



PARLIAMENT
OF THE CAYMAN ISLANDS



PARLIAMENTARY QUESTION NO. 100

(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 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 Duty Allowance broken down by Department for the years 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, and 2025?

ANSWER:

The Honourable Deputy Governor thanks the Elected Member for Bodden Town West, Mr. Christopher Saunders, JP, MP, for his question regarding Government's expenditure on Duty Allowance for the period 2016 to 2025.

The total expenditure on Duty Allowance across the Civil Service and Government entities for each of the years 2016 through 2025 is set out below:

Year	Duty Allowance
2016	\$1,556,222
2017	\$1,709,670
2018	\$1,699,121
2019	\$1,879,372
2020	\$2,153,032
2021	\$2,842,496
2022	\$3,427,502
2023	\$3,437,134
2024	\$3,957,717
2025	\$4,460,721

These figures represent the total Duty Allowance expenditure per year across all Ministries, Portfolios, Offices, and Departments.

The Honourable Member specifically requested a breakdown by Department. Given the number of entities across Government and the ten-year period covered, a full breakdown is provided in appendix 1 outlining Duty Allowance expenditure by Department for each year from 2016 to 2025.

As set out in Schedule 1 of the Personnel Regulations (2025 Revision), Duty Allowance applies “where, for a period of at least fifteen consecutive calendar days the employee undertakes duties that are substantially in excess of, or substantially more onerous than, those of that employee’s normal position...”. Where this is the case, the Personnel Regulations continue on to state “... the employee shall be entitled to an extra duty allowance and the amount of the allowance shall be determined by the appointing officer but shall be reflective of the scope and magnitude of the extra duties”.

Duty Allowance is distinct from overtime and does not constitute a permanent salary increase. Rather, it is a temporary allowance intended to recognise that an officer is undertaking duties that substantially exceed the duties of their normal position for a period of 15 or more consecutive days.

Duty Allowance supports fairness within the Civil Service by recognising that officers who assume increased levels of accountability / responsibility including, in some cases, financial oversight, statutory decision-making authority, or leadership of significant teams, should receive appropriate compensation for the duration of those additional responsibilities.

In many instances, the use of Duty Allowance is more cost-effective than immediate external recruitment or the creation of additional permanent posts. It enables the Government to respond to operational requirements in a flexible and timely manner while maintaining service continuity.

During periods of prolonged and increased operational demand, such as national emergencies like the COVID-19 pandemic, officers may be formally assigned expanded managerial, operational or coordination responsibilities beyond their normal remit. Where such assignments meet the criteria outlined in the Personnel Regulations and any supporting workplace policies, Duty Allowance may be applied.

It is important to note that Duty Allowance is not automatic; it is governed by the Personnel Regulations and established Civil Service workplace policies. An assessment of the weight of the additional duties, which should be clearly defined, and formal approval is required before any Duty Allowance arrangement is made and before any duty payments commence. Where approved duty arrangements exist, payments are monitored against existing budgets.

Conclusion

Duty Allowance is an important workforce management tool that enables the Government to remain responsive and adaptable while ensuring that officers who undertake substantially greater responsibilities for 15 or more consecutive days are compensated fairly. It can also support the development of internal talent, through exposure to additional and varied duties, and helps maintain continuity of service across the public sector.

The detailed departmental breakdown for the period 2016 to 2025 is attached for the Honourable Member’s review. It is anticipated that the information provided, together with the contextual explanation above, adequately addresses the Member’s question and assists the Honourable member

in understanding both the financial data and the legal framework governing Duty Allowance within the Civil Service.

