

Report of the Portfolio Committee on Public Service & Administration on its activities undertaken during the 6th Parliament (July 2019 – March 2024)

Key highlights

1. Committee's focus areas during the 6th Parliament

The Portfolio Committee on Public Service and Administration focused on overseeing the implementation of the priority outcomes which are as follows,

The 2019-2024 Medium-Term Strategic Framework (MTSF) is a 5-year implementation plan for the NDP. The MTSF 2019-2024 also sets out the package of interventions and programmes that will advance the seven priorities adopted by government. The Minister for the Public Service Services was allocated indicators and related targets under Priority 1: A capable, ethical and developmental state. The Department developed a roadmap to track and monitor the implementation of MTSF Interventions and Targets including other strategic policy priorities that the DPSA needs to implement during this MTSF period.

The Department developed and tabled its strategic plan in June 2020 and both the Strategic Plan and APP's are informed by and aligned to the Priority 1 (one) "Building a Capable, Ethical and Developmental State" of the 2019 – 2024 Medium Term Strategic Framework (MTSF) and the DPSA's policy related priorities. The following are the priorities for the Committee:

- Amendments to the Public Service Act to support administrative appointments
- Amendments to the Public Administration Management Act
- Job competency framework
- 100% of departments implementing lifestyle audit framework
- Professional code of ethics institutionalised
- Implementation of the Financial Disclosure Framework
- Integrated Financial Management roll out in the public service
- Implementation of the Disciplinary Management System
- Effective implementation of the Thusong Service Centres
- Effective implementation and adherence of the Batho Pele Framework

National School of Government

In terms of the NSG, the committee oversee the implementation of the following:

- A functional integrated institution supporting the delivery of Education, Training and Development (ETD) interventions
- Competent public servants who are empowered to do their jobs
- Sustainable partnership and collaboration to support ETD interventions
- Self-sustainable Training Training Account for the School

Centre for Public Service Innovation

The CPSI is entrusted with a government-wide responsibility to facilitate the entrenchment of the culture and practice of innovation to improve service delivery, through;

- Needs-driven research & development, anticipatory innovation
- Develop and maintain partnership
- Incubate, demonstrate and support replicate
- Unearth and reward

Public Service Commission (An Independent Body)

The PSC is vested with custodial oversight responsibilities for the Public Service; the Committee oversee the PSC in terms of the following:

- Finalisation of the Public Service Commission Bill and tabled it to Parliament
- An improved service delivery culture
- Sound leadership practice in the public service
- A well-coordinated and functioning M&E System
- A strong well-functioning Commission

2. Key areas for future work

The following are the observations and recommendations for consideration by the successor committee (Include possible recommendations to resolve operational and/or procedural concerns encountered during the 6th Parliament) which are as follows:

Department of Public Service and Administration

2.1 The sixth Committee had consistently engaged the Department of Public Service and Administration to ensure full implementation of the Public Administration Management Act of 2014, which aims to ensure, among other things, the integration and coordination between public service and local government. The Act seeks to provide a legal framework across the three spheres of government by bringing some degree of uniformity. The Department has to play a meaningful role in the implementation of the PAM Act by developing regulations to operationalise it. In 2023, the Department brought to Parliament amendments to the Act, which aim to strengthen existing loopholes such as prohibiting public servants from doing business with state and introduction of cooling off period whenever an official has awarded lucrative contracts to private companies and promptly resign to join such companies.

Therefore, it is recommended that successor committee must ensure oversight on the amended Public Administration Management Act of 2014 including the finalisation of the regulations for the entire legislation as this was long overdue. Building a culture of professionalisation begins with ensuring all governance legislation are adhered to by the public servants. Successor Committee should hold all government departments accountable as the mandate of the Committee is transversal by its nature.

2.2 The Committee further embarked on the legislative process of amending the Public Service Act of 1994, which aimed to transfer human resource powers from the Executive Authority to the Accounting Officers. The amended legislation further included the inclusion of the National Development Plan vision 2030 recommendation to create a position of Head of Administration in the Presidency and Offices of the Premier with clear powers and responsibilities. The Executive Authority powers as per the amendment Act is to provide strategic direction and approve strategic plan, which include the core objectives to be aligned to the legislative mandate and to hold the HoD accountable for the administration of the department. The administrative powers, such as recruitment, appointment, performance management and dismissals have been removed from the EA and promptly assigned to the HoD.

The successor committee has to ensure implementation of the new provision across the public service in order to professionalise the public sector and align with the principles of Chapter 13 of the National Development Plan.

2.3 The Committee welcomed all efforts introduced by the President to combat corruption in the public sector. The Department developed Guidelines for the lifestyle audits in the public service. Since development of the lifestyle audit in March 2021, there was a sluggish implementation of the lifestyle audits in the public service. Decentralisation of the lifestyle audits to departments contributed to the sluggish implementation as other departments did not prioritise the audits and there were no budgets allocated to undertake such.

It is recommended that a successor committee continue pursuing Department of Public Service and Administration as charged with responsibility to develop norms and standards to monitor and evaluate the implementation of the Guidelines of the lifestyle audits as this has been regarded as a suitable mechanism to curb the scourge of corruption in the public sector.

2.4 The Committee has been grappling with ensuring that the Department play a meaningful role in assisting other departments to reduce disciplinary cases backlog. According to the Disciplinary Code and Procedure, most departments are unable to conclude the disciplinary cases within a timeline of 90 days and some suspensions take longer than the regulated period without holding disciplinary hearings.

The successor Committee has to continue playing an oversight role including holding heads of departments accountable on this aspect as government spends millions on suspended officials sitting at home doing nothing while drawing a salary. The successor committee has to ensure that

the Department review the Disciplinary Code and Procedure and centralise disciplinary hearings through appointing short term labour experts for cases which fall outside of 90 days with the aim of speeding up the finalisation of long-standing cases.

2.5 The Committee further notes the departments involvement in leading digital transformation in the public service and the World Bank's report towards assisting the country to rollout the Fourth Industrial Revolution. Service delivery and public service efficiency depend on this technological intervention in the "new normal". Digitization of government services include development e-recruitment system to be incorporated in the Integrated Financial Management System.

