



SUPPLEMENT No. 3
TO
THE SOVEREIGN BASE AREAS GAZETTE
No. 887 of 4th May, 1990.
SUBSIDIARY LEGISLATION

C O N T E N T S :

The following SUBSIDIARY LEGISLATION is published in this Supplement which forms part of this Gazette :—

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No. 33

THE LAND ACQUISITION ORDINANCE

(Cap. 226 — Laws of Cyprus — and Ordinances 12 of 1963,
9 of 1964, 1 of 1986, 4 of 1987 and 19 of 1988).

NOTIFICATION UNDER SECTION 7.

Whereas by Public Instrument No. 19 published in Supplement No. 3 to the Gazette No. 881 of the 5th March, 1990 the Administrator declared the acquisition of a road within the village of Cherkes Chiftlik in the Akrotiri Sovereign Base Area to be an undertaking of public utility ;

And whereas the Area Officer Akrotiri, in compliance with subsection (1) of Section 6 of the Land Acquisition Ordinance by Public Instrument No. 23 of 1990 gave particulars of the land required in connection with the said undertaking of public utility (hereinafter referred to as “the property”);

And whereas the Area Officer Akrotiri, in compliance with subsection (2) of the said Section forwarded to the Administrator the required recommendations, plan and particulars ;

And whereas the Administrator has approved the plan and particulars submitted and has considered it expedient, having regard to the circumstances of the case, that the property be acquired ;

Now, therefore, in exercise of the powers vested in him by Section 7 of the Land Acquisition Ordinance, the Administrator hereby sanctions the acquisition of the property under the provisions of the said Ordinance.

Dated this 23rd day of April, 1990.

By the Administrator’s Command,
A.J.H. ADAMS,
Chief Officer,
Sovereign Base Areas.

(112/11/4)
(131/4)

No. 34

THE JUVENILE OFFENDERS ORDINANCE

(Cap. 157 — Laws of Cyprus — and Ordinances 3
of 1962 and 2 of 1969).

REVOCATION OF APPOINTMENT OF JUVENILE COURT
ASSESSORS UNDER SECTION 4A (1).

In exercise of the powers conferred upon him by subsection (1)
of Section 4A of the Juvenile Offenders Ordinance, the
Administrator hereby revokes the appointment of Mr. G.E.
Clifford and Mrs. P. Clifford as Juvenile Court Assessors, included
in Public Instrument No. 61 of 1984.

Dated this 25th day of April, 1990.

By the Administrator's Command,
A.J.H. ADAMS,
Chief Officer,
Sovereign Base Areas.

(103/6/7)

THE FACTORIES ORDINANCE

(Cap. 134 — Laws of Cyprus and Ordinances 22 of 1964,
12 of 1972, 9 of 1982 and 15 of 1989).

REGULATIONS MADE UNDER SECTIONS 57, 66 AND 67

In exercise of the powers vested in him by Sections 57, 66 and 67 of the Factories Ordinance, the Administrator, hereby makes the following Regulations:—

PART I

INTERPRETATION AND GENERAL PROVISIONS

1. These Regulations may be cited as the Accepted Health Standards (Factories) Regulations, 1990.

2. These Regulations shall apply to factories and to any other premises or sites where the Factories Ordinance applies and are made in addition to and not in substitution of any of the provisions of the Factories Ordinance or of any Regulations made thereunder. Regulations 36 and 37 shall also apply to building works and works of mechanical construction.

3. The Chief Inspector of Factories may, where he is satisfied that compliance with any requirements of these regulations are deemed unnecessary or impracticable, grant an exemption certificate setting out conditions in such certificate as may be considered necessary.

4. In these Regulations, unless the context otherwise requires —

“approved” means approved in writing by the Chief Inspector of Factories;

“corrected effective temperature” means the temperature under which a mass of saturated still air would give the same sensation of warmth as that given by a combination of the prevailing temperature values of a black globe thermometer, a wet bulb thermometer and air velocity in the workroom;

“degrees” means degrees Centigrade.

