

- 8.1.1 paid public holidays;
- 8.1.2 trade union representative leave days;
- 8.1.3 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
- 8.1.4 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.
- 8.2 The **D.D.S. contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:
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| 8.2.1 | <b>YEAR ONE to YEAR THREE</b><br>of employment | R10-46 per week per employee,<br>payable by the employer ONLY.  |
| 8.2.2 | <b>YEAR FOUR</b> of employment                 | R8-00 per week payable by the<br>employee and R8-00 per week<br>payable by the employer.                            |
| 8.2.3 | <b>YEAR FIVE</b> of employment<br>and onwards  | R13-25 per week payable by the<br>employee and R13-25 per week<br>payable by the employer (refer to<br>clause 9.3). |
- 8.3 **Provident Fund contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:
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| 8.3.1 | <b>YEAR FOUR</b> of employment<br><b>General Worker:</b> | <b>R19-50</b> (3% of R650-00) per week<br>from the employee PLUS an equal<br>amount per week from the<br>employer, subject to Death and<br>Disability Scheme contributions<br>(refer to clause 8.2.2) being<br>diverted from these Provident<br>Fund contributions. |
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