands a return, round trip or through ticket showing to the satisfaction of the immigration officer that, within six months, he is entitled to proceed or return to some place in a country or territory by virtue of his citizenship or residence; and

(b) who accepts the prescribed form presented to him by the immigration officer on arrival and who complies with the conditions set out on the form.

(3) Notwithstanding section 64(1), a person resident in the United States of America who-

(a) arrives directly from that country;

(b) on landing, produces a valid United States Alien Registration Card; and

(c) produces a return or round trip ticket to that country,

may be permitted to enter and remain in the Islands for a period not exceeding thirty days.

(4) Notwithstanding section 64(1), a person resident in Canada who-

(a) arrives directly from the United States of America or Canada;

(b) on landing, provides proof that he is a permanent resident or landed immigrant of Canada; and

(c) produces a return or round trip ticket to the United States of America or Canada,

may be permitted to enter and remain in the Islands for a period not exceeding thirty days.

(5) Notwithstanding section 64(1), a person resident in the United Kingdom who-

- (a) arrives directly from the United Kingdom;
- (b) on landing provides proof that he is a permanent resident or landed immigrant of the United Kingdom; and
- (c) produces a return or round trip ticket to the United Kingdom,

may be permitted to enter and remain in the Islands for a period not exceeding thirty days.

(6) A tourist issued with a prescribed form in accordance with paragraph (b) of subregulation (2) shall-

- (a) retain it until his departure from the Islands;
- (b) produce it to a constable or immigration officer if called upon to do so; and
- (c) surrender it to an immigration officer at the time of his departure,

and a person who fails so to do is guilty of an offence and liable on conviction to a fine of two thousand dollars.

(7) Proof of citizenship or residence may be established by producing to an immigration officer a photo identification together with a certified copy of one of the following-

- (a) a birth certificate; or
- (b) a naturalisation certificate.

(8) Where there are extenuating circumstances, the Chief Immigration Officer may waive the requirements of subregulation (7).

22 Unless a person arriving in the Islands is exempted from the requirements of the Law, he may be refused permission to land by an immigration officer if-

Power of immigration officer to refuse entry

- (a) he is without a passport, visa or other appropriate travel documents;
- (b) upon his arrival, he provides false or misleading information to an immigration officer;
- (c) he fails to provide information required by an immigration officer for the purpose of deciding whether entry should be allowed and on what terms;
- (d) he has in the past-
 - (i) obtained a benefit by way of grant from the immigration authorities by fraud or deception; or
 - (ii) failed to observe a condition attaching to an immigration grant;
- (e) he is a prohibited immigrant;

- (f) he fails to satisfy the immigration officer that he will be admitted to another country after his stay in the Islands;
- (g) his sponsor is unwilling to give, if requested to do so, an undertaking to be responsible for his maintenance and accommodation during the period of any leave granted;
- (h) the immigration officer has information to the effect that-
 - (i) it will be conducive to the public good to refuse him leave to enter; or
 - (ii) he does not intend to leave the Islands at the end of the period of his visit;
- (i) he intends, unlawfully, to engage in gainful occupation in the Islands;
- (j) he has in his possession a forged, altered or irregular passport or other travel document;
- (k) he intends, without having obtained the necessary student visa, to engage in formal studies in the Islands; or
- (l) he has insufficient funds-
 - (i) to adequately maintain himself and his dependants without recourse to taking up employment; or
 - (ii) to meet the cost of the return or onward journey.

Arrivals and departures
by air during abnormal
hours

23. (1) Where an aircraft is expected to arrive in or depart from the Islands before 7.00 a.m. or after 9.30 p.m., (hereinafter called “abnormal hours”), it shall be the responsibility of the airline concerned to so notify, as soon as possible, a senior immigration officer, supplying him with details of the flight plan including the expected time of arrival or departure, the number of passengers on board and any other information requested, and the senior immigration officer shall lodge such communication in the immigration shift manager’s report.

(2) A fee to offset the overtime salaries payable to immigration officers shall be levied on the airline referred to in subregulation (1) at the following half-hourly rates, save that the minimum charge shall be for a period of one hour-

Arrivals

No. of passengers	Fee per thirty minutes
(a) up to sixty	\$159
(b) more than sixty but fewer than eighty	\$198
(c) eighty or more	\$237

Departures

No. of passengers	Fee per thirty minutes
(a) up to sixty	\$82

- (b) more than sixty but fewer than eighty \$130
- (c) eighty or more \$159.

(3) For the purposes of calculating the cost to the airline for the immigration services rendered under this regulation, account shall be taken of the fact that a team of immigration officers shall be on duty to service the flights-

- (a) in the case of arrivals, thirty minutes before the indicated time of arrival until ten minutes after it is cleared; and
- (b) in the case of departures, one hundred and twenty minutes before the indicated time of departure until the flight leaves.

(4) Where there are multiple arrivals or departures during abnormal hours, the cost of the overtime immigration services to each airline shall be pro-rated based on the number of passengers arriving or departing on each flight.

24. (1) Subject to subregulation (2) a non-refundable repatriation fee of two hundred dollars is payable for the purposes of section 68(3) for the grant of a work permit. Requirement for payment of repatriation fee

(2) Ministers of Religion and school teachers are exempt from the requirement to pay a repatriation fee.

25. The Chief Immigration Officer shall, if requested to do so by a Caymanian, place the following endorsement on the passport or travel document of that person- Endorsement on passports

“The holder is a Caymanian and may enter and remain in the Cayman Islands at will.

Chief Immigration Officer”.

26. (1) A person in the category mentioned in subregulation (2) is exempt from the requirements of section 71(1), when disembarking in or leaving the Islands, to complete and hand to an immigration officer immediately on arrival or departure a disembarkation card or embarkation card in the prescribed form. Exemption from the requirement to complete embarkation and disembarkation cards

(2) The category comprises any person who, when disembarking in or leaving the Islands, produces for the inspection of an immigration officer a Cayman Islands passport which is valid for travel by that person.

27. The Governor may, from time to time, waive or reduce any or all of the following fees in the First Schedule in relation to any person or group of persons. Waiver of fees

FIRST SCHEDULE

regulation 17

FEES

PART 1

GENERAL FEES APPLICABLE THROUGHOUT THE ISLANDS

SUBJECT MATTER	Fee - \$
Application for the right to be Caymanian	250
Application for acknowledgement/continuation of the right to be Caymanian	50
Grant of the right to be Caymanian	1,000
Issue of duplicate certificate of the right to be Caymanian	50
Application for the right to be Caymanian on the grounds of possession of a British Overseas Territories Certificate by birth	250
Grant of the right to be Caymanian on the grounds of possession of a British Overseas Territories Certificate by birth	250
Application for Residency and Employment Rights Certificate	300
Issue of Residency and Employment Rights Certificate where applicant earns:	
(a) \$0.00 to \$20,000 per annum	500
(b) between \$20,001 and \$40,000 per annum	1,250
(c) between \$40,001 and \$60,000 per annum	2,500
(d) between \$60,001 and \$80,000 per annum	3,750
(e) between \$80,001 and \$100,000 per annum	5,000
(f) \$100,001 and \$150,000 per annum	9,000
(g) \$150,000 and over per annum	12,500
Issue of duplicate certificate for Residency and Employment Rights	50

For the holder of a Residency and Employment Rights Certificate engaging in gainful occupation, other than for a non-profit cultural, educational or charitable body	An annual fee payable by the holder or his employer equivalent to that payable by a person authorised by a work permit under section 44 to engage in the same occupation	
Application by spouse of a Caymanian for Residency and Employment Rights Certificate		300
Issue of Residency and Employment rights Certificate to spouse of a Caymanian		400
Application by spouse of a Caymanian for Temporary Residency and Employment Rights Certificate		100
Issue of Temporary Residency and Employment Rights certificate to spouse of a Caymanian		200
Application for a Residency and Employment Rights Certificate by the dependant of a permanent resident or of the holder of a Residency and Employment Rights Certificate		300
Application for a variation of permanent residence, a Residency and Employment Rights Certificate or Residency Certificate for Persons of Independent Means		500
Issue fee, where a dependant has been added to the holder of permanent residence, a Residency and Employment Rights Certificate or Residency Certificate of a spouse of a Caymanian		400 per dependant
Application for Residency Certificate for Persons of Independent Means		500
Issue of Residency Certificate for Persons of Independent Means		20,000
Issue fee where a dependant has been added to the holder of a Residency Certificate for a Person of Independent Means		1,000
Application for Certificate of Direct Investment		1,000
Issue of Certificate of Direct Investment		20,000
For the holder of a Certificate of Direct Investment	An annual fee	

	equivalent to that payable by a person authorised by a work permit under section 48 to engage in an occupation of the type approved for the holder of the Certificate of Direct Investment
In respect of residence in the Islands of the dependants of the holder of a Certificate of Direct Investment	1,000 per dependant per annum
Application for a variation of a Certificate of Direct Investment	300
<i>Visitor's extension fee</i>	
(a) first application	50
(b) subsequent applications	100
Visitor's extension fee for spouse or child of a Caymanian	Nil
Application for a visitor's visa	92
Issue of re-entry permit or stamp	20
Application for a student visa	92
Submission of a Business Staffing Plan	250
Approval of a Business Staffing Plan	1,000
Variation or amendment of a Business Staffing Plan	100

PART 2

SCHEDULE OF ANNUAL WORK PERMIT FEES

For Persons Employed in Grand Cayman, Cayman Brac and Little Cayman

Subject matter	Fee - \$
Application for the grant, renewal or amendment of a work permit	100.00 per application

Application for the grant, renewal or amendment of a temporary work permit, a temporary work permit for a seasonal worker or a temporary work permit for an entertainer	70.00 per application
Application for working by operation of Law	100.00 per application
<i>Variation of a work permit</i>	
(a) where the fee payable for the grant of the permit as varied would have attracted no higher fee than that paid for the permit to be varied	100.00 per application
(b) where the fee payable for the grant of the permit as varied would have attracted a higher fee	An amount equal to fifty percent of the higher fee per application
<i>In respect of residence in the Islands, of the dependants of the holder of a work permit-</i>	
DEPENDANTS	
(a) in the case of a work permit holder engaged in domestic or unskilled work -	250.00 per dependant p.a.
(b) in the case of a temporary work permit or a temporary work permit for an entertainer	250.00 per dependant regardless of the length of time for which the temporary work permit is valid
(c) in the case of a temporary work permit for a seasonal worker	250.00 per dependant
(d) in the case of any other work permit holder	500.00 per dependant p.a.

In respect of the following categories of persons employed in Grand Cayman, Cayman Brac and Little Cayman, other than-

- (a) the spouse of a Caymanian;
- (b) the surviving spouse of a Caymanian, who has not remarried a non-Caymanian; or
- (c) a person working for a non-profit cultural, educational or charitable body, for whom in all cases there is no work permit fee (although such persons, other than teachers and Ministers of Religion, are still required to pay the work permit filing fee, the dependant fee and the non-refundable repatriation fee),

the fee payable for the grant or renewal of a work permit is-

CAYMAN OCCUPATION	WORK PERMIT FEES		
	\$		
	GRAND CAYMAN	CAYMAN BRAC	LITTLE CAYMAN
GENERAL			
Religion			
Minister of Religion (Pastor)	Nil	Nil	Nil
EDUCATION			
Primary Education			
Director, School	Nil	Nil	Nil
Principal, School	Nil	Nil	Nil
Teacher, Pre-Primary	Nil	Nil	Nil
Teacher, Pre-Primary / Associate Professional	Nil	Nil	Nil
Teacher, Primary	Nil	Nil	Nil
Teacher, Primary/ Associate Professional	Nil	Nil	Nil
Nurse, Associate Professional/ School	Nil	Nil	Nil
Fitness Instructor	Nil	Nil	Nil
Administrative Secretary	Nil	Nil	Nil
Administrative Assistant	Nil	Nil	Nil
Child-Care worker	Nil	Nil	Nil
Kitchen helper	Nil	Nil	Nil
Janitor	Nil	Nil	Nil
Maintenance Person	Nil	Nil	Nil
Secondary Education			
Director, School	Nil	Nil	Nil
Principal School	Nil	Nil	Nil
Office Manager	Nil	Nil	Nil
Teacher, Secondary School	Nil	Nil	Nil
Software developer	Nil	Nil	Nil
Nurse, Associate Professional/ School	Nil	Nil	Nil
Fitness Instructor	Nil	Nil	Nil
Clerk, Bookkeeping/ Accounts	Nil	Nil	Nil
Administrative Assistant	Nil	Nil	Nil
Secretary	Nil	Nil	Nil
Kitchen helper	Nil	Nil	Nil
Janitor	Nil	Nil	Nil
Maintenance Person	Nil	Nil	Nil
Higher Education			
Registrar College/ University	Nil	Nil	Nil
Dean	Nil	Nil	Nil;
Principal/ President, College	Nil	Nil	Nil
Information System Manager	Nil	Nil	Nil;
College Professor/ Lecturer	Nil	Nil	Nil
Office Manager	Nil	Nil	Nil
Director, Human Resources	Nil	Nil	Nil
Human Resources Administrator	Nil	Nil;	Nil
Human Resources Officer	Nil	Nil	Nil
Software developer	Nil	Nil	Nil

Clerk, Bookkeeping / Accounts	Nil	Nil	Nil
Administrative Assistant	Nil	Nil	Nil
Receptionist (General)	Nil	Nil	Nil
Kitchen helper	Nil	Nil	Nil
Janitor	Nil	Nil	Nil
Maintenance Person	Nil	Nil	Nil
CAYMAN OCCUPATION	WORK PERMIT FEES		
	\$		
	GRAND CAYMAN	CAYMAN BRAC	LITTLE CAYMAN
GENERAL			
Human Health Activities			
Chief Executive Officer (Hospital)	20,500.00	15,375.00	15,375.00
Director, Human Resources	15,500.00	11,625.00	11,625.00
Director, Information Systems/Head of IT	15,500.00	11,625.00	11,625.00
Department Manager production and operations	10,500.00	7,875.00	7,875.00
Information Systems Manager	10,500.00	7,875.00	7,875.00
Financial Controller	15,500.00	11,625.00	11,625.00
Technologist, medical	5,000.00	3,750.00	3,750.00
Medical Doctor, general practice	10,500.00	7,875.00	7,875.00
Surgeon	10,500.00	7,875.00	7,875.00
Surgeon, Cardiology	10,500.00	7,875.00	7,875.00
Surgeon, oral/dentistry	10,500.00	7,875.00	7,875.00
Paediatrician	10,500.00	7,875.00	7,875.00
Anaesthetist	10,500.00	7,875.00	7,875.00
Pharmacist, hospital	10,500.00	7,875.00	7,875.00
Radiographer	10,500.00	7,875.00	7,875.00
Hyperbaric technologist	200.00	150.00	150.00
Registered Nurse	1,000.00	750.00	750.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Human resources manager	8,000.00	6,000.00	6,000.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Human Resources officer	4,000.00	3,000.00	3,000.00
Operations supervisor	3,500.00	2,625.00	2,625.00
Analyst, business hospital	10,500.00	7,875.00	7,875.00
IT assistant	3,500.00	2,625.00	2,625.00
Lab technician/X-ray Technician, e.g. blood bank biochemistry	3,500.00	2,625.00	2,625.00
Technician, medical science	3,500.00	2,625.00	2,625.00
Counsellor	3,500.00	2,625.00	2,625.00
Medical assistant	3,500.00	2,625.00	2,625.00

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Dietician, therapeutic	3,500.00	2,625.00	2,625.00
Physiotherapist	3,500.00	2,625.00	2,625.00
Nurse, associate professional/clinic	1,000.00	750.00	750.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Executive Secretary	4,500.00	3,375.00	3,375.00
Secretary, medical	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	1,000.00	750.00	750.00
Other office clerks not elsewhere classified	1,000.00	750.00	750.00
Cashier	1,000.00	750.00	750.00
Debt Collector and related worker	2,000.00	1,500.00	1,500.00
Receptionist (others)	2,800.00	2,100.00	2,100.00
Telephone switchboard operator	1,000.00	750.00	750.00
Housekeeper	300.00	225.00	225.00
Cook assistant	450.00	337.50	337.50
Aid, nursing/hospital	375.00	281.25	281.25
Orderly, porter hospital	300.00	225.00	225.00
Gardener, groundsman	375.00	281.25	281.25
Landscaper	2,000.00	1,500.00	1,500.00
Maintenance worker, building	2,000.00	1,500.00	1,500.00
Truck driver	2,000.00	1,500.00	1,500.00
Kitchen helper, laundress	300.00	225.00	225.00
Upholsterer	550.00	412.50	412.50
Janitor	375.00	281.25	281.25
Maintenance person	550.00	412.50	412.50
Legal activities			
Managing Director, Chief Executive Officer, General Manager, vice-president, or president for which a professional qualification is required	22,500.00	16,875.00	16,875.00
Director/Chief Operating Officer	15,500.00	11,625.00	11,625.00
Director, Information Systems/Head of IT	15,500.00	11,625.00	11,625.00
Financial Controller	15,500.00	11,625.00	11,625.00
Director, Human Resources	15,500.00	11,625.00	11,625.00
Operations manager	10,500.00	7,875.00	7,875.00
Manager, Information Systems	10,500.00	7,875.00	7,875.00
Office Manager	5,600.00	4,200.00	4,200.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Senior Auditor	12,500.00	9,375.00	9,375.00
Auditor	10,500.00	7,875.00	7,875.00
Human resources manager	8,000.00	6,000.00	6,000.00

Human resources administrator	4,000.00	3,000.00	3,000.00
Human Resources officer	4,000.00	3,000.00	3,000.00
Training officer, corporate	10,500.00	7,875.00	7,875.00
Trust officer	10,500.00	7,875.00	7,875.00
Senior Trust administrator	6,500.00	4,875.00	4,875.00
Compliance Officer	10,500.00	7,875.00	7,875.00
Corporate Administrator	4,000.00	3,000.00	3,000.00
Marketing executive, e.g. marketing specialist	10,500.00	7,875.00	7,875.00
Lawyer/solicitor/barrister/attorney-at-law/associate	12,500.00	9,375.00	9,375.00
Equity Partner	24,000.00	18,000.00	18,000.00
Salaried Partner	22,500.00	16,875.00	16,875.00
Senior Associate	14,000.00	10,500.00	10,500.00
Auditor/Audit officer	10,500.00	7,875.00	7,875.00
Customer Services Representative	2,800.00	2,100.00	2,100.00
Assistant financial Controller	5,000.00	3,750.00	3,750.00
Assistant trust accountant	5,000.00	3,750.00	3,750.00
Account officer	3,500.00	2,625.00	2,625.00
Trust Administrator	10,500.00	7,875.00	7,875.00
Administrative Secretary	3,500.00	2,625.00	2,625.00
Personal Assistant	4,500.00	3,375.00	3,375.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Executive Secretary	4,500.00	3,375.00	3,375.00
Executive administrative assistant	3,500.00	2,625.00	2,625.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	1,000.00	750.00	750.00
Clerk filing	1,000.00	750.00	750.00
Clerk, Reproduction processes/office	1,000.00	750.00	750.00
Messenger	1,000.00	750.00	750.00
Senior Clerk	2,000.00	1,500.00	1,500.00
Administrative Assistant	2,000.00	1,500.00	1,500.00
Receptionist (others)	1,000.00	750.00	750.00
Legal secretary	4,500.00	3,375.00	3,375.00
Paralegal	8,000.00	6,000.00	6,000.00
Articled clerk (trainee attorney)	7,500.00	5,625.00	5,625.00
IT assistant	3,500.00	2,625.00	2,625.00
Assistant administrator	3,500.00	2,625.00	2,625.00
Corporate Assistant	3,500.00	2,625.00	2,625.00
Business/project analyst	10,500.00	7,875.00	7,875.00
Business Development Manager	10,500.00	7,875.00	7,875.00
IT Project Manager	10,500.00	7,875.00	7,875.00

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Chief Marketing Officer	22,500.00	16,875.00	16,875.00
Development Manager	10,500.00	7,875.00	7,875.00
Client Relationship Manager	8,000.00	6,000.00	6,000.00
Labour recruitment and provision of personnel activities			
Managing Director, Chief Executive Officer, or General Manager, partner, vice-president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Office Manager	5,600.00	4,200.00	4,200.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Recruitment Officer	2,000.00	1,500.00	1,500.00
Human resources manager	8,000.00	6,000.00	6,000.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Client relationship officer	3,500.00	2,625.00	2,625.00
Paralegal	8,000.00	6,000.00	6,000.00
Account officer	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Travel Consultant	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Payroll Clerk	2,000.00	1,500.00	1,500.00
Administrative Assistant	2,000.00	1,500.00	1,500.00
Receptionist	1,000.00	750.00	750.00
Messenger	1,000.00	750.00	750.00
Security and investigation activities			
Managing Director, Chief Executive Officer, General Manager, partner, vice-president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Production & operations dept. manager in transport	10,500.00	7,875.00	7,875.00
Office Manager	5,600.00	4,200.00	4,200.00
Operations supervisor	3,500.00	2,625.00	2,625.00
Electrical Engineering technician	3,500.00	2,625.00	2,625.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Alarm Monitoring Agent/Central station operator	2,000.00	1,500.00	1,500.00
Security & Fire alarm technician	3,500.00	2,625.00	2,625.00
Auto Mechanic	2,000.00	1,500.00	1,500.00
Handyman	550.00	412.50	412.50
Van Driver	2,000.00	1,500.00	1,500.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Sales & marketing department manager/sales operation manager	8,000.00	6,000.00	6,000.00
Account Supervisor	3,500.00	2,625.00	2,625.00
Secretary	3,500.00	2,625.00	2,625.00

Cashier	1,000.00	750.00	750.00
Private Investigator	3,500.00	2,625.00	2,625.00
Locksmith	2,000.00	1,500.00	1,500.00
Security Officer/Loss Prevention Officer	1,650.00	1,237.50	1,237.50
Van Driver	2,000.00	1,500.00	1,500.00
Building cleaning and industrial cleaning activities			
Managing Director, Chief Executive Officer, or General Manager , partner, vice-president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Production & operations manager in personal care	10,500.00	7,875.00	7,875.00
General Manager (no professional qualification required) in personal care, cleaning & related	7,500.00	5,625.00	5,625.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Assistant manager of other business	8,000.00	6,000.00	6,000.00
Chemical technician	3,500.00	2,625.00	2,625.00
Customer Services Representative	2,800.00	2,100.00	2,100.00
Sales associate/scheduler	1,000.00	750.00	750.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Reproduction processes/office	1,000.00	750.00	750.00
Other office clerks not elsewhere classified	1,000.00	750.00	750.00
Maintenance worker, building	2,000.00	1,500.00	1,500.00
Auto Mechanic	2,000.00	1,500.00	1,500.00
Truck driver	2,000.00	1,500.00	1,500.00
Domestic Helper	150.00	112.50	112.50
Cleaner, office	375.00	281.25	281.25
Janitor	375.00	281.25	281.25
Activities of households as employers of domestic personnel			
Domestic Helper	150.00	150.00	150.00
Nanny	550.00	412.50	412.50
Security Officer/Loss Prevention Officer	1,650.00	1,237.50	1,237.50
Personal Chef	2,000.00	1,500.00	1,500.00
Gardener	375.00	281.25	281.25
Handyman	550.00	412.50	412.50
Nurse	1,000.00	750.00	750.00
Real estate activities			
Managing Director, Chief Executive Officer, or General Manager , partner, vice-president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Office Manager	5,600.00	4,200.00	4,200.00

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Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Real estate salesperson/broker/real estate agent	5,000.00	3,750.00	3,750.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Administrative Assistant	2,000.00	1,500.00	1,500.00
Receptionist	1,000.00	750.00	750.00
Housekeeper	300.00	225.00	225.00
Security system support staff	1,650.00	1,237.50	1,237.50
Gardener, groundsman	375.00	281.25	281.25
Nursery, grower/nursery operative	2,000.00	1,500.00	1,500.00
Landscaper, greens keeper	2,000.00	1,500.00	1,500.00
Maintenance worker, building	2,000.00	1,500.00	1,500.00
Washer, hand/laundry	375.00	281.25	281.25
Maintenance person	550.00	412.50	412.50
Beach attendant	550.00	412.50	412.50
Landscaping and gardening activities			
General Manager in agriculture, landscaping, gardening, forestry & fishing	8,000.00	6,000.00	6,000.00
Office Manager	5,600.00	4,200.00	4,200.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Office Clerk	1,000.00	750.00	750.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Reproduction processes/office	1,000.00	750.00	750.00
Assistant Administrator	3,500.00	2,625.00	2,625.00
Sales representative (retail)	1,000.00	750.00	750.00
Gardener, groundsman	375.00	281.25	281.25
Landscaper	2,000.00	1,500.00	1,500.00
Auto Mechanic	2,000.00	1,500.00	1,500.00
Truck driver	2,000.00	1,500.00	1,500.00
Farmer	300.00	225.00	225.00
Maintenance person	550.00	412.50	412.50
Agriculture, forestry and fishing			
Farmer/Livestock farmer	550.00	412.50	412.50
Maintenance person	550.00	412.50	412.50
General farm hand/Farmer helper	550.00	412.50	412.50

Publishing activities			
Manager Director, Chief Executive Officer, or General Manager, partner, vice-president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Production & operations dept. manager in communications	15,500.00	11,625.00	11,625.00
Graphic designer	5,000.00	3,750.00	3,750.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Marketing executive, e.g. marketing specialist	8,000.00	6,000.00	6,000.00
Editor, newspaper	4,125.00	3,093.75	3,093.75
Reporter, newspaper	3,500.00	2,625.00	2,625.00
Journalist	3,500.00	2,625.00	2,625.00
Graphic artist	4,125.00	3,093.75	3,093.75
IT assistant	3,500.00	2,625.00	2,625.00
Photographer	3,500.00	2,625.00	2,625.00
Videographer	3,500.00	2,625.00	2,625.00
Sales Representative/agent	1,000.00	750.00	750.00
Other Technical and commercial sales representatives	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Finance Clerk	2,000.00	1,500.00	1,500.00
Administrative Assistant	2,000.00	1,500.00	1,500.00
Other office clerks not elsewhere classified	1,000.00	750.00	750.00
Textile screen printer	3,500.00	2,625.00	2,625.00
Printing machine operator	3,500.00	2,625.00	2,625.00
Van Driver	2,000.00	1,500.00	1,500.00
Vendor, street/non-food products	1,000.00	750.00	750.00
Sewerage			
Managing Director, Chief Executive Officer, or General Manager , partner, vice-president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Engineers	10,500.00	7,875.00	7,875.00
Technically Qualified Staff	4,000.00	3,000.00	3,000.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Heavy machine operator	2,250.00	1,687.50	1,687.50
Truck driver	2,000.00	1,500.00	1,500.00
Waste collection, treatment and disposal activities; materials recovery			
Managing Director, Chief Executive Officer, or General Manager , partner, vice-president, president for which a	20,500.00	15,375.00	15,375.00

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professional qualification is required			
Engineer	10,500.00	7,875.00	7,875.00
Technically Qualified Staff	4,000.00	3,000.00	3,000.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Heavy machine operator	2,250.00	1,687.50	1,687.50
Truck driver	2,000.00	1,500.00	1,500.00
Programming and broadcasting activities			
Programme Director	20,500.00	15,375.00	15,375.00
Managing Director, Chief Executive Officer, or General Manager , partner, vice-president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Production & operations dept. manager in communications	5,000.00	3,750.00	3,750.00
Production and operations Manager in other business	5,000.00	3,750.00	3,750.00
Director, musical	20,500.00	15,375.00	15,375.00
Sales & marketing department manager	8,000.00	6,000.00	6,000.00
Graphic designer	5,000.00	3,750.00	3,750.00
System administrator	5,000.00	3,750.00	3,750.00
Senior Account administrator	5,000.00	3,750.00	3,750.00
Marketing executive, e.g. marketing specialist	8,000.00	6,000.00	6,000.00
Customer Service Administrator	3,500.00	2,625.00	2,625.00
Director, Radio	20,500.00	15,375.00	15,375.00
Electronic technician	2,000.00	1,500.00	1,500.00
Sales Representative/agent	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Radio announcer	3,500.00	2,625.00	2,625.00
News person report news on air	3,500.00	2,625.00	2,625.00
Telegraph and telephone installer and service	2,000.00	1,500.00	1,500.00
Cable worker, e.g. installer	2,000.00	1,500.00	1,500.00
Hairdressing, Beauty Treatment and other personal service activities			
Office Manager	5,600.00	4,200.00	4,200.00
Masseuse/Masseur	1,500.00	1,125.00	1,125.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Storekeeper	1,500.00	1,125.00	1,125.00
Receptionist (others)	1,000.00	750.00	750.00
Other clerks not elsewhere classified	1,000.00	750.00	750.00
Barber	1,500.00	1,125.00	1,125.00
Cosmetologist	1,500.00	1,125.00	1,125.00
Beautician/massage therapist	1,500.00	1,125.00	1,125.00

Braidist	1,500.00	1,125.00	1,125.00
Nail specialist, manicurist, pedicurist, nail technician	1,500.00	1,125.00	1,125.00
Hairdresser	1,500.00	1,125.00	1,125.00
Shampoo girl	1,000.00	750.00	750.00
Attendant and related workers not classified elsewhere	1,000.00	750.00	750.00
Manufacture of fabricated metal products, except machinery and equipment			
General Manager	15,500.00	11,625.00	11,625.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Carpenter	2,000.00	1,500.00	1,500.00
Office Manager	5,600.00	4,200.00	4,200.00
Auto-body painter	2,000.00	1,500.00	1,500.00
Welder and Flame cutter	2,000.00	1,500.00	1,500.00
Heavy machine mechanic	2,000.00	1,500.00	1,500.00
Electric power generation, transmission and distribution			
Chief Engineer	20,500.00	15,375.00	15,375.00
Managing Director, Chief Executive Officer, or General Manager , partner, vice-president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Financial Controller	15,500.00	11,625.00	11,625.00
Department Manager, Finance	15,500.00	11,625.00	11,625.00
Engineer director	15,500.00	11,625.00	11,625.00
Director, Human Resources	15,500.00	11,625.00	11,625.00
Engineer, Electrical/electric power generation	10,500.00	7,875.00	7,875.00
Engineer, Electrical/electromechanical equipment	10,500.00	7,875.00	7,875.00
Design engineer	10,500.00	7,875.00	7,875.00
Operations engineer	10,500.00	7,875.00	7,875.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Human resources manager	8,000.00	6,000.00	6,000.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Human Resources officer	4,000.00	3,000.00	3,000.00
Senior business analyst /Senior Financial Analyst	10,500.00	7,875.00	7,875.00
Electrical Engineering technician	3,500.00	2,625.00	2,625.00
Electrical Line technician	3,500.00	2,625.00	2,625.00
Mechanical engineering technician, alignment technician	3,500.00	2,625.00	2,625.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Customer Services Representative	2,000.00	1,500.00	1,500.00
Buyer (purchaser), merchandise	2,000.00	1,500.00	1,500.00
Executive Secretary	4,500.00	3,375.00	3,375.00

Immigration Regulations (2010 Revision)

Meter Reader	2,000.00	1,500.00	1,500.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Inventory control clerk	2,000.00	1,500.00	1,500.00
Administrative Assistant	2,000.00	1,500.00	1,500.00
Front Desk Clerk	1,000.00	750.00	750.00
Security Officer	1,650.00	1,237.50	1,237.50
Building and related electrician	2,000.00	1,500.00	1,500.00
Lineman	2,000.00	1,500.00	1,500.00
Wireman	975.00	731.25	731.25
Power production plant operator	2,000.00	1,500.00	1,500.00
Maintenance person	550.00	412.50	412.50
Water collection, treatment and supply			
Director, Human Resources	10,500.00	7,875.00	7,875.00
Maintenance Manager	10,500.00	7,875.00	7,875.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Civil Engineer	10,500.00	7,875.00	7,875.00
Operations manager	8,000.00	6,000.00	6,000.00
Operations/Special Project Engineer	10,500.00	7,875.00	7,875.00
Office Manager	5,600.00	4,200.00	4,200.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Human resources administrator	8,000.00	6,000.00	6,000.00
Service supervisor	3,500.00	2,625.00	2,625.00
Lab technician, e.g. blood bank biochemistry	4,125.00	3,093.75	3,093.75
Bookkeeper	4,000.00	3,000.00	3,000.00
Customer Services Representative	1,000.00	750.00	750.00
Meter Reader	2,000.00	1,500.00	1,500.00
Inventory control clerk	2,000.00	1,500.00	1,500.00
Administrative Assistant	2,000.00	1,500.00	1,500.00
Cashier non retail	1,000.00	750.00	750.00
Plumber and pipe fitter	2,250.00	1,687.50	1,687.50
Maintenance person	550.00	412.50	412.50
Telecommunications			
Production & operations dept. manager in communications	8,000.00	6,000.00	6,000.00
Information system manager	10,500.00	7,875.00	7,875.00
General manager in communications	8,000.00	6,000.00	6,000.00
Analyst, Database/computers	5,600.00	4,200.00	4,200.00
Senior business analyst /Senior Financial Analyst	10,500.00	7,875.00	7,875.00
Corporate administrator	4,000.00	3,000.00	3,000.00
Project superintendent	5,000.00	3,750.00	3,750.00
Guest service supervisor	5,000.00	3,750.00	3,750.00

Telecommunications engineering technician	3,500.00	2,625.00	2,625.00
Sales representative/agent	2,000.00	1,500.00	1,500.00
Customer services representative	2,000.00	1,500.00	1,500.00
Sales associate	1,000.00	750.00	750.00
Salesperson, technical	2,000.00	1,500.00	1,500.00
Personal assistant	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Payroll clerk	2,000.00	1,500.00	1,500.00
Inventory control clerk	2,000.00	1,500.00	1,500.00
Telephone switchboard operator	2,000.00	1,500.00	1,500.00
Telegraph and telephone installer and services	2,000.00	1,500.00	1,500.00
Cable worker, e.g. installer	2,000.00	1,500.00	1,500.00
Manufacture of furniture			
Secretary	3,500.00	2,625.00	2,625.00
Cabinet maker	2,000.00	1,500.00	1,500.00
Carpenter	2,000.00	1,500.00	1,500.00
Carpenter helper	875.00	656.25	656.25
Wholesale and retail trade and repair of motor vehicles and motorcycles			
Managing Director, Chief Executive Officer, or General Manager, partner, vice-president, president for which a professional qualification is required	10,500.00	7,875.00	7,875.00
Production and operations Manager in retail trade	8,000.00	6,000.00	6,000.00
Financial Controller	10,500.00	7,875.00	7,875.00
Sales & marketing department manager	8,000.00	6,000.00	6,000.00
General manager in retail trade	8,000.00	6,000.00	6,000.00
General manager of business services	8,000.00	6,000.00	6,000.00
General manager in personal care, cleaning & related	8,000.00	6,000.00	6,000.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Assistant manager of other business	5,000.00	3,750.00	3,750.00
Operations supervisor	3,500.00	2,625.00	2,625.00
Service supervisor	3,500.00	2,625.00	2,625.00
Other Technicians not elsewhere classified e.g. CAD	2,000.00	1,500.00	1,500.00
Customer Services representative	2,800.00	2,100.00	2,100.00
Sales Associate	2,000.00	1,500.00	1,500.00
Buyer, merchandise/retail trade	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00

Immigration Regulations (2010 Revision)

Stock clerk e.g. Stock Controller	1,000.00	750.00	750.00
Inventory control clerk	2,000.00	1,500.00	1,500.00
Administrative Assistant	2,000.00	1,500.00	1,500.00
Cashier (retail)	1,000.00	750.00	750.00
Counter Clerk	1,000.00	750.00	750.00
Other clerks not elsewhere classified	1,000.00	750.00	750.00
Sales representative (retail)	1,000.00	750.00	750.00
Pump attendant	1,000.00	750.00	750.00
Auto-body painter	2,000.00	1,500.00	1,500.00
Welder and Flame cutter	2,000.00	1,500.00	1,500.00
Auto Mechanic	2,000.00	1,500.00	1,500.00
Assistant mechanic	1,000.00	750.00	750.00
Tire Repairman	1,000.00	750.00	750.00
Other electronic mechanic and services	2,000.00	1,500.00	1,500.00
Truck driver	2,000.00	1,500.00	1,500.00
General helper	550.00	412.50	412.50
Janitor	375.00	281.25	281.25
Car cleaner	300.00	225.00	225.00
Wholesale trade, except of motor vehicles and motorcycles			
Sales & marketing department manager	8,000.00	6,000.00	6,000.00
Warehouse manager	3,500.00	2,625.00	2,625.00
General manager in wholesale	8,000.00	6,000.00	6,000.00
General manager in retail trade	8,000.00	6,000.00	6,000.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Compliance Officer	2,000.00	1,500.00	1,500.00
Food and beverage supervisor	3,500.00	2,625.00	2,625.00
Front desk supervisor	3,500.00	2,625.00	2,625.00
Sales representative/agent	2,000.00	1,500.00	1,500.00
Customer services representative	2,800.00	2,100.00	2,100.00
Buyer (purchaser), merchandise/wholesale trade	2,000.00	1,500.00	1,500.00
Buyer, merchandise/wholesale trade	2,000.00	1,500.00	1,500.00
Account supervisor	3,500.00	2,625.00	2,625.00
Clearing, forwarding, and shipping agent	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Executive administrative assistant	3,500.00	2,625.00	2,625.00
Warehouse person	2,000.00	1,500.00	1,500.00
Receptionist	2,000.00	1,500.00	1,500.00
Sales representative	2,000.00	1,500.00	1,500.00
Meat cutter	2,000.00	1,500.00	1,500.00
Truck driver	2,000.00	1,500.00	1,500.00

Packer	300.00	225.00	225.00
Retail trade, except of motor vehicles and motorcycles			
Managing Director, Chief Executive Officer, or General Manager , partner, vice president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Production and Operations manager in Retail Trade	15,500.00	11,625.00	11,625.00
Financial controller	15,500.00	11,625.00	11,625.00
Sales & marketing department manager	8,000.00	6,000.00	6,000.00
Information system manager	10,500.00	7,875.00	7,875.00
Office manager	5,600.00	4,200.00	4,200.00
General manager of supermarket (no professional qualification)	10,500.00	7,875.00	7,875.00
General manager of restaurant (no professional qualification)	8,000.00	6,000.00	6,000.00
Meat manager	6,000.00	4,500.00	4,500.00
Assistant Store Manager	8,000.00	6,000.00	6,000.00
Store/Branch Manager	8,000.00	6,000.00	6,000.00
Deli Manager	6,000.00	4,500.00	4,500.00
Produce Manager	6,000.00	4,500.00	4,500.00
Customer Service Manager	6,000.00	4,500.00	4,500.00
Refrigeration Technician	4,000.00	3,000.00	3,000.00
Plant engineer	10,500.00	7,875.00	7,875.00
Manager Pharmacy/Pharmacist, drug store	10,500.00	7,875.00	7,875.00
Assistant personnel manager	4,000.00	3,000.00	3,000.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Assistant manager of other business	3,500.00	2,625.00	2,625.00
Operations supervisor	3,500.00	2,625.00	2,625.00
Food and beverage supervisor	3,500.00	2,625.00	2,625.00
Site superintendent /Structural Coordinator	5,000.00	3,750.00	3,750.00
Site surveyor / Layout man	4,000.00	3,000.00	3,000.00
Front desk/ Front end supervisor	3,500.00	2,625.00	2,625.00
Customer service administrator	3,500.00	2,625.00	2,625.00
Chemical technician	3,500.00	2,625.00	2,625.00
Other Technicians not elsewhere classified e.g. CAD	3,500.00	2,625.00	2,625.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Sales representative/agent	1,000.00	750.00	750.00
Sales associate	1,000.00	750.00	750.00
Buyer, merchandise/wholesale trade	2,000.00	1,500.00	1,500.00
Buyer, merchandise/retail trade	2,000.00	1,500.00	1,500.00
Assistant financial controller	8,000.00	6,000.00	6,000.00
Executive administrative assistant	3,500.00	2,625.00	2,625.00
Senior accounting clerk	2,000.00	1,500.00	1,500.00

Immigration Regulations (2010 Revision)

Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Warehouse person	1,000.00	750.00	750.00
Administrative clerk	2,000.00	1,500.00	1,500.00
Administrative assistant	2,000.00	1,500.00	1,500.00
Cashier (retail)	1,000.00	750.00	750.00
Receptionist (retail)	2,000.00	1,500.00	1,500.00
Other clerks not elsewhere classified	1,000.00	750.00	750.00
Cook	2,000.00	1,500.00	1,500.00
Tailor	2,000.00	1,500.00	1,500.00
Seamstress/Dressmaker	2,000.00	1,500.00	1,500.00
Assistant Dressmaker	1,000.00	750.00	750.00
Upholsterer	2,000.00	1,500.00	1,500.00
Waiter/waitress/deli clerk/sandwich artist	1,000.00	750.00	750.00
Senior sales representative (retail)	2,000.00	1,500.00	1,500.00
Sales representative (retail)	1,000.00	750.00	750.00
Jewellery maker and repairer	2,000.00	1,500.00	1,500.00
Baker	2,000.00	1,500.00	1,500.00
Truck driver	2,000.00	1,500.00	1,500.00
Dish washer, restaurant	300.00	225.00	225.00
Kitchen helper, restaurant	300.00	225.00	225.00
Store packer	300.00	225.00	225.00
Packer	300.00	225.00	225.00
Land transport and transport via pipelines			
Senior sales representative	2,000.00	1,500.00	1,500.00
Booking agent	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Payroll clerk	2,000.00	1,500.00	1,500.00
Auto mechanic	2,000.00	1,500.00	1,500.00
Car driver (chauffeur)	2,000.00	1,500.00	1,500.00
Taxi driver	2,000.00	1,500.00	1,500.00
Car cleaner	300.00	225.00	225.00
Water transport			
Boat captain	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Warehouse person	1,000.00	750.00	750.00
Superintendent, clerical/cargo	4,000.00	3,000.00	3,000.00
Messenger	1,000.00	750.00	750.00
Sorting clerk, e.g. document controller	1,000.00	750.00	750.00
Heavy machine mechanic	2,000.00	1,500.00	1,500.00

Truck driver	2,000.00	1,500.00	1,500.00
Crane and hoist operator	2,000.00	1,500.00	1,500.00
Lifting-truck operator	2,000.00	1,500.00	1,500.00
Boat deck hand	500.00	375.00	375.00
Janitor	375.00	281.25	281.25
Transport helper and porter (loading goods)	300.00	225.00	225.00
Air transport			
Head of airport operations	15,500.00	11,625.00	11,625.00
Sales & marketing department manager	8,000.00	6,000.00	6,000.00
Maintenance manager	5,000.00	3,750.00	3,750.00
Planner, Traffic	5,000.00	3,750.00	3,750.00
Aircraft engineer	10,500.00	7,875.00	7,875.00
Senior Auditor	3,500.00	2,625.00	2,625.00
Airline pilot	10,500.00	7,875.00	7,875.00
Aircraft maintenance supervisor	5,000.00	3,750.00	3,750.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Payroll clerk	2,000.00	1,500.00	1,500.00
Dispatch agent/air transport	1,000.00	750.00	750.00
Administrative assistant	1,000.00	750.00	750.00
Reservation agent travel agent	2,000.00	1,500.00	1,500.00
Flight attendant	2,000.00	1,500.00	1,500.00
Aircraft mechanic	2,475.00	1,856.25	1,856.25
Head of airport operation	10,500.00	7,875.00	7,875.00
Meteorologist	5,000.00	3,750.00	3,750.00
Forecaster, weather	4,000.00	3,000.00	3,000.00
Service supervisor	4,000.00	3,000.00	3,000.00
Air traffic controller	4,000.00	3,000.00	3,000.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Clerk, information	1,000.00	750.00	750.00
Attendance, airport	1,000.00	750.00	750.00
Security officer airport	1,650.00	1,237.50	1,237.50
Janitor	375.00	281.25	281.25
Maintenance person	550.00	412.50	412.50
FINANCE & BANKING INDUSTRY			
Financial service activities, except insurance and pension funding			
Managing Director, Chief Executive Officer, or General Manager, vice president, Chief Marketing Officer, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Director of Internal Audit	15,500.00	11,625.00	11,625.00

Immigration Regulations (2010 Revision)

Director of Marketing/Trading	15,500.00	11,625.00	11,625.00
Production & operations dept. manager in banking	15,500.00	11,625.00	11,625.00
Corporate Relationship Manager/Corporate Manager (Fund, Banking, Investment)	15,500.00	11,625.00	11,625.00
Private banking manager	15,500.00	11,625.00	11,625.00
Financial controller	15,500.00	11,625.00	11,625.00
Credit Manager/Relationship Manager (bank)	15,500.00	11,625.00	11,625.00
Fund administration manager (Fund & investment)	15,500.00	11,625.00	11,625.00
Senior VP's/Senior Accounting Manager/Team Leaders	12,500.00	9,375.00	9,375.00
Vice President (Structured Finance/Client Accounting/Fund Services)	10,500.00	7,875.00	7,875.00
Senior Auditor	12,500.00	9,375.00	9,375.00
Trust manager (trust) ,Associate VP's,	10,500.00	7,875.00	7,875.00
Operations manager (bank & finance)	15,500.00	11,625.00	11,625.00
Department Manager/Finance Manager	15,500.00	11,625.00	11,625.00
Department Manager, Accounting	15,500.00	11,625.00	11,625.00
Head of fiduciary services	15,500.00	11,625.00	11,625.00
Head of currency	15,500.00	11,625.00	11,625.00
Chief Financial Officer	15,500.00	11,625.00	11,625.00
Personnel & industrial relations department manager	10,500.00	7,875.00	7,875.00
Information system manager	10,500.00	7,875.00	7,875.00
Branch manager (bank)	15,500.00	11,625.00	11,625.00
Office manager	8,000.00	6,000.00	6,000.00
Project manager/Accounts Manager	10,500.00	7,875.00	7,875.00
Business development director	10,500.00	7,875.00	7,875.00
General manager of business services	10,500.00	7,875.00	7,875.00
System analyst	10,500.00	7,875.00	7,875.00
Analyst, Database/computers	10,500.00	7,875.00	7,875.00
System administrator	8,000.00	6,000.00	6,000.00
Accountant (bank)	10,500.00	7,875.00	7,875.00
Accountant (finance & investment)	10,500.00	7,875.00	7,875.00
Accountant (trust)	10,500.00	7,875.00	7,875.00
Accountant (other businesses)	10,500.00	7,875.00	7,875.00
Assistant Vice President of Structured Finance/Client Accounting/Fund Services (funds, investment, finance)	10,500.00	7,875.00	7,875.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Human resources officer	4,000.00	3,000.00	3,000.00
Assistant relationship manager (bank)	5,000.00	3,750.00	3,750.00
Assistant manager of fund administration	5,000.00	3,750.00	3,750.00
Assistant trust manager	5,000.00	3,750.00	3,750.00
Assistant financial controller	5,000.00	3,750.00	3,750.00

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Assistant manager of other business	5,000.00	3,750.00	3,750.00
Assistant fund administration manager	5,000.00	3,750.00	3,750.00
Trust officer	10,500.00	7,875.00	7,875.00
Senior trust administrator	6,500.00	4,875.00	4,875.00
Senior business analyst /Senior Financial Analyst	10,500.00	7,875.00	7,875.00
Compliance Officer	10,500.00	7,875.00	7,875.00
Client relationship officer	3,500.00	2,625.00	2,625.00
Senior account administrator	6,500.00	4,875.00	4,875.00
Corporate administrator	4,000.00	3,000.00	3,000.00
Marketing executive/marketing specialist	8,000.00	6,000.00	6,000.00
Customers service administrator	3,500.00	2,625.00	2,625.00
Analyst, market research/bank	10,500.00	7,875.00	7,875.00
Analyst, business	10,500.00	7,875.00	7,875.00
Senior currency officer (Monetary Authority)	5,000.00	3,750.00	3,750.00
Lawyer/solicitor/barrister/attorney-at-law/associate	12,500.00	9,375.00	9,375.00
Equity Partner	24,000.00	18,000.00	18,000.00
Salaried Partner	22,500.00	16,875.00	16,875.00
Senior Associate	14,000.00	10,500.00	10,500.00
Public relation executive (Monetary Authority)	3,500.00	2,625.00	2,625.00
IT assistant	2,000.00	1,500.00	1,500.00
Insurance representative	2,000.00	1,500.00	1,500.00
Underwriter	5,000.00	3,750.00	3,750.00
Underwriter's assistant	2,000.00	1,500.00	1,500.00
Insurance administrator	3,500.00	2,625.00	2,625.00
Customer services representative	1,000.00	750.00	750.00
Assistant financial controller	5,000.00	3,750.00	3,750.00
Assistant fund administrator	3,500.00	2,625.00	2,625.00
Assistant trust accountant	5,000.00	3,750.00	3,750.00
Account supervisor/manager/team manager	10,500.00	7,875.00	7,875.00
Account officer	3,500.00	2,625.00	2,625.00
Credit/loan officer	3,500.00	2,625.00	2,625.00
Trust administrator	10,500.00	7,875.00	7,875.00
Fund administrator	10,500.00	7,875.00	7,875.00
Auditor/Audit officer	10,500.00	7,875.00	7,875.00
Bank supervisor	3,500.00	2,625.00	2,625.00
Bank officer	2,000.00	1,500.00	1,500.00
Investment coordinator	2,000.00	1,500.00	1,500.00
Administrative secretary	3,500.00	2,625.00	2,625.00
Personal assistant	4,500.00	3,375.00	3,375.00
Assistant, bank	3,500.00	2,625.00	2,625.00

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Assistant/Insurance/claims	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Executive administrative assistant	3,500.00	2,625.00	2,625.00
Data-entering worker	1,000.00	750.00	750.00
Secretary	3,500.00	2,625.00	2,625.00
Senior accounting clerk	2,000.00	1,500.00	1,500.00
Junior accounting clerk	1,000.00	750.00	750.00
Fund and investment clerk	2,000.00	1,500.00	1,500.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Finance clerk	2,000.00	1,500.00	1,500.00
Banking clerk	2,000.00	1,500.00	1,500.00
Trust clerk	2,000.00	1,500.00	1,500.00
Clerk, investment	2,000.00	1,500.00	1,500.00
Clerk, filing	1,000.00	750.00	750.00
Clerk, photocopying	1,000.00	750.00	750.00
Clerk, Reproduction processes/office	1,000.00	750.00	750.00
Messenger	1,000.00	750.00	750.00
Sorting clerk e.g. document controller	1,000.00	750.00	750.00
Coder, clerical/ data processing	1,000.00	750.00	750.00
Supervising clerk	2,000.00	1,500.00	1,500.00
Senior clerk	2,000.00	1,500.00	1,500.00
Administrative assistant	2,000.00	1,500.00	1,500.00
Executive assistant (Monetary Authority)	3,500.00	2,625.00	2,625.00
Other office clerk not elsewhere classified	1,000.00	750.00	750.00
Bank cashier	2,000.00	1,500.00	1,500.00
Teller	2,000.00	1,500.00	1,500.00
Receptionist (others)	1,000.00	750.00	750.00
Insurance (Life)			
Managing Director, Chief Executive Officer, or General Manager , partner, vice president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Insurance representative	3,500.00	2,625.00	2,625.00
Underwriter	5,000.00	3,750.00	3,750.00
Underwriter's assistant	3,500.00	2,625.00	2,625.00
Insurance Administrator	3,500.00	2,625.00	2,625.00
Assistant, insurance/policy	2,000.00	1,500.00	1,500.00
Clerk insurance	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Senior accounting clerk	2,000.00	1,500.00	1,500.00

Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Administrative assistant	2,000.00	1,500.00	1,500.00
Secretary	3,500.00	2,625.00	2,625.00
Insurance (Non-life)			
Productions & operations manager in business services	10,500.00	7,875.00	7,875.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Insurance representative	3,500.00	2,625.00	2,625.00
Assistant/Insurance/claims	3,500.00	2,625.00	2,625.00
Activities auxiliary to financial services, insurance activities and pension funding			
Managing Director, Chief Executive Officer, or General Manager, partner, vice president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Production and Operations Manager in other business	15,500.00	11,625.00	11,625.00
Private banking manager	15,500.00	11,625.00	11,625.00
Financial controller	15,500.00	11,625.00	11,625.00
Department Manager, Finance	15,500.00	11,625.00	11,625.00
Information system manager	15,500.00	11,625.00	11,625.00
System (computer) manager	15,500.00	11,625.00	11,625.00
Business development director	15,500.00	11,625.00	11,625.00
General manager of business services	15,500.00	11,625.00	11,625.00
Other general manager	15,500.00	11,625.00	11,625.00
Consultant, medical insurance	10,500.00	7,875.00	7,875.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Senior accounting administrator	5,000.00	3,750.00	3,750.00
Assistant trust manager	3,500.00	2,625.00	2,625.00
Compliance Officer	10,500.00	7,875.00	7,875.00
Client relationship officer	3,500.00	2,625.00	2,625.00
Senior account administrator	5,000.00	3,750.00	3,750.00
Marketing executive, e.g. marketing specialist	8,000.00	6,000.00	6,000.00
Mechanical engineering technician, alignment technician	3,500.00	2,625.00	2,625.00
Other Technicians not elsewhere classified e.g. CAD	2,000.00	1,500.00	1,500.00
Insurance representative	2,000.00	1,500.00	1,500.00
Underwriter	2,000.00	1,500.00	1,500.00
Underwriter's assistant	2,000.00	1,500.00	1,500.00
Insurance Administrator	3,500.00	2,625.00	2,625.00
Sales representative/agent	2,000.00	1,500.00	1,500.00
Customer services representative	2,000.00	1,500.00	1,500.00
Assistant trust accountant	5,000.00	3,750.00	3,750.00

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Administrative secretary	3,500.00	2,625.00	2,625.00
Personal assistant	4,000.00	3,000.00	3,000.00
Assistant, insurance/policy	2,000.00	1,500.00	1,500.00
Assistant/Insurance/claims	2,000.00	1,500.00	1,500.00
Clerk insurance	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Executive secretary	4,500.00	3,375.00	3,375.00
Executive administrative assistant	3,500.00	2,625.00	2,625.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Senior clerk	2,000.00	1,500.00	1,500.00
Administrative assistant	2,000.00	1,500.00	1,500.00
Receptionist (others)	2,000.00	1,500.00	1,500.00
Accounting, bookkeeping and auditing activities; tax consultancy			
Managing Director, Chief Executive Officer, or General Manager , partner, vice president, president for which a professional qualification is required	20,500.00	15,375.00	15,375.00
Tax Manager	15,500.00	11,625.00	11,625.00
Director of Accounting	15,500.00	11,625.00	11,625.00
Director of Internal Audit	15,500.00	11,625.00	11,625.00
Director, Information Systems/Head of IT	15,500.00	11,625.00	11,625.00
Financial controller	15,500.00	11,625.00	11,625.00
Department Manager, Finance	15,500.00	11,625.00	11,625.00
Department Manager, Accounting	15,500.00	11,625.00	11,625.00
Information system manager	10,500.00	7,875.00	7,875.00
System (computer) manager	10,500.00	7,875.00	7,875.00
Office manager	8,000.00	6,000.00	6,000.00
System administrator	3,500.00	2,625.00	2,625.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (finance and investment)(CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (trust)(CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Accountant (no professional qualification)	8,000.00	6,000.00	6,000.00
Senior Auditor	12,500.00	9,375.00	9,375.00
Senior accounting administrator	5,000.00	3,750.00	3,750.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Compliance Officer	10,500.00	7,875.00	7,875.00
Marketing executive, e.g. marketing specialist	8,000.00	6,000.00	6,000.00
Business consultant	10,500.00	7,875.00	7,875.00
IT Assistant	2,000.00	1,500.00	1,500.00
Assistant financial controller	5,000.00	3,750.00	3,750.00

