



MEDIA RELEASE	Service-delivery concerns: PSA calls on President Ramaphosa to place Public Service early retirements on hold
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ENQUIRIES	communication@psa.co.za

The Public Servants Association of South Africa (PSA), representing more than 240 000 public servants across various sectors, has called on President Cyril Ramaphosa to approach the reconfiguration of state institutions in a holistic manner and thus place the offer or early-retirement packages on hold.

“The PSA regards the mooted reconfiguration as a necessity to ensure that the size of Cabinet is reduced, the entitlements as contained in the Ministerial Handbook are managed to combat corruption, curb wastages, and most importantly, the removal of functions that do not added value to society and the economy. Given the current magnitude of socio-economic challenges in South Africa, it is accepted that the intended reconfiguration is not aimed at necessarily reducing the headcount in the Public Service but can bring about a reduction in the size of Cabinet,” said PSA General Manager, Ivan Fredericks.

The PSA, to provide support to the intended reconfiguration, commissioned research to ensure that the process will serve its purpose based on the strategic perspective on public-sector reforms, the future outlines of institutional reconfiguration, and the restructuring of government. “The PSA is therefore of the view that the current early-retirement packages on offer to employees aged between 55 and 59 years will not serve the intended purpose. This will rather result in the erosion of skills and expertise in the Public Service, further destroy the morale of public servants, and undermine service delivery. Unions were clear in the Public Service Coordinating Bargaining Council that they do not support this process as a human-resource plans on how skills will be transferred is not available. To undertake such a reconfiguration on a piecemeal approach, merely in support of cost-saving measures, will not serve the intended purposes with unintended and negative consequences. The process should rather be conducted in a holistic manner,” said Mr Fredericks.

“It is therefore the PSA’s appeal that the offer of early-retirement packages and voluntary-severance packages to public servants, be placed on hold until the reconfiguration of Government takes place and that the consequences be managed accordingly in a fair and proper manner,” said Mr Fredericks.

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