

Caymanian Protection Act (2022 Revision)

Immigration Reform Guidebook

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Ministry of
Caymanian Employment
& Immigration
Cayman Islands Government

Disclaimer: This guidebook is provided as part of a public education campaign and is intended for general informational purposes only. It does not comment on the entirety of the Caymanian Protection Act (2022 Revision) and its accompanying regulations. It is also not a substitute for legal advice.

This document will be updated as the legislation changes. If you have more detailed or case specific legal questions you should consult a qualified attorney or contact Workforce Opportunities & Residency Cayman (WORC) at worc@gov.ky



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Overview

This guide provides a high-level summary of the key changes introduced under the Caymanian Protection Act (2022 Revision) and its supporting regulations, **effective 1 May 2026**.

The reform represents a comprehensive update to the Cayman Islands' immigration framework, focusing on strengthening the integrity of the system, enhancing compliance, and ensuring that opportunities and protections for Caymanians remain central.

At a high level, the reforms introduce:

Stronger pathways to Caymanian status - Longer residency requirements and new ongoing obligations reinforce the commitment needed to obtain the Right to be Caymanian.

Enhanced scrutiny of relationships and dependants - Measures address arrangements of convenience and require clearer evidence of genuine relationships and family contributions.

Expanded compliance and enforcement mechanisms - Increased information sharing across government agencies and stricter penalties for false declarations improve oversight and accountability.

Revised residency and employment frameworks - Changes to Residency and Employment Rights Certificates (RERCs), Permanent Residency, and work permits create more structured and transparent processes.

A modernised work permit system - New advertising requirements, restrictions on early job changes, and clearer employer obligations aim to better protect the local workforce.

Updated fee structures and new certificate categories - A revised fee regime and introduction of new certificate types align the system with current economic and administrative realities.

Overall, these reforms are designed to ensure that the immigration system remains fair, transparent, and sustainable.



Act and Regulations

Immigration in the Cayman Islands is governed by the Caymanian Protection Act (2022 Revision), effective 1 May 2026, following amendments made through related legislation.

This Act provides the primary legal framework for the residence, and employment of persons in the Cayman Islands. It is supported by a series of Amendment Acts and Regulations, which set out how the law operates in practice.

Understanding the Legislative Framework

As part of the reform, several Acts and Regulations have been introduced or updated. While these may be referred to by different titles, they are all interconnected and form a single, unified legislative framework.

The Caymanian Protection Act (2022 Revision) establishes the core legal framework

The Amendment Acts introduce changes and updates to that framework

The Regulations provide the detailed rules and procedures required for its implementation

Together, these components support the operation of the immigration system under the reform.

Amendment Acts

The following Acts introduce amendments to the primary legislation:

- Immigration (Transition) (Amendment and Validation) Act, 2025
- Immigration (Transition) (Amendment and Validation) Act, 2026

Supporting Regulations

The Regulations provide the detailed provisions necessary to apply the Acts in practice.

- **Caymanian Protection (Fees) Regulations, 2026** - establishes a revised fee structure for immigration services, including the introduction of a tiered fee system and express determination fees.
- **Caymanian Protection (Temporary Work Permit and Business Visitors' Permits) (Amendment) Regulations, 2026** - updates the rules governing temporary work permits and business visitor permits. It also consolidates fee provisions within the Fees Regulations to promote consistency and clarity.
- **Caymanian Protection (Amendment) Regulations, 2026** - introduces several important updates, including:
 - ▷ Clarification of when workers may remain in the Islands after leaving employment
 - ▷ Requirements for employers to report the termination of employment
 - ▷ Updated income requirements for dependants
 - ▷ Formalised annual declaration requirements for certain residency holders
- **Caymanian Protection (Arrangements of Convenience) Regulations, 2026** - addresses marriages or partnerships entered into for immigration purposes only. It:
 - ▷ Requires designated officials to report suspected arrangements of convenience
 - ▷ Establishes procedures for the collection of relevant information

How These Laws Work Together

The Acts establish the overarching legal framework, while the Regulations provide the detailed rules and procedures necessary for implementation.

Together, they form a cohesive and integrated system that supports the effective operation of immigration reform in the Cayman Islands.

Transitional Matters

The Act includes transitional rules to explain how certain existing applications and existing holders are treated when the legal changes take effect.

These rules are designed to protect people who were already in the immigration system before the new amendments commenced. This includes people who had already submitted an application in a protected category, as well as people who already held a recognised immigration status, certificate, leave to remain, or asylum-related protection in one of those categories.

Who Is Protected

1. People who had already submitted an application before 1 May 2026, or was already the subject of an application, in one of the listed categories, and the application is later granted.

2. People who on 1 May 2026, already holders of a listed right, certificate, leave to remain, or asylum-related protection that was still in force.

