

# AS TABLED IN THE HOUSE OF ASSEMBLY

## **A BILL**

## **entitled**

## **DEPARTMENT OF LABOUR ACT 2025**

### TABLE OF CONTENTS

1	Citation
2	Inserts section 3AA
3	Amendments to the Employment Act 2000
4	Amendments to the Trade Union and Labour Relations (Consolidation) Act 2021
5	Consequential amendments
6	Commencement

WHEREAS it is expedient to amend the Employment Act 2000 and the Trade Union and Labour Relations (Consolidation) Act 2021 with respect to the continuation of the Department of Labour under the supervision of the Director of Labour, who is the public officer responsible for the Department; and to provide for related matters;

Be it enacted by The King's Most Excellent Majesty, by and with the advice and consent of the Senate and the House of Assembly of Bermuda, and by the authority of the same, as follows:

### **Citation**

- 1 This Act may be cited as the Department of Labour Act 2025.

### **Inserts section 3AA**

- 2 The Employment Act 2000 is amended by inserting after section 3 the following—

#### **“Department of Labour**

3AA (1) There shall continue to be a department of Government known as the Department of Labour.

(2) The Department shall—

- (a) subject to the general direction and control of the Minister, be under the supervision of a public officer who shall be known as the Director of Labour; and

## **DEPARTMENT OF LABOUR ACT 2025**

---

- (b) consist of such other public officers as may from time to time be authorized by the Minister.”.

### **Amendments to the Employment Act 2000**

3 The amendments to the Employment Act 2000 set out in Schedule 1 shall have effect.

### **Amendments to the Trade Union and Labour Relations (Consolidation) Act 2021**

4 The amendments to the Trade Union and Labour Relations (Consolidation) Act 2021 set out in Schedule 2 shall have effect.

### **Consequential amendments**

5 The statutory provisions set out in column 1 of Schedule 3 are amended as set out in column 2 thereof.

### **Commencement**

6 This Act comes into operation on such day as the Minister may appoint by notice published in the Gazette.

## DEPARTMENT OF LABOUR ACT 2025

---

### SCHEDULE 1

(section 3)

#### AMENDMENTS TO THE EMPLOYMENT ACT 2000

##### **Amends section 3**

1 Section 3 is amended—

- (a) in the definition of “civil penalty”, by deleting the word “Manager” in paragraph (a) and substituting “Director”;
- (b) by inserting in the correct alphabetical order the following—

“ “Director” means the Director of Labour referred to in section 3AA;”;
- (c) by repealing the definition of “Manager”.

##### **Amends section 4**

2 Section 4(2A) is amended by deleting the word “Manager” and substituting “Director”.

##### **Amends section 6**

3 Section 6(7) is amended by deleting the word “Manager” and substituting “Director”.

##### **Amends section 10B**

4 Section 10B(6) is amended by deleting the word “Manager” and substituting “Director”.

##### **Amends section 10H**

5 Section 10H(3) is amended by deleting the word “Manager” and substituting “Director”.

##### **Amends section 10J**

6 Section 10J(5)(a) is amended by deleting the word “Manager” and substituting “Director”.

##### **Amends section 29A**

7 Section 29A(2)(r) is amended by deleting the word “Manager” and substituting “Director”.

##### **Amends section 36**

8 Section 36(4) is amended by deleting the word “Manager” and substituting “Director”.

## **DEPARTMENT OF LABOUR ACT 2025**

---

### **Amends section 37**

9 Section 37 is amended in subsections (4) and (5)(b) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 37A**

10 Section 37A is amended in the headnote and in subsections (1), (2), (4), (4)(c), (5), (6) and (8)(b) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 44J**

11 Section 44J(1) is amended by deleting the word “Manager” and substituting “Director”.

### **Amends section 44M**

12 Section 44M(5)(b) is amended by deleting the word “Manager” and substituting “Director”.

## DEPARTMENT OF LABOUR ACT 2025

---

### SCHEDULE 2

(section 4)

### AMENDMENTS TO THE TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 2021

#### **Amends section 2**

1 Section 2 is amended—

- (a) in the definition of “civil penalty”, by deleting the word “Manager” in paragraph (a) and substituting “Director”;
- (b) by inserting in the correct alphabetical order the following—

“ “Director” means the Director of Labour referred to in section 3AA of the Employment Act 2000;”;

- (c) by repealing the definition of “Manager”.

#### **Amends section 41**

2 Section 41(1) is amended by deleting the word “Manager” and substituting “Director”.

#### **Amends section 43**

3 Section 43 is amended in subsections (1) and (2) by deleting the word “Manager” wherever it appears, and substituting “Director”.

#### **Amends section 44**

4 Section 44 is amended in subsections (1)(a), (1)(b) and (2) by deleting the word “Manager” wherever it appears and substituting “Director”.

#### **Amends section 46**

5 Section 46(2) is amended by deleting the word “Manager” wherever it appears, and substituting “Director”.

#### **Amends section 47**

6 Section 47 is amended in subsections (1)(a)(ii), (2), (3), (4) and (5) by deleting the word “Manager” wherever it appears and substituting “Director”.

