
**CROWN EMPLOYEES (PAY AND ALLOWANCES)
(AMENDMENT) ORDINANCE 2018**

An Ordinance to amend the Crown Employees (Pay and Allowances) Ordinance 2015

J. Illingworth
ADMINISTRATOR

12 November 2018

BE it enacted by the Administrator of the Sovereign Base Areas of Akrotiri and Dhekelia as follows:—

Short title

1. This Ordinance may be cited as the Crown Employees (Pay and Allowances) (Amendment) Ordinance 2018.

Interpretation

2. In this Ordinance, “the 2015 Ordinance” means the Crown Employees (Pay and Allowances) Ordinance 2015(a).

Reduction in pay and allowances between 1 April 2018 and 31 March 2019

3.—(1) This section has effect as if it had come into force on 1 April 2018.

(2) For the table and example in section 6(2) of the 2015 Ordinance (reduction in pay and allowances), substitute—

“

(a) Ordinance 7/2015, as amended by Ordinances 12/2015 and 15/2015.

<i>Total gross monthly pay and allowances</i>	<i>Rate of the reduction</i>
Proportion of pay and allowances up to and including €1,800	Nil
Proportion of pay and allowances over €1,800 and up to and including €2,000	12.3%
Proportion of pay and allowances over €2,000 and up to and including €3,000	13.5%
Proportion of pay and allowances over €3,000 and up to and including €4,000	16%
Proportion of pay and allowances over €4,000	17.5%

Example 1: total gross monthly pay and allowances is €1,800—
there is no reduction

Example 2: total gross monthly pay and allowances is €4,000, the reduction is—
first €1,800—nil
next €200 – 12.3%
next €1,000 – 13.5%
next €1,000 – 16%

”.

Reduction in pay and allowances between 1 April 2019 and 31 March 2020

4.—(1) This section comes into force on 1 April 2019.

(2) For the table and example in section 6(2) of the 2015 Ordinance, as amended by section 3, substitute—

“

<i>Total gross monthly pay and allowances</i>	<i>Rate of the reduction</i>
Proportion of pay and allowances up to and including €2,150	Nil
Proportion of pay and allowances over €2,150 and up to and including €3,000	13.5%
Proportion of pay and allowances over €3,000 and up to and including €4,000	16%
Proportion of pay and allowances over €4,000	17.5%

Example 1: total gross monthly pay and allowances is €2,150—
there is no reduction

Example 2: total gross monthly pay and allowances is €4,000, the reduction is—
first €2,150—nil
next €850 – 13.5%
next €1,000 – 16%

”.

Reduction in pay and allowances between 1 April 2020 and 31 March 2021

5.—(1) This section comes into force on 1 April 2020.

(2) For the table and example in section 6(2) of the 2015 Ordinance, as amended by section 4, substitute—

“

<i>Total gross monthly pay and allowances</i>	<i>Rate of the reduction</i>
Proportion of pay and allowances up to and including €3,000	Nil
Proportion of pay and allowances over €3,000 and up to and including €4,000	16%
Proportion of pay and allowances over €4,000	17.5%

Example 1: total gross monthly pay and allowances is €3,000—

there is no reduction

Example 2: total gross monthly pay and allowances is €4,000, the reduction is—

first €3,000—nil

next €1,000 – 16%

”.

Repeal of the 2015 Ordinance on 1 April 2021, with savings

6.—(1) This section comes into force on 1 April 2021.

(2) Subject to the savings provided in subsection (3), the following Ordinances are repealed—

- (a) 2015 Ordinance;
- (b) the Crown Employees (Pay and Allowances) (Amendment) Ordinance 2015(a); and
- (c) the Crown Employees (Pay and Allowances) (Amendment No.2) Ordinance 2015(b).

(3) Despite the repeals specified in subsection (2), the benefits that were specified in section 13(4)(a) to (c) of the 2015 Ordinance, as worded before those repeals, shall continue to be determined as if the reduction, within the meaning of that Ordinance(c), had never taken place.

(a) Ordinance 12/2015.

(b) Ordinance 15/2015.

(c) “Reduction” was defined in section 3 of the 2015 Ordinance.

EXPLANATORY NOTE

(This note is not part of the Ordinance)

1. This explanatory note relates to the Crown Employees (Pay and Allowances) (Amendment) Ordinance 2018 (“the Ordinance”). It has been prepared by the Office of the Attorney General and Legal Adviser. It does not form part of the Ordinance.

2. The Ordinance amends the Crown Employees (Pay and Allowances) Ordinance 2015 (“the 2015 Ordinance”). The 2015 Ordinance reduces the pay and allowances of certain Crown employees who commenced employment before 1 September 2015.

3. For the period between 1 April 2018 and 31 March 2021, sections 3 to 5 raise the amounts above which reduction rates apply to pay and allowances. Between 1 April 2018 and 31 March 2019, no reduction rate applies to the proportion of pay and allowances up to and including €1,800. For employment between 1 April 2019 and 31 March 2020, that threshold is raised to €2,150. For employment between 1 April 2020 and 31 March 2021, it is €3,000.

4. Section 6 provides that, on 1 April 2021, the 2015 Ordinance, and the Ordinances that amended it, will be repealed. However, an express saving is made for the provision of the 2015 Ordinance under which certain benefits were calculated on the basis of unreduced pay: the repeal of that provision does not mean that those benefits need, or will need, to be calculated differently.

SBA/AG/2/E&D609

Published by the Sovereign Base Areas Administration
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