



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

Enquiries : Motaung Salome  
Telephone : (012) 336 1072  
File : 177/P

## TO THE HEADS OF ALL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

### IMPLEMENTATION OF THE REVISED DIRECTIVE ON LONG SERVICE RECOGNITION IN THE PUBLIC SERVICE FOR 40 YEARS SERVICE

1. Following the conclusion of PSCBC Resolution 1 of 2012, several requests were received from departments, seeking clarity on the implementation date for Long Service Recognition for 40 years service. The Minister for the Public Service and Administration has in terms of section 5(6)(b), read with section 5(4) of the Public Service Act, issued a directive to give effect to provisions of Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 1 of 2012.
2. The new resolution in the main, provides for the improvement in the recognition of long service on the basis indicated hereunder.
  - (a) All employees with 10 or more years of continued service will qualify for 30 working days leave and a certificate.
  - (b) 20 years continued service: a cash award of R7 920 plus a certificate.
  - (c) 30 years continued service: a cash award of R15 840 plus a certificate; and
  - (d) 40 years continued service: a cash award of R21 120 plus a certificate.
3. We have noted the challenges departments are facing regarding the implementation date for the Long Service Recognition for 40 years service. The effective date for Long Service Recognition in terms of Resolution 1 of 2012 is 31 July 2012. A person who completed 40 years in service before 31 July 2012 or any day before the resolution was signed does not qualify.
4. The current long service recognition is an outcome of a negotiated settlement at the PSCBC through Resolution 1 of 2012 and any changes thereto, cannot be unilaterally effected by the DPSA as it is a matter of mutual interest. The DPSA has to act consistently within the relevant provisions of the mentioned Resolution.

  
DIRECTOR-GENERAL

DATE: 11/12/2013