



Custodian of Good Governance

**PRESENTATION TO THE PORTFOLIO COMMITTEE ON
PUBLIC SERVICE AND ADMINISTRATION**

**PUBLIC SERVICE COMMISSION
PSC ANNUAL REPORT 2008/09**

28 October 2009

OVERVIEW OF PRESENTATION



- INTRODUCTION
- PROGRAMME PERFORMANCE
 - ▣ Programme 1: Administration
 - ▣ Programme 2: Leadership and Management Practices
 - ▣ Programme 3: Monitoring and Evaluation
 - ▣ Programme 4: Integrity and Anti-corruption
- CONCLUSION

Annual Report 2008/2009

INTRODUCTION

- The Public Service Commission (PSC) is an independent and impartial body created by the Constitution to enhance excellence in governance within the Public Service
- The PSC promotes the constitutionally enshrined democratic principles and values in the Public Service by investigating, monitoring, evaluating, communicating and reporting on public administration
- This presentation reflects on the PSC's annual report for the 2008/09 financial year

Promoting professional ethics

Efficient, economic and effective use of resources

Development-oriented

Delivers services fairly and equitably

Public participation

Accountability

Transparency

Good HR management and career development

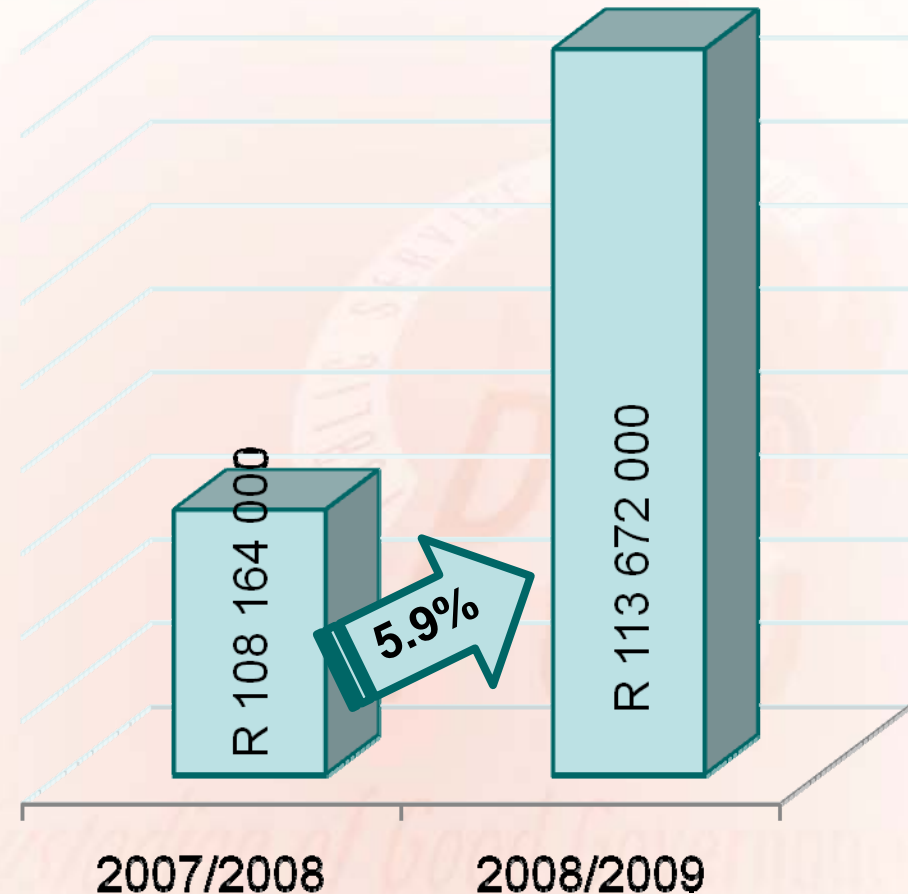
Representivity

PROGRAMME 1: ADMINISTRATION

- The purpose of this programme is to manage, organise and provide administrative support to the PSC and its Office

