



- An employee is to be paid a wage or salary
- The employer is to provide a safe working environment
- The employer is to provide tools and equipment to do the job
- The employer is not to be held responsible for any losses incurred while performing legitimate work on the behalf of the employer
- The employee has the right to be unionized

Work Week

- The standard work week amounts to a total of 40 hours (5 days a week). The work day is normally eight hours.
- Employee should not be required to work beyond 48 hours per week.

Over Time Work and Pay

- Overtime is where an employee works extra time that falls beyond the normal hours of work (8:00a.m -4:00 p.m.) or the agreed hours of work.
- Overtime payment maybe paid for work completed in excess of 40 hours. Alternately, time in lieu of pay can be given.
- Overtime work is not compulsory.



- Where overtime pay agreed upon, the principle of time a half pay applies after normal working hours. Overtime is based on 50% of the employee's usual hourly wage.
- Double time pay applies for work done on public holidays, Saturdays and Sundays, with the exception that the day is not a rostered work day for the employee.

Sick Leave

A maximum of two days without a medical certificate is allowed.

