

23/11/2012

CIRCULAR TO THE INDUSTRY

RE: SICK AND ABSENCE FUND LEAVE BONUS PAYMENTS

1. It is imperative to take note of the revised payment of sick leave bonuses, as the sick leave clause in the Main Collective Agreement had to be aligned with the provisions of the Basic Conditions of Employment Act, 75 of 1997. Section 49 of the Act provides inter-alia that a collective agreement concluded in a bargaining council may not alter, replace or exclude an employee's entitlement to sick leave in terms of sections 22 to 24 of the Act, hence the amendment to pay sick leave bonuses every three years.
2. The sick leave clause in the Main Collective Agreement was redrafted to comply with the provisions of the Act and became effective from 16 January 2012.
3. Sick leave bonuses may only be paid as follows:
 - (a) On completion of the 3 year sick leave cycle after commencing employment or from the date that the previous sick leave cycle expires, this means that an employee's commencement date will determine the year during which he/she may expect a bonus payment.
 - (b) Council shall pay a sick leave bonus, subject to (a) above, based on contributions received during the preceding 3 years less sick leave days paid to an employee.
 - (c) An employee who has utilised all his/her sick leave benefits will not qualify for any sick leave bonus payments at the end of his/her sick leave cycle.
4. Please contact your local designated agent should you have any questions.

Yours sincerely



Tersia Ströh
Acting National Secretary