Night Shift Work

Definition:

Night shift work refers to work that is performed after 18:00 and before 06:00 the next day.

Conditions:

- The employees consent to working night shift must be obtained and this can be done by means of stipulating this need in the employment contract or an annexure to the contract.
- Employees will be compensated for night shift work and will be able to choose a shift allowance or a reduction of normal working hours.
- A night shift allowance will be equal to 15% of the normal cost to company remuneration will be paid where at least half the shift falls between the hours of 18:00 and 06:00.
- Should the shift be deemed to be worked on a public holiday, the employee will be paid double her basic hourly rate.
- The company will ensure that transport is available between the employee's place of residence and the workplace at the commencement and conclusion of the employee's shift. The cost of the transport will be for the employee.
- The Shift Manager is to ensure that a company First Aider is available during the night shift work and that emergency contact numbers are displayed in the working area.
- An employee deems to be a regular night shift worker if he/she works for a period of longer than an hour after 23:00 and before 06:00 at least five times per month or 50 times per year.
- Employees who perform night shifts regularly are entitled to undergo periodic medical examinations to ensure that their health isn’t adversely affected by performing night work and this cost will be covered by the employer.
- Should an employee declared unfit for night work they will be moved to a day shift.