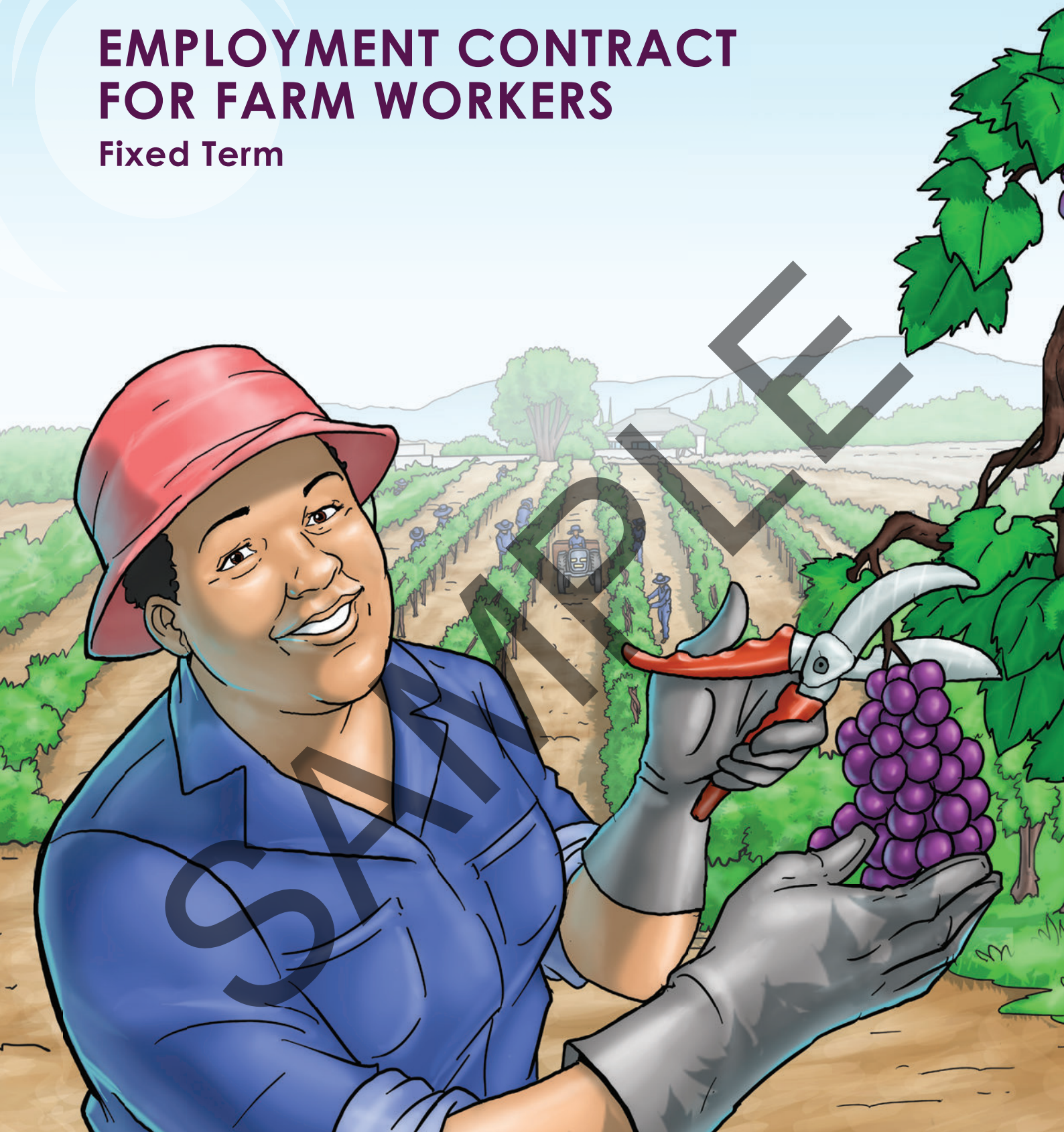
EMPLOYMENT CONTRACT FOR FARM WORKERS

Fixed Term



SAMPLE

A ComiContract by Jincom EHS (www.jincom.com)

PARTIES TO THE AGREEMENT



THIS IS YOU, THE EMPLOYEE (WORKER)

NAME: .....

.....

IDENTITY NUMBER: .....

.....

CONTACT NUMBER: .....

.....



THIS IS THE EMPLOYER / MANAGER

NAME: .....

.....

.....

.....

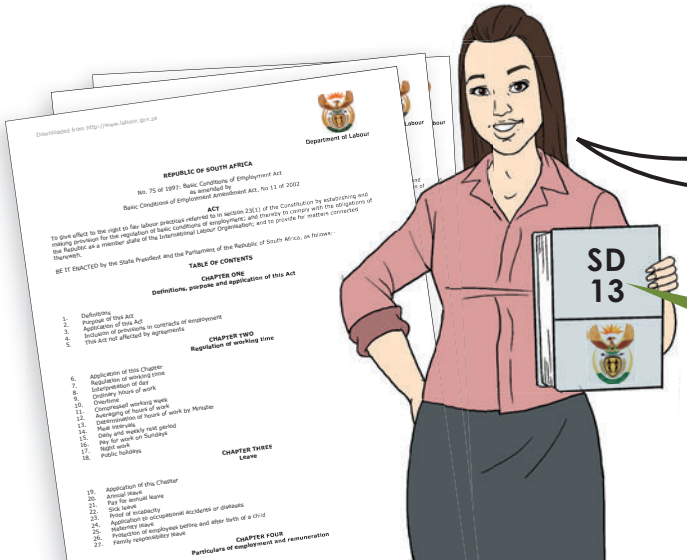
.....

