

## TABLE FOR DIFFERENT EMPLOYMENT CONTRACTS

*Please take note that in terms of section 9A of the Basic Conditions of Employment Act 75 of 1997 (BCEA), an employee or worker earning below the BCEA threshold of R241 110,59 per annum, who works for less than 4 hours on any day must be paid for at least 4 hours of work on that day.*

### DURATION OF CONTRACT

	<u>PERMANENT</u>	<u>FIXED-TERM</u>
<b>Definition</b>	<b>Indefinite / Permanent</b> Contract is ongoing, subject only to an agreed or normal retirement age, or termination by the employee (resignation) or employer, on the grounds of misconduct, incapacity or operational requirements	<b>Fixed-term / Temporary</b> A temporary employee is employed either for a specific period of time or in order to perform a specific task. The employment contract comes to an end once the specified period or the specified task comes to an end. This does not constitute a dismissal.
<b>Full-time</b> A full-time employee would normally work 5 or 6 days per week, and between 40 and 45 hours per week.	<b>Permanent Full-time Contract</b> The employee works full-time on an ongoing basis, subject only to resignation, dismissal on grounds referred to above, or retirement.	<b>Fixed-term Full-time Contract</b> The employee works full-time for a specified period of time, or until a specified task has been completed.
<b>Part-time</b> A part-time employee will usually work either less than 8 or 9 hours per day (for example a half-day employee), or less than 5 or 6 days per week (for example a domestic worker who works for an employer on three days per week)	<b>Permanent Part-time Contract</b> The part-time employee works on an ongoing basis, subject only to resignation, dismissal on grounds referred to above, or retirement.	<b>Fixed-term Part-time Contract</b> The part-time employee works on a contract for a specified period of time, or until a specified task has been completed.
<b>Variable Time</b> The employee's hours or days of work vary.	<b>Permanent Variable Time Contract</b> The employee is on an indefinite contract of employment to work variable hours.	<b>Fixed-term Variable Time Contract</b> The variable time employee works on a contract for a specified period of time, or until a specified task has been completed.