

FOR PSA MEMBERS: PUBLIC PROTECTOR OF SOUTH AFRICA (PPSA)

06-11-2019

Closure of Office between Christmas and New Year

Members have been informed of the background and progress around this issue in previous editions of the *Informus*. (copies can be obtained from the PSA's website (www.psa.co.za) or from PSA Provincial Offices).

The PSA tabled this after the employer issued a circular, forcing employees to take two days' leave in December 2019. The PSA was of the view that the circular was contrary to section 20(10)(a) of the *Basic Conditions of Employment Act*. In terms of this clause, annual leave must be taken on agreement between the employee and employer. The employer unfortunately did not accept the PSA's demand. The employer has relied on the disputed policy to force employees to take leave.

Members were also informed that the matter will be conciliated at the CCMA by the Commissioner on 5 November 2019. The PSA moved drastically from its initial demand and demanded that the employer should at least allocate five days to employees without deduction of their annual leave days during office closure. The employer provided four days and the PSA sought to get a mandate from members whether to accept the four days or go on a strike to demand ten days. The employer will also seek a mandate whether or not to accede to the five-days demand. Parties agreed to extend the life span of conciliation about seven days and conciliation will resume on 12 November 2019.

Members are requested to provide a mandate by not later than 8 November 2019 to motjatji.maila@psa.co.za.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER