



**DETERMINATION AND DIRECTIVE ON COMPENSATION
FOR OFFICIAL DUTIES PERFORMED DURING MEAL
INTERVALS IN THE GENERAL PUBLIC SERVICE
SECTORAL BARGAINING COUNCIL**

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



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DETERMINATION AND DIRECTIVE ON COMPENSATION FOR OFFICIAL DUTIES PERFORMED DURING MEAL INTERVALS IN THE GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)

1. SCOPE

This Determination and Directive applies to all employees and Departments that falls within the registered scope of the GPSSBC. This Determination and Directive does not apply to members of the Senior Management Service as they are in terms of Regulation 49 of the Public Service Regulations, 2016 excluded from overtime compensation.

2. AUTHORISATION

This Determination and Directive is made by the Minister for the Public Service and Administration in terms of the provisions of section 3(5)(a) and 5(6)(b) of the Public Service Act, 1994 as amended.

3. PURPOSE

This Determination and Directive gives effect to the General Public Service Sectoral Bargaining Council (GPSSBC) Resolution 1 of 2021, read with clause 9.4 of Public Service Coordinating Bargaining Council (PSCBC) Resolution 1 of 2007.

4. COMMENCEMENT DATE

4.1. This Determination takes effect on 21 July 2021

5. ELIGIBILITY TO COMPENSATION DURING A MEAL INTERVAL

5.1. During a meal interval an employee may be required or permitted to perform only duties that cannot be left unattended and cannot be performed by another employee. Clause 9.4 of PSCBC Resolution 1 of 2007 bestows the Sectors with the responsibility to identify the occupational categories/categories of staff who may be required or permitted to perform duties that cannot be left unattended and cannot be performed by another employee.

5.2. For purposes of paragraph 5.1, above, the following occupational categories/categories of staff may be required or permitted to perform only duties that cannot be left unattended and cannot be performed by another employee and in respect of which they will be compensated for such work performed:

5.2.1. Correctional officials who are employed by the Department of Correctional Services and who are assigned-

- (a) responsibilities to transfer inmates to court, hospitals, other Correctional Centres and/or Community Correction Centres; and
- (b) to various hospitals to guard inmates and those allocated external guarding responsibilities and are posted in towers.



6. **COMPENSATION FOR WORK PERFORMED DURING A MEAL INTERVAL**

- 6.1. The employees contemplated in paragraph 5.2.1, above, will be compensated for such work performed during a meal interval against the rate of pay applicable for overtime work.
- 6.2. Therefore, for purposes of paragraph 6.1, the provisions as contained in Part IV of the Determination and Directive on Working Time apply *mutatis mutandis*.

7. **GENERAL**

- 7.1. No deviations from this Determination and Directive are permitted.
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