

<b>Extra work - Per minute payments</b>	
Day off (Minimum pay for 4 hours) - Per minute rate	3.00
Halfday off (Minimum pay for 2 hours) - Per minute rate	3.00
Mercantile Holiday (Minimum pay for 4 hours) - Per minute rate	3.00
Job assigned before 8:30am or After 6:00pm - Per minute rate (Within 75km from base to customer site)	3.00
Job assigned before 7:30am or After 9:00pm - Per minute rate (Within 75km from base to customer site)	5.00
Travel time exceeding 120 minutes up to a maximum of 180 minutes (Beyond this covered by night out) - Per minute	1.50
<b>Voice and Data Limits</b>	
Phone call limit per month (Official Calls only) - Voice	750.00
Phone data limit - Allowed only given limit	Fixed
<b>JOB transport Rates</b>	
Private vehicle per km (GPS must be installed and must report to job on time)	13.50
Public vehicle or late reporting for jobs rate per km	6.00
Up to 75km distance from base must report at 8:30am (15mins delay will be allowed for each additions 10km)	
Travel time calculated as per google and 1 extra hour added for every 4 hours travel	
<b>Overnight Stay and Meal payments</b>	
Overnight stay (same rate up to 2 technicians) - Must exceed oneway 75km from starting base to customer site OR travel time exceeding 180 minutes	1,500.00
Meal Allowance (Must exceed 75km one way from base to furthest customer site direct excluding in between stops)	350.00
<b>Same day job cancellation by technician - penalty fees</b>	
Uninformed no show or refusing job within working hours	2,000
Not returning office call during work hours within 1 hour	350
Within medical leave quota	Paid Leave
Exceeding emergency leave plan	No Pay
Rain and other weather related causes - rare with photo update	0
Rain and other weather related causes - frequent OR first accept and then refuse later	350