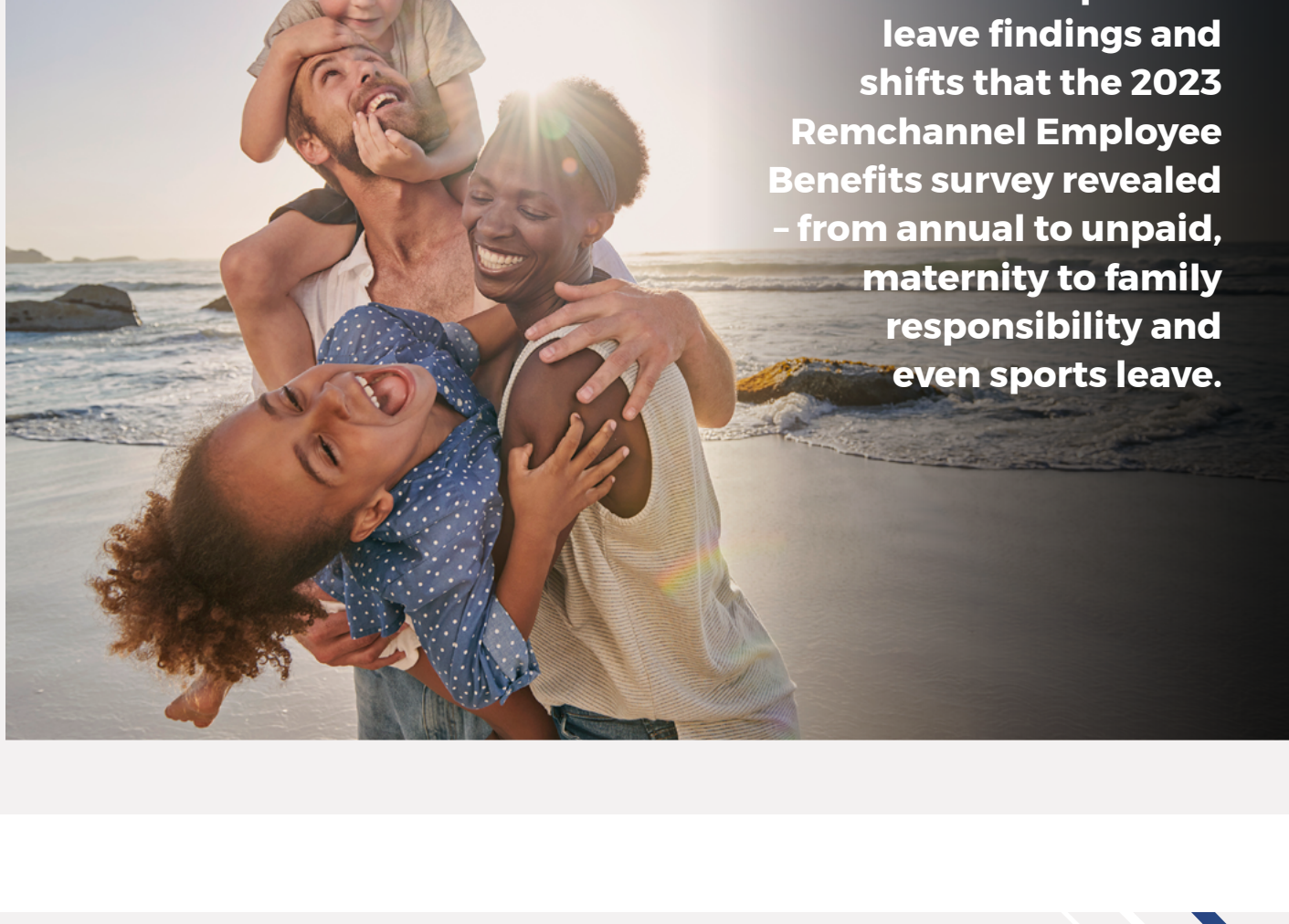


Trends in company leave

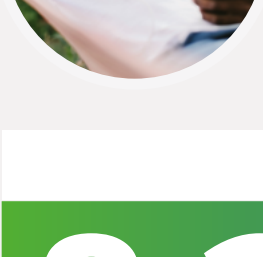


The most important leave findings and shifts that the 2023 Remchannel Employee Benefits survey revealed – from annual to unpaid, maternity to family responsibility and even sports leave.

ANNUAL LEAVE

37% → 42.9%

The increase in companies whose employees forfeit untaken leave. This illustrates ongoing efforts to manage the leave liability on the balance sheet.



Do employees get more annual leave after Covid?

