



**PARLIAMENT**  
OF THE CAYMAN ISLANDS



**PARLIAMENT QUESTION NO. 89**  
**(WRITTEN ANSWER)**  
Fourth Meeting 2025-2026 Session

**PARLIAMENTARY QUESTION**  
**ASKED BY**

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

**TO**

**THE HON. KATHERINE EBANKS-WILKS**  
**MINISTER FOR HEALTH, ENVIRONMENT & SUSTAINABILITY**

**QUESTION:**

Can the Honourable Minister say:

- a. how many vacation days were Health Services Authority employees entitled to for the years 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, and 2025; and
- b. how many vacation days were used by Health Services Authority employees for the years 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, and 2025?

**ANSWER:**

Mister Speaker, the Health Services Authority has advised that total annual vacation entitlement and leave taken for the years requested were as follows:

Year	Full Time Staff	Leave Entitlement	Leave Taken
2016	769	17,483	16,487
2017	777	17,577	16,948
2018	830	17,860	17,135
2019	856	18,249	17,621
2020	902	17,834	13,667
2021	992	17,384	14,863
2022	1024	20,532	18,209
2023	1169	21,885	19,438
2024	1243	23,640	21,872
2025	1274	24,635	22,326

Mister Speaker, leave taken declined in 2020 during the COVID-19 pandemic period and has since returned to levels broadly consistent with annual entitlement.

The majority of annual leave entitlement is utilised each year, reflecting ongoing workforce management within the Authority.

Vacation leave entitlement and taken are governed by the Authority's Employee Manual, which provides that annual leave:

- Accrues at the beginning of the financial year and is pro-rated on appointment or separation;
- Must generally be taken within the calendar year;
- May be carried forward with prior approval, subject to defined limits and timeframes;
- Is not a cumulative entitlement; and
- Is payable upon separation from employment in respect of accrued but unused leave.