

**CONTRACT OF EMPLOYMENT**

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

between

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**(Employee)**

and

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**(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\_\_\_\_.

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**Employee**

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**Employer**

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**Witness**