

# REDRESS FOR PUBLIC SERVICE EMPLOYEES DISCRIMINATED AGAINST BY GOVERNMENT PENSION FUNDS UNDER APARTHEID

IMPLEMENTATION OF PHASE TWO OF PUBLIC SERVICE COORDINATION BARGAINING COUNCIL (PSCBC) RESOLUTIONS 7 OF 1998 AND 12 OF 2002 ON PENSIONS RESTRUCTURING: RECOGNITION OF NON PENSIONABLE SERVICE AS PENSIONABLE YEARS OF SERVICE FOR PUBLIC SERVANTS AFFECTED BY PAST DISCRIMINATORY PENSION PRACTICES

The PSCBC announces Phase Two of the process to give redress to public service employees who suffered from discriminatory pension practices under apartheid, "Resolution 7 of 1998 and 12 of 2002 on Pensions Restructuring". To qualify for redress, eligible employees who suffered any of the types of discrimination listed below, should have been in service on 2 September 1998.

**The discriminatory pension practices are identified as follows:**

## EMPLOYEES DISCRIMINATED AGAINST ON BASIS OF RACE, GENDER OR STATUS OF EMPLOYMENT:

- Former General Assistants (GAs) or Casual Workers whose waiting periods had not been recognized under Phase 1 of the redress process;
- All other persons who had to complete qualifying/waiting periods before admission to a pension fund
- Female teachers and other female employees in the public service who lost pensionable service due to changes in marital status and who were admitted to the Temporary Employees Pension Fund (TEPF) on re-employment;
- Female teachers and other female employees in the public service who had to resign to give birth and upon return were admitted to the TEPF;
- All students who were denied membership of a government pension fund based on status of employment, i.e. fixed term contracts;
- RSA citizens employed in former TBVC States; and
- Kits Konstabels in respect of the period served as Kits Konstabels before permanent appointment.

## STRIKERS: ALL QUALIFYING EMPLOYEES DISMISSED FOR PARTICIPATING IN STRIKES AND WHO WERE LATER RE-INSTATED/RE-EMPLOYED WITH OR WITHOUT AN AGREEMENT AS IDENTIFIED BELOW:

- Employees of the former Transvaal Provincial Administration (TPA) dismissed in 1987 under Gauteng Health: Natalspruit, Sebokeng, JG Strijdom (Helen Joseph), Vereeniging (Kopanong) Hospitals and in certain Free State Hospitals;
- Employees affected by the 1988 dismissals in the former Natal Provincial Administration (NPA);
- South African Police (SAP) members dismissed in 1990; and
- Employees dismissed in the TPA between 1991 and 1993.

## OTHER CATEGORIES OF DISCRIMINATORY PRACTICES:

- Employees admitted to temporary pension funds due to their medical/physical status; and
- All former Municipal Police employees that were incorporated into the South African Police Service during 1989, and still belong to Municipal Pension Funds, administered in the GEPF with effect from 1 June 2003

SMS 43638  
FOR MORE INFORMATION  
(STANDARD SMS RATES APPLY)

**Closing date for  
submission of applications:  
31 March 2012**



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL