


WIETA				
	Code Principle	Fair Working Hours and Conditions	Date	May 2016
	Subject	Meal Intervals	Benchmark Ref	07.02(d)
	Legal reference	Basic Conditions of Employment Act, No. 75 of 1997: Sectoral Determination 13: Farm Worker Sector, South Africa		

SECTION 18 – SECTORAL DETERMINATION 13: FARM WORKER SECTOR

18. MEAL INTERVALS

- (1) An employer must give a farm worker who works continuously for more than five hours, a meal interval of at least one continuous hour.
- (2) During a meal interval, a farm worker may be required or permitted to perform only duties that cannot be left unattended and cannot be performed by another farm worker.
- (3) A farm worker must be paid -
 - (a) for a meal interval in which the farm worker is required to be available for work; and
 - (b) for any portion of a meal interval that is in excess of 75 minutes, unless the farm worker lives on the farm or at the workplace.
- (4) For the purpose of sub-clause (1), work is continuous unless it is interrupted by a meal interval in accordance with this clause.
- (5) An agreement in writing may-
 - (a) reduce the meal interval to not less than 30 minutes; and
 - (b) dispense with a meal interval for a farm worker who works fewer than six hours on a day.
- (6) Whenever an employer is required to give a farm worker a second meal interval because of overtime worked, that interval may be reduced to not less than 15 minutes.