

*The practical implementation of
leave policies in*

South Africa

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Outline

- Introduction
- Background
- Data
- Challenges

Introduction



Looking Deeper



Company History

The Aurum Institute is a proudly African, public-benefit organisation with over 19 years' experience in leading the response, treatment and research efforts to eradicate TB and HIV. We have been working alongside government, the mining industry, among NGO's and in communities to better understand global health challenges to provide real solutions.

Our remit is to improve the health of people and communities through innovation in TB and HIV integration in global health areas. With our knowledge and skills, we are best suited to achieve this by:

- Strengthening existing health care systems
- Constantly innovating to improve the way things are done
- Conducting research to determine the best ways and means to eliminating TB and HIV

Background

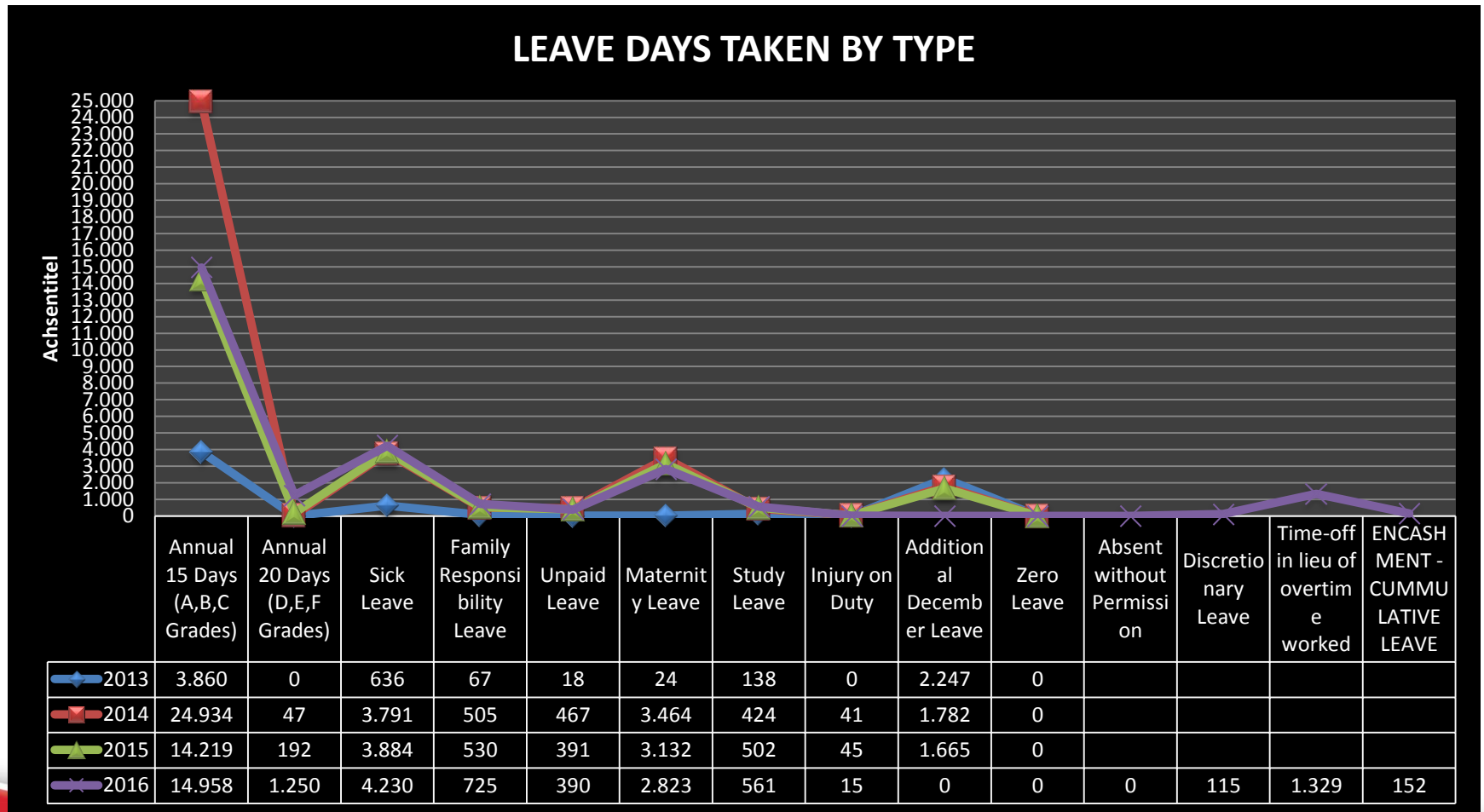
- Leave is legislated, Nationally
- Legislation provides the minimum standards
- Audited by a National Government Department
- Types of statutory leave:
 - Annual (15 paid working days per year, forfeit after 18 months),
 - Sick (30 paid days in 3 years, not accumulative)
 - Maternity (4 months unpaid per child, 2 children)
 - Family Responsibility [FRL] (3 paid days per year, not accumulative)
 - IOD Leave (As directed by medical practitioner)
- Types of non-statutory leave:
 - Paternal leave
 - Study (12 paid days py, special application),
 - Compassionate Leave (10 days a year)

