



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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ALL HEADS OF DEPARTMENT LABOUR RELATIONS PRACTITIONERS

Labour Relations Circular 3 of 2008

NON-NOMPLIANCE IN THE UTILISATION OF THE LR PERSAL FUNCTION (4.12) BY LABOUR RELATIONS PRACTITIONERS

1. It has come to my attention that the LR PERSAL function (4.12) is not effectively being utilised by departments to capture relevant data despite efforts to have LR practitioners trained in the utilisation of the function.
2. Most departments both nationally and provincially are poorly capturing and/ or not capturing data on the function at all. The ineffective utilisation of the LR PERSAL function (4.12) makes it extremely difficult to draw reports from the system for purposes of reporting to interested structures and relevant authorities.
3. The Minister for Public Service and Administration (MPSA) from time to time is faced with parliamentary questions which need to be responded to on the status of discipline and labour disputes in the public service. Given the speed at which responses are required, this department needs to extract the information from PERSAL. Previous approaches of manually collecting and analysing the information has been found to be excessively cumbersome, time consuming and costly to the state. To correct the situation, the dpsa will require all departments to ensure that information on these matters is timeously and comprehensively captured on the PERSAL system.
4. Please be informed that failure to provide information in this regard can be construed as non-compliance with the provisions of the Public Service Amendment Act No 30 of 2007. Section 24 of the Act *inter alia* states that the MPSA may report to the Cabinet or, through the relevant

Premier, to the Executive Council of the relevant province any non compliance by the executing authority with a provision of the Act or regulation, determination or directive made thereunder.

5. Kindly be reminded to give this task the necessary attention it deserves and direct enquiries for assistance to this office (for attention Ms Dorothy Ngqolombe at 012-336 1047 e-mail dorothy@dpsa.gov.za).

Handwritten signature of Prof Richard Levin, consisting of the initials 'PP' followed by a stylized cursive signature.

DIRECTOR GENERAL

PROF RICHARD LEVIN

DATE: 31/10/08