

GRENADA

Employment (Amendment) (1999) Act 10 of 2000

Arrangement of Sections

1. Short title
2. Amendment of section 2 of Act No. 14 of 1999
3. Amendment of section 3 of Act No. 14 of 1999
4. Amendment of section 3 of Act No. 14 of 1999
5. Amendment of section 3 of Act No. 14 of 1999
6. Commencement

Act No. 10 of 2000.

I assent,
Daniel Charles Williams,
Governor-General,
28th February 2000

An Act to amend the Employment Act, 1999, No. 14.

[By proclamation]

Be it enacted by the Queen's Most Excellent Majesty, by and with the advice and consent of the Senate and House of Representatives of Grenada, by and with the authority of the same as follows:

Short title

1. This Act may be cited as the Employment (Amendment) (1999) Act, 2000.

Amendment of section 2 of Act No. 14/1999.

2. Section 2 of the employment Act, 1999 (hereinafter referred to as the Principal Act) by the following:

- (a) deleting the definition of "dependant contractor" and substituting the following:

"dependent contractor" means any person or undertaking, corporation, company, public authority, or body of persons, being an employer, who or which employs any person to work under a contract of employment, but whose economic means are of such a nature that that dependant contractor or "petty contractor" has to depend on assistance whether financial or otherwise prior to the undertaking of the contract.

(b) deleting the definition of “employee” and substituting the following:

"employee" means a person who has entered into or works under a contract of employment with an employer, whether such contract be expressed or implied oral or written; the term “employee” may be used interchangeably with the term “worker” and has the same meaning”.

(c) inserting after the definition of “forced labour”, and before the definition of “Minister” the following:

"independent contractor" means any person or undertaking, corporation, company, public authority, or body of persons being an employer, who or which employs any person to work under a contract of employment, but whose economic means are of such a nature that that independent contractor does not have to depend on assistance whether financial or otherwise prior to the undertaking of the contract.

Amendment of section 3 of Act No. 14/1999

3. Section of the Principal Act is amended by adding the following new paragraph after “employee”

“Notwithstanding, where an employee has received any specific benefit under an agreement, he shall not be entitled to the same benefit under any provision of the Act”.

Amendment of section 29 of Act No. 14/1999

4. Section 29. (5) of the Principal Act is amended by replacing the full stop at the end of the paragraph with a comma and adding the following;

“but only so far as it relates to the usual mode of employment”.:

Amendment of section 39 of Act No. 14/1999

5. Section 39 of the Principal Act is amended by the following:

(a) in paragraph 1, insert “or” between “guard” and “a” in the second line and delete “or a shift worker” in the third line.

(b) In paragraph 3, delete “or shift worker” in the second line.

Commencement

6. This Act shall come into operation on such day as the Governor-General appoints by Proclamation for the commencement of the Principal Act.

Passed by the Senate this 28th day of December, 1999.

Abel Newton
Clerk to the Senate

Passed by the House of Representatives this 28th day of January, 2000.

Abel Newton
Clerk to the House of Representatives.