

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

17-10-2019

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 any PSA Provincial Office).

The PSA tabled this matter 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 by agreement between the employee and employer. The employer unfortunately did not accept the PSA's demand. It has relied on the disputed policy to force employees to take leave.

The PSA has since referred the amendment of policy without consultation to the CCMA to be heard by the Commissioner. Members will be updated on developments.

Ivan Fredericks
GENERAL MANAGER