

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter VII - Hours and annual leave

This chapter turns hours and annual leave into an operational control file. It covers Daily and weekly working hours, leave, etc., Weekly and compensatory holidays, Extra wages for overtime, Night shifts; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.	Main obligations / rights • Section 25: Daily and weekly working hours, leave, etc. • Section 26: Weekly and compensatory holidays • Section 27: Extra wages for overtime • Section 28: Night shifts • Section 29: Prohibition of overlapping shifts
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Register • Notice • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: excess hours, rest-day, spread-over, overtime or leave-record failures.	Employee / worker remedy statutory hours, rest, overtime and leave protections subject to sector and State conditions. Confirm authority, limitation and appeal route.
Old law / transition Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for hours and annual leave, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.