.....

CONTACT NUMBER: .....

UIF NUMBER: .....

SAMPLE



This is the law that applies to this contract and your employment.

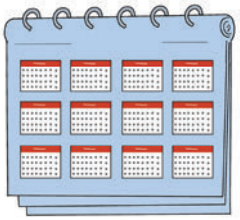
Sectoral Determination 13: Farm Worker Sector.

Put your initials here

....

DURATION OF EMPLOYMENT

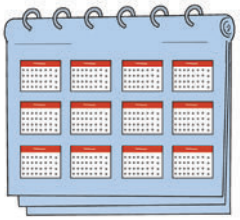
☐



START DATE:

DD / MM / JJ

.....



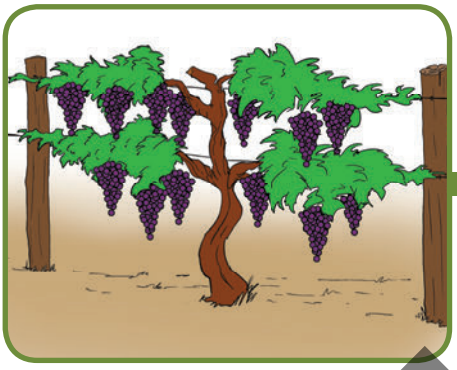
END DATE:

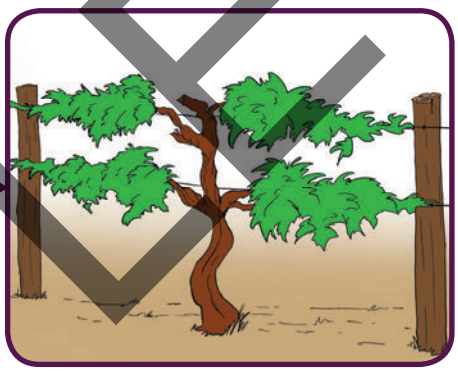
DD / MM / JJ

.....

HARVEST

☐





WEEDING

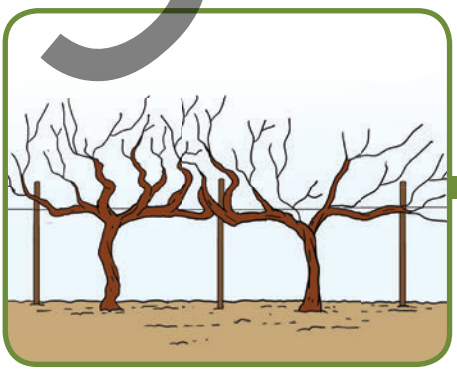
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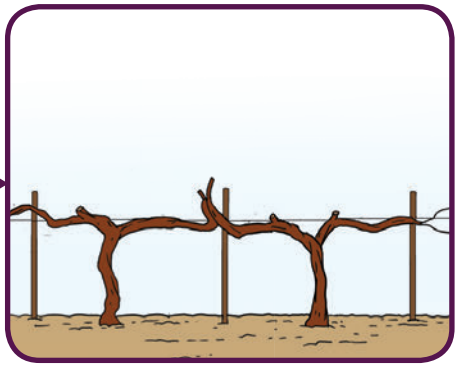




PRUNING

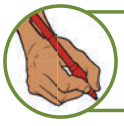
☐





☐ **Other:** .....

SAMPLE



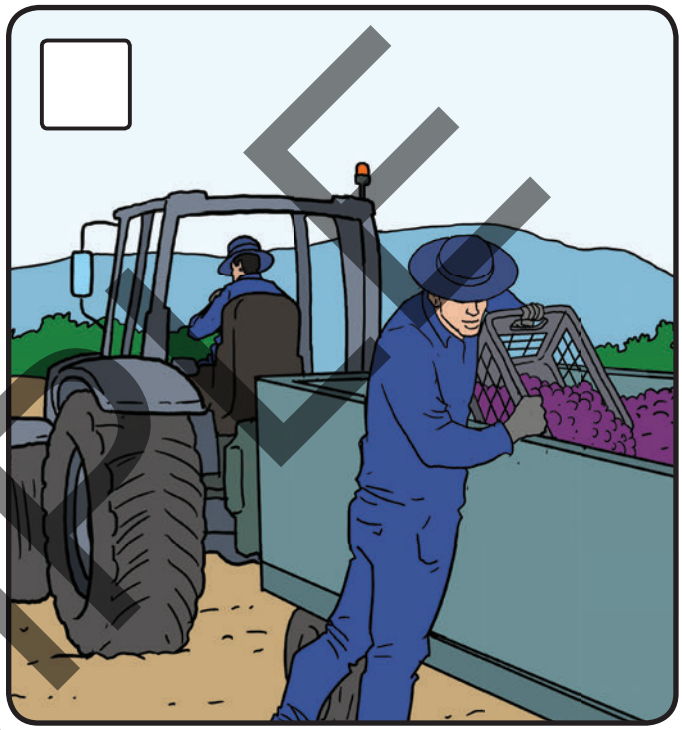
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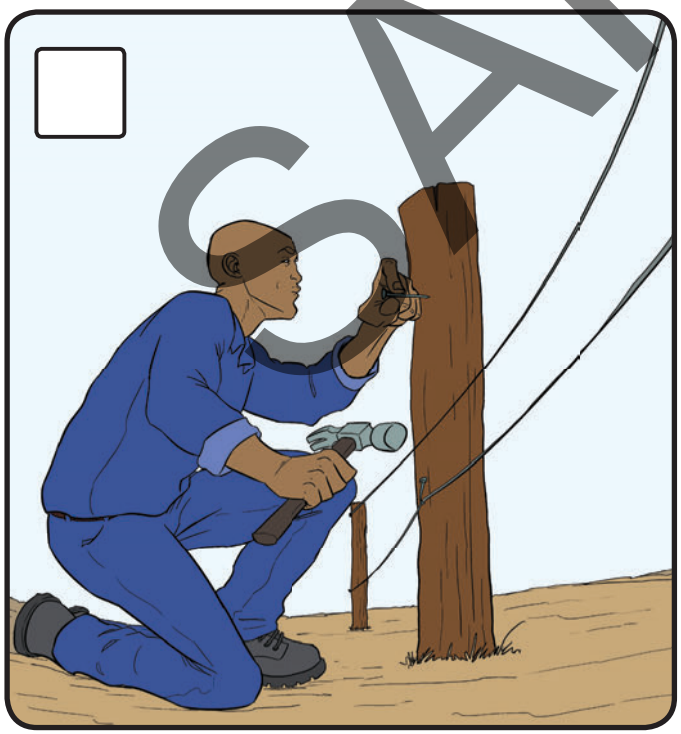
YOUR JOB



