

No. 59.

THE HOTELS LAW.
CAP. 104 AND LAW 33 OF 1952.

REGULATIONS MADE UNDER SECTION 12.

A. B. WRIGHT,
Governor.

Cap. 104.
33 of 1952.

In exercise of the powers vested in me by section 12 of the Hotels Law, I, the Governor, with the advice of the Executive Council, do hereby make the following Regulations:—

1. These Regulations may be cited as the Hotels (Conditions of Service) Regulations, 1953.

2. In these Regulations unless the context otherwise requires—

“hours of leisure” means a period during which a servant is free to leave the hotel without performing any work for his employer and, if he chooses and is permitted to remain on the premises, will not be required to attend upon any guest or perform any work connected with the hotel;

“hours of sleep” means a consecutive period during which the servant shall not be interrupted except in the case of some unexpected emergency, such as illness or unforeseen arrival of guests, but not waiting up for guests who come in late or getting up to call guests who wish to rise unusually early;

“hours of duty” means any period during which a servant is required to perform work in and about a hotel or on behalf of the hotel-keeper, including any period during which, though not actually working, he is required to hold himself at the disposal of guests or the hotel-keeper;

“servant” means any person employed in any capacity in connection with the business of a hotel and includes an employee in any restaurant or kitchen under the same management or in the same premises but shall not include the manager;

“service charge” means any addition to guests’ bills in lieu of gratuity or as a charge for service.

3.—(1) There shall be established an Hotels Conditions of Service Committee (hereinafter referred to as “the Committee”) constituted as in paragraph (2) of this Regulation provided, which shall exercise the functions and perform the duties entrusted to such Committee by these Regulations.

(2) The Committee shall consist of—

- (a) the Commissioner of Labour, or such other person as may be nominated by him as Chairman;
- (b) the Director of Touring or his representative;
- (c) two persons appointed by the Governor after consultation with any representative organizations of hotel-keepers concerned; and
- (d) two persons appointed by the Governor after consultation with any representative organizations of servants concerned.

(3) Any member of the Committee, appointed by the Governor, shall hold office for a period of three years from the date of his appointment, unless such appointment is previously terminated by the Governor.

(4) Any member of the Committee, appointed by the Governor, may resign his membership upon giving notice thereof in writing to the Governor through the Chairman.

(5) No act or proceeding of the Committee shall be deemed to be invalid by reason only of any vacancy in the Committee.

4. No hotel-keeper shall employ a servant in any capacity whatsoever for a longer period than fifty-eight hours, excluding meal times, in any one week or nine hours in any one day or at other hours than those set out in the table of working hours required to be kept exhibited in accordance with the provisions of sub-paragraph (b) of paragraph (1) of Regulation 8 :

Provided that in case of sickness of a servant supported by a medical certificate one or more of the other servants may carry out his duties for a period not exceeding one week even if such servant or servants will on this account work more than the prescribed hours :

Provided also that the Committee, if satisfied that conditions of work are so light as to justify it, may grant a licence to any hotel-keeper to employ a servant for more than the above hours on such terms and conditions as may be stated in the licence :

Provided also that a servant who has not attained the age of eighteen years shall not be employed for a longer period than forty-eight hours, excluding meal times, in any one week and a servant who has not attained the age of sixteen years shall not be employed for a longer period than forty-two hours, excluding meal times, in any one week.

5. On at least one day in each week a servant shall have a half-holiday after 2.30 p.m. and shall not during that half-holiday be employed in any capacity.

6. In every period of twenty-four hours every servant shall be entitled to eight hours of sleep.

7. In every four weeks of service every servant shall have one whole day's holiday.

If the hotel-keeper and the servant agree in writing these holidays may be accumulated and taken at intervals of not more than one calendar year.

8.—(1) Every hotel-keeper shall keep exhibited in a place in his hotel, to which all servants have regular access, the following :—

- (a) a list of the servants employed therein ;
- (b) a table showing the hours of duty, sleep and leisure of each servant ;
- (c) a notice showing the day appointed for the weekly half-holiday prescribed by regulation 5 and the four-weekly whole holiday prescribed by regulation 7 ;
- (d) a table showing the manner of distribution among the staff of any sums received by a hotel-keeper for service.

(2) The list of servants, the table of hours of duty, sleep and leisure, the notice for the weekly half-holiday and the table showing the distribution of the service charge shall not be changed at less than forty-eight hours' notice to the servant concerned, except in the event of illness or departure of a servant without notice. Every hotel-keeper shall send a copy of any such list, table and notice and of any alterations to them to the Committee within twenty-four hours of exhibiting it.

9. Subject to the provisions of Regulation 10 a service charge shall be charged by every hotel-keeper at the rate of 10% on bills for meals, boarding terms or accommodation, on laundry carried out by the hotel staff, and on drinks served other than at a bar.

10.—(1) The whole of any sums received by a hotel-keeper for service shall be distributed amongst the staff in such proportion as may be agreed by any associations of hotel-keepers and staffs concerned and approved by the Committee or, failing agreement, as may be approved by the Committee.

(2) Deductions may be made for breakages only if such breakage can be shown to have occurred during the period in respect of which such service charges are being distributed and if the person responsible for the breakage is not known. Provided that such deductions shall not exceed 10% of the total monthly sum of the service charge and provided further that if the person responsible for the breakage can be ascertained the value of such breakage shall be deducted only from his share in the service charge.

(3) The hotel-keeper's numbered counterfoils of any receipts issued in accordance with regulation 11 and any books and inventories relating to the service charges may be inspected (not more than once a day and at a reasonable time) by a person nominated by the servants to ascertain that the whole of the amounts added to customers' bills have been brought to account and distributed in accordance with paragraph (1) of this Regulation.

11. Every hotel-keeper shall issue numbered counterfoil receipts for any payments he receives.

12.—(1) The Committee or any member thereof, any Labour Inspector and any police officer not below the rank of sergeant may at all reasonable hours enter, inspect and examine any hotel and every part thereof to ascertain whether the provisions of these Regulations are being complied with.

(2) Every hotel-keeper, his agents and servants shall furnish such facilities, books or records as may be required by the Committee or any member thereof, any Labour Inspector or any police officer for the purpose of any such inspection, enquiry or examination.

(3) If any person wilfully delays or obstructs the Committee or any member thereof, or any Labour Inspector or any police officer in the exercise of the powers conferred by this Regulation, such person shall be guilty of an offence against these Regulations and shall be liable, on conviction, to a fine not exceeding twenty pounds.

13. If any hotel-keeper contravenes or fails to comply with any of the provisions of these Regulations he shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding fifty pounds.

Gazettes :
Suppl. No. 3:
18.7.1946
4.7.1951

14. The Hotels (Conditions of Service) Regulations, 1946 and 1951, are hereby revoked.

Made at Nicosia, this 10th day of February, 1953.

(M.P. 643/46.)

A. S. ALDRIDGE,
Clerk of the Executive Council.

No. 60.

THE CUSTOMS LAW.

CAP. 292 AND LAW 5 OF 1952.

NOTIFICATION UNDER SECTION 65.

Cap. 292.
5 of 1952.

It is hereby notified that, by virtue of the powers vested in the Governor by section 65 of the Customs Law, and duly delegated to me, I, the Colonial Secretary, hereby approve the premises described in the first column of the Schedule hereto, belonging to the Cyprus Wine Association Ltd., Limassol, and occupied by Messrs. Christ. Haggipavlou & Sons Ltd.,