

CHURCH LAW No. 4 / 2023

NORTHEASTERN EVANGELICAL LUTHERAN CHURCH IN SOUTH AFRICA

At its meeting on 21 July 2023 Church council of NELCSA resolved in terms of sections 60, 61 and 62 of the Constitution of NELCSA to submit the following amendment to the Constitution of NELCSA to Church synod for consideration and adoption.

Legend: Deleted items; **New items**; Existing law

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Law on Pastors, Section 40 (3) to be amended

Section 1

Section 40 *Annual Leave*

- (1) Annual leave with full pay will be granted on the following basis:
 - (a) up to the 40th birthday - 32 calendar days;
 - (b) thereafter up to the 50th birthday - 36 calendar days;
 - (c) after the 50th birthday - 42 calendar days.
- (2) Annual leave should be taken consecutively whenever possible. It should not be taken during high festive seasons.
- (3) The annual leave cycle **starts on the 1st of March of every year.** ~~is the calendar year.~~ Annual leave shall not be accumulated. The immediate superior may grant exceptions for official reasons.
- (4) If the employment relationship begins or ends during the course of a particular year, pro rata leave will be granted.

Section 2 This Law shall come into effect with its adoption on 23 October 2023.

Motivation:

As pastors are encouraged not to take leave during high festive seasons, many pastors take leave early in January of each year. It has therefore become a custom to grant exceptions for leave to be accumulated and taken in the new calendar year. To allow for this practice without having to grant exception every year, the change is requested.