You are being employed as a general farm worker in order to:









SAMPLE



....

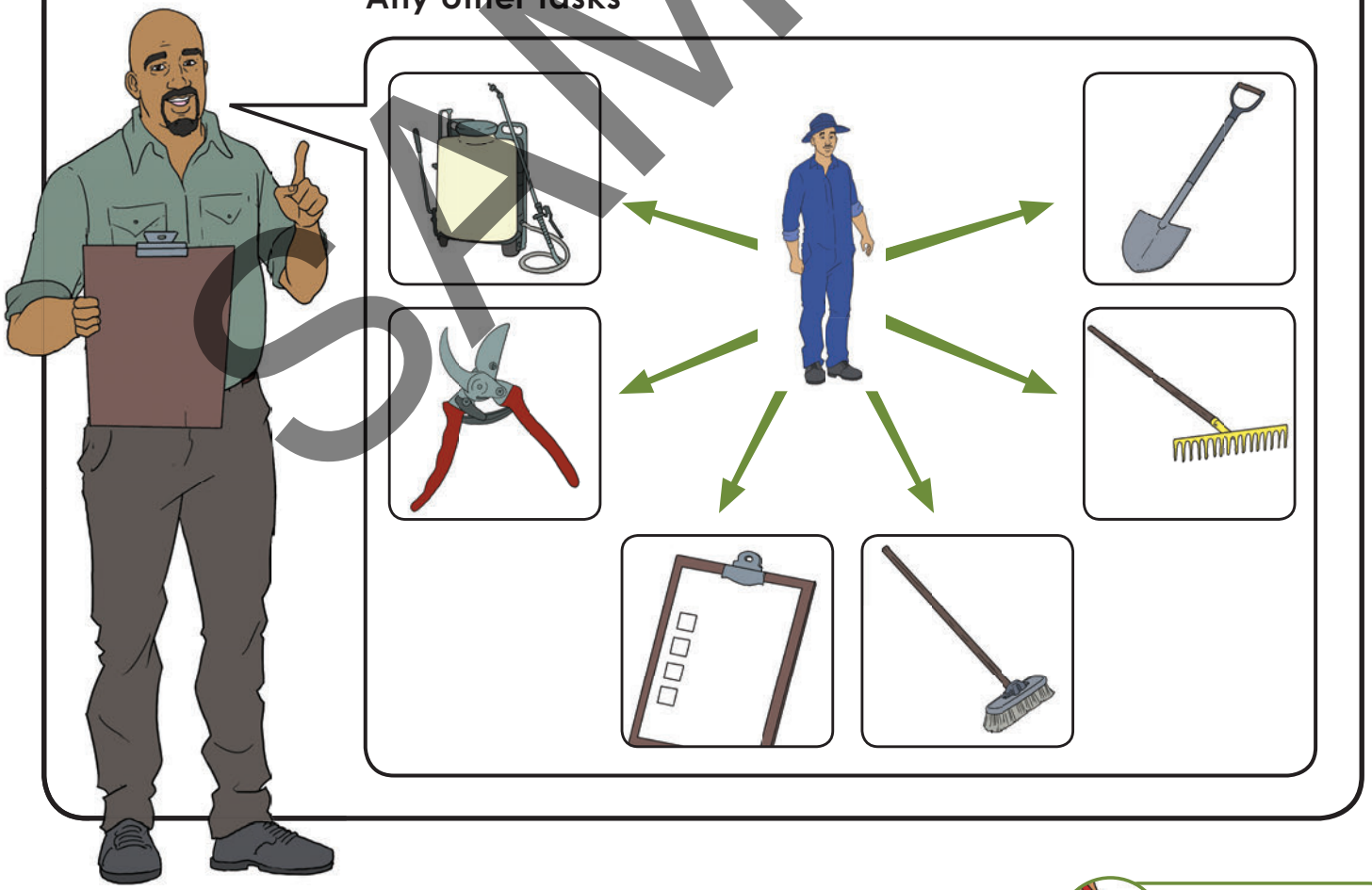
YOUR JOB





OTHER

Any other tasks



SAMPLE

YOUR PLACE OF WORK



FARM:

