

# CAYMAN ISLANDS GOVERNMENT



## *Personnel Department*

### *Employment Information and Personnel Activity Report*

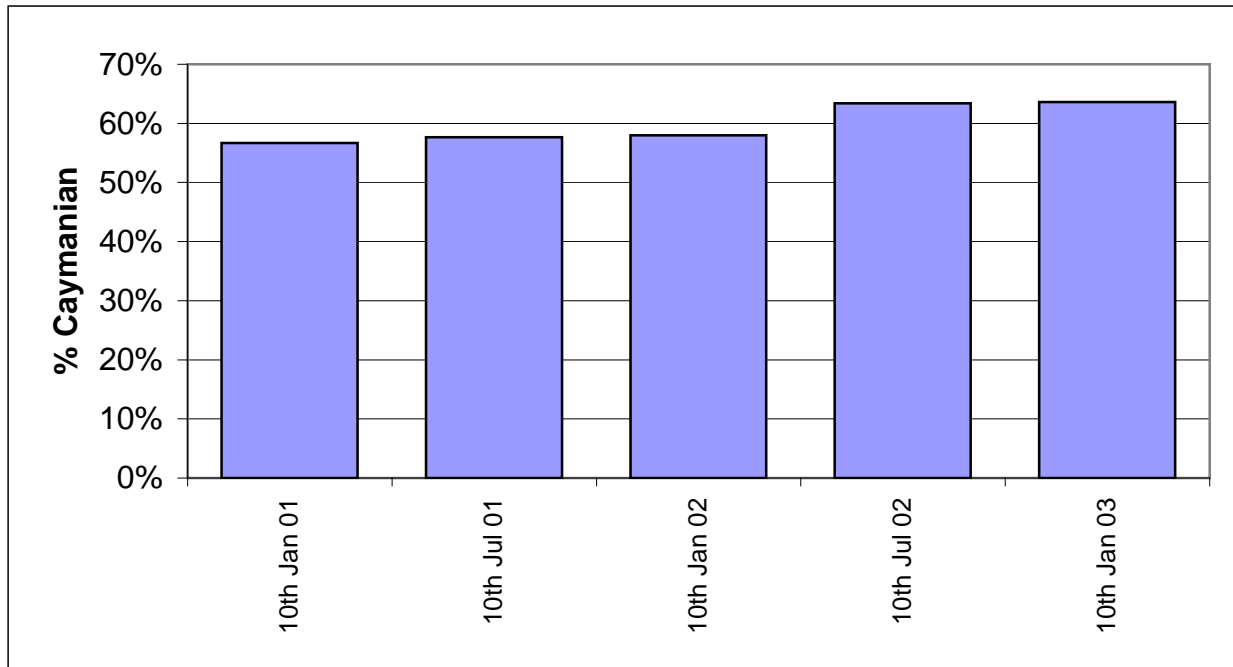
*Historical Data and Personnel Activity 01-Jan-02 to 31-Dec-02*

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**Employee Information 10-Jan-01 to 10-Jan-03**

**Percentage of total employees who are Caymanian**



Date	10th Jan 01	10th Jul 01	10th Jan 02	10th Jul 02	10th Jan 03
Caymanian	2287	2267	2214	2007	1977
Non-Caymanian	1747	1666	1606	1160	1130
<b>Total</b>	<b>4034</b>	<b>3933</b>	<b>3820</b>	<b>3167</b>	<b>3107</b>
% Caymanian	56.7%	57.6%	58.0%	63.4%	63.6%

The percentage of Caymanian employees employed by the Cayman Island Government has increased over the last two years. The greatest change occurred in July 02 when around 700 employees transferred to the new Health Services Authority.

Between 1st November 2001 and 31st December 2002, 76 civil servants were granted Caymanian Status.

This information shows all employee types, a breakdown of employees by nationality and employee type is shown on page 2.



**Employee Information 10-Jan-01 to 10-Jan-03**

**Number of Employees by Employment Type and Nationality**

<b>10-Jan-03</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>	<b>Total</b>
Group	567	344	911
Local	43	361	404
Overseas		401	401
Permanent	1363		1363
Temporary	4	24	28
<b>All Employees</b>	<b>1977</b>	<b>1130</b>	<b>3107</b>
Excluding Group	1410	786	2196

<b>10-Jan-03</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>
Group	62.2%	37.8%
Local	10.6%	89.4%
Overseas	0.0%	100.0%
Permanent	100.0%	0.0%
Temporary	14.3%	85.7%
<b>All Employees</b>	<b>63.6%</b>	<b>36.4%</b>
Excluding Group	64.2%	35.8%

<b>10-Jul-02</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>	<b>Total</b>
Group	595	366	961
Local	45	354	399
Overseas		400	400
Permanent	1362		1362
Temporary	5	40	45
<b>All Employees*</b>	<b>2007</b>	<b>1160</b>	<b>3167</b>
Excluding Group*	1412	794	2206

<b>10-Jul-02</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>
Group	61.9%	38.1%
Local	11.3%	88.7%
Overseas	0.0%	100.0%
Permanent	100.0%	0.0%
Temporary	11.1%	88.9%
<b>All Employees*</b>	<b>63.4%</b>	<b>36.6%</b>
Excluding Group*	64.0%	36.0%

<b>10-Jan-02</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>	<b>Total</b>
Group	608	489	1097
Local	53	439	492
Overseas		596	596
Permanent	1537		1537
Temporary	16	82	98
<b>All Employees</b>	<b>2214</b>	<b>1606</b>	<b>3820</b>
Excluding Group	1606	1117	2723

<b>10-Jan-02</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>
Group	55.4%	44.6%
Local	10.8%	89.2%
Overseas	0.0%	100.0%
Permanent	100.0%	0.0%
Temporary	16.3%	83.7%
<b>All Employees</b>	<b>58.0%</b>	<b>42.0%</b>
Excluding Group	59.0%	41.0%

<b>10-Jul-01</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>	<b>Total</b>
Group	690	540	1230
Local	56	441	497
Overseas		596	596
Permanent	1504		1504
Temporary	17	89	106
<b>All Employees</b>	<b>2267</b>	<b>1666</b>	<b>3933</b>
Excluding Group	1577	1126	2703

<b>10-Jul-01</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>
Group	56.1%	43.9%
Local	11.3%	88.7%
Overseas	0.0%	100.0%
Permanent	100.0%	0.0%
Temporary	16.0%	84.0%
<b>All Employees</b>	<b>57.6%</b>	<b>42.4%</b>
Excluding Group	58.3%	41.7%

