

ARTICLE 10: GRATUITY

All employees shall be eligible for a gratuity of 10% of their gross pay.

The effective date, 1st July, 2013.

ARTICLE 11: CONTRACT PERIOD

Contract period to run inline with the funding duration.

ARTICLE 12: GENERAL WAGE INCREASE

Employees of the Programme shall be entitled to a general wage increase of 8.5% per annum for a period of 4 years.

1. 8.5% - 1st year of July, 2013 to June 2014
2. 8.5% - 2nd year of July, 2014 to June 2015
3. 8.5% - 3rd year of July, 2015 to June 2016
4. 8.5% - 4th year of July, 2016 to June 2017

ARTICLE 13: PERIOD OF VALIDITY

This agreement is effective from 1st July, 2013 and will remain in force for four (4) years from the date.

ARTICLE 14: AMENDMENT OF THIS AGREEMENT

This agreement will be amended on mutual agreement of the parties upon issuance of three (3) months prior written notice by one party to the other giving details of the proposed amendment(s).