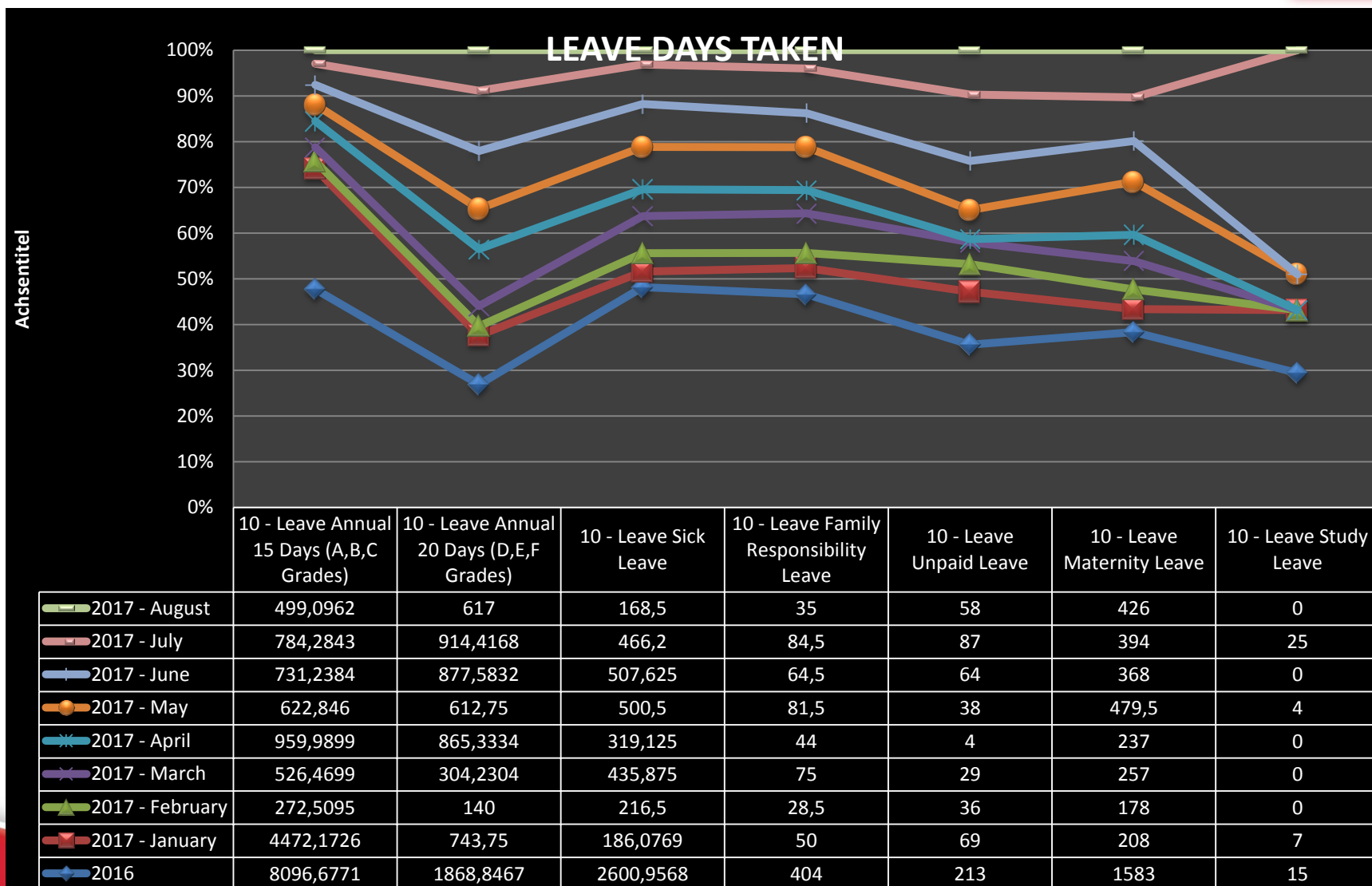
Background (cont.)

Maternity Leave

- Unpaid (Unless the Employer offers to pay)
- UIF during Maternity Leave (Unemployment Insurance Fund)
 - Pay the difference between what company pays up to 66% of salary only for 3 months
 - Application very onerous and long
- Medical certification to start working before 3 months
- Cannot take sick leave during maternity period (before or after)

LEAVE RECORDS FROM 2013 UNTIL 2016





Challenges

- Absenteeism
- Taking annual leave without registering it
- Sick leave is seen as a right
- Maternity leave taken, as little as possible
- Family Responsibility Leave taken for unrelated reasons
- No leave: Paternal, Adoptive, Foster, Surrogacy



ME AGAINST
THE WORLD

THANK YOU

To seek, to find, to share, to care