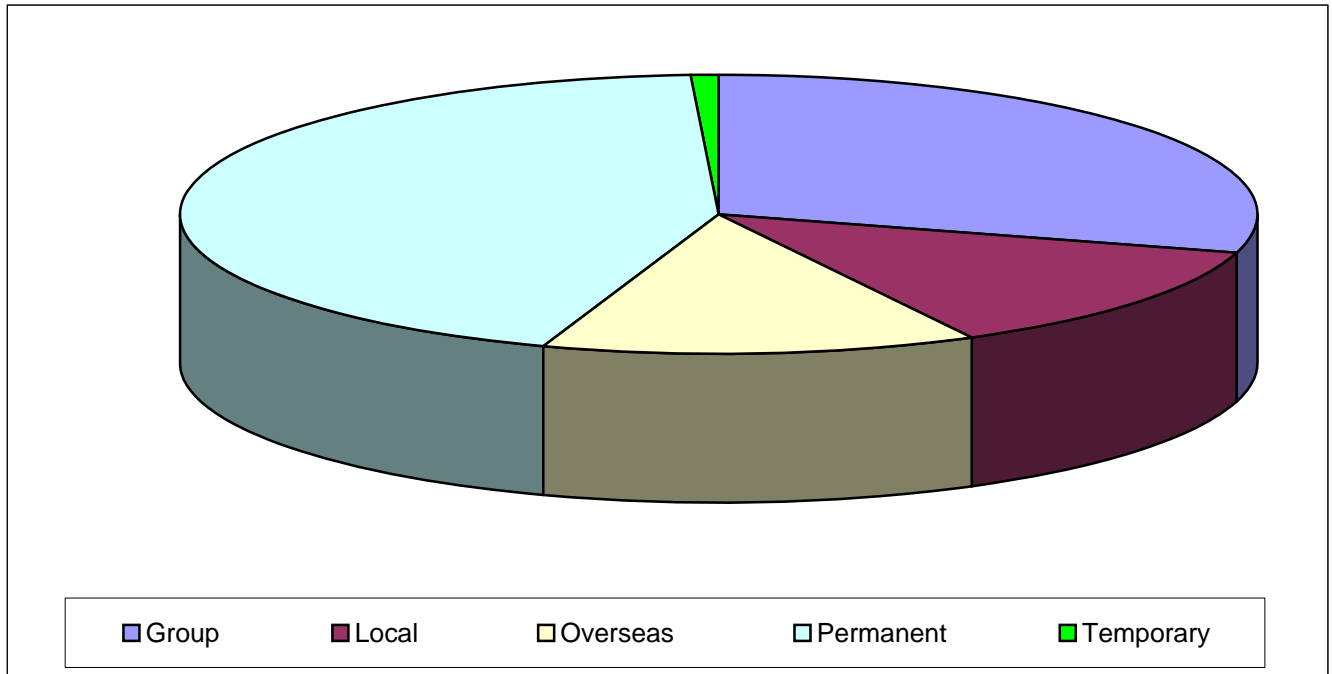
<b>10-Jan-01</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>	<b>Total</b>
Group	684	581	1265
Local	61	449	510
Overseas		621	621
Permanent	1529		1529
Temporary	13	96	109
<b>All Employees</b>	<b>2287</b>	<b>1747</b>	<b>4034</b>
Excluding Group	1603	1166	2769

<b>10-Jan-01</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>
Group	54.1%	45.9%
Local	12.0%	88.0%
Overseas	0.0%	100.0%
Permanent	100.0%	0.0%
Temporary	11.9%	88.1%
<b>All Employees</b>	<b>56.7%</b>	<b>43.3%</b>
Excluding Group	57.9%	42.1%

This information shows the number and percentage of Caymanian and Non Caymanian employees split by employment type. As expected 100% of permanent employees are Caymanian, while 100% of employees on overseas contract are Non-Caymanian. The percentage of employees who are Caymanian has been steadily increasing from 56.7% in Jan 01 to the current level of 63.6%.

\* The large change in numbers between January and July 2002 is largely due to the transfer of around 700 employees to the new Health Services Authority on the 1st July 2002.

Percentage of Employees by Employment Type



Date	10th Jan 01	10th Jul 01	10th Jan 02	10th Jun 02	10th Jan 03
Group	31.4%	31.3%	28.7%	30.3%	29.3%
Local	12.6%	12.6%	12.9%	12.6%	13.0%
Overseas	15.4%	15.2%	15.6%	12.6%	12.9%
Permanent	37.9%	38.2%	40.2%	43.0%	43.9%
Temporary	2.7%	2.7%	2.6%	1.4%	0.9%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%

Over the last two years there has been a small decrease in the percentage of the workforce that are on overseas and temporary contracts. This has been accompanied by a corresponding increase in the proportion of employees on permanent contracts.



**Employee Information as at 10-Jan-03**

**Department Breakdown by Employment Type**

<b>Department</b>	<b>Group</b>	<b>Local</b>	<b>Overseas</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Total</b>
Agriculture	21	3	8	13	2	47
Audit Office		1	12	3		16
CB/LC Admin	82	3		42		127
Computer Services	5	6	19	27		57
Customs	25	2		96		123
DVES	31			4		35
Education	152	79	196	153	11	591
Employment Services	5		1	12		18
Env Health	123	6	7	12		148
Environment		4		19		23
Fire	3			138		141
Governors Office	3	3	3			9
Immigration	13	3	1	86		103
Judicial	5	8	4	28	1	46
Lands & Survey	12	2	15	23	2	54
Legislative	2	2		21		25
Ministry CS,WA,Y&S	7	2	1	13		23
Ministry E,HR&C	16	4	5	18	1	44
Ministry HS,DA&AGR		3	1	9		13
Ministry P,C,W&IT	1	10		11	1	23
Ministry T,E,D,C	11	3	2	27	1	44
MRCU	19		4	14		37
Personnel		4	2	17	1	24
Planning		2	8	23		33
Police	11	130	24	180	1	346
Portfolio Fin/Econ		4	4	40	1	49
Portfolio Int/Ext	1	7	3	24	1	36
Portfolio Legal	1	1	23	7	2	34
Postal	7	4		72	1	84
Prison	9	56	17	52	2	136
Public Works	192	5	5	36		238
Radio Cayman	8	4		10		22
Reg & Shipping	16	4	4	25		49
Social Services	95	27	14	40		176
Statistics		1	1	5		7
Substance Abuse	3	3	6	10		22
Tourism	14	2	5	19		40
Treasury	1	1	1	24		27
Youth & Sport	17	5	5	10		37
<b>Total</b>	<b>911</b>	<b>404</b>	<b>401</b>	<b>1363</b>	<b>28</b>	<b>3107</b>

This table shows the total number of government employees by employment type, further split by Department. Fire, Treasury, Postal, Legislative, Immigration, Environment and the Portfolio of Finance and Economics are all departments with a high proportion of permanent employees, over 80% of their staff. Whilst DVES, Environmental Health and Public Works function with over 80% of their workforce on Group contracts.

The Audit Office and the Portfolio of Legal Affairs both operate with a high proportion of overseas employees.



**Employee Information as at 10-Jan-03**

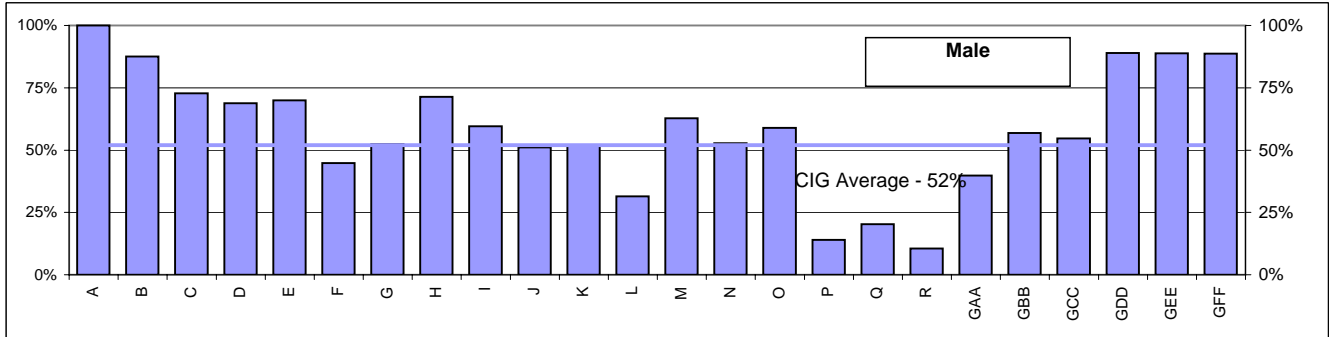
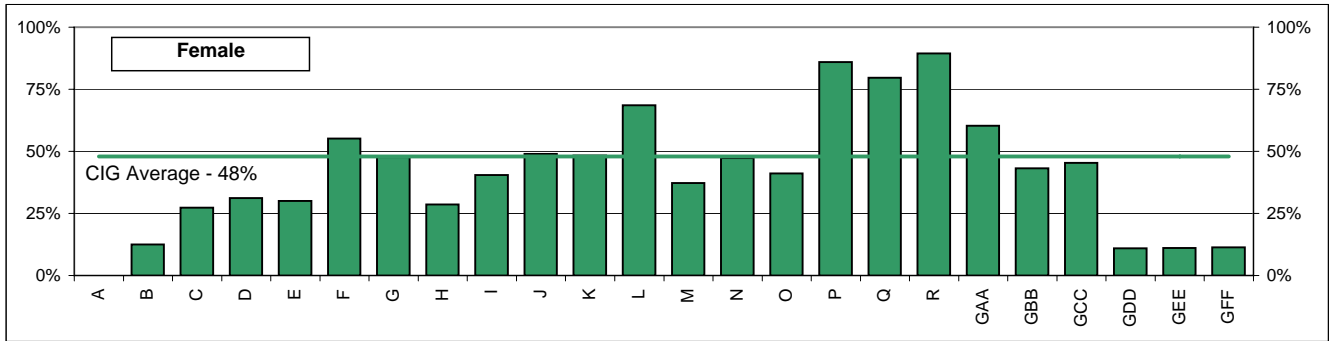
**Department Breakdown by Nationality**

<b>Department</b>	<b>Caymanian</b>	<b>Non-Caymanian</b>	<b>Total</b>	<b>% Caymanian</b>	<b>% Non-Caymanian</b>
Agriculture	16	31	47	34.0%	66.0%
Audit Office	3	13	16	18.8%	81.3%
CB/LC Admin	118	9	127	92.9%	7.1%
Computer Services	29	28	57	50.9%	49.1%
Customs	120	3	123	97.6%	2.4%
DVES	18	17	35	51.4%	48.6%
Education	269	322	591	45.5%	54.5%
Employment Services	16	2	18	88.9%	11.1%
Env Health	78	70	148	52.7%	47.3%
Environment	20	3	23	87.0%	13.0%
Fire	140	1	141	99.3%	0.7%
Governors Office	1	8	9	11.1%	88.9%
Immigration	101	2	103	98.1%	1.9%
Judicial	35	11	46	76.1%	23.9%
Lands & Survey	31	23	54	57.4%	42.6%
Legislative	23	2	25	92.0%	8.0%
Ministry CS,WA,Y&S	17	6	23	73.9%	26.1%
Ministry E,HR&C	28	16	44	63.6%	36.4%
Ministry HS,DA&AGR	9	4	13	69.2%	30.8%
Ministry P,C,W&IT	14	9	23	60.9%	39.1%
Ministry T,E,D,C	38	6	44	86.4%	13.6%
MRCU	20	17	37	54.1%	45.9%
Personnel	18	6	24	75.0%	25.0%
Planning	24	9	33	72.7%	27.3%
Police	199	147	346	57.5%	42.5%
Portfolio Fin/Econ	40	9	49	81.6%	18.4%
Portfolio Int/Ext	25	11	36	69.4%	30.6%
Portfolio Legal	8	26	34	23.5%	76.5%
Postal	78	6	84	92.9%	7.1%
Prison	58	78	136	42.6%	57.4%
Public Works	184	54	238	77.3%	22.7%
Radio Cayman	13	9	22	59.1%	40.9%
Reg & Shipping	32	17	49	65.3%	34.7%
Social Services	63	113	176	35.8%	64.2%
Statistics	5	2	7	71.4%	28.6%
Substance Abuse	11	11	22	50.0%	50.0%
Tourism	32	8	40	80.0%	20.0%
Treasury	24	3	27	88.9%	11.1%
Youth & Sport	19	18	37	51.4%	48.6%
<b>Total</b>	<b>1977</b>	<b>1130</b>	<b>3107</b>	<b>63.6%</b>	<b>36.4%</b>

There are seven Departments where over 50% of employees are non-Caymanian. They are Agriculture, the Audit Office, Education, the Governors Office, the Portofio of Legal Affairs, Prison and the Social Services Department, highlighted above.