The Categories Protected by the Transitional Rules

1. Permanent residence after 8 years

This includes a person who had already applied for the right to reside permanently in the Islands after having been legally and ordinarily resident for at least 8 years, or who already held that right when the relevant changes commenced.

2. RERC through marriage or civil partnership

This includes a person who had already applied for a Residency and Employment Rights Certificate (RERC) by virtue of marriage to, or civil partnership with, a Caymanian or permanent resident, or who already held that certificate when the changes commenced.

3. Dependants of RERC holders

This includes a person who had already applied for an RERC as the dependant of an RERC holder under section 39, or who already held that dependant RERC

when the changes commenced.

4. Persons of Independent Means

This includes a person who had already applied for a Certificate of Permanent Residence for Persons of Independent Means, or who already held that certificate when the changes commenced.

5. Dependants of Persons of Independent Means

This includes a spouse, civil partner, or dependant who had already applied for a Certificate of Permanent Residence for Dependants of Persons of Independent Means, or who already held that certificate when the changes commenced.

6. British Overseas Territories citizenship by connection with the Islands

This includes a person who had already applied to be a British Overseas Territories Citizen by virtue of a connection with the Islands, whether by registration or entitlement under the British Nationality Act, 1981 or a related earlier law, or who already held that status when the changes commenced.

7. Dependants listed on an RERC

This includes a person who had already applied to be listed as a dependant on the RERC of an RERC holder, or who was already listed as such a dependant when the changes commenced.

8. Certain leave to remain cases

This includes a person who had already applied for, or already held, leave to remain in the Islands under section 111(4) or 111(4B) of the Customs and Border Control Act (2024 Revision).

9. Certain asylum-related dependant children

This includes a dependant child under the age of 18 who had already applied for asylum, or already had the relevant protection, in the circumstances described in section 111(3) of the Customs and Border Control Act, where the child is connected to a person granted leave to remain under section 111(4).



Transitional Matters - Continued

Important Condition

For people in the application group, it is not enough just to have submitted the application.

The Act says the protection applies where the person had already submitted the application by the relevant date and the application is later granted.

So, in simple terms:

- if a person had already applied in one of the listed categories before 1 May 2026, and

- that application is later approved,

then the specified changes do not apply to that person.

What the Protection Actually Does

The transitional rule does not create a new status.

Instead, it says that the particular changes made to the Act do not apply to the protected people listed above.

That means the purpose of the protection is to preserve the position of certain existing applicants and existing holders so they are not automatically moved into those newer section 28 changes if they were already in the system or already holding the relevant status when the amendments commenced.



Right to Be Caymanian

The law makes significant changes to the pathway to the right to be Caymanian. In several categories, the qualifying period is extended, and new ongoing obligations are introduced.

Longer residence periods before applying

The Act increases the amount of time people must be legally and ordinarily resident in the Cayman Islands before they may apply for the Right to be Caymanian.

For a person naturalised under the British Nationality Act, 1981:

- the overall residence period increases from 15 years to **20 years**
- the period after receiving the certificate of naturalisation or registration increases from 5 years to **10 years**

For a person who is a British Overseas Territories citizen through another overseas territory:

- the residence period increases from 15 years to **20 years**

For a person married to, or in a civil partnership with, a Caymanian:

- the waiting period before applying increases from 7 years to **15 years**

Quick Comparison - Before Applying for Right to Be Caymanian

Category	Then	Now
Naturalised person — total lawful and ordinary residence	15 Years	20 Years
Naturalised person — period after naturalisation/ registration	5 Years	10 Years
BOT citizen connected to another overseas territory	15 years	20 years
Married to / civil partner of a Caymanian	7 years	15 years

Annual Declarations

Persons granted the Right to be Caymanian on the basis of marriage to, or civil partnership with, a Caymanian **must file an annual declaration for the first 3 years** after the grant of Right to Be Caymanian.

Loss of Right to Be Caymanian

A person may lose that right if, after reaching 18 years of age, they reside outside the Cayman Islands for 5 years and fail to notify the Director of WORC accordingly.

Where the right to be Caymanian was granted through marriage or civil partnership, failure to file the required annual declaration may result in revocation.

Formal confirmation based on proven connectivity

The law also allows a person who already possesses the Right to be Caymanian under section 26(1)(b) to be formally confirmed based on proven connectivity to an official applicant for confirmation. This is intended to make the confirmation process more practical in cases where the status already exists in law.

Caymanian as of Right

“Caymanian as of right” means someone who automatically qualifies as Caymanian if they fit any one of these situations:

- They were born in the Cayman Islands on or before March 26, 1977.
- They were born on or after January 1, 2004, either in the Cayman Islands or abroad, and at least one parent was both settled in the Cayman Islands and Caymanian when they were born.
- They were born outside the Cayman Islands after January 1, 2004, and at least one parent was Caymanian by birth or another direct right, not only through family descent.
- They became Caymanian under section 21 of the old Immigration Act (2015 Revision) or under an earlier law that gave the same or similar rights.



Residency and Employment Rights Certificate (RERC)

The revised Act also makes substantial changes to Residency and Employment Rights Certificates, especially where the certificate is linked to marriage, civil partnership, or Caymanian children.

Longer path before naturalisation

Some RERC holders must now wait longer before applying for naturalisation.

This applies to:

- persons holding an RERC as the spouse or civil partner of a permanent resident
- persons holding an RERC as the spouse or civil partner of a Caymanian

In both cases:

- the previous position allowed the person to apply for naturalisation after 1 year
- the updated Act increases that period to **15 years**

Greater scrutiny of marriages and civil partnerships

The Act also allows the Director of WORC or the Board to consider whether there are reasonable grounds to suspect that the marriage or civil partnership is one of convenience. Authorities may consider whether the relationship is genuine for immigration purposes.

Continuation: After the Death of Caymanian Spouse

The new structure distinguishes between marriages of different lengths:

- If the marriage existed for **less than 7 years** before the death of the Caymanian spouse, the surviving spouse loses the RERC
- If the marriage existed for **at least 7 years but less than 15 years**, continuation may depend on the discretion of the Board or the Director of WORC.
- The surviving spouse must apply **within 6 months** after the death of the Caymanian spouse for the right to continue to hold the

certificate

- Where revocation occurs, the surviving spouse may apply **within 3 months** of revocation to maintain the facility

The Act also provides that the person's rights may continue on the same terms while the application or any appeal is being decided.

Continuation: After divorce, dissolution, or annulment

The revised Act gives the Board or the Director of WORC discretion to revoke a RERC where the marriage or civil partnership:

- has dissolved or been annulled, and
- had lasted for at least 7 years but less than 15 years at the time of dissolution or annulment

This makes clear that revocation is not automatic.

Applications based on Caymanian children

A detailed set of changes applies where a person seeks continuation of an RERC on the basis that they have Caymanian children. The law now requires more than just proof that the child exists.

The applicant may need to show that they have:

- financially supported the child
- continued to contribute positively to the child's life

If they cannot provide sufficient proof, the Director of WORC or the Board may request a social inquiry report from the Department of Children and Family Services or the Department of Community Rehabilitation.

The law also clarifies that:

- the Caymanian child must be the child of both parties to the marriage or civil partnership being relied upon
- a person with RERC through a Caymanian relationship cannot extend that status to a new non-Caymanian spouse or civil partner after the original relationship ends

The revised Act also includes the requirement for the applicant to provide confirmation that they are of good character and in good health.

Compliance, Monitoring & Information Sharing

A new section allows for information sharing between WORC and a wide range of public bodies, including:

- the Royal Cayman Islands Police Service
- the Department of Labour and Pensions
- Customs and Border Control Service
- General Registry
- the Director of Public Prosecutions
- the Department of Children and Family Services
- the Department of Community Rehabilitation
- the Department of Financial Assistance
- the Health Insurance Commission
- the Portfolio of the Civil Service
- the Department of Commerce and Investment
- the department responsible for scholarship administration
- the unit responsible for national training and development

This is intended to help decision-makers assess matters such as character, criminal proceedings, family considerations, and workforce planning.

Annual declarations across more categories

The Act also introduces or expands annual declaration requirements for several groups, including:

- persons granted the right to be Caymanian through marriage or civil partnership
- holders of an RERC as the spouse or civil partner of a Caymanian
- holders of a Certificate of Direct Investment
- holders of a Residency Certificate for Substantial Business Presence

These annual declarations are intended to support compliance and risk assessment.

False financial information

A new section 75A makes it an offence to provide false information concerning financial standing where

financial standing must be demonstrated under the Act. A person may be liable on summary conviction to:

- a fine of CI\$10,000
- imprisonment for 1 year
- or both

The false information may also become a ground for revocation of the relevant certificate or work permit.

Arrangements of Convenience

The Act supports Regulations that allow marriage officers, Registrars, Civil Registrars, and civil partnership officers to request information and documents where there are reasonable grounds to suspect that a marriage or civil partnership is one of convenience.

These concerns may affect multiple immigration categories, including:

- RERC decisions
- permanent residence decisions
- continuation decisions based on a relationship



Permanent Residency

Revocation

The Act has been amended to widen the grounds on which Permanent Residence (PR) may be revoked.

A person may now lose PR if the Board or the Director of WORC believes they are not financially supporting, or otherwise contributing positively to the life of, the Caymanian child they relied on in their application to show close Caymanian connections.

The Act also now allows PR to be revoked where a person is suspected of being in a marriage, or a civil partnership, of convenience.

These changes are intended to protect the integrity of the system and ensure that PR is not maintained on the basis of non-genuine relationships or unsupported family connections.

Permanent Residency - Persons of Independent Means

Investing in Developed Real Estate

An applicant must now prove, at the time of applying, that they have already invested in developed real estate in the Cayman Islands and that the amount fully paid meets the minimum investment required by law.

