

ADDENDUM 1

FEES, LEVIES AND CONTRIBUTIONS PAYABLE TO THE COUNCIL

1. LEAVE PAY FUND CONTRIBUTIONS

- 1.1 Leave Pay Fund contributions shall only be payable by the employer to the Council and are calculated at a rate of 6.25% of the ordinary hours worked by the employee and on the hours which would ordinarily have been worked by the employee on:
- 1.1.1 paid public holidays;
 - 1.1.2 paid trade union representative leave days;
 - 1.1.3 paid sick leave days;
 - 1.1.4 paid family responsibility leave days; and
 - 1.1.5 paid study leave days.
- 1.2 The amount payable for working employers shall be at a rate of 6.25% of a foreman's prescribed minimum hourly rate of pay.
- 1.3 No Leave Pay Fund contributions are payable on wages which are payable for overtime wages, hours worked on a Sunday and allowances.

2. HOLIDAY BONUS FUND CONTRIBUTIONS

- 2.1 Holiday Bonus Fund contributions shall only be payable by the employer to the Council and are calculated at the prescribed rates when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:
- 2.1.1 paid public holidays;
 - 2.1.2 trade union representative leave days;
 - 2.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
 - 2.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.