



PARLIAMENT
OF THE CAYMAN ISLANDS



PARLIAMENTARY QUESTION NO. 75
(WRITTEN ANSWER)
Answered on 5th March, 2026
Fourth Meeting 2025-2026 Session – Second Sitting

PARLIAMENTARY QUESTION
ASKED BY

MR. CHRISTOPHER S. SAUNDERS
ELECTED MEMBER FOR THE
CONSTITUENCY OF BODDEN TOWN WEST

TO

THE DEPUTY GOVERNOR, HON. FRANZ I. MANDERSON
RESPONSIBLE FOR THE PORTFOLIO OF THE CIVIL SERVICE

QUESTION:

Can the Honourable Deputy Governor say how much did the government spend on overtime broken down by Department for the years 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, and 2025?

ANSWER:

Mister Speaker, I would like to thank the Elected Member for Bodden Town West, for his question regarding Government's expenditure on Overtime for the decade comprising 2016 to 2025.

Over the past 10 years dating back to 2016, a total of \$86M (an average of \$8.6M per year) has been spent on overtime within the Civil Service. Approximately 91% of this total is attributable to 10 departments. These are as follows:

Rank	Department	10-Year Overtime Paid (Grand Total)	% of Total 10-Year Overtime
1	Fire Department	19,673,162.92	23%
2	Prison Service	16,027,437.80	19%
3	Customs & Border Control (incl. prior Customs Dept.)	14,950,016.29	17%
4	Police Service	10,776,019.56	13%
5	Department of Environmental Health	7,975,606.59	9%
6	Public Works Department	1,588,807.04	2%
7	Computer Services Department	1,515,509.78	2%
8	Office of the Auditor General	1,487,676.18	2%
9	Mosquito Research and Control Unit	1,476,315.94	2%
10	Workforce Opportunities Residency Cayman	1,468,022.47	2%

Mr. Speaker, these figures tell a consistent and important story: overtime is concentrated in frontline, operational, and compliance-driven services that must respond to public need beyond the confines of a standard working day.

At the top of the list are the Fire Department, Prison Service, Customs and Border Control, and the Police Service, which together account for the majority of overtime expenditure. These are emergency and law-enforcement agencies that operate on a 24-hour basis, respond to crises, manage public safety risks, and fulfil statutory responsibilities that cannot be postponed when we experience heightened demand or staff shortages. Incidents, security demands, border activity, and custodial requirements do not adhere to office hours, and overtime is often the only mechanism that allows these services to remain fully operational.

Similarly, the Department of Environmental Health, Public Works Department, and Mosquito Research and Control Unit play critical roles in safeguarding public health, infrastructure resilience, and environmental safety. Their overtime usage reflects responses to inspections, outbreaks, weather events, infrastructure failures, and time-sensitive interventions that protect the wider community.

Departments such as Computer Services and the Office of the Auditor General also appear in the top ten. In these cases, overtime reflects the need to meet immovable deadlines, respond to system incidents, support whole-of-government operations, and complete statutory audits and reporting obligations that are fundamental to transparency, accountability, and service continuity.

Mister Speaker, it is equally important to be clear about who benefits from overtime.

Senior officers within the Civil Service, starting at Grade H and above, are not eligible for overtime payments. Overtime is therefore not a benefit for senior leadership. It is a compensatory mechanism designed to support lower-paid public officers—many of whom work shifts, nights, weekends, and public holidays—when they are required to perform extraordinary hours to meet public demand.

These officers are the backbone of essential service delivery. Overtime ensures they are fairly compensated for additional hours worked and allows Government to maintain operational capacity without compromising public safety, health, or compliance.

Overtime expenditure must be viewed in the context of operational reality. The Civil Service is responsible for delivering critical services that protect life, property, public health and national security. When unforeseen events arise, or when demand exceeds normal capacity, overtime is the tool that ensures services remain uninterrupted.

The data demonstrates not excess, but **necessity**—and reflects a Civil Service that continues to deliver, often beyond normal hours, in service of the public good.

As Deputy Governor and Head of the Civil Service, I recognise the need to manage overtime responsibly. Together with Chief Officers and Heads of Department, I continue to focus on forecasting workforce needs, targeted recruitment, operational efficiencies, and improved oversight.

I trust that the information provided, together with this additional context, adequately addresses the Member's question and assists this Honourable House in understanding both the financial data and the operational considerations that underpin overtime expenditure within the Civil Service.

Thank you, Mister Speaker.