

## INTERNAL MEMO

TO : All Staffs  
FROM : Top Management  
DATE : 1<sup>st</sup> June, 2017  
RE : STAFF ATTENDANCE POLICY

### Working Hours

Working hours shall follows Chuangs Groups operating hours with a lunch break of one (1) hour as below details :

Mondays to Fridays	>-	a.	7.30 a.m – 5.00 p.m
Flexi Working Hour		b.	8.00 a.m – 5.30 p.m
(Optional)		c.	8.30 a.m – 6.00 p.m
		d.	9.00 a.m – 6.30 p.m

Lunch break : - 1.00 p.m – 2.00 p.m

### Record Time Keeping

- 1) 10 minutes grace time will be allowed to all the employees for punch-in their attendance throughout the month.
- 2) Late attendance punch-in for a maximum of three (3) times in a calendar month shall be allowed. But there would be a penalty of RM30.00 on every third (3) times.
- 3) Late coming more than 10 minutes onwards will have to be deducted from salary as deductible leave and must attached with Leave Request Form.

### Absentecism :-

- 1) Any employee / worker who is absent without prior permission will be recognized as 'ABSENT' and will takes effects in your yearly performance evaluation.

### Overtime

1. No employee may work overtime without prior and expressed authorization from their supervisor/superior.
2. All overtime must be pre-approved for all staff / employees by superior. The procedure for overtime approval is as follows:
  - a) Justification must be notified via Group Whatsapp/email for requested overtime.

# Sample Memo For Non Attendance

**J Elliott**



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