FINANCE

- Sound financial management is key to the PSC and this is demonstrated by unqualified audits year in and year out
- The PSC again received an unqualified audit with no matters for emphasis reported
- For the financial year 2008/09 the PSC's Vote 9 received R113,672 mil



PROGRAMME 1: ADMINISTRATION (cont)

FINANCE

- During the 2008 Budget process departments were requested by National Treasury to budget at 6% for the annual salary increases. However, a 10.5% increase came into effect. An additional amount of R2.5 mil was received from National Treasury for the salary increases. The shortfall of R1.594 mil following the 10.5% increase had to be funded from savings
- As a result of the improved conditions of service for members of the SMS in September 2008, the PSC experienced another shortfall of R975 564.00 which had to be funded from savings
- The budget of the PSC in relation to goods and services for the 2008/09 financial year was reduced by R1.209 mil
- The PSC further tightened the monitoring of its expenditure to the extent that 99.99% of its total budget allocation was spent
- Funds surrendered to National Treasury amounted to R15 857

PROGRAMME 1: ADMINISTRATION (cont)

HUMAN RESOURCES

- The approved staff establishment is 248 (including Commissioners)
- The vacancy rate as at 31 March 2009 was 26 posts (10.5%)
- The vacancy rate is attributed to a hold on the filling of some posts due to budgetary constraints
- Females represent 43% of the total staff complement of SMS members
- People with Disabilities comprise 2.7% of the staff complement. The PSC therefore exceeded the national target of 2% by 0.7%
- All SMS members submitted Performance Agreements (PAs) and employees on levels 12 and below submitted workplans
- Half yearly and annual performance assessments were undertaken

COMMUNICATION

- The PSC has attempted to ensure that its research work reaches a wider audience through the media, roundtable discussions and exhibitions
- Produced an external magazine focusing on the theme: *Public participation – a key to effective service delivery*

PROGRAMME 2: LMP

LEADERSHIP AND HUMAN RESOURCE REVIEWS

REPORTS FINALISED

- Evaluate selection processes of selected national and provincial departments against best practice
 - Implementation of the PMDS for SMS in the Northern Cape
 - Analysis of Performance Agreements as a performance management tool
 - Analysis of key Public Service leadership issues arising from deliberations of Heads of Department Evaluation Panels
- Fact sheet on the submission of PAs for the 2008/09 financial year
 - By 30 June 2008 –
 - 9 (33%) of the national HoDs PAs were received
 - 36 (51%) of provincial HoDs PAs were received
 - Guidelines for the Evaluation of HoDs for the financial year 2007/2008
 - In respect of the HoD evaluation process for the financial year 2007/08 –
 - 36% compliance at national level
 - 18% compliance at provincial level
 - Fact sheet on the implementation of the HoD evaluation framework
 - Founding document on Organizational Performance Assessment

