

**Commission for Conciliation, Mediation  
and Arbitration**

28 Harrison Street, Cnr Main Street, Johannesburg  
Private Bag X096, Marshalltown, 2107  
Telephone: (011) 377-6601, Telefax: (011) 834-7386

**ESSENTIAL SERVICES COMMITTEE**



***LIST OF ESSENTIAL SERVICES DESIGNATIONS- 2025***

Item	Date		Designation
1.	12 Sept 1997	GN R1216 GG 18276	<p>1. The following services are designated as essential:</p> <ul style="list-style-type: none"> <li>a) municipal traffic services and policing;</li> <li>b) municipal health;</li> <li>c) municipal security;</li> <li>d) the supply and distribution of water;</li> <li>e) the generation, transmission and distribution of power;</li> <li>f) fire fighting;</li> <li>g) the payment of social pensions one month after they fall due;</li> <li>h) the services required for the functioning of courts;</li> <li>i) correctional services; and</li> </ul> <p>2. The following parts of sanitation services:</p> <ul style="list-style-type: none"> <li>a) the maintenance and operation of water-borne sewerage systems, including pumping stations and the control of discharge of industrial effluent into the system;</li> <li>b) the maintenance and operation of sewage purification works;</li> <li>c) the collection of refuse of an organic nature;</li> <li>d) the collection of infectious refuse from medical and veterinary hospitals or practices;</li> </ul>

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Item	Date		Designation
			<p>e) the collection and disposal of refuse at a disposal site; and</p> <p>f) the collection of refuse left uncollected for 14 (fourteen) days or longer, including domestic refuse and refuse on public roads and open spaces.</p> <p>3. The following services provided by the private sector which are funded by the public sector:</p> <p>a) Emergency health services and the provision of emergency health facilities to the community or part thereof;</p> <p>b) nursing; and</p> <p>c) medical and paramedical services.</p> <p>4. The following services in support of the services referred to above:</p> <p>a) Boiler; and</p> <p>b) water purification.</p> <p>5. The following services provided by the following civilian personnel in the Department of Defence to support the South African National Defence Force:</p> <p>a) The Secretariat for Defence;</p>

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Item	Date		Designation
			<ul style="list-style-type: none"> <li>b) the Intelligence Division;</li> <li>c) the Finance Division;</li> <li>d) the parachute seamstresses of the South African Army;</li> <li>e) the parachute packing operators of the South African Army;</li> <li>f) the military intelligence functionaries of the South African Army;</li> <li>g) the storemen in the South African Navy;</li> <li>h) the provisioning officers and clerks in the South African Navy;</li> <li>i) the technical personnel in the South African Navy;</li> <li>j) the tugboat personnel in the South African Navy;</li> <li>k) the surveyors in the South African Navy;</li> <li>l) the South African Medical Service;</li> <li>m) those serving in military posts in the South African National Defence Force;</li> <li>n) the cryptographers in the South African National Defence Force; and</li> <li>o) the maintenance services in the South African National Defence Force.</li> </ul>
2.	21 November	GN R1542 GG	The following computer services provided or

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	1997	18439	supported by the Central Computer Service of the Department of State Expenditure are designated as essential services:  a) The Persal system;  b) the social pension system;  c) the hospital systems; and  d) the flood control system.
3.	27 March 1998	GN R436 GG 18761	The following services in the public sector are designated as essential:  1. Emergency health services and the provision of emergency health facilities to the community or part thereof;  a) nursing; and  b) medical and paramedical services;  The following services which support the services referred to in paragraph (1):  a) Catering;  b) medical records;  c) security;  d) porter and reception;  e) pharmaceutical and dispensary;  f) medicine quality and control laboratory;

