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(Merit pay increases do, however, compound from one year to the next—over time, outstanding performers will reach a significantly higher pay level than average performers.) Merit plans are used across the spectrum of employee groups, from hourly and clerical to high-level managers.

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Holiday pay legislation provides that pay in respect of holidays is required to be paid in advance. However, it is also open to an employee to make an agreement with his or her employer not to receive accrued holiday pay at the time of a temporary lay-off where he or she wishes to take these paid entitlements at a later stage.

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