



# the dpsa

Department:  
Public Service and Administration  
REPUBLIC OF SOUTH AFRICA

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## TO ALL HEADS OF DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

### Circular No 12 of 2020

#### CLARITY: STATE OF DISASTER: GUIDELINES FOR THE CONTAINMENT/MANAGEMENT OF THE CORONA VIRUS (COVID 19) IN THE PUBLIC SERVICE

1. Circular 7 of 2020 refers.
2. In terms of paragraph 8.3 of the above mentioned Circular, a deviation, in terms of Regulation 4 from the provisions of Regulation 49(1)(c) of the Public Service Regulations, 2016, that is, in respect overtime compensation that exceeds the 30 percent (30%) threshold of the employee's monthly salary due to exceptional circumstances was granted. This deviation is an emergency response and is only applicable to Department of Home Affairs, National and Provincial Departments of Health and Department of Transport.
3. The Department of Transport as indicated in the Circular in paragraph 8.3(c) includes the following departments:
  - 3.1. National Department of Transport including the provincial departments
  - 3.2. National and Provincial Traffic Departments or sections

  
**Ms Yoliswa Makhasi**  
**Director-General: DPSA**  
Date: 26/03/2020