

6.1.8 Learners

An employee who is promoted to, or re-engaged on an operation with a higher prescribed rate of pay and for which a learnership scale is prescribed, shall become a learner on that operation and shall be paid that notch of the learnership scale which is immediately higher than the rate on his previous operation.

6.1.9 Remuneration due to a deceased employee

Where a dependant of a deceased employee can provide proof to an employer of the death of the employee, the employer may pay any wages still owing to such deceased, to the dependant. The estate of the deceased employee will not have any claim on the employer.

6.1.10 Acting allowance

An employee who has to perform, for a temporary period, an operation for which a higher wage is prescribed shall be paid the higher rate for the time worked on that operation. An employee who temporarily has to perform an operation for which a lower rate is prescribed shall be paid the wage he received before working on that operation.

6.1.11 Incentive schemes

Incentive schemes shall be negotiated at plant level. A copy of the agreement, signed by the employer and representatives of the majority trade union, shall be forwarded in writing to the Secretary of the Council.

6.2 OVERTIME RATES

6.2.1 An employee, excluding a night watchman, shall be paid for overtime on the following basis:

6.2.1.1 where he works before or after his usual starting time on Monday to Friday and/or Saturday morning, one and a half times his hourly rate;

6.2.1.2 where the normal working week is completed between Monday and Friday and an employee is required to work on a Saturday morning, provided such employee has completed 42 hours of work between Monday and Friday, one and a half times his hourly rate;

6.2.1.3 where an employee works overtime on a Sunday, he shall be paid at double his hourly rate, alternatively he shall be paid his ordinary hourly rate plus be given a days' paid leave within seven days of such Sunday.

6.2.2 A night watchman shall be paid overtime on the following basis:

6.2.2.1 where he works after his normal finishing time, his hourly rate plus time and a half;

6.2.2.2 where he works on his night off, double his hourly rate.