

YEAR FOUR of employment:

- (a) 100% of the prescribed minimum hourly rates of pay for all the Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay;
- (b) 100% of the prescribed Council Levies;
- (c) 100% of all prescribed Leave Pay Fund contributions;
- (d) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society OR Additional Provident Fund contributions to the same value, payable by the employer and the employee;
- (e) 100% of the required Agency Fee (where applicable);
- (f) Provident Fund contributions (refer to clause 8.3.1 of **ADDENDUM 1**), subject to the Death and Disability Scheme contributions (refer to clause 8.2.2 of **ADDENDUM 1**) being diverted from these Provident Fund contributions; and
- (g) 50% of the prescribed Holiday Bonus Fund contributions.

YEAR FIVE of employment

100% of at least the minimum prescribed hourly rates of pay for all the Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay, as well as 100% of all prescribed fees, levies and contributions shall be payable to the Council by all employers and all employees.

9. TERMS OF EMPLOYMENT**9.1 Ordinary hours of work**

- 9.1.1 Save as is otherwise provided for in this Agreement, no employer shall require or permit an employee –
 - 9.1.1.1 to work for more than 44 hours, excluding meal intervals, in any one week;
 - 9.1.1.2 to work for more than 9 hours, excluding meal intervals, on any one day.
- 9.1.2 All hours of work on any day, exclusive of meal intervals, shall be consecutive.

9.2 Intervals

An employer shall grant to each of his employees -