



## **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. In terms of the PSA, the Minister for the Public Service and Administration is responsible for establishing norms and standards relating to:

- The functions of the public service.
- Organisational structures and establishment of departments and other organisational and governance arrangements in the public service.
- Labour relations, conditions of service and other employment practices for employees in the public service.
- The Health and wellness of employees.
- Electronic government and Information management in the public service.
- Integrity, ethics, anti-corruption; and
- Transformation, reform, innovation and any other matter to improve the effectiveness and efficiency of the public service.

Programmes of DPSA that talks to the mandate as outlined above entails:

1. Formulating and implementing the Public Administration Policy
2. Regulating and improving Public Service Employment and Conditions of Service
3. Improving Public Service Information, Communication and Technology (ICT)
4. Ensuring Service Delivery Improvement - Improvement in service delivery also requires adherence to the Batho Pele principles and the Public Service Charter

**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 by all government departments of Ethics Officers 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 – DPSA appreciates 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

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.

In terms of Section 195 of the Constitution, the PSC is required to monitor and promote professional ethics in the Public Service while DPISA develops ethics, norms and standards for public service of South Africa. Given this Constitutional mandate, the PSC would raise ethics awareness through the promotion of Code of Conduct in the public service.

Public Sector National Anti-Corruption Hotline (NACH) is but one of other mechanisms monitored by PSC to prevent and combat corruption. The PSC monitors the investigation and resolution of the NACH cases. The purpose of the scrutiny of Financial Disclosure in the public service is to assess compliance by public servants with the requirement to disclose all financial interests and also establish if there are conflicted officials doing business with government.

The Gender and Disability Mainstreaming Programme of Action of the PSC monitors progress on inclusion targets of public service.

The Public Service Commission's overall budget allocation for 2022/23 is R288.4 million, as compared to R286.3 million in 2021/22 financial year.

## **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. CPSI has once more managed to get a 5th clean audit.

The CPSI delivers on its mandate through three sub-programmes that encourage co-development, implementation and replication of innovative service delivery solutions that deals with a myriad of service delivery challenges.

Some of the notable solution of CPSI are but not limited to hackathons Agritech solutions, COVID19 induced e-learning solutions, water filtering systems, fire prevention device for informal settlements, personal safety and crime prevention solutions (memeza), Online Thusong Centre 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

Programme 1: Administration

Programme 2: Public Sector Innovation

## **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

**Programme 1:** Administration

**Programme 2:** Public Sector Organisational and Staff Development

## **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 to 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 (IFLS) 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 and the maintenance

## **GEMS**

Performance of GEMS is our priority towards effective and efficient health care for the performance of GEMS is our priority. It is now 16 years since GEMS was registered on 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.

