



## REMARKS BY

**Mr Nyiko Mabunda, Acting DDG Human Resource Management and Development (HRMD) on behalf of**

**MS. YOLISWA MAKHASI:  
DIRECTOR-GENERAL, DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION (DPSA)**

**On the occasion of the Launch of the PSETA-TUT Future of Work in the Public Sector Institute**

**28<sup>th</sup> October 2022  
Pretoria, Hatfield**

### 1. SALUTATIONS

- Programme Director
- Acting Minister for the Public Service and Administration, Minister Nxesi

- Chairperson of the Public Service Education Sectoral and Training Authority (PSETA), Mr Thulani Tshefuta
- Mr Tilson Manyoni, Chairperson of Council of the TUT
- Deputy Vice Chancellor of the Tshwane University of Technology, Dr Vathiswa Papu-Zamxaka
- Chief Executive Officer of the Public Service Sector Education and Training Authority (PSETA) and Ms Bontle Lerumo
- Research Leader, Professor Mashupye Maserumule
- Senior Colleagues and public servants
- Avuxeni

## 2. INTRODUCTION

We appreciate the invitation to be part of this historical launch and commit the DPSA to be an active participant in the work to be undertaken to define the future.

Minister, the Future of Work in the Public Service requires partnerships that are collaborative in nature and can assist the government to not only know and prepare for the future but to define it. The most important way to do this, is to ensure that the public service is staffed by employees that have the right education, the right skills, the right competencies and they are in the right jobs.

Whilst COVID-19 brought many hardships, it also leapfrogged the public service and the world of work. All of us had to adapt to remote working; incorporate new tools of trade; organizations had to introduce new systems and processes to accommodate changes in the world of work.

The Constitutional Mandate of the Department of Public Service and Administration (DPSA) is to ensure that within public administration there is a functional Public Service for the Republic and it is equipped to dutifully execute the lawful policies of the government of the day. Furthermore. The DPSA is also responsible for leading and coordinating the development of a capable, ethical and developmental state, which requires it to have research capability to inform its actions.

### 3. PROFESSIONALISATION

The DPSA therefore requires partnerships that are informed by research and data to play its important role of setting norms and standards for the public service.

The PSETA – TUT Partnership on the Future of Work in the Public Service Sector comes at an opportune time as Cabinet approved the Professionalisation Framework which will guide us to adapt to this rapid change which has provided an opportunity for leadership and management to reflect on the state of the public service.

### 4. QUESTIONS TO BE ANSWERED

It is therefore important for this partnership to unpack what is meant when we talk about the future of work in the public service. The PSETA-DPSA-NYDA-UNDP Future of Work Ambassadors Programme seeks to use practical means to provide answers to these following questions that will define Future of Work in the Public Service:

- What skills will be required by the public service in the next 20-30 years?
- What technology will be used in government in future?
- What jobs will be required and who will perform them?
- What services will be required and in what format?
- In what configuration will the Public Sector need to be in the future?
- What will constitute professionalization in the future? and
- How does the public service attract and retain the skills required in order to deliver on the future?

The PSETA-TUT partnership should provide the theoretical bedding and responses to the same questions as well. Deputy Vice Chancellor, it is important for us to state that with all these questions raised, our wish is for those in attendance and for this partnership not to be fixated on how accurately they can respond to these questions but to do the work that attempts to provide guidance.

Colleagues, the reality is that the future is here!

In addition, the decisions that we take today will determine the future of the public service. We are left with almost seven years until 2030 which is the year in which the government will be faced with the mammoth task of reflecting on the vision set out for South Africa as reflected in the National Development Plan (NDP). However, this is not sufficient to form a blueprint about the public service of the future although it does set the tone and provides a firm foundation upon which these discussions can emanate from.

## 5. CONCLUSION

In conclusion, I could have stood up here and said this is what the Future of Work is for the Public Service. However, to rebuild the capacity of government to perform optimally and deliver on its mandate in a manner that is effective, efficient, and responsive, we need innovations that have less red tape, agile institutions that are able to respond timely and impactful, and departments that promote entrepreneurship than bureaucratic responses. Therefore, the posing of the questions I raised above, provides the foundation and parameters that this partnership must push beyond.

It is for this reason that this partnership must succeed. For the Public Sector it is no longer about where employees work, but how the work is done and the technology used. That is what we call the future of work in the public service!

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