“Equivalent Noise Level (Leq)” has the meaning given to this term by the relevant Cyprus Standard or, in the absence of such Standard, the Standard designated by the International Organisation of Standards (ISO) No. 1999-1975 (E) and is assessed by a suitable instrument capable of assessing the Equivalent Noise Level (Leq) in accordance with the said Standards.

5. It shall be the duty of every person employed or otherwise engaged to observe Part X of these Regulations. Furthermore it shall be the duty of the occupier to observe Parts II, III, IV, V, VI, VII, VIII and IX of these Regulations.

6.—(1) The standards provided, as specified in these Regulations may be inspected or assessed by an approved person and a record shall be kept of every measurement or analysis made in connection thereto.

(2) The above record shall specify the date of the measurement or analysis, the location in the workroom from where the sample was taken, also the result. The said record shall be enclosed in the General Register.

PART II — TEMPERATURE.

7. In every workroom in which continuous work is carried out by any person, the Corrected Effective Temperature shall not exceed the Maximum Limits of Safe Exposure to Heat as these are specified in the First Schedule to these Regulations.

7A. In every workroom in which continuous work is carried out by any person, every reasonable and practicable measure shall be taken for the attainment and maintenance of the Corrected Effective Temperature within the Limits of Comfort as these are specified in the First Schedule to these Regulations.

8. In every workroom a dry bulb thermometer shall be affixed to the wall, at a height suitable for reading by any person.

9. In every workroom where any person may at any time be employed, where the Corrected Effective Temperature should exceed the Maximum Limits of Safe Exposure to Heat as this is specified in the First Schedule to these Regulations or where a substantial part of the heat originates from radiant sources of heat, all practically feasible measures must be taken for the protection of such a person by any of the following methods:—

- (a) by using fireproof screens in order to shield the radiant heat sources;
- (b) by maintaining adequate air movement around the person concerned;
- (c) by using suitable protective clothing and equipment which shall be supplied by the occupier of the factory without any pecuniary imposition on the employed person; or
- (d) by using any other effective method.

10. In every workroom where any person may at any time be working at a temperature which is below -5° as indicated by a dry bulb thermometer, special arrangements must be made to protect the person by supplying such person with suitable protective clothing and other outfit including footwear, gloves and head cover, supplied by the occupier at no cost to the worker, or by using any other effective method.

11. In every factory where persons are exposed to either high or low temperatures, special rooms or corridors in which the temperature should be of such level that the said persons may gradually adjust to the outside temperature, must be provided.

PART III — VENTILATION

12. In every workroom, clean, fresh air must be supplied in order to cause a total change of air every hour, at the rate specified in the Second Schedule to these Regulations as being the minimum in respect of the class of workroom and type of activity which is performed therein.

13. Every workroom which depends for ventilation only on natural means, shall be provided with windows or doors which must open directly into the external air, having a total area of not less than one-tenth of the floor area of the room and being so constructed that at least one half of each door or window can be opened.

14. In every workroom where the specified number of air changes per hour cannot be effected by natural ventilation or where it is difficult to provide ventilation to the centre of the workroom without causing inconvenient draughts near the inlets of air, technical ventilation must be provided.

15. In every workroom or part thereof, where dust or fumes may produce the risk of bodily injury, special, adequate ventilation over and above that which is specified in the Second Schedule to these Regulations, must be provided and maintained in order to remove or to render harmless the dust or fumes.

PART IV — LIGHTING

16. Every workplace shall be provided with light of an intensity not below the minimum specified in the Third Schedule to these Regulations.

17. In every workplace where a suitable level of illumination cannot be effected by natural light, artificial lighting must be provided.

18. In every workplace where topical artificial lighting is used, the source must be screened, in order to avoid the radiance thereof, alternatively, the illumination of the whole room must be increased in order to reduce the contrast.