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Item	Date		Designation
			<ul style="list-style-type: none"> <li>g) forensics;</li> <li>h) laundry work;</li> <li>i) clinical engineering;</li> <li>j) hospital engineering;</li> <li>k) waste removal;</li> <li>l) mortuary services; and</li> <li>m) pest control;</li> </ul>
4.	31 March 2015	GG 38648 GN R278	<p>The Essential Services Committee hereby designates the following services provided by privately owned old age homes as well as nursing homes and institutions that care for assisted and frail care patients and that are not registered with the Department of Social Development or do not receive any financial assistance or subsidy from the State, as essential services:</p> <ul style="list-style-type: none"> <li>(a) Nursing;</li> <li>(b) Care-giving - being the service of caring for an elderly assisted and or frail patients with the implied or express consent of that person and in support of nursing services and as set out in Section 17 of the Older Persons Act, 13 of 2006;</li> <li>(c) Pharmaceutical;</li> <li>(d) Dispensary;</li> <li>(e) Occupational therapy;</li> <li>(f) Rehabilitative support;</li> </ul>

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			(g) Physiotherapy; and (h) Catering
5.	11 May 2018	GN 41621	The ESC has varied the following designation:  (a) The regulation and control of air traffic, and the weather services in support of air traffic and navigation control services (first designation done on 06 June 1997)
6.	11 May 2018	GN 41621	The ESC has varied the following designation:  (a) The whole of the services provided by old age homes, Children's Homes and places of care that are state owned, state funded or state subsidized. (first designation done on 24 December 2004)
7.	11 May 2018	GN 41621	The ESC has varied the following designation:  (a) Blood transfusion services including the collection, processing, testing, and distribution of blood. (first designation done on 27 March 1998)
8.	11 May 2018	GN 41621	The ESC has varied the following designation:  (a) security services with the exception of security at the parking areas at all airports, is designated to be an essential service

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Item	Date		Designation
			<p>(b) electrical services at airports is designated as an essential service</p> <p>(c) safety services at airports is designated as an essential service (first designation done on 10 June 2005)</p>
9.	11 May 2018	GN 41621	<p>The following services are designated as essential:</p> <p><i>Designation being operative from 14 December 2011 but was erroneously not gazetted.</i></p> <p>a) Care and support services provided in residential facilities in which people with disabilities are accommodated, and</p> <p>b) Care and support services provided for in residential facilities for people living with disabilities.</p>
10.	26 November 2021	GN 45536	<p>The following services are designated as essential:</p> <p>(a) Security in Stadiums, for sporting events attended by more than 2000 people</p>
11.	11 May 2018	GN 41621	<p>The following services provided to persons suffering from cerebral palsy are designated as essential:</p> <p>(a) Nursing Services (which includes services rendered by sisters and senior sisters)</p> <p>(b) Caregiving (including the service rendered by the house mother's)</p>

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Item	Date		Designation
12.	11 May 2018	GN 41621	The following services are designated as essential:  (a) The life guarding and or lifesaving services at the beaches
13.	11 May 2018	GN 41621	The following services rendered by mental and related institutions are designated as essential services:  a) Mental health care b) Diagnostic assessments of new referrals in respect of people with intellectual and psychiatric disabilities c) Psychological assessment d) Therapeutic Counselling services and any other form of counselling e) Mental health crisis management f) Court preparation and assistance for victims who are users. g) Rehabilitation services h) Treatment (including assistance with adherence to medication) i) Training (only to the extent that it is offered to the mental health users.
14.	11 May 2018	GN 41621	The following services are designated as essential:  (a) Services rendered at the Safari 1 Research Reactor; (b) Nuclear Liabilities Management Services;



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Item	Date		Designation
			(c) Nuclear Operations and Maintenance services; (d) SHEQ Department Services; (e) Facilities Management; and (f) Telecommunication
15.	11 May 2018	GN 41621	The following services are designated as essential:  Manufacturing and supply of parenteral nutrition is hereby designated as essential services, this service includes: <ul style="list-style-type: none"> <li>(a) Compounding</li> <li>(b) Quality control including bin sterilization and specialized cleaners</li> <li>(c) Dispensing; and</li> <li>(d) Delivery of parenteral nutrition.</li> </ul>
16.	11 May 2018	GN 41621	The following services are designated as essential: <ul style="list-style-type: none"> <li>(a) Services rendered by Mud guards and Team Leaders at tailing dams</li> </ul>
17.	11 May 2018	GN 41621	The following services are designated as essential: <ul style="list-style-type: none"> <li>(a) The service of distribution of chronic medication</li> </ul>
18.	11 May 2018	GN 41621	The following services are designated as essential: <ul style="list-style-type: none"> <li>(a) The services rendered by Medical Officers in public health</li> </ul>

