**WORKBACK AGREEMENT: MATERNITY LEAVE**

*(For: Permanent appointments/fixed-term contract appointments with benefits)*

**(“Agreement”)**

*Entered into between:*

**Stellenbosch University**

**(“the Employer”)**

**and**

**[Insert Employee Name]**

 **INTRODUCTION**

1. The Employer employs the Employee. The Employee has applied for maternity leave in terms of the Employer’s Benefits Policy.
2. The Employer has approved the Employee’s maternity leave in accordance with the terms of this Agreement. The parties wish to record in writing the basis upon which the Employer has granted the Employee’s request for maternity leave.

**PERIOD OF MATERNITY LEAVE**

1. The Employee has applied for [●] months’ maternity leave for the period [insert date] to [insert date]. The Employer has approved the Employee’s request.
2. During the period of maternity leave, the Employee will receive 100% of her cost of employment package.

**WORKBACK AGREEMENT**

1. The Employee agrees and accepts that in return for the payment in this Agreement, the Employee is obligated to work for the Employer for a period of [●] [months] after her period of maternity leave.
2. The Employee further accepts and agrees that should her employment with the Employer terminate for any reason whatsoever, and the Employee has failed to work for a period of [●] [months] after returning to work, the Employee shall be liable to repay the Employer a pro-rata portion of the maternity leave that she received.
3. To the extent permitted by law, the Employee agrees that the Employer may deduct the pro-rata portion of the Employee’s maternity leave from any payment due to the Employee on termination of her employment.

**DATED AND SIGNED ON THIS DAY OF [INSERT MONTH] [2020]**

**[Insert Employee Name]**

**DATED AND SIGNED ON THIS DAY OF [INSERT MONTH] [2020]**

**Stellenbosch University**