

Carnaxide Site FAQs - Time Management - Overtime Compensation

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If you don't find the answer to your question, please contact the HR support: [DIGITAL WORKPLACE](#)

Overtime Approval: This is recorded when overtime is planned (e.g. public holidays, weekends).

Urgent Overtime Approval: This is recorded when it is urgently requested by the manager (e.g. to complete tasks within the deadline, ticket clustering).

Overtime Compensation (hours added to your Overtime Compensation):

- Monday to Saturday, including public holidays, 25% of overtime is compensated.
- On Sundays, employees are always compensated for 8 hours of overtime, even if they only work 1 hour.

Overtime Payment (always processed on the following payroll): Mon to Fri - 1st hour 150% / from 2nd hour - 175% Public Holidays, Saturday and Sunday - 200%

- **What kind of compensation do I receive for working during a public holiday?**

If you work a public holiday you will be compensated 25% overtime for every hour, regardless of the day. You will be compensated 1/4 of your daily working time (8 hours per day = 2 hours of Overtime compensation).

- **Can trainees work under these overtime conditions?**

Trainees do not benefit from overtime, although in very specific situations, with the agreement of the manager and the payroll department, it is possible to register an absence of 2 days (overtime is paid at 200%) in TimeAPP under code 124 - Trainee compensation.

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