



National Office

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INDUSTRY CIRCULAR

To : All Party Metal and Engineering Industries Employers and Employees
From : Office of the Chief Executive Officer (Council Secretary)
Date : 7 December 2021
Subject : Accrual of Shifts in Respect of the July Unrest
Circular No : 2021/08

This circular applies only to employers who are members of the Employer Associations sited as signatories to the SEIFSA Settlement Agreement; Lift Industry Collective Agreement, the PCA (SA) Plastics Industry Collective Agreement and the SAEFA Collective Agreement, namely:

- Association Of Electric Cable Manufacturers' of South Africa
- Constructional Engineering Association
- Cape Engineers' and Founders' Association
- Eastern Cape Engineering and Allied Industries Association
- Electrical Engineering and Allied Industries' Association
- Electrical Manufacturers Association of South Africa
- Gate And Fence Association
- Handtool Manufacturers' Association
- Iron And Steel Producers' Association of South Africa
- Kwa-Zulu Natal Engineering Industries' Association
- Lift Engineering Association of South Africa
- Light Engineering Industries' Association of South Africa
- Non-Ferrous Metal Industries' Association of South Africa
- Refrigeration And Air Conditioning Manufacturers' and Suppliers' Association
- South African Electro-Plating Industries' Association
- South African Pump Manufacturers Association
- South African Refrigeration and Air Conditioning Contractors' Association
- South African Valve and Actuator Manufacturers' Association
- South African Engineers and Founders Association (SAEFA)
- Plastic Converters Association of South Africa (PCASA)

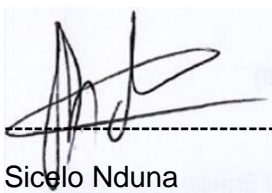
Cape Town Office 1401 14 th Floor Golden Acre Adderly Street	Dispute Resolution PO Box 9381 Johannesburg 2000	East London / Boarder PO Box 13162 Vincent, 5217	Gauteng Regional Office PO Box 9381 Johannesburg, 2000	George 2 nd Floor Eagles View Building 5 Progress Street	KwaZulu Natal P.O. Box 5900 Durban, 4000	Port Elizabeth/ Midlands P.O. Box 12848 Centrahill, 6006	Richards Bay P.O. Box 1563 Richards Bay, 3900	Tshwane P.O. Box 570 Pretoria, 0001	Welkom P.O. Box 30095 Moreskof, 9462	Witbank P.O. Box 3787 Witbank, 1035
L: 021 421 6140 F: 086 636 8696	L: 011 834 4660 F: 086 636 8699	L: 043 743 7790 F: 086 636 8691	L: 011 639 8000 F: 086 636 8689	L: 044 873 3200 F: 044 873 3212	L: 031 305 4761 F: 086 636 8693	L: 041 586 1542 F: 086 636 8694	L: 035 789 2084 F: 086 636 8698	L: 012 407 3700 F: 086 648 3582	L: 057 352 4142 F: 057 352 5093 /086 636 8697	L: 013 658 9400 F: 086 636 8695

- The Office has been inundated with calls from employers, predominantly situated in the Kwa-Zulu Natal Region and parts of Gauteng, seeking clarity on whether shifts lost by employees as a result of the unrest that took place in these regions, accrue as shifts, for purposes of calculating year-end leave pay and leave enhancement pay (LEP).
- The Office can confirm that having carefully perused each one of the collective agreements referred to above and having taken note that each collective agreement contains different terms and conditions on the accrual of shifts for purposes of calculation year-end leave pay and LEP, all of the aforementioned agreements are silent on this matter.
- In light of the above the Office is unable to offer a prescriptive view on the matter and parties are at liberty, should they wish, to agree otherwise.

Queries

Should you have any queries regarding the contents of this circular, please contact an Agent at the Regional Office in your area.

Region	Contact number
Gauteng Regional Office	011 639 8000
Tshwane Regional Office	012 320 2566
Midlands Regional Office	041 586 1542
Cape Regional Office	021 421 6140
KZN Regional Office	031 305 4761
Free State Regional Office	057 352 4142



Sicelo Nduna

Chief Executive Officer (Council Secretary)