Departments with a particularly high proportion of Caymanian employees (over 90%, highlighted above) are District Administration, Customs, Fire, Immigration, Leglislative and the Postal Service.

Percentage of employees by Gender and Grade



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	GAA	GBB	GCC	GDD	GEE	GFF	Not Known	Total
Female	1	3	5	6	16	10	14	34	67	140	222	85	87	211	49	161	17	135	97	103	13	7	6	1	1490	
Male	4	7	8	11	14	13	11	35	50	70	150	102	143	97	302	8	41	2	89	128	124	105	56	47		1617
<b>Total</b>	<b>4</b>	<b>8</b>	<b>11</b>	<b>16</b>	<b>20</b>	<b>29</b>	<b>21</b>	<b>49</b>	<b>84</b>	<b>137</b>	<b>290</b>	<b>324</b>	<b>228</b>	<b>184</b>	<b>513</b>	<b>57</b>	<b>202</b>	<b>19</b>	<b>224</b>	<b>225</b>	<b>227</b>	<b>118</b>	<b>63</b>	<b>53</b>	<b>1</b>	<b>3107</b>

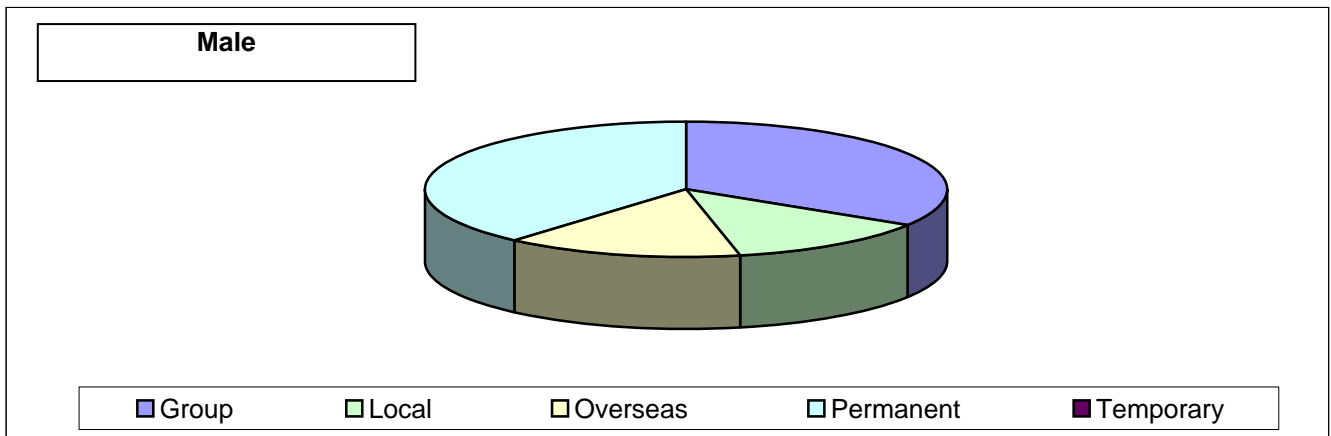
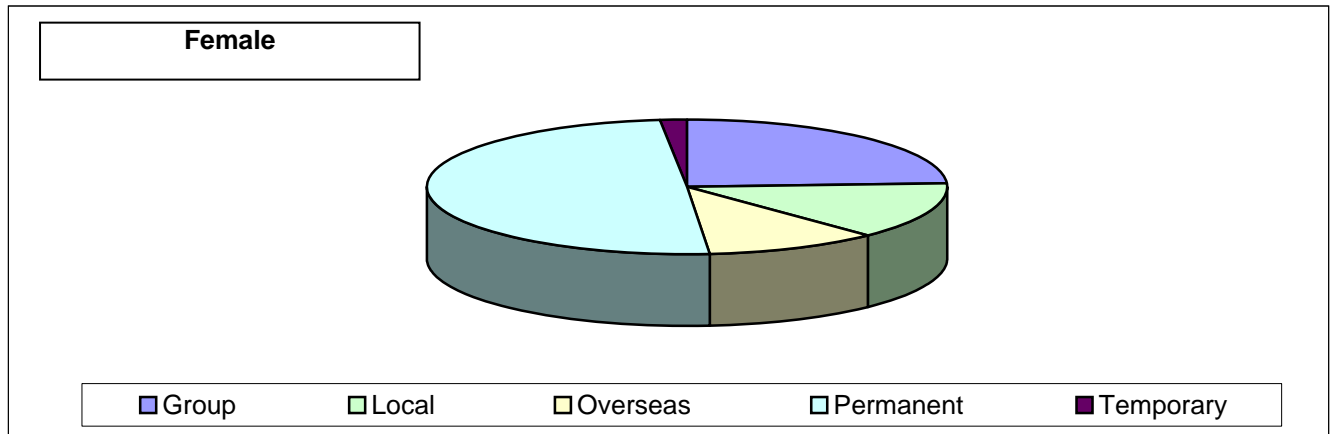
Employees within Cayman Island Government are quite evenly split by gender, the workforce comprising 48% females and 52% males.

The graphs above shows the proportion of grades held by female and male staff, the solid line showing the percentage expected if the grades were uniformly distributed.

For salaried staff, male employees constitute 69% or more of employees at all grades A to E, while female employees constitute 79% or more of employees at the lower salary grades R to P.

For Group employees male employees dominate the higher wage ranges where 89% of employees at grades GDD to GFF are male.

