

CAYMAN ISLANDS



PUBLIC SERVICE MANAGEMENT (AMENDMENT) BILL, 2025

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A BILL FOR AN ACT TO AMEND THE PUBLIC SERVICE MANAGEMENT ACT (2018 REVISION) TO ENHANCE INFORMATION SHARING IN THE CIVIL SERVICE; TO ENABLE ADDITIONAL REGULATIONS TO BE MADE TO GOVERN THE EMPLOYMENT OF NON-CAYMANIANS IN THE CIVIL SERVICE; AND FOR INCIDENTAL AND CONNECTED PURPOSES

PUBLISHING DETAILS

Sponsoring Ministry/Portfolio: Portfolio of the Civil Service (PoCS)



Memorandum of OBJECTS AND REASONS

This Bill amends the Public Service Management Act (2018 Revision) (“the principal Act”) to enhance information sharing in the civil service, to enable additional regulations to be made to govern the employment of non-Caymanians in the civil service, and to provide for incidental and connected purposes.

Clause 1 provides the short title and commencement of the legislation.

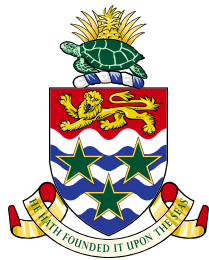
Clause 2 amends section 2 of the principal Act to include definitions for the words “term limit” and “Workforce, Opportunities and Residency Cayman Office”. The new definitions are needed as a consequence of the references to those words in clause 4 of the legislation, which introduces new paragraphs in section 67(1) of the principal Act.

Clause 3 amends the principal Act by repealing and substituting section 25. The proposed new section 25 widens the scope of the power of the Portfolio of the Civil Service as it relates to requesting certain information from civil service entities for the purposes of undertaking the Portfolio’s duties under the principal Act. Under the proposed new section 25, the Portfolio of the Civil Service has the power to request information concerning human resource matters from civil service entities and the civil service entities shall accede to such requests, unless the disclosure would be in contempt of court.

Clause 4 amends section 67 of the principal Act to empower the Cabinet, on the advice of the Head of the Civil Service, to make regulations —

- (a) to provide for term limits in respect of the employment of non-Caymanian civil servants;
- (b) to provide for limitations, prohibitions, exemptions, conditions of employment and any other matters relating to the appointment and reappointment of non-Caymanians as civil servants; and
- (c) to provide for information sharing between the Portfolio of the Civil Service and the Workforce, Opportunities and Residency Cayman Office.

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Arrangement of Clauses

Clause	Page
1. Short title and commencement	7
2. Amendment of section 2 of the Public Service Management Act (2018 Revision) - definitions and interpretation	7
3. Repeal and substitution of section 25 - powers of Portfolio of Civil Service	8
4. Amendment of section 67 - power to make regulations	8



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ENACTED by the Legislature of the Cayman Islands.

Short title and commencement

1. (1) This Act may be cited as the Public Service Management (Amendment) Act, 2025.
- (2) This Act shall come into force on such date as may be appointed by Order made by the Cabinet.

Amendment of section 2 of the Public Service Management Act (2018 Revision) - definitions and interpretation

2. The *Public Service Management Act (2018 Revision)*, in this Act referred to as the “principal Act”, is amended in section 2(1) as follows —

- (a) by inserting after the definition of the words “**statutory authority**” the following definition —
 - “**term limit**”, in relation to the employment of a non-Caymanian civil servant, means the maximum period of time in respect of which the non-Caymanian civil servant may be employed with the civil service, in accordance with the personnel regulations;”;
- (b) in the definition of the words “**wage worker**”, by deleting the full stop and substituting the words “; and”; and
- (c) by inserting after the definition of the words “**wage worker**” the following definition —
 - “**Workforce, Opportunities and Residency Cayman Office**” means the Department referred to in section 3 of the *Immigration (Transition) Act (2022 Revision)*.”.

Repeal and substitution of section 25 - powers of Portfolio of Civil Service

3. The principal Act is amended by repealing section 25 and substituting the following section —

“Power of Portfolio of the Civil Service to request certain information

25. For the purposes of undertaking its duties under this Act, the Portfolio of the Civil Service has the power to request information concerning human resource matters from civil service entities and the civil service entities shall accede to such requests, unless the disclosure of the requested information would be in contempt of court.”.

Amendment of section 67 - power to make regulations

4. The principal Act is amended in section 67(1) as follows —

- (a) by inserting after paragraph (a) the following paragraphs —
 - “(aa) to provide for term limits in respect of the employment of non-Caymanian civil servants;
 - (ab) to provide for limitations, prohibitions, exemptions, conditions of employment and any other matters relating to the appointment and reappointment of non-Caymanians as civil servants;”;



- (b) by inserting after paragraph (i) the following paragraph —
- “(ia) to provide for the sharing of information between the Portfolio of the Civil Service and the Workforce, Opportunities and Residency Cayman Office for the purpose of compliance with this Act or regulations made under this Act; and”.

Passed by the Parliament the day of , 2025.

Speaker

Clerk of the Parliament

