

(19 March 2021 – to date)

**LABOUR RELATIONS ACT 66 OF 1995**

*(Gazette No. 16861, Notice No. 1877, dated 13 December 1995 – Commencement date: 11 November 1996  
– unless otherwise indicated)*

**NOTICE PUBLISHED BY THE ESSENTIAL SERVICES COMMITTEE**

*Government Notice 1216 in Government Gazette 18276, dated 12 September 1997. Commencement date:  
12 September 1997.*

**as amended by:**

*General Notice 60 in Government Gazette 41445 dated 16 February 2018. Commencement date:  
16 February 2018.*

*General Notice 122 in Government Gazette 44293 dated 19 March 2021. Commencement date: 19 March  
2021.*

Under section 71(8) of the Labour Relations Act, 1995 (Act No. 66 of 1995), the essential services committee hereby gives notice that-

1. it has designated the following services as essential services:
  - (a) Municipal traffic services and policing;
  - (b) municipal health;
  - (c) municipal security;
  - (d) the supply and distribution of water;
  - (e) the security services of the Department of Water Affairs and Forestry;
  - (f) the generation, transmission and distribution of power;
  - (g) fire fighting;
  - (h) the payment of social pensions one month after they fall due;

- (i) the services required for the functioning of the Courts including the Thuthuzela Care Centre are designated as essential services excluding the following services:

- a) Human Resources at courts, regional and provincial offices of the Department of Justice and the National Prosecuting Authority;
- b) Administrative services at the Regional and Provincial Offices of the Department of Justice and National Prosecuting Authority;
- c) Services rendered by groundsmen, Cleaners, ushers and library assistants at courts.

*(Paragraph 1(i) varied by GenN 122 dated 19 March 2021)*

- (j) correctional services; and

*(Refer to GenN 122 dated 19 March 2021 for services varied to be excluded)*

- (k) blood transfusion services provided by the South African Blood Transfusion Service.

2. it has designated the following parts of sanitation services as essential services:

- (a) The maintenance and operation of water-borne sewerage systems, including pumping stations and the control of discharge of industrial effluent into the system;
- (b) the maintenance and operation of sewage purification works;
- (c) the collection of refuse of an organic nature;
- (d) the collection of infectious refuse from medical and veterinary hospitals or practices;
- (e) the collection and disposal of refuse at a disposal site; and
- (f) the collection of refuse left uncollected for 14 (fourteen) days or longer, including domestic refuse and refuse on public roads and open spaces.

3. it has designated as essential services until 31 March 1998 the following services provided by the public sector:

- (a) Emergency health services and the provision of emergency health facilities to the community or part thereof.
- (b) nursing; and
- (c) medical and paramedical services.

4. it has designated as essential services until 31 March 1998 the following services in support of the services referred to in paragraph 3:
  - (a) Catering;
  - (b) medical records;
  - (c) security;
  - (d) porter and reception;
  - (e) pharmaceutical and dispensary;
  - (f) medicine quality control laboratory;
  - (g) forensics;
  - (h) laundry;
  - (i) clinical engineering;
  - (j) hospital engineering;
  - (k) waste removal;
  - (l) mortuary; and
  - (m) pest control.
5. it has designated as essential services the following services provided by the private sector which are funded by the public sector:
  - (a) Emergency health services and the provision of emergency health facilities to the community or part thereof;
  - (b) nursing; and
  - (c) medical and paramedical services.
6. it has designated as essential services the following services in support of the services referred to in paragraph 5:

(a) Boiler; and

(b) water purification.

7. it has designated as essential services the following services provided by nursing homes which are registered as welfare organizations in terms of the Older Persons Act of 2006, to patients in need of moderate (level 2) and maximum (level 3) care:

*(Words preceding Item 7(a) amended by GenN 60 dated 16 February 2018)*

(a) Emergency health services and the provision of emergency health facilities;

(b) nursing; and

(c) medical and paramedical services.

8. it has designated as essential services the following services in support of the services referred to in paragraph 7:

(a) Physiotherapy;

(b) dispensary;

(c) catering;

(d) laundry;

(e) boiler;

(f) transport; and

(g) security.

9. it has designated as essential services the following services provided by the following civilian personnel in the Department of Defence to support the South African National Defence Force:

(a) The Secretariat for Defence;

(b) the Intelligence Division;

(c) the Finance Division;

- (d) the parachute seamstresses of the South African Army;
- (e) the parachute packing operators of the South African Army;
- (f) the military intelligence functionaries of the South African Army;
- (g) the storemen in the South African Navy;
- (h) the provisioning officers and clerks in the South African Navy;
- (i) the technical personnel in the South African Navy;
- (j) the tugboat personnel in the South African Navy;
- (k) the surveyors in the South African Navy;
- (l) the South African Medical Service;
- (m) those serving in military posts in the South African National Defence Force;
- (n) the cryptographers in the South African National Defence Force; and
- (o) the maintenance services in the South African National Defence Force.

**D. PILLAY**

**Chairperson**