**Report of the Select Committee on Transport, Public Service and Administration, Public Works and Infrastructure on Budget Vote 12: Public Service Commission And 2023-24 Annual Performance Plan of the Public Service Commission Dated 24 May 2023**

The Select Committee on Transport, Public Service and Administration, Public Works Infrastructure, having considered the revised Strategic Plan and Annual Performance Plan of the Public Service Commission and Budget Vote 12: Public Service Commission reports as follows:

1. **INTRODUCTION**
	1. The Select Committee on Transport, Public Service and Administration, Public Works Infrastructure (the Committee) considered the 2023/24 budget of the Department of Public Service and Administration, the Public Service Commission, the National School of Government and the Centre for Public Service Innovation, respectively, on 3 May 2023. In preparation for this report, the Committee was briefed on the revised Strategic Plan, 2023/24 Annual Performance Plan (APP) and 2023/24 Budget Allocations of the Department and Entities.
	2. In her introductory remarks Deputy Minister Kiviet highlighted the Department is at various stages of the introduction of a number of legislative amendments aimed at strengthening the role of the Public Service Commission and the professionalisation of the public sector.
2. **Revised Strategic Plan and 2023/24 Annual performaNce plan**
	1. The PSC has introduced a new indicator, being the number of own accord reports as contemplated in Section 196(4)(f) (iii) and (iv) of the Constitution of the Republic of South Africa, 1996. In this manner the PSC is taking on a more proactive approach to investigating systemic deficiencies as opposed to waiting for complaints to be lodged.
	2. The PSC has introduced Citizen Engagements that provide communities with a platform to address national and provincial departments as well as local government on service delivery shortcomings. The PSC will be monitoring the undertakings made to communities at such engagements.
	3. The PSC is undertaking the automation of business processes so as to optimise such processes. Thus far the Recruitment and Leave Management modules are operational and the Performance Management and Reporting modules are identified to next become operational.
	4. The PCS will in the current financial year be drafting four reports on leadership and human resource management practices, public sector reform and professionalisation. These reports will cover the following focus areas:
3. Impact that hybrid-working arrangements had on service delivery in the Public Service;
4. Public administration reforms and professionalisation of the Public Service: A Public Service Commission perspective;
5. Assessment of digitisation of Human Resources processes in the Public Service; and
6. The extent of utilisation of head hunting processes in recruitment and selection in the Public Service.
7. **2023/24 Budget Allocation and Medium Term Expenditure Framework**
	1. The PSC has a total budget of over R915.6 million over the MTEF period.
	2. The baseline allocations for the PSC for the 2023/24 financial year is R292.1 million. Out of this budget, R220.1 million (75%) is allocated to Cost of Employees (CoE) based on the fact that the PSC is primarily a knowledge–based institution and does not outsource its functions.
	3. The PSC has centralised its support function and as a result, the budget for Administration is high as it includes the budget for centralised support services including, amongst other, accommodation costs, SITA services, training, internal audit, operation lease payments and Auditor General’s fees.
	4. The PSC reported on the positive effect stakeholder engagements (including the Executive Authorities) have on submission of information and co-operation by Departments during investigations. In collaboration with various spheres of government, the PSC plans to host 20 engagements per year on constitutional values and principles to promote service delivery and functionality in the public service. Allocations for such engagements falls within the Monitoring and Evaluation programme, which has an allocation of R138.9 million over the MTEF.
	5. The PSC is responsible for conducting investigations into grievances related to labour or human resources lodged by public servants to their respective departments. A target date of 30 days from date of receipt has been set for the finalisation of 85% of investigations. Such investigations are conducted with allocations from the Leadership and Management Practices programme, which has an allocation of R154.7 million over the MTEF.
8. **OBSERVATIONS AND KEY FINDINGS**
	1. The PSC was requested to provide feedback on the implementation of lifestyle audits for the public sector and reported that since its introduction in January 2021, 47 departments have undertaken lifestyle audits and as at January 2022, 74 departments had undertaken lifestyle audits.
	2. The Public Service Commission Amendment Bill will be introduced to Parliament shortly. The objective of the Amendment Bill includes, amongst other, entrenching the independence of the PSC secretariat and extending its jurisdiction to local government. The Committee appealed to DPSA to ensure that the Amendment Bill is introduced without delay to ensure that both the National Assembly and the National Council of Provinces has sufficient time to process the legislation.
	3. The PSC will be conducting studies on the effectiveness of government support for service delivery, including a focus on accommodation and property management services. Through its engagement with the Property Management Trading Entity, the Committee is aware of the dire state of many government buildings and this report can be used to inform PMTE considerations of future priorities.
	4. The PSC will continue to conduct Service Delivery Inspections, which are undertaken through its provincial offices. Such inspections allows the PSC to verify information, such as compliance to service standards, as reported on by Departments. These inspections can in turn inform the Service Delivery Improvement Plans for Departments.
9. **recommendations**

The Committee recommends that the Minister should ensure that the PSC:

* + 1. In terms of the constitutional powers to undertake own accord investigations, identify assessments to be undertaken to assess the readiness of departments to address seasonal challenges, such as student placements at schools and disaster mitigation.
		2. Undertake an assessment of the effect of load shedding on the capacity of the public sector because load shedding has a negative effect (e.g. loss of data and damage to servers etc.) on networks supporting government infrastructure and the ability of government departments to honour operating hours.
		3. In assessing the commitment of the Batho Pele principles across the public sector, not be limited to feedback given by Departments and that it can also utilise tools such as client satisfaction surveys.
		4. Return to brief the Committee on the report on the extent of utilisation of head hunting processes in recruitment and selection in the Public Service the Public Service, once completed. Head hunting should only be considered after an open recruitment and selection process has been attempted to ensure fairness and openness in the public service.

The Committee recommends that the Council approve the budget of the Public Service Commission. [The DA reserved its position on the report and abstained and the EFF voted against the adoption of the report.]

Report to be considered.