



Landbrukstjenester Sør

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ANNEX TO THE WORKING AGREEMENT (CONTRACT OF EMPLOYMENT).

These are the most important rules according to Norwegian Law in the Working Environment Act (Arbeidstilsynet) regarding working time, overtime and breaks/leisure. These are to be kept.

Max working time per day with no overtime	9 hours
Max working time in a week without overtime	48 hours – an average of 40 hours per week in a year
Working at least every 3rd Sunday/Red days	Average 38 hours per week in a year without overtime
Max working time per day inclusive overtime	13 hours
Max overtime in a week	10 hours
Max overtime per 4 weeks	25 hours
Max average working time per week during 8 weeks	48 hours
Max overtime in a year	200 hours
Minimum overtime payment	40% plus per hour
Minimum leisure per week	1 day = 35 hours
Minimum leisure per day	11 hours
Pause(s) per day	>5 ½ hours = pause needed = 8 hours = minimum ½ hour altogether Overtime >2 hours = ½ hour extra pause paid
Max working Sundays per year	26 (half of them)
Max Sundays/red days in succession	2

Working on Sundays/red days:

Only necessary animal care (e.g. milking/feeding) and saving values due to an acute event. Bringing the hay located on the ground when stormy weather is on its way, is such an acute event.

Overtime hours may be compensated as leisure hour by hour, but overtime charge is to be paid. NB! A rule by us: Overtime work is allowed only by agreement with the supervisor. If it is impossible to get contact with the supervisor, overtime work is limited in case of danger of life and health to the animals or to values by an acute event.