

## **Basic conditions of Employment Act**

### **Assessment Task**

#### **The Basic Conditions of Employment Act (Individual activity) (LO3 AS7)**

Read up on the BCEA (the Basic Conditions of Employment Act) and answer the questions that follow. You can get access to a copy of the act on the website: <http://www.labourguide.co.za/bcea>.

- a) Who is covered by the BCEA? Who is not covered? [5 marks]
- b) How many hours per day are considered ordinary working hours? [2 marks]
- c) What is the maximum number of hours a worker may work per day? [1 mark]
- d) What must an employee be informed of if he or she works after 23:00 and before 06:00 the next day? [2 marks]
- e) May an employer pay employees rather than allowing them to take leave? [1 mark]
- f) What information of an employee must be kept on record by an employer? [5 marks]
- g) Under which two circumstances may an employer make deductions from the employee's salary? [2 marks]
- h) Name two of the offences in the general clause (no. 11) of the Act. [2 marks]

[Total: 20 marks]