#### **Amends section 49**

7 Section 49(3)(b) is amended by deleting the word “Manager” and substituting “Director”.

#### **Amends section 50**

8 Section 50(3)(b) is amended by deleting the word “Manager” and substituting “Director”.

## **DEPARTMENT OF LABOUR ACT 2025**

---

### **Amends section 51**

9 Section 51 is amended in subsections (1), (2) and (3) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 53**

10 Section 53 is amended in subsections (1) and (2) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 54**

11 Section 54 is amended in subsections (2)(b) and (4) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 57**

12 Section 57 is amended in subsections (1), (3) through (8) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 58**

13 Section 58(1) is amended by deleting the word “Manager” and substituting “Director”.

### **Amends section 60**

14 Section 60 is amended in the headnote and in subsections (1) and (2) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 61**

15 Section 61 is amended in subsections (3),(4) and (5) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 67**

16 Section 67 is amended in the headnote and in subsection (1) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 68**

17 Section 68 is amended in subsections (1), (2) and (2)(b) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 69**

18 Section 69 is amended in the headnote and in subsections (1), (2), (3) and (4) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 70**

19 Section 70 is amended in subsections (1), (2) and (3) by deleting the word “Manager” wherever it appears and substituting “Director”.

## **DEPARTMENT OF LABOUR ACT 2025**

---

### **Amends section 72**

20 Section 72(1) is amended by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 73**

21 Section 73(2) is amended by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 77**

22 Section 77 is amended in subsections (1) and (2) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 78**

23 Section 78(2) is amended by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 80**

24 Section 80 is amended in subsections (2)(a) and (2)(b) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 82**

25 Section 82 is amended in the headnote and in the opening words by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 83**

26 Section 83(2)(a)(i) is amended by deleting the word “Manager” and substituting “Director”.

### **Amends section 90**

27 Section 90 is amended in the headnote and in subsections (1), (2), (3), (5), (6), (7) and (9)(b) by deleting the word “Manager” wherever it appears and substituting “Director”.

### **Amends section 96**

28 Section 96(2)(h) is amended by deleting the word “Manager” and substituting “Director”.

### **Amends section 98**

29 Section 98(4) is amended by deleting the word “Manager” and substituting “Director”.

### **Amends Schedule 1**

30 Schedule 1 is amended by deleting the word “Manager” wherever it appears and substituting “Director”.

## **DEPARTMENT OF LABOUR ACT 2025**

---

### **Amends Schedule 5**

31 Schedule 5 is amended—

- (a) in paragraph 1(b) by deleting the word “Manager” and substituting “Director”;
- (b) under the reference to section 53(2) in column 1 and column 2 by deleting the word “Manager” and substituting “Director”;
- (c) under the reference to section 61(3) in column 2 by deleting the word “Manager” and substituting “Director”.



**SCHEDULE 3**

(section 5)

**CONSEQUENTIAL AMENDMENTS**

**PART A - STATUTES**

COLUMN 1 Legislation	COLUMN 2 Amendments
1 Economic Development Act 1968	In section 3B(2)(e), delete “Manager of Labour Relations” and substitute “Director of Labour”
2 Employment of Children and Young Persons Act 1963	In section 1(1)(a)(iii), in the definition of “authorized officer”, delete “Manager of Labour Relations” and substitute “Director of Labour”
3 Good Governance Act 2012	In section 3(3)(q), delete “Manager of Labour Relations” and substitute “Director of Labour”
4 Police Act 1974	In section 29B(1), delete “Manager of Labour Relations” and substitute “Director of Labour”
5 Workers’ Compensation Act 1965	In section 13(1), delete “Manager of Labour Relations” and substitute “Director of Labour”

**PART B - STATUTORY INSTRUMENTS**

COLUMN 1 Legislation	COLUMN 2 Amendments
1 Labour Relations (Notice in Essential Services) Rules 1975	In the Schedule to the Rules—  (a) in Form 1, paragraph (a) and (b); (b) in Form 2, paragraph (a) and (b), delete the word “Manager” and substitute “Director”
2 Workmen’s Compensation (Prescribed Officer) Regulations 1974	In regulation 1, delete “Manager of Labour Relations of the Ministry of Home Affairs” and substitute “Director of Labour”
3 Workmen’s Compensation Rules of Court 1965	In rule 8, delete “Manager of Labour Relations” and substitute “Director of Labour”

## **DEPARTMENT OF LABOUR BILL 2025**

### **EXPLANATORY MEMORANDUM**

This Bill makes provision to amend the Employment Act 2000 and the Trade Union and Labour Relations (Consolidation) Act 2021 with respect to the continuation of the Department of Labour under the supervision of the Director of Labour as the public officer responsible for the Department. Related matters are provided for in Schedules 1, 2 and 3: Schedule 1 amends the Employment Act 2000, Schedule 2 amends the Trade Union and Labour Relations (Consolidation) Act 2021 and Schedule 3 provides consequential amendments to various primary and secondary legislation; all amendments change the officer responsible in the legislation from Manager of Labour Relations to the Director of Labour.

Clause 1 provides a citation for the Bill.

Clause 2 amends the Employment Act 2000 to insert a new section 3AA that provides for the continuation of the Department of Labour, under the supervision of the Director of Labour, who is the public officer responsible for the Department.

Clause 3 provides for amendments to the Employment Act 2000 as set out in Schedule 1.

Clause 4 provides for amendments to the Trade Union and Labour Relations (Consolidation) Act 2021 as set out in Schedule 2.

Clause 5 provides for consequential amendments as set out in Schedule 3.

Clause 6 provides for commencement.