

NEWSLETTER

C&A

LABOUR LAW & ASSOCIATES

Want to know more about leave?

Number of sick days?

Workers may take the number of days they would normally work in a 6-week period for sick leave on full pay in a 3-year period.

However, during the first 6 months of employment, workers are only entitled to 1 day of paid sick leave for every 26 days worked.

This is Based on Legislation in Section 22, of the Basic Conditions of Employment Act



Proof of Illness....

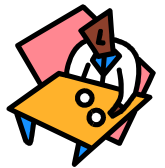
An employer may require a medical certificate before paying workers who are absent for more than 2 consecutive days, or who are often absent (more than twice in an 8-week period).

Based on Legislation in Section 23, of the Basic Conditions of Employment Act

“Must I accept a sick note from a psychologist??”

A medical certificate must come from a medical practitioner or any other person certified to diagnose and treat patients, who is registered with a professional council in terms of legislation.

A registered psychologist would fall into this category and you should accept his medical certificate.



“Can an employee take Family Responsibility Leave when she’s on maternity leave?”

In our view, a female employee can’t claim family responsibility leave in addition to maternity leave when her child is born.

Employees who become fathers may claim family responsibility leave.

If you have any queries or need advice, please don’t hesitate to contact us:

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Regards,
The C&A TEAM