

3. **REMUNERATION**

- 3.1 As sole remuneration for the services rendered by the employee, the employee shall be paid a salary at the rate of R 6,818.00 per month.
- 3.2 The employee's remuneration will be paid monthly in arrears.
- 3.3 The employee shall not be entitled to:-
- The Bank's paid maternity leave facility;
 - The Bank's medical aid facility.
- 3.4 The employee's salary and any benefit received in terms of employment shall be subject to all deductions required by law as well as the regulations of any of the Bank's employee schemes which the employee joins.

4. **WORKING HOURS**

- 4.1 The employee will be required to work the following hours:-

Mondays to Fridays	08:00 to	16:45
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- 4.2 The employee shall be compensated for any overtime worked at time and a half as provided for in paragraph 9.2 and Appendix 6 of the Human Resources Manual.
- 4.3 The employee acknowledges that the Bank has the right to change the hours of work set out under clause 4.1 above, from time to time.
- 4.4 The employee agrees to work overtime as and when required.

5. **OTHER BENEFITS**

5.1 Pension

Under this agreement, the employee will be regarded as non-pensionable and no pension deductions will be effected, nor will the employee qualify for a Bank pension.

5.2 Annual Leave

The employee is entitled by agreement to one day of paid annual leave for every 17 days on which the employee worked or was entitled to be paid.

5.3 Maternity Leave (For Female employees)

The employee is entitled to four consecutive months unpaid maternity leave.

5.4 Family Responsibility Leave

The employee is entitled to family responsibility leave as outlined in the Bank's Human Resources Manual paragraph 11.4

5.5 Sick Leave

The employee is entitled to one day's paid sick leave for every 26 days worked.

5.6 Personal Accident Cover

The beneficiary of this policy is FirstRand, however, while this agreement subsists, the employee may be eligible to benefit under this insurance at the discretion of the Group; subject to the policy terms and conditions. The policy is in respect of accidental death, permanent disablement, or loss/total loss of the use of a limb or eye, which occurred at the workplace of the Bank.

6. **EMPLOYEE'S DUTIES**

- 6.1 The employee is required to abide by and adhere to the rules, regulations, procedures and processes