



# **DETERMINATION ON LEAVE OF ABSENCE IN THE PUBLIC SERVICE**

**JULY 2009**

**MADE BY THE MINISTER FOR PUBLIC  
SERVICE AND ADMINISTRATION**



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## **PART 1: TRANSITIONAL ARRANGEMENTS TO FACILITATE IMPLEMENTATION OF CHANGES TO THE LEAVE DISPENSATION**

### **1. INTRODUCTION**

- 1.1. This Part provides transitional arrangements in respect of those changes effected to the leave system that warrant special attention to facilitate proper/smooth implementation.
- 1.2. This Part must be read in conjunction with Part II of this document.

### **2. TRANSITIONAL ARRANGEMENTS TO FACILITATE IMPLEMENTATION OF PSCBC RESOLUTION 12 OF 2002**

#### **2.1 Annual leave for Non-teaching Staff at Schools/Training Institutions**

- 2.1.1. All non-teaching staff at schools and training institutions are, for purposes of annual leave, now categorised in category 3 of Annexure A to the Determination. Please refer to Part 2 of this document.
- 2.1.2. In order to allow a fair opportunity for the necessary planning and scheduling of leave for employees concerned, the Minister for Public Service and Administration made a determination that this provision be effected only with effect from the start of the new leave cycle, i.e. 1 January 2004.
- 2.1.3. It is thus required that the relevant Departments of Education in collaboration with the heads of these institutions and employees concerned do the necessary planning and scheduling of leave, taking into account the principles of fairness and equity stipulated in the Determination.

#### **2.2 Probation Period**

- 2.2.1. Sec 13(c) of the Public Service Act, 1994, as amended, stipulates that an employee's probation period is extended by the number of days' leave taken by him/her during the probation period.
- 2.2.2. The employer undertook to take steps to amend section 13(c) of the Public Service Act, 1994 to provide that annual leave be covered within the probationary period.
- 2.2.3. The above amendment will, however, be effected through the normal law amendment process. The said implementation date will be communicated as soon as the law amendments have been promulgated.
- 2.2.4. In view of the above, the current arrangements prevail until further notice.



## **2.3 Unpaid Leave (Leave Without Pay)**

The changed factors for reducing annual and sick leave in the event of leave without pay/unpaid leave as contemplated in paragraphs 5.2 and 14.10 of Part 2 of this document will with due consideration to good administration be effected with effect from the new leave cycle which commence on 1 January 2004.

## **3. TRANSITIONAL ARRANGEMENTS TO EFFECT PSCBC RESOLUTION 1 OF 2007**

### **3.1 ANNUAL LEAVE**

#### **3.1.1 Registered/Enrolled Nurses and Nursing Assistants**

- a. Registered/enrolled nurses and nursing assistants are, for purposes of annual leave now categorised in category 4(c) of Annexure A to the Determination. Please refer to Part 2 of this document. Given the fact that this change is introduced in the middle of the current leave cycle and that a number of employees concerned already utilised the pre-revised annual leave entitlement, the following transitional arrangements shall apply in the interest of smooth and fair implementation:
  - i. Registered and enrolled nurses and nursing assistants, who were employed on or before 30 June 2007, may retain their entitlement as per contract.
  - ii. Registered and enrolled nurses and nursing assistants, who are employed on or after 1 July 2007, qualify for the annual leave entitlement as indicated in category 4(c) of Annexure A to this Determination.

#### **3.1.2. Contract Workers:**

A contract worker qualifies with effect from 1 July 2007, for pro rata leave benefits related to his or her term of contract. Please refer to Part 2 of this Determination. Since this changes introduced in the middle of the 2007 leave cycle and at the 2007/09 sick leave cycle the following transitional arrangements shall apply:

##### **3.1.2.1. Annual Leave**

- (a) A contract worker, who was employed on or before 30 June 2007, shall retain his/her entitlements as per contract.
- (b) A contract worker appointed on or after 1 July 2007, qualify for the pro rata annual leave entitlement as determined in Part 2 of this Determination.



### **3.1.2.2. Sick Leave**

- (a) A contract worker, who was employed on or before 30 June 2007, shall retain his/her leave benefits as per contract.
- (b) A contract worker appointed on or after 1 July 2007, qualify for the pro rata sick leave benefits as determined in Part 2 of this Determination.

### **3.1.2.3. Maternity Leave**

- (a) A contract worker who was on maternity leave or whose maternity leave commenced on the date of signature of PSCBC Resolution 1 of 2007 shall retain/complete the four months maternity leave.
- (b) A contract worker appointed on or after 1 July 2007, qualify for the pro rata paid maternity leave benefits as stipulated in Part 2 of this Determination.

### **3.1.2.4. Adoption Leave**

- (a) A contract worker who was on adoption leave or whose adoption leave commenced on the date of signature of PSCBC Resolution 1 of 2007 shall retain/complete the 45 working days paid leave.
- (b) A contract worker appointed on or after 1 July 2007, qualify for the pro rata paid adoption leave benefits as stipulated in Part 2 of this Determination.



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## **PART 2: DETERMINATION ON LEAVE OF ABSENCE IN THE PUBLIC SERVICE AS AMENDED**

### **1. SCOPE**

- 1.1. Except for explicit exclusions by the Basic Conditions of Employment Act, 1997, this Determination is applicable to all those that are employed either on full-time, part-time or occasional basis in terms of the Public Service Act and fall within the scope of the PSCBC.
- 1.2. This Determination gives effect to clause 7 of PSCBC Resolution 7 of 2000, as amended by PSCBC Resolutions 5 of 2001, 15 of 2002 and 1 of 2007.

### **2. AUTHORISATION**

This Determination is made in terms of the provisions of section 3(3)(c) of the Public Service Act, 1994 as amended, by the Minister for Public Service and Administration.

### **3. PURPOSE**

- 3.1. The purpose of this Determination is to determine-
  - 3.1.1. the types of leave and circumstances under which the employer may consider authorizing an employee's absence from work.
  - 3.1.2. an employee's leave entitlement and conditions that the employee must adhere to access the said entitlement.

### **4. DEFINITION**

- 4.1. "Casual worker" means a person employed on a day-to-day basis who is paid a daily wage and who does not work more than 24 hours a month.
- 4.2. "Contract worker" means a person employed for a fixed term but excluding a casual worker or an employee to whom a retirement age applies.
- 4.3. "Head of Department" means the Head of Department, him/herself or his delegated authority or his designated office responsible for leave related matters and/or investigations.
- 4.4. "Remuneration" means-
  - 4.4.1. in respect of employees on level 1 to 10: –
    - 4.4.1.1. for purposes of calculating pay for unused annual leave and severance pay, remuneration means the employee's annual basic salary PLUS 37% of his/her basic salary; and
    - 4.4.1.2. for purposes of calculating capped leave and unpaid leave, remuneration means the employee's annual basic salary.



4.4.2. in respect of a member of the Middle Management Service (MMS):

4.4.2.1. for purposes of calculating pay for unused annual leave, unpaid leave and severance pay, remuneration means the employee's all inclusive remuneration package; and

4.4.2.2. for purposes of calculating capped leave, remuneration means the employee's annual basic salary.

