



MINISTRY
PUBLIC SERVICE AND ADMINISTRATION
REPUBLIC OF SOUTH AFRICA

**SPEECH DELIVERED BY THE HONOURABLE
MINISTER FOR THE PUBLIC SERVICE AND
ADMINISTRATION, MS NOXOLO KIVIET MP, ON
THE OCCASION OF THE 2023/24 BUDGET
VOTE FOR:**

- **VOTE 7: NATIONAL SCHOOL OF GOVERNMENT**
- **VOTE 11: DEPARTMENT OF PUBLIC SERVICE AND
ADMINISTRATION**
- **VOTE 12: PUBLIC SERVICE COMMISSION**

**National Council of Provinces
Cape Town
23 May 2023**

THEME:

“Taking care of Public servants to better care for South Africans”

SALUTATIONS

- Honourable Chairperson;
- Deputy Minister for the Public Service and Administration, Hon. Dr Chana Pilane-Majake;
- Ministers and Deputy Ministers;
- Honourable Members of the NCOP, in particular the Chairperson and Members of the Select Committee;
- Chairpersons of the Public Service Commission and GEMS; Public Sector Education & Training Authority (PSETA) and the APRM National Governing Council;
- Directors-General and all Executives of the MPSA extended portfolio;
- Our Esteemed guests;
- Manene na manenekazi;
- Fellow South Africans;

DUMELANG!

MOLWENI!

CONSTITUTIONAL DUTY TO SERVE

Honourable Chairperson of the NCOP, in an Essay written by uTata, Walter Sisulu, when he was at the island, actually not far from here in 1976, titled “We shall overcome”, uTata Sisulu said, and I quote: “***The people are our strength. In their service we shall face and conquer those who live on the backs of our people. In the history of mankind it is a law of life that problems arise when the conditions are there for their solution.***” Close quote.

As we commemorated Xhamela’s 111th birthday last week, we reflected on the great collective journey of serving the people and ensuring that no one is left behind. We therefore remain inspired by these wise words that bring to life the Constitutional injunction to **IMPROVE THE QUALITY OF LIFE OF ALL CITIZENS AND FREE THE POTENTIAL OF EACH PERSON!**

The budgets we are tabling today recognises that people are our strength and human dignity is the foundation for the work we do everyday. We have set systems, processes, and an enabling environment for each and every public servant to do their best in the delivery of quality services for all - from Kuruman, Malamulele, Mqanduli and Taung!

We are renewing our commitment to leave no one behind in the delivery of services by targeting the specific needs of vulnerable communities, and people who through no historical fault of their own, find themselves in vulnerable socio-economic situations. These include: children, youth, persons with disabilities, people living with HIV/AIDS, older persons, and indigenous peoples of our lands.

These budget votes seek to ensure that their voices are heard, and they become active participants as agents for change as we put People First; Batho Pele; **Abantu Kuqala!**

As we pursue this noble duty, we feel honoured to deliver the 2023/24 budgets for the following Votes:

1. Vote 11 for the **Department of Public Service and Administration** which is ably led administratively by the Director-General, Ms Yoliswa Makhasi.
2. Vote 07 for the **National School of Government** which is professionally led by the Principal, Professor Busani Ngcaweni.
3. Vote 12 for the **Public Service Commission** which is also ably led by Professor Somadoda Fikeni as Chairperson and Advocate Dinky Dube as the Director General.

The budget for the **Centre for Public Service Innovation**, led by the Acting Executive Director, Ms Lydia Sebokedi falls within the Vote of the DPSA, will be tabled by the Deputy Minister, Honourable Dr Chana Pilane-Majake. The Deputy Minister will also deliver on the workstreams of the Housing; and Medical Schemes for public servants.

APPROACH TO THE IMPLEMENTATION OF THE PROFESSIONALISATION FRAMEWORK

Honourable Chairperson, the Professionalisation Framework for the Public Sector is a game changer for government's pursuit of priority 1 of the 6th Administration, namely the **Building of a Capable, Ethical and Developmental State**. We are happy to report that the DPSA is working with the Mpumalanga Provincial government to activate Professionalisation Champions in their departments. We invite the National Council of Provinces (NCOP) to partner with us on its oversight role to ensure full implementation of the Framework by all sectors. These include the 10 Legislatures, local governments, national and provincial departments and all government owned entities.

