

S.I. 10 of 2025**EMPLOYMENT ACT***(Cap 69)***Employment Act (Exemption) Order, 2025**

In exercise of the powers conferred by section 4(2) of the Employment Act, the Minister responsible for Employment and Social Affairs makes the following Order —

Citation

1. This Order may be cited as the Employment Act (Exemption) Order, 2025.

Exemption

2. A person specified in column 1 of the Schedule is exempt from the application of the Regulation specified in column 2 for the maximum additional hours as specified in column 3 thereof.

Exemption of Employer

3. Where a worker is exempted from a provision of the Regulation specified in column 2 of the Schedule, the employer of that worker is exempt from the application of the provision subject to the limit specified in column 3 thereof.

Conditions of Exemptions

4. The exemptions under this Order shall be subject to the following conditions specified in column 3 of the Schedule.

SCHEDULE

Column 1	Column 2	Column 3
Employers	Exemption	Conditions
Pilgrims Security Ltd	Regulation 6 (1) of the Conditions of Employment Regulations	<p>(i) 100 additional hours per month inclusive of the 60 additional hours provided by regulation 6(1) or an aggregate of 25 hours per week, inclusive of the 15 additional hours overtime provided by regulation 6(1);</p>
		<p>(ii) exemption valid for a period of 1 year;</p> <p>(iii) a worker shall not be obliged to perform the extra hours worked as overtime being granted under this exemption order.</p>
Silhouette Cruises Ltd	Regulation 6 (1) of the Conditions of Employment Regulations	<p>(i) 70 additional hours per month inclusive of the 60 additional hours provided by regulation 6(1) or an aggregate of 17.5 hours per week, inclusive of the 15 additional hours overtime provided by regulation 6(1);</p> <p>(ii) exemption valid for a period of 2 years;</p>

		<p>(iii) a worker shall not be obliged to perform the extra hours worked as overtime being granted under this exemption order.</p>
--	--	---

MADE this 14th day of February, 2025.

**PATRICIA FRANCOURT
MINISTER OF EMPLOYMENT
AND SOCIAL AFFAIRS**
