

## <sup>1</sup>Overtime Hours

Workers may not work –

- overtime, unless by agreement
- more than 10 hours' overtime a week (collective agreement may increase this to 15 hours per week for up to 2 months a year)
- more than 12 hours on any day

### Pay for Overtime

Employers must pay workers overtime at **1.5 times the normal hourly wage**.

Alternatively, a worker may agree to receive **paid time off** or a combination of pay and time off.

<sup>1</sup> **Basic Conditions of Employment Act** ([https://www.gov.za/sites/default/files/gcis\\_document/201409/a75-97.pdf](https://www.gov.za/sites/default/files/gcis_document/201409/a75-97.pdf))