



the dpsa

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 5615
Private Bag X9148, Cape Town, 8000. Tel: (021) 467 5120, Fax: (021) 465 5484

Inquiries: (Please see Paragraph 4)
Ref: 1/6/21

TO ALL HEADS OF NATIONAL AND PROVINCIAL DEPARTMENTS

REVISED DETERMINATION ON EMPLOYEE-INITIATED SEVERANCE PACKAGE FOR EMPLOYEES IN THE PUBLIC SERVICE

The Minister for the Public Service and Administration has with effect from 1 January 2006 in terms of section 3(3)(c) of the Public Service Act, 1994, as amended, issued under cover of circular 1/6/21 dated 16 January 2006, a determination on the introduction of an employee-initiated severance package. This determination applies to employees appointed in terms of the *Public Service Act*, 1994, as amended.

2. Acting on advice by the South African Revenue Service that the tax implication of a "voluntary resignation" is higher than what was intended, a revised determination with respect to this aspect is enclosed.

The revised determination is in the main the same as the initial determination except that the basis for the employee's exit from the public service has been changed from "voluntary resignation" to discharge in terms of section 17(2)(c) of the Public Service Act. A copy of the revised determination with annexures is attached.

4. The following numbers should be used for enquiries that relate to the employee-initiated severance package;
 - 4.1 Enquiries related to applications for the severance package and procedures for considering applications: Ms N Fundani 012 336 1039
 - 4.2 Benefits payable with the exception of pension benefits: Mr E Msiza 012 336 1199.
 - 4.3 For purposes of calculating estimated pension benefits and the added employer liability, you are advised to use the GEPF calculator at their website: www.gepf.co.za or www.gepf.gov.za It is recommended that you read the GEPF circulars dated 3 February 2006 and 24 February 2006 respectively.

FOR 
DIRECTOR-GENERAL

DATE: 30/6/2006