



17 January 2024

NEWSLETTER: DAILY AND WEEKLY REST PERIODS

Employers often wonder what rest periods are to be given to staff that are employed on a permanent basis. Below we highlight what the BCEA states about weekly and daily rest periods.

Daily and weekly rest period

1. An employer must allow an employee-
 - a. a daily rest period of at least twelve consecutive hours between ending and recommencing work; and
 - b. a weekly rest period of at least 36 consecutive hours which, unless otherwise agreed, must include Sunday.

2. A daily rest period in terms of subsection (1) (a) may, by written agreement, be reduced to 10 hours for an employee-
 - a. who lives on the premises at which the workplace is situated; and
 - b. whose meal interval lasts for at least three hours.

3. Despite subsection (1) (b), an agreement in writing may provide for-
 - a. a rest period of at least 60 consecutive hours every two weeks; or
 - b. an employee's weekly rest period to be reduced by up to eight hours in any week if the rest period in the following week is extended equivalently.

Again, you can see that a contract of employment has to be in place in order to have the agreement between the parties in place.

If you have any questions and or queries, please contact our offices at 0876302070 or by email.

Regards

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