



# labour

Department:  
Labour  
REPUBLIC OF SOUTH AFRICA



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## Basic Guide to Sick Leave (Domestic Workers)

Workers may take up to 6 weeks of sick leave on full pay in a 3-year period. Employers may insist on proof of illness before paying a worker for sick leave.

### Application

Sectoral Determination 7 applies to **all domestic workers** (including independent contractors and those employed by agencies), **except** domestic workers who -

- o work on **farms**; or
- o are covered by -
  - o **another sectoral determination**, or
  - o a bargaining council **agreement**.

The Basic Conditions of Employment Act applies in respect of any matter not covered by this sectoral determination.

### See

- o [Sectoral Determination 7: Domestic Workers](#)  
Special rules governing the employment of domestic workers

### Number of Leave Days

An employee is entitled to 6 weeks paid sick leave in a period of 36 months.

However, during the first 6 months of employment, workers are only entitled to 1 day s paid sick leave for every 26 days worked.

### Proof of Illness

A medical certificate may be provided by a:

- o medical practitioner
- o clinic nurse
- o traditional healer
- o community health worker
- o psychologist

An employer may require a medical certificate before paying workers who are absent for more than 2 consecutive days or who are often absent (more than twice in an 8-week period).

Fees that are paid for medical treatment by an employer may be deducted from the workers pay.

### Related Links

- o [Basic Guide to Annual Leave \(Domestic Workers\)](#)  
Rules for annual leave as prescribed by Sectoral Determination 7 for domestic workers
- o [Basic Guide to Family Responsibility Leave \(Domestic Workers\)](#)  
Under Sectoral Determination 7, domestic workers may take paid leave to attend to certain family situations
- o [Basic Guide to Maternity Leave \(Domestic Workers\)](#)  
Sectoral Determination 7 gives pregnant domestic workers the right to take maternity leave