

LABOUR ACT (CHAPTER 93) LABOUR (MATERNITY BENEFITS) RULES

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SUBSIDIARY LEGISLATION

LABOUR (MATERNITY BENEFITS) RULES

ARRANGEMENT OF RULES

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SUBSIDIARY LEGISLATION

Rules under section 121

LABOUR (MATERNITY BENEFITS) RULES

Citation.

1. These Rules may be cited as the Labour (Maternity Benefits) Rules.

### **Interpretation.**

2. In these Rules —

“earnings” include wages and any allowances in respect of increased of living paid to the worker by the employer and the value of any food, fuel or quarters supplied to the worker by the employer, but shall not include remuneration for overtime, or casual payments of non-recurrent nature, or any ex-gratia payment whether given by the employer or other person, or the value of any travelling allowance or the value of any travelling concession or any contribution paid by the employer of a worker towards any pension or provident fund, or any sum paid to a worker to cover any special expenses entailed on her by the nature of her employment.

### **Maternity benefits payable under section 83(2).**

3. Subject to rule 5, maternity benefits payable under subsection (2) of section 83 of the Act shall be one-sixth of the earnings of the worker during the period of one year preceding the notice given under section 87.

### **Maternity benefits payable under section 83(3).**

4. Subject to rule 5, maternity benefit payable under subsection (3) of section 83 of the Act shall be one-sixth of the earnings of the worker during the period of 6 months preceding the notice given under section 87.

### **Deduction of value of food etc.**

5. If any food, fuel or quarters are supplied by the employer to the worker during the benefit period, the value thereof may be deducted from the amount payable under rule 3 or rule 4.