Percentage of Employees by Gender and Employment Type



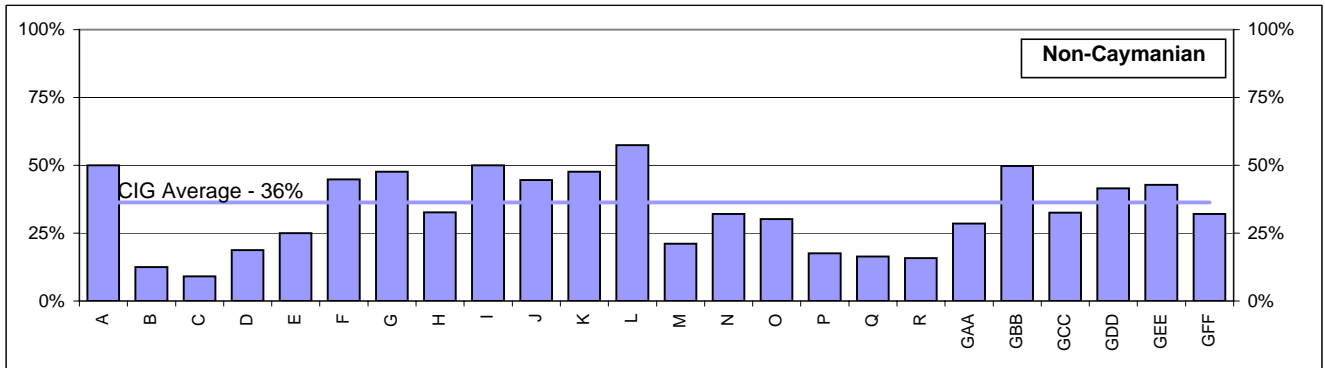
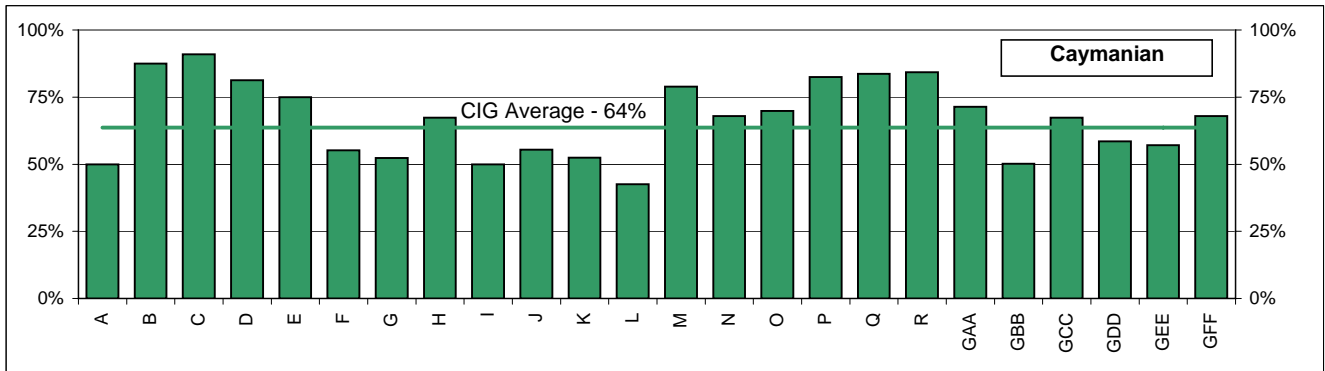
	Female	Male	Total	Female	Male
Group	362	549	<b>911</b>	39.7%	60.3%
Local	199	205	<b>404</b>	49.3%	50.7%
Overseas	164	237	<b>401</b>	40.9%	59.1%
Permanent	739	624	<b>1363</b>	54.2%	45.8%
Temporary	26	2	<b>28</b>	92.9%	7.1%
<b>Total</b>	<b>1490</b>	<b>1617</b>	<b>3107</b>	<b>48.0%</b>	<b>52.0%</b>

The graphs above show the proportion of employment status held by male and female employees.

Nearly half of all female employees are employed as permanent pensionable employees, and a further quarter employed on group contracts.

Permanent pensionable employees and Group contracts account for 39% and 34% of male employees respectively.

Percentage of employees by Nationality and Grade



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	GAA	GBB	GCC	GDD	GEE	GFF	Not Known	Total
Caymanian	2	7	10	13	15	16	11	33	42	76	152	138	180	125	358	47	169	16	160	113	153	69	36	36		1977
Non-Caymanian	2	1	1	3	5	13	10	16	42	61	138	186	48	59	155	10	33	3	64	112	74	49	27	17	1	1130
<b>Total</b>	<b>4</b>	<b>8</b>	<b>11</b>	<b>16</b>	<b>20</b>	<b>29</b>	<b>21</b>	<b>49</b>	<b>84</b>	<b>137</b>	<b>290</b>	<b>324</b>	<b>228</b>	<b>184</b>	<b>513</b>	<b>57</b>	<b>202</b>	<b>19</b>	<b>224</b>	<b>225</b>	<b>227</b>	<b>118</b>	<b>63</b>	<b>53</b>	<b>1</b>	<b>3107</b>

The graphs above shows the percentage of grades that are occupied by Caymanian and Non-Caymanian Employees. As of 10th January 2003, 64% of employees were Caymanian and the remaining 36% non-Caymanian.

Caymanian employees hold a high proportion of jobs in both the higher salary range (Grades B to E) and the lower salary range (Grades P to R), whilst Non-Caymanian employees are over represented in the mid salary ranges.

