

**SECOND SUPPLEMENT TO THE GIBRALTAR  
GAZETTE  
No. 2,634 of 17<sup>th</sup> OCTOBER, 1991.**

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LEGAL NOTICE NO. 192 OF 1991.

**EMPLOYMENT ORDINANCE.**

**CONDITIONS OF EMPLOYMENT (LICENCED NON-  
RESIDENTIAL ESTABLISHMENTS) (AMENDMENT) (NO. 2)  
ORDER 1991.**

In exercise of the powers conferred on him by section 36 of the Employment Ordinance, and of all other enabling powers, the Governor, having received a conditions of employment recommendation from the Conditions of Employment Board, has made the following Order—

**Title and commencement.**

1. (1) This order may be cited as the Conditions of Employment (Licenced Non-Residential Establishments (Amendment) (No. 2) Order 1991.

(2) This order shall come into force on the Monday immediately following the date of publication thereof.

**New paragraph 11.**

2. The Conditions of Employment (Licenced Non-Residential Establishments) Order 1986 is amended by inserting after paragraph 10 the following new paragraph 11—

**“Redundancy payment.**

11. (1) Where an employee’s employment is terminated by reason of redundancy, he shall be paid by his employer by way of compensation—

- (a) for each of the first 5 years of service, two week’s pay;
- (b) for each of the next 5 completed years of service, 3 week’s pay;
- (c) for each additional completed year of service thereafter, 4 week’s pay:

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Provided that the total amount of the redundancy payment shall not exceed the amount of one year's pay, and that no payment will be made to an employee who has not completed one year's service.

(2) For the purpose of this paragraph—

- (a) "redundancy" has the meaning given to it in section 74(1) of the Employment Ordinance.
- (b) "week's pay" means the average of the gross weekly payment made to that employee in the 13 weeks immediately prior to the termination of the employment."

Dated this 17<sup>th</sup> day of October 1991.

By Command,

E. MONTADO,

Acting Deputy Governor.