



# the dpsa

Department:  
Public Service and Administration  
REPUBLIC OF SOUTH AFRICA

Private Bag X916, PRETORIA, 0001 Tel: (012) 336 1000, Fax (012) 326 7802  
Private Bag X9148, Cape Town, 8000. Tel: (021) 467 5120, Fax (021) 465 5484

**TO: ALL HEADS OF DEPARTMENTS**

## **NOTICE OF INTENDED STRIKE ACTION BY PUBLIC SERVANTS ASSOCIATION OF SOUTH AFRICA (PSA)**

1. The State as employer received notice from the Public Servants Association of South Africa (PSA) in the Public Service Co-ordinating bargaining Council that it will be embarking on strike action in the public service:
2. The PSA has indicated that the action will start from 07h00 on 29 July 2010. Service of the notice means that the action by the union will constitute protected strike action.
3. The principle of "no work, no pay" must be strictly applied by departments. The principle should apply for absence of a full day as well as part of a working day. The following calculation rates should be applied:
  - (a) **Employees paid on an hourly basis:**
    - Pay to be deducted for hours not worked.
  - (b) **Permanent employees and employees paid on a 6/8 basis:**
    - Daily rate: Annual notch (e.g. annual basic salary) divided by 365 and rounded off to the nearest cent.
    - Hourly rate: Daily rate divided by 8 and rounded of to the nearest cent.
4. All deductions made in lieu of the strike action must be captured on PERSAL Function 4.5.4 category 3 code 083 only.
5. Departments who do not effect the deductions will expose themselves to the provisions of the *Public Finance Management Act, 1999* in respect of fruitless and irregular expenditure. The "no work no pay" principle must be strictly and timeously enforced. In other words deductions must be effected in the month of the strike action (if possible) but not later than the next month.
6. **Essential Service workers** are not allowed to participate in the strike action during their working hours. If they do participate, it will constitute an act of misconduct and they must be subjected to disciplinary measures.

Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebeliso 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 kaRhulumente nokuPhata

7. No leave should be granted for purposes of strike action. Leave should only be granted under the leave regulations, i.e. for leave purposes in terms of the regulations and not for strike action.
8. It is important, not only for purposes of your department, but also for national perspective, that information on the strike action become available at the earliest opportunity and that a comprehensive assessment is made when more accurate information is available. In this regard it would be appreciated if you could submit to the DPSA-
  - (a) a broad assessment of the number of employees on strike daily for the duration of the strike, and the impact thereof on the activities of the department, by 10:00 on the day of the strike;
  - (b) a reassessment of the above information by 15:00 on the same day; and
  - (c) accurate information within three (3) days of the strike action.
9. The following e-mail address or fax number should be used to forward the information to the DPSA:

DorothyR@dpsa.gov.za

**Fax No. (012) 3361816 or 0866139082**
10. For purposes of the information referred to in paragraph 8 (c) above, please use the format as per the attached Annexure B.
  - (a) Annexure A provides for capturing of the number employees involved in the strike action, the number of person day lost and the amount deducted in terms of the "no work no pay" principle.
  - (b) Annexure B provides for capturing of data on leave taken during this period.
11. Please note that further discussions with the trade unions are being pursued in an attempt to avert the intended strike action.
12. It will be appreciated if you will ensure that your department puts the necessary processes, procedures and contingency strike management plans in place to effectively deal with strike action and to generate the required information.

  
**ACTING DIRECTOR GENERAL**

**DATE:** 26/07/2010

**INFORMATION ON STRIKE ACTION**

**NB: PLEASE COMPLETE THIS FORM FOR EACH DAY OF THE STRIKE ACTION**

- (a) Department: \_\_\_\_\_
- (b) Date of strike action: \_\_\_\_\_
- (c) Number of employees involved in strike action (those with regard to whom "no work, no pay" is being applied): \_\_\_\_\_
- (d) Total number of person days lost on day of strike action (every eight hours to count as full day):  
\_\_\_\_\_ (e.g. 300 persons x 1 day = 300 days)
- (e) Amount deducted in terms of the "no work, no pay" principle for day of the strike action (i.e. in respect of all employees involved in the strike action collectively):  
\_\_\_\_\_

I hereby certify that to my knowledge the information provided above is accurate.

\_\_\_\_\_  
**HEAD OF DEPARTMENT**

\_\_\_\_\_  
**DATE**

**PLEASE RETURN TO DIRECTORATE: LABOUR RELATIONS,  
DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION**

**ANNEXURE B**

**INFORMATION ON THE APPLICATION OF LEAVE PROVISIONS IN THE PUBLIC SERVICE DURING THE STRIKE ACTION**

**Department:** ..... **Date**.....

<b>Date of strike action</b>	<b>Number of employees on strike</b>

If you are unable to furnish the above information, please provide a written explanation:

.....

I certify that the information supplied, is to the best of my knowledge, correct.

.....  
**DESIGNATED OFFICER**