



## **FIXED-TERM EMPLOYMENT CONTRACT**

This Agreement is made on \_\_\_\_\_

Between:

Employer: **BIG JO'S** (hereinafter referred to as 'the Employer')

And

Employee: \_\_\_\_\_,

ID Number \_\_\_\_\_,

(hereinafter referred to as 'the Employee')

### **1. Commencement and Duration**

1.1 The Employee's employment shall commence on \_\_\_\_\_ and shall continue for a fixed term ending on \_\_\_\_\_.

1.2 This contract will automatically terminate on the end date unless both parties agree in writing to extend it.

### **2. Position and Duties**

2.1 The Employee is employed as a General Worker.

2.2 The Employee agrees to perform all duties reasonably associated with this position, including but not limited to:

- Greeting and serving customers
- Taking and delivering orders
- Assisting with table setup and cleanup
- Maintaining cleanliness and hygiene standards

2.3 The Employee must comply with all outlet policies, procedures, and instructions.

### **3. Remuneration**

3.1 The Employee will be paid a wage of \_\_\_\_\_ per \_\_\_\_\_.

3.2 Payment will be made [weekly/bi-weekly/monthly] via [bank transfer/cash].

### **4. Working Hours**

4.1 The Employee's normal working hours are \_\_\_\_\_, \_\_\_\_\_ days per week.

4.2 The Employee may be required to work reasonable overtime, which will be compensated according to the law.

### **5. Leave and Public Holidays**

5.1 The Employee is entitled to leave and public holiday benefits in accordance with South African labor law.

### **6. Termination**

6.1 This contract will automatically terminate at the end of the fixed term.

6.2 Either party may terminate the contract earlier by providing ONE weeks' written notice.

6.3 The Employer may terminate without notice for serious misconduct, in accordance with the law.

## **7. Confidentiality**

The Employee shall not disclose any confidential information regarding the Employer or its operations during or after employment. This information includes but is not limited to wage rates, working hours, recipes, suppliers and employee/employer contact information.

## **8. General**

8.1 This agreement constitutes the entire agreement between the parties.

8.2 Any amendments must be in writing and signed by both parties.

8.3 This contract is governed by the laws of South Africa.

Signed at \_\_\_\_\_ on \_\_\_\_\_

Employer: \_\_\_\_\_ (Name & Signature)

Employee: \_\_\_\_\_ (Name & Signature)