

## SUGAR INDUSTRY RETIRING BENEFITS FUND ACT

Act 13 of 1973 – 9 June 1973

### ARRANGEMENT OF SECTIONS

#### SECTION

1. Short title
  2. Interpretation
  3. Retiring benefits
  4. Offences
  5. Regulations
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## SUGAR INDUSTRY RETIRING BENEFITS ACT

### 1. Short title

This Act may be cited as the Sugar Industry Retiring Benefits Act.

### 2. Interpretation

In this Act—

“continuous employment” has the same meaning as in the Employment Rights Act;

“Minister” means the Minister to whom responsibility for the subject of agriculture is assigned;

“worker” means a person employed in the sugar industry who is over the age of 21 and who is not entitled to receive a pension under the Sugar Industry Pension Fund Act.

### 3. Retiring benefits

(1) Subject to subsection (2), every worker who has been in the continuous employment of an employer for not less than 3 years shall, if he retires after reaching the age of 60, be entitled to receive from his employer—

- (a) in the case of a male, a gratuity of 800 rupees and a monthly pension of 55 rupees;
- (b) in the case of a female, a gratuity of 600 rupees and a monthly pension of 45 rupees.

(2) An employer may reduce the monthly pension payable under subsection (1) by an amount equivalent to the monthly retirement pension to which the worker may be entitled under section 20 of the National Pensions Act.

(3) Notwithstanding any other enactment, no gratuity or pension specified in subsection (1) shall be—

- (a) assignable or transferable except for the purpose of satisfying—
  - (i) a debt due to Government;

- (ii) an order of any Court for the payment of periodic sums of money towards the maintenance of the spouse or former spouse or minor child of the worker to whom the pension or gratuity has been granted;
- (b) liable to be attached, sequestered or levied on, for or in respect of, any debt or claim.

#### **4. Offences**

Every employer who fails to comply with section 3 (1) shall commit an offence and shall, on conviction, be liable to a fine not exceeding 1,000 rupees.

#### **5. Regulations**

The Minister may make such regulations as he thinks fit for the purposes of this Act.

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