



**PARLIAMENT**  
OF THE CAYMAN ISLANDS



**PARLIAMENTARY QUESTION NO. 93**  
**(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**

**HON. JOHANY S. EBANKS, MINISTER OF PLANNING, LANDS, AGRICULTURE,**  
**HOUSING & INFRASTRUCTURE**

**QUESTION:**

Can the Honourable Minister say:

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

**ANSWER:**

The CIAA has advised that vacation leave entitlements during the period 2016 through 2025 were governed by three distinct policy frameworks, reflecting revisions to its Employee Policies Handbook and, most recently, aligned with the Government's vacation schedule.

**1. Vacation Entitlements (2016-2018)**

During this period, leave entitlements were determined based on salary scale and years of service:

Salary scale	1-7 Years	7 + Years
Up to \$27,954	12 working days	18 working days
\$27,955 – 68,112	18 working days	23 working days
\$68,113 and above	23 working days	25 working days

## 2. Revised Policy (Effective 15 April 2019)

Following amendment of the Employee Policies Handbook, leave entitlements were structured as follows.

Up to Grade Point 1 Point 7	12 working days	18 working days
Grade 1 Point 8 to Grade 5 Point 10	18 workings	23 working days
Grade 5 Point 11 & above	23 working days	25 workings

## 3. Transition to Government Vacation Schedule (Effective January 2025)

In January 2025, the CIAA transitioned to the Governments standards vacation scheduled as outlined below:

For employees with less than a year's service the amount of annual leave allowed will normally be calculated on a pro-rata basis.

Salary Grade	Total Workdays of Annual Leave up to 7 Years of Service	Total Workdays of Annual Leave 7 or More Years of Service
L, M, N, O, P, Q, R	18	23
A, B, C, D, E, F, G, H, I, J, K	25	28

Mr. Speaker, Regarding the part C&D of the question, I have been reliably informed by the Port Authority they were unable to provide the requested information in the required timeframe. The outstanding information would be provided in writing upon receipt.

Thank you, Mr Speaker.