**Appointment Information 01-Jan-02 to 31-Dec-02**

**Department Breakdown by Employment Type**

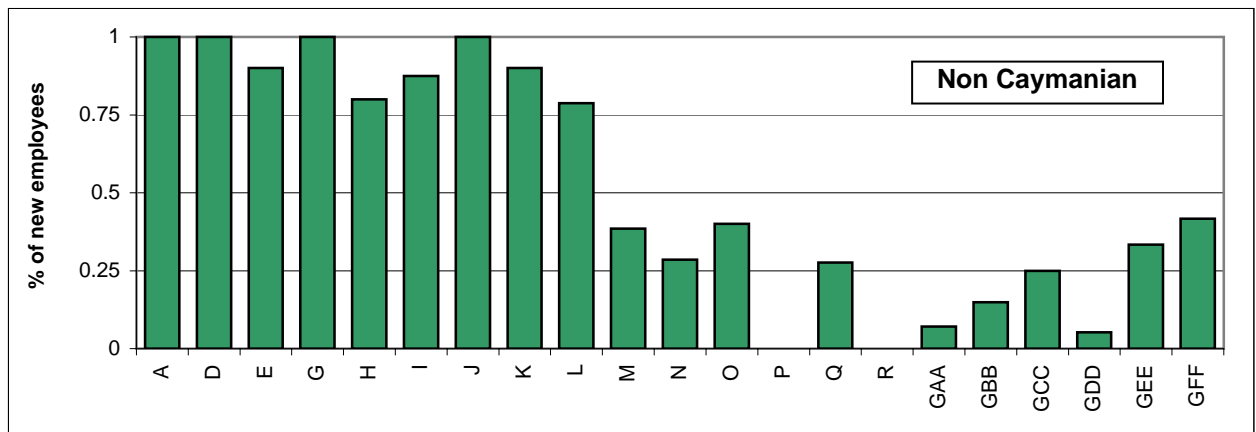
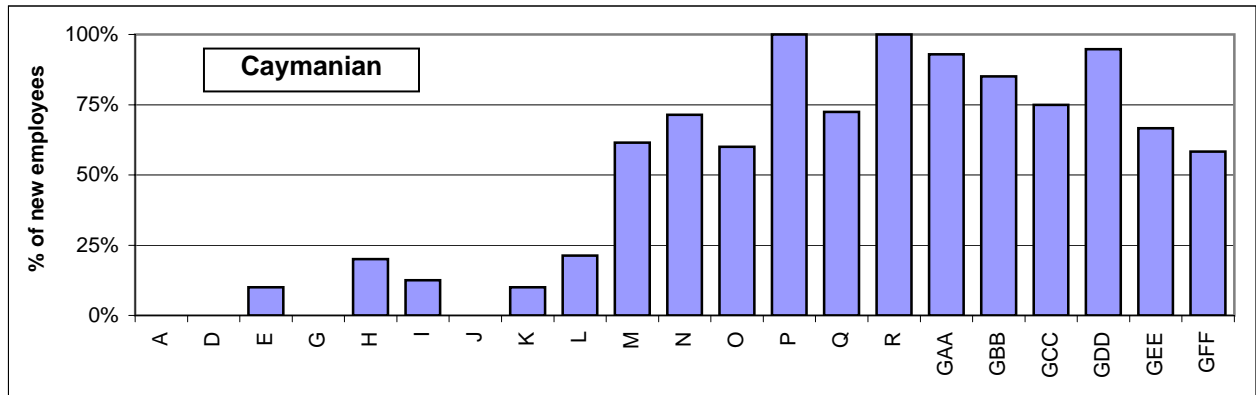
<b>Department</b>	<b>Group</b>	<b>Local</b>	<b>Overseas</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Total</b>
Agriculture	2			1		3
Audit		1	4			5
Broadcasting	1					1
Computer Services	1		8	3		12
Customs	3			2		5
District Administration	17					17
DVES	11					11
Education	58	8	23	6	2	97
Environment				1		1
Environmental Health	21	1				22
Finance & Economic Dept		1		2		3
Fire				5		5
Gen Registry & Shipping	6			5		11
Governors Office		2	1			3
Health Services	27	1	5	4	2	39
Immigration	5					5
Int/Ext Affairs	1		1			2
Judicial		1			1	2
Lands & Survey	3		4			7
Legal Affairs			4		1	5
Legislative		1				1
Ministry CDWAY&S	2					2
Ministry HER&C	3	1	1	1		6
Ministry of H&IT		1		3		4
Ministry P&W		1		2	1	4
Ministry TE&T	3	1		1		5
MRCU	2					2
Personnel			1			1
Planning				2		2
Police	6	12		12		30
Prison	3	10	1	7		21
Public Works	44	1				45
Social Services	23					23
Substance Abuse Services	2		2	1		5
Tourism	5		1	5		11
Treasury				3		3
Youth & Sport	3			1		4
<b>Total</b>	<b>252</b>	<b>43</b>	<b>56</b>	<b>67</b>	<b>7</b>	<b>425</b>
% of Total Appointments	59.3%	10.1%	13.2%	15.8%	1.6%	100.0%

There were over 400 new appointments to the Civil Service during 2002, the majority of which were Group employees (60%) a number of whom had been previously employed.

Of the non-group appointments the largest proportion was of Permanent Pensionable Employees (39%) with the remainder being to Overseas (32%), Local (25%) and Temporary (4%) contracts.

**Appointment Information 01-Jan-02 to 31-Dec-02**

**Percentage of new appointments by nationality and Grade**



	A	D	E	G	H	I	J	K	L	M	N	O	P	Q	R	GAA	GBB	GCC	GDD	GEE	GFF	Total
<b>Caymanian</b>			1		2	1		2	10	8	5	18	5	21	2	66	63	39	18	2	7	<b>270</b>
<b>Non-Caymanian</b>	1	1	9	5	8	7	6	18	37	5	2	12		8		5	11	13	1	1	5	<b>155</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>5</b>	<b>10</b>	<b>8</b>	<b>6</b>	<b>20</b>	<b>47</b>	<b>13</b>	<b>7</b>	<b>30</b>	<b>5</b>	<b>29</b>	<b>2</b>	<b>71</b>	<b>74</b>	<b>52</b>	<b>19</b>	<b>3</b>	<b>12</b>	<b>425</b>

It is still more prevalent for new appointments to the Civil Service in the higher salary ranges to be Non-Caymanians. During 2002 it is only for grades M and below that over half the recruitment were Caymanian. This information should however be considered in conjunction with the information on internal promotions shown on page 11.

Caymanians comprise the higher proportion of new appointments in all grades of new appointment of group employees.

This information includes all employee types and current Health Authority Employees who were recruited pre 01st July 2002.

**Promotion Information 01-Jan-02 to 31-Dec-02**

**Number of Promotions between Grades**

		New Grade											Total	
		E	F	G	H	I	J	K	L	M	N	O		P
Old Grade	H	1		1										2
	I		1		4									5
	J			1		3	1							5
	K		1			2	7							10
	L					1	2	11						14
	M					1			3					4
	N								1	2	1			4
	O								4	2	5			11
	P									2	2			4
	Q										3	4	2	9
	N/K							1			1			2
	Total	1	2	2	4	7	10	12	8	6	12	4	2	70

Key to number of grades increased during promotion      4      3      2      1      Same

**Number of Promotions by Nationality**

Nationality	New Grade											Total	
	E	F	G	H	I	J	K	L	M	N	O		P
American								1	1				2
Belizean										1			1
British										1			1
Canadian				1									1
Caymanian	1	2	2	3	6	9	9	7	4	10	4	2	59
Jamaican					1	1			1				3
Trinidadian							2						2
Turkish							1						1
Total	1	2	2	4	7	10	12	8	6	12	4	2	70

**% Caymanian within Grade**

%	100%	100%	100%	75%	86%	90%	75%	88%	67%	83%	100%	100%	84%
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There were 70 employees promoted through PSC during 2002.

Table one shows the grade changes awarded during promotion, for example 2 people were promoted 4 grades (shaded purple and promoted K to F and M to I). During last year, the majority of promotions were to jobs one grade higher than those previously held (54% of promotions).

Table two shows the number of employees promoted split by nationality and grade. Caymanians formed the majority of employees being promoted, 84% of all promotions.