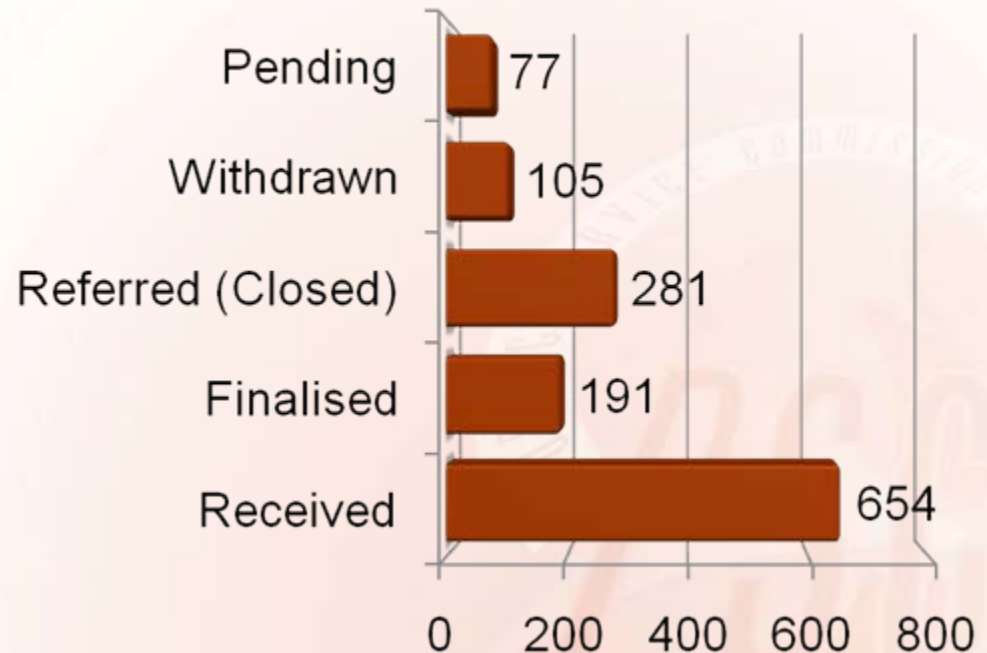
PROGRAMME 2: LMP

LABOUR RELATIONS IMPROVEMENT

REPORTS FINALISED

- Trends analysis on grievance resolution in the Public Service
- Report on the consistency of sanctions on misconduct in the Public Service

- Status and number of grievances handled by the PSC for 2008/09



- Preparations for the hosting of the 2nd Biennial Labour Relations Conference commenced

PROGRAMME 3: M&E

GOVERNANCE MONITORING

REPORTS FINALISED

- 2009 SOPS Report
- Fifth Consolidated Public Service Monitoring and Evaluation System Report Research Cycle 2007/2008
- Evaluation of the Integrated Sustainable Rural Development Programme
- Impact assessment of the work of the PSC
- Meta-evaluation of the Mid-Term Review of the Expanded Public Works Programme

- Theme for 2010 SOPS: *Integration, Coordination and Effective Public Service Delivery*
- 25 reports evaluating department's adherence to the Constitutional Principles of Public Administration sent to departments
- Roundtable on the critical review of the 2008 SOPS Report
- Dialogues on Poverty Reduction Strategies and Interventions held in August and November 2008

PROGRAMME 3: M&E

SERVICE DELIVERY AND COMPLIANCE EVALUATIONS

REPORTS FINALISED

- Report on the Assessment of the Quality of Support provided by the Departments of Health to Emergency Medical Service Practitioners
- Consolidated Report on Inspections in the Department of Education
- Assessment of Public Participation Practices in the Public Service
- Assess the Implementation of the Batho Pele principle of Information
- Assess the Implementation of the Batho Pele principle of Courtesy
- Report on the Evaluation of Service Delivery at the Department of Home Affairs: Visa Applications and Port Control
- Inspection reports on Service Delivery Inspections conducted in the South African Police Service
- Internal report on an Investigation into Governance Alert Systems in the Public Service
- Protocol on providing support to departments