Duty Allowance Data											Appendix 1
Department Name	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Grand Total
Agriculture Department	\$20,018.39	\$6,055.22	\$23,026.75	\$10,550.59	\$7,516.17	\$46,153.79	\$27,419.34	\$45,646.82	\$56,031.19	\$68,714.03	\$311,132.29
Border Control (Old)				\$25,838.36	\$53,239.97	\$50,795.43	\$4,337.00				\$134,210.76
Business Development Center										\$4,875.00	\$4,875.00
Cabinet Office	\$20,824.00	\$23,392.00	\$11,700.00	\$17,634.87	\$13,200.00	\$48,034.27	\$67,771.09	\$88,335.65	\$130,605.95	\$178,063.94	\$599,561.77
Cayman Islands Cadet Corps	\$5,150.88	\$5,150.88	\$6,750.88	\$3,629.24	\$4,542.00					\$14,544.00	\$39,767.88
Cayman Islands Coast Guard	\$3,600.00	\$3,600.00	\$1,500.00						\$1,046.40	\$471.43	\$10,217.83
Cayman Islands Intellectual Property Office							\$2,725.00	\$5,175.00	\$12,895.00	\$15,456.00	\$36,251.00
Cayman Islands National Archive	\$3,095.00		\$3,818.75	\$6,820.00	\$7,980.00	\$6,960.00	\$2,961.00	\$681.00	\$8,598.43	\$2,856.00	\$43,770.18
Cayman Islands Regiment					\$3,333.32	\$14,015.12	\$5,000.04	\$14,394.67	\$9,761.20	\$0.00	\$46,504.35
Cayman Travel Time (Old)						\$198,578.12	\$304,625.39				\$503,203.51
Central Procurement Office					\$1,800.00			\$4,081.00			\$5,881.00
CI Government Office - UK				\$2,500.00					\$5,500.00	\$500.00	\$8,500.00
Commissions Secretariat						\$10,124.00	\$7,140.45	\$11,778.21	\$1,230.00		\$30,272.66
Computer Services Department	\$48,768.64	\$53,122.00	\$65,933.05	\$61,948.64	\$63,455.00	\$69,582.09	\$57,623.00	\$49,192.00	\$51,195.00	\$52,300.00	\$573,119.42
Core Ministry BCL (Old)									\$69,650.00	\$42,090.91	\$111,740.91
Core Ministry BCLC (Old)	\$18,850.00	\$41,998.56	\$28,571.84	\$76,096.06	\$93,141.33	\$215,291.75	\$134,462.68	\$95,771.05	\$30,668.00		\$734,851.27
Core Ministry CEI										\$58,700.00	\$58,700.00
Core Ministry DAH (Old)										\$61,589.72	\$61,589.72
Core Ministry DAHA										\$14,705.15	\$14,705.15
Core Ministry DAL (Old)						\$7,559.04	\$16,321.60	\$39,875.40	\$75,883.75	\$32,738.40	\$172,378.19
Core Ministry EDU	\$77,141.82	\$62,169.97	\$82,284.23	\$53,138.11	\$45,931.12	\$65,935.05	\$106,555.59	\$143,596.61	\$195,079.79	\$175,820.27	\$1,007,652.56
Core Ministry FED	\$6,648.00	\$12,307.25	\$9,100.00	\$9,600.00	\$7,200.00	\$9,836.00	\$10,800.00	\$40,451.15	\$110,350.00	\$144,342.85	\$360,635.25
Core Ministry FSC	\$2,700.00	\$13,505.40	\$6,462.55	\$16,800.00	\$12,730.00	\$47,969.00	\$93,728.00	\$85,864.00	\$102,684.57	\$122,321.00	\$504,764.52
Core Ministry H&W (Old)	\$1,919.00	\$1,658.19	\$2,200.00	\$1,264.29	\$10,443.48	\$17,249.96	\$42,536.36	\$31,600.00	\$28,510.43	\$8,494.57	\$145,876.28