19. In every factory where there may be a risk of persons being either injured or trapped on account of any source or light going out of order, emergency lighting must be provided.

PART V — SANITARY CONVENIENCES

20. Every factory shall be equipped with urinals and water closets according to the number specified in the Fourth Schedule to these Regulations:

Provided that where the persons employed therein are below five, exemption from compliance with this Regulation may be granted in writing from the Chief Inspector of Factories, if he is satisfied that suitable facilities are readily accessible.

21. Sanitary conveniences shall be separate for each sex and suitably indicated by a relevant sign, where male and female

persons are employed. These shall be readily accessible and situated not more than one floor above or below the regular place of work and shall be regularly maintained and cleaned at least once every working day:

Provided that the requirement for the sanitary conveniences to be one floor above or below the regular place of work, shall not apply where passenger elevators are available for use by the persons making use of the conveniences.

22.—(1) Every urinal shall be fitted with a washdown and water-trap and shall be of the individual stall or well type or the slab and gully type, provided that sixty centimetres of slab shall be considered equal to one urinal.

(2) Any urinal which may be situated outside a building must be screened from view with the use of a partition.

23.—(1) Every water closet shall be fitted with a washdown and water-trap and shall be of the pedestal basin or tread-plate type.

(2) Every water closet shall be installed in a separate toilet compartment, within a toilet room which must be covered.

(a) Every toilet room shall have—

- (i) floors and walls of water-tight construction, impervious to water and of a finish that can be easily cleaned;
- (ii) a floor drain with a water-seal to facilitate cleaning;
- (iii) a door fitted with a self-closing device;
- (iv) windows opening directly into the external air and ventilation sufficiently effected by at least five air changes per hour; and
- (v) means of lighting of an intensity of at least one hundred lux.

A toilet room shall not communicate directly with any workroom. It shall open only into corridors, halls or courtyards.

(b) Every water closet compartment shall have—

- (i) walls or partitions reaching at least 20 centimetres from the floor and extending to at least 180 centimetres therefrom;
- (ii) a separate door fitted with a latch on the inside and so constructed that the interior shall not be visible from outside;
- (iii) a floor area of at least one and a half square metres and a minimum width of one hundred and ten centimetres; and
- (iv) an adequate supply of toilet paper.

24. Where the water-closet compartments for use by the female employees exceed three in number, at least one of the

compartments shall be equipped with a hygiene cubicle. The equipment shall include an incinerator for female sanitary towels also a sink which must supply clean, running hot and cold water. In the absence of such incinerator, every such water-closet compartment must be equipped with a specially covered waste receptacle.

25. Subject to the provisions of Regulation 24, washing facilities must be provided within the toilet room in the number and standard specified in Part VI of these Regulations, unless such facilities may be found in a room immediately adjacent to the toilet room.

PART VI — WASHING FACILITIES.

26. Every factory must be equipped with wash-basins or trough lavatories, of a number specified in the Fifth Schedule to these Regulations, depending on the number of persons who are likely to stop work simultaneously:

Provided that a width of sixty centimetres of trough shall be deemed equal to one basin; provided further that where the persons employed are below five in number, the Chief Inspector of Factories may grant exemption in writing from compliance with this Regulation, if he is satisfied that facilities adequate to the type of work performed, are readily accessible.

27. Washing facilities shall be separate for male and female employees, shall be located in a washroom outside the workroom, readily accessible to the persons using them, adjacent to the sanitary conveniences where possible, ventilated by at least five air changes per hour, illuminated to an intensity of at least 100 lux, regularly maintained and cleaned at least once every working day.

28. Wash basins and lavatories must be appropriately secured and equipped with water taps, with a supply of cold and hot water and with a water-sealed drain.

29. Soap or other cleansing agent must be readily available either in dispensing containers or in separate tablets provided for each person.

