



**DETERMINATION AND DIRECTIVE ON
SEA GOING ALLOWANCE:
DEPARTMENT OF
FORESTRY, FISHERIES AND THE ENVIRONMENT**

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

APRIL 2023



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DETERMINATION AND DIRECTIVE ON SEA GOING ALLOWANCE

1. SCOPE

This Determination and Directive applies to the employer and employees employed by the Department of Forestry, Fisheries and the Environment who undertake research, monitoring, control and surveillance expeditions at sea.

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

3.1. This Determination and Directive gives effect to GPSSBC Resolution 2 of 2021.

3.2. Noting that –

3.2.1. employees of the Department of Forestry, Fisheries and the Environment are required to undertake research, monitoring, control and surveillance expeditions at sea which duties are being performed in excess of a normal working day; and

3.2.2. the Department referred to in paragraph 1, above, are obliged to manage the remuneration of the employees concerned *viz á viz* the requirements contained in Labour legislation and the achievement on the execution of their mandates.

4. COMMENCEMENT DATE

4.1. This Determination takes effect on 1 April 2017.

5. MEASURES REGULATING THE SEA GOING ALLOWANCE

5.1. The Department, referred to in paragraph 1, above, will pay a sea going allowance with effect from the date mentioned in paragraph 4.1, above, a sea going allowance to those employees who undertake research, monitoring, control and surveillance expeditions at sea.

5.2. The sea going allowance will be paid in lieu of overtime and therefore the provisions of overtime as encapsulated in the Basic Conditions of Employment Act and/or PSCBC Resolutions, and/or departmental policies will no longer be applicable to the identified employees, except where specifically stated to the contrary.

5.3. The sea going allowance is not intended to imitate any clauses and/or provisions of PSCBC Resolution 1 of 2007. Furthermore, this agreement does not purport to establish and/or create an Occupational Specific Dispensation for the affected employees within the Department referred to in paragraph 1, above.

5.4. The sea going allowance will be inclusive of overtime payment, night shift allowance and standby allowance.



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- 5.5. The sea going allowance will not include travel and subsistence payments (also referred to as S&T payments) as these are regulated elsewhere.
- 5.6. The sea going allowance will be paid for sea expeditions in excess of 16 hours, where the hours worked will be determined from the time the employee reports for duty, until s/he knocks off at the conclusion of the expedition and will include instances where employees are expected to perform specific duties after an expedition that may not necessarily be “on the sea”.
- 5.7. In instances where less than 16 hours are worked, such period in excess of a normal 8 hour workday will be regarded as normal overtime and payment of overtime and allowances will be done as prescribed by PSCBC Resolution 1 of 2007.
- 5.8. Where an expedition lasts between 16 hours to 24 hours, a daily sea going allowance will be paid. The allowance will be calculated as follows:
- 5.8.1. For every completed day (i.e. a completed 24 hour cycle):
- (a) The first 8 hours of the 24 hour period are calculated at the normal work rate of that employee, while
 - (b) The remaining 16 hour period is subject to the daily allowance based on the flat rate principle.
- 5.8.2. Where an expedition is out on sea and does not complete a 24 hour cycle, a pro-rated payment per hour for the incomplete period will apply (i.e. the daily allowance divided by 24 x actual hours).

6. QUANTUM OF THE SEA GOING ALLOWANCE

- 6.1. The Department referred to in paragraph 1 above, will pay a daily sea going allowance, based on a flat rate principle to all employees referred to in paragraph 1 above, equal to an amount of R 1 006.00 with effect from 1 April 2017.
- 6.2. The Minister for the Public Service and Administration will adjust the sea going allowance annually on 1 April of each year based on the average CPI of the previous year as obtained from StatsSA. The sea going allowance will be adjusted w.e.f.1 April 2018 and annually thereafter. Any discrepancies that might exist will be dealt with through transitional arrangements determined by the Minister for the Public Service and Administration.
- 6.3. The rates of the sea going allowance with effect from 1 April 2017 and annually thereafter is depicted in Annexure A to this document.
- 6.4. Noting that the rate for the sea going allowance before the implementation of the Determination and Directive was R 1072.56 per day, the Minister for the Public Service and Administration has determined the transitional arrangements that the employees retain this



rate with effect from 1 April 2017 and 1 April 2018, respectively. The rates depicted in Annexure A shall apply with effect from 1 April 2019 and as adjusted annually thereafter.

7. **GENERAL**

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



Annexure A

Sea going Allowance	
Effective date	Value
1 April 2017	R 1 006 per day
1 April 2018	R 1 059 per day
1 April 2019	R 1 109 per day
1 April 2020	R 1 155 per day
1 April 2021	R 1 193 per day
1 April 2022	R 1 247 per day
1 April 2023	R1 333 per day