



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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FILE 17/03/23

CIRCULAR NO: 15 OF 2023

TO: ALL HEADS OF DEPARTMENTS AND INSTITUTIONS

20 MARCH 2023 A WORKING DAY IN SOUTH AFRICA

1. It has come to the attention of the DPSA that arrangements being made by certain provincial and national departments to prepare for the nationwide protest actions termed the "National Shutdown" might result in disruptions to service delivery and the functioning of the public service.
2. The DPSA commends departments for taking precautionary measures, however these have to be within the applicable prescripts governing the Public Service.
3. ALL Heads of Departments and Institutions are advised that Monday the 20th of March 2023 is a normal working day in the Republic.
4. ALL Heads of Departments and Institutions are therefore advised:
 - a. to ensure that all employees who are not on leave are at work;
 - b. to note that the Determination and Directive on leave of absence in the Public Service still applies to all staff;
 - c. that the principle of "No Work-No Pay" is applied to all employees who are absent without reason;
 - d. to ensure that the contents of this Circular are brought to the attention of all staff and unions.
5. All Departments and Institutions are urged to ensure full compliance with the abovementioned provisions.

MS YOLISWA MAKHASI
DIRECTOR GENERAL

DATE: 17 March 2023