30. Towels and napkins or other suitable drying devices must be readily available and where disposable towels are provided there shall be waste receptacles supplied for the disposal of such used towels.

31. Where persons at work may be exposed to either high temperature or skin staining by way of any harmful or irritating substances, special washing facilities, additional to those specified in the Fifth Schedule to these Regulations must be provided. These should, as a minimum requirement, comprise:—

- (a) For every six persons or below, that are likely to stop work simultaneously, there must be provided, one shower bath or bath tub which should be enclosed in a separate compartment with a floor area of at least one square metre, the entrance suitably screened by a partition or curtain,

supplied with clean, running hot and cold water, with soap or similar cleaning material and with towels or other drying device; and

- (b) one wash basin supplied with clean, running hot and cold water, with soap or similar cleaning material, a nail brush and with towels or other drying device, where four persons or below are likely to stop work simultaneously.

PART VII — ACCOMMODATION FOR CLOTHING.

32. Every factory must be equipped with a dressing or locker room where clothing which is not worn during working hours may be accommodated:

Provided that where the persons employed are below five in number, exemption from compliance with this Regulation may be granted by the Chief Inspector of Factories.

33. Dressing or locker rooms must be separate where there are male and female persons employed, be so located that they may be readily accessible to the employees using them, be adjacent to the washing facilities if possible, and must be properly maintained and cleaned at least once every week.

34. Every dressing or locker room shall be equipped with—

- (a) individual lockers of at least one quarter of a cubic metre capacity each, one such locker for each employed person, adequately ventilated, fitted with locks and cleaned at least once every six months;
- (b) benches or other suitable seating arrangements.

PART VIII — EATING ROOMS.

35. In every factory or class or category of factories where it appears to the Chief Inspector of Factories that, by reason of the nature of the process or the substances used therein, it is injurious to health or otherwise undesirable to take meals or consume food in a workroom, he may require that there must be—

- (a) Eating rooms of a minimum floor area of eighteen square metres for every twenty persons or part thereof who would be likely to stop work simultaneously, such rooms to be reserved exclusively for eating. These rooms must be located outside the workroom, must be constructed with smooth walls and floor, ventilated by at least five air changes per hour, illuminated to an intensity of at least one hundred lux, must be regularly maintained and cleaned once every working day and must contain—
 - (i) tables providing a space of at least one quarter or a square metre for each person; and
 - (ii) chairs, one for each person or benches providing space of at least half a metre width on the said benches for each person sitting thereon.

PART IX — NOISE

36.—(1) No person in any factory, shall be exposed to noise in respect of which the Equivalent Noise Level (Leq) exceeds the value of 90 dB (A) and where any persons are exposed or are likely to be exposed to noise in respect of which the Equivalent Noise Level (Leq) exceeds the said value, all possible measures must be taken for the avoidance of such exposure, by any or all of the following means:—

- (a) Isolation of the source of the noise, inside a room or compartment which is not used by the employees and which is separate from the workroom;
- (b) total enclosure of the source of the noise with adequate sound-proof material;
- (c) restriction of the conduction and transmission of the noise;
- (d) partial enclosure of the source of the noise and screening the remainder with sound-absorbing material;
- (e) confining the employees in compartments which are equipped with sound-proof material;
- (f) protecting the employees by means of using ear muffs, ear plugs or other effective means.
- (g) using any other effective measure.

(2) Notwithstanding its duration, no person shall be exposed to any impulsive noise in respect of which any maximum level of sound pressure exceeds 140 dB.

(3) Where the noise to which employed persons are exposed consists of a series of timely distinct impacts in approximately equal amplitude, the value of the Equivalent Noise Level shall be deemed to be that which is defined in these Regulations, increased by 10 dB (A).

PART X — DUTIES OF PERSONS EMPLOYED

37. No employed person shall wilfully interfere with or misuse any means, appliances, conveniences or any other thing provided in pursuance of these Regulations for safeguarding the health and welfare of employed persons and where any means or appliances are provided for the above purpose under these Regulations, employed persons must make use of such means or appliances.

