



the dpsa

**Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA**

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TO: ALL HEADS OF PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

(FOR THE ATTENTION OF POTENTIAL APPLICANTS/BENEFICIARIES, HR MANAGERS AND PROVINCIAL AND DEPARTMENTAL TASK TEAMS)

IDENTIFIED CATEGORIES FOR ELIGIBLE EMPLOYEES/FORMER EMPLOYEES AFFECTED BY PREVIOUS DISCRIMINATORY PENSION PRACTICES IN THE PUBLIC SERVICE

1. This communication seeks to bring clarity to the previous circular on the implementation of the project to recognise previous discriminatory pension practices in the GEPF dated 2 February 2010. Whilst the respective task teams at both national and provincial level are supposed to provide additional information on the project, the dpsa has deemed it appropriate to publish the identified categories due to numerous enquiries received. The discriminatory pension practices identified for redress are as follows:

Employees discriminated against on basis of race, gender or status of employment

- Former General Assistants (GAs) or Casual Workers whose waiting periods had not been recognised under Phase 1 of the redress process.
- Ciskei Strikers whose waiting periods had not been recognised under the phase to address the strike period of 1991-1993.
- All other persons who had to complete qualifying/waiting periods before admission to a pension fund.
- Female teachers and other female employees in the Public Service who lost pensionable service due to changes in marital status and who were admitted to the Temporary Employees Pension Fund (TEPF) on re-employment.

Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebeltso tsa Mmuso le Tsamaiso . uMnyango wemiSebenzi kaHulumeni nokuPhata

Muhasho wa Tshumelo ya Muvuso na Vhulanguli . Kgoro ya Ditirelo tsa Mmušo . Ndzawulo ya Vutirela-Mfumo na Valawuri

LiTiko le Tebasebenti baHulumende nekuPhatsa . ISebe leNkonzo kaRhulumente noLawulo . UmNyango wemiSebenzi kaRhumende nokuPhata

- Female teachers and other female employees in the public service who had to resign due to accouchement and upon return were admitted to the TEPF.
- All students who were denied membership of a government pension fund based on status of employment, i.e. fixed term contracts.
- RSA citizens employed in former TBVC States; and
- "Kits konstabels" in respect of the period served as temporary policemen before permanent appointment.

STRIKERS

All qualifying employees dismissed for participating in strikes and who were later re-instated/re-employed with or without an agreement as identified below:

- Employees of the former Transvaal Provincial Administration (TPA) dismissed in 1987 under the now Gauteng Health: Natalspruit; Sebokeng; JG Strijdom (Helen Joseph); Vereeniging (Kopanong) Hospitals.
- Dismissals in certain Free State Hospitals.
- Employees affected by the 1988 dismissals in the former Natal Provincial Administration (NPA).
- South African Police (SAP) members dismissed in 1990.
- Employees dismissed in the former TPA between 1991 and 1993; and
- Other dismissals due to relevant strike action not indicated above for the period between 1989-1993 could be submitted for verification by the PSCBC.

OTHER CATERGORIES OF DISCRIMINATORY PRACTICES
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- Employees admitted to temporary pension funds due to their medical/physical status; and
 - All former Municipal Police employees that were incorporated into the South African Police Service during 1989, and still belong to Municipal Pension Funds, administered in the GEPP with effect from 1 June 2003.
2. The necessary posters and pamphlets in all on the process will be obtainable at various points of distribution. For further information on the process including required documentary proof, please approach your respective government departmental task teams or the respective Office of the Premiers.

3. To be eligible for redress under this process, employees should have been in the employment of the public service as at 2 September 1998.



Ms Colette Clark

ACTING DIRECTOR-GENERAL

DATE: 24 March 2010