## 5. ANNUAL LEAVE

5.1. Employees are entitled to annual leave with full pay during each leave cycle of 12 months, commencing on 01 January of each year, in terms of Annexure A.

5.2. For each 15 consecutive calendar days leave taken without pay, the employees' annual leave entitlement shall be reduced by 1/24th.

5.3. For the purpose of granting annual leave, working days shall mean Monday to Friday.

5.4. At least 10 working days must be taken as leave days during the annual leave cycle. The utilisation of this leave must take the service delivery requirements of a department into account. **NOTE: Annual leave should, as far as possible, be taken as consecutive working days.**

5.5. 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.

5.6. Employees must be cautioned timeously if, at the end of the relevant leave cycle, if they have not utilised their leave entitlements.

5.7. An employee's application for annual leave should not be unreasonably refused. An application for annual leave should take the service delivery requirements of a department into account.

5.8. Any refusal of annual leave must be confirmed in writing, stating the reasons and arrangements for rescheduling of the annual leave.

5.9. If, due to the employer's service delivery requirements, an employee's application for leave is denied and not rescheduled, such leave must, upon request, be paid out to the employee at the end of the 6 months' period referred to in 5.5 above. Employee requests for payment of unused leave credits must be:

5.9.1. in writing; and

5.9.2. accompanied by written proof of refusal of leave by the Head of Department.

5.10. Heads of Department shall, at the end of the relevant 18 months' period, report to the relevant legislature on the number of employees denied annual leave, reasons for such denial and the amount paid in this regard.





5.11. The 50% leave entitlement, or any portion thereof, which was due to employees for the period 1 July 2000 to 31 December 2000, and which could not be utilised before 30 June 2001, shall be added to the number of leave days accrued prior to 1 July 2000. **This provision is a once off arrangement only in respect of those cases where no leave payouts have been effected.**

6. **LEAVE FOR NON-TEACHING STAFF AT SCHOOLS AND TRAINING INSTITUTIONS (Employed in the various Departments of Education)**

6.1. All non-teaching staff at schools and training institutions are, for purposes of annual leave, accommodated in category 3 of Annexure A.

6.2. Non-teaching staff at schools and training institutions must take at least 22 of the 27 working days annual leave during the period for which a school/training institution closes for the holidays. The remaining 5 days may be taken when the institution is in operation.

6.3. The annual leave entitlement should, in these circumstances, be regarded as the minimum. Therefore, if an employee is not required at the institution during the period(s) when the institution closes for holidays, an employee may utilise his/her annual leave entitlement and/or paid time off granted by the employer.

6.4. The head of the institution should ensure that his/her decisions are based upon the principles of fairness and equality in determining the leave roster for the employees concerned.

6.5. With due regard to the principles of fairness and equality-

6.5.1. Annual leave and holidays constituting time off should be planned and scheduled for at least at the beginning of a leave cycle, i.e. January of each year.

6.5.2. Considering that most schools/training institutions do their strategic planning and year programmes for the subsequent year usually towards the end of the previous leave cycle. The planning and scheduling of annual leave and holidays constituting time off can also commence at that stage.

6.5.3. Planning and scheduling should take place in collaboration with the head of the institution and the employees concerned.

6.5.4. As for periods of time off during institution holidays the following could be taken into account-

6.5.4.1. The concept of 'if an employee is not required at the institution during the period(s) (refer to paragraph 6.3). If an employee is not required during the institution holidays, the institution may not require from that employee to report for duty, *except* in extenuating circumstances which have direct bearing on operational/ service delivery requirements of that institution.



- 6.5.4.2. Attention needs to be given to activities/services that need to take place/be delivered during the period when the school/institution closes for holidays.
- 6.5.4.3. It could be considered to schedule and present formal training for all non-teaching members of staff during some of these periods.
- 6.5.4.4. A roster of time off should be developed to give each member of staff a fair opportunity to time off, in the event where activities are to take place/services have to be rendered.
- 6.5.4.5. Tasks should as far as possible be rotated between non-teaching members of staff and retain where possible only a minimum service delivery staff complement if their services are required during the period when the school/institution closes for holidays.
- 6.5.4.6. Heads of institutions should ensure that duties and responsibilities assigned to the employees concerned (during these holidays) may only relate to their normal assigned duties and responsibilities as contemplated in their job descriptions, ***unless arranged by mutual consent.***
- 6.5.4.7. It is important to make sure that non-teaching staff is retained on duty during institution holidays, only for valid official duty.
- 6.5.5. For purposes of paragraphs 6.1 to 6.4 above, the employer shall ensure in the case of an institution presenting a ***combination of courses e.g. semester and trimester courses***, that the annual leave and periods of time off of non-teaching staff rendering a support service to the academic staff, will be aligned with the dispensation applicable to the said academic staff.

## **7. ANNUAL LEAVE OF EMPLOYEES WHO WERE TAKEN OVER FROM THE FORMER PROVINCIAL ADMINISTRATIONS AND DEVELOPMENT BOARDS**

- 7.1. Employees of the former Provincial Administrations and Development Boards (excluding nursing staff) who were taken over by the Public Service in 1986, 1987 and 1989, respectively, are eligible to the annual leave entitlements as indicated in category 5 and category 6 as contained in Annexure A.

## **8. THE GRANTING OF ANNUAL LEAVE ON A PRO RATA BASIS**

- 8.1. Employees who are appointed after the commencement of an annual leave cycle shall be entitled to annual vacation leave on a pro rata basis determined as a fraction of the entitlement as per Annexure A.
- 8.2. For purposes of utilising leave entitlements, fractions or decimals must be utilised as they are. In other words fractions or decimals must not be rounded off.
- 8.3. Departments must keep manual records of the utilisation of fractions/decimals and leave forms must be completed for every eight hours fractions and/or leave taken.



- 8.4. For purposes of converting fractions/decimals of leave entitlements into working hours the following formula(s) should apply:

**Converting fractions into hours:**

$$8 \times A = B$$

Where-

8 = represents the number of working hours in a day

A = represents the fraction

B = represents the credit in hours

**For example: Employee with 7,45 leave credits:**

$$8 \times 0.45 = 3.6 \text{ hours}$$

**Converting fractions into minutes:**

$$60 \times B = C$$

Where-

60 = represents the minutes in an hour

B = represents the fraction

C = total credit in minutes

**For example: Employee with 3.6 hours leave credit (see example above)**

$$60 \text{ min} \times 0.60 = 36 \text{ minutes}$$

**In other words the employee with 7.45 days' leave credits has 7 days, 3 hours and 36 minutes leave**

- 8.5. For purposes of leave payouts, fractions or decimals must be used as they are in the formula provided for in paragraphs 8.4 and 9.4 of this Determination.
- 8.6. Unused fractions and decimals lapse at the end of the six months period referred to in paragraph 5.5 above.
- 8.7. If an employee's annual leave entitlements changes, e.g. from 22 to 26 working days per annum after ten years satisfactory service, the unused fractions or decimals must also be carried over to the new leave category and be administered manually.

## 9. ANNUAL LEAVE AND PAYOUTS

- 9.1. Employees shall be paid a cash value in respect of unused leave credit upon termination of service and in terms of paragraph 5.9 above. The payment will be



limited to a maximum number of days equivalent to the annual leave entitlements in Annexure A.

- 9.2. The leave cycle remains unchanged, therefore, requests and motivations for leave payments in respect of leave credits mentioned in 5.9 above shall be lodged by no later than 31 July in respect of each year.
- 9.3. Payment of annual leave credits shall be calculated using the employee's remuneration.
- 9.4. For all terminations in respect of personnel **without any capped leave** and at the expiry of the 6 months period mentioned in 5.5 above, leave payouts shall be computed in terms of the following formula:

$$\frac{\{(A - B) + (C - D)\} \times E}{260.714}$$

Where-

A = represents the full annual or pro rata leave entitlement in the previous leave cycle. Pro rata entitlement calculated as

$$\frac{X}{12} \times Y$$

Where –

X = number of completed months of service; and

Y = annual leave entitlement per leave cycle as per Annexure A

B = represents the leave taken in the previous leave cycle

C = represents the pro rata leave entitlement in the current leave cycle (Calculated according to the formula in A above)

D = represents the leave taken in the current leave cycle

E = represents the employee's remuneration (levels 1 to 10: basic salary plus 37% and MMS, the all inclusive package) at the last day of duty or at the end of the 6 months period mentioned in 5.5 above.

**NOTE: For computed EXAMPLES, please refer to Annexure B**

## 10. ANNUAL LEAVE ACCRUED PRIOR TO 1 JULY 2000

- 10.1. Employees shall retain all audited leave credits accrued prior to 1 July 2000.
- 10.2. The number of accrued leave days prior to 1 July 2000 shall be converted to working days using the following formula:



$$\frac{A - X}{7} \times 5$$

Where -

A = represents the number of audited leave credits

10.3. The payouts in respect of such leave credits shall be made in the event of:

10.3.1. Death;

10.3.2. Retirement; or

10.3.3. Medical boarding.

10.4. The leave payout in respect of personnel with **capped and audited leave credits** shall be determined in the following manner:

$$\{ [(A-B) + (C-D) \times E] + (F \times G) \}$$

260.714

Where :

A = represents the full annual or pro-rata leave entitlement in the previous leave cycle

B = represents the leave taken in the previous leave cycle

C = represents the pro rata leave entitlement in the current leave cycle

E = represents the employee's remuneration (levels 1-10 annual basic salary and MMS the all inclusive remuneration package) as at the last day of duty

F = represents the capped leave

G = represents the employee's remuneration (levels 1-10 and MMS the annual basic salary only) as at the last day of duty

**NOTE: For computed EXAMPLES, please refer to Annexure B**

10.5. The Head of Department shall determine whether there are periods, which are unaudited, and in such instances, the employee's leave payout shall be paid on the basis of 6 days per completed year of service up to a maximum of 100 days in respect of the unaudited leave period. The formula in calculating the payout in respect of these days shall be as per paragraph 10.4 above.

10.6. The Head of Department shall determine procedures and measures in keeping with service delivery needs, on how employees will be allowed to utilise their



leave credits accrued prior to 1 July 2000 over and above the normal annual leave entitlements as per Annexure A.

## 11. NOMINATION OF BENEFICIARIES AND LEAVE PAYOUTS

11.1. Employees may, if they so desire, designate one or more beneficiaries to whom their leave payout may be paid in the event of their death. *Departments should actively promote the nomination of beneficiaries in order to avoid any hardship of such beneficiaries.*

11.2. If an employee dies and has not nominated a beneficiary, the leave payout may be paid:

11.2.1. In full to the spouse/life partner of that employee; or

11.2.2. If there is no spouse/life partner, in equal shares for the benefit of minor and other children (including legally adopted children) of the deceased who, at the time of his or her death, were fully dependent on the employee; or

11.2.3. If there are no children, to the employee's estate.

## 12. ANNUAL LEAVE WITH FULL PAY GRANTED IN EXCESS

12.1. An employee may not be granted annual leave with full pay in excess of that which the employee is entitled to in terms of Annexure A **plus** capped leave in respect of persons who were in service prior to 1 July 2000.

12.2. If due to a *bona fide* error, an employee had been granted annual leave with full pay in excess of that which stood to his or her credit at that time, such over-grant must be deducted from the subsequent leave cycle.

12.3. If an employee who has been over-granted annual leave with full pay exits the Public Service, that portion of the over-grant, which exceeded his or her normal annual, leave credit on his or her last day of duty must be regarded as an overpayment that must be recovered from him or her. The latter overpayment should be determined according to the following formula:

$$\frac{A \times B}{260,714}$$

Where-

A = represents the employee's remuneration (Levels 1-10: annual basic salary plus 37% and MMS the, all-inclusive package)

B = represents the number of days annual leave over-granted

260.714 = represents the number of working days in a year



**NOTE: For a computed example, please refer to Annexure B**

12.4. If an employee exits the Public Service during an annual leave cycle after utilising all his/her annual leave for the leave cycle, the provisions of 12.3 above shall apply.

### 13. ANNUAL LEAVE: GENERAL PROVISIONS

13.1. An employee retains all his/her annual leave credits, when he/she is transferred within or between departments, due to him/her at that point in time. The employee retains likewise the leave category as reflected in Annexure A. The utilisation of these leave credits are subject to the provisions of this Determination.

13.2. If an employee transfers to an occupational class to which a different leave category applies, he/she adopts the new leave category for that occupational class. The employee will retain the leave credits due to him/her of the old occupational class. The utilisation of these leave credits is subject to the provisions of this Determination.

13.3. The provisions in paragraphs 13.1 and 13.2 apply *mutatis mutandis* in the case of employees who are appointed on contract and who secures a permanent or temporary appointment in the Public Service and *vice versa*.

13.4. In the event where an employee qualifies after completion of ten years of service after the first day of the month for the higher leave category in Annexure A, the higher pro rata portion of the new leave category should be calculated from the first day of the next month. The same principle also applies to employees referred to in paragraph 13.2 if they qualify after the first day of the month for the new category of leave.

### 14. NORMAL SICK LEAVE

14.1. An employee is entitled to 36 working days sick leave with full pay over a three-year cycle. Any unused sick leave credits shall lapse at the expiry of the three-year cycle.

14.2. It is incumbent on the employee to utilise and manage his/her normal sick leave responsibly and with circumspect.

14.3. An employee must submit his/her application for sick leave in respect of clinical procedures in advance, unless the treating practitioner certifies that such procedures have to be conducted as an emergency.

14.4. If overcome by a sudden illness/injury, the employee must personally notify his/her supervisor/manager **immediately**. A verbal message to the supervisor/manager by a relative, fellow employee or friend is only acceptable if the nature and/or extent of the illness/injury prevents the employee to inform the supervisor/manager personally.



