



**DEPARTMENT: PUBLIC SERVICE AND ADMINISTRATION
REPUBLIC OF SOUTH AFRICA**

Private Bag X916, Pretoria, 0001. Tel: (012) 314 7911, Fax (012) 323 2386 or (012) 324 5616
Private Bag X9148, Cape Town, 8000. Tel: (021) 467 5140, Fax: (021) 462 2299

Inquiry B Nkontwana
Telephone (012) 314 7667
File 1/10/1

TO ALL HEADS OF DEPARTMENT

NOTICE OF INTENDED STRIKE ACTION: PUBLIC SERVICE TRADE UNIONS


1. As publicized, the public service trade unions intend commencing strike action on 16 September 2004.
2. Notification as required by section 64(1)(d) of the *Labour Relations Act, 1995* (LRA), confirming the above-mentioned date, has been received from the following trade unions to the PSCBC:

SADTU
NEHAWU
PSA
NAPTOSA
HOSPERSA/NUPSAW
3. The strike action by the members of the above-mentioned unions will therefore be protected in terms of the LRA in as far as the members are not engaged in essential services.
4. No notification has been received from SAPU and POPCRU. Both these unions represent members in essential services and are therefore barred from participation in strike action. The same applies to DENOSA. The latter has requested the wage dispute to be settled through arbitration that has been scheduled for 22 September 2004.
5. In a letter to the employer DENOSA affirmed the fact that its members will not embark on strike action. The union, however, indicated that its members will participate in protest action in solidarity with its labour counterparts. Attached please find a copy of a response to DENOSA in this regard.
6. From the information received it appears as if the intended strike has been scheduled for only 16 September 2004. Depending on the circumstances, further action could follow after this date. The situation will be monitored.

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7. Departments are required to develop contingency plans to deal with the intended industrial action and also abide by the strike management tool provided for in the DPSA circular 1/10/1 dated 27 August 2004 that was issued before the SADTU strike on 2 September 2004. (see paragraphs 6 – 15 of the said circular).
8. Please also note that no leave should be granted to any employee on 16 September 2004 except in exceptional circumstances. Disciplinary action **must** also be taken against all employees not protected in terms of the notification referred to in paragraph 2 above and who participate in the strike action.
9. Departments are again requested to put mechanisms in place to enable an assessment of the impact of the strike action (i.e. number of employees participating in the strike action) as early as possible on the day of the strike. A broad assessment is what is required. Although the above-mentioned circular indicates that such assessment should reach the DPSA by 15:00, it would be appreciated if an initial assessment could be phoned through to the DPSA by 10:00 on 16 September 2004. The following telephone numbers can be used:

(012) 314 7070; (012) 314 7336; (012) 314 7331; (012) 314 7667; (012) 314 7240;
(012) 314 7487; (012) 314 7194; (012) 314 7447; (012) 314 7325.
10. Your co-operation in effectively dealing with the strike action is appreciated.


DIRECTOR-GENERAL
DATE: 9/9/2004