

FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)**

15-03-2024

Update: Improvement in conditions of service: Special Leave (GPSSBC Resolution 2/2024)

The previous edition of the PSA's *Informus* refers (copy available on the PSA's website (www.psa.za) and PSA Provincial Offices). The employer tabled the draft Special Leave sectoral agreement to improve the current special-leave dispensation in the sector. The agreement intended to create a supportive working environment to enhance effective and efficient service delivery. The draft agreement was circulated to members and inputs were submitted for consideration. Some of the inputs were incorporated into the agreement. Parties at the Council embarked on a mandating process and ultimately the majority of parties to the Council signed. The signed agreement is *attached* for ease of reference. The agreement will be beneficial to members as it supplements and enhances current benefits. It will improve the conditions of work for members. The signed agreement included the following benefits:

- Leave for examination - three days per subject.
- Leave for research in support of postgraduate qualification - 12 days per year.
- Leave for attendance of classes during working hours – five days per quarter or trimester.
- Leave for training which consists of practical work-duration of the training.
- Leave for participating in cultural activities – five days per year.
- Leave for religious holidays - one day per year.
- Leave for natural or unforeseen disasters-for the period employee could not report for duty.
- Leave for resettlement - two days per year.
- Leave for rehabilitation from substance abuse - 21 days in 36 months.
- Leave for instances of sexual harassment – five days per year.
- Leave for events related to community or third-party protests - the period not able to report for duty.

The provisions of the signed collective agreement will be implemented with effect from the signed date. The GPSSBC will endeavour to conduct workshops in all provinces regarding the implementation process of the collective agreement.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact a PSA Provincial Office.

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