- 14.5. An employee must submit an application for sick leave personally or through a relative, fellow employee within 5 working days after the first day of absence.
- 14.6. If the employee fails to submit an application within the period indicated in paragraph 14.4, above, the following arrangements apply:
  - 14.6.1. The employee's manager/supervisor must immediately notify the employee that if such application is not received within 2 working days, the sick leave period will be deemed to be leave without pay. If the employee fails to submit the application on time or submit compelling reasons or compelling reasons exist why an application cannot be submitted, the supervisor/manager must immediately inform the relevant personnel section/office that the relevant absence must be covered by annual leave (with the employee's consent) and/or unpaid leave if insufficient annual leave credits are available and if the employee failed to notify the Head of Department of his/her choice.
  - 14.6.2. Failure by the employee to submit his/her application form within the stated periods, or failure by the supervisor/manager to properly manage it, must be viewed in a serious light and disciplinary steps against the employee and/or supervisor/manager should be taken.
- 14.7. An employee must submit a medical certificate in respect of his/her sick absence for every occasion of 3 or more sick leave days, issued and signed by a practitioner or person listed in paragraph 17.1 hereunder.
- 14.8. If -
  - 14.8.1. the employer establishes a pattern/trend in the employee's utilisation of normal sick leave, the employer must require the employee to submit a medical certificate from a practitioner or person listed in paragraph 17.1 hereunder, for periods of sick absences of less than 3 days; and
  - 14.8.2. an employee in his/her first 36 days normal sick leave period, **who has been absent from work on more than two occasions during an eight-week period**, must regardless of the duration of the sickness or injury, submit a medical certificate stating that the employee was unable to work for the duration of the employee's absence on account of sickness or injury. The 8-week period shall be a calendar period and commences on the first day of an employee's absence due to sickness or injury. Any subsequent day of absence due to sickness or injury after the above-mentioned period must then be regarded as the first day of the next 8-week period. If the employee fails to submit the required medical certificate, the Head of Department must notify the employee that if the prescribed medical certificate is not received within 2 working days, the sick leave period will be deemed to be leave without pay. If the employee fails to submit the medical certificate on time, the relevant absence must be covered by annual leave (with the employee's consent) and/or unpaid leave if insufficient annual leave credits are available and if the employee failed to notify the Head of Department of his/her choice. Failure by the employee to submit his/her medical certificate within the stated period





must be viewed in a serious light and disciplinary steps against the employee should be taken.

14.8.3. Sick leave may also be granted in respect of periods where an employee must be quarantined or isolated for at least 10 consecutive days.

14.9. If an employee falls ill while on annual leave with full pay, such leave may be converted to sick leave provided that a certificate from a registered medical practitioner or person listed in paragraph 17.1 hereunder is submitted to substantiate that he/she is ill indisposition.

14.10. For every 15 consecutive calendar days leave taken without pay, an employee's sick leave entitlement must be reduced by 1/72<sup>nd</sup> per sick leave cycle.

## 15. TEMPORARY INCAPACITY LEAVE

15.1. Incapacity leave is not an unlimited number of additional sick leave days at an employee's disposal. Incapacity leave is additional sick leave granted conditionally at the employer's discretion, read with the *Policy and Procedure on Incapacity Leave for Ill-health Retirement* determined by the Minister for Public Service and Administration in terms of sec. 3(3)(c) of the Public Service Act, 1994, (*hereafter referred to as PILIR*).

15.2. An employee who has exhausted his/her normal sick leave, referred to in paragraph 14 above, during the prescribed sick leave cycle and who according to the treating medical practitioner requires to be absent from work due to a temporary incapacity, may apply for temporary incapacity leave with full pay on the applicable application form prescribed in terms of *PILIR in respect of each occasion*.

15.3. For an employee's application for temporary incapacity leave to be considered, the-

15.3.1. employee must submit sufficient proof that s/he is too ill/injured to perform his/her work satisfactorily; and

15.3.2. application form must, regardless the period of absence, be accompanied by a medical certificate issued and signed by a medical practitioner that certifies his/her condition as temporary incapacity and if the employee has consented, the nature and extent of the illness/injury. Please also refer to paragraph 17 in respect of the acceptance of medical certificates;

15.3.3. employee is in accordance with item 10(1) of Schedule 8 to the Labour Relations Act, 1995, afforded the opportunity to submit together with his/her application form-

(a) any medical evidence related to the medical condition of the employee, such as (a) medical report(s) from a specialist, blood tests results, x-ray results or scan results, obtained at the employee's expense; and



- (b) any additional written motivation supporting his/her application;  
and
- 15.3.4. employee is requested to give his/her consent that medical information/records be disclosed to the employer and/or its Health Risk Manager<sup>1</sup> and to undergo further medical examinations in terms of the assessment process described in *PILIR*.
- 15.4. An employee must submit his/her application for temporary incapacity leave in respect of clinical procedures in advance, unless the treating medical practitioner certifies that such procedures have to be conducted as an emergency.
- 15.5. If overcome by a sudden illness/injury, the employee must personally notify his/her supervisor/manager **immediately**. A verbal message to the supervisor/manager by a relative, fellow employee or friend is only acceptable if the nature and/or extent of the illness/injury prevents the employee to inform the supervisor/manager personally.
- 15.6. An employee must submit an application for temporary incapacity leave personally or through a relative, fellow employee or friend within 5 working days after the first day of absence.
- 15.7. If the employee fails to submit an application within the period indicated in paragraph 15.5, the following arrangements apply:
- 15.7.1. The employee's manager/supervisor must immediately notify the employee that if such application is not received within 2 working days, the sick leave period will be deemed to be leave without pay. If the employee fails to submit the application on time or submit compelling reasons why the application cannot be submitted, the supervisor/manager must immediately inform the relevant personnel section/office that relevant absence must be covered by annual leave (with the employee's consent) and/or unpaid leave if insufficient annual leave credits are available and if the employee failed to notify the Head of Department of his/her choice.
- 15.7.2. Failure by the employee to provide his/her application form within the stated periods, or failure by the supervisor/manager to properly manage it, must be viewed in a serious light and disciplinary steps should be taken.
- 15.8. The Head of Department, must within 5 working days from the receipt of the employee's application for temporary incapacity leave-
- 15.8.1. **conditionally** grant a maximum of 30 consecutive working days temporary incapacity leave with full pay subject to the outcome of his/her investigation into the nature and extent of the employee's illness/injury;  
and

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<sup>1</sup> The Health Risk Manager is a company of multi-disciplinary medical experts, specializing in occupational medicine, which will be appointed by the **dpsa** and National Treasury. The Health Risk Manager will assess and advice the HOD in respect of an employee's application for *inter alia* incapacity leave.



- 15.8.2. refer the application with all the supporting evidence **immediately** to its Health Risk Manager in accordance with the *PILIR* for an assessment and advice-
- (a) on whether the employee's illness/injury justifies the granting of incapacity leave ; *and*
  - (b) which steps, if any, in accordance with the procedures contained in item 10(1) of Schedule 8 to the Labour Relations Act, 1995, read with clause 7.5.1 of PSCBC Resolution 7 of 2000, as amended by PSCBC Resolutions 5 of 2001 and 15 of 2001, are necessary;
- 15.9. The Head of Department may request the employee, if s/he has consented thereto in his/her application form, as part of the process contemplated in subparagraph 15.8.2, above, to subject him/herself for one or more medical examinations by medical practitioners of the employer's choice and for the employer's account. If the employee fails to honour the appointments for such medical examinations, the employee shall be held responsible for any fruitless expenses incurred;
- 15.10. The Head of Department must within 30 working days after receipt of both the application form and medical certificate referred to in paragraph 15.3.2, approve or refuse the temporary incapacity leave granted conditionally. In making a decision, the Head of Department must apply his/her mind to the medical certificate (with or without describing the nature and extent of the illness or injury) contemplated in paragraph 15.3.2, medical information/records contemplated in paragraph 15.3.4 (if the employee consented to disclosure), the Health Risk Manager's advice, the information supplied by the employee in terms of paragraph 15.3.3 (if any) and all other relevant information available to the Head of Department and based thereon approve or refuse the temporary incapacity leave granted conditionally, on conditions that the Head of Department may determine, e.g. to return to work, etc.;
- 15.11. The Head of Department may on the basis of medical evidence gathered during its investigation approve the granting of additional incapacity leave days on conditions that he or she shall determine. The Head of Department may for this purpose grant conditionally further temporary incapacity leave.
- 15.12. The Head of Department, if applicable and as soon as possible, must after the receipt of the Health Risk Manager's advice, decide on the possibility of securing alternative employment for the employee, or adapting his/her duties or work circumstances to accommodate his/her incapacity or alternative employment and, as soon as possible, approve and implement an action plan for this purpose.
- 15.13. If the Head of Department-
- (a) approves the temporary incapacity leave granted conditionally, such leave must be converted into temporary incapacity leave; or



- (b) refuses the temporary incapacity leave granted conditionally, s/he must notify the employee in writing-
- i) of the refusal;
  - ii) of the reasons for the refusal;
  - iii) that s/he must notify the Head of Department in writing within 5 working days of the date of the notice to him/her, whether or not the period of conditional incapacity leave must be covered by annual leave (to the extent of the available annual leave credits) or unpaid leave and that, if s/he fails to notify the Head of Department of his/her choice, the period will be covered by unpaid leave; and
  - iv) the employee may, if he/she is not satisfied with the Head of Department's decision, lodge a grievance in terms of section 35 of the Public Service Act.

15.14. The Head of Department must cover the period of absence, referred to in paragraph 15.13 (b) (iii) in accordance with the employee's written notification or, if the employee fails to notify that the Head of Department in terms of that paragraph or the annual leave credits are insufficient, the relevant period of absence must be covered by unpaid leave.

## 16. **PERMANENT INCAPACITY LEAVE**

16.1. An employee shall not directly access or apply for permanent incapacity leave. The Head of Department may grant an employee up to a maximum of 30 working days' permanent incapacity leave once s/he has, following the assessment and investigations contemplated in par. 15.3.2, determined that the employee's condition is of a permanent nature.

16.2. The Head of Department must during the period referred to in paragraph 16.1 and in accordance with the advice from its Health Risk Manager ascertain the feasibility of and implement its plan of action contemplated in paragraph 15.12., above, in respect of-

16.2.1. alternative employment; or

16.2.2. adapting duties or work circumstances to accommodate the employee.

16.3. An employee, whose degree of incapacity has been certified as permanent but who can still render a service, may be redeployed horizontally with retention of his or her benefits.

16.4. If the redeployment necessitates reallocation to a job of a lower grading, such must be explained well in advance and the continued utilisation of such an employee should, in this regard, be with her or his consent.

16.5. In instances where the employee's redeployment entail retraining or retooling, the employer must take requisite resources (time and financial) and potential returns into consideration before approving redeployment.



- 16.6. The redeployment of an employee's services should ensure the optimal utilisation of her or his competencies and must not compromise service delivery.
- 16.7. If both the Head of Department and employee are convinced that the employee will never be able to render an effective service at his or her level or rank, the employee/employer may proceed with the process of termination of service on account of continued ill-health in terms of section 17(2)(a) of the Public Service Act, as amended.
- 16.8. The Head of Department may extend the period of permanent incapacity leave referred to in par. 16.1 by a further 30 working days in order to finalise processes already commenced. If the processes set out in this Determination are not completed within the 60 working days, the Head of Department must report the case to the Director-General: Public Service and Administration together with a report explaining the reasons for the delay.

## 17. ACCEPTANCE OF MEDICAL CERTIFICATES

17.1. For purposes of normal sick leave medical certificates issued and signed by the practitioners and persons **who are certified to diagnose and treat patients and who are registered with the following professional councils** established by an Act of Parliament shall be accepted:

- (a) The Health Professions Council of South Africa.
- (b) The Allied Health Professions Council of South Africa.
- (c) The South African Nursing Council.

The registration details of service providers could be confirmed with the above-mentioned councils.

17.2. A medical certificate must contain the following information:

- (a) The name, address and qualifications of the practitioner or person.
- (b) The name of the patient.
- (c) The employment number of the patient (if applicable).
- (d) The date and time of examination.
- (e) Whether the practitioner is issuing the certificate as a result of personal observations during an examination, or as the result of information received from the patient and which is based upon acceptable medical grounds.
- (f) If the patient has given informed consent for it to be disclosed, a description of the nature and extent of the illness or injury in layperson's language.
- (g) Whether the patient is totally indisposed for duty or whether the patient will be able to perform less strenuous duties in the work situation.



- (h) The exact period of recommended sick leave.
  - (i) The date of issue of the certificate of illness.
  - (j) A clear indication of the identity of the practitioner or person who issued the certificate.
  - (k) The initial and surname in block letters, and the registration number of the practitioner who issued the certificate.
- 17.3. If the practitioner or person uses pre-printed medical certificates, wording not applicable to the patient must be deleted.
- 17.4. The Head of Department must accept medical certificates that do not describe the nature and extent of an employee's illness for sick leave taken **during the normal sick leave cycle**, i.e. 36 working days in a 3-year cycle. The employer may request the employee a medical certificate describing the nature and extent of the illness before granting sick leave, if the employee abuses the system during the normal sick leave period of 36 working days (e.g. a pattern of regular sick leave on Mondays or Fridays). If the employee fails to submit the required medical certificate, the Head of Department must notify the employee that if the prescribed medical certificate is not received within 2 working days, the sick leave period will be deemed to be leave without pay. If the employee fails to submit the medical certificate on time, the relevant absence must be covered by annual leave (with the employee's consent) and/or unpaid leave if insufficient annual leave credits are available and if the employee failed to notify the Head of Department of his/her choice. Failure by the employee to submit his/her medical certificate within the stated period must be viewed in a serious light and disciplinary steps against the employee should be taken.
- 17.5. For purposes of temporary incapacity leave the employer only accepts medical certificates issued and signed by practitioners registered with the Health Professional Council of South Africa and who are legally certified to diagnose and treat patients. Such medical certificates must describe that the illness/injury is temporary and, if the employee has given his/her informed consent, the nature and extent of the employee's illness/injury. The provisions contained in paragraph 17.2 above, applies *mutatis mutandis* in respect of such medical certificates.
- 17.6. **The employer must, in accordance with the constitutional rights to privacy, the Code of Conduct in the Public Service Regulations treat at all times any information regarding the medical condition of an employee with the necessary respect and confidentiality.** Such information may therefore not be disclosed to any other person(s) not authorised to receive such information. If an employee discloses such confidential information of one employee to any other unauthorized person, it must be viewed in a serious light and disciplinary steps against the transgressing employee should be taken.



## 18. GENERAL: SICK LEAVE

18.1. In the event where an employee has to –

18.1.1. consult a doctor, therapist, etc. for reasons related to the employees health/wellness, or

18.1.2. go for training related to a disability, e.g. a blind employee who has to get training with his/her guide dog, or

18.1.3. go for maintenance work for equipment used as a result of his/her disability,

the Head of Department may grant such employees time off in terms of the sick leave provisions.

18.2. Where an employee is absent for a part of the day, the Head of Department could manually record such time off until a full day is completed as sick leave.

18.3. The Head of Department may require the necessary proof of such events/occurrences to properly monitor the utilisation of sick leave.

18.4. Fractions of sick leave entitlements may be converted using the formula in par.8.4 above.

## 19. LEAVE FOR OCCUPATIONAL INJURIES AND DISEASES

19.1. An employee who, as a result of his or her work, suffers an occupational injury or contracts an occupational disease, shall be granted occupational and disease leave for the duration of the period they cannot work.

19.2. If an employee suffers a work-related injury as a result of an accident involving a third party, the Head of Department shall grant him or her occupational injury leave provided that the employee:

19.2.1. Brings a claim for compensation against the third party.

19.2.2. Undertakes to use compensation (in terms of the Compensation for Occupational Injuries and Diseases Act of 1993) received to recompense as far as possible for the cost arising from the accident.

19.3. The Head of Department shall take reasonable steps to assist an employee to claim compensation according to 19.2 above.

19.4. When an employee is injured on duty or contracted an occupational disease the employer must pay the employee's medical expenses in terms of the provisions of the Compensation on Occupational and Injury and Disease Act, The employer may, depending on the circumstances, recover certain expenses in the event where a third party was involved in the accident. Please refer to the guide: *“Application Of The Compensation For Occupational Injuries And Diseases Act*



(COIDA) *In The Workplace: A Guide For Government Departments*” for further details.

## **20. MATERNITY LEAVE**

20.1. Employees are entitled to 4 consecutive calendar months’ maternity leave to commence:

20.1.1. at any time from four weeks before the expected date of birth; or

20.1.2. on a date from which the attending medical practitioner certifies that it is necessary for the employee’s health or that of the unborn child.

20.2. It is preferable that an employee commences her maternity leave at least two weeks prior to the expected date of birth. However, the service delivery requirements of a particular Sector may require different arrangements with regard to the period and stage at which maternity leave, with due consideration of the employee and her unborn child’s health and safety, should commence.

20.3. For at least six weeks after the birth, no employee may commence with normal official duty unless the attending practitioner certifies that the employee is fit to do so.

20.4. Maternity leave may only be interrupted if-

20.4.1. the baby is born prematurely and is hospitalised during maternity leave; or

20.4.2. the baby becomes ill and is hospitalised for a period longer than a month during the maternity leave.

20.5. The provisions contained in paragraph 20.4 are only applicable to an employee, who chooses to interrupt her maternity leave in these circumstances.

20.6. If an employee referred to in paragraph 20.4.1 and 20.4.2 above, choose to interrupt her maternity leave and fail to return to work after the six weeks mentioned in paragraph 20.3 above, such a period must be covered with annual leave or unpaid leave if she does not have enough annual leave available.

20.7. Maternity leave may be extended upon application by:

20.7.1. the granting of sick leave as a result of a medical complication;

20.7.2. the granting of up to 184 calendar days unpaid leave; or

20.7.3. the granting of annual leave.

20.8. Employees, who, during the third trimester of their pregnancy, experience a miscarriage, still birth or termination of the pregnancy on medical grounds, shall





be eligible for six consecutive week's maternity leave<sup>2</sup>, where after, 20.7.1 shall apply in the event of a medical complication.

20.9. Provisions in 20.8 above shall also apply to an employee who experiences a miscarriage, stillbirth or termination of pregnancy on medical grounds after the commencement of maternity leave. The period prior to the miscarriage, stillbirth or termination of pregnancy shall be regarded as special leave with full pay.

## **21. ADOPTION LEAVE**

21.1. An employee who adopts a child that is younger than two years, shall qualify for adoption leave to a maximum of 45 working days, where after, 20.7.2 and 20.7.3 shall apply.

21.2. If both spouses or life partners are employed in the Public Service, both partners will qualify for adoption leave provided that the combined leave taken does not exceed the 45 working days mentioned in 21.1 above.

## **22. FAMILY RESPONSIBILITY LEAVE**

22.1. Employees shall be granted 3 days leave per annual leave cycle for utilisation if:

22.1.1. The employee's spouse or life partner gives birth to a child; or

22.1.2. The employee's child, spouse or life partner is sick.

22.2. Employees shall be granted 5 days leave per annual leave cycle for utilisation if:

22.2.1. The employee's child, spouse or life partner dies; or

22.2.2. An employee's immediate family member dies.

22.3. The number of family responsibility leave days taken according to 22.1 and 22.2 above shall not exceed five (5) days in an annual leave cycle, unless special circumstances warrant further leave at the discretion of the Head of Department.

22.4. Immediate family member for purposes of this provision means the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling. The granting of family responsibility leave must be taken with due consideration of the employee's cultural responsibilities. Where the latter discretion is exercised, Heads of Departments must limit the total period of family responsibility leave to a maximum of 5 days.

22.5. Employees who have used all their family responsibility leave may, subject to the approval of the Head of Department, apply to:

22.5.1. use available annual leave; or

22.5.2. use up to 184 calendar days of unpaid leave.

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<sup>1</sup> Leave to begin after the miscarriage, stillbirth or the termination of pregnancy.



## 23. SPECIAL LEAVE

23.1. The Head of Department shall ensure that her or his department has adopted a special leave policy. The said policy should be negotiated in the relevant bargaining structures.

23.2. The policy mentioned in 23.1 above shall define:

23.2.1. Circumstances and conditions under which special leave is granted; and

23.2.2. As far as possible, events for which employees shall be granted special leave.

23.3. The policy may provide paid leave for such requirements as study, examinations, military service, resettlement due to a transfer, collective bargaining or other labour relations requirements, participation in sports, sabbaticals where appropriate or any other purpose.

23.4. The Head of Department may also provide for a policy on leave for the treatment of substance abuse.

## 24. LEAVE FOR OFFICE BEARERS OR SHOP STEWARDS OF RECOGNISED EMPLOYEE ORGANISATIONS

24.1. Office bearers or shop stewards of recognised employee organisations shall receive up to 10 working days paid leave per annum for activities related to her or his union position.

24.2. All applications for this type of leave must be submitted in writing together with supporting documentation.

## 25. UNPAID LEAVE

25.1. If an employee has utilised all her or his annual leave with full pay, the Head of Department may grant him or her unpaid leave.

25.2. Only in exceptional circumstances shall the Head of Department grant the employee more than 184 calendar days of unpaid leave in a period of 18 months.

25.3. Unpaid leave should be regarded as calendar days.

25.4. For purposes of calculating **unpaid leave**, the following formula applies:

$$\frac{A \times B}{365}$$

Where -

A = represents the employee's remuneration Levels 1-10: annual basic salary and MMS, the all-inclusive package)



B = represents the number of days annual leave without pay (i.e. calendar days)

365 = represents the number of calendar days in a year

**Note: For computed EXAMPLES please refer to Annexure B.**

## **26. LEAVE PROVISIONS FOR A CASUAL WORKER**

A casual worker as defined in this Determination is in terms of the Basic Conditions of Employment Act, 1998, as amended not eligible to leave:

**NB: Departments are urged to ensure that the employment of casual workers is in terms of the agreement. Existing employees appointed as casual workers for longer than 24 hours per month, must be translated to contract employees with immediate effect.**

## **27. LEAVE PROVISIONS FOR CONTRACT WORKERS**

A contract worker is eligible to the following types of leave on a pro rata basis linked to the duration of his or her contract:

### **27.1. Annual leave:**

A contract worker shall at the beginning of his or her contract period be granted annual leave that is proportional to his or her term of employment at a rate of one-twelfth of the annual leave credit applicable to the employee category (as per Annexure A), per month of service.

### **27.2. Normal Sick Leave:**

A contract worker shall at the beginning of his/her contract period be granted normal sick leave that is proportional to his or her term of employment at a rate of 1 days normal sick leave per month of service.

### **27.3. Maternity Leave:**

A contract worker shall be granted paid maternity leave that is proportional to her term of contract at a rate of 10 calendar days maternity leave with full pay calculated at each month of her term of contract to a maximum of 4 months, where after maternity leave without pay shall be granted. The total period granted in respect of maternity leave shall not exceed four consecutive months.

### **27.4. Adoption Leave**

A contract worker who adopts a child that is younger than two years, shall qualify for adoption leave at a rate of 4 days paid leave for each month to a maximum of 45 working days



## 27.5. Other Provisions:

The terms and conditions attached to the granting of the above types of leave, as well as the provisions contained in: paragraph(s) 10, 11, 12, 15, 16 (where applicable), 17 (where applicable), 19, 22 and 23 apply *mutatis mutandis* to a contract worker.

## 28. GENERAL PROVISIONS

28.1. Except in exceptional circumstances, the employee may not stay away from his or her place of duty unless an application for leave of absence has been lodged in writing and he/she has been informed by the Head of Department that the application has been approved.

28.2. Heads of Departments must ensure that:

28.2.1. Leave forms are submitted for all absences and all outstanding leave forms are followed up.

28.2.2. All leave taken is captured on a daily basis and there are no backlogs in respect of each annual leave cycle.

28.2.3. Individual utilisation of leave is communicated to employees at the end of each annual leave cycle in respect of annual vacation leave.

### 28.3. Training of disabled employees:

28.3.1. Disabled employees must be afforded the opportunity to undergo training to manage their disability. Training required to be able to utilise equipment or the like to access the workplace and to perform the job, should be treated the same as other official training provided to equip employees with the knowledge and skills to do their jobs. The employee with a disability should therefore be offered the relevant training while on official duty.

### 28.4. Fitment, adjustment or maintenance of equipment of disabled employees:

28.4.1. If a disabled employee needs periods or time off to fit, adjust or maintain equipment to enable the employee to perform his/her job, it should be treated in terms of paragraph 18 above.



## ANNEXURE A

### Leave Entitlements

	<b>EMPLOYEE CATEGORY</b>	<b>ANNUAL LEAVE EXPRESSED AS WORKING DAYS</b>
1.	Institution-based educators	As per ELRC Res.7/2001
2.	Office-based educators	As per ELRC Res.7/2001
3.	Non-teaching staff based at schools/institutions	27
4.	Nursing personnel in institutions that provide 24 hour service	
4 (a)	Student and pupil nurses	22
4 (b)	Part-time nurses:	
	Less than 10 years service	22
	10 or more years of service	26
4 (c)	Registered/enrolled nurses and nursing assistants:	
	Less than 10 years service	22
	10 or more years of service	26
5.	Employees appointed prior to 1 July 1966 and employees of the former Provincial Administrations and Development Boards (excluding nursing staff) who were taken over by the Public Service in 1986, 1987 and 1989 respectively and who previously qualified for 38 days annual leave in terms of the Special PAS.	28
6.	Other employees:	
	Less than 10 years service	22
	10 or more years of service	26



## ANNEXURE B

### Computed Examples

#### Calculating Annual Leave

##### **EXAMPLE 1: Employees Levels 1 - 10**

The employee resigns with effect from 1 April 2008, the employee's remuneration on the last day of duty is R102 750 (in other words R 75 000 (annual basic salary) + R27 750 (in respect of the 37%)), s/he falls in the 22 working day leave category and has taken at least 10 working days' leave.

The cash value in respect of unused leave credits should be computed in the following manner:

$$\frac{\{(A - B) + (C - D)\} \times E^3}{260,714}$$

Where:

A = represents the full annual or pro rata leave entitlement in the previous leave cycle (Pro rata leave entitlement calculated as  $\frac{X \times Y}{12}$ )

where:

X = represents the number of completed months in the current leave cycle; and

Y = represents the annual leave entitlement per leave cycle as per Annexure A)

B = represents the leave taken in the previous leave cycle

C = represents the pro rata leave entitlement in the current leave cycle (Calculated according to the formula in A above)

D = Leave taken in the current leave cycle

E = Represents the employee's remuneration (i.e. annual basic salary plus 37%)

#### STEP 1

Use the given information on the employee's leave category to determine A. In the event of a full annual leave entitlement, use Annexure A and in the event of a pro rata leave entitlement (in the previous leave cycle)<sup>4</sup>, use the formula in STEP 3 below.

<sup>3</sup> This formula is in terms of paragraph 7.4 of the Determination issued by the MPSA.

<sup>4</sup> The pro rata leave entitlement in this regard is in respect of employees appointed after a leave cycle has commenced

**STEP 2**

Use the given information to determine B (Leave taken in the previous leave cycle) and D (Leave taken in the current leave cycle).

**STEP 3**

Use the formula in STEP 1 above to determine C (pro rata leave entitlement in the current leave cycle beginning 1 January 2003 up to and including the last day of duty).

$$\frac{X \times Y}{12}$$

where:

X = represents the number of completed months in the current leave cycle; and

Y = represents the annual leave entitlement per leave cycle as per Annexure A)

$$\begin{aligned} \text{In other words:} &= \frac{3 \times 22}{12} \\ &= \underline{5.5 \text{ days}} \end{aligned}$$

**STEP 4**

Use the given information to determine E

**STEP 5**

Compute the cash value of leave credits available in the following manner:

$$\begin{aligned} &\frac{\{(A - B) + (C - D)\}^5 \times E}{260.714} \\ \text{Cash value} &= \frac{\{(22 - 10) + (5.5 - 0)\} \times R 102 750}{260.714} \\ &= \frac{(12 + 5.5) \times R 102 750}{260.714} \\ &= \frac{17.5 \times R 102 750}{260.714} \\ &= \underline{R6 896.92} \end{aligned}$$

**NOTE:**

<sup>5</sup> The sum total of A – B and C - D must not exceed the maximum number days annual leave an employee is entitled to as depicted in Annexure A to this Determination.



The pro rata leave credits in this EXAMPLE derive from the leave credits in the current leave cycle beginning from 1 January 2003 to 31 March 2003.

**EXAMPLE 2: Middle Management Service (MMS) employees**

**The member resigns with effect from 1 November 2007, the all-inclusive salary package on the last day of duty is R369 000 per annum, he falls in the 30 working day leave category and taken at least 5 working days' leave.**

The cash value in respect of unused leave credit should be computed in the following manner:

$$\frac{\{(A - B)^6 + (C - D)\} \times E}{260.714}$$

Where:

A = represents the full annual or pro rata leave entitlement in the previous leave cycle  
(Pro rata leave entitlement calculated as  $\frac{X \times Y}{12}$ )

where:

X = represents the number of completed months in the current leave cycle; and

Y = represents the annual leave entitlement per leave cycle as per Annexure A)

B = represents the leave taken in the previous leave cycle

C = represents the pro rata leave entitlement in the current leave cycle (Calculated according to the formula in A above)

D = Leave taken in the current leave cycle

E = Represents the employee's remuneration (i.e. annual inclusive package)

**STEP 1**

Determine C using the following formula:

$$\frac{X \times Y}{12}$$

Where –

X = Number of completed months of service in the leave cycle.

Y = Normal annual entitlement as per Annexure A.

<sup>6</sup> Since the termination of service happens after the expiry of the 6 months period, information on A and B will be represented by 0.





$$\begin{aligned} \text{In other words:} &= \frac{10 \times 30}{12} \\ &= \underline{25 \text{ days}} \end{aligned}$$

## STEP 2

Use the given information to determine D. (Leave taken in the current leave cycle).

## STEP 3

Compute the cash value of available leave credits using the following formula:

$$\begin{aligned} \text{Cash value} &= \frac{\{(A - B)^7 + (C - D)\}^8 \times E}{260.714} \\ &= \frac{\{(0 - 0) + (25 - 5)\} \times \text{R}369\,000}{260.714} \\ &= \frac{20 \times \text{R}369\,000}{260.714} \\ &= \underline{\text{R } 28\,306.88} \end{aligned}$$

<sup>7</sup> Since the termination of service happens after the expiry of the 6 months period, information on A and B will be represented by 0.

<sup>8</sup> The sum total of A – B and C – D must not exceed the maximum number of days annual leave entitlement as depicted in Annexure A of this Determination.



## Calculating Capped Leave

### **EXAMPLE 3: Employees levels 1 - 10**

**If the employee retires or dies or is medically boarded with effect from 1 July 2007, with at least 200 days of capped leave, R196 000 is the annual basic salary on the last day of duty. The cash value payable in respect of capped leave at termination of service should be computed as follows:**

$$\frac{A \times B}{260.714}$$

Where –

A= Represents the employee's remuneration (i.e. annual basic salary)

B= Capped leave (30 June 2000 less all leave taken from capped leave)

#### **STEP 1**

Convert capped leave into working days using the following formula (if not programmatically done already):

$$\frac{A \times 5}{7}$$

Where -

A = Number of audited leave credits

In other words the converted capped leave credits=  $\frac{200 \times 5}{7}$

$$= \underline{142.85 \text{ converted leave days}}$$

#### **STEP 2**

Compute the cash value of available leave credits in the following manner:

$$\begin{aligned} & \frac{A \times B}{260.714} \\ &= \frac{R142.86 \times R196\,000}{260.714} \\ &= \underline{R107\,399.52} \end{aligned}$$



#### **EXAMPLE 4: Middle Management Service (MMS) Employees**

**If the employee retires or dies or is medically boarded on 1 November 2007, with at least 200 days of capped leave, R369 000 is the all-inclusive salary package on the last day of duty. The cash value payable at termination of service should be computed as follows:**

$$\frac{A \times B}{260.714}$$

Where –

A= Represents the employee's remuneration (i.e. annual basic salary component of the inclusive package)

B= Capped leave (30 June 2000 less all leave taken from capped leave)

#### **STEP 1**

Convert capped leave into working days using the following formula (If not programmatically done already):

$$\frac{A \times 5}{7}$$

Where -

A = Number of audited leave credits

$$\begin{aligned} \text{The converted capped leave credits} &= \frac{200 \times 5}{7} \\ &= \underline{142.86 \text{ converted leave days}} \end{aligned}$$

#### **STEP 2**

Compute the cash value of available leave credits by using the following formula:

$$\frac{A \times B}{260.714}$$

$$\frac{142.86 \times R280\,440}{260.714}$$

Cash value: R153 668



**Calculating Over-Granted Annual Leave**

**EXAMPLE 5: Employees level 1 - 10**

**An employee has been over-granted 10 days leave. The employee’s annual basic salary at that stage is R83 656:**

$$\frac{A \times B}{260.714}$$

Where-

- A = Represents the employee’s remuneration
- B = represents the number of days annual leave over-granted
- 260.714 = represents the number of working days in a year

**STEP 1**

$$\frac{R\ 83\ 656 \times 10\ \text{days}}{260.714}$$

**STEP 2**

$$\frac{R\ 836\ 560}{260.714} = R3\ 208.72 \text{ (value in Rand of leave days being over-granted)}$$

**Note: The value in Rand must not be rounded off. Annual leave over-granted is calculated as working days.**

**EXAMPLE 6: Middle Management Service (MMS) employees**

**A member has been over-granted 10 days leave. The member’s all-inclusive salary package at that stage is R 369 000**

$$\frac{A \times B}{260.714}$$

Where-

- A = represents the employee’s remuneration (i.e. all inclusive package)
- B = represents the number of days annual leave over-granted
- 260.714 = represents the number of working days in a year



**STEP 1**

$$R\ 369\ 000 \times 10\ \text{days} = R3\ 690\ 000$$

**STEP 2**

$$\frac{R3\ 690\ 000}{260.714}$$

= R14 153.44 (value in Rand of leave days being over-granted)

**Note:** The value in Rand must not be rounded off. Annual leave over-granted is calculated as working days.



**Calculating Unpaid Leave**

**EXAMPLE 7: Employees levels 1 - 10**

**An employee has taken 15 consecutive calendar days unpaid leave. The employee’s basic salary at that stage is R83 656:**

$$\frac{A \times B}{365}$$

Where-

- A = Represents the employee’s remuneration (i.e. basic salary)
- B = represents the number of days annual leave without pay (i.e. calendar days)
- 365 = number of calendar days in a year

**STEP 1**

$$\frac{R83\ 656 \times 15\ \text{days}}{365}$$

**STEP 2**

$$\frac{R1\ 254\ 840}{365} = R3\ 437.91 \text{ (value in Rand of leave taken without pay)}$$

**Note:The value in Rand must not be rounded off. Leave without pay is calculated as calendar days**

**EXAMPLE 8: Middle Management Service (MMS) Employees**

**A member has taken 15 consecutive calendar days unpaid leave. The member’s all-inclusive remuneration package at that stage is R 369 000:**

$$\frac{A \times B}{365}$$

Where-

- A = Represents the employee’s remuneration (i.e. all-inclusive package)
- B = represents the number of days annual leave without pay (i.e. calendar days)
- 365 = number of calendar days in a year



**STEP 1**

$$\frac{R369\,000 \times 15 \text{ days}}{365}$$

**STEP 2**

$$\frac{R5\,535\,000,00}{365}$$

= R15 164.38 (value in Rand of leave days being over-granted)

**Note: The value in Rand must not be rounded off. Leave without pay is calculated as calendar days.**