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FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC) - WESTERN CAPE**

22-05-2024

Concerns by members: Resolution 2/2024 – Improvement in Conditions of Service: Special Leave

The PSA's Western Cape Office has been inundated with queries relating to GPSSBC Resolution 2/2024 relating to Improvement in Conditions of Service: Special Leave, which was signed by the majority unions on 11 March 2024.

It has come to the PSA's attention that Departments have refused to give special leave to members in terms of religious leave. Clause 3.8.1 of Resolution 2/2024 states that the purpose of leave for religious holidays is to accommodate religious holidays that are not provided for in the *Public Holidays Act, Act 36 of 1994*, as amended, which includes any other day declared to be a public holiday under section 2A of the Act.

The eligibility criteria are that an employee has in terms of the Constitution the right to freedom of, amongst others, religion and therefore has the freedom to observe the religious holidays attached to his/her religion. This includes Christian religious days. Application for such leave must be done in advance together with reasonable proof of the religious holiday.

Should members have any incidences where special leave was rejected, please submit a grievance as soon as possible and contact the PSA Provincial Office in Cape Town on (021) 409 7360 for further guidance.

Employees who want to join the PSA can also contact the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER