

"Day" means the period of 24 hours from midnight to midnight. Provided that in the case of a member of the operating staff it shall mean a period of 24 consecutive hours calculated from the time the Employee commences work;

"Daily wage" means an Employee's hourly rate multiplied by the Employee's ordinary hours of work in a day;

"Eligible Employee" means an individual, other than an individual who is part of an Employer's Management, Supervisory or Management Support Staff, who works in the Road Passenger Transport Trade and who is in the permanent employment of an Employer.

"Employee" for the purpose of this agreement means "Eligible Employee"

"Employer" means an individual, company or organisation that employs or provides work for any person or employs an eligible employee in the Road Passenger Transport Trade;

"Hourly Rate" means an Employee's hourly rate of pay;

"Job Title" means the position occupied by an Employee within an Employer's organisation;

"Management Staff" mean those individuals who are responsible for the management of the business or a division, department, depot, section or workshop within such a business. Business owners, directors and/or persons holding positions of assistant manager, or any more senior position within an Employer's staff structure, fall within the definition of this category of staff;

"Management Support Staff" means those individuals' providing support services within a business. Individuals involved in the auditing, accounting, personnel administration, payroll, recruitment, welfare, public relations, secretarial and/or information technology functions as well as those with insurance claim processing, disciplinary activities or security services (other than individuals working as security guards) fall within the definition of this category of staff;

"Minimum Hourly Rate" means the minimum basic hourly rate of pay applicable to a specific job as reflected in "Annexure A";

"Monthly wage" means an Employee's Weekly Wage multiplied by 52 and divided by 12;

"Operating Staff" means a bus driver, bus driver-conductor, checker/regulator, conductor, dispatcher/transport officer, inspector, point controller, clip card seller, ticket office Employee, senior inspector, senior dispatcher/transport officer, senior checker/regulator;

"Ordinary Hours of Work" means the hours of work prescribed in clause 6 or if by agreement between Employer and his Employee the latter works a lesser number of hours, such shorter hours, and includes:

- (a) all periods during which an Employee is obliged to remain at his post in readiness to commence or proceed with his work; and
- (b) all time spent by a bus driver or bus driver-conductor on work connected with the bus or the passengers and all time spent by a driver of a motor vehicle on work connected with the vehicle or its load, but does not include any meal interval, sleep-over period or any

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