



MINISTRY  
PUBLIC SERVICE AND ADMINISTRATION  
REPUBLIC OF SOUTH AFRICA

**Budget Vote 2022**  
**Deputy Minister Public Service and Administration**  
**Dr Chana Pilane-Majake, MP**  
**Parliament of South Africa**  
**7 June 2022**

- **Programme Director**
- **Honourable Chairperson of NCOP Hon Amos Masondo**
- **Deputy Chairperson of the NCOP Hon Sylvia Lucas**
- **Members of the NCOP**
- **Minister for the Public Service and Administration, Hon. T Nxesi;**
- **All Public Servants;**
- **Fellow South Africans**

Honourable House Chairperson, in considering the strategic and annual performance plans of the entities of the Department of Public Service & Administration, the Committee emphasized that plans and budget allocations must serve the needs and aspirations of the citizens. This was expressed with the understanding that Budget allocation or sufficient Budget allocation serves as a key instrument for government to promote growth and development in South Africa. Budget allocation plays a critical role as an economic instrument of government across provinces to reflect on the country's socio-economic policy and priorities. The Budget serves as a vital tool to operationalise government

programmes towards the achievement of intended priorities. Without the budget, the annual performance plans remain a pipe dream.

## **DPSA**

The DPSA is mandated by Section 195(1) of the Constitution, which sets out basic values and principles that the Public Service should adhere to and the Public Service Act (PSA) of 1994, as amended. The PSA of 1994, takes care of dissolution of powers and control to provinces embolding responsibilities of the Minister for the Public Service and Administration which are amongst others:

- The Health and wellness of employees
- Electronic government and Information management in the public service.
- Integrity, ethics, anti-corruption;
- Transformation, reform, innovation and any other matter to improve the effectiveness and efficiency of public service.

Programmes of DPSA talks to:

1. Public Administration Policy formulating and implementing
2. Regulation and improvement of Public Service Conditions of Employment
3. Technological connectivity and digitization of government.
4. Ensuring Service Delivery Improvement through Batho Pele principles and ethical norms & standards

Connectivity and digitization of government remains a huge challenge that will be resolved by finalization of the Treasury engineered, technical Integrated Financial Management System.

**The ANC lead government through the DPSA has Intensified the fight against corruption by strengthening** Anti-corruption practises in the Public Service in the form of:

- Setting of Norms and Standards for Public Service of South Africa
- Appointment of Ethics Officers by all government departments to monitor and respond to corrupt practices.
- Life Style Audits for public servants comparing employee salaries to assets owned by public servants
- Launch of Ethical, Disciplinary & Integrity Technical Task Team that works jointly with civil society in building anti-corruption strategy in public service
- Protection of whistle-blowers – DPISA appreciates legislative amendment measures put in place by Doj in strengthening legislation such as the “Protected Disclosures Act” that promotes full protection of whistle blowers
- Fusion Centre that brings together all security agencies to intensify the fight against corruption
- Anti-Corruption hotline that is operated from the PSC
- Annual Declaration of interest by public servants to ensure that they are not conflicted and doing business with government.
- Improved consequence management practices such as ensuring that public servants who transgress the law and are sanctioned, do not manage to get their way back into public service.

The Department of Public Service and Administration’s overall budget allocation is R540.3 million in the financial year 2022/23, as compared to the adjusted allocation of R531.7 million in the financial year 2021/22.

## **PSC**

The PSC is an independent institution established in terms of Chapter 10 of the Constitution. It derives its mandate from Section 195 and 196 of the Constitution of the RSA which set out the values and principles governing public administration, as well as the powers and functions of

the PSC. The PSC is required by the Constitution to exercise its powers and to perform its functions without fear, favour or prejudice.

The PSC monitors, evaluates and investigates public administration practices. It also has the power to issue directions regarding compliance with personnel procedures relating to recruitment, transfers, promotions and dismissals.

## **CPSI**

The Centre for Public Service Innovation (CPSI) is established in terms of Section 7(a) listed in Schedule 3A of the Public Service Act, 1994, as amended and is an organ of state.

The mandate of the Centre for Public Service Innovation is to entrench solution oriented culture and practice of innovation in the public sector to improve public service delivery. Through its mandate, the CPSI contributes towards the building of a capable, ethical and developmental state through innovation or innovative solutions.

Some of the notable solution of CPSI are but not limited to Agritech solutions, COVID19 induced e-learning solutions, water filtering systems, fire prevention devices for informal settlements, personal safety and crime prevention solutions (memeza), Online Thusong Centre, hackathons, etc. CPSI unearths innovations towards improved public service. CPSI natures innovation in public service thus the annual awards for innovators. CPSI continues to grow a number of in-house software developers in government departments building solutions internally, at fraction of a price normally charged.

The overall budget allocation to the CPSI is R44.4 million in 2022/23 financial year, as adjusted from R42.5 million in 2021/22

## **NSG**

The National School of Government (NSG) draws its mandate from the Constitution, and with particular reference to Sec 195(1) (h), which stipulates that: “good human resource management and career-development practices, to maximise human potential, must be cultivated”. The NSG, thus draws its mandate from– the Public Service Act of 1994 as amended.

The NSG has to ensure that all of the basic values and principles are inculcated into the value system and performance of all public servants and representatives through education, training and development (ETD) initiatives.

The NSG seeks to improve the quality of public sector leadership and management by providing a range of programmes for senior managers, executives and public representatives in all spheres of government, public enterprises and organs of state. The NSG curriculum framework is made up of 152 accredited and non-accredited courses

The NSG, working jointly with the Department of Public Service and Administration (DPSA) and the Office of the Public Service Commission (OPSC) is finalising a national implementation framework for the professionalisation of the public service, as envisaged in the National Development Plan (NDP).

**Milestones to be noted:** The NSG will be launching the Executive Education Programmes in the 2022/23 financial year. A high rate of enrollment on Nyukela programme totals 11 668 public servants for the course and 6893 public servants have successfully completed the course.

The School's overall budget allocation is R228.1 million in financial year 2022/23

## **GOVERNMENT EMPLOYEES HOUSING SCHEME (GEHS)**

The GEHS was established after negotiations between the Employer and Labour which culminated in PSCBC Resolution 7 of 2015. The purpose of the Scheme is to assist government employees to access affordable housing through various interventions, including, administration of housing allowance, facilitating access to affordable housing finance, facilitation of the provision of the housing stock, enrolling employees into the scheme in order to aggregate demand and offer advice, education and counselling of employees with the aim of improving their chances to access homeownership.

As at 31 March 2022, a total of R14 billion (R14 879 522 719.16) was saved in the Individual Linked Savings Facility (ILSF) by approximately 208 047 employees. An average of R300 million (R341 808 858.14) is being saved in ILSF monthly. As at 31 March 2022, the number of employees who are receiving the housing allowance as home-owners has increased to 743 895 compared to 532 103 in 2015.

Through the GEPF/PIC funding arrangements, an **enrolment system** has been developed and employees are enrolled daily through the Call Centre, online or directly with the GEHS office.

Enrolment with the Scheme enables the profiling of employees to inform housing choices and/or solutions.

## **GEMS**

Performance of the well-established GEMS is our priority towards effective and efficient health care. It is now 16 years since GEMS was registered to meet the healthcare needs of public servants. GEMS has evolved with time and has grown from strength to

strength. Similarly, GEMS challenges have taken different shapes and forms but have not gone unresolved.