Applying for Naturalisation

The amendments also set out a longer pathway before a person can move on to the next stage. Successful applicants must hold the certificate for 10 years and, in the ninth year, apply for an indefinite Certificate. Only after obtaining that indefinite Certificate may they choose to apply for naturalisation, if they meet the legal requirements.

Stage	What the Amendment Means
At the time of application	The applicant must show that they have already invested in developed real estate in the Cayman Islands.
Investment requirement	The paid-up value of that investment must meet the minimum amount required by law.
Initial period	If approved, the applicant must hold this status for 10 years.
Year 9	The applicant must apply for an indefinite Certificate before the initial 10-year period ends.
After the indefinite Certificate	The person may then choose to apply for naturalisation, if eligible.



Certificates

Commercial Farmhand Certificate

A new certificate category is introduced for commercial farmhands.

The certificate:

- is available to qualifying workers employed by an agricultural enterprise registered with the Department of Agriculture as a commercial agricultural producer
- is renewable for **periods of five (5) years**
- may be issued a maximum of two (2) times
- or until the applicant reaches the age of 65, whichever comes first.

Specialist Caregiver Certificate

The law also creates a similar cap for Certificates for Specialist Caregivers:

- is renewable for **periods of five (5) years**
- may be issued a maximum of two (2) times
- or until the applicant reaches the age of 65, whichever comes first.

Reissue of certificates and duplicates

A new section allows the Director of WORC to:

- reissue certificates
- provide duplicates of licences or permits granted under the Act



New & Revised Definitions

The Act introduces several new legal definitions.

“Developed real estate”

The following definition for “developed real estate” has been inserted into the Interpretation section of the Act:

developed real estate” means —

- (a) one strata lot;
- (b) one parcel; or
- (c) one set of contiguous parcels,

that have undergone a physical improvement to land in the nature of buildings, structures or other improvements that enhance the value of the land for industrial, agricultural, commercial or residential purposes, and in the case of real estate for industrial, commercial or residential purposes, a certificate of occupancy has been issued, where applicable;

“Civil Servant”

The following definition for “civil servant” has been included in the Act:

“civil servant” means a person employed by the government, but does not include a person employed by a government company or statutory authority or a Member of the Parliament other than an Official Member, and is a public officer for the purposes of the Constitution;

“Commercial farmhand”

The following definition for “commercial farmhand” has been included in the Act:

“commercial farmhand” means —

- (a) a farmer, livestock farmer, general farmhand, farmer helper or a person who otherwise cares for a farm or who cultivates land; and
- (b) who is employed with an agricultural enterprise that is registered with the Department of Agriculture as a commercial agricultural producer;

“Paid-up amount”

The following definition for “paid-up amount” has been included in the Act:

“paid-up amount”, in relation to an investment in developed real estate, means the amount that has been paid toward the purchase price, mortgage principal or development cost by an applicant at the time of a relevant application, and which is free from any outstanding financing obligations;

Revised definition of “Worker”

The following revised definition for “worker” has been included in the Act:

“worker” means a person, including an employee of a statutory authority or a government company, in respect of whom a work permit has been or may be granted or renewed under Part 7;”



Work Permits

The work permit system is one of the most substantially revised parts of the law.

Advertising requirements

Prior to submitting an application for a work permit grant or renewal, an employer must demonstrate that the position has been **advertised for a minimum of twenty-one (21) days** in both of the following prescribed media:

- the WORC electronic Jobs Portal; and
- a locally printed newspaper.

However, a three-week grace period will apply where permit applications submitted up to **21 May 2026** may still rely on advertisements that met the previous 14-day requirement.

After 21 May 2026, the grace period will end, and all work permit applications must be supported by advertisements that meet the new 21-day requirement.

While employers may choose to advertise vacancies on additional platforms, this does not replace the mandatory requirement to advertise in both the electronic Jobs Portal and a local newspaper for work permit purposes. When advertising in a local newspaper, employers are required to show proof of 3 consecutive weeks of advertising for the post with a minimum of one advertisement per week.

Advertisements within the local newspaper should contain the following information:

- WORC electronic Jobs Portal ID
- Job Title & Description
- Required Skills and Experience
- Base Salary or Salary Range with Benefits
- Work Hours per month
- Employer Contact Information

Visit worc.ky to view WORC's full [Advertising and Recruitment Feedback Requirements policy](#).

Restriction on changing employers

A person who is the holder of a work permit shall not change the person's employer within the first two (2) years of the grant of the work permit.

A work permit holder who changes employers within the first two (2) years after the grant of a work permit

must leave the Islands for at least one (1) year before another employer can apply for a work permit in respect of that person. This requirement does not apply to Domestic Helpers, who may continue working as a domestic helper for a different employer.

Persons can apply for an exemption from the one year leave requirement under the following circumstances,;

- regular unpaid overtime, or work outside the job description without compensation
- Discrimination, bullying, retaliation or harassment (including sexual, physical, or verbal)
- other circumstances that the Director of WORC considers sufficient

The application must be:

- made in writing **within 3 working days after termination** of employment
- supported by proof of the circumstance relied on
- accompanied by proof that a complaint was made to an appropriate authority

The Director of WORC will notify the person of the determination within 30 working days after receiving a complete application.

Employer duty to notify WORC when employment ends

An employer must notify the Director of WORC within 7 days after a person's employment ends. Failing to do so is an offence and may be liable on summary conviction to a fine of CI\$20,000; imprisonment for 2 years; or both.

Financial standing for dependants

The updated requirement is:

- Must show CI\$5,000 per month in primary income to add the first dependant;
- plus CI\$1,000 per month for each additional dependant.

Income used to meet this requirement may be combined between the applicant and their spouse or civil partner where applications are filed pursuant to Section 58(3)(d) relative to work permits and Section 38(3)(g) relative to applications for Residency Employment Rights Certificate as the spouse or civil partner of a Caymanian.

Term limits where spouses both hold work permits

If a Work Permit Holder applies for or renews a work permit based on their spouse's or civil partner's term



limit (i.e align their term limits), the term limit for both individuals will be aligned to that of the permit holder with less time remaining and will no longer align with the permit holder who has the greater time remaining.

Should two work permit holders be married and not opt to align their term limits, they can continue to have different term limit expiration dates.

If a person is attached to their spouse's work permit and has already reached their term limit, they will no

longer qualify for this immigration facility when their spouse/partner's permit comes up for renewal.

If neither person has reached their term limit, they can continue under the current permit arrangement until it expires. When the permit is up for renewal, they should check with WORC to confirm their eligibility going forward.

Work Permit Changes - Quick Comparison

Work Permit Issue Addressed	Previous Position	Updated Position
Advertising Requirements	Positions required to be posted on WORC jobs portal only for at least 14 Days	From 1 May 2026, jobs must be advertised for 21 days on the WORC portal and a local newspaper. Applications for work permit grants or renewals submitted before 21 May 2026 may still use the 14-day requirement; after that, 21 days is mandatory.
Changing of Employers	Less restricted.	Work permit holders cannot change employers within their first two years. If they leave early, they must return home for at least one year before reapplying, unless specified exemption circumstances apply. This does not apply to domestic helpers changing employers within the same role.
Notice of Termination	CI\$5,000 fine if failing to do so.	Must inform the director within 7 days of the termination. Failure to do so is an offence and on summary conviction the employer is liable to a CI\$20,000 fine, 2 years imprisonment or both.
Financial Standing Requirements for Dependents	Must show CI\$3,500 in primary income + an additional CI\$500 per dependant	Must show CI\$5,000 in primary income + an additional CI\$1,000 per dependant. Income used to meet this requirement may be combined between the applicant and their spouse or civil partner.

Expedited Services

As part of the immigration reform, express fees are now formally included in the law for expedited processing in specified categories. These fees apply in addition to the normal application fee where expedited processing is available.

Under the updated framework, express fees apply in certain categories, including:

- Business Visitors' Permits
- Temporary Work Permits
- Annual Work Permits.

Refunds and Delays

The updated law also sets out when an express fee is not refundable. A refund will not be provided where delay is caused by:

- statutory requirements

- regulatory requirements
- administrative requirements
- legal requirements
- further review of the application
- or other proceedings that must take place before the application can be determined.

There is also a written notice requirement. Before an express fee is paid, WORC must notify the person in writing that a refund will not be provided in those circumstances. If such a delay occurs after payment, WORC must also notify the person in writing of the reason for the delay.

Temporary Work Permit Express Fees Already Paid

A separate rule applies where a person had already paid an express application fee for a temporary work permit before the new express-fee provisions commenced on 1 May 2026. Any refund of that fee is dealt with under the earlier legal position.



Caymanian Protection (Fees) Regulations, 2026

Amended Fees



Right to Be Caymanian

Item	Subject Matter	Previous Fee	New Fee
1.1	Application to the Director of WORC for the right to be Caymanian after the age of eighteen after the applicant obtained right by entitlement	\$250.00	\$1,000.00
1.4	Grant of the right to be Caymanian by entitlement before the age of eighteen	Nil	\$1,000.00
1.6	Application for the Right to be Caymanian by Cabinet	Nil	\$1,000.00
1.7	Grant of the Right to be Caymanian by Cabinet	\$1,000.00	\$10,000.00
1.8	Application for the Right to be Caymanian - grounds of descent	\$250.00	Nil
1.9	Grant of the Right to be Caymanian - grounds of descent	\$1,000.00	Nil
1.10	Application for the Right to be Caymanian - grounds of naturalisation	\$250.00	\$1,000.00
1.11	Grant of the Right to be Caymanian - grounds of naturalisation	\$1,000.00	\$5,000.00
1.12	Application for the Right to be Caymanian - grounds of marriage to or civil partnership with a Caymanian	\$250.00	\$500.00
1.13	Grant of the Right to be Caymanian - grounds of marriage to or civil partnership with a Caymanian	\$1,000.00	\$2,000.00
1.16	Filing of annual declaration by a person granted the Right to be Caymanian under section 28(^A) of the Act	Newly Added Fee	\$100.00

