

FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE (SARS)

15-08-2019

Update: Pre-natal leave dispute

The PSA declared a dispute with regards to *clause 5.2* (Pre-natal leave) of the Substantive Wage Agreement. The employer's interpretation is that female employees will only qualify for the vaccination benefit if the child was born after 1 April 2019.

During the first mediation session the employer proposed the following:

"To accommodate labour's demands that fathers must also be able to take their children to be vaccinated and to cover children born before 1 April 2019, the employer proposed to amend the definition of the Family Responsibility Leave to include vaccinations."

This means that any employee will be able to utilise the Family Responsibility Leave (FRL) benefit for the vaccination of their children.

Members should take note that the FRL is five days per year and from 1 January 2019 the days are pooled for a two-year period, meaning that members can carry over unused FRL days from year one to year two, or utilise the FRL days from year two in year one, if needed.

This change will, in effect, remove the capping of days to be used for vaccination purposes. Female employees whose children are born after 1 April 2019 will be able to utilise any unused pre-natal leave for vaccination purpose and once this is exhausted, use FRL.

The national Branch is conducting a voting process to determine if the proposed changes can be accepted. Members are encouraged to participate in the voting process that was sent out via an internal e-mail.

Ivan Fredericks
GENERAL MANAGER