The successor Committee should continue to oversee the implementation of digital transformation in the public service as a way of improving government services to be more efficient and effective. By digitizing government services and information, e-government can streamline administrative processes, reduce paperwork, and save time and money. The Department must be guided by the National e-Government Strategy and Roadmap in the implementation digital transformation to improve quality of life.

2.6 Government had undertaken steps to reduce compensation costs which account for 31.4 per cent of consolidated expenditure in 2022/23 down from 34.5 per cent in 2019/20. Government wage bill grew significantly mostly as a result of above-inflation wage increases. Between the 2020 and the 2021 Budget, Government reduced the medium-term compensation of employees' baseline by more than R300 billion to stabilise the public fiscus.

The successor Committee has to continue conducting oversight on the outcomes between Government and organised labour on the wage negotiations by ensuring that there is a balance between remuneration increases, the fiscal strength, and the need for additional staff in services. The successor Committee should further continue to oversee the DPSA working with the National Treasury in reviewing remuneration policies aimed towards having a single remuneration framework to be in line with the principles of fair, equitable and sustainable remuneration.

National School of Government

2.7 Funding Model

The National School of Government must continue engaging with the National Treasury on its Funding and Sustainability Model. The School should also develop its funding model to self-sustain than to rely on the National Treasury. The School's proposal should be scrutinised by the National Treasury and Cabinet to seek government departments, including local government, to set aside a particular percentage of their training budget to fund the National School of Government training courses. The Committee notes that a discussion document has been developed and submitted to the Forum of South African Directors-General (FOSAD) Cluster and Cabinet before the end of the financial year 2022/23. The discussion document is part of the Repositioning of the National School of Government.

2.8 National Framework Towards Professionalising the Public Sector

The NSG played pivotal role in the development of the Draft National Implementation Framework towards the Professionalisation of the public service. The Committee notes progress made whereby the School facilitated the public consultations on and peer review of the Framework in order to finalise recommendation to Cabinet for the adoption of a final framework. The Committee commends the School for developing such a magnificent framework to ensure administration in government is competent and well-oiled machinery to deliver on the aspiration of the citizens. The successor committee has to ensure that the Professionalisation Strategy is followed through and yielding impact and desired results; and ensure that all legislation governing the conduct of public servants are aligned with the principles of the framework.

2.9 Compulsory training course for public servants

The National School of Government plays a pivotal role in realising a capable state by rebuilding the public service through promoting lifelong learning, improving skills, and providing the necessary orientation to entrants in the public sector. Compulsory training programmes become a backbone of professionalising the public service for new and old public servants.

The successor committee has to consistently oversee the implementation of all 21 compulsory training programmes, especially for all job categories.

2.10 *Skills audit and training needs*

In 2023, the President of the Republic mandated the School to conduct skills audit and training needs for government departments. President said that “the National School of Government will work with other organs of state, like the Human Sciences Research Council, to conduct these audits.”

The successor committee should ensure that the School table the report before the committee and recommend interventions to address skills deficits among existing public servants in middle and senior management positions.

Centre for Public Service Innovation

2.11 The Centre undertakes innovation projects to improve service delivery programmes across government departments that are needs-driven through research and development.

The successor committee has to ensure all innovative projects discovered by the CPSI should be handed over to the national and provincial executive to benefit all national and provincial departments per sector, e.g. the Central Chronic Medication Dispensary and Distribution.

2.12 The successor Committee has to continue to ensure that the Centre plays a meaningful role in assisting the Department of Public Service and Administration in developing innovative solutions to digitise most of the administrative business processes in order to do away with paperless applications.

2.13 The successor Committee must ensure that the Centre is well-resourced and capacitated in order to play a meaningful role in assisting government departments discover new innovative solutions to enhance service delivery.

2.14 Successor Committee has to ensure that the CPSI appoints the Executive Director since the post has been vacant for a few years. Furthermore, it must address critical shortage of internal capacity particularly in the wake of a system developer’s resignation in October 2023.

Public Service Commission

2.15 *Public Service Commission Bill*

The Public Service Commission has a constitutional mandate to oversee the public service. The Commission was governed by the Public Service Commission Act of 1997, which does not empower the Commission to appoint its own Secretary to the Commission. The Director-General of the Commission is presently appointed by the Executive Authority, which in turn would be overseen by the public service it has oversight on. This practice compromises the independence and impartiality of the institution.

Towards the end of the Sixth Parliament, the PSC undertook the process to repeal the PSC Act to provide the Commission with more powers to hold the executive authority more accountable. The Bill is currently with Parliament and the Sixth Parliament was seized with it to process.

Unfortunately, the Bill was not processed due to Parliamentary timeframes. The successor Committee has to ensure processing of the Bill as a priority, which includes extended powers such as strengthening the role of the PSC to ensure that qualified people are appointed to senior management positions in the public administration and moving towards creating a single, harmonised public service.

2.16 *Timeous appointment and stability of the Commissioners*

It has become a trend that the Legislatures both National and Provincial delay commissioners’ recruitment and appointment. The PSC inform Legislatures timeously; however, the delay gets encountered at that level. The Mpumalanga Legislature and the Office of the Premier delayed the appointment of the provincial Commissioner since 2019 to 2024. meaning the office of the Public Service Commission in the province suffers due to such inconsistencies. The National Legislature intervened by writing letters to the Office of the Premier and Speaker of the Legislature without success. The experience at the national and provincial level of recent appointments was that there is a gap of several months between appointments, which adversely affects the effective functioning of the PSC.

The successor Committee needs to build collaboration with all nine provincial legislatures to ensure that the work of the Commission does not suffer due to committee's default. Vacancy rate at the Commissioner level creates instability in the office and the work of overseeing the province performance in terms of the mandate of the Commission get compromised.

2.17 *Mechanisms used to for the renewability of the contract of the commissioners*
According to section 196(10) of the Constitution, each Commissioner is appointed for a term of five years, which is renewable for one additional term. Over the past years, legislatures used to treat renewal as a new appointment altogether. Renewal of term of a commissioner must be based on the commissioner remaining fit and proper person as required by section 196 (10) of the constitution and having maintained a satisfactory performance.

The renewal must be based on set criteria approved by the National Assembly or the provincial legislature, as the case may be to be used as performance measurement tool to assess commissioners. The successor Committee together with provincial legislatures has to urgently collaborate to develop set criteria to be used as measure for the renewability of the contract of commissioner before it lapses.

2.18 *Commission Reports debated in National and Provincial Parliament*
The PSC, together with the Committee, has to devise a strategy to ensure that specific recommendations emanating from the Commission's reports are tabled in the National Assembly for debating and processing. Tabling of the reports in the National Assembly will assist in the implementation of the recommendations and ensuring accountability. Parliament Committees would also be afforded an opportunity to acquaint themselves with Commission's recommendations, so that it is not the sole responsibility of the Portfolio Committee on Public Service and Administration to interrogate, monitor and follow up on these recommendations.

The successor committee has to ensure that critical PSC reports are debated and discussed in the National Assembly as a way of presenting the findings and recommendations of the PSC's work. Debated reports will assist in entrenching a culture of accountability by the Executive Authority.

3. Key challenges emerging

3.1 General

- (i) Amongst the key challenges emerging for the Committee was issues relating to the late submission of documentation by entities reporting to it. This impacted on the quality of the engagement and deliberations that the Committee was able to have.
- (ii) Changes to Parliamentary programme impacts directly on Committee programme resulting in postponement of meetings and objectives for a term not being met.

1. Introduction

It has become established practice for the Parliament committees at the end of term of Parliament to prepare "Legacy Report" reflecting on the work they have undertaken during the five-year period and highlighting achievements and areas of work that are outstanding, which a successor committee may wish to pursue.

1.1 Purpose of the Legacy Report

The main purpose of the Legacy Report of the Portfolio Committee on Public Service and Administration is to provide an account of the key achievements and challenges in the implementation of the Committee five-year Strategic Plan 2020 -2025. In developing the Strategic Plan, the Committee considered government priorities, departments as well as entities reporting under strategic plans and aspirations of the 06th Parliament with regards to the oversight focus areas.

Secondly, the report will document any significant committee initiatives that remain incomplete at the end of the 6th Democratic Parliament. These will serve as the basis for consideration of such matters and will inform decisions on how the successor committee will address them in the 7th Parliament. The report will in no way be prescriptive to the successor committee of 7th Parliament

but is intended to provide continuity so that gains and progress made by the Committee of 6th Parliament are leveraged for the advancement of the 7th Parliament.

2. Background

In July 2019, the sixth democratic Parliament constituted its committees and assigned Members of Parliament of the National Assembly to various committees. On 02 July 2019, the Committee has through National Assembly Rule 158 mandate committees to appoint among its members to be the Chairperson of the Committee. The Chairperson of the Committee was duly elected which means the business of the Committee as mandated commenced. The Committee mandate was to oversee the Department of Public Service and Administration and its entities, as well as Public Service Commission. The mandate also covered the Department of Planning, Monitoring and Evaluation, and its entity (Brand SA), as well as Statistics South Africa.

The Committee considered the Legacy Report of the fifth democratic Parliament prior commencing with its work. A strategic plan and annual performance plan were developed for the Committee to guide the oversight mandate over the journey of the sixth Parliament. As the Committee was gearing up for implementing its mandate, in 2019 the world experienced Coronavirus Pandemic which has hit all countries.

In March 2020, His Excellency President Ramaphosa announced the placing of the country under hard lockdown due to the COVID-19 pandemic as a way of protecting life of the citizens. Parliament committee oversight was also hindered by the hard lockdown and Parliament resorted to a new hybrid working model to hold Members of the Executive accountable for their actions. COVID-19 pandemic impacted on the allocation of budgets to fund the overburdened healthcare services and fight poverty as many people lost employment during the pandemic.

3. Department/s and Entities falling within the committee’s portfolio

The 6th Parliament has given the Portfolio Committee the responsibility to oversee the Department of Public Service and Administration and the Department of Planning, Monitoring and Evaluation together with entities falling within abovementioned departments. Towards the end of 6th Parliament, the National Assembly decided to split the Committee by separating the Planning, Monitoring and Evaluation sector to be a fully-fledged committee from August 2023. Therefore, the Legacy Report will not cover aspects of the Department of Planning Monitoring and Evaluation. The following departments and entities including the institution created through Chapter 10 of the Constitution are as follows:

Name of the Entity	Role of the Entity
Department of Public Service and Administration	The Department’s mandate is to implement and coordinate interventions aimed at achieving an efficient, effective and development-oriented public service, which is an essential element of a capable and developmental state as envisioned in the National Development Plan.
Public Service Commission	The Commission derives its mandate from Section 195 and 196 of the Constitution, which sets out the values and principles governing public administration. The PSC is vested with custodial oversight responsibilities in the public service, and it monitors, evaluates and investigates public administration practices, with a view to making recommendations to Parliament and the Executive regarding these practices
National School of Government	The National School Government (NSG) derives its mandate from the Public Service Act. The School is mandated to provide training or effect the provision of training. The NSG aims to enhance capacity of all public servants at all levels to perform effectively and efficiently, develop and use assessment mechanisms to build confidence in the recruitment processes of the public service. Subsequently, the School develops training programmes specific to the needs of the public

	service with a view to addressing the skills shortages and improving service.
Centre for Public Service Innovation	The responsibility for the public sector innovation is vested in the Minister of Public Service and Administration, in terms of section 3(1)(i) of the Public Service Act (1994). The Centre for Public Service Innovation (CPSI) unlocks, entrenches, and nurtures the culture of innovation within the public sector for improved performance and productivity. Therefore, the CPSI guides the process of unearthing and exploiting innovative, efficient, and effective solutions needed to ensure successful delivery on government priorities by reducing time and cost to deliver on a service.

4. Function of the committee

Parliamentary committees are mandated to:

- Monitor the financial and non-financial performance of government departments and their entities to ensure that national objectives are met.
- Process and pass legislation.
- Facilitate public participation in Parliament relating to issues of oversight and legislation.

5. Method of work of the committee (if committee adopted a particular method of work e.g. SCOPA.)

The Committee has an overarching mandate over the implementation of the public service and administration policies and legislations in the public service. The Committee has over the past years conducted an oversight over the entire departments on focus areas relating to administration of the department governed by the policies and legislation developed by the Department of Public Service and Administration. All government departments were invited to the committee in case a certain report identify oversight areas which needed the department to account and clarify. The Committee developed a tracking tool mechanism to track the implementation of its recommendations. The tracking tool comprises of recommendations made during the budget reports, oversight visit reports, workshop, and Budgetary Review Recommendations Reports (BRRR).