**Resignation Information 01-Jan-02 to 31-Dec-02**

**Leavers by Department and Employment Type**

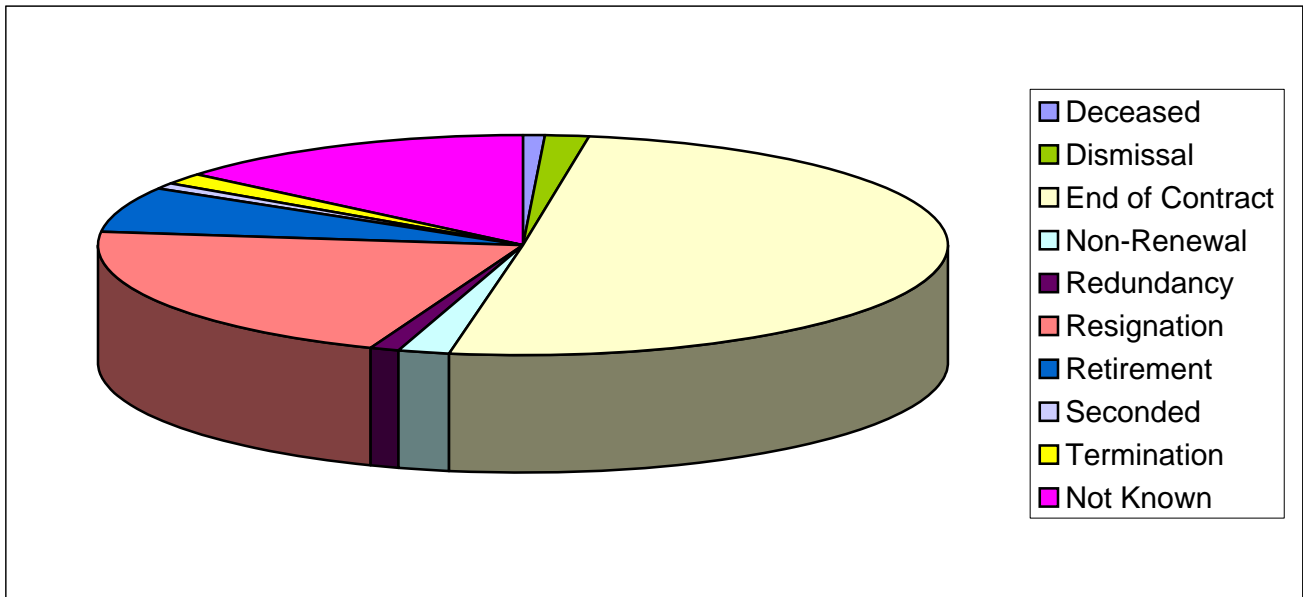
<b>Department</b>	<b>Group</b>	<b>Local</b>	<b>Overseas</b>	<b>Permanent</b>	<b>Temporary</b>	<b>Total</b>
Agriculture	1	1		1		3
Broadcasting	1	1				2
Computer Services			4		1	5
Customs				3		3
District Administration	19	1		1		21
DVES	3			2		5
Education	31	4	16	7	2	60
Environmental Health	15	1	3			19
Finance & Economic Dept	1	1	2	1		5
Fire				1		1
Gen Registry & Shipping	2			1	2	5
Governors Office			1			1
Health Services	14	5	10	3		32
Immigration	8			4		12
Int/Ext Affairs	1	1		2		4
Judicial	1	2	3			6
Lands & Survey	2		2	2	1	7
Legal Affairs		1	1	2	1	5
Legislative		1				1
Ministry CDWAY&S	5			2		7
Ministry HER&C	3		1	1		5
Ministry of H&IT			1	3	1	5
Ministry P&W		2		1		3
Ministry TE&T	3			3	1	7
MRCU	1		2			3
Personnel	1			2		3
Planning		1				1
Police	2	4	4	9	5	24
Postal	2			2	1	5
Prison	3	5	6	3		17
Public Works	17	1	2	2		22
Social Services	49	1	2		1	53
Substance Abuse Services	2	3	6	1		12
Tourism	3			3		6
Treasury		1				1
Youth & Sport		1	1			2
<b>Total</b>	<b>190</b>	<b>38</b>	<b>67</b>	<b>62</b>	<b>16</b>	<b>373</b>

373 employees left Government employment during 2002, excluding those who transferred to the Health Authority. Group employees made up the largest proportion, over half, of all leavers. 18% of all leavers were on overseas contracts, 10% were on local contract and 17% were permanent pensionable employees.



Resignation Information 01-Jan-02 to 31-Dec-02

Leavers by Employment Type and Reason



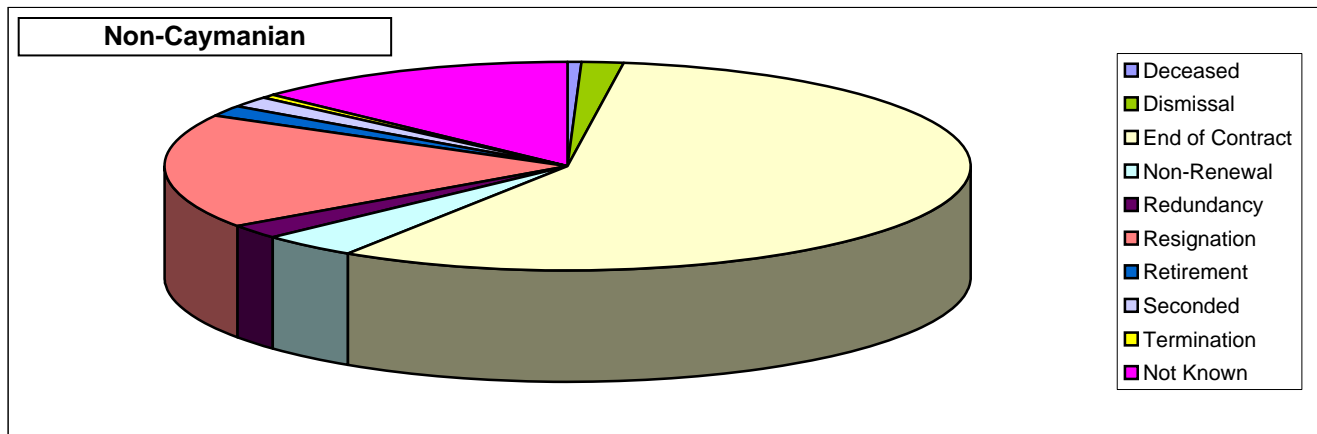
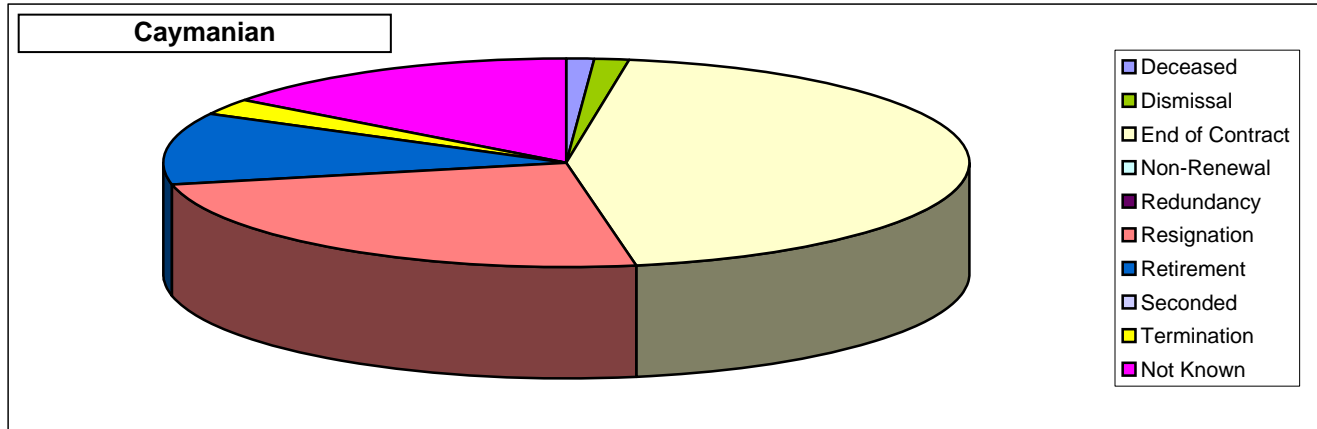
Reason	Group	Local	Overseas	Permanent	Temporary	Total	%
Deceased	1		1	1		3	0.8%
Dismissal	1	2		2	1	6	1.6%
End of Contract	114	21	43		10	188	50.4%
Non-Renewal	3	3			1	7	1.9%
Redundancy	4					4	1.1%
Resignation	26	6	13	33	1	79	21.2%
Retirement	7	1		16	1	25	6.7%
Seconded	1		1		1	3	0.8%
Termination	3			3		6	1.6%
Not Known	30	5	9	7	1	52	13.9%
<b>Total</b>	<b>190</b>	<b>38</b>	<b>67</b>	<b>62</b>	<b>16</b>	<b>373</b>	<b>100.0%</b>

