SUSPENSION OF THIRTEENTH MONTH PAY AND END OF THE YEAR GRATUITY BILL, 2020

(Bill No. 28 of 2020)

OBJECTS AND REASONS

This Bill seeks to suspend the payment of the thirteenth month pay payable to workers under Employment Act (Cap 69) and end of the year gratuity payable to the Designated Minister and the Ministers under the Ministerial Emoluments Act (Cap 130), the Vice-President under the Vice-Presidential Emoluments Act (Cap 245) and the Speaker, Deputy Speaker, Leader of Opposition, Leader of Government Business and the Members of the National Assembly under the National Assembly Members Emoluments Act (Cap 286).

Clause 2 of the Bill seeks to suspend the payment of thirteenth month pay under section 46C of the Employment Act (Cap 69).

Clause 3 of the Bill seeks to suspend the payment of gratuity at the end of the year 2020 to the Designated Minister and the Ministers under section 2(c)(i) and (ii) of the Ministerial Emoluments Act (Cap 130).

Clause 4 of the Bill seeks to suspend the payment of gratuity at the end of the year 2020 to the Vice-President under section 2 (b) and section 3(b) of the Vice-Presidential Emoluments Act (Cap 245).

Clause 5 of the Bill seeks to suspend the payment of gratuity at the end of the year 2020 to the Speaker, Deputy Speaker, Leader of the Opposition, Leader of Government Business and the members of the National Assembly under section 2(1)(b), (1A), 2(b) and (c), section 3(1)(b) and (2), section 3A.(1)(b) and (c) and section 4(b) and (c), respectively, of the National Assembly Members Emoluments Act (Cap 286).

Dated this 26th day of November, 2020.

FRANK D.R. ALLY ATTORNEY-GENERAL

SUSPENSION OF THIRTEENTH MONTH PAY AND END OF THE YEAR GRATUITY BILL, 2020

(Bill No. 28 of 2020)



A BILL

OF

AN ACT to suspend the payment of the thirteenth month pay payable to workers under the Employment Act (Cap 69) in respect of the year 2020 and the end of the year gratuity payable under the Ministerial Emoluments Act (Cap 130), the Vice-Presidential Emoluments Act (Cap 245) and the National Assembly Members Emoluments Act (Cap 286).

ENACTED by the President and the National Assembly.

1. This Act may be cited as the Suspension of Short title Thirteenth Month Pay and End of the Year Gratuity Act, 2020.

Suspension of thirteen month pay under Cap 69

- **2.**(1) The payment of thirteenth month pay under section 46C of the Employment Act in respect of the period from 1st January, 2020 to 31st December, 2020 is hereby suspended.
- (2) Notwithstanding subsection (1), if any employer pays thirteenth month pay to his or her workers, such payment shall be eligible for exemption under the Second Schedule to the Income and Non-Monetary Benefits Tax Act (Cap 273).

Suspension of gratuity under Cap 130

3. The payment of gratuity under section 2 (c) (i) and (ii) of the Ministerial Emoluments Act is hereby suspended for the year 2020.

Suspension of gratuity under Cap 245

4. The payment of gratuity under section 2 (b) and section 3 (b) of the Vice-Presidential Emoluments Act are hereby suspended for the year 2020.

Suspension of gratuity under Cap 286

5. The payment of gratuity under section 2(1) (b), (1A), (2)(b) and (c), section 3(1)(b) and (2), section 3A.(1) (b) and (c) and section 4(b) and (c) of the National Assembly Members Emoluments Act are hereby suspended for the year 2020.