

**S.I. 85 of 2025**

**EMPLOYMENT ACT**

*(Cap. 69)*

**Employment Act (Exemption) (No.4) Order, 2025**

In exercise of the powers conferred by section 4(2) of the Employment Act, the Minister responsible for Employment and Social Affairs makes the following Order —

**Citation**

1. This order may be cited as the Employment Act (Exemption) (No.4) Order, 2025.

**Exemption**

2. A worker specified in Column 1 of the Schedule is exempt from the application of the Regulation specified in the corresponding Column 2 for the maximum additional hours specified in Column 3 thereof of overtime per month.

**Exemption of Employer**

3. Where a worker is exempted from a provision of the Regulation specified in Column 2 of the Schedule, the employer of that worker is exempt from the application of the same provision subject to the limits specified in Column 3 of the Schedule.

**Conditions of exemptions**

4. The exemption under this Order shall be subject to the following conditions —
- (a) Overtime of not more than 90 hours shall be permitted in the Operations Department of the Seychelles Ports Authority;
  - (b) The exemption specified in this Order shall be valid for a period of one (1) year from the date of this Order; and
  - (c) The employer shall ensure that notwithstanding the provisions of this Order, workers who have been exempted under this Order shall not be obliged to perform overtime.

**SCHEDULE**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Worker</b>	<b>Exemption</b>	<b>Maximum Additional Hours</b>
Workers of the Operations Department of the Seychelles Ports Authority	Regulation 6 of S.I. 34 of 1991	90 hours

**MADE this 23<sup>rd</sup> day of October, 2025.**

**Patricia Francourt**  
**Minister of Employment and Social Affairs**

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