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Item	Date		Designation
19.	11 May 2018	GN 41621	The following services are designated as essential: (a) Security services in education institutions
20.	11 May 2018	GN 41621	The following services are designated as essential: (a) Radiology services rendered in and for public health care
21.	11 May 2018	GN 41621	The following services are designated as essential: (a) Reticulation of natural gas services
22.	05 November 2018		The ESC has made the following Determination (sec75) (a) The operation and maintenance of the following parts of the reticulation system by Watercare Mining (Pty) Ltd: <ul style="list-style-type: none"> <li>• Inlet Launder</li> <li>• Settler and/ or clarifier installation</li> <li>• Pumping infrastructure/ equipment</li> <li>• Mud dam, mud pumps and filtration system for the mud from settler and /or clarifier installations</li> <li>• Drains feeding settler or clarifier installations</li> <li>• Dirty Water, Clear Water and Mud dams</li> <li>• Degritting Equipment</li> <li>• Screen used in the inlet launder</li> <li>• Settler and/or clarifier feed Valves and</li> </ul>

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			<p>pipng</p> <ul style="list-style-type: none"> <li>Dosing and sampling equipment related to settler and/or clarifier installations.</li> </ul>
23.	17 May 2019	GN 42464	<p>The following services are designated as essential:</p> <p>(a) The service of road traffic incident management</p>
24.	17 May 2019	GN 42464	<p>The following services are designated as essential:</p> <p>(a) The services provided by House Parents at boarding schools</p> <p>(b) Sanatorium services / Dispensing of medicines to learners at boarding schools.</p> <p>(c) Security at boarding schools</p>
25.	17 May 2019	GN 42464	<p>The following services at private health and welfare centres are designated as essential:</p> <p>a) Reception/Admissions and monitoring and evaluation;</p> <p>b) Pharmaceutical and Dispensary;</p> <p>c) Research.</p>
26.	17 May 2019	GN 42464	<p>The following services are designated as essential:</p> <p>a) The detection and reporting of fires</p>
27.	17 May 2019	GN 42464	<p>The following services are designated as essential:</p> <p>a) The wholesale supply of cash</p>
28.	19 March 2021	GN 44293	<p>The following services are designated as essential:</p> <p>a) Supply and Distribution of water;</p>

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Item	Date		Designation
		Erratum Notice gazette on 18 November 2022 under GN 47526 to include a)	b) Security services for the purposes of securing the infrastructure, access control, property and information at water utilities and pump stations.
29.	19 March 2021	GN 44293	Correctional services are designated as essential excluding the following services: a) Human Resources (Human Resources Administration and Human Resources Management) b) Education c) Religious care d) Supply chain e) Finance f) Employee Relations g) Employee Assistance h) Agriculture and span duty
30.	19 March 2021	GN 44293	The ESC has varied the determination made in 1997, and order that the services required for the functioning of the Courts including the Thuthuzela Care Centre are designated as essential services. This designation excludes 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,

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Item	Date		Designation
			ushers and library assistants at courts.
31.	19 March 2021	GN 44293	The following service is designated as essential: a) Laundry services in privately owned old age homes.
32.	19 March 2021	GN 44293	ESC hereby designates the following services in Private Health as essential: <ul style="list-style-type: none"> <li>• Emergency health services and the provision of emergency health facilities.</li> <li>• Nursing</li> <li>• Medical and paramedical services</li> </ul> The following support services <ul style="list-style-type: none"> <li>• Psychological assessment</li> <li>• Pharmaceutical and dispensary services</li> <li>• Medicine quality Control laboratory</li> <li>• Catering</li> <li>• Medical records</li> <li>• Porter</li> <li>• Reception (only for admission purposes)</li> <li>• Forensics</li> <li>• Laundry</li> <li>• Clinical engineering</li> <li>• Hospital engineering</li> <li>• Waste removal</li> <li>• Mortuary</li> <li>• Pest Control</li> <li>• Boiler</li> <li>• Audiology</li> <li>• Physiotherapy</li> </ul>

