



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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TO ALL HEADS OF DEPARTMENT

NATIONAL STAY-AWAY: 18 MAY 2006

1. Notice has been received from NEDLAC that COSATU, as part of its programme of action for the jobs and poverty campaign, has called for a national stay-away on 18 May 2006. The intended action is a variation of the federation's initial notice in terms of section 77(1)(d) of the *Labour Relations Act*, 1995 and constitutes protected protest action.
2. The protest action must be dealt with in terms of the provisions of the labour relations policy for the public service (i.e. "no work, no pay", non-participation of employees in essential services, no granting of leave to participate in the protest action, etc.). It is important that all the necessary systems and structures be put in place to effectively deal with the protest action and to collate information on the number of employees who participate in the action as well as the deductions to be instituted for "no work, no pay".
3. All deductions made in lieu of the protest action must be captured on the PERSAL function 4.5.4, category 3, code 083.
4. Please note that failure to institute deductions in respect of "no work, no pay" could expose a department to the provisions of the *Public Finance Management Act*, 1999, in respect of fruitless and irregular expenditure.
5. To enable the Minister for the Public Service and Administration to respond to questions on the effect of the protest action in the public service, it is vital that information on the number of employees in your department who participate in the protest action, reaches the DPSA as early as possible on 18 May 2006.
6. Your co-operation in effectively dealing with the protest action will be appreciated.


DIRECTOR-GENERAL (Acting)

DATE: 17/05/06

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