



HAIRDRESSING & COSMETOLOGY BARGAINING COUNCIL (KWAZULU-NATAL)

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TO ALL ESTABLISHMENTS IN THE INDUSTRY

FAMILY RESPONSIBILITY LEAVE

In our continued effort to bring essential information to the industry, we are pleased to provide hereunder an excerpt of the collective agreement dealing with Family Responsibility leave:-

An employer must grant an employee during each calendar year, at the request of the employee, up to three days' paid Family Responsibility Leave, which the employee is entitled to take:-

- (a) when the male employee's child is born;
- (b) when the employee's child is sick; or
- (c) in the event of the death of the employee's spouse or life partner, parent, adopted parent, grandparent, child, adopted child, grandchild or sibling.

Family responsibility leave applies only to an employee who has been in Employment for longer than four months and who works for at least four days a week.

An employee may take family responsibility leave in respect of the whole or part of a day.

An employer must pay an employee the employee's basic daily wage for each day that the employee is entitled to paid Family Responsibility Leave, on the employee's usual payday.

Before paying an employee for Family Responsibility Leave, an employer may require satisfactory proof in the form of a child's birth certificate or of the death certificate in the case of the death of a family member.

Family Responsibility Leave is non-transferable and is non-accumulative.

PLEASE FEEL FREE TO CONTACT COUNCIL FOR ANY CLARITY IN THIS REGARD.

Yours Faithfully
HCBCKZN

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SECRETARY to COUNCIL