

Feedback: Consultative Forum

Annual salary increment: 2021/22-financial year

After proposing engagement on wage negotiations, the employer indicated that it is still waiting for the allocation letter from the Department of Science and Innovation (DSI). As soon as the communication is received, an urgent meeting will be convened.

Leave recommendations

The employer alleged that accumulative leave has a huge financial implication owing to staff's failure to take leave. The accumulation on retirement or resignation causes a financial burden. The employer tabled a proposal that will be subjected to the Board for approval during its sitting on 2 March 2021, to do away with accumulated leave with effect from 1 April 2021.

It was proposed that accumulated leave be terminated with effect from 1 April 2021. Members are to apply for such leave days on or before 31 March 2022. Should this not occur, such leave would be forfeited. Such accumulated leave must be taken within 12 months. The PSA, however, during discussions made an alternative proposal of 18 months, depending on a mandate to be obtained from members.

The employer subsequently indicated that it is willing to make a trade-off on the termination of accumulated leave, with effect from 1 April 2021 and proposed that the above proposal be accepted and that the following be considered in addition:

- Increment of family responsibility leave from three days to four days. The PSA demanded five days.
- Introduction of two days' religious leave per cycle. The PSA is to seek a mandate.
- Granting of ten parental leave days to a maximum of three occasions during an employee's work life at the HSRC with full pay. Any additional leave days may be granted without pay, where the Unemployment Insurance Fund will be responsible for payment of benefits. The PSA is to seek mandate.
- Commissioning parent in a surrogate motherhood agreement to be entitled to ten consecutive weeks of such leave. Permanent employees or long-term contract employees to be entitled to six consecutive weeks' paid leave and a further four consecutive unpaid weeks for a maximum of three leave instances. The PSA is to seek a mandate.
- Leave pay-out to be reduced to 20 days. The PSA is to seek mandate. A follow-up meeting is scheduled for 2 February 2021.

The employer will issue a detailed Circular on these recommendations. Members are requested to submit their inputs to PSekhejane@hsrc.ac.za; JHViljoen@hsrc.ac.za; THDlamini@hsrc.ac.za and LFritz@hsrc.ac.za

Policies

The Performance Management Policy and Bursary Policy were circulated and deferred to the Task Team for engagement.

The PSA wishes to express condolences to all members impacted by the COVID-19 pandemic. A special word of comfort is extended to those who have lost loved ones.

Members will be informed of developments.

GENERAL MANAGER