

with the employer after the date on which he last became entitled to leave in terms of clause 5.1.1, or, in the case of an employee who has been employed for less than 12 months, after the date of commencement of his employment.

- 5.1.5 No employee shall, for remuneration, engage in his normal occupation during his annual leave, and no employer shall permit any employee covered by this Agreement to engage in his normal occupation during his annual leave.
- 5.1.6 Leave pay in terms of sub clause 5.1.1 and 5.1.4.1 shall be calculated at the rate of remuneration which the employee was receiving immediately prior to the date upon which the leave became due or his employment terminated, as the case may be, and shall be paid not later than the last working day of his employment, or before the commencement of the said period of leave, as the case may be.
- 5.1.7 A night watchman shall be granted annual leave of 22 consecutive calendar days for each completed period of 12 months of consecutive employment.
- 5.1.8 A night watchman's annual leave shall be granted at the reasonable convenience of the employer, but within three months of completion of the year of employment to which it relates.
- 5.1.9 A night watchman shall be paid, not later than his last working day, a leave allowance of his hourly rate multiplied by 192 hours.
- 5.1.10 A night watchman who has not worked for 12 consecutive months with an employer when the annual leave starts or when the employee's services are terminated, shall be paid a proportionate share of the holiday pay for every month worked to the amount of one-fourth of his weekly wage for every month worked.
- 5.1.11 Calculation of leave pay**
- 5.1.11.1 The wage that an employee was receiving before the leave started or before the employee's service was terminated shall be used for calculation of leave pay. The leave pay for employees on shift work shall be calculated on the basis of a 42-hour week.
- 5.1.11.2 Employment for 15 consecutive working calendar days will be considered a month for the purpose of calculating leave pay.
- 5.1.12 Continuous employment includes any period during which an employee-
- 5.1.12.1 is on annual leave;
- 5.1.12.2 is absent from work on the instructions or at the request of his employer;
- 5.1.12.3 is absent from work due to illness; or
- 5.1.12.4 is absent from work due to maternity leave or maternity.
- 5.1.13 Where an employee is absent due to illness for more than three consecutive days and cannot give the employer a medical certificate, or where the employee is absent for longer than 30 days due to illness, sub clause 5.1.12.3 will not apply.
- 5.1.14 A female employee who is on maternity leave or goes on maternity leave during the annual leave period, is entitled to leave pay calculated up until the date when she went on maternity leave. When such an employee returns