Specialist Caregivers And Commercial Farmhands

Item	Subject Matter	Previous Fee	New Fee
10.1	Application for the grant or renewal of a Certificate for Specialist Caregivers	\$100.00	\$150.00
10.3	Application for the variation of a Certificate for a Specialist Caregiver to a different holder	\$100.00	\$150.00
10.5	Application for the grant or renewal of a Certificate for Commercial Farmhands	\$1,000.00	\$150.00
10.6	Issue fee for the grant or renewal of a Certificate for Commercial Farmhands	Newly Added Fee	Fee varies (see Schedule of Annual Work Permit Fees)

(All listed in Cayman Islands Dollars)



Permanent Residence - Surviving Spouse or Civil Partner of a Caymanian

Item	Subject Matter	Previous Fee	New Fee
2.4	Annual fee where the dependant has been included in the original application for, or has subsequently been added, on variation to the grant or renewal of permanent residence —	Newly Added Fee	Fee varies (see below)
	(a) where annual work permit fee for the holder is \$2,100 or less		\$350.00 per dependant
	(b) where annual work permit fee for the holder is between \$2,101 and \$10,400		\$525.00 per dependant
	(c) where annual work permit fee for the holder is more than \$10,400		\$750.00 per dependant

Permanent Residence - Eight Year Residence

Item	Subject Matter	Previous Fee	New Fee
3.1	Application for Residency and Employment Rights Certificate for persons who have been legally and ordinarily resident in the Islands for a minimum period of eight years —	\$1,000.00	Fee varies (see below)
	(a) where annual work permit fee for the holder is \$2,100 or less		\$1,500.00
	(b) where annual work permit fee for the holder is between \$2,101 and \$10,400		\$2,500.00
	(c) where annual work permit fee for the holder is more than \$10,400		\$5,000.00
3.4	Annual Dependant fee where the dependant has been included in the original application for or has subsequently been added on variation to, the grant or renewal of a permanent residence. —	Newly Added Fee	Fee varies (see below)
	(a) where annual work permit fee for the holder is \$2,100 or less		\$350.00 per dependant
	(b) where annual work permit fee for the holder is between \$2,101 and \$10,400		\$525.00 per dependant
	(c) where annual work permit fee for the holder is more than \$10,400		\$750.00 per dependant
3.7	Filing fee associated with the filing of annual declarations by the holder	Newly Added Fee	\$250.00

(All listed in Cayman Islands Dollars)



Residency And Employment Rights Certificate - Spouse Or Civil Partner Of A Caymanian

Item	Subject Matter	Previous Fee	New Fee
6.5	Filing of annual declaration by the spouse or civil partner of a Caymanian holding a Residency and Employment Rights Certificate	Newly Added Fee	\$100.00

Residency Certificate - Persons Of Independent Means

Item	Subject Matter	Previous Fee	New Fee
8.2	Issue of Residency Certificate for Persons of Independent Means	\$20,000.00	\$50,000.00
8.3	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency Certificate for Persons of Independent Means	\$1,000.00	\$3,000.00 per dependant
8.4	Dependant fee	\$1,000.00	\$3,000.00 per dependant per annum
8.5	Filing fee associated with the filing of annual declarations by persons who are holders of Residency Certificates for Persons of Independent Means	Newly Added Fee	\$500.00

Certificate of Permanent Residence For Persons of Independent Means

Item	Subject Matter	Previous Fee	New Fee
8.8	Issue fee for Certificate of Permanent Residence for Persons of Independent Means	\$100,000.00	\$200,000.00
8.9	Issue fee where a dependant has been included in the original application for, or subsequently added to, a Certificate of Permanent Residence for Persons of Independent Means	\$1,000.00	\$3,000.00 per dependant
8.10	Dependant fee	Newly Added Fee	\$3,000.00 per dependant per annum
8.12	Fee for the filing of an annual declaration on behalf of the holder and the holder's dependants	Newly Added Fee	\$500.00

(All listed in Cayman Islands Dollars)



Certificate Of Direct Investment

	Subject Matter	Previous Fee	New Fee
9.2	Issue of Certificate of Direct Investment	\$20,000.00	\$50,000.00
9.3	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Certificate of Direct Investment	\$1,000.00	\$3,000.00 per dependant
9.4	Dependant fee	\$1,000.00	\$3,000.00 per dependant per annum
9.7	Fee for the filing of an annual declaration on behalf of the holder and the holder's dependants	Newly Added Fee	\$500.00

