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**Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA**

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**TO ALL HEADS AND HR MANAGERS OF PROVINCIAL DEPARTMENTS
AND PROVINCIAL ADMINISTRATIONS**

**IMPLEMENTATION OF THE PROJECT TO ADDRESS PREVIOUS
DISCRIMINATORY PENSION PRACTICES IN THE GOVERNMENT
EMPLOYEES PENSION FUND (GEPF)**

The Public Service Coordinating Council (PSCBC) has embarked on a process to implement measures aimed at giving redress to government employees affected by previous racial or gender discriminatory practices. These employees were excluded from membership of government pension funds and as a result, were denied the opportunity to contribute meaningfully towards their retirement, to the same extent as their peers, who were members of permanent pension funds.

The process underway involves the utilisation of HR personnel across departments to amongst others, assist with the registration of potential beneficiaries; assist applicants to complete the necessary application forms and upon qualifying, the non-contributory government service will be recognised as pensionable in the GEPF. The PSCBC has commenced with the process of training the relevant HR personnel in preparation for the roll-out of this project. For this purpose, the Departmental Task Teams and Provincial Task Teams organised under the auspices of the chambers of the PSCBC, have been established. I therefore humbly request your office to support the process by-

- allowing full participation of the responsible HR personnel in the activities of the relevant task team, including conducting workshops and marketing of the opportunity to potential beneficiaries;
- providing the necessary office space and other necessities like computers and stationery. However, original application forms will be supplied by the GEPF;
- permitting the responsible HR personnel to (where required) visit archive sites in search of supporting documents; and
- permitting other task team members access to supporting documentation in your department or archives.

Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebeltso 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

In addition, a day for a media launch is being arranged where the Minister for Public Service and Administration will formally announce the launch of this project. You will be advised of this date in due course. The closing date for submission of applications, as agreed in the PSCBC, is 31 March 2010.

Kind regards

Handwritten signature of J. H. Clark (Acting) in cursive script.

DIRECTOR-GENERAL

Date: 2 February 2010