

APPLICATION FOR:

- I) **EARLY RETIREMENT WITHOUT PENALISATION OF PENSION BENEFITS IN TERMS OF SECTION 16(6) OF THE PUBLIC SERVICE ACT, 1994, FOR EMPLOYEES AGED 55 TO 59 WITH AN ADDITIONAL FINANCIAL INCENTIVE CALCULATED AT TWO (2) WEEKS' OF BASIC SALARY PER YEAR FOR THE FIRST TWENTY (20) YEARS OF PENSIONABLE SERVICE; AND ONE (1) WEEK'S FINANCIAL INCENTIVE FOR EACH COMPLETED YEAR OF PENSIONABLE SERVICE THEREAFTER.**
- II) **NORMAL RETIREMENT FINANCIAL INCENTIVE FOR EMPLOYEES AGED 60 TO 63 YEARS CALCULATED AT TWO (2) WEEKS' OF BASIC SALARY PER YEAR FOR THE FIRST TEN (10) YEARS OF PENSIONABLE SERVICE; AND ONE (1) WEEK'S FINANCIAL INCENTIVE FOR EACH COMPLETED YEAR OF PENSIONABLE SERVICE THEREAFTER.**

Approval of Early Retirement (ER) applications is not automatic, as each application must be considered on its own merit as well as contextual factors considered by each EA and availability of funding by National Treasury.

IN THE FINANCIAL YEAR 2026/2027**WHAT IS THE PURPOSE OF THIS FORM**

NB: *This form must be completed after reading the **DETERMINATION AND DIRECTIVE ON EARLY RETIREMENT WITHOUT PENALISATION OF PENSION BENEFITS; AND WITH FINANCIAL INCENTIVE FOR EMPLOYEES IN THE PUBLIC SERVICE***

To apply for early retirement without penalisation of pension benefits in terms of section 16(6) of the Public Service Act, 1994, for employees aged 55 to 59 with an additional financial incentive calculated at two (2) weeks' of basic salary per year for the first twenty (20) years of pensionable service; and one (1) week's financial incentive for each completed year of pensionable service thereafter. If you are between the age of 55 to 59 from 1 April 2026 - 30 June 2026.

Employees aged 60 to 63 do not qualify for Early Retirement in terms of Section 16(6) of the PSA but are encouraged to apply for a 'voluntary earlier exit' (normal retirement) in return for a financial incentive calculated at two (2) weeks' basic salary per year for the first ten (10) years of pensionable service and one week's financial incentive for each completed year of pensionable service thereafter. If you are between the age of 60 to 63 from 1 April 2026 - 30 June 2026.

This form must be used to apply for this dispensation by eligible employees. Only eligible employees who fall within the qualifying age group during the qualifying period (1 April 2026 - 30 June 2026) may apply.

Please fill in all fields in this form to assist with the approval process.

WHO SHOULD COMPLETE THIS FORM

Employees who qualify are those between the ages of 55- 59 years from 1 April 2026 - 30 June 2026 and wish to voluntarily apply for Early Retirement Programme (ERP) without penalisation of pension benefits in terms of section 16(6) of the Public Service Act, 1994, and a financial incentive calculated at two (2) weeks' basic salary per year for the first twenty (20) years of pensionable service and one (1) week's financial incentive for each completed year of pensionable service thereafter.

Employees who are between the ages 60 to 63 years from 1 April 2026 - 30 June 2026 do not qualify for ERP in terms of Section 16(6) of the PSA but are encouraged to apply for a 'voluntary earlier exit' in return for a financial incentive calculated at two (2) weeks' basic salary per year for the first ten (10) years of pensionable service and one (1) week's financial incentive for each completed year of pensionable service thereafter.

ADDITIONAL INFORMATION

This form requires basic information. You are requested to furnish additional certified information to the GEPP on separate forms that will be required once approval is granted.