Meritocracy is at the heart of professionalisation, and it is being institutionalised through extending pre-entry examinations and competency assessments to the whole of the Public Service. We are also revising the Performance Management and Development System (PMDS) for effective management of performance, productivity and development of staff.

THE BUDGETS

Honourable Chairperson, the DPSA budget allocation for the 2023/24 financial year is **R553,460 million** which is an increase of 1% from the final allocation for the 2022/23 financial year.

- Compensation of Employees constitutes **R300 m** or 54% of the total budget allocation.
- Goods and Services is **R194 m** and Capital budget is **R6m**.
- Transfer payments is **R52 m** of which **R45.8m** will be transferred to the Centre for Public Service Innovation as budget allocation for their activities for the 2023/24 financial year.

The DPSA consists of five (5) programmes which collectively are expected to lead the Public Service through norms and standards on:

- ✓ Human Resource Planning and Development;
- ✓ Performance Management and Development;
- ✓ Employee Health and Wellness;
- ✓ Transformation;

- ✓ Wage Bill Management;
- ✓ Negotiations and Labour Relations Management;
- ✓ Discipline, integrity and ethics management;
- ✓ Rolling out eGovernment, eServices and cyber security;
- ✓ Service Access, revitalising the infusion of the Batho Pele Principles in the public service, improving the functionality of government and accessibility; and
- ✓ Innovation, public participation and knowledge management.

We are committed to lead the integration of government plans, and functionality in the delivery of public goods and services as we pursue the Constitutional Mandate of **IMPROVING THE QUALITY OF LIFE OF ALL CITIZENS AND FREEING THE POTENTIAL OF EACH PERSON!**

OFFICE OF THE PUBLIC SERVICE COMMISSION (OPSC)

Honourable Chairperson, in the State of the Nation Address, the Honourable President highlighted that: “***A professional public service, staffed by skilled, committed and ethical people, is critical to an effective state and ending corruption, patronage and wastage***”. The Public Service Commission is a critical partner in the implementation of the Professionalisation Framework as it plays an oversight and guiding role. It ensures that the public service is ethical in recruitment, employment and that there is good governance, leadership and management.

The Public Service Commission Amendment bill was approved by the Cabinet Committee last week. We aim to secure the enactment of the Bill into law within the current financial year. The Bill will enhance implementation of the PSC’s mandate since it will be applicable to local government and public entities, in line with section 196(2) of the Constitution. This will reposition the PSC as a bulwark of good governance in our country.

Honourable members, the PSC budget allocation for the 2023/24 financial year is **R292.1 million**, which equates to 1,2 per cent reduction when compared to the adjusted appropriation allocated during 2022/23 financial year.

In this current financial year the PSC will assess various human resource management practices that are central to the professionalisation of the Public Service. It will strengthen its engagements with Executive Authorities, Legislatures, Senior Management, Human Resources, and Labour Relations Practitioners to improve state capacity and capabilities.

Furthermore, the PSC conducts service delivery inspections and a citizen-focused community outreach programme across provinces. In the previous financial year, under the leadership of the Provincial Commissioners, the PSC conducted Citizens Forums in all nine provinces including at the villages of Setlagole in the North West; Klein Mier in the Northern Cape; Mapela in Limpopo and Nqwathi Administration Area eMthatha.

The PSC will review the employment and management practices found in the public service to promote accountability and efficient leadership in line with the President's response plan to the recommendations of the Zondo Commission. The PSC is elevating the fight against corruption by improving whistle-blower protection, discipline management and entrenching integrity and ethical conduct. Strategic partnerships with the Gauteng and North-West Provincial Legislatures are being entrenched to ensure that matters of governance are improved.

THE NATIONAL SCHOOL OF GOVERNMENT (NSG)

Honourable Chairperson, for the 2023/24 financial year, the NSG has been allocated a budget of **R229million** of which **R115 million** is transferred to the Training Trading Account. The NSG raises almost half of its operating costs, and is targeting to raise revenue to the amount of R101,3 million from course fees.

Honourable Members, this budget will ensure that the NSG is able to sustain the following capacity building flagship programmes which were rolled out and developed in the previous year:

1. The **Local Government Leadership Development Programme (LGLDP)**, which is an accredited programme by the Local Government Sector Education

and Training Authority (LGSETA) which nineteen (19) City of Johannesburg councillors successfully completed;

2. The **Flagship Programme Ethical Leadership and Executive Oversight Programme** which is a critical intervention programme that was piloted at the Buffalo City in the Eastern Cape; Dr Ruth Mompati District Municipality in the North West; Mopani and Vhembe District Municipalities in the Limpopo Province. The Programme was also offered to the KwaZulu-Natal Provincial Department of Economic Development, Tourism & Environmental Affairs. The purpose of the programme is to help build a culture of ethical leadership in government, modelled by the ethical conduct of Members of the Executive;
3. In collaboration with the **Gauteng COGTA, the NSG** has completed the course called the **District Development Model: Joint Decision Making and Implementation** through the District Development Model for which a pilot is being organised and it will be replicated across the country; and
4. For this financial year, we are further advocating for the attendance of the new **Local Government Executive Leadership Programme for Mayors and the Executive Induction Programme: Oversight of Financial Management and Supply Chain Management.**

Honourable Members, the training programmes provided by the NSG, now target members of boards of state-owned entities, public representatives and traditional leaders to undertake the much-required capacity building.

Honourable Members, we have started working with various provincial governments and have made major inroads in strengthening partnerships and collaborated in terms of signing **Transversal MoAs with Provinces through the Offices of the Premier**, which forms part of the Professionalisation Framework for the public service. We are aware that each Province has its own unique challenges and requires in depth contextualisation. The following were introduced at Provincial and local Government in line with the professionalisation agenda:

- **Induction and Onboarding:** Since this is a compulsory programme for all new employees from salary levels 1 to 16 in the public service, 4 540 participants were inducted and orientated across all provinces. The NSG intervened and

paid specific attention and focus to the **Health Sector in KZN, Eastern Cape and Western Cape.**

- **Youth Development:** The NSG implemented a programme designed to prepare 2 038 unemployed graduates to access employment opportunities in the Public Service, known as the Breaking Barriers to entry into the public service.
- **Frontline Service Delivery:** We have trained 503 employees across all provinces in what we call Citizen Centred Service Delivery during the last financial year.
- **Financial Management:** As part of continuous development, we have focused on Bid Committees (PFMA and MFMA) for provincial officials and municipalities and for the year 2022/2023 where we trained 556. In collaboration with the City of Cape Town, we trained 100 officials on Bid Committees (MFMA), which has led to a huge progress as per their previous audit findings.
- **Art of Facilitation for Socio Economic Development**, where we have started to capacitate Traditional Leaders through The Art of Facilitating Socio-Economic Development Programme in the **KZN and Eastern Cape Provinces. 150 Traditional Leaders** were trained, with the purpose to build an active citizenry.

The comprehensive approach to all levers of governance and service delivery is clear for all to see.

ASSISTING PROVINCES TO IMPROVE COMPLIANCE WITH NORMS AND STANDARDS

To assist Provincial Departments to perform better in the delivery of services, the DPSA through the Office of Standards and Compliance has developed three frameworks:

- Framework on Minimum Public Administrations Norms and Standards and Enforcement
- Framework on Compliance Monitoring and
- A Framework on Capacity and Functionality audits on Skills Systems and processes

We are thankful to the **Provinces of Northern Cape, Mpumalanga, KwaZulu-Natal, Eastern Cape and Limpopo** for their active contribution in the development of these instruments to improve planning, accountability and service delivery.

The latest **State of Public Service Delivery research report** by the DPSA, pointed to inadequate capacity support and uncoordinated citizen participation in the design, implementation and monitoring of service delivery across provinces and municipalities.

The Department will assist provincial departments to address these challenges.

BUILDING AN ETHICAL PUBLIC SERVICE

The Department provides technical assistance to provinces to implement **lifestyle audits** and discipline management. The participation of provinces in conducting lifestyle audits improved drastically from 47 provincial departments to 89 out of 103 provincial departments from all nine provinces in March 2023.

KwaZulu-Natal and the Western Cape had a 100% compliance rate as all their departments conducted lifestyle audits.

What is reassuring, Honourable Members, is the fact that more provinces detected possible conflicts of interest and unexplained wealth than last year and referred such for investigation. The following departments referred cases for further investigation:

- Western Cape Agriculture
- Western Cape: Health and Wellness
- Gauteng: Transport and Logistics
- North West: Health
- KwaZulu – Natal: Health
- Free State: Cooperative Governance and Traditional Affairs
- Gauteng: Office of the Premier

The Department is the coordinator of the **Fusion Centre, where the SIU, NPA, SAPS, and the Hawks, work together to prioritise criminal investigations against public servants**. In partnership with all 9 Offices of the Premiers, the Department was able to assist in identifying employees who were involved in the illegal obtaining of the **Social Relief of Distress Grants**, which were meant to be a safety net for vulnerable members of the public.

PRESIDENTIAL-MINISTER PRIORITIES

Honourable Chairperson, given that we are reaching the end of implementing the current Medium-Term Strategic Framework (2019-2024), in this current year, we are prioritising the following:

1. **Conducting a skills audit** throughout the public service, which will include qualifications, skills, competencies and the correct location of these;
2. **Establishing a single register for disciplinary cases** and processes across all spheres of government as part of entrenching accountability and streamlining discipline as per the Honourable President's response to the Zondo Commission. This will include improving the **politico-admin dichotomy** and prioritising **Measures to protect Whistle Blowers**; and
3. **Completing lifestyle audits** for members of the Senior Management Service across the Public Service.

These three areas are critical to Priority 1 and the Professionalisation of the Public Sector.

ADDRESSING CHALLENGES FACING THE PUBLIC SERVICE

Honourable Chair, the department through working with the DPME, National Treasury, the Presidency and Cooperative Governance Departments has identified over 256 reporting requirements that departments have to comply with.

We are therefore working with the Presidency, the Ministers of Communications and Digital Technologies and Finance to fasttrack **digitization, the rolling out of the future of work project, eGovernment and eServices** to reduce red tape and to free departments from a high compliance burden. Additionally, we are putting measures to address the **aging** Public Service by **increasing youth representation** through strengthening the graduate recruitment programme and enabling specialist skills recruitment.

We have resolved on an integrated and partnership approach to collectively address these challenges that are largely due to a major trust deficit with the public due to ethical lapses, alleged maladministration and strained relations with organised labour.

PROMOTING LABOUR PEACE

Honourable Members government working with organised labour, remains committed to collective bargaining to manage labour relations in the public service. We are currently working together on the Minimum Service Level Agreements for essential services to ensure that South Africans are able to access critical services at all times.

The January 8 Statement of the governing party called for government to enter into a **Social Compact** with social partners to address societal issues. As we met with the HRDC Council chaired by the Deputy President on Friday last week, we can confirm that organised labour, us as government and civil society we are awaiting the Business sector to come to the party for the signing of the social compact for theme three which is Human Resource Development

AFRICAN PEER REVIEW MECHANISM AND BRICS SUMMIT

On Thursday, in commemoration of Africa Day, the Department will be hosting **the launch of the 2nd Generation Report of the African Peer Review Mechanism (APRM)** as part of the Africa Month celebrations. This ties well with the BRICS Summit where the NSG will be hosting the Public Service Reform Seminar.

Honourable Chairperson, the National School of Government will be hosting the Seminar with partner management development institutes, scheduled for 17-19 July 2023 in Gauteng as well as through virtual connection from all BRICS and other countries especially those on the African Continent.

AFRICAN PUBLIC SERVICE DAY

Honourable Members of the NCOP, this year's Africa Public Service Day, which is celebrated on the 23rd of June annually across the continent seeks to unite and commit African Countries to the ethos and practice of good governance in the delivery of services to the African people.

The 2023 APSD is celebrated in line with the African Union's theme this year of "*The Year of AfCFTA: Acceleration of the African Continental Free Trade Area Implementation.*"

The planned activities will take place across all provinces which will also involve the public to visibly remind all stakeholders of the commitment of public servants to provide efficient, ethical, accountable, and responsive services.

CONCLUSION

Honourable Chairperson, the Extended MPSA portfolio which includes the DPSA, NSG, PSC, CPