

HIGHLIGHTS OF PUBLIC UTILITIES TRADE GROUP TERMS AND CONDITIONS OF SERVICE

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PATERNITY LEAVE (NEW!)

"Paternity Leave, of one week on full pay, on the expected date of delivery or after delivery, shall be granted to male staff who presented a medical certificate of his official wife registered with the Employer."



RENT ALLOWANCE OF SLE220 (10% increase)

"A Rent Allowance of SLE220 per month shall be paid to all categories of employees."



MEDICAL ALLOWANCE OF SLE140 PER MONTH (17% Increase)

"In an establishment where a medical service is provided, the employer's liability shall be limited in the first instance to the provision of basic SLE140 per month or SLE1,680 per annum in favour of each employee for the provision of other drugs as prescribed/ recommended by the company's Doctor."



PERMANENT/ EMERGENCY TRANSFER OF SLE245 (9% Increase)

"An employee permanently transferred shall be entitled to a disturbance allowance of SLE245 for the first ninety days (three months)



LEAVE ALLOWANCE OF 16% OF ANNUAL BASIC SALARY (6.67% Increase)

"Annual Leave Allowance for all workers covered by this Agreement shall be 16% of the annual basic salary of the employee."



TRANSPORT ALLOWANCE OF SLE250 (14% Increase)

"All employees covered by this Agreement shall receive a monthly transport allowance of SLE250. This allowance shall be paid even when the employee is on leave."



MONTHLY WAGE INCREASE OF SLE450

"SLE450 per month increase to all salaried staff below supervisory level in addition to existing rates.



DAILY WAGE INCREASE OF SLE20.45 AND SLE4.30

"SLE20.45 per day increase to all daily rate workers in addition to existing rates.

Provided that in the case night Watchmen, Gatemen and Security men an amount of SLE4.30 per night shall be paid in addition to the existing daily rate.



UNIONS WITH BARGAINING CERTIFICATES IN THE PUBLIC UTILITIES TRADE GROUP

- Sierra Leone Union of Postal and Telecommunications Employees
- Electricity Employees' Union
- Sierra Leone Dock Workers Union
- Artisans, Public Works and Services Employees Union
- Sierra Leone Health Services Workers Union



ELIGIBLE WORKERS AND EMPLOYERS

The Terms of the Agreement shall apply to all workers other than those discharging supervisory functions. A Supervisor is a working having authority to recommend the hire, transfer, suspension, layoff, recall, promotion, discharge, reward or discipline of other workers, or having the responsibility to adjust their grievances or discipline of other workers, or having the responsibility to adjust their grievances or effectively to recommend such action and wherein the exercise of such authority is not only of routine or clerical nature but requires the use of independent judgment and receiving remuneration above any of his subordinates.

For the purpose of this Trade Group Negotiating Council, "Employer" shall include all Employers in the Public and Private Telecommunications, Electricity, Courier/Postal, Dock/Port, Health and Water Sectors in Sierra Leone.