



122 Queen Street  
Kensington  
Johannesburg  
2094

Tel : 011 339 2312

INCORPORATION NUMBER LR2/6/6/128

**TO ALL EMPLOYERS AND EMPLOYEES IN THE ELECTRICAL INDUSTRY**

14 April 2026

Dear Sir/Madam

**SICK BENEFIT FUND – PAYMENT PROCESS AND VALIDITY OF A CLAIM**

Currently, employers pay employees for the **first ten days** of authorised sick leave absence in each employee's annual sick leave cycle and **thereafter** submit a sick fund payment claim to the Council to be reimbursed.

Please be informed that the Council has taken a decision that as from 1 May 2026 all claims will only be refunded after the National Sick Pay committee **has assessed and approved the claim. On approval the council will pay the approved amount to the employer in order to pay the sick leave benefit to the employee. No employer is to pay the sick leave benefit before getting feedback from the Sick Benefit Fund that the liability for the benefit has been accepted.**

This process has been implemented not to place the employer at risk of paying claims that may be repudiated by the Sick Benefit Fund committee.

Please ensure that the Council's decision in respect of the payment procedures is communicated to all employees in your employment.

Please feel free to contact your Regional Council Office should there be any queries in this regard.

**FOR AND ON BEHALF OF THE COUNCIL**

Yours faithfully

**Mark Mfikoe**  
**General Secretary**

**Deon Van Deventer**  
**General Secretary**