Core Ministry HA (Old)							\$52,533.43	\$42,000.00	\$38,545.98	\$11,500.00	\$144,579.41
Core Ministry HES										\$19,075.00	\$19,075.00
Core Ministry IISD (Old)				\$949.00	\$1,898.00	\$8,670.00	\$18,091.56	\$21,400.00	\$17,600.00	\$10,350.00	\$78,958.56
Core Ministry PAHI (Old)	\$9,525.82	\$3,725.84	\$20,551.55	\$27,560.04	\$45,850.00	\$108,516.16	\$171,625.57	\$170,850.00	\$182,050.00	\$136,086.00	\$876,340.98
Core Ministry PLAHI										\$119,686.00	\$119,686.00
Core Ministry SCR (Old)							\$4,500.00		\$36,532.26	\$20,068.44	\$61,100.70
Core Ministry SDI										\$26,440.91	\$26,440.91
Core Ministry T&P (Old)	\$11,763.64	\$3,300.00		\$2,000.00			\$5,166.67	\$7,650.59	\$13,200.00		\$43,080.90
Core Ministry T&T (Old)									\$26,400.00	\$20,251.96	\$46,651.96
Core Ministry TTD										\$8,114.29	\$8,114.29
Core Ministry YSCH									\$8,900.00	\$31,100.00	\$40,000.00
Core Ministry YSH (Old)						\$500.00	\$4,423.80	\$19,550.00	\$3,200.00		\$27,673.80
Core PoCS	\$16,592.66	\$11,252.00	\$11,444.33	\$45,017.51	\$56,041.30	\$83,658.00	\$66,500.95	\$111,664.39	\$106,041.24	\$81,956.18	\$590,168.56
Customs and Border Control	\$28,775.00	\$59,960.00	\$37,716.24	\$22,006.08	\$59,326.54	\$31,993.14	\$79,381.62	\$43,057.30	\$36,107.17	\$76,767.85	\$475,090.94
Cyber Security Unit						\$13,200.00	\$12,700.00	\$19,950.00	\$39,300.00	\$2,700.00	\$87,850.00
Department for International Tax Cooperation	(\$500.00)		\$0.00				\$3,446.12			\$1,985.00	\$4,931.12
Department of Children & Family Services	\$18,593.75	\$31,559.50	\$29,457.39	\$15,669.30	\$7,250.00	\$14,706.81	\$37,151.00	\$48,410.31	\$51,371.43	\$49,765.91	\$303,935.40
Department of Commerce & Investment	\$1,790.86		\$2,900.00	\$5,368.00	\$7,550.00	\$11,348.00	\$8,994.00		\$5,120.00	\$4,603.00	\$47,673.86
Department of Communications							\$30,547.24	\$39,933.00	\$16,800.00	\$24,051.38	\$111,331.62
Department of Community Rehabilitation		\$649.01	\$2,400.00	\$2,400.00	\$200.00	\$2,195.59	\$29,129.03	\$37,200.00	\$31,150.00	\$18,395.00	\$123,718.63
Department of Counselling Services	\$3,500.00	\$7,800.00	\$15,678.00	\$22,545.45	\$5,500.00	\$1,000.00	\$1,900.00	\$12,950.00	\$12,900.00	\$17,000.00	\$100,773.45
Department of Education Services	\$355,246.06	\$446,162.54	\$443,511.61	\$433,528.89	\$491,588.35	\$492,553.49	\$578,380.15	\$711,580.17	\$804,479.27	\$1,064,090.32	\$5,821,120.85
Department of Environment	\$8,622.00	\$10,799.00	\$3,896.00	\$3,730.44	\$1,050.00	\$15,600.00	\$12,000.00	\$9,600.00	\$2,069.00	\$350.00	\$67,716.44
Department of Environmental Health	\$28,884.00	\$5,655.00	\$5,205.40	\$34,070.44	\$46,884.54	\$43,050.00	\$27,596.14	\$20,354.86	\$13,611.11	\$11,025.00	\$236,336.49

Duty Allowance Data (cont')											
Department Name	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Grand Total
Department of Financial Assistance	\$6,000.00	\$6,684.00	\$3,600.00	\$2,100.00			\$750.00	\$7,000.00	\$45,877.28	\$52,427.38	\$124,438.66
Department of Labour & Pension	\$8,680.33	\$7,442.36	\$3,600.00	\$12,563.76	\$14,261.39	\$12,774.55	\$7,502.60	\$8,350.00	\$11,854.35	\$23,500.00	\$110,529.34
Department of Planning	\$47,546.80	\$48,523.40	\$29,113.70	\$26,359.70	\$21,237.90	\$22,850.35	\$44,728.95	\$49,991.72	\$103,229.19	\$83,774.84	\$477,356.55
Department of Public Safety Communications				\$2,496.00	\$16,611.09	\$16,090.50	\$25,888.00	\$17,720.00	\$20,852.89	\$21,600.00	\$121,258.48
Department of Sports	\$8,670.00	\$17,950.00	\$23,620.66	\$38,710.87	\$39,749.26	\$49,513.15	\$20,189.13	\$0.00		\$5,500.00	\$203,903.07
Department of Transport		\$4,800.00	\$4,800.00	\$1,200.00					\$7,500.00	\$500.00	\$18,800.00
Department of Vehicle and Drivers Licensing	\$7,500.00	\$10,411.00	\$11,404.03	\$4,218.00	\$1,625.00	\$10,900.00	\$47,559.09	\$43,276.19	\$48,454.55	\$43,400.00	\$228,747.86
Dept of Financial Services Policy and Legislation (Old)					\$5,846.00	\$3,341.00					\$9,187.00
District Administration	\$27,820.64	\$50,029.12	\$70,979.15	\$28,348.40	\$40,837.21	\$44,989.05	\$57,522.30	\$79,946.70	\$89,396.08	\$93,520.69	\$583,389.34
Economics & Statistics Office	\$11,251.00	\$8,214.80	\$15,558.50		\$4,000.00						\$39,024.30
E-Government Unit		\$4,800.00	\$9,800.00	\$10,400.00	\$9,600.00	\$7,600.00	\$1,600.00		\$0.00	\$2,100.00	\$45,900.00
Elections Office		\$5,981.45	\$2,912.00	\$495.65	\$380.95	\$2,000.00				\$5,000.00	\$16,770.05
Facilities Management	\$8,460.00	\$9,600.00	\$10,100.00	\$6,710.18	\$7,700.00	\$6,116.60	\$4,801.60	\$19,693.60	\$13,400.00	\$600.00	\$87,181.98
Fire Department	\$175,553.68	\$88,794.98	\$46,313.39	\$38,313.32	\$63,064.51	\$72,386.21	\$48,111.33	\$47,519.24	\$83,595.64	\$99,830.26	\$763,482.56
Freedom of Information Unit (Old)				\$800.00	\$6,930.00	\$3,780.00					\$11,510.00
Gender Affairs Unit (Old)					\$4,800.00	\$1,800.00					\$6,600.00
General Registry	\$11,471.00	\$37,757.90	\$19,936.00	\$20,374.10	\$27,375.63	\$23,360.00	\$17,087.70	\$1,870.00	\$4,164.00	\$5,907.00	\$169,303.33
Government Information Services (Old)	\$18,172.45	\$16,338.45	\$10,680.00	\$20,836.91	\$11,616.00	\$20,290.00	\$2,268.00				\$100,201.81
H E The Governor			\$600.00		\$3,721.00	\$1,814.00					\$6,135.00
Hazard Management Department	\$500.00	\$500.00	\$3,653.57			\$1,000.00	\$12,032.26	\$13,000.00	\$13,400.00	\$14,500.00	\$58,585.83
Health Regulatory Services		\$600.00		\$391.83		\$1,150.00	\$11,156.32	\$2,120.00	\$9,450.00	\$19,200.00	\$44,068.15
Internal Audit Services		\$4,366.94	\$5,158.49	\$2,248.00		\$2,618.86	\$2,165.48	\$2,452.33	\$23,587.00	\$10,415.00	\$53,012.10
Internal Communication & Engagement (Old)				\$3,150.00	\$630.00	\$2,063.00					\$5,843.00
Judicial Department	\$37,371.56	\$83,388.05	\$85,835.51	\$131,452.30	\$117,050.22	\$65,494.00	\$44,161.10	\$36,676.00	\$81,790.60	\$57,798.62	\$741,017.96
Lands & Survey Department	\$6,823.00	\$9,248.00	\$19,075.00	\$21,682.60	\$31,815.80	\$21,946.00	\$18,954.26	\$29,065.73	\$27,858.09	\$23,954.23	\$210,422.71
Ministry CA Admin (Old)	\$21,650.00	\$13,972.46	\$7,872.72	\$15,630.36	\$4,685.33	\$1,000.00					\$64,810.87
Mosquito Research and Control Unit	\$15,316.80	\$42,316.80	\$33,834.82	\$11,626.40	\$9,000.00	\$38,100.00	\$52,784.20	\$24,000.00	\$55,415.00	\$13,600.00	\$295,994.02
National Weather Service	\$3,098.00	\$1,500.00					\$26,917.03	\$26,735.22	\$17,410.40	\$13,109.48	\$88,770.13
Office of Education Standards	\$12,353.40	\$5,147.25	\$4,500.00		\$1,993.00	\$2,246.50	\$250.00	\$4,304.76	\$2,508.09	\$0.00	\$33,303.00
Office of the Auditor General	\$33,115.30	\$2,059.27	\$5,039.22	\$18,947.26	\$29,504.00	\$11,802.00	\$750.00	\$13,512.34	\$100.00	\$8,256.20	\$123,085.59
Office of the Deputy Governor	\$8,208.70	\$13,493.52	\$4,800.00	\$4,800.00	\$14,682.60	\$13,878.57	\$11,939.61	\$32,040.00	\$14,782.62	\$16,141.57	\$134,767.19
Office of the Director of Public Prosecutions	\$27,441.05	\$8,637.64	\$11,233.00	\$22,395.00	\$26,097.00	\$14,967.00	\$17,580.00	\$16,532.27	\$4,888.00	\$2,400.00	\$152,170.96
Office of the Ombudsman	\$21,173.35	\$16,156.25	\$4,503.00	\$14,490.00	\$16,345.60	\$15,516.50	\$31,696.00	\$12,854.98	\$9,588.25	\$17,097.90	\$159,421.83
Office of the Premier		\$1,500.00	\$287.00			\$12,000.00	\$18,000.00	\$18,000.00	\$18,000.00	\$21,500.00	\$89,287.00
Passport Office	\$3,427.26	\$4,818.18	\$10,325.00	\$11,600.00	\$15,600.00	\$24,200.00	\$20,190.00	\$0.00	\$4,400.00	\$0.00	\$94,560.44
Poinciana Rehabilitation Centre									\$2,250.00	\$18,750.00	\$21,000.00
Police Service	\$26,986.08	\$8,768.00	\$18,971.43	\$22,067.60	\$78,884.35	\$88,642.45	\$180,675.34	\$195,314.80	\$254,813.27	\$233,743.02	\$1,108,866.34
Policy Coordination Unit (Old)	\$5,821.82	\$13,772.70	\$6,305.35	\$2,760.00		\$17,700.00	\$1,280.00				\$47,639.87
Portfolio of Legal Affairs	\$78,006.00	\$102,308.68	\$93,770.43	\$72,026.79	\$51,561.71	\$56,340.10	\$41,405.30	\$50,304.78	\$87,637.60	\$103,347.50	\$736,708.89
Postal Department	\$11,100.28	\$18,400.00	\$16,260.58	\$7,898.00	\$500.00	\$814.08	\$18,026.34	\$14,445.60	\$12,643.00	\$27,233.97	\$127,321.85
Prison Service	\$30,446.23	\$35,906.61	\$30,167.61	\$36,893.67	\$42,711.50	\$69,461.20	\$77,647.93	\$70,979.66	\$98,105.68	\$159,328.82	\$651,648.91
Protocol Office							\$3,290.00	\$28,968.00	\$21,851.00	\$775.00	\$54,884.00
Public Lands Inspectorate							\$4,200.00	\$3,492.70	\$603.00		\$8,295.70
Public Library Service	\$2,413.44	\$6,632.75	\$3,225.00	\$3,540.00			\$9,025.50	\$2,372.35		\$4,185.40	\$31,394.44
Public Works Department	\$106,847.34	\$106,462.28	\$167,501.69	\$216,274.48	\$180,007.76	\$239,669.70	\$267,837.28	\$261,269.63	\$198,732.51	\$179,989.02	\$1,924,591.69
Radio Cayman			\$1,550.00	\$18,688.40	\$5,310.00	\$5,300.00	\$7,231.22	\$6,808.00	\$12,642.00	\$18,628.00	\$76,157.62
Sunrise Adult Training Centre	\$13,406.42	\$11,629.63	\$22,286.32	\$10,586.95	\$2,916.50	\$1,200.00	\$2,400.00	\$4,200.00	\$3,000.00	\$13,424.91	\$85,050.73
Tourism Department	\$13,250.00	\$3,000.00	\$13,200.00	\$8,050.00		\$17,859.27	\$16,074.00	\$1,848.00	\$4,500.00	\$9,000.00	\$86,781.27
Treasury Department	\$42,211.43	\$61,483.00	\$35,792.38	\$34,251.14	\$84,768.00	\$87,834.80	\$84,798.00	\$88,780.00	\$86,912.40	\$115,175.00	\$722,006.15
Vehicle & Equipment Services	\$13,419.00	\$12,452.00	\$16,672.00	\$17,733.12	\$9,072.00	\$9,072.00	\$18,437.00	\$38,663.86	\$10,965.00	\$2,868.00	\$149,353.98
Workforce Opportunities Residency Cayman				\$55,595.91	\$92,401.57	\$85,940.05	\$118,580.67	\$190,431.92	\$116,492.95	\$164,694.33	\$824,137.40
Youth Services Unit	(\$800.00)		\$175.00		\$10,488.00		\$1,934.78				\$11,797.78
Grand Total	\$1,556,221.88	\$1,709,669.83	\$1,699,121.12	\$1,879,372.01	\$2,153,032.00	\$2,842,496.30	\$3,427,502.14	\$3,437,133.56	\$3,957,717.61	\$4,460,721.65	\$27,122,988.10

*Note: Costing is completed at Cost Centre level through payroll. Cost Centres have been mapped to the current departments within CIG. Where Cost Centres cannot be mapped, (Old) has been placed after the name.