



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

PRESENTATION TO THE PORTFOLIO COMMITTEE

**KEY PROGRAMMES FOR THE TRANSFORMATION
OF THE PUBLIC SERVICE
IN ADVANCING THE
NATIONAL DEVELOPMENT PLAN**

08 MAY 2013



Diagnostic report results

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- The following diagnostic report findings require public service attention; namely:
 - a) Few people work;
 - b) Public services are uneven and often of poor quality;
 - c) Corruption levels are high;
 - d) South Africa remains a divided society;
 - e) Infrastructure is poorly located, inadequate & under maintained;
 - f) The quality of school education for black people is poor;
 - g) The public health system cannot meet demand or sustain quality; and
 - h) Spatial divides hobble inclusive development.



Issues in the National Development Plan

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- **Introduction of measures to advance women's equality:**
 - In November 2012 Cabinet approved the recommendation to hold DGs accountable for ensuring that they employ 50% of SMS as women and 2% as persons with disabilities, and this will be included in their performance agreements. This requirement has been included in the revised PMDS of DGs and the MPAT instrument also has indicators to monitor this aspect. A policy on provision of reasonable accommodation has been developed to provide guidance on how to provide support that will enable them to earn a living and move out of poverty.
- **A formal graduate recruitment scheme for the public service to attract high skilled people:**
 - Increased the intake on artisans, learnership and interns to 15000 for 2013/14 financial year; and to 20 000 for 2014/15 respectively.
 - DPSA is working with the Department of Higher Education and Training to open up the public service as a training and development space; further, DPSA is also working with municipalities and public service delivery centres to host experiential graduate learners and interns.
- **Realise a developmental, capable and ethical state that treats citizens with dignity:**
 - Institutionalisation of Batho Pele structures & committees currently underway at National and provincial departments to empower both public servants about their roles and responsibilities; and citizens about their rights and responsibilities.
 - Change management engagement programme for public servants is underway to address the behaviour and attitude especially in the Frontline Office.
 - Deployment of senior managers to the coal face through Khaedu programme will be intensified to improve service delivery.



Issues in the National Development Plan

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- **The NPC highlighted the unevenness in state capacity, which leads to uneven performance in local, provincial and national government.**
- **The uneven performance of the public service results from amongst other factors, poor organizational design and inappropriate staffing methodology.**

In response to the above:

- **Cabinet has approved that the DPSA revisit the principles of the repealed chapter J of the pre-1999 PSR to determine common norms and standards for the creation and allocation of SMS post on organizational structures of Provincial Administrations and Provincial Departments . The revised chapter J will be presented before Cabinet before the end of this quarter.**



Issues in the National Development Plan

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Professionalisation of the Public Service

- a) **Creation of the administrative head of the public service**
 - ❖ The matter is before the G&A Cluster for consideration.
- b) **Hybrid system for appointment of HoDs**
 - ❖ The Cabinet approved the amendment to executive protocol on the processes and procedures for appointment of DGs and HoDs on 22 October 2012. These amendments ensures compliance with the regulations when the DGs or HoDs are appointed in the Public Service, e.g. there relevant post must exist in the establishment, be evaluated and inherent requirements for employment be adhered to. Further improvements will be done in due course.
- c) **The role of PSC to champion norms & standards, and monitoring recruitment process should be strengthened**
 - ❖ The PSC Act is being amended to strengthen the monitoring role of the PSC. The amendment of the law will give PSC powers to enforce compliance with its findings by government departments.
- d) **The Cabinet has approved delegations of authority and principles on human resource matters.** Staff below SMS are employed by the HoDs and SMS members by the EA. An assessment of the implementation of the delegation framework will be undertaken to determine further delegation of appointment of low-level staff by senior officials.
- e) **There is a shortage of scarce skilled personnel (e.g. engineers, doctors, etc).**
 - ❖ Skills audit through HR Connect program has been undertaken to identify the skills needed and available in the public service. The departments have been advised to use the HR Connect information to prioritize scarce skills positions in their establishment. The 1st phase of the audit covered approximately 89% of the total work force, and the 2nd phase will be undertaken to cover the entire public service during the year under review.
 - ❖ The talent sourcing & management for SMS members will be developed and submitted to Cabinet in the 3rd quarter.



Issues in the National Development Plan

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- **To solve both the technical and managerial skills shortages**
 - ❖ The Department will establish school of government in October 2013 to provide courses required in the public service which include, *amongst others*, financial management, supply chain management, IT design and implementation, governance etc.
 - ❖ The Compulsory Induction Training was introduced in September 2012 and the first intake will graduate end of September 2013.
 - ❖ The establishment of the Presidential Review Commission to investigate the remuneration and conditions of public servants will be undertaken during the first quarter 2013/2014 financial year. The process is at advance stage, and the announcement by the President is eminent.
- **There is a need to make intergovernmental relations work effectively & efficiently**
 - ❖ The national legislation giving effect to section 100 (a) and (b) of the Constitution is being drafted and same will be tabled in Parliament during the reporting year. The intended statute is aimed at providing directives in case of intervention in national and provincial government.



Issues in the National Development Plan

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□ Fighting corruption in the public service

- ❖ The department is in the process of establishing the Anti-corruption Bureau to investigate and prosecute cases of corruption, fraud and maladministration.
- ❖ The discipline management system has been secured to record cases of misconduct and ensure that employees found guilty of serious misconduct are blacklisted and not allowed to re-enter the public service again. The system will be fully operational in July 2013.
- ❖ The ethics and integrity management framework which regulates disclosure of financial interests and receipts of gifts by public servants has been approved by Cabinet.
- ❖ The PAMB and Public Service Act is being amended to ensure that public servants are prohibited from doing business with the state. These will be tabled during the year under review.



Issues in the National Development Plan

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□ Leadership and responsibility throughout society

- ❖ The State as the Employer and Labour signed a 3 year agreement (Resolution 1/2012) to ensure stability in the public service. This relationship is supported by the NDP.
- ❖ The said resolution also provides for signing of the Service Charter between the State as Employer and Labour to enforce accountability, transparency and improve delivery of services. The draft service charter is being negotiated by parties to the PSCBC and same expected to be conclude during the first quarter.
- ❖ This year the Department introduced Senior Management Leadership Summit from the three spheres of government to sharpen their leadership qualities. The said Summit was also attended by Cabinet ministers and Executive Mayors of municipalities. These summit will be hosted on a yearly basis.
- ❖ **Political/Administrative nexus:** the PAMB is amended to forbid public servant to serve as political office-bearers of their respective political parties at all levels. The provision of the Bill covers the three (3) spheres of government, including public entities.



Issues in the National Development Plan

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□ HoD responsibility for Human Resources:

- ❖ The amendment for the Public Service Act will include the proposal No. 93 of the NDP to ensure that the Accounting Officers are responsible for Human Capital Matters.
- ❖ The PAMB also provides for placement and secondment of public servants to three spheres of government without loss of service. This will be done in the interests of the State to improve capacity of the state machinery or upon request by the employee.
- ❖ The competency assessments are undertaken for employees who enter the SMS level. Further measures will be introduced to regulate entry into any level of the SMS to ensure readiness and suitability of employees to serve at a higher level of government departments. The school of government will determine the nature and form of these tests.



Thank you

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we order our lives”-*

The NDP 2030