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			<ul style="list-style-type: none"> <li>• Security, and</li> <li>• Cleaning</li> </ul>
33.	19 March 2021	GN 44293	<p>ESC hereby designates the following maintenance services in aviation as essential:</p> <ul style="list-style-type: none"> <li>a) Aircraft maintenance services</li> <li>b) Civil, electrical, surface and mechanical maintenance on airside roads, runaway, taxiway and Apron.</li> <li>c) Maintenance services rendered at Jet fuel and fuel systems.</li> </ul>
34.	11 February 2022	GN 45903	<p>The ESC has designated the following services in the nuclear industry:</p> <ul style="list-style-type: none"> <li>(a) Production Operations (This includes the production and or Manufacturing of fluorine – 18 based radiopharmaceuticals; I-131 diagnostics and therapeutic capsules for the treatment and detection of cancers; Novatech Tc-99 generators; and related nuclear medicine).</li> <li>(b) Radiation Protection Services.</li> <li>(c) Facilities Management and Security services</li> <li>(d) Services rendered by shift managers and heads of the buildings.</li> <li>(e) Control room operations.</li> </ul>

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			<p>(f) Maintenance services; and</p> <p>(g) Waste Management</p>
35.	11 February 2022	GN 45903	<p>The ESC has varied the designation on private health services to include:</p> <p>a) Emergency optometry services as essential services.</p> <p>b) The services rendered by laboratory technicians in the treatment and management of vision and eye care health as essential services.</p>
36.	11 February 2022	GN 45903	<p>The ESC has designated the following services:</p> <p>a) General health screening, testing and control of infectious and communicable diseases; as well as port health.</p>
37.	11 February 2022	GN 45903	<p>The ESC has designated the following services in the aviation industry:</p> <p>a) The monitoring and oversight functions performed by the Aviation safety division of SACAA.</p> <p>b) The services of drawing and preparation of plans dealing with the outbreak of</p>

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			<p>communicable disease, overseeing the implementation and enforcing compliance with the plans and Regulations, monitoring, oversight and training performed by the Aviation Medicine division of SACAA.</p> <p>c) The services performed by Aviation Security Division in setting of standards, oversight and monitoring, compliance and enforcement.</p>
38.	11 February 2022	GN 45903	<p>The ESC has designated the following services performed in coal mining:</p> <ul style="list-style-type: none"> <li>a) Control Room Services</li> <li>a) Medical Health and Emergency Services; and</li> <li>b) Security / Protection Services;</li> </ul>
39.	11 February 2022	GN 45903	<p>The ESC has designated the following services in the manganese industry:</p> <ul style="list-style-type: none"> <li>a) The refining of manganese ore through a continuous electrowinning process; and</li> <li>b) The Treatment and management of contaminated water (leachate and run-off) which is specifically related to the refining of manganese ore through a continuous electrowinning process at the effluent treatment plant.</li> </ul>
40.	11 February 2022	GN 45903	<p>The ESC has designated the following services:</p> <ul style="list-style-type: none"> <li>a) Cleaning services in public health</li> </ul>



