THIS CONTRACT OF EMPLOYMENT is made BETWEEN THE MEGA ENGINEERING COMPANY LIMITED of Point Lisas Industrial Estate (hereinafter called ‘the Employer’) of the one part and RAYMOND HUGGINS of Main Road Couva (herein after called ‘the Employee’) of the other part----------------------------

WHEREBY Both the Employer and The Employee Agree to The Following Terms and Conditions-------------------------------------

1. Employee’s Job Title: Labourer----------------------------
2. Hours and Days of Work: The hours work shall be from 7:45 a.m. to 4:00 p.m. Mondays through Fridays with half hour off for lunch 12:30 to 1:00 p.m.---------------
3. Basic Salary: The basic salary shall not be lower than the minimum wage decreed by the government-----------------------------------------------
4. Duration of Contract: The contract shall initially be for a minimum period of two years-------------------------------------------------------------------------------------------
5. Attendance: The Employee shall report to work on time and swipe his card on arrival and on departure----------------------------------------------------------------------------------
6. Leave: The Employer shall inform the Employee of his leave entitlement---------------
7. Absence/Late: if the Employee has to be late or absent for any reason, he shall inform his supervisor in advance or call in the morning on the day he shall be late or absent-----------------------------------------------------------------------------------------

SHOULD the Employee be absent for more than two consecutive days, he shall supply a medical certificate-----------------------------------------------------------------------

If the Employee is late on more than two consecutive days, he shall be given an oral warning and if he continues to be late, he shall be given written warning after which he shall be suspended without pay---------------------------------------------------------------------------

1. Overtime: When the Employer request the Employee to work overtime, the rate of pay shall be one and a half times the basic pay-------------------------------------------
2. Insurance: The Employer shall register the Employee with National Insurance Board---------------------------------------------------------------------------------------
3. Payment: The Employer shall pay the Employee on the last Friday of every fortnight through the Employee's’ bank-----------------------------------------------------------------
4. Deductions: The employers shall deduct from the Employee's pay contribution for the National Insurance Board of Inland Revenue-------------------------------------------------

IN WITNESS whereof the said parties hereto have voluntarily set their hands on this Seventeenth Day of January Thousand and Twenty-Three at Point Lisas-------------------------

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Signature for and on behalf of Signature of Employee

THE MEGA ENGINEERING COMPANY LIMITED