S.L. 452.75 – Private Security Services

PART-TIME INDEFINITE CONTRACT OF EMPLOYMENT

In accordance with regulation 3 of the 'Information to Employees Regulations, 2002' (S.L 452.83), in those cases where a written contract of employment has been signed between the employer and the employee, the employer shall be bound to deliver to the employee a signed copy of the agreement by not later than eight working days from the date of the contract.

Employer

Enterprise: _____

Name: Mr. / Ms. / Mrs. _____

I.D. No.: _____

Address: _____

_____

Co. Reg. Number: _____

PE Number: _____

Employee

Name: Mr. / Ms. / Mrs. _____

I.D. No.: _____

Address: _____

_____

The parties above agree to enter into this contract of employment with the following terms and conditions:

Job Title _____

(preferably attach job description)

Place of Work _____

_____

(Specify normal place of work and whether the employee will be required to work at any other temporary sites within Malta for the proper performance of the employee's duties.)

Duties Abroad _____

(Specify whether employee may be required to perform duties outside of Malta.)

Date of Commencement _____

Probation Period _____

Wages

1. Part-Time Basic Hourly Rate: _____

2. Specify other allowance/s: _____

(such as shift allowance and/or commission structure)

In addition to the above, the employer shall pay the employee the pro rata Statutory Bonus and Weekly Allowance as specified by law. (Statutory bonus payable by the 30th June <€135.10> and from the 15th till the 23rd December <€135.10>. Weekly allowance payable by 31st March <€121.16> and 30th September <€121.16>.)

Overtime Rates

(a) for all time worked in excess of thirteen (13) hours in any one day **x1.5**;

(b) for all time worked in excess of forty-eight (48) hours in any one week **x1.5**;

(c) for all time worked in excess of an average of forty (40) hours per week spread over six consecutive weeks **x1.5;**

(d) (i) for all time worked on the first pre-determined day of rest **x1.5;**

(ii) for all time worked on the second or only pre-determined day of rest **x2;**

(e) for all hours of work on a customary holiday over and above the normal hours **x2**

Periodicity of wage payment _____

(*state at what intervals wages are to be paid, preferably indicating payment date and payment period*)

Normal hours of work _____

(excluding overtime) employee	(If the total number of hours worked by the part-time calculated over a year equal or exceed those of a comparable whole-time employee, then that employee shall thenceforth be considered as a whole-time employee.)
Public Holidays (pro rata)	When a Public Holiday falls on any day of the week (from Monday to Sunday) and the part-time employee is not scheduled to work on such day as part of the normal weekly roster (being an off day of the employee), the equivalent in hours of one day pro rata is to be added to the employee's vacation leave entitlement. Such extra day of vacation leave equivalent in hours of one working day pro rata is to be added to the employee's vacation leave entitlement on the day of such Public Holiday.
Vacation Leave (pro rata)	The pro-rata is calculated as the proportion that the number of weekly hours worked by the part-time employee bears to the number of the normal weekly hours worked by a full-time employee performing same work. In case where the working hours of a part-timer are based on irregular weekly working hours, the pro-rata is calculated over the average of hours worked over a period of 13 weeks (Quarterly: January to March; April to June; July to September; October to December).
Sick Leave (*pro rata*)	As from commencement date, a part-time employee shall be entitled to the pro-rata equivalent in hours of 15 days (120 hours) sick leave on full pay, and the pro-rata a further 15 days (120 hours) on half pay. (In occasions of sickness, a medical certificate has to be presented to the employer on the day of return to work or, if such period of sickness is longer than seven days, within seven days of the commencement of sick leave absence. The employer shall have the right to send a medical practitioner to visit and examine an employee who is on sick leave.)
Other Leave (pro rata)	Paternal Leave: 10 days on full pay

Parental leave:	4 months
Marriage Leave:	3 days on full pay
Bereavement Leave:	3 days on full pay
Urgent Family Leave:	The first 16 hours are deducted from the employee's vacation leave entitlement. The remaining 16 hours are deducted from the paid sick leave entitlement.
Injury Leave:	Up to one year injury leave on full pay
Jury Service Leave:	Employees called for jury service shall be allowed all necessary time-off to enable them to attend to such service in Court without loss of pay.

Notice Periods (pro rata)

Period of Employment	Notice Period
Over 1 month up to 6 months	1 Week
Over 6 months up to 2 years	2 Weeks
Over 2 years up to 4 years	4 Weeks
Over 4 years up to 7 years	8 Weeks
Over 7 years up to 8 years	9 Weeks
Over 8 years up to 9 years	10 Weeks
Over 9 years up to 10 years	11 Weeks
Over 10 years	12 Weeks

Special Conditions _____

_____

Collective Agreement _____

(if applicable, attach copy of relevant collective agreement)

Fines _____

Governing Law and Jurisdiction

This Contract shall be deemed to be a Maltese Contract, and shall accordingly be governed, construed and interpreted in accordance with the laws for the time being in force in Malta, and the Maltese Courts and Tribunals shall have exclusive jurisdiction to hear and determine all actions and proceedings arising out of this Contract.

Date

Signature of Employee

Signature of Employer/Representative

I.D. Number: _____

I.D. Number: _____

Position: _____

N.B. A copy of the written contract of employment shall be kept by the employer and also given to the employee. Furthermore, if a reference to the law is made, the relative provision of the law must be indicated.