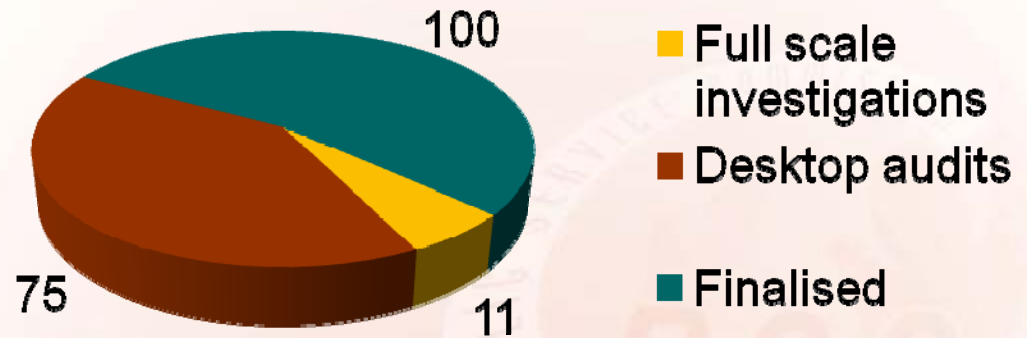
PROGRAMME 4: IAC

PUBLIC ADMINISTRATION INVESTIGATIONS

REPORTS FINALISED

- Trend Analysis on complaints lodged with the PSC during the 2007/08 financial year
- Report on Financial Misconduct for the 2007/08 financial year
- Management of Job Applicants with a Criminal Record in the Public Service

- Status of the 186 complaints lodged with the PSC in terms of the Complaints Rules



- Status of complaints lodged with the PSC in terms of the NACH (not corruption related)
 - Since the inception of the NACH **1348** cases were lodged (**208** complaints lodged during the 2008/09 financial year)
 - **129** complaints were closed
 - **774** complaints in progress

PROGRAMME 4: IAC

PROFESSIONAL ETHICS

REPORTS FINALISED

- Overview of the Implementation of the Financial Disclosure Framework: Financial Year 2007/08
- Second Biennial Report on Measuring the Effectiveness of the National Anti-Corruption Hotline
- Assessment of Professional Ethics in the Limpopo Provincial Administration
- Joint research initiative to evaluate the implementation by the Executive of resolutions made by parliament and its committees pertaining to corruption

- Factsheet on Monitoring Compliance with the Requirements of the Financial Disclosure Framework for the 2007/2008 Financial Year
- Scrutiny of financial disclosures commenced
- As at 31 March 2009 a total of 7127 forms (85%) were submitted and 1279 forms (15%) are outstanding
- Since the inception of the NACH in September 2004 up to 1 March 2009, 5832 cases of alleged corruption were lodged. In this financial year, 1038 cases were received, analysed and referred to departments.

REGIONAL INTEGRATION

ASSOCIATION OF AFRICAN PUBLIC SERVICES COMMISSIONS (AAPSCOMS)

- The launch of the AAPSComs and the first General Assembly was held from 16 to 18 February 2009 in Cape Town, South Africa
- The meeting unanimously appointed the Chairperson of the PSC, as the first President of the Association
- As the term of office of the President is attached to the Commission's membership to AAPSComs, the new Chairperson of the PSC will be the President of AAPSComs
- The Secretariat is the OPSC, which will be responsible for overseeing the day-to-day operations of the Association



REGIONAL INTEGRATION

CO-ORDINATION OF SUPPORT TO THE SOUTHERN SUDAN CIVIL SERVICE COMMISSION (SSCSC)

- Initial visit by the PSC delegation, led by the Chairperson, was undertaken in February 2008
- As a result of this visit a Memorandum of Understanding was signed between the PSC and the SSCSC
- The PSC provided a variety of support activities to the SSCSC in its efforts to put in place systems and programmes to execute its mandate
- The Southern Sudan Employee Justice Chamber (SSEJC) requested the PSC to assist them with training on handling of grievances. The training was conducted during the period 2-12 March 2009 at the OPSC



CONCLUSION

- The PSC has continued to be exemplary in the management of its financial resources, notwithstanding the reduction in our budget
- It is clear from the demands being placed on the PSC and its resources that the strategic role it plays within our democracy is increasingly being recognised and the value it adds is being appreciated
- The PSC will have to create a balance between increased demand and our current financial and human resource capacity and has already decided to undertake fewer projects in this financial year
- Given that Parliament is moving towards exercising greater scrutiny and oversight over the Executive, the PSC will continue to assist the Portfolio Committee in exercising its oversight responsibility



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THANK YOU!



www.psc.gov.za

National Anti-Corruption Hotline for the Public Services: 0800 701 701
