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2010 will help SA's Economic Crisis

The 2010 FIFA World Cup was likely to contribute significantly to South Africa's recovery following the global economic downturn, which struck during the second half of 2008, an economist said last week.

Speaking at a panel briefing by accounting firm KPMG, Nedbank chief economist Nicky Weimar said that the World Cup would assist South Africa in growing its gross domestic product (GDP) to 1,6%.

Weimar noted that studies analysed by Nedbank had proven that countries hosting an international sporting event, which had strong local support, generally resulted in positive long-term returns. The opportunity to create



tourism awareness would also benefit South Africa.

Economist in the Presidency, Alan Hirsch, noted the South African economy, which is in its first recession in 17 years, was likely to move into positive territory later this year. He said the economy could see gross domestic product (GDP) growth of 0,5% or 1%, compared with the first quarter of the year's negative growth of 6,4%.

When an Employee Leaves ... What has to be Paid?

Many employers are faced with a situation where an employee is dismissed or resigns and now needs to get final payment.

What do employers have to pay?

When an employee is dismissed or resigns from the company, there are payments due to the employee and the employer is thus legally obligated to pay.

Salary until the last day of work.

The employer is obligated to pay the employee until the last day of service, regardless when the employee leaves.

Outstanding leave pay - Leave days that have not been taken by the employee also have to be paid out to the employee

Notice pay - This payment depends on the following:

If the employee offers to work notice and the employer declines this offer, the company has to pay the employee out the notice pay.

If the employee wishes to leave

immediately and not work the notice period, the company is not obligated to pay notice pay and therefore the notice pay is forfeited.

Notice pay is directly linked to period of service and is stipulated as follows in the Basic Conditions Of Employment Act 75 of 1997:

One (1) week notice if the employee has been in the employ of the company for less than six (6) months;

Two (2) weeks notice if the employee has been in the employ of the company for more than six (6) months but less than one (1) year; and

Four (4) weeks notice if the employee has been in the employ of the company for more than one (1) year.

Please Note: Notice period may not be shorted for one party than for the other. Notice period and the duration thereof applies to both parties.

Remember that the above notice periods are applicable to both the employer and employee and may only be varied by agreement. Some

Bargaining Councils and/or Collective Agreements regulate different periods, employers are advised to comply with such regulations.

Payments not to be made on termination of employment:

Sick leave payment - No employee receives payment for sick days not taken in their sick leave cycle.

Notice pay, if the employee has been dismissed with immediate effect.

If the employee has been dismissed from the employ of the company it is usually with immediate effect and without notice.

Long-service bonus, if the employee has been dismissed. A long-service bonus is something that may be negotiated but there is no stipulation that the employee is entitled to receive a long-service bonus. This may be varied by agreement.

When does this need to be paid?

The simple answer is: Upon termination of employment unless otherwise agreed.

Update on Swine Flu in South Africa

As of August 2009, The Department of Health has confirmed that there are now over 1000 cases of the H1N1 virus, or swine flu, in the country with three deaths - two in the Western Cape and one in Bloemfontein.

The majority of cases have been reported in Gauteng and the Western Cape while the Northern Cape has the fewest reported instances.

What is Swine Influenza (Swine Flu)?

Swine flu is the name being given to the outbreak of the H1N1 influenza virus, which is a mutated virus that has parts of swine, avian and human flus. It is also the name commonly given to the strain of more common influenza that usually infects pigs. It is caused by type A influenza viruses and there are many different types of swine flu.

Is Swine flu contagious?

Yes. On 11 June 2009 the World Health Organisation (WHO) signaled that a global pandemic of novel influenza A (H1N1) was underway by raising the worldwide pandemic alert level to Phase 6. Doctors don't yet know how easily the virus spreads between people, but experts believe it spreads in the same way as seasonal flu - through coughing and sneezing.

There is currently an outbreak in Mexico and it is now spreading to other countries. Confirmed cases have been reported in over 130 countries including United States, Canada, the United Kingdom, Spain, Germany, New Zealand, Israel, France, Hong Kong and South Africa.



What are the signs & symptoms of Swine Flu?

The symptoms of swine influenza in people are similar to the symptoms of a regular human seasonal influenza infection and include fever, fatigue, lack of appetite, coughing and a sore throat.

Some people with swine flu have also reported vomiting and diarrhoea. It may have more severe symptoms in some victims because the virus is so new that it is very unlikely that we will have natural immunity to it.

Doctors have found some antiviral drugs to have helped control symptoms with the new form of swine flu, as they prevent the virus from spreading into cells within the body.

Which groups of people are most at risk:

- People with: chronic lung disease, chronic heart disease, chronic kidney disease and chronic liver disease
- chronic neurological disease (neurological disorders include motor neurone disease, multiple sclerosis and Parkinson's disease)
- immunosuppression (whether caused by disease or treatment) and diabetes mellitus, patients who have had drug treatment for asthma within the past three years
- pregnant women
- people aged 65 years and older
- young children under five .



If these criteria apply to you AND you have flu symptoms REPORT IMMEDIATELY to a Clinic or Doctor.

How do I prevent myself catching Swine Flu?

Protect yourself and your family from swine flu by

- ensuring everyone washes their hands regularly with soap and water
- cleaning surfaces regularly

Prevent a virus spreading to others by:

- always carrying tissues
- using tissues to cover your mouth and nose when you cough and sneeze
- binning the tissues as soon as possible
- washing your hands regularly

2010 School Calendar Confirmed

Next year's five-week long mid-year break to accommodate the Soccer World Cup, is no longer speculation. The 2010 school calendar has been confirmed. The winter holidays will run from June 10 to July 12, bringing the holidays to a total of 22 school days, compared to this year's 15 days.

This will leave the second term with only nine weeks and a total of 41 actual school days, as there are two public holidays in April.

This year's actual school days for the coastal provinces will be 199 days, compared to between 195 and 197 days next year.

- 1st Term - Jan 13 to Mar 26
- 2nd Term - Apr 12 to June 9
- 3rd Term - July 13 to Sept 23
- 4th Term - October 4 to Dec 10