SPECIAL NOTES

All information is required for decision making in terms of Public Service Regulation, 2016.

HR officers must provide applicants with ALL the necessary information to support applicants to make informed post-retirement decisions.

EARLY RETIREMENT WITHOUT PENALISATION OF PENSION BENEFITS IN TERMS OF SECTION 16(6) OF THE PUBLIC SERVICE ACT, 1994, FOR EMPLOYEES AGED 55 TO 59 WITH AN ADDITIONAL FINANCIAL INCENTIVE CALCULATED AT TWO (2) WEEKS' OF BASIC SALARY PER YEAR FOR THE FIRST TWENTY (20) YEARS OF PENSIONABLE SERVICE; AND ONE (1) WEEK'S FINANCIAL INCENTIVE FOR EACH COMPLETED YEAR OF PENSIONABLE SERVICE THEREAFTER.

NORMAL RETIREMENT FINANCIAL INCENTIVE FOR EMPLOYEES AGED 60 TO 63 YEARS CALCULATED AT TWO (2) WEEKS' OF BASIC SALARY PER YEAR FOR THE FIRST TEN (10) YEARS OF PENSIONABLE SERVICE; AND ONE (1) WEEK'S FINANCIAL INCENTIVE FOR EACH COMPLETED YEAR OF PENSIONABLE SERVICE THEREAFTER.

SECTION A: PERSONAL INFORMATION

PERSAL Number									Title						
Surname									Initials						
ID Number															
Race (X)	African				Coloured				Indian				White		
Gender (X)	Male				Female				Disability?	No			Yes		
Rank									Post Level						
Job Title									Salary Notch						

SECTION B: CONTACT DETAILS OF APPLICANT

Mobile											
Telephone (W)	Code	Telephone				Cell phone number					
Email											

SECTION C: PHYSICAL WORKSTATION LOCATION OF APPLICANT FOR EARLY RETIREMENT

Name of Department		National Department	Provincial Department
Name of Province (if applicable)	Name of Region (if applicable)	Name of District (if applicable)	
Name of physical workstation: Institution/ office/unit			

EARLY RETIREMENT WITHOUT PENALISATION OF PENSION BENEFITS IN TERMS OF SECTION 16(6) OF THE PUBLIC SERVICE ACT, 1994, FOR EMPLOYEES AGED 55 TO 59 WITH AN ADDITIONAL FINANCIAL INCENTIVE CALCULATED AT TWO (2) WEEKS' OF BASIC SALARY PER YEAR FOR THE FIRST TWENTY (20) YEARS OF PENSIONABLE SERVICE; AND ONE (1) WEEK'S FINANCIAL INCENTIVE FOR EACH COMPLETED YEAR OF PENSIONABLE SERVICE THEREAFTER.

NORMAL RETIREMENT FINANCIAL INCENTIVE FOR EMPLOYEES AGED 60 TO 63 YEARS CALCULATED AT TWO (2) WEEKS' OF BASIC SALARY PER YEAR FOR THE FIRST TEN (10) YEARS OF PENSIONABLE SERVICE; AND ONE (1) WEEK'S FINANCIAL INCENTIVE FOR EACH COMPLETED YEAR OF PENSIONABLE SERVICE THEREAFTER.

SECTION D: APPLICATIONS WILL BE PROCESSED ON A FIRST COME FIRST SERVED BASIS

ELIGIBILITY CRITERIA FROM 55 – 59 YEARS (1 April 2026 – 30 June 2026)

Age at the date of application	
--------------------------------	--

ELIGIBILITY CRITERIA FROM 60 – 63 YEARS (1 April 2026 – 30 June 2026)

Age at the date of application	
--------------------------------	--

SECTION E: INFORMATION FOR CONSIDERATION OF APPLICATION

Service delivery needs taken into consideration (x)						Yes	No
Number of years of pensionable service at date of application	Y	Y	M	M	Do you have 15 years of actual service? (For purposes of post-retirement medical assistance (PRMA)) (X)	Yes	No
Have you simultaneously applied for ill health retirement (X)					Yes	No	
Does an applicant have a pending charge of misconduct					Yes	No	

SECTION F: EMPLOYEE MOTIVATION FOR CONSIDERATION (as per s16(6) provisions)

[illegible]

DECLARATION BY APPLICANT

1. I _____ (full names) hereby apply for (please tick box a or b)

☐ a Early Retirement Programme without penalisation and an incentive calculated at two (2) weeks' financial incentive for first (20) years of pensionable service; and one week's financial incentive for each completed year of pensionable service thereafter as **I am between the age of 55 to 59 from 1 April 2026 – 30 June 2026**

OR

☐ b A 'voluntary earlier exit' in return for an incentive calculated at two (2) weeks' financial incentive for the first ten (10) years of pensionable service and one week's financial incentive for each completed year of pensionable service thereafter as **I am between the age of 60 to 63 (not yet 64) in the period 1 April 2026 – 30 June 2026**

2. I understand that any incorrect or incomplete information supplied could lead to my application not being considered for approval.
3. The financial implications of my application were discussed with me by my HR/Finance section, and I understand the implications.
4. I understand that my acceptance of the financial incentive offered under this ERP or the incentivised VEP, shall preclude me from any subsequent re-employment into the public service.
5. I understand that once my application has been approved by the final approval authority, I cannot retract my application.
6. I acknowledge that my application is subject to approval by the executive authority or his/her delegate and should my application be approved, I must exit from the public service as agreed

I declare that all the information provided (including any attachments) is complete and correct to the best of my knowledge and that I am eligible to apply for this provision.

Signature of applicant		Date	D	D	M	M	Y	Y	Y	Y
------------------------	--	------	---	---	---	---	---	---	---	---

SECTION G: CONTACT DETAILS OF DIRECT LINE MANAGER/SUPERVISOR WHO IS DELEGATED TO SUPPORT THIS APPLICATION

Surname		Name		Initials		
Job Title				Rank		
Mobile						
Email						
Recommended				Not Recommended		
Signature				Date		

SECTION H: CONTACT DETAILS OF LINE MANAGER WHO IS DELEGATED TO RECOMMEND THIS APPLICATION

Surname		Name		Initials		
Job Title						
Rank						
Mobile						
Email						
Supported		Not Supported				
Signature			Date			

SECTION I: CONTACT DETAILS OF DELEGATED AUTHORITY (eg HOD OR EA) WHO IS DELEGATED TO APPROVE THIS APPLICATION

Surname		Name		Initials		
Job Title						
Rank						
Mobile						
Email						
Approved		Not Approved				
Signature			Date			

EARLY RETIREMENT WITHOUT PENALISATION OF PENSION BENEFITS IN TERMS OF SECTION 16(6) OF THE PUBLIC SERVICE ACT, 1994, FOR EMPLOYEES AGED 55 TO 59 WITH AN ADDITIONAL FINANCIAL INCENTIVE CALCULATED AT TWO (2) WEEKS' OF BASIC SALARY PER YEAR FOR THE FIRST TWENTY (20) YEARS OF PENSIONABLE SERVICE; AND ONE (1) WEEK'S FINANCIAL INCENTIVE FOR EACH COMPLETED YEAR OF PENSIONABLE SERVICE THEREAFTER.

NORMAL RETIREMENT FINANCIAL INCENTIVE FOR EMPLOYEES AGED 60 TO 63 YEARS CALCULATED AT TWO (2) WEEKS' OF BASIC SALARY PER YEAR FOR THE FIRST TEN (10) YEARS OF PENSIONABLE SERVICE; AND ONE (1) WEEK'S FINANCIAL INCENTIVE FOR EACH COMPLETED YEAR OF PENSIONABLE SERVICE THEREAFTER.