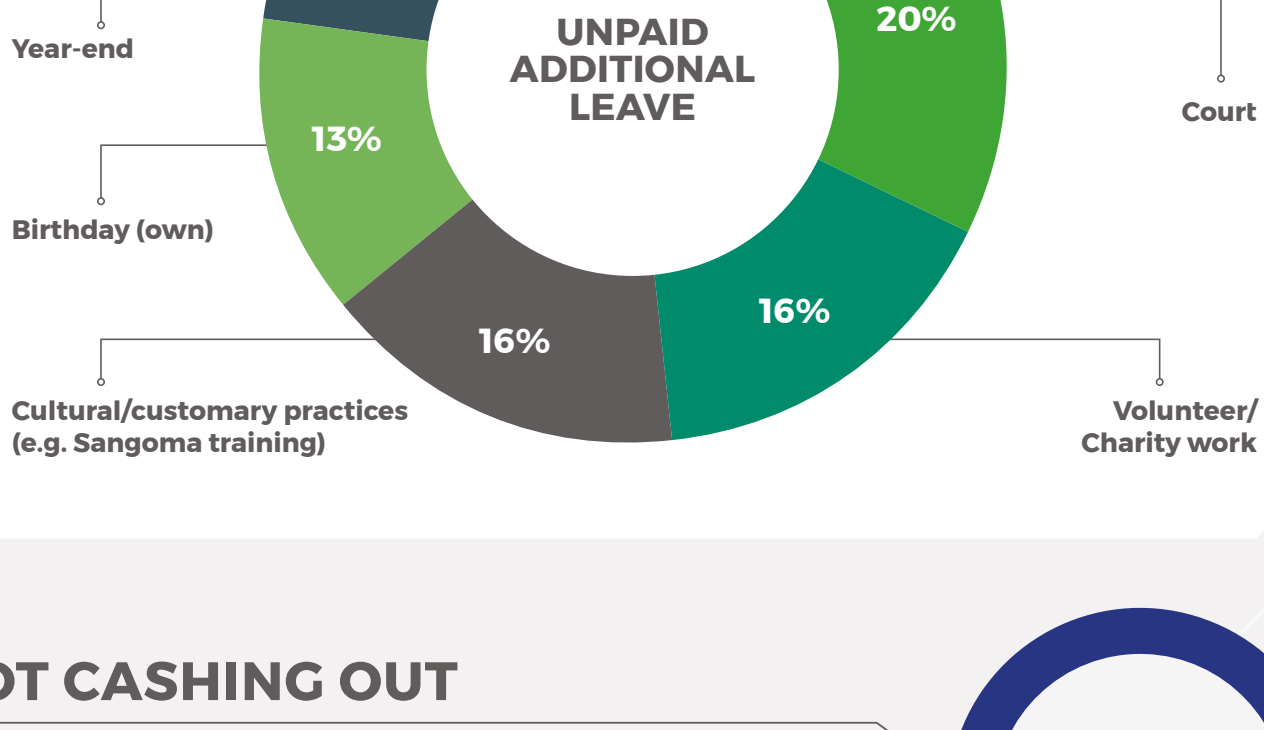
No. Days per annum: 16 – 24 in 2023 vs 16 – 23 in 2019

LEAVE LIABILITY IS A BIGGER ISSUE

8.2%

Employers who allow leave accumulation have reduced by 8.2 percentage points compared to the previous survey in 2019.

Companies providing additional unpaid leave increased from 19.6% in 2019 to 37.2% in 2023. The types of unpaid leave and percentage of companies providing them are:



NOT CASHING OUT

Voluntary encashment of leave went down by 6%



DID YOU KNOW?

The birth of an employee's child no longer forms part of family responsibility leave. The law* now provides for parental, adoption and commissioning parental leave for all employees.

*Labour Laws Amendment Act, 2018

PARENTAL LEAVE

MAJOR SHIFTS IN PARENTAL LEAVE

58.5% of participants indicated that they pay the statutory 4 months' maternity leave in full compared to 43.5% in 2019

48.9% said they pay discretionary performance bonuses in full (i.e. not pro-rated) for eligible employees who take maternity leave compared to 41.3% in 2019

Only **14.9%** of participants provide additional paternity leave, over and above the statutory minimum of 10 days. Additional leave ranges from 2 to 32 days

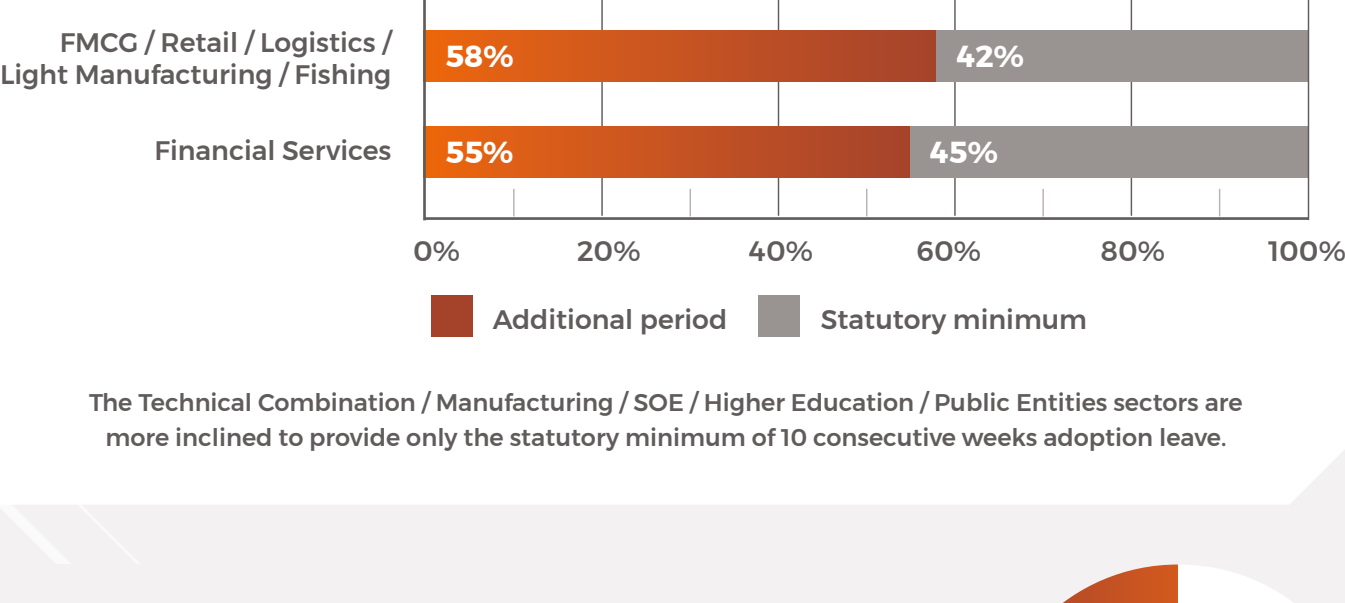
12.7%

The percentage point increase in paid parental leave since Covid-19



Statutory minimum leave → 10 days

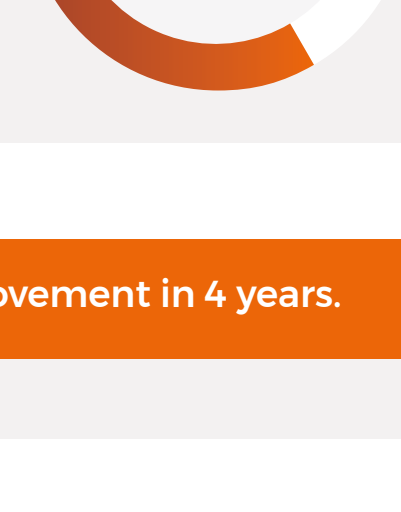
Who's granting adoption leave?



The Technical Combination / Manufacturing / SOE / Higher Education / Public Entities sectors are more inclined to provide only the statutory minimum of 10 consecutive weeks adoption leave.

Companies that offer maternity leave paid in full

(up from 43.5% in 2019)



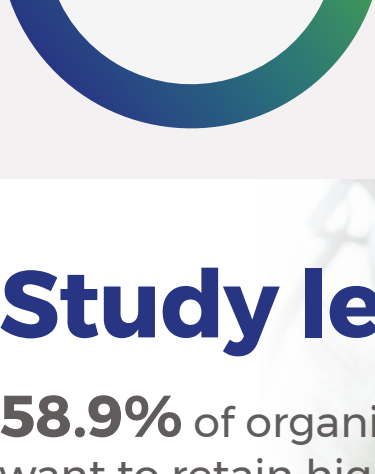
PERFORMANCE BONUS

Full performance bonuses saw a 7.6 % point improvement in 4 years.

OTHER LEAVE

DID COVID MOVE THE DREADED DISEASE DIAL?

Not really. In the pre-Covid survey, **28.3%** of participants provided additional sick leave for life threatening/ dreaded diseases vs **30.9% in 2023**.



Percentage of participants who don't allow sick leave to accumulate.

Study leave

58.9% of organisations want to retain high performing employees through contractual service requirements where financial assistance was provided.



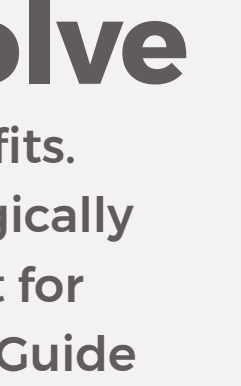
Companies that allow sabbatical leave

14.8% vs 32.9%

2019 vs 2023

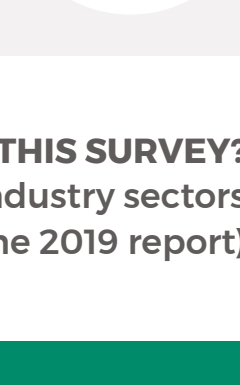
But it's mostly for senior management and professionally qualified specialists.

5.7% more companies provided sports leave in 2023



“As workplaces evolve organisations are re-imagining employee benefits. These trends indicate the importance of strategically using leave to create a supporting environment for employees to thrive. The Remchannel Benefits Guide provides insights that enable companies to structure benefits that drive top talent attraction and retention. Please contact Louna Robbertse to get a copy of the full report, or to arrange a detailed presentation.”

Lindiwe Sebesho
Managing Director: Remchannel



WHO PARTICIPATED IN THIS SURVEY?
94 organisations across 15 industry sectors (double compared to the 2019 report)