

- (a) manages the manufacturing activities of a whole establishment or a department or subdivision thereof as his primary duty; and/or
- (b) customarily and regularly directs the work of other employees; and/or
- (c) has the authority to engage or dismiss employees, or make suggestions as to the same, or as to promotions or demotions of employees; and/or
- (d) customarily and/or regularly exercises discretionary powers; and
- (e) is paid a wage of not less than that prescribed for the highest-paid employee in this Agreement whether this be weekly or monthly; and
- (f) is paid in full, whether or not he completes the number of hours of work specified in this Agreement, subject thereto that a foreman/supervisor shall not be entitled to payment for hours of work lost owing to short time being worked, stay-aways and absence from his workplace without prior permission,

but excludes employees who are engaged in costing, designing, buying, planning, organising, directing and/or controlling the duties of foreman and/or supervisor: Provided that in the absence of foremen and/or supervisors, the aforesaid excluded employees shall be deemed to be the foremen or supervisors;

“Holiday Bonus” means a work attendance bonus payable by the establishment for its employees, which is determined by the level of work attendance of the individual employee;

“Holiday Bonus Fund” means the Fund established by the Council for the purposes of receiving holiday bonus monies from establishments for their employees, for holding these holiday bonus monies in reserve and to pay these holiday bonus monies to the employees when due;

“large size employer” means an employer who employs in excess of 20 employees;

“leave pay” means that portion of the employee’s remuneration payable by the establishment for the employee for the purpose of remunerating the employee for any period which the employee is on annual leave as prescribed by the prevailing Collective Agreement;

“Leave Pay Fund” means the Fund established by the Council for the purposes of receiving leave pay monies from establishments for their employees, for holding these monies in reserve and to pay these leave pay monies to the employees when due;

“medium size employer” means an employer who employs between 11 and 20 employees;

“micro size employer” means an employer who employs less than 4 employees;

“new establishment” means a business in the scope of this Agreement, which has not conducted manufacturing activities for a period of more than 6 months;

“ordinary hours of work” means the maximum number of hours which an establishment ordinarily works per week and normal hours of work has the same meaning;

“pay week” means the period of 7 days which is considered when determining the weekly wage of an employee, based on an hourly rate of pay;