

SPEECH NOTES BY KWAZULU-NATAL MEC FOR TRANSPORT, COMMUNITY SAFETY AND LIAISON MR B.H. CELE AT THE LONG SERVICE AWARDS CEREMONY ON TUESDAY, 14 AUGUST 2007.

## All Protocol Observed

- We are here today to congratulate our employees who completed 30 years continuous Public Service during 2006 and thank them for their dedication and loyalty.
- It is a known fact that the most important resource in any organisation is its employees and without such, failure is imminent. The Public Service as a whole has undergone drastic changes in the last 30 years which have affected its employees and persuaded some to choose different careers.
- The employees receiving certificates today are therefore acknowledged and commended for their hard work and contributing towards the achievement of a more broadly representative, service delivery driven Public Service.
- Your service delivery enhances the ethos of Batho Pele, People First and the adage I belong, I care, I serve. I trust that you will continue to serve the Public in the same manner which has now awarded you this special recognition.
- The employer through the Long Service Recognition System recognises an employee's long relationship with the Public Service. In terms of the prescripts, an Executing Authority / Minister shall provide a long-service award to an employee who has served the government continuously for 20 and 30 years respectively.

- An employee who has rendered 20 years of continuous service is eligible to a certificate and encashment of 10 working days annual leave should such employee have leave credits available and wish to exchange such for cash.
- An employee who has rendered 30 years of continuous service is eligible to a certificate, a cash amount which is revised annually on 01 April and encashment of 15 working days annual leave should such employee have leave credits available and wish to exchange such for cash.
- Should an employee choose to exchange their leave for cash, such is calculated at the employee's basic annual salary payable on the day he / she qualifies for a 20 or 30 year long service award.
- The relevant staff office of Regional employees or the Human Resource Management Directorate for Head Office employees is responsible for the actual calculation and payment of entitlement leave.
- Employees choosing to exchange their leave for cash simply have to complete and return the necessary forms sent to them. It is not essential for employees to encash their leave.
- I will be handing out certificates to 64 employees who completed 30 years continuous service during 2006 but would like to mention that 160 employees completed 20 years continuous service during 2006.
- Arrangements are currently being made to issue these employees with their certificates via their respective Managers. I have also noted that some of the employees receiving certificates today have already retired and I would therefore like to wish you a happy and well earned retirement.
- In closing, I would like to once again thank you for your commitment to the Public Service as a whole and to the Department. Your long and hard hours of labour are invaluable and I trust that you have set the example for many more employees to share in your dedication and commitment and to follow in your footsteps.

## I THANK YOU