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41.	11 February 2022	GN 45903	The ESC has designated the following services:  a) Weather services in support of marine and disaster management services
42.	18 November 2022	GN 47526	The ESC has designated the following services:  a) the services of manufacture, supply and distribution of vaccines and or biologicals; anaesthetics; antiretrovirals to treat HIV virus; Immunosuppressants; covid 19 related products; and antibiotics; and b) the manufacture and supply of chronic medicines as essential services.
43.	18 November 2022	GN 47526	The ESC has designated the following service:  a) Disaster Management in local government.
44.	18 November 2022	GN 47526	The ESC has designated the following services:  a) The manufacture, supply and re-service of theatre drapes, and surgical gowns/ garments are essential services. b) The manufacture of single use of theatre drapes, and surgical gowns/ garments are essential services.
45.	24 November 2023	GN 49757	The designation rendered by the ESC on 21 November 1997, under GN R1542 GG 18439 has been varied by deleting the reference to the

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			<p>Department of State Expenditure. The designation should read as follows-</p> <p>The services provided or supported by the Central Computer Services viz.</p> <ul style="list-style-type: none"> <li>a) persal system.</li> <li>b) the social pension system</li> <li>c) the hospital systems; and</li> <li>d) the flood systems,</li> </ul>
46.	24 November 2023	GN 49757	<p>The ESC has designated the following services as essential:</p> <p>The provision of food to public primary school pupils</p>
47.	24 November 2023	GN 49757	<p>The ESC designated the following services as essential:</p> <p>The care of children in schools for special needs</p>
48.	24 November 2023	GN 49757	<p>The ESC has designated the following service as essential:</p> <p>The service of consideration and approval of Ex-gratia ratifications.</p>
49.	24 November 2023	GN 49757	<p>The ESC has designated the following service as essential:</p> <p>The services of coordination and oversight of all</p>

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			maritime search and rescue missions, as well as the prevention and combating of marine pollution from ships, including but not limited to oil spills from vessels, and maritime operations including response to any vessel emergency or pollution threat, which includes vessel inspections, emergency management, unseaworthy vessels as well as grounds, sinking, capsizing, flooding, fires and other emergencies onboard vessels.
50.		<b>TO BE GAZETTED</b>	<p>The ESC has varied the following designation as follows:</p> <p>The following services provided by the following civilian personnel in the Department of Defence to support the South African National Defence Force are designated as essential services:</p> <ul style="list-style-type: none"> <li>a) The Secretariat for Defence;</li> <li>b) the Intelligence Division;</li> <li>c) the Financial Management Division;</li> <li>d) the parachute seamstresses service of the South African Army;</li> <li>e) the parachute packing service of the South African Army;</li> <li>f) the military intelligence service of the South African Army;</li> <li>g) the logistics service in the South African Navy;</li> <li>h) the technical service in the South African Navy</li> <li>i) the marine service in the South African Navy;</li> <li>j) the hydrographic service in the South African Navy;</li> </ul>

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			k) the South African Military Health Service; l) those serving in military posts in the South African National Defence Force; m) the cryptographic service in the South African National Defence Force; and n) the maintenance services in the South African National Defence Force.
51.		TO BE GAZETTED	The ESC has designated the following service as essential:  Primary healthcare services provided in tertiary institutions.
52.		TO BE GAZETTED	The ESC has designated the following service as essential:  The services of lifeguarding beach bathers against sharks/shark attacks
53.		TO BE GAZETTED	The ESC has designated the following services at ports as essential:  a) Marine Services i.e marine navigations services, pilotage, Towage and berthing; b) Cargo services are designated as essential services only in circumstances where the cargo to be offloaded consists of explosives, Gases: Compressed, Liquefied or Dissolved under Pressure flammable liquids, flammable solids,

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			and pharmaceutical products c) Security Services d) Firefighting and emergency services.
54.		<b>TO BE GAZETTED</b>	The ESC has designated the following services rendered by the State Information Technology Agency as essential:  a) Hosting and data centre services; b) Wide area network service line; c) End user computing services and d) Security service line services
55.		<b>TO BE GAZETTED</b>	The ESC has designated the following services rendered by the Border Management Authority as essential:  a) Law Enforcement; b) Agricultural Specialised Functions; c) Environment Specialised Functions and; d) Immigration Specialised Functions

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ZAMANGWEVU MOSHANI

ESSENTIAL SERVICES MANAGER

24 March 2025