FIRST SCHEDULE

TEMPERATURE

A. Maximum Limits of Safe Exposure to Heat.

Work Load	Corrected Effective Temperature (°C)
Sedentary Work (2.6 Kcal/kg/h)	30.0°
Light - Moderate (4.3 Kcal/kg/h)	28.0°
Heavy (6.0 Kcal/kg/h)	26.5°

B. Comfort Limits.

Comfort Limits	Corrected Effective Temperature (°C)
Lower Limit	15.5°
Heavy Limit	26.7°

**SECOND SCHEDULE
VENTILATION**

Type of Workplace	Minimum Number of Air Changes per Hour
Large, including warehouses, corridors, rooms with a roof height in excess of five metres.	1 – 2
Open, including repair workshops, storage spaces, changing rooms.	3 – 5
Closed, including engine works, boiler rooms and engine rooms, lavatories and toilet rooms, blast furnaces, cooking places and restaurants.	5 – 8
Special, including laundering and dry-cleaning rooms, bakeries, internal rooms where heavy work is carried out.	10 – 15

**THIRD SCHEDULE
LIGHTING**

Discrimination Required	Type of Workplace	Minimum Intensity in Lux *
Minimal	Outside, including road-ways, court-yards or emergency lighting.	20
Very Slight	Large, open, including ware-houses, corridors and stairways.	50
Slight	Small, open, including packing rooms, boiler rooms and lavatories.	100
Moderate	Average, including bakeries, engine works and stores.	200
High	Special, including laboratories, control rooms and offices.	500
Very High	Very special, including places for making and repairing watches and tailor shops where fine sewing is carried out.	1000

* Measured in a horizontal plane which is one metre above the ground or floor.

**FOURTH SCHEDULE
SANITARY CONVENIENCES**

Males

Number of male employees working at the same time.	Minimum Number of Sanitary Conveniences	
	Water Closets	Urinals
Up to 15	1	1
Up to 25	1	2
Up to 50	2	3
Up to 75	3	4
For every additional 35	1	1

Females

Number of female employees working at the same time	Minimum Number of Water Closets
Up to 15	1
Up to 30	2
Up to 50	3
Up to 70	4
For every additional 30	1

**FIFTH SCHEDULE
WASHING FACILITIES**

Number of persons stopping work simultaneously	Minimum Number of Wash-basins
Up to 7	1
Up to 14	2
For every additional 10	1

Dated this 2nd day of May, 1990.

By the Administrator's Command,
A.J.H. ADAMS,
Chief Officer,
Sovereign Base Areas.

(107/8)

THE MINIMUM WAGE ORDINANCE

(Cap. 183 — Laws of Cyprus).

ORDER MADE BY THE ADMINISTRATOR
UNDER SUBSECTION (1) OF SECTION 3.

In exercise of the powers vested in him by subsection (1) of Section 3 of the Minimum Wage Ordinance, the Administrator hereby orders as follows:—

1. This Order may be cited as the Minimum Salaries (Shop Assistants, Clerks, Nursing Assistants, Kindergarten Assistants, Public Nursery Assistants, School Assistants) Order, 1990.

2. In this Order unless the context otherwise requires—

“Clerk” means any person performing clerical tasks, including the conducting of correspondence, the drafting of letters, the assembling and presentation of information, the preparation and issuing of receipts, the recording of entries in books, the filling in of forms, the handling of telephones, teletype, calculating and cash registering machines and general registry duties, but does not include any person whose relationship with the employer is that of a husband, wife, father, mother, son or daughter;

“kindergarten assistant” or “public nursery assistant” or “school assistant” means any person who takes care of little children or infants or assists in the taking of such care, at a kindergarten or a public nursery but does not include any person whose relationship with the employer is that of a husband, wife, father, mother, son or daughter;

“nursing assistant” means any person who works at a medical practitioner’s consulting room, a dental or any other clinic where medical or nursing care is rendered assisting the doctor, dentist or qualified nurse in the performance of their duties but does not include any person whose relationship with the employer is that of a husband, wife, father, mother, son or daughter;

“Shop Assistant” means any person who is principally engaged in the selling of goods or articles in a retail establishment but does not include any employee in a catering establishment or any person whose relationship with the employer is that of a husband, wife, father, mother, son or daughter.