The greatest proportion of employees leave government employment as a result of their contract expiring, which during 2002 accounted for over 50% of all leavers. 79 employees resigned from Government employment, this equates to approximately 2% staff turnover rate.

Staff turnover for the Civil Service (based on the average employee figures for January & July 2002) was 11%, Group turnover was 18% and Non-Group turnover 7%.

Resignation Information 01-Jan-02 to 31-Dec-02

Leavers by Nationality and Reason



Reason	Caymanian	Non-Caymanian	Total
Deceased	2	1	3
Dismissal	3	3	6
End of Contract	88	100	188
Non-Renewal		7	7
Redundancy		4	4
Resignation	48	31	79
Retirement	22	3	25
Seconded		3	3
Termination	5	1	6
Not Known	29	23	52
<b>Total</b>	<b>197</b>	<b>176</b>	<b>373</b>

The graphs show the reasons given for ending employment, split by nationality.

**Historical Employee Information as at 31st December 1994 - 2002**

	1994	1995	1996	1997	1998	1999	2000	2001	2002
<b>MINISTRIES<sup>1</sup></b>									
Tourism, Commerce & Transport*	210	186	201	168	214	228	261	238	215
Community Affairs, Sports, Women, Youth & Culture	74	95	99	116	96	95	121	103	263
Health, Social Welfare, Drug Abuse Prevention & Rehabilitation	-	302	318	394	521	564	539	697	89
Agriculture, Environment, Communication & Works	152	235	235	262	233	230	305	371	322
Education, Aviation & Planning	356	374	386	411	430	421	435	501	473
<b>Total</b>	<b>792</b>	<b>1,192</b>	<b>1,239</b>	<b>1,351</b>	<b>1,494</b>	<b>1,538</b>	<b>1,661</b>	<b>1,910</b>	<b>1,362</b>
<b>PORTFOLIOS</b>									
Finance & Development	162	177	186	181	187	196	199	251	210
Internal & External Affairs	606	569	617	648	593	623	611	687	506
Legal	24	25	28	30	30	31	31	40	32
Office of the Governor	4	4	4	4	4	4	4	4	6
<b>OTHER EXTERNAL DEPARTMENTS</b>									
Cayman Islands Audit Office	10	13	11	12	11	15	13	17	16
Judicial Department	35	36	37	38	40	34	44	55	41
<b>TOTAL FILLED POSTS</b>	<b>1,633</b>	<b>2,016</b>	<b>2,122</b>	<b>2,264</b>	<b>2,359</b>	<b>2,441</b>	<b>2,563</b>	<b>2,964</b>	<b>2,173</b>

**Notes**

<sup>1</sup> Ministry totals includes all Departments, Offices and Units under the Ministry's responsibility.

\* Tourism totals includes 55 overseas posts which are always filled (Excluding 2002).

## Glossary of Terms

Term	Explanation
Employee Information	<p>This relates to the number of employees that are managed locally on the HR/Payroll system.</p> <p>Including</p> <ul style="list-style-type: none"> <li>- Civil Servants</li> <li>- Judges</li> <li>- The UK Representative and Deputy Representative (by exception)</li> </ul> <p>Excluding</p> <ul style="list-style-type: none"> <li>- Politicians</li> <li>- Governors Office support staff whose contracts are held by the Home Office</li> <li>- Employees who are on an unpaid career break</li> <li>-Overseas employees (Non Caymanian) of the Tourism Department</li> </ul>
Employee Category	Describes the type of terms and conditions that an employee is retained on. The various categories of employment terms are permanent and pensionable staff, employees on overseas contracts, local contracts, temporary contracts and on group employment terms.
Number of employees or Headcount	The number of individuals. Where an employee holds two distinct jobs they are included in the totals twice, as they may be working in two different departments and should appear in both sub totals.
Department	<p>The information presented at Department Level relates to the various cost centers that constitute a department.</p> <p>Where a Ministry or Portfolio appears listed as a department this does not mean the whole Ministry/Portfolio. It relates to those cost centers that fall under the Ministry/Portfolio administration.</p>
Grades	<p>Salaried staff are paid on grades A to R, where A is the highest grade and R the lowest. Some positions such as the Judges and the Governor lie outside the regular grading structure. These positions have been included under grade A for ease of classification.</p> <p>Hourly paid staff are paid on grades GAA through GFF where GAA is the highest grade and GFF the lowest.</p>
Nationality	Nationality is used to describe whether an employee is Caymanian or Non-Caymanian.