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ABUSE ON SICK LEAVE/MEDICAL AID CERTIFICATES

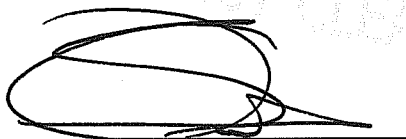
There has been a growing concern amongst employers regarding the validity of medical certificates being produced by employees and the circumstances which qualify employees to be paid for sick leave.

Members of the Council recently attended a workshop presented by a leading consultant on the subject and I feel that it is in the interest of the industry to pass on what is acceptable as a valid medical certificate and for which payment of wages is a requirement.

1. The document must have been issued by a competent person i.e.
 - (i) a Doctor;
 - (ii) a Dentist
 - (iii) a Psychiatrist; or
 - (iv) a person appointed by Parliament
2. The document must indicate the status of the writer and give contact details i.e. Telephone/fax No.; etc.
3. The full name of the employee must be shown.
4. The document must state that the bearer was examined by the writer and that in his/her opinion the employee is unable to attend work for a specific period as a result of illness or injury

Only once all the above criteria have been met does the employee qualify to be paid for the period of absence, and only where they are entitled to paid sick leave in terms of clause 9 of the Council's Main Agreement.

A certificate issued and signed by a Nursing sister does not serve as a valid Medical Certificate, and the employee does not qualify for payment of wages for the period absent from work.



S. Venter
SECRETARY

UKUSETSHENZISWA KWEZINCWADI ZOKUGULA

Ngenxa yokutholakala kwezincwadi zokugula budedengu sekwenze abaqashi babanongabazane ekutheni iziphi izincwadi okufanele zikhokhelwe uma abasebenzi befika nazo.

Ngenxa yalezizinkinga kwabe sekujutsha ithimba lomkhandlu omele izindaba zabasenzi (Council) ukuba lihambele umhlangano wokucwaninga ukuthi iziphi izincwadi okumele zamukelwe abaqashi. Kulomhlangano wawuholwa nguSolwazi kulomkhakha wokucwaninga.

1. Lesisincwadi kumele zikhishwe umuntu oqeqeshelwe ukuba
 - (i) uDokotela
 - (ii) uDokotela wamazinyo
 - (iii) uDokotelea wokulula amathambo
 - (iv) Noma umuntu okhethwe iPhalamende.
2. Lencwadi kumele ichaze ukuthi lomuntu oyibhalile wenza msebenzi muni, kanye neminingwane yakhe lapho etholakala khona, inamba yocingo kanye nenamba yesikhahlamesi (Fax)
3. Amagama aphelele omsebenzi kumele abele ngokuphelelyo.
4. Incwadi kumele ikucacise ukuthi isiguli leso siye saxilongwa yilowo obhale lencwadi iphinde futhi iveze uvo ngomsebenzi uma engeke aye emsebenzini ngenxa yokugula noma ukulimala.

Uma zonke lezizinto ezibalwe ngaphezulu ukwazile ukuhlangabezana nazo uyokhokhelwa izinsuku ozihlale ugula, konke lokhu kuyogunyazwa isigatshana 9 somthetho ophethe izindaba zabasebenzi (Sec 9 of the Council's Main Agreement)

Incwadi yokugula ekhishwe uMhlengikazi ayamukwelwa njengencwadi ewubufakazi bokuthi ubukade ugula kanti futhe angeke uze ukhokhelwe zonke lezozinsuku ozihlalile ugula.



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