3.—(1) Subject to the provisions of sub-paragraph (2) of this paragraph the minimum monthly salary to be paid to any Clerk or Shop Assistant in the Areas from the 1st March, 1990, shall be one hundred and thirty two pounds.

- (2) (a) the minimum monthly salary to be paid to any Clerk or Shop Assistant in the Areas who, before the 1st March, 1990 had completed six months continuous employment with the same employer shall, as from the 1st March, 1990 be one hundred and forty three pounds;
- (b) the minimum monthly salary to be paid to any Clerk or Shop Assistant who will have completed six months continuous employment with the same employer at any time after the 1st March, 1990 shall, as from the date of such completion of employment, be one hundred and forty three pounds.

4. (1) Subject to the provisions of sub-paragraph (2) of this paragraph, the minimum monthly salary to be paid to a kindergarten assistant, public nursery assistant, school assistant or nursing assistant in the Areas from the 1st March, 1990, shall be one hundred and twenty two pounds and from the 1st September 1990, one hundred and thirty two pounds.

(2) the minimum monthly salary to be paid to any kindergarten assistant, public nursery assistant, school assistant or nursing assistant who will have completed six months continuous employment with the same employer at any time after the 1st September, 1990 shall, as from the date of such completion of employment, be one hundred and forty three pounds:

Provided that any break in employment which under Part II of the Second Schedule to the Termination of Employment Ordinance is not a break in employment, shall not be deemed for the purposes of this Order as a break in employment.

Ordinances 5/80,
1/81, 4/83 and 5/88.

P.I. No. 42 of 1989

5. The Minimum Salaries (Shop Assistants and Clerks) Order, 1989 is hereby revoked with effect from 1st March, 1990.

Dated this 3rd day of May, 1990.

By the Administrator's Command,
A.J.H. ADAMS,
Chief Officer,
Sovereign Base Areas.

(107/4/3)

No. 37

THE POLICE ORDINANCE

(Ordinances 9 of 1967, 14 of 1969 and 7 of 1975).

ORDER MADE UNDER SECTION 23 (1).

In exercise of the powers vested in me by Section 23 (1) of the Police Ordinance, I hereby order that Waterloo Road South, from its eastern junction with Larnaca / Famagusta Road to its junction with Ormedhia / Dhekelia Road, shall be closed to all vehicular traffic, except for access, from 0600 to 0900 hours on 10th May 1990. During this period, vehicular traffic will be diverted around Dhekelia Garrison via Larnaca / Famagusta Road and Waterloo Road North.

Dated this 4th day of May, 1990.

C.F. MADDOCK,
Chief Police Officer.

(144)

No. 38

THE POLICE ORDINANCE

(Ordinances 9 of 1967, 14 of 1969 and 7 of 1975).

ORDER MADE UNDER SECTION 23 (1).

In exercise of the powers vested in me by Section 23 (1) of the Police Ordinance, I hereby order that Waterloo Road South, from its eastern junction with Larnaca / Famagusta Road to its junction with Ormedhia / Dhekelia Road, shall be closed to all vehicular traffic, except for access, from 0900 to 1100 hours and from 1600 to 1900 hours on 15th May 1990. During this period, vehicular traffic will be diverted around Dhekelia Garrison via Larnaca / Famagusta Road and Waterloo Road North.

Dated this 4th day of May, 1990.C.F. MADDOCK,
Chief Police Officer.(144)