6. Reflection on committee programme per year and on whether the objectives of such programmes were achieved.

a. 2019: During this period the Portfolio Committee dealt with the Following:

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| 2-Jul-19 | Election of Chairperson |
| 3-Jul-19 | DPME, Stats SA, Brand South Africa, GCIS and MDDA 2019/20 Annual Performance Plans |
| 8-Jul-19 | Stats SA, DPME and DPSA budget: Committee Reports |
| 21-Aug-19 | Legacy Report and Sectoral Overview, Department and PSC Quarterly Performance Reports |
| 28-Aug-19 | Statistics South Africa and DPME Quarter 1 performance; with Minister |
| 4-Sep-19 | StatsSA and AGSA on their mandates and recent developments |
| 11-Sep-19 | Reconfiguration of government; Performance Management and Development System; PSC Commissioner vacancy, with Minister |
| 18-Sep-19 | Frontline Monitoring and Citizen Based Monitoring Tools; Performance Agreements of Heads of Department |
| 8-Oct-19 | Brand South Africa, GCIS, MDDA, Stats SA 2018/19 Annual Reports, with AGSA and DPME input |
| 9-Oct-19 | Audit outcomes: DPSA, PSC, CPSI, NSG: AGSA briefing; BRRR recommendations; with Minister and Deputy Minister |
| 15-Oct-19 | Budgetary Review Recommendations Reports; Third Term Committee Programme |
| 16-Oct-19 | Stats SA, DPME and DPSA Budgetary Review and Recommendations Report |
| 17-Oct-19 | PSC Commissioner vacancy: criteria and process for shortlisting of candidates |
| 22-Oct-19 | PSC Commissioner vacancy: shortlisting for interviews |
| 23-Oct-19 | Revitalisation of Distressed Mining Communities: DPME progress report; with Deputy Minister |

- 31-Oct-19 Interviews for filling PSC Commissioner vacancy Day 1
- 1-Nov-19 Interviews for filling PSC Commissioner vacancy Day 2
- 6-Nov-19 Contract Appointments; Thusong Service Centres; Revised Ministerial Handbook, with Minister
- 6-Nov-19 Interviews for filling PSC Commissioner vacancy Day 3
- 13-Nov-19 Brand SA; 30-day payment of invoices; Performance Management Development System
- 14-Nov-19 Public Service Commissioner vacancy: nomination of recommended candidates
- 19-Nov-19 Public Service Commissioner recommendation
- 20-Nov-19 Office of Standards and Compliance; Public servants prohibited from doing business with state; Financial Disclosure Framework: progress reports; with Deputy Minister.
- b. 2020: During this period the Portfolio Committee dealt with the following:**
- 5-Feb-20 Orientation workshop on mandate and functions of Public Service Commission
- 19-Feb-20 DPME, Brand SA and Stats SA 2019/20 Quarter 2 and 3 performance; with Deputy Minister
- 26-Feb-20 DPSA, NSG and CPSI on Quarter 2 and 3 2019/20 performance
- 4-Mar-20 Director-General Turnover; Integrated Planning Framework Bill; Guide on Governance Practice for Executive Authorities and HODs; with Minister Mthembu
- 11-Mar-20 Disciplinary cases in the public service; Stats SA on legislative reform; DPME, DPSA and Stats SA Term 2 and 3 performance; with Deputy Minister
- 6-May-20 PSC and National School of Government 2020/21 Annual Performance Plan, with Deputy Minister
- 8-May-20 Statistics SA, Brand SA, DPME 2020/21 Annual Performance Plans; with Ministry
- 13-May-20 DPSA and CPSI 2020/21 Annual Performance Plans; with Deputy Minister
- 21-May-20 Public Service and Administration Budget: Committee Report
- 27-May-20 DPSA, DPME, PSC, NSG and Stats SA Budget: Committee Reports
- 11-Jun-20 DPSA on youth appointments in learnership, internship, artisan programmes; NSG on public service internships; with Ministry
- 19-Jun-20 DPME, Brand SA and Stats SA 2019/20 Quarter 4 Performance; with Deputy Minister
- 26-Jun-20 DPSA, NSG, PSC and CPSI 2019/20 Quarter 4 Report; with Deputy Minister
- 8-Jul-20 DPSA, NSG, PSC and CPSI Revised 2019/2024 Strategic Plan and APP for 2020/2021; with Minister
- 10-Jul-20 DPME, Brand SA and StatsSA Adjustment Budget and Revised Annual Performance Plan
- 15-Jul-20 DPSA, DPME, PSC, NSG and Stats SA Budget: Committee Reports
- 16-Jul-20 Adjustment Budget: Committee Reports
- 19-Aug-20 DPME: Implementation Policy on Performance Management for HoDs and DGs in public service and Monitoring reports for Phase 1 and 2 on COVID 19 studies; with Deputy Minister
- 26-Aug-20 DPSA E-government plan; disciplinary cases; suspensions, PSC Anti-Corruption Hotline; with Minister
- 2-Sep-20 Prohibition of public servants doing business with state; PSC Commissioner vacancy advert (subcommittee programme); with Deputy Minister
- 13-Oct-20 Stats SA, DPME and DPSA Budgetary Review and Recommendations Report
- 20-Oct-20 (Sub-Committee): Public Service Commissioner vacancy: shortlisting of candidates for interviews
- 28-Oct-20 National Spatial Development Framework; Integrated Planning Development Framework Bill; Budget Prioritisation Framework; with DPME Deputy Minister
- 2-Nov-20 (Sub-Committee) Public Service Commissioner vacancy: interviews day 1
- 3-Nov-20 (Subcommittee) Public Service Commissioner vacancy: interviews day 2
- 4-Nov-20 Local Government Management Improvement Model; District Development Model; Presidential Hotline in lockdown; with Deputy Minister

- 17-Nov-20 DPME, Brand SA and Stats SA Audit outcomes; DPME, Brand SA and Stats SA 2019/20 Annual Reports; with Deputy Minister
- 18-Nov-20 DPSA, NSG, CPSI and PSC Audit outcomes and 2019/20 Annual Reports; with Deputy Minister
- 24-Nov-20 (Subcommittee) Public Service Commissioner vacancy: Recommendation
- 25-Nov-20 DPSA, DPME, PSC and Stats SA BRRRs; PSC Vacancy: Recommendation and Committee Report

c. 2021: During this period the Portfolio Committee dealt with the following:

- 3-Feb-21 DPSA, CPSI, NSG and PSC Quarterly Reports; with Deputy Minister
- 10-Feb-21 DPME, StatsSA and Brand SA Quarter 1 and 2 2020/21 performance; with Deputy Minister
- 17-Feb-21 Public servants doing business with the state and Government Employees Housing Scheme; with Deputy Minister
- 24-Feb-21 Committee Reports on DPSA, DPME, PSC, Stats SA, Brand SA quarterly performance
- 3-Mar-21 Amendments to legislation; Impact of COVID on budget and provision of education, training: NSG briefing; with Minister
- 10-Mar-21 Performance Agreements of Accounting Officers for 2020/21; Filling Heads of Department posts; Brand SA update on challenges and suspended CEO; with Deputy Minister
- 17-Mar-21 Impact of budget shortfall on Stats SA; Committee Annual Report; with Deputy Minister
- 28-Apr-21 Public Service A/B and Public Administration Management A/B: briefing with Ministry
- 4-May-21 PSC and NSG 2021/22 Annual Performance Plans, with Ministry
- 5-May-21 DPSA, DPME, CPSI, StatsSA and Brand SA 2021/22 Annual Performance Plans and 2020-25 Strategic Plans; with Minister and Deputy Ministers
- 12-May-21 Budget Vote Reports considered
- 13-May-21 Budget Vote Reports adopted
- 26-May-21 Filling of HoD positions and compliance with Performance Management Development System Policy: NC, MP and NW Premier briefings
- 2-Jun-21 Ease of Doing Business Bill: DPME on SEIAS; PSC on public service financial misconduct in 2019/20; with Deputy Minister
- 23-Jun-21 Ease of Doing Business Bill [B6-2021]: public hearings
- 7-Jul-21 Ease of Doing Business Bill [B6-2021]: deliberations
- 18-Aug-21 Ease of Doing Business Bill: Committee Report; NW Provincial Departments on financial misconduct and progress with disciplinary cases; Establishment of Ethics & Disciplinary Unit; with Deputy Minister
- 25-Aug-21 Implementation of s100 intervention: DPME on lesson learnt and COGTA on new reforms; with Deputy Ministers
- 1-Sep-21 Integrated Medium-Term Strategic Framework Monitoring and Reporting System; with Deputy Ministers
- 10-Nov-21 PSC Board Vacancy; DPSA Portfolio Audit Outcomes; DPSA, PSC, NSG and CPSI 2020/21 Annual Report; with Minister and Deputy Minister
- 11-Nov-21 DPSA Portfolio Audit Outcomes; DPME, Brands SA and StatsSA 2020/21 Annual Report; with Deputy Minister
- 23-Nov-21 DPSA, NSG, DPME, PSC, Stats SA BRRR
- 24-Nov-21 Census 2022; HOD Performance Agreements; DPSA portfolio BRRRs
- 1-Dec-21 Recruitment and selection norms applicable in the Public Service; Training programmes aimed at developing public servants; African Charter on Statistics; with Minister and Deputy Minister

d. 2022: During this period the Committee dealt with the following:

- 25-Jan-22 (Subcommittee) Public Service Commission Vacancies: shortlisting of candidates
- 26-Jan-22 (Subcommittee) Renewability of Public Service Commissioner contract

1-Feb-22	(Subcommittee) Renewability of Public Service Commissioner contract
17-Feb-22	(Subcommittee) Public Service Commissioner Interviews Day 1
18-Feb-22	(Subcommittee) Public Service Commissioner Interviews Day 2
1-Mar-22	(Subcommittee): PSC Vacancies: deliberations and recommendation
2-Mar-22	PSC Vacancies: recommendation; DPME, StatsSA and Brand SA Quarter 1, 2 and 3 2021/22 performance; with Deputy Minister
9-Mar-22	DPSA, PSC, CPSI and NSG Quarter 1, 2 and 3 Performance; with Deputy Minister
16-Mar-22	Civil Servants Pension Redress Movement Petition; State of readiness to conduct lifestyle audits in the public service; PSC financial misconduct report; with Deputy Minister
23-Mar-22	Committee Reports on Department and entities quarterly performance
3-May-22	DPSA, PSC, NSG, CPSI 2022/23 Annual Performance Plan; with Minister
3-May-22	DPME, Brand SA and Stats SA 2022/23 Annual Performance Plan; with Minister
6-May-22	DPSA, PSC, NSG, DPME and Stats SA Budgets: Committee Reports
18-May-22	CENSUS 2022; NDP monitoring report; with Deputy Minister
25-May-22	GEMS on addressing findings in Adv Ngcukaitobi report; DPSA on success and challenges implementing Government Employees Housing Scheme; with Deputy Minister
1-Jun-22	Modernisation of the Presidential Hotline; Status report on HoD/DG 2021/22 performance evaluation and signing of performance agreements for 2022/23; Brand SA programmes initiated to market and attract investors to SA; with Deputy Minister
8-Jun-22	Public Administration Laws General A/Bill: input by DA MP Schreiber and Presidency; DPSA and PSC briefing on Public Service A/Bill, Public Administration Management Bill and Public Service Commission Bill; with Deputy Minister
24-Aug-22	DPSA briefing on discipline management: effective management and challenges with regards to senior management; with Deputy Minister
31-Aug-22	Public Administration Laws General Amendment Bill: public hearings; Bill deemed undesirable
14-Sep-22	National Macro Organisation of Government Report; Turnaround time for payment of pension fund for retired public servants; with Deputy Minister
21-Sep-22	30-day payment of valid invoices to service providers; Public Administration Laws General Amendment Bill
11-Oct-22	Public Service Portfolio Audit Outcomes; DPME, Brand SA and Stats SA Annual Reports 2021/22; with Deputy Minister
12-Oct-22	Public Service Portfolio Audit Outcomes; DPSA, CPSI, NSG and PSC Annual Reports 2021/22; with Minister and Deputy Minister
18-Oct-22	Consideration of BRRRs: DPSA, NSG, DPME, PSC and StatsSA
19-Oct-22	Adoption of BRRRs: DPSA, NSG, DPME, PSC and StatsSA
2-Nov-22	Recruitment and professionalisation in the public service: PSC, DPSA and NSG input; Integrated Public Service Month; with Minister
9-Nov-22	Piloted District Development Model in three district municipalities; Policy Framework on the Integrated Planning to improve institutionalisation and harmonisation in the planning system; with Deputy Minister
16-Nov-22	Report on employee development in the public service; Framework for Monitoring of Compliance with Public Administration Legislative Framework; with Deputy Minister
23-Nov-22	Payment of invoices within 30 days: DWS, DPWI and LP, FS and NC Premiers' Offices; with Ministers
29-Nov-22	Public Service Commission Vacancy: Committee Programme

e. 2023: During this period the Portfolio Committee dealt with the following:

