

NEW LABOR POLICIES

on working time and rest time

Circular 12/2022/TT-BCT, which stipulates working time and rest time for employees engaged in the operation, maintenance, and repair of gas distribution pipelines and gas works, takes effect on 09 September 2022.

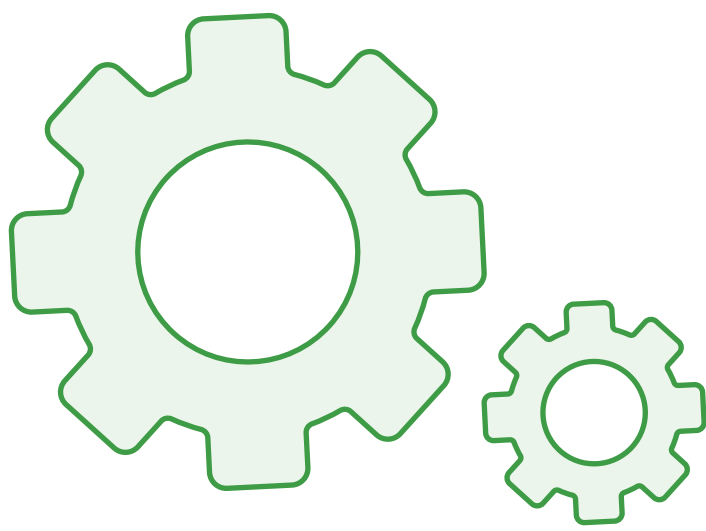
Working hours

- Work shift must not exceed **12 hours** per **day**
- Maximum working session is **07 days**



Overtime

- Total working hours of the working shift and overtime shift must not exceed **12 hours/day**
- The overtime hours must not exceed **300 hours/year**
- The organization of overtime must be **agreed** by the employee and at the same time **comply** with the provisions of the labor law



Breaks during working hours

The transition time between two consecutive shifts must not exceed **45 minutes**

Shift break; Holidays, Tet; Annual leave; Personal leave; Unpaid leave

- Shift break; holidays; Tet; personal leave and unpaid leave comply with the provisions of **Article 110**, **Article 112**, and **Article 115** of the Labor Code 2019
- Annual leave complies with the provisions of **Articles 113** and **114** of the Labor Code 2019
- If it is not possible to arrange annual leave for the employee, the employer shall agree with the employee on the annual leave at the time of the shift break

Session leave

After each working session, employees working in a session are arranged to have a consecutive rest with the number of days off **equal** to the number of working days in the previous working session.