Residency Certificate (Substantial Business Presence)

Item	Subject Matter	Previous Fee	New Fee
11.2	Issue fee for Residency Certificate (Substantial Business Presence)	\$5,000.00	\$12,500.00
11.3	Issue fee where a dependant has been included in the original application for, or has subsequently been added to, a Residency Certificate (Substantial Business Presence)	\$1,000.00	\$3,000.00 per dependant
11.4	Dependant fee	\$1,000.00	\$3,000.00 per dependant per annum
11.7	Fee for the filing of an annual declaration on behalf of the holder and their dependants	Newly Added Fee	\$500.00

Business Staffing Plans

Item	Subject Matter	Previous Fee	New Fee
12.1	Application for the submission of a Business Staffing Plan	\$250.00	\$350.00
12.2	Application for the variation or amendment of a Business Staffing Plan	\$100.00	\$200.00

(All listed in Cayman Islands Dollars)



Re-Issue Of Immigration Documents

Item	Subject Matter	Previous Fee	New Fee
13.1	For each re-issue of an amended work permit or approval letter regarding change of passport number and name	Newly Added Fee	\$100.00
13.3	Issue of duplicate Certificate of the Right to be Caymanian	\$50.00	\$75.00
13.4	Issue of duplicate Residency and Employment Rights Certificate	\$50.00	\$100.00
13.6	Issue of duplicate Residency Certificate (Substantial Business Presence)	\$50.00	\$100.00
13.7	Issue of duplicate Certificate of Direct Investment	\$50.00	\$100.00
13.8	Issue of duplicate Residency Certificate for Retirees	\$50.00	\$100.00
13.9	Issue of duplicate Certificate for Specialist Caregivers	\$50.00	\$75.00
13.10	Issue of duplicate Certificate of Permanent Residence for Persons of Independent Means	\$50.00	\$100.00

Miscellaneous Fees

Item	Subject Matter	Previous Fee	New Fee
14.1	Issue of Re-entry permit or stamp	\$20.00	\$50.00
14.2	Copy of Document	\$10.00	\$20.00
14.4	Application fee for appeal to Immigration Appeals Tribunal	\$1,000.00	\$3,000.00

Business Visitors' Permit

Item	Subject Matter	Previous Fee	New Fee
15.1	Application for Business Visitors' Permit	\$50.00	\$500.00

(All listed in Cayman Islands Dollars)



Business Visitors' Permit and Express Determination Fees (Item 15.4) :

The table below shows the annual and express fees for the determination of business visitors' permits

Range of Fees	Grand Cayman	Cayman Brac & Little Cayman	Express Fees
(a) where the occupation of the business visitor would attract an annual work permit fee of between \$10,401 and \$32,400	\$750 per visit per person in the relevant calendar year	\$562.50 per visit per person in the relevant calendar year	\$400.00
(b) where the occupation of the business visitor would attract an annual work permit fee of between \$2,101 and \$10,400	\$375 per visit per person in the relevant calendar year	\$281.25 per visit per person in the relevant calendar year	\$350.00
(c) where the occupation of the business visitor would attract an annual work permit fee of \$2,100 or less.	\$150 per visit per person in the relevant calendar year	\$112.50 per visit per person in the relevant calendar year	\$250.00

Temporary Work Permit

Item	Subject Matter	Previous Fee	New Fee
16.1	Application for the grant of a temporary work permit —	\$70.00	Fee varies (see below)
	(a) where annual permit fee is \$2,100 or less;		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400;		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00
16.2	Application for the extension of a temporary work permit	\$70.00	Fee varies (see below)
	(a) where annual work permit fee is \$2,100 or less;		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400;		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00
16.3	Application for the variation of a temporary work permit in accordance with the Immigration (Transition) (Temporary Work Permits and Business Visitors' Permits) Regulations (2024 Revision)	\$70.00	Fee varies (see below)
	(a) where annual work permit fee is \$2,100 or less		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00

(All listed in Cayman Islands Dollars)



Temporary Work Permit - Seasonal Worker

Item	Subject Matter	Previous Fee	New Fee
17.1	Application for the grant of a temporary work permit for a seasonal worker —	\$70.00	Fee varies (see below)
	(a) where annual permit fee is \$2,100 or less;		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400;		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00
17.2	Application for the variation of a temporary work permit for a seasonal worker	\$70.00	Fee varies (see below)
	(a) where annual work permit fee is \$2,100 or less)		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00

Temporary Work Permit - Entertainer

Item	Subject Matter	Previous Fee	New Fee
18.1	Application for the grant of a temporary work permit for an entertainer	\$70.00	\$250.00
18.3	Application for the variation of a temporary work permit	\$70.00	\$250.00

Temporary Work Permit Fees and Express Determination of Temporary Work Permit Fees (Item 18.5):

The table below shows the express fees for applications and work permit fees for the grant or renewal of temporary work permits for up to ninety days. Where the work permit is valid for a period between ninety-one days and one hundred and eighty days, the fee payable is fifty percent of the cost of an annual work permit

Range of Fees	Grand Cayman	Cayman Brac & Little Cayman	Express Fees
(a) where the annual work permit fee payable is \$375 or less	\$100.00	\$75.00	\$300.00
(b) where the annual work permit fee payable is between \$376 and \$875	\$200.00	\$150.00	\$450.00
(c) where the annual work permit fee payable is between \$876 and \$2,100	\$300.00	\$225.00	\$600.00
(d) where the annual work permit fee payable is between \$2,101 and \$10,400	\$750.00	\$563.00	\$750.00
(e) where the annual work permit fee payable is between \$10,401 and \$32,400	\$1,500.00	\$1,125.00	\$900.00

(All listed in Cayman Islands Dollars)



Working By Operation Of Law

Item	Subject Matter	Previous Fee	New Fee
22.1	Application fee	\$100.00	Fee varies (see below)
	(a) where annual permit fee is \$2,100 or less;		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400;		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00

Annual Work Permit - Grant

Item	Subject Matter	Previous Fee	New Fee
19.1	Application for the grant of a work permit —	\$100.00	Fee varies (see below)
	(a) where annual permit fee is \$2,100 or less;		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400;		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00
19.3	Application for the variation of a work permit —	\$100.00	Fee varies (see below)
	(a) where annual work permit fee is \$2,100 or less)		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00
19.4	Annual fee where the dependant has been included in the original application for, or has been added subsequently on variation to the grant or renewal of a work permit —	\$500.00	Fee varies (see below)
	(a) where annual work permit fee is \$2,100 or less)		\$350.00 per dependant
	(b) where annual work permit fee is between \$2,101 - \$10,400		\$525.00 per dependant
	(c) where annual work permit fee is more than \$10,400		\$750.00 per dependant
19.5	Non-refundable repatriation fee	\$200.00	\$250.00

(All listed in Cayman Islands Dollars)



Annual Work Permit -Renewal

Item	Subject Matter	Previous Fee	New Fee
20.1	Application for the renewal of a work permit —	\$100.00	Fee varies (see below)
	(a) where annual permit fee is \$2,100 or less;		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400;		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00
20.3	Application for the variation of a work permit —	\$100.00	Fee varies (see below)
	(a) where annual work permit fee is \$2,100 or less)		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00
20.4	Annual fee where the dependant has been included in the original application for, or has subsequently been added on variation to the grant or renewal of a work permit —	\$250 per dependent per annum & \$500 per dependent per annum	Fee varies (see below)
	(a) where annual work permit fee is \$2,100 or less)		\$350.00 per dependant
	(b) where annual work permit fee is between \$2,101 - \$10,400		\$525.00 per dependant
	(c) where annual work permit fee is more than \$10,400		\$750.00 per dependant

Annual Work Permit and Express Determination Fees (Item 20.7) :

The table below shows the work permit fees and express determination fees for the grant or renewal of an annual work permit.

Range of Fees	Express Fees
(a) where the annual work permit fee payable is \$375 or less	\$100.00
(b) where the annual work permit fee payable is between \$376 and \$875	\$150.00
(c) where the annual work permit fee payable is between \$876 and \$2,100	\$200.00
(d) where the annual work permit fee payable is between \$2,101 and \$10,400	\$250.00
(e) where the annual work permit fee payable is between \$10,401 and \$32,400	\$300.00

(All listed in Cayman Islands Dollars)



Permission Granted By Director Of WORC To Remain In Employment And To Have Such Permission Varied:

Item	Subject Matter	Previous Fee	New Fee
23.1	Application to the Director of WORC for permission to continue in employment whilst awaiting the determination of a permanent residence application —	\$100.00	Fee varies (see below)
	(a) where annual permit fee is \$2,100 or less;		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400;		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00
23.2	Application to the Director of WORC for the variation of permission granted in respect of employment whilst awaiting the determination of a permanent residence application —	\$100.00	Fee varies (see below)
	(a) where annual work permit fee is \$2,100 or less)		\$150.00
	(b) where annual work permit fee is between \$2,101 - \$10,400		\$250.00
	(c) where annual work permit fee is more than \$10,400		\$500.00

(All listed in Cayman Islands Dollars)

Disclaimer: This guidebook is provided as part of a public education campaign and is intended for general informational purposes only. It does not comment on the entirety of the Caymanian Protection Act (2022 Revision) and its accompanying regulations. It is also not a substitute for legal advice. This document will be updated as the legislation changes. If you have more detailed or case specific legal questions you should consult a qualified attorney or contact Workforce Opportunities & Residency Cayman (WORC) at worc@gov.ky



gov.ky/immigrationreform



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Ministry of
Caymanian Employment
& Immigration
Cayman Islands Government