14-Feb-23	PSC Vacancy: Shortlisting of candidates for interviews
22-Feb-23	DPSA, CPSI, PSC, DPME, Brand SA and Stats SA Q1, 2 and 3 2022/23 Performance; with

	Deputy Ministers
1-Mar-23	Lifestyle Audits; Financial Disclosures; Public Service Complaints; with Deputy Minister
8-Mar-23	PSC Vacancy: Interviews
15-Mar-23	Postponed: Operation Phakisa: monitoring report, deliverables, and impact on job creation
20-Apr-23	(Subcommittee) PSC Vacancy: Recommendation
2-May-23	DPSA, PSC, NSG and CPSI 2023/24 Annual Performance Plans; PSC Vacancy Report; with Ministry
3-May-23	DPME, Brand SA and Statistics SA 2023/24 Annual Performance Plans; with Minister and Deputy Ministers
5-May-23	Statistics SA, DPSA, PSC, NSG and DPME Budgets: Committee Reports
17-May-23	Framework Towards Professionalisation of the Public Sector: NSG, PSC and DPSA briefing
24-May-23	Election of Committee Chairperson; DPME Briefing on Operation Phakisa and Medium Term Strategic Framework (MTSF) Monitoring Report 2019- 2024
31-May-23	Financial Disclosure Framework and Lifestyle Audits Framework: engagement with DPSA, PSC and Northern Cape Government; with Minister
7-Jun-23	Public Service A/B and Public Administration Management A/B: DPSA briefing; Committee Oversight visit Reports; with Deputy Minister
6-Sep-23	Thusong Service Centre Programme; Virtual Thusong Service Centre for the Northern Cape; with Deputy Minister
13-Sep-23	Public Administration Management A/B and Public Service A/B: summary of public submissions received; with Deputy Minister
20-Sep-23	Innovative solutions for e-government services; Interventions to improve the system downtime and impact on service delivery in the public sector; with Minister and Deputy Minister
11-Oct-23	DPSA Portfolio Audit Outcomes; DPSA, CPSI, NSG & PSC 2022/23 Annual Reports, with the Ministry
17-Oct-23	Public Administration Management Amendment Bill: public hearings
18-Oct-23	Public Service Amendment Bill and Public Administration Management Amendment Bill: public hearings; and BRRRs for the DPSA, NSG and PSC
25-Oct-23	Public Service A/B and Public Administration Management A/B: Department response to public submissions; with Deputy Minister
31-Oct-23	Public Service A/B and Public Administration Management A/B: Office of the Chief State Law Advisor (OCSLA) on constitutionality of bills and NSG Input; with Deputy Minister
1-Nov-23	Public Service A/B: Public Hearings Report, Motion of Desirability and Deliberations
8-Nov-23	Public Administration Management A/B: Public Hearings Report, motion of desirability and deliberations
15-Nov-23	Public Administration Management A/B; Public Service A/B: proposed amendments approval
22-Nov-23	DPSA briefing on achievements made in implementing the targets and deliverables contained in the MTSF; PSC Members Handbook

6.6. 2024: During this period the Portfolio Committee dealt with the following:

14-Feb-24	PSC Bill: PSC briefing; PAM A/B Bill and Public Service A/B: finalisation; Committee Annual and Legacy Report; with Deputy Minister
20-Feb-24	NSG, CPSI and PSC 5-year performance achievements and failures, with Minister and Deputy Minister
28-Feb-24	DPSA, NSG, CPSI and PSC Q1-3 2023/24 Performance, with Deputy Minister
6-Mar-24	PSC Report on the Job Performance of Senior Management Service; Implementation Strategy and Monitoring Framework of the National Framework towards Professionalising the Public Sector; with Ministry
13-Mar-24	Digital Government Policy Framework; Public Service Recruitment Monitoring and Oversight Tool
20-Mar-24	DPSA Monitoring Tool
27-Mar-24	Committee Annual Report; Committee Legacy Report

7. Key Statistics

The table below provides an overview of the number of meetings held, legislation and international agreements processed, and the number of oversight trips and study tours undertaken by the Committee, as well as any statutory appointments the Committee made, during the 2019-2024 term:

Activity	1 st year 2019	2 nd year 2020	3 rd year 2021	4 th year 2022	5 th year 2023	Total
Meetings held	16	26	26	31	33	132
Legislation processed	0	0	0	3	3	3
Oversight trips undertaken	0	0	0	1	1	2
Study tours undertaken	0	0	0	0	0	0
International agreements processed	0	0	0	0	0	0
Statutory appointments Processed	0	0	0	1	1	2
Intervention Considered	0	0	0	0	0	0
Petitions Considered	0	0	1	0	0	1

8. MEMBERS OF THE COMMITTEE

a. The Committee comprised of 11 Honourable Members of Parliament, listed here below:

NAME	OCCUPATION	POLITICAL PARTIES
1. Hon T Mgweba	Committee Chairperson	ANC
2. Hon MS Kibi	Member	ANC
3. Hon MM Ntuli	Member	ANC
4. Hon GN Nkgweng	Member	ANC
5. Hon VP Malomane	Member	ANC
6. Hon ST Maneli	Member	ANC
7. Hon J Nothnagel (Dr)	Member	ANC
8. Hon LA Schreiber (Dr)	Member	DA
9. Hon T Halse	Member	DA
10. Hon RN Komane	Member	EFF
11. Hon Inkosi RN Cebekhulu	Member	IFP

In 6th Parliament, the Committee had two Chairpersons by the name of Mr Tyoty James, MP, who was succeeded by the current Chairperson Ms Teliswa Mgweba, MP. There was a stability in the Committee in this term of Parliament, however few members were also redeployed to other committees such as Ms RMM Lesoma, MP; Dr M Gondwe, MP, Ms MO Clarke, MP, Ms CCS Motsepe, MP, Mr Z Mbhele, MP, Mr J McGluwa, MP and Ms MO Mokause, MP. Mr CHM Sibisi, MP and Ms BJ Maluleke, MP, passed away.

