



**the dpsa**

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

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### **Circular No: Labour Relations No 1 of 2015**

**TO: ALL HEADS OF DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS**

#### **IMPLEMENTATION OF THE PROJECT TO ESTABLISH EXTENT AND ABUSE OF EMOLUMENT ATTACHMENT ORDERS FOR CREDIT, GRANTED AGAINST PUBLIC SERVICE EMPLOYEES.**

1. In December 2013 Cabinet authorized the Ministers of Finance and Trade and Industry to take measures to assist over-indebted households and also prevent them from becoming over-indebted in future. One of these measures is to encourage employers to investigate the legitimacy of Emolument Attachment Orders for credit (EAOs) and to reduce and remove erroneous ones. The public service is expected to play a leading role in the achievement of this initiative.
2. In light of this, Government has appointed a service provider (Q LINK Holdings (Pty) Ltd) under the auspices of the Accountant General to investigate the extent and abuse of EAOs in the public service (national and provincial spheres of government) and to implement an ongoing process for the management of EAOs to ensure that in future no illegally-issued EAOs are enforced against public servants.
3. This project fits together with the work undertaken by the Department of Public Service Administration (DPSA) in terms of its mandate from the Committee of

Ministers responsible for collective bargaining in the Public Service to implement a project titled the Public Service Employee Debt Relief Programme, which aims to relieve public servants of their high level of indebtedness.

4. This circular serves to facilitate communication between your department and your employees with the DPSA, Accountant General and the Q-LINK. You are kindly requested to:
  - 4.1. Communicate the information on the initiative within your department and to other stakeholders such as labour representatives.
  - 4.2. Assign a departmental representative from HOD's office, to participate in the regular national meetings that will be held to provide updates on progress and deal with any questions and concerns.
  - 4.3. Forward the contact details of the representative from your office to Ms Morero Leseke at [morero.leseka@dpsa.gov.za](mailto:morero.leseka@dpsa.gov.za) OR Mr Percy Tshabane at [percy.tshabane@dpsa.gov.za](mailto:percy.tshabane@dpsa.gov.za) by 4 September 2015.
5. From 1 September 2015, public service employees with EAO's for credit, are encouraged to contact the call center established by Q-LINK if they have questions, or require additional information. The number is 0800 00 7032 and the email address is [garnishee@qlink.co.za](mailto:garnishee@qlink.co.za).



**Mr Mashwahle Diphofa.**

**Director General**

**Date: 10/09/2015**