

CONTRACT OF EMPLOYMENT

(entered into by the holder of a Job Seekers Exemption Certificate)

between

(Employee)

and

(Employer)

PREAMBLE

This contract is entered into in terms of the requirements of Job Seekers Exemption Certificate Number _____ held by the employee, which entitles her/him to negotiate and enter into agreements with employers on terms that do not conform to the standard labour legislation and regulations.

CONDITIONS OF EMPLOYMENT

1. This contract commences on _____.
2. Remuneration will be _____.
3. The total number of ordinary working hours per day/week (delete whichever is not applicable) will be _____ hour(s) and the maximum number of working hours in any one day will be _____ hour(s).
4. The rate of pay for overtime will be _____ times the rate of pay for normal time worked.
5. The number of paid working days leave per year will be _____ days.
6. The number of paid working days sick leave will be _____ day(s) for every month worked with a maximum of _____ day(s) in any cycle of _____ months.
7. Normal hours of work will be from _____ to _____ from Monday to Friday (with a _____ lunch break) and from _____ to _____ on Saturdays.
8. This contract is subject to a probation period of _____ month(s) after which notice of termination will be at least _____ calendar week(s) by either party.
9. During the first period of _____ month(s) the contract may be terminated by either party by giving the other party 24 hours' notice of termination.

JOB SEEKERS EXEMPTION CERTIFICATE (JSEC)

It is agreed that the employer will be entitled to make and retain a certified copy of the JSEC as evidence that the employee is empowered to enter into this contract but shall hand over this copy on demand to the employee on termination of the contract. It is further agreed that at the expiry of the term of the JSEC this contract will terminate automatically, and further employment will be subject to negotiation between the parties.

Signed at _____ on this _____ day of _____ 20__.

Employee

Employer

Witness