

# AUGUST 2024 NEWSLETTER

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**LABCO**  
EMPLOYERS ORGANISATION



## Top News

Unpacking the Basic Conditions of Employment Act (“BCEA”, Act 75 of 1997) – Family Responsibility Leave

Who is the newly appointed Minister of Employment and Labour?

Did you know – company benefits has a tax benefit for your company

Feature Article:  
Employment Equity Amendment Bill

## Unpacking the BCEA

The Basic Conditions of Employment Act ensures fair labor practices in South Africa, setting standards for work hours, leave, and wages. It promotes healthy workplace environments, protects employees’ rights, and helps businesses maintain compliance, fostering a stable and productive workforce essential for economic growth. Each month we will unpack a section of the BCEA starting with **leave types**. The BCEA mandates several types of leave, including annual leave, sick leave, maternity leave, and family responsibility leave.

**Family Responsibility Leave (“FRL”) Summary:** The BCEA prescribes that during each 12 month cycle (January to December), the employee is entitled to paid FRL equal to 3 days. Certain Councils have different amounts – refer to your Council for their allowed days. This leave does not accrue and resets each year.

FRL can **ONLY** be used for:

1. Death of a spouse, child, brother, sister or grandparent.
2. Birth of a child.
3. Sick leave of a spouse or child who needs care.



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[www.leolaw.co.za](http://www.leolaw.co.za)

Tel: 010 493 4655  
[admin@leolaw.co.za](mailto:admin@leolaw.co.za)  
[www.leolaw.co.za](http://www.leolaw.co.za)

01/03



**NOMAKHOSAZANA METH**  
Minister of Employment and Labour

# Who is your Minister of Employment and Labour?

**Nomakhosazana Meth** is a distinguished South African politician currently serving as the Minister of Employment and Labour of the Republic of South Africa. She is the Member of the National Assembly and Cabinet, deployed by the ruling party, the African National Congress (ANC). She is the member of the National Executive Council (NEC) of the ANC and has served as Chairperson of the ANC Women's League in OR Tambo Region.

Born in Ntabankulu in a village called Hlankomo in the Eastern Cape, South Africa, Meth's humble upbringing was instrumental in her journey in life. Her rich education background is testament to the fact that growing up, education was the cornerstone which gave her solid grounding and a zeal to accomplish.

She holds a Certificate in Education and Empowerment Program (EEP) from the National School of Government (NSG). She has a Certificate in SA Government Law from the University of Zululand. She holds a Certificate in Executive Municipal Leadership Development Programme (EMLDP) from the University of Pretoria. She obtained a Certificate and an Advanced Certificate in Local Government Law and Administration from the University of Fort Hare. She holds Honours in Public Administration degree from the University of Fort Hare.

## THE COMBINATION OF TAX DEDUCTIONS AND REBATES REDUCES YOUR COMPANY'S TAX LIABILITIES WHILE PROMOTING EMPLOYEE WELL-BEING

If you need assistance with Pension/Provident Funds or Medical Aid for your employees, contact us for a reliable referral.

**IT CAN SAVE YOU TAXES!!**



### PENSION / PROVIDENT FUND benefits for your company:

- Reduces the company's taxable income - it's tax-deductible.
- Lower taxable income may place the company in a lower tax bracket - resulting in reduced tax payments.
- Rebates provides for additional refunds from the government.

### MEDICAL AID benefits for your company:

- Reduces the company's taxable income - it's tax-deductible.
- Rebate is granted per premium paid, resulting in additional refunds for the company.

Did you know:  
**company benefits has a tax benefit for your organisation**

Sources:

# FEATURE ARTICLE

## Employment Equity Reporting Season:

01 September 2024  
to  
15 January 2025



## Existing EE Act provisions for 2024 reporting period still applicable pending the signing of proclamation date of amendments - Department of Employment and Labour

The existing Employment Equity Act (EEA) provisions for 2024 EE Reporting period are still applicable pending the signing of EE amendments implementation date, this was revealed by DoL on 07 August 2024.

The EE Amendment Bill was signed into law on 06 April 2023 by President Cyril Ramaphosa.

The Amendments to the EE Act of 1998 and its Regulations are primarily aimed at empowering the Minister of Employment and Labour to regulate the setting of sector specific EE numerical targets and the promulgation of Section 53 that deals with the issuing of an EE Compliance Certificate as a prerequisite for accessing of State contracts.

Employment Equity Act was introduced to address the racial, gender and disability segregation situation in workplaces and allow those who are competent an opportunity to prosper.

All designated employers must submit their 2024 Employment Equity (EE) reports via the online system of the Department of Employment and Labour.

The 2024 EE reporting period will open from 1 September 2024 to 15 January 2025. The EE online reporting service is closed for 2023 reporting.

Labco has negotiated discounted prices for EE Reporting for all our members with a reputable company that can assist your entity with its EE structuring and reporting.



If you need any assistance, don't hesitate to make contact with our office and we will gladly put you in contact with the right company to make EE reporting easy.

### Source:

<https://www.gov.za/news/media-statements/employment-and-labour-existing-ee-act-provisions-2024-07-aug-2024>