Account supervisor	5,000.00	3,750.00	3,750.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Personal assistant	2,000.00	1,500.00	1,500.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Receptionist (others)	2,000.00	1,500.00	1,500.00
Administrative assistant	2,000.00	1,500.00	1,500.00
Clerk filing	1,000.00	750.00	750.00
Messenger	1,000.00	750.00	750.00
CONSTRUCTION INDUSTRY			
Construction of buildings or Civil Engineering			
Managing Director, Chief Executive Officer, or General Manager, partner, vice president, president for which a professional qualification is required	11,000.00	8,250.00	8,250.00
Sales & marketing department manager	9,000.00	6,750.00	6,750.00
Financial controller	9,000.00	6,750.00	6,750.00
Information system manager	9,000.00	6,750.00	6,750.00
Office manager	5,600.00	4,200.00	4,200.00
Project manager/Accounts Manager	9,000.00	6,750.00	6,750.00
General manager in construction	11,000.00	8,250.00	8,250.00
Architect	9,000.00	6,750.00	6,750.00
Engineer/Structural Engineer, Civil/construction	9,000.00	6,750.00	6,750.00
Quantity surveyor	9,000.00	6,750.00	6,750.00
Senior Estimator	4,000.00	3,000.00	3,000.00
Electrical Engineer, master electrician	9,000.00	6,750.00	6,750.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Project administrator	4,000.00	3,000.00	3,000.00
Foreman (Construction)	4,000.00	3,000.00	3,000.00
Project superintendent	5,600.00	4,200.00	4,200.00
Site superintendent	5,600.00	4,200.00	4,200.00
Site surveyor / Layout man	4,000.00	3,000.00	3,000.00
Buyer (purchaser), merchandise.	2,000.00	1,500.00	1,500.00
Personal assistant	4,000.00	3,000.00	3,000.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Inventory control clerk	1,000.00	750.00	750.00
Clerk, Reproduction processes/office	1,000.00	750.00	750.00
Administrative clerk	2,000.00	1,500.00	1,500.00

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Administrative assistant	2,000.00	1,500.00	1,500.00
Receptionist (others)	1,000.00	750.00	750.00
Security officer	1,650.00	1,237.50	1,237.50
Mason, stone	2,000.00	1,500.00	1,500.00
Mason's Helper	875.00	656.25	656.25
Carpenter	2,000.00	1,500.00	1,500.00
Carpenter's Helper	875.00	656.25	656.25
Shutter Guard Installer	2,000.00	1,500.00	1,500.00
Maintenance worker, building	2,000.00	1,500.00	1,500.00
Roofer	2,000.00	1,500.00	1,500.00
Floor layer, tiler	2,000.00	1,500.00	1,500.00
Glazier	2,000.00	1,500.00	1,500.00
Journeyman Plumber	2,000.00	1,500.00	1,500.00
Electrical Electrician	2,000.00	1,500.00	1,500.00
Wireman	975.00	731.25	731.25
Lineman	2,000.00	1,500.00	1,500.00
Master Plumber	3,000.00	2,250.00	2,250.00
Drywall Finisher	2,000.00	1,500.00	1,500.00
Painter, building	2,000.00	1,500.00	1,500.00
Other Building finishers (e.g. Exterior Wall Finishings Systems Applicator)	2,000.00	1,500.00	1,500.00
Metal Framer	2,000.00	1,500.00	1,500.00
Structural-metal and erector	2,000.00	1,500.00	1,500.00
Auto mechanic	2,000.00	1,500.00	1,500.00
Assistant mechanic	875.00	656.25	656.25
Heavy machine mechanic	2,000.00	1,500.00	1,500.00
Glass engraver and etcher	2,000.00	1,500.00	1,500.00
Heavy machine operator	2,000.00	1,500.00	1,500.00
Truck driver	2,000.00	1,500.00	1,500.00
General helper	550.00	412.50	412.50
Apprentice Plumber	875.00	656.25	656.25
Electrical Apprentice	875.00	656.25	656.25
Building construction labourer, e.g. handyman	550.00	412.50	412.50
Building Installation			
Managing Director, Chief Executive Officer, or General Manager , partner, vice president, president for which a professional qualification is required	11,000.00	8,250.00	8,250.00
Sales & marketing department manager	9,000.00	6,750.00	6,750.00
Office manager	5,600.00	4,200.00	4,200.00
Project manager/Accounts Manager	5,600.00	4,200.00	4,200.00
General manager in construction	11,000.00	8,250.00	8,250.00

General manager of business services	11,000.00	8,250.00	8,250.00
Engineer, Electrical	9,000.00	6,750.00	6,750.00
Mechanical engineer	9,000.00	6,750.00	6,750.00
Project engineer	9,000.00	6,750.00	6,750.00
Accountant (CA, ACCA, CPA)	10,500.00	7,875.00	7,875.00
Assistant financial controller	5,600.00	4,200.00	4,200.00
Client relationship officer	3,500.00	2,625.00	2,625.00
Electrical engineering technician	2,000.00	1,500.00	1,500.00
Mechanical engineering technician, alignment tech	2,000.00	1,500.00	1,500.00
Mechanical engineering technician,(air-conditioning)	2,250.00	1,687.50	1,687.50
Fire technician	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Clerk, Bookkeeping / Accounts Clerk	2,000.00	1,500.00	1,500.00
Inventory control clerk	1,000.00	750.00	750.00
Administrative Assistant	2,000.00	1,500.00	1,500.00
Other clerks not elsewhere classified	1,000.00	750.00	750.00
Mason, stone	2,000.00	1,500.00	1,500.00
Carpenter	2,000.00	1,500.00	1,500.00
Carpenter's helper	875.00	656.25	656.25
Window and door installer	2,000.00	1,500.00	1,500.00
Plumber and pipe fitter	2,250.00	1,687.50	1,687.50
Building and related electrician	2,250.00	1,687.50	1,687.50
Other Building finishers (e.g. Exterior Wall Finishings Systems)	2,000.00	1,500.00	1,500.00
Sheet-metal worker	2,000.00	1,500.00	1,500.00
Pool/Fountain Technician	2,000.00	1,500.00	1,500.00
Repairer, electrical equipment	2,000.00	1,500.00	1,500.00
Air-conditioning and refrigeration mechanic	2,800.00	2,100.00	2,100.00
Electrician, motor vehicle	1,000.00	750.00	750.00
Appliance trader	1,000.00	750.00	750.00
Lineman	1,000.00	750.00	750.00
Cable worker, e.g. installer	2,800.00	2,100.00	2,100.00
Electrician Apprentice	1,000.00	750.00	750.00
Apprentice Plumber	875.00	656.25	656.25
Cleaner	375.00	281.25	281.25
General helper in other Establishments	550.00	412.50	412.50
Mechanic's helper	875.00	656.25	656.25
Building construction labourer; e.g. handyman	550.00	412.50	412.50
Building completion and finishing			
Manager , partner, vice president, president for which a	11,000.00	8,250.00	8,250.00

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professional qualification is required			
Foreman (Construction)	4,000.00	3,000.00	3,000.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Administrative assistant	2,000.00	1,500.00	1,500.00
Front desk clerk	1,000.00	750.00	750.00
Mason, stone	2,000.00	1,500.00	1,500.00
Mason's helper	875.00	656.25	656.25
Finisher	2,000.00	1,500.00	1,500.00
Carpenter	2,000.00	1,500.00	1,500.00
Carpenter's helper	875.00	656.25	656.25
Pool/Fountain Technician	2,000.00	1,500.00	1,500.00
Floor layer, tiler	2,000.00	1,500.00	1,500.00
Painter, building	2,000.00	1,500.00	1,500.00
Other Building finishers (e.g. Exterior Wall Finishings Systems Applicator)	2,000.00	1,500.00	1,500.00
Cabinet maker	2,000.00	1,500.00	1,500.00
Janitor	550.00	412.50	412.50
Building construction labourer e.g. handyman	550.00	412.50	412.50
Renting of construction or demolition Equipment			
Managing Director, Chief Executive Officer, or General Manager for which a professional qualification is required.	11,000.00	8,250.00	8,250.00
Operations supervisor	3,500.00	2,625.00	2,625.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Welder and Flame cutter	2,000.00	1,500.00	1,500.00
Heavy machine mechanic	2,000.00	1,500.00	1,500.00
Well driller	2,000.00	1,500.00	1,500.00
Heavy machine operator	2,000.00	1,500.00	1,500.00
Road construction labourer	550.00	412.50	412.50
Architectural and engineering activities			
Managing Director, Chief Executive Officer, or General Manager for which a professional qualification is required	11,000.00	8,250.00	8,250.00
Production & operations dept. manager in construction	9,000.00	6,750.00	6,750.00
Office manager	9,000.00	6,750.00	6,750.00
General manager in construction	11,000.00	8,250.00	8,250.00
Building Architect	9,000.00	6,750.00	6,750.00
Interior architect	9,000.00	6,750.00	6,750.00
Quantity surveyor	9,000.00	6,750.00	6,750.00
Senior Estimator	4,000.00	3,000.00	3,000.00
Interior Decorator	6,000.00	4,500.00	4,500.00

Senior accounting administrator	3,500.00	2,625.00	2,625.00
Other Technicians not elsewhere classified e.g. CAD	3,500.00	2,625.00	2,625.00
Assistant/Insurance/claims	3,500.00	2,625.00	2,625.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Secretary	3,500.00	2,625.00	2,625.00
Messenger	1,000.00	750.00	750.00
TOURISM & SERVICE INDUSTRY			
Hotels & Restaurants			
Chief Engineer	9,000.00	6,750.00	6,750.00
Production & operations dept .manager in hotels	5,000.00	3,750.00	3,750.00
Sales & marketing department manager	5,000.00	3,750.00	3,750.00
Information system manager	5,000.00	3,750.00	3,750.00
Warehouse manager	5,000.00	3,750.00	3,750.00
Front desk manager	5,000.00	3,750.00	3,750.00
Food & beverage director	7,700.00	5,775.00	5,775.00
Director, human resources	7,700.00	5,775.00	5,775.00
Regional Manager	10,000.00	7,500.00	7,500.00
Human Resource Manager	5,000.00	3,750.00	3,750.00
Artist/Musician (person in fine arts/performing arts)	550.00	412.50	412.50
Language Translator	2,000.00	1,500.00	1,500.00
Bartender	2,000.00	1,500.00	1,500.00
Security Officer/Loss Prevention Officer	1,650.00	1,237.50	1,237.50
Receptionist (hotel lobby attendant)	750.00	562.50	562.50
Front desk clerk	750.00	562.50	562.50
Food & beverage server	1,000.00	750.00	750.00
Assistant Manager Food & Beverage	2,000.00	1,500.00	1,500.00
Other department manager	5,000.00	3,750.00	3,750.00
General manager of restaurant	5,000.00	3,750.00	3,750.00
General manager of hotels (up to 50 rooms)	7,700.00	5,775.00	5,775.00
General manager of hotels (over 50 rooms)	10,000.00	7,500.00	7,500.00
Accountant	9,000.00	6,750.00	6,750.00
Auditor/night auditor or administrator	3,300.00	2,475.00	2,475.00
Human resources administrator	4,000.00	3,000.00	3,000.00
Human resources officer	4,000.00	3,000.00	3,000.00
Assistant manager of other business	4,000.00	3,000.00	3,000.00
Operations supervisor	3,500.00	2,625.00	2,625.00
Food and beverage supervisor	3,500.00	2,625.00	2,625.00
Service supervisor	3,500.00	2,625.00	2,625.00
Front desk supervisor	990.00	742.50	742.50
Masseuse/masseur	1,500.00	1,125.00	1,125.00

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Sport instructor e.g. Scuba, Dive, Windsurf, Aerobic, Tennis & other sports	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Other, and commercial designers e.g. even coordinator	2,000.00	1,500.00	1,500.00
Clerk, Bookkeeping/Accounts Clerk	2,000.00	1,500.00	1,500.00
Administrative assistant	2,000.00	1,500.00	1,500.00
Cashier	1,000.00	750.00	750.00
Receptionist (hotel lobby attendant)	750.00	562.50	562.50
Activities camp coordinator, reservation coordinator or director	2,000.00	1,500.00	1,500.00
Front desk clerk	750.00	562.50	562.50
Other clerks not elsewhere classified	750.00	562.50	562.50
Housekeeper	500.00	375.00	375.00
Housekeeper (executive)	2,475.00	1,856.25	1,856.25
Executive chef (hotel)	9,000.00	6,750.00	6,750.00
Executive chef (restaurant)	3,300.00	2,475.00	2,475.00
Sous chef or skilled cook	2,250.00	1,687.50	1,687.50
Chef	2,000.00	1,500.00	1,500.00
Cook	2,000.00	1,500.00	1,500.00
Waiter/Waitress (Food & beverage server)	1,000.00	750.00	750.00
Bartender	1,500.00	1,125.00	1,125.00
Maitre D, hotel	2,000.00	1,500.00	1,500.00
Nail specialist (manicurist)	1,500.00	1,125.00	1,125.00
Cosmetologist	1,500.00	1,125.00	1,125.00
Security officer/Loss Prevention Officer	1,650.00	1,237.50	1,237.50
Gardener, groundsman	375.00	281.25	281.25
Landscaper, greens keeper	2,000.00	1,500.00	1,500.00
Maintenance worker, building	2,000.00	1,500.00	1,500.00
Baker	2,000.00	1,500.00	1,500.00
Van driver	2,000.00	1,500.00	1,500.00
Cleaner, hotel	500.00	375.00	375.00
Dish washer, restaurant	500.00	375.00	375.00
Kitchen helper (hotel, restaurant)	500.00	375.00	375.00
Washer, hand/laundry	500.00	375.00	375.00
Maintenance person	550.00	412.50	412.50
Door keeper/doorman	500.00	375.00	375.00
Concierge, hotel	750.00	562.50	562.50
Attendant & related workers not classified elsewhere	500.00	375.00	375.00
Sports activities and amusement and recreation activities			
Director & chief executive	10,000.00	7,500.00	7,500.00
Production and Operations manager in Retail Trade	9,000.00	6,750.00	6,750.00

Office manager	5,600.00	4,200.00	4,200.00
Other department manager (e.g. non bank)	4,000.00	3,000.00	3,000.00
General manager in retail trade	8,000.00	6,000.00	6,000.00
General manager in transport	8,000.00	6,000.00	6,000.00
Auditor/night auditor or administrator	3,300.00	2,475.00	2,475.00
Front desk supervisor	990.00	742.50	742.50
Photographer	2,000.00	1,500.00	1,500.00
Videographer	2,000.00	1,500.00	1,500.00
Boat captain	2,000.00	1,500.00	1,500.00
Pilot submarine	3,500.00	2,625.00	2,625.00
Superintendent, marine/deck	3,500.00	2,625.00	2,625.00
Sport instructor e.g. Scuba, Dive, Windsurf, Aerobic	2,000.00	1,500.00	1,500.00
Sales representative/agent	1,000.00	750.00	750.00
Customer services representative	1,000.00	750.00	750.00
Booking agent	1,000.00	750.00	750.00
Other technical and commercial sales representative	2,000.00	1,500.00	1,500.00
Bookkeeper	4,000.00	3,000.00	3,000.00
Clerk, Bookkeeping/Accounts Clerk	1,000.00	750.00	750.00
Warehouse person	1,000.00	750.00	750.00
Inventory control clerk	2,000.00	1,500.00	1,500.00
Dispatch agent (boat, bus truck)	2,000.00	1,500.00	1,500.00
Administrative assistant	2,000.00	1,500.00	1,500.00
Cashier (retail)	1,000.00	750.00	750.00
Receptionist (tourism-Retail dive coordinator)	2,000.00	1,500.00	1,500.00
Reservation coordinator	2,000.00	1,500.00	1,500.00
Steward, ship	2,000.00	1,500.00	1,500.00
Chef	2,000.00	1,500.00	1,500.00
Auto mechanic	2,000.00	1,500.00	1,500.00
Bus driver	2,000.00	1,500.00	1,500.00
Crew member boat and ship	2,000.00	1,500.00	1,500.00
Boat deck hand	500.00	375.00	375.00
General helper	550.00	412.50	412.50
Maintenance person	550.00	412.50	412.50
Concierge, hotel	550.00	412.50	412.50
Beach attendant	500.00	375.00	375.00
Exotic Animal Trainer	4,000.00	3,000.00	3,000.00
Pet Groomer	2,000.00	1,500.00	1,500.00
Veterinarian	6,000.00	4,500.00	4,500.00
Butterfly specialist	1,500.00	1,125.00	1,125.00
Water Chemist	4,000.00	3,000.00	3,000.00

Tour Guide	2,000.00	1,500.00	1,500.00
Assistant Curator	2,000.00	1,500.00	1,500.00
Curator	4,000.00	3,000.00	3,000.00
Zoological Department Director	10,500.00	7,875.00	7,875.00
Researcher	10,500.00	7,875.00	7,875.00
Aviculturist	4,000.00	3,000.00	3,000.00
Life Guard	2,000.00	1,500.00	1,500.00

Temporary Work Permit Fees (non-Express)

Grant or renewal of temporary work permit (up to ninety days or part thereof)

Range of annual work permit fees	Grand Cayman	Cayman Brac and Little Cayman
(a) where the annual work permit fee payable is between \$8,001 and \$24,000	\$1,500	\$1,125
(b) where the annual work permit fee payable is between \$2,001 and \$8,000	\$750	\$563
(c) where the annual work permit fee payable is between \$876 and \$2,000	\$300	\$225
(d) where the annual work permit fee payable is between \$875 and \$376	\$200	\$150
(e) where the annual work permit fee payable is \$375 or less	\$100	\$75

The work permit fee for the grant or renewal of a temporary work permit between ninety one days and one hundred and eighty days is fifty percent of the cost of an annual work permit

Express Determination of an Application for a Temporary Work Permit

(a) where the annual work permit fee payable is between \$8,001 and \$24,000	\$300
(b) where the annual work permit fee payable is between \$2,001 and \$8,000	\$250
(c) where the annual work permit fee payable is between \$876 and \$2,000	\$200
(d) where the annual work permit fee payable is between \$875 and \$376	\$150
(e) where the annual work permit fee payable is \$375 or less	\$100

NOTES

1. Where a work permit is granted or renewed for six months or less, fifty per cent of the relevant annual fee is payable. Where a work permit ceases to be effective, for whatever cause, before the end of the period for which it was granted, a refund of no more than half the annual fee is to be made for that part (if it is more than six months) of the period between the permit ceasing to be effective and the date on which it would have expired had it not ceased to be

effective.

2. Where an Express application is made for a Temporary Work Permit and a determination of that application is not ready to be communicated within forty-eight hours of receipt of that application, the Express application fee and the temporary work permit fee shall be refunded to the applicant.

3. For the grant of a temporary work permit for a seasonal worker the fee is sixty-six percent of the relevant annual fee.

4. Where a temporary work permit has been issued for less than ninety days, there will be no fee payable for extending it up to ninety days. Where an extension beyond ninety days is sought (i.e. for a further period of up to ninety days), one-half of the annual fee is payable regardless of the length of the extension.

5. Where an occupation for which a work permit or temporary work permit is sought does not appear in Part 2, the fee shall be determined by the Chief Immigration Officer but shall not exceed the sum of \$24,000.

PART 3

MISCELLANEOUS

(1) Re-issue of immigration documents		\$	
(a) for each issue of a duplicate work permit identification card		35	
(b) for each combined issue of a duplicate work permit and identification card		50	
(2) Application fee for a business visitor's permit		50	
(3) Annual fee in respect of a business visitor's permit-			
Range of annual work permit fees	Grand Cayman	Cayman Brac and Little Cayman	

Immigration Regulations (2010 Revision)

(a)	where the occupation of the business visitor would attract an annual work permit fee of between \$8,001 and \$24,000	\$750 per visit per person in the relevant calendar year	\$562.50 per visit per person in the relevant calendar year
(b)	where the occupation of the business visitor would attract an annual work permit fee of between \$2,001 and \$8,000	\$375 per visit per person in the relevant calendar year	\$281.25 per visit per person in the relevant calendar year
(c)	where the occupation of the business visitor would attract an annual work permit fee of up to \$2,000	\$150 per visit per person in the relevant calendar year	\$112.50 per visit per person in the relevant calendar year
(4)	Non refundable repatriation fee		200
(5)	Application for key employee designation		500
(6)	Grant of key employee designation	Fee based on key employee designate's occupation and the industry and location in which he is employed	
(7)	Application for permission to reside as a dependant of a Caymanian		150
(8)	Upon grant of permission to reside as a dependant of a Caymanian		150
(9)	Copy of a document (other than a Certificate of the Right to be Caymanian)		10
(10)	Financial Services Sector – Business Accreditation		
(a)	application for grant or renewal of accreditation		75
(b)	initial grant of accreditation		250
(c)	renewal of accreditation		150

SECOND SCHEDULE

POINTS SYSTEM

Permanent Residence Assessment

Cayman Islands Immigration Department
Permanent Residence Assessment Form

FACTOR	POINTS
<p><u>1. Occupation</u></p> <ul style="list-style-type: none"> a. Professional b. Skilled c. Unskilled and domestics 	<p>(Maximum 20)</p>
<p><u>Explanation</u></p> <ul style="list-style-type: none"> (i) The points for occupations are compiled with reference to the employment Relations Department's database. (ii) Points are allocated in accordance with the professions and skills needed in the Cayman Islands in any particular year. (iii) No points are given for occupations where there are enough qualified Caymanians to meet the demands of the labour market. 	

<p><u>2. Knowledge/Experience</u></p> <p>a. Number of years of experience in field (points based on one point for each year after minimum threshold of two years with a maximum of fifteen years)</p> <p>b. Degree programme qualifications and/or professional/post graduate qualifications</p> <p>c. Skilled tradesmen</p>	<p>(Maximum 25)</p> <p>15</p> <p>10</p> <p>10</p>
<p><u>Explanation</u></p> <p>(i) The points given for experience are calculated based on one point for every year worked in the job.</p> <p>(ii) Points will be allocated for technical qualifications or certificates awarded to the applicant by any internationally or nationally recognised institution or association or other body recognised in the applicant's field of expertise or trade.</p>	

<p><u>3. Skills</u></p> <ul style="list-style-type: none"> a. Professional b. Skilled c. Unskilled 	<p>(Maximum 20)</p>
<p><u>Explanation</u></p> <p>An applicant will be allocated points in accordance with the level of skills required for his occupation, based on the Employment Relations Department's report.</p>	
<p><u>4. Financial Assessment</u></p> <ul style="list-style-type: none"> a. Investment in property in the Islands b. Investment in a local company 	<p>(Maximum 20)</p>
<p><u>Explanation</u></p> <p>In assessing the investment made by an applicant under (a) or (b) the Board shall take into account the applicant's investment relative to his actual means.</p>	

<p><u>5. Funds and salary</u></p> <p>a. Evidence of funds (cash and investments)</p> <p>b. Evidence of salary and income</p>	<p>(Maximum 20)</p>
<p><u>Explanation</u></p> <p>The applicant must satisfy the Caymanian Status and Permanent Residency Board that he has sufficient resources through income or investments to support himself and any dependants accompanying him. Ability to provide sufficient funds for his and their healthcare, education, accommodation and maintenance is of paramount importance for prospective long term residents.</p>	
<p><u>6. Contribution to the Community</u></p> <p><u>For the purpose of example only</u></p> <p>a. Training and employment of Caymanians</p> <p>b. Assisting in a youth programme</p> <p>c. Assisting in a counselling or drug programme</p> <p>d. Assisting in the rehabilitation, etc. of offenders</p> <p>e. Participation/assisting in a sports programme</p> <p>f. Participation/assisting in an arts programme</p> <p>g. Participation/assisting in a service club</p>	<p>(Maximum 20)</p>

<ul style="list-style-type: none"> h. Participation in a church or other local society. i. Participation in a social club j. Personal references 	
<p><u>Explanation</u></p> <ul style="list-style-type: none"> (i) The extent to which the applicant has successfully settled and integrated into Caymanian society is assessed by reference to such qualities as adaptability, motivation, involvement in the community and initiative. (ii) Persons who demonstrate an active involvement in the training and mentoring of Caymanians will be given higher points. 	
<p><u>7. History/Culture test</u></p> <p>Test Score</p> <p>One point shall be awarded to each question answered correctly.</p>	<p>(Maximum 20)</p>
<p><u>Explanation</u></p> <p>An applicant is given a test based on the culture and history of the Cayman Islands. The purpose of the test is to assess the applicant's knowledge of local history, tradition and customs.</p>	

<p><u>8. Possessing Close Caymanian Connections</u></p> <p>Applicant's relationship to a person who is Caymanian</p>	<p>(Maximum 100)</p>
<p>(a) an applicant who is a Cuban national and who by virtue of a close Caymanian family connection was granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was), and who applies for permanent residence.</p>	<p>100 points</p>
<p>(b) an applicant who is the parent, child or spouse of a Caymanian</p>	<p>40 points</p>
<p>(c) an applicant who is the brother, sister or grandparent of a Caymanian</p>	<p>20 points</p>
<p><u>Explanation</u></p> <ol style="list-style-type: none"> 1. An applicant is allocated the most points (100 points) if- <ol style="list-style-type: none"> (a) he is the parent, child or spouse of a Caymanian; (b) he is a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was); and (c) he applies for permanent residence. 2. An applicant is allocated 80 points if- <ol style="list-style-type: none"> (a) he is the brother, sister or grandparent of a Caymanian; (b) he is a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was); and (c) he applies for permanent residence. 3. An applicant who is the parent, child or spouse of a Caymanian but who is not a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was) is allocated 40 points. 4. An applicant who is the brother, sister or grandparent of a Caymanian but who is not a Cuban national granted permission to reside in the Cayman Islands by the Governor in Executive Council (as it then was), 	

and who has not already received 40 points by virtue of being the parent, child or spouse of a Caymanian, is allocated 20 points.

9. General

(Maximum 20)

The Board may take into consideration the desirability of granting permanent residence to applicants with different backgrounds and from different geographical areas in order to maintain a suitable balance in the social and economic life of the country.

Explanation

In exercising this discretion the Board may award points to applicants from countries whose nationals hold less than twenty percent of the total number of work permits in effect at that time based on Department of Immigration statistical information as follow:

Applicant is from a country whose nationals hold the following percentages of the work force:

- | | |
|---|-----------|
| (a) exceeding 16% but not exceeding 20% | 5 points |
| (b) 11-15% | 10 points |
| (c) 6-10% | 15 points |
| (d) not exceeding 6% | 20 points |

DEDUCTIBLE COMPONENTS	POINTS
<p><u>1. Character and Health</u></p> <p>a. Criminal Convictions</p> <p>b. Health Issues</p>	<p>(Maximum 100)</p>

Explanation

- (i) Maximum points may be deducted by the Board if the applicant has been convicted of an offence against the Laws of the Islands or

<p>under the laws of another country, the nature of which offence would, in the opinion of the Board, make his continued presence in the Islands contrary to the public interest.</p> <p>(ii) Points will also be deducted if the applicant is certified by a Health Officer to be suffering from a communicable disease that makes his continued residence in the Islands dangerous to the community or is mentally disordered or defective under the Mental Health Law (1997 Revision).</p> <p>(iii) The Board shall provide a full explanation in writing justifying any deduction made and show that the number of points deducted was reasonable in the circumstances.</p>	
<p><u>2. Other</u></p> <p>Other mitigating factors</p>	<p>(Unlimited)</p>
<p><u>Explanation</u></p> <p>(i) This heading would include proven ill-treatment of Caymanians in the workplace by the applicant.</p> <p>(ii) The Board shall provide a full explanation in writing justifying any deduction made and show that the number of points deducted was reasonable in the circumstances.</p>	
<p><u>3. Score Tabulation</u></p> <p>(a) Maximum points possible</p>	<p>Applicants score</p> <p>(205)</p>
<p>(b) Minimum points to be achieved by an applicant in order to receive a grant of permanent residence.</p>	<p>(100)</p>

THIRD SCHEDULE

BUSINESS STAFFING PLAN

1. This Schedule applies to every company, firm or other business enterprise (hereinafter called the “business”) employing work permit holders. Application

2. Every business to which this Schedule applies shall submit to the Board a Business Staffing Plan (hereinafter called “the Plan”) in accordance with section 45. Submission of Business Staffing Plan

3. The Business Staffing Plan submitted for the purposes of paragraph 2 shall contain the following information concerning the business- Information in Business Staffing Plan
 - (a) the number of employees, including part-time employees and persons employed through a temping agency, on staff as at the date of submission of the Plan;
 - (b) the number of Caymanian and non-Caymanian employees on staff;
 - (c) the positions occupied by all Caymanian and non-Caymanian employees, the nationality of non-Caymanian employees and whether such non-Caymanian employees are permanent residents or holders of work permits;
 - (d) the length of time for which each position has been held by a work permit holder;
 - (e) in respect of posts held by work permit holders other than permanent residents, the likelihood of such posts being filled by Caymanians or permanent residents and the anticipated length of time, in respect of each post, before that happens;
 - (f) a list of positions in the business that have been earmarked for prospective key employees and a brief statement as to why they are so considered;
 - (g) the anticipated growth of the business and its future plans for the next five years;
 - (h) the commitment of the business to education and development locally including scholarships, training schemes and in-house training;
 - (i) the recruitment policy of the business; and
 - (j) the identification by the business of the number of work permits that will be required for the period of the plan, the posts for which they will be required and the desired duration of those work permits.

Immigration Regulations (2010 Revision)

Requirements of the Board	<p>4. (1) The Board may require an applicant for the grant or renewal of a Business Staffing Plan to provide a current organisational chart and submit a revised form thereof at the beginning of each year.</p> <p>(2) A work permit application made under paragraph 7(2) shall be made to the Board and shall be accompanied by a <i>curriculum vitae</i> of the individual, the subject of the application</p>
Consideration by Board	<p>5. Upon receipt of a proposed Plan, the Board shall in its discretion determine whether to approve the Plan in the form submitted or to amend the plan by imposing such limitations or conditions as the Board in its discretion consider appropriate, including but not limited to general conditions as to advertising, training and scholarships, or by the addition to or the exclusion from it of any post and may thereupon approve the Plan.</p>
Meeting with Board	<p>6. Before approving a Plan under paragraph 5, the Board may request the business submitting the Plan to meet with the Board to discuss it.</p>
Issue of Business Staffing Plan certificate	<p>7. (1) Once the Plan and its period of validity have been agreed by the Board, either in its originally submitted draft form or as amended by the Board, the Board may thereafter issue to the business a Certificate to be known as a Business Staffing Plan Certificate valid for a period of at least three years but not for more than five years.</p> <p>(2) The Business Staffing Plan Certificate shall state that the business may submit work permit applications during the validity of the Certificate, in respect of the posts therein and for the lengths of time therein stated, and the Board in its discretion may waive the requirement to advertise such posts.</p>
Issue of work permits under a Plan	<p>8. When an application under paragraph 7(2) has been made, the Board shall thereupon, provided that the appropriate conditions as set out in section 42 have been met, issue a work permit in respect of the applicant for the period stated in the Certificate.</p>

FOURTH SCHEDULE

FORMS

FORM 1

IMMIGRATION LAW

(2010 Revision)

section 30(1)

RESIDENCY AND EMPLOYMENT RIGHTS CERTIFICATE

THIS IS TO CERTIFY THAT....., of.....and his/her dependant(s) named below (if any) has/have with effect from this day been granted the right to reside permanently in the Cayman Islands. Under section 30(4) of the Immigration Law (2010 Revision), the holder of this Certificate (though not his/her dependant(s) shall be entitled to accept employment from any employer of his/her choice without a work permit, but such employment shall be restricted to the following particular occupation(s)-

.....
.....

Dependant(s)

Name	Date of Birth	Nationality	Relationship
.....
.....
.....

Dated this.....day of, 20..

Signed_____

Secretary, Caymanian Status And Permanent Residency Board

FORM 2

IMMIGRATION LAW

(2010 Revision)

section 31

RESIDENCY AND EMPLOYMENT RIGHTS CERTIFICATE
(for the spouse of a Caymanian)

THIS IS TO CERTIFY THAT, ofhas with effect from this day been granted the right to reside in the Cayman Islands for a period of seven years from the date hereof as the spouse of a Caymanian. This period of validity is renewable at the discretion of the Caymanian Status and Permanent Residency Board. Under section 31(4) of the Immigration Law (2010 Revision) the holder of this Certificate shall, as long as his marriage remains stable, be entitled-

- (a) to remain and work in the Islands in any occupation without the need to possess a work permit; and
- (b) to have his or her dependant(s), listed below, reside in the Islands-
 - (i) until attaining the age of eighteen years; or
 - (ii) if pursuing full-time tertiary education, until attaining the age of twenty-four years or until the completion of such education, whichever happens earlier.

Dependant(s)

Name	Date of Birth	Nationality	Relationship
.....
.....
.....

Dated this.....day of, 20..

Signed_____

Secretary, Caymanian Status And Permanent Residency Board

FORM 3

IMMIGRATION LAW

(2010 Revision)

section 34

**RESIDENCY CERTIFICATE FOR PERSONS OF
INDEPENDENT MEANS**

THIS IS TO CERTIFY THATof.....has
with effect from this day been granted the right to reside, **without the right to
work**, in the Cayman Islands for a period of twenty-five years unless this right is
subsequently revoked under section 37 of the Immigration Law (2010 Revision).
The period of validity of this certificate is renewable at the discretion of the Chief
Immigration Officer.

Dated thisday of, 20..

.....
Chief Immigration Officer

FORM 4

IMMIGRATION LAW

(2010 Revision)

section 34(4)

RESIDENCY HOLDERS (DEPENDANT'S) CERTIFICATE

(for a spouse)

THIS IS TO CERTIFY THAT....., ofis
with effect from this day permitted to reside, **without the right to work**, in the
Cayman Islands as the spouse of, holder of a Residential
Certificate for Persons of Independent Means. This permission is subject to
section 35 of the Immigration Law (2010 Revision).

Dated thisday of, 20..

.....
Chief Immigration Officer

FORM 5
IMMIGRATION LAW
(2010 Revision)

section 34(4)

RESIDENCY HOLDERS (DEPENDANT’S) CERTIFICATE
(for a dependant child)

THIS IS TO CERTIFY THAT....., ofhas
with effect from this day been granted the right to reside in the Cayman Islands,
subject to section 35 of the Immigration Law (2010 Revision), as the dependant
child of, holder of a Residency Certificate for
Persons of Independent Means.

In accordance with section 35 of the Immigration Law (2010 Revision) the right
of the dependant child to reside in the Islands as a dependant shall cease on
completion of his or her full-time tertiary education or when he or she reaches the
age of twenty-four years, whichever happens earlier.

Dated thisday of, 20..

Chief Immigration Officer

Publication in consolidated and revised form authorised by the Governor in
Cabinet this 19th day of October, 2010.

Kim Bullings
Clerk of Cabinet

(Price \$ 13.60)