

# EMPLOYMENT ACT CHAPTER 160

## REVISED EDITION 1988.

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### CALCULATION FOR OVERTIME.

- ▶ EMPLOYMENT CALCULATION - OVERTIME
- ▶ SECTION 26 (1) ( b ) ( I ) ( ii )
- ▶ E.g.170vt per hour
- ▶ 

| <u>Weekly hours worked</u> | <u>125%</u> | <u>150%</u> |
|----------------------------|-------------|-------------|
| ▶ Week 1 – 50 – 44 = 6     | 4           | 2           |
| ▶ “ 2 – 50 – 44 = 6        | 4           | 2           |
| ▶ “ 3 - 52 – 44 = 8        | 4           | 4           |
| ▶ “ 4 – 60 – 44 = 16       | 4           | 12          |
|                            | <u>16</u>   | <u>20</u>   |
- ▶ 170vt x 125% x 16hrs = 4,080 VT

- ▶  $170vt \times 150\% \times 20hrs = 5,100 VT$
- ▶ **TOTAL = 9,180 VT**
- ▶ If any total weekly hours are less than 44 normal weekly hours then it will not be included in the calculation for Overtime.

## CALCULATION FOR ANNUAL LEAVE

- ▶ New Employment Act N0.31 of 2008
- ▶ Amendment- Section 29 [1] [a]
- ▶ Between 1- 6 yrs = 15 days
- ▶  $15 \text{ days} / 12\text{months} = 1.25 \text{ per month.}$
- ▶ Eg; 1 yrs, 6 months
- ▶  $30,000Vt / 22 \text{ working days} \times 15 \text{ days} = \text{ANS.}$
- ▶ Section 32 paragraph 1.
- ▶ 6 months
- ▶  $30,000Vt / 22 \text{ working days} \times 6 \text{ months}$   
[days]  $\times 1.25 = \text{ANS.}$
- ▶ Section 29 [1] [b]
- ▶ Between 7 to 19 yrs = 21 days
- ▶ Eg; 4 yrs, 6 months
- ▶  $21 \text{ days} / 12 \text{ months} = 1.75 \text{ rate per month}$
- ▶ Eg; 30,000Vt monthly salary
- ▶  $30,000Vt / 22 \text{ working days} \times 21 \text{ days} = \text{ANS.}$
- ▶ 6 months
- ▶ 30,000Vt monthly salary

- ▶ So,  $30,000Vt / 22 \text{ working days} \times 6 \text{ months} [\text{days}] \times 1.75 = \text{ANS.}$

## CALCULATION FOR SICK LEAVE

- ▶ New amendment Employment Act NO. 31 of 2008.
- ▶ Section 34 [1] = 21 days
- ▶ After 6 months within the year of employment is 21 days.
- ▶ Eg; 30,000Vt monthly FIXED salary
- ▶  $30,000Vt / 22 \text{ working days} = \text{Rate per day} [1,364 Vt ]$

So, Rate per day  $[1,364Vt ] \times \text{Total hours per day} [ \text{ maybe } 8 \text{ hrs } ] = \text{ANS}$

- ▶ Salary paid Hourly calculations;
- ▶ Eg; 170Vt per hour
- ▶ 8hours per day
- ▶ So,  $170Vt \text{ per hour} \times 8\text{hours per day} = \text{ANS.}$

Sick leave is; Daily rate

## CALCULATION FOR MATERNITY LEAVE.

- ▶ New Employment Amendment Act NO. 31 of 2008
- ▶ Section 36- 66% of salary
- ▶ Eg 1; 30,000Vt monthly salary x 66% = ANS
- ▶ Eg 2; 15,000Vt [10 days salary or 15 days salary ]
- ▶ 13,000Vt x 66% = ANS
- ▶ Eg 3; 6,500Vt weekly wages
- ▶ 6,500Vt x 66% = ANS.

## **CALCULATION FOR NOTICES**

- ▶ 1. Over 3 yrs = Section 49 [3] [a] – 3 months Notice
- ▶ Eg; 30,000Vt per month
- ▶ So, 30,000Vt x 3 months = 90 ,000Vt.
- ▶ 2. Less than 3 yrs = Section 49 [3] [i] – 14 days Notice or 10 days Notice
- ▶ A-Eg; 15 days salary @ 13,000Vt
- ▶ So, will be 13,000Vt
- ▶ B-Eg; 10 days salary@13,000Vt
- ▶ So, will be 13,000Vt
- ▶ 3. Less than 3 yrs = Section 49 [3] [ii] – Weekly Notice
- ▶ Eg; Weekly wages@6,500Vt
- ▶ So will be 6,500Vt

## **CALCULATION FOR SEVERANCE ALLOWANCE**

- ▶ Section 56[2][a]- ONE MONTH SALARY PER YEAR.
- ▶ Eg; 4yrs, 6 months
- ▶ 1. Monthly salary –  $30,000\text{Vt} \times 4 \text{ yrs} = \text{ANS.}$
- ▶ Section 56 [2] [b]
- ▶  $30,000\text{Vt} / 12 \text{ months} \times 6 \text{ months [days]} = \text{ANS.}$
- ▶ 2. Weekly wages [6,500Vt x 4 weeks x 4 yrs = ANS.
- ▶ 3. Fortnight salary [ 13,000 ] x 2 weeks x 4 yrs = ANS.