

INFORMUS



FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)

01-06-2020

Forfeiting of Annual Leave

The PSA is aware that a number of employees have been unable to take their leave prior to June 2020 for various reasons particularly because of the demands placed by the Pandemic. The PSA is currently discussing this matter at the Public Service Coordinating Bargaining Council and subsequently demanded that the time frame be extended for those employees that stand to forfeit their unused leave for the 2019 leave cycle.

In terms of paragraph 5 and 9 of the Determination and Directive of Leave of absence in the Public service employees are entitled to annual leave with full pay during each leave cycle of 12 months, commencing on 1 January of each year except if appointed after 1 January.

The annual leave entitlement of an employee appointed after 1 January of each year shall be calculated proportionally in relation to each full month of service at a rate of 1, 83 working days if entitled to 22 working days and 2, 5 working days if entitled to 30 working days annual leave in a leave cycle.

At least 10 working days must be taken as leave days during the annual leave cycle. The utilisation of this leave must take into account the service delivery requirements of a department.

It is therefore imperative during the COVID 19 Pandemic that service delivery and operational requirements of the Departments must be taken into cognisance when leave is approved or disapproved. The unintended consequences of this pandemic have definite challenges on the leave provisions of the employees.

There are quite a number of employees that have not utilised their leave and the directive guide parties that the remaining leave days if any, must be taken no later than 6 months after the expiry of the relevant leave cycle, where after unused leave credits shall be forfeited.

The employer did issue a directive in which they have indicated that that they are investigating options, in order to see whether they will be able to accommodate the PSAs' demand which is a further six (6) months after the expiry of the 18 month period. At the meeting held on 5 June 2020, the employer subsequently indicated that the prospect of success in extending the timeframe looks positive and will revert back to Labour on 10 June 2020, to formally pronounce the modality's on how they will accommodate the PSAs' demand

Members will be kept informed of any new developments

GENERAL MANAGER