9. Stakeholders

The Committee engaged with several stakeholders in the 6th Parliament. These varied between individual experts, think tanks and organised labour on numerous issues impacting on the work of the sector.

10. Briefing and/or public hearings

The Committee held numerous public hearings when processing the following Bills: Ease of Doing Business Bill, Public Administration Laws General Amendment Bill, Public Administration Management Amendment Bill, Public Service Amendment Bill, and Public Service Commission Bill. Most of public participation engagements were held within the Parliament precinct due to the nature of the bills as they were more administrative, oversight, and management based. They do not affect provinces and the public, except the public servants.

11. Legislation

The following pieces of legislation were referred to the committee and processed during the 6th Parliament:

Year	Name of Legislation	Tagging	Objectives	Completed/Not Completed
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Year	Name of Legislation	Tagging	Objectives	Completed/Not Completed
2019	None	None	None	None
2020	None	None	None	None
2021	(1) Ease of Doing Business Bill [06 – 2021]	Section 75	<ol style="list-style-type: none"> 1) This Bill seeks to provide for the assessment of regulatory measures developed by the Executive, members and committees of Parliament and self-regulatory bodies. This assessment will consider the socio-economic impact of regulatory measures, including the detection and reduction of red tape and the cost of red tape for businesses. 2) The Bill furthermore seeks to provide for the establishment of an administrative unit to assist the Executive, members of Parliament, committees of the Houses and self-regulatory bodies in this process and sets out its functions and powers. 3) The Bill also seeks to provide assistance to businesses in overcoming red tape and other challenges. The Bill sets out the procedural aspects of regulatory impact assessments, including mapping of legislation, conducting regulatory impact assessments, preparing regulatory impact statements and the evaluation of existing regulatory measures by the Executive and self-regulatory bodies. 4) The Bill lastly provides for exemptions of these processes. 	Adopted and ATCed
	(2) Public Administration Laws General Amendment Bill [B 16 - 2021]	Section 76	<ol style="list-style-type: none"> 1) The Public Service Act, 1994, so as to insert and delete definitions; to provide for the duty to report to the Commission when an executive authority or head of department acts on a direction of the Commission; to provide that special service benefits to heads of departments are not permissible on dismissal of a head of department; to 	Adopted and ATCed

Year	Name of Legislation	Tagging	Objectives	Completed/Not Completed
			<p>provide for clarity in respect of directions and recommendations made by the Commission; to provide for the limitation of political rights under certain circumstances; to remove the Commission from the ambit of the Public Service Act, 1994 (Proclamation No. 103 of 1994).</p> <p>2) The Public Service Commission Act, 1997, so as to insert and amend definitions; to elucidate the power of the Commission to give directions related to recruitment, transfers, promotions, and dismissals; to grant the Commission the power to take remedial action; to provide for the Office of the Commission, its human resources, administration and management; to provide for delegations by the executive authority.</p> <p>3) The Public Administration Management Act, 2014, so as to require the Minister to obtain the concurrence of the executive authority of the Public Service Commission in respect of a directive to be applicable to the Office of the Public Service Commission</p>	
2022	None	None	None	None
2023	(1) Public Administration Management Amendment Bill [B10 -2023]	Section 76	<p>1) The main objects of the Bill are to improve service delivery through the alignment of human resource, governance, and related arrangements in the three spheres of government.</p> <p>2) To further provide for the transfer and secondment of employees, to provide clarification regarding the prohibition against employees conducting business with an organ of state.</p> <p>3) To provide for the constitution of the National School of Government as a national department, to remove</p>	Finalized in 2024

Year	Name of Legislation	Tagging	Objectives	Completed/Not Completed
			unjustifiable disparities across State institutions and to provide for the co-ordination of mandating processes for collective bargaining in the public administration.	
	(2) Public Service Amendment Bill [B13-2023]	Section 76	<ol style="list-style-type: none"> 1) To amend the Public Administration Management Act, 2014, so as to further provide for the transfer and secondment of employees. 2) To provide clarification regarding the prohibition against employees conducting business with organs of state. 3) To provide for the National School of Government to be constituted as a national department. 4) To provide for the removal of employment disparities across the public administration. 5) To provide for the co-ordination of the mandating process for collective bargaining in the public administration. 6) To amend the Schedule so as to effect certain consequential amendments; and to provide for matters connected therewith. 	Finalized in 2024
	(3) Public Service Commission Bill [30 – 2023]	Section 76	<ol style="list-style-type: none"> 1) To repeal the Public Service Commission Act, 1997, and to promulgate a new Public Service Commission Act that will regulate the Public Service Commission in accordance with the provisions of section 196 of the Constitution. 2) To regulate the process for the appointment of commissioners of the Commission. 3) To provide for the establishment of the Secretariat of the Commission. The Office of the Public Service Commission, which supports the Commission, is defined as a department in schedule 1 to the Public Service Act, 1994. The Bill seeks to establish the 	The Bill was presented to the Committee, unfortunately it was not finalized in the sixth Parliament.

Year	Name of Legislation	Tagging	Objectives	Completed/Not Completed
			administrative support of the Commission as a Secretariat led by a Chief Executive Officer that reports directly to the Commission. 4) To provide for the Commission to fulfil its constitutional mandate in respect of local government and public entities. 5) To provide for matters incidental thereto.	

a) Challenges emerging

The following challenges emerged during the processing of legislation:

- There were no challenges experienced during the processing of the legislation, except certain political parties reserving their rights to the Bills.

b) Issues for follow-up

The 7th Parliament should consider following up on the following concerns that arose:

- Oversight on the Professionalisation Framework of the Public Service to ensure that it yields desired results and impact.
- Further ensure oversight on the implementation of the amended legislation and finalising the outstanding Bill.
- Mulling on the idea of a centralised discipline management strategy.
- Implementation of outstanding issues or incomplete programmes of the National Development Plan 2030.

12. Oversight trips undertaken.

The following oversight trips were undertaken:

Date	Area Visited	Objective	Recommendations	Responses to Recommendations	Follow-up Issues	Status of Report
19 – 22 April 2022	Gauteng Province	1) To assess the level of compliance of Batho Pele principles as guided by section 195 of the Constitution. 2) Verify whether centres were capable and responsive to the	Reports available.	Gauteng Province has not been invited to brief the Committee on the responses.		Adopted and ATCed

Date	Area Visited	Objective	Recommendations	Responses to Recommendations	Follow-up Issues	Status of Report
		<p>needs of the citizens.</p> <p>3) Evaluate whether services provided were of quality to the citizens.</p> <p>4) Assess the effectiveness and efficiency of the regional offices in mainstreaming and facilitating youth development issues locally.</p>				
28 – 31 March 2023	Northern Cape & Free State Province	<p>1) To determine the state of the Thusong Service Centres in better responding to the needs of communities.</p> <p>2) To monitor compliance with Batho Pele principles as guided by section 195 of the Constitution.</p> <p>3) To assess working conditions of the frontline service officials.</p> <p>4) To monitor</p>	Reports available.	Northern Cape Office of the Premier was invited to further provide more detail clarification on the lifestyle audits which has adopted different approach as compared to norms and standards developed by the DPSA.		Adopted and ATCed

Date	Area Visited	Objective	Recommendations	Responses to Recommendations	Follow-up Issues	Status of Report
		and assess the implementation of Lifestyle Audit on the Provincial Level				

a) Challenges emerging

The following challenges emerged during the oversight visit:

- None

b) Issues for follow-up

The 7th Parliament should consider following up on the following concerns that arose:

- The Office of the Premier - Northern Cape suggesting reforms on lifestyle audits.
- Manne Dipico Tertiary Hospital status in terms of human resources and Batho Pele Principles.
- Issues with regards to the ineffectiveness of the Thusong Service Centres across the country.

13. Study tours undertaken

The following study tours were undertaken:

Date	Places Visited	Objective	Lessons Learned	Status of Report
None	None	None	None	None

a) Issues for follow-up

The 7th Parliament should consider following up on the following concerns that arose:

It should be noted that the last time the Portfolio Committee on Public Service and Administration undertook a Study Tour was in 2012. Its over 12 years without study tour for the committee. In every term of Parliament, the Committee has submitted applications to the high echelons of the institution, and all were not successful, even when there was no legislation before the Committee. Parliament must come up with fair approach of ensuring all committees undertake study tours at the first two years of their establishment. Study tours undertaken towards end of term of Parliament are meaningless and do not add any value to the work of committees. This issue must be discussed at Committee Chairpersons' Forum so that committees are treated equally. The Committee has a transversal mandate to oversee the entire public service governance, therefore Parliament has to ensure that the committee is well capacitated through study tours.

14. Statutory appointments

The following appointment processes were referred to the committee and the resultant statutory appointments were made:

Date	Type of appointment	Period of appointment	Status of Report
November 2020	Public Service Commission: National Commissioners (1 Commissioner)	Five Years	Adopted and ATCed
March 2022	Public Service Commission: National Commissioners (3 Commissioners)	Five Years	Adopted and ATCed
May 2023	Public Service Commission: National Commissioners (1 Commissioner)	Five Years	Adopted and ATCed

a) Challenges emerging

The following challenges emerged during the statutory appointments:

- Renewal of contract of the PSC Commissioner due to the expiry of the contract which was no longer renewable as per the legal opinion.
- Technical and internal Parliamentary processes and Covid 19

b) Issues for follow-up

The 7th Parliament should consider following up on the following concerns that arose:

- The Public Service Commission Bill should clarify the renewal process of Commissioners' term and a system of measuring individual performance.

15. Other matters referred by the Speaker/Chairperson (including recommendations of the High-Level Panel and State Capture)

The following other matters were referred to the committee and the resultant report was produced:

Date of referral	Expected report date	Content of referral	Status of Report
14 April 2021	No Report required	(Civil Servants Pension Redress Movement) Government Employees who were discriminated against under apartheid to qualify for pension redress benefits	<ul style="list-style-type: none"> • The Committee dealt with the matter and advised the Organisation to address this matter through Courts.
31 January 2023	Quarterly	Parliament's Implementation Plan to give effect to the Recommendations in the Report of the Judicial Commission of Inquiry into allegations of State Capture, Corruption	<ul style="list-style-type: none"> • The Report recommends the ATC be redirected to the relevant Committee of Standing Committee on Finance and Presidency not PC on Public Service & Administration. • The Report is available and was processed through the Unit Manager to the Office of the Speaker.

Date of referral	Expected report date	Content of referral	Status of Report
		and Fraud in the Public Sector, including Organs of State	

a) Issues for follow-up

The 7th Parliament should consider following up on the following concerns that arose.

The successor Committee has to follow up on the issues raised with regard to State Capture Commission Report, more particularly the President Implementation Report. The Department of Public Service and Administration has created an enabling environment by amending key legislation to be aligned with the State Capture Commission of Inquiry, among which was to build professional public sector.

16. Committee Strategic Plan

The Committee had a draft strategic plan for the period under review (refer to attachment).

17. Conclusion

In conclusion, the Portfolio Committee would like to express appreciation for the work of the departments accounting to it. Furthermore, it thanks the leadership in the form of Ministers and Deputy Ministers of the Department of Public Service and Administration and its entities for implementing the mandate of their respective departments. The Committee thanked the Chairperson and Deputy Chairperson of the Public Service Commission, including all commissioners for providing the committee with reports to hold members of the executive authority accountable on their performance.

Lastly the Chairperson of the Committee appreciated the work of Members of the Committee and Support Staff for ensuring that the work of Parliament was rendered effectively and efficiently till the end of sixth Parliament. Furthermore, the Portfolio Committee wishes the successor Committee the best in taking the work of the Portfolio Committee on Public Service and Administration forward.