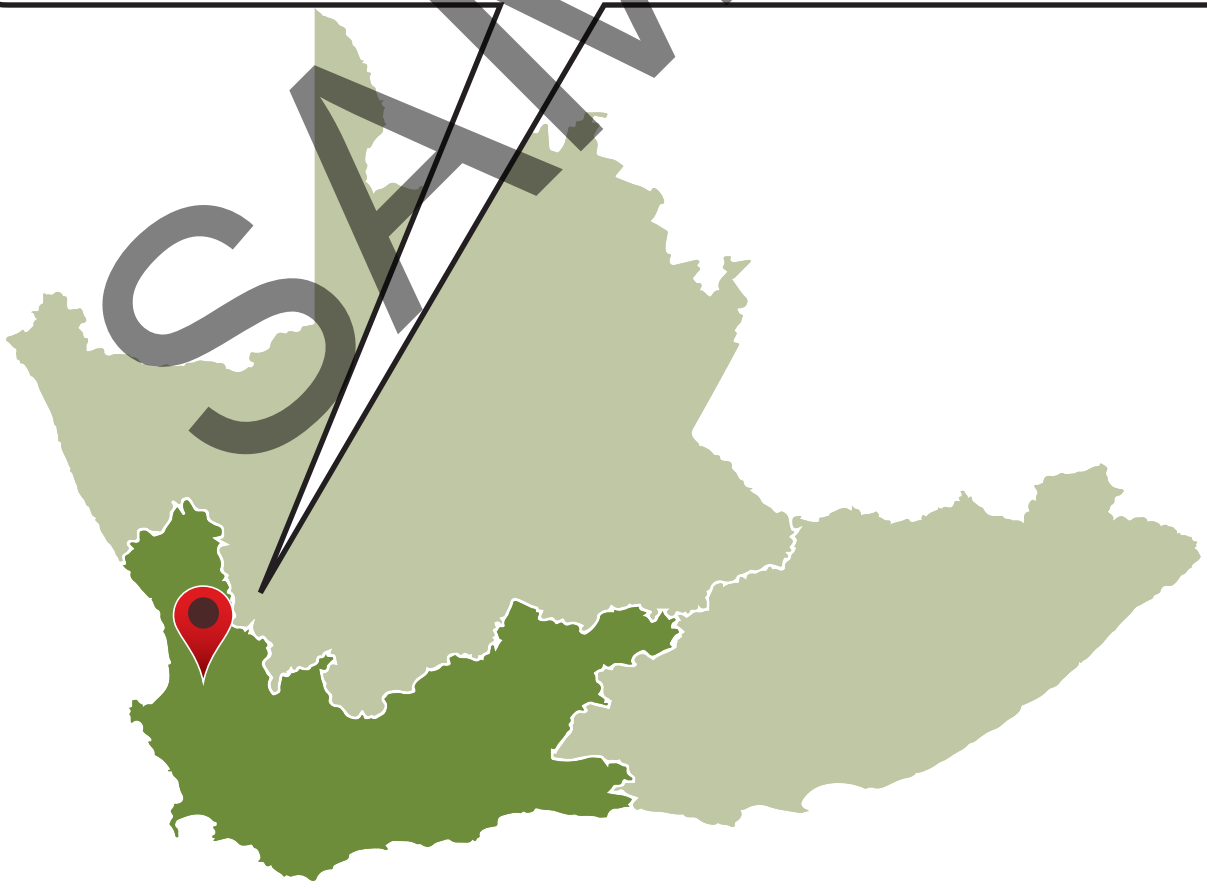
.....

.....

.....

.....

TOWN: .....



SAMPLE

....

PAY

YOU EARN:

☐ PER MONTH R.....

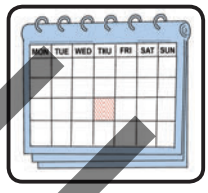
☐ PER WORKING WEEK R.....

☐ PER DAY R.....

☐ PER HOUR R.....

☐ PER PIECE OF WORK R.....



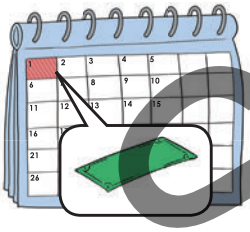




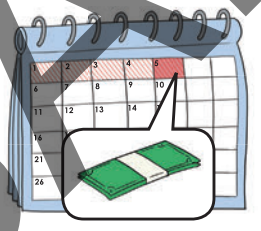
SAMPLE

WHEN DO YOU GET PAID?:

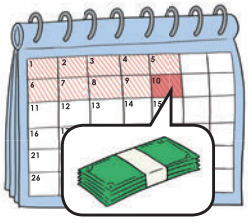
☐ PER DAY



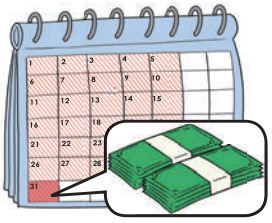
☐ PER WEEK



☐ EVERY SECOND WEEK

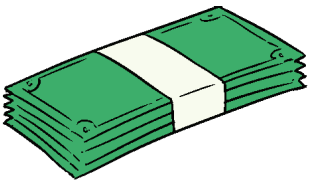


☐ EVERY MONTH



PAYMENT WILL BE MADE IN:

☐ CASH



☐ EFT

Name of account holder: .....

Name of bank: .....

Branch code: .....

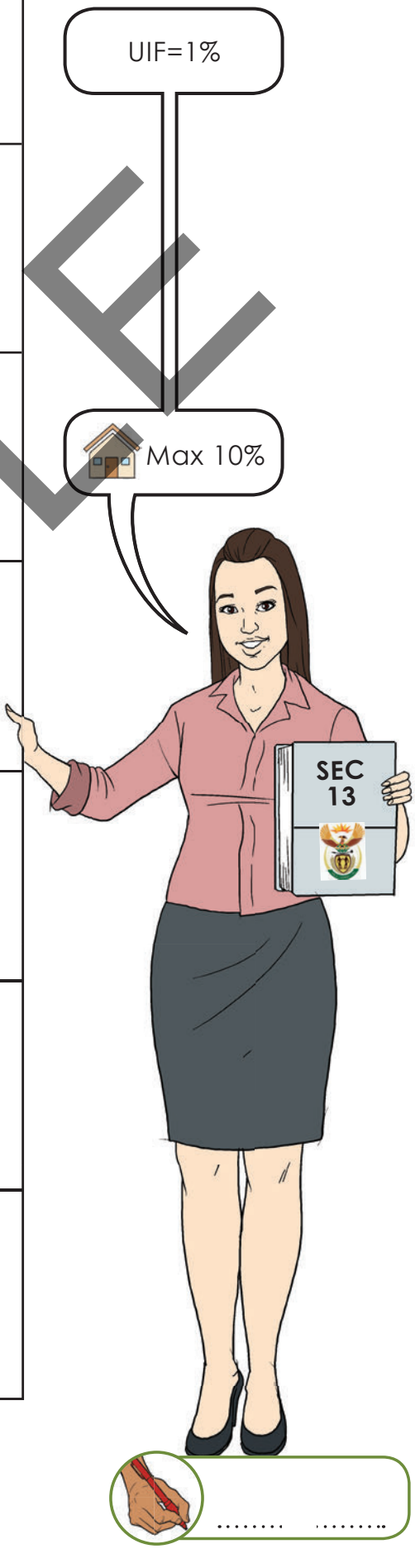
Account number: .....





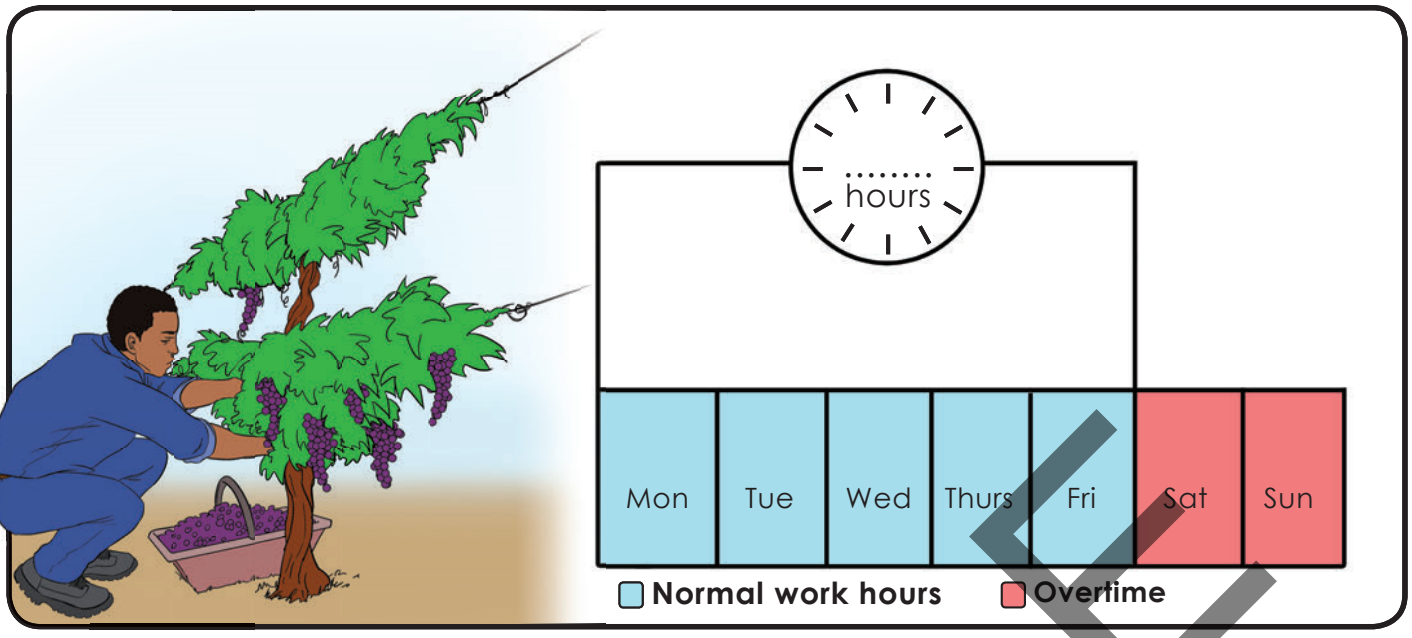
DEDUCTIONS

	AMOUNT	DETAIL
UIF Department of Labour	R	..... % .....
Transport	R	..... % .....
Accommodation	R	..... % .....
Third party agreements Only if requested by employee	R	..... % .....
Union membership	To: ..... R	..... % .....
Loans	R	..... % .....
Any other SEC 13	To: ..... R	..... % .....

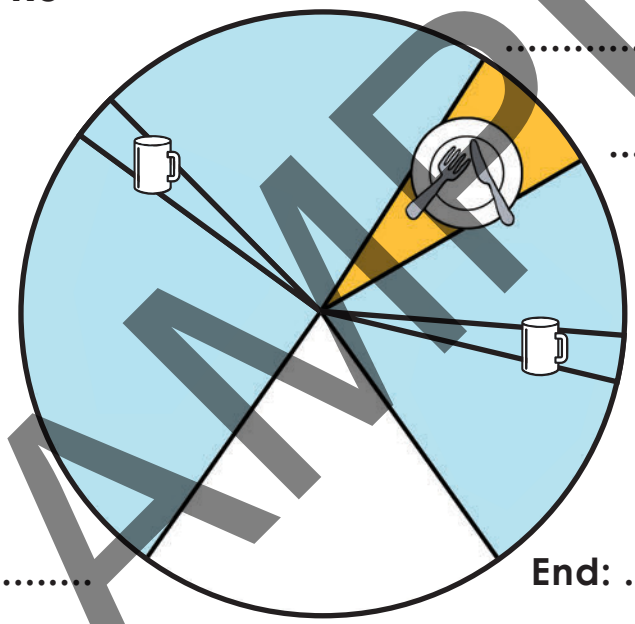


SAMPLE

WORK DAYS AND WORK HOURS



NORMAL HOURS



.....

.....

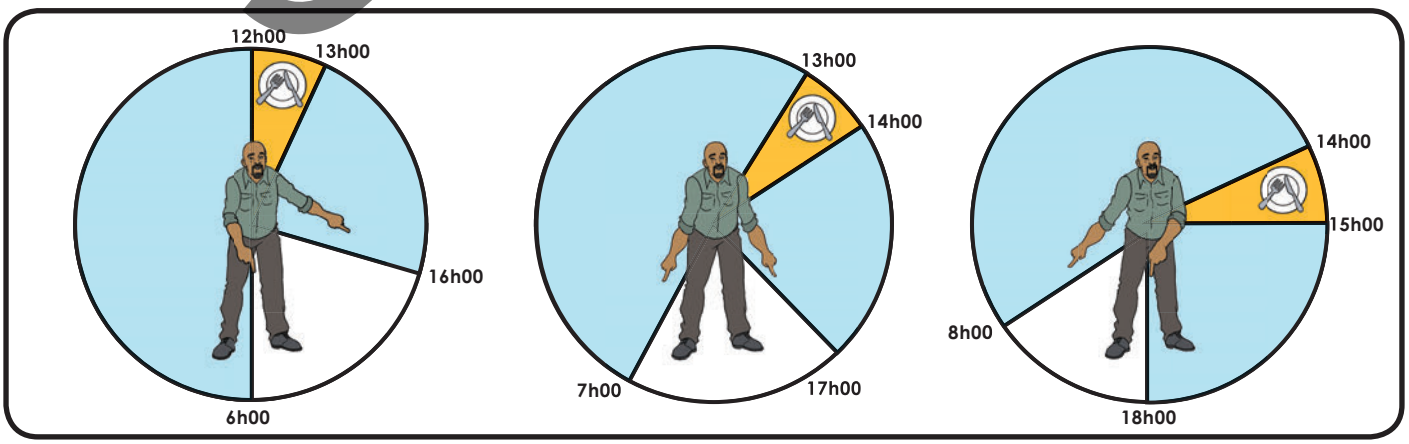
Work
Lunch

Start: .....

End: .....

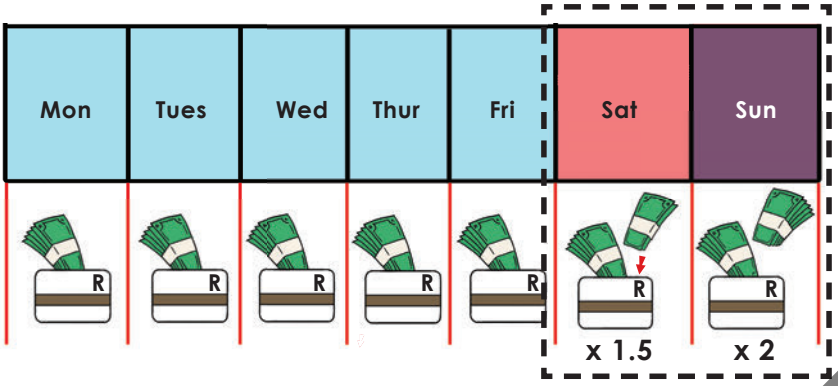
SAMPLE

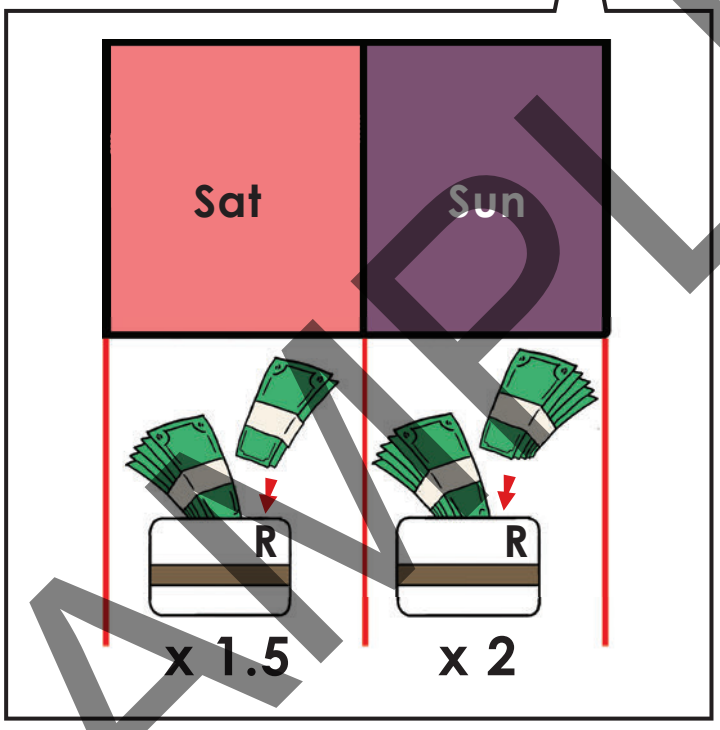
SHIFT TIMES CAN CHANGE:



....

OVERTIME



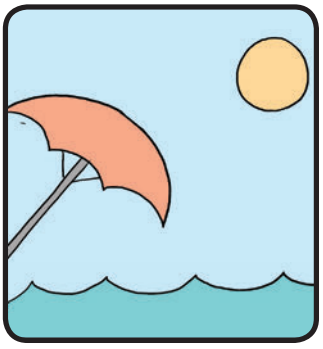


Normal working hours Overtime

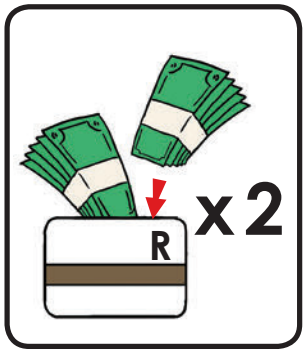
SAMPLE

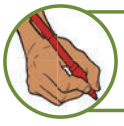
If you work on a Public Holiday





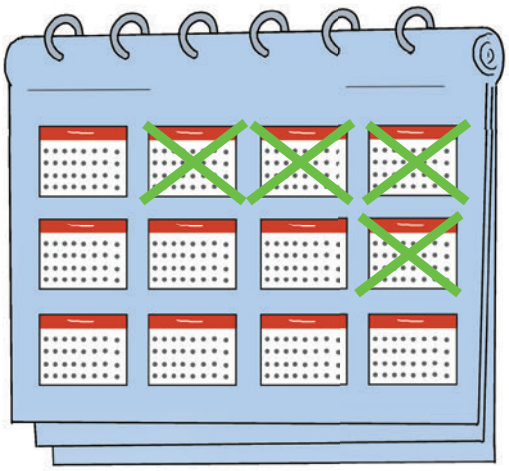
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....

ANNUAL LEAVE



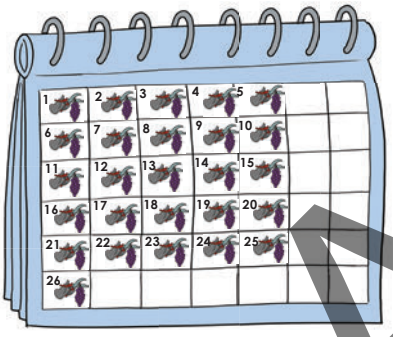
If you've worked for
4 months in one year...

=



...you get one day of paid leave for
every 17 days you've worked.

SICK LEAVE

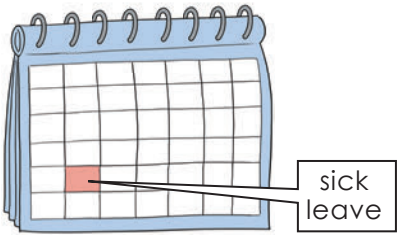


For every 26 days
that you work...

+

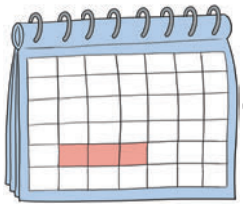


=



...you can get 1 day
of paid sick leave.





OR



=

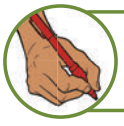


If you've been sick
for more than 2
consecutive days...

If you've been
sick more than
twice in 8 weeks...

You must bring a
medical certificate
from a doctor to
receive paid leave.

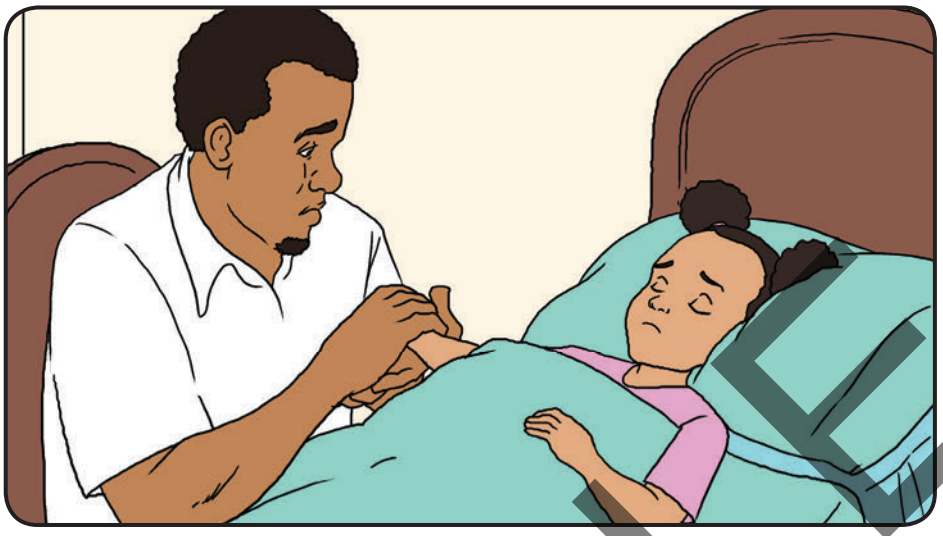
SAMPLE



....

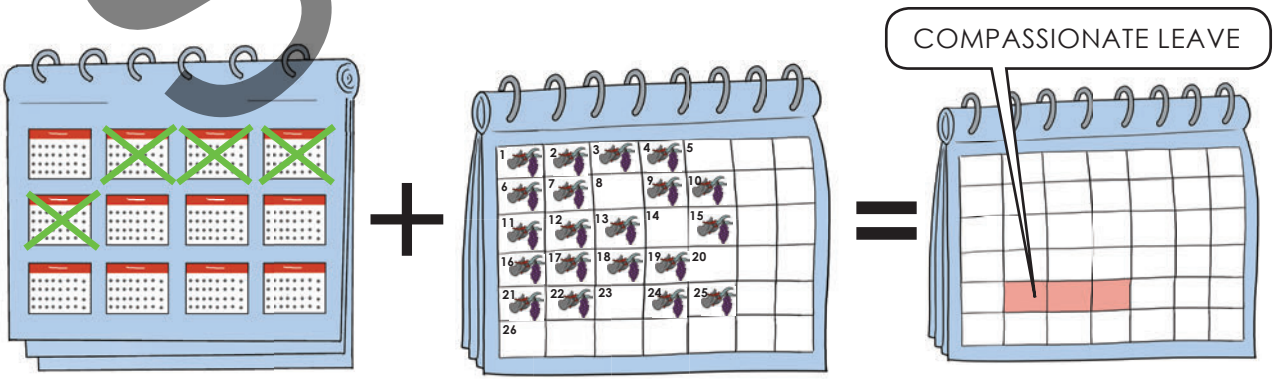
COMPASSIONATE LEAVE

For example:



or





If you've worked for more than 4 months...

...and you work at least 4 days a week...

...then you're entitled to 3 days of paid leave per year.

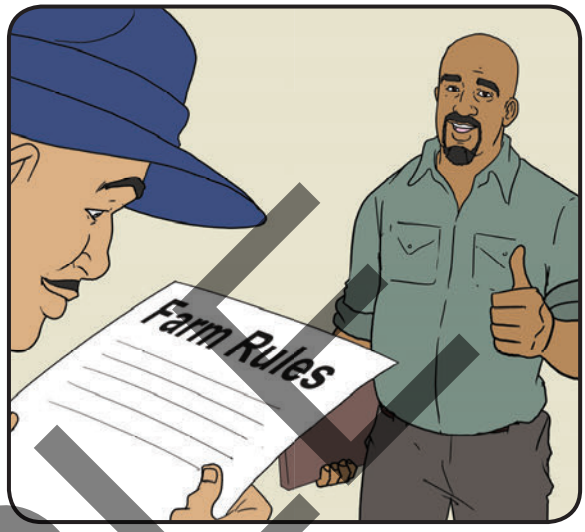
SAMPLE



FARM RULES

You agree to comply with the employer's rules.
A copy of the rules is available.





SAMPLE





EMPLOYER



Name:.....

Signature:.....



.....
Today's date



EMPLOYEE

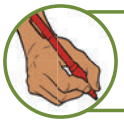


Name:.....

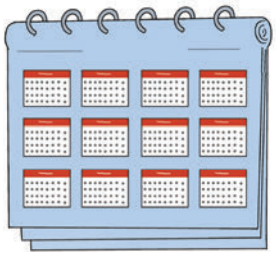
Signature:.....



.....
Today's date



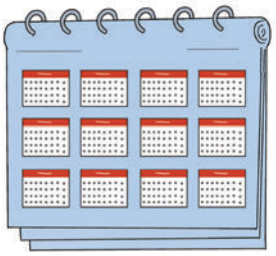
RENEWAL OF CONTRACT



START DATE:

DD / MM / JJ

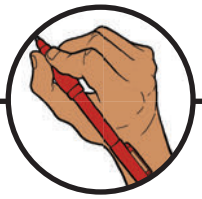
.....



END DATE:

DD / MM / JJ

.....



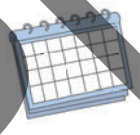


EMPLOYER



Name:.....

Signature:.....



.....

Today's date



EMPLOYEE



Name:.....

Signature:.....



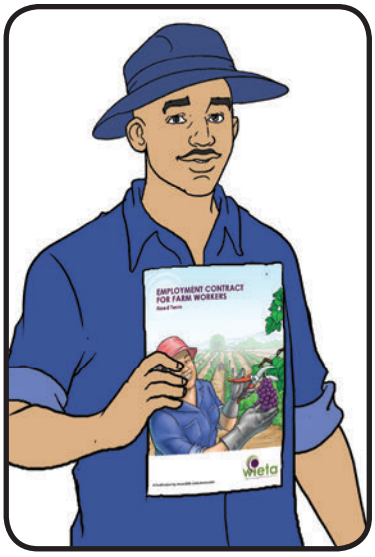
.....

Today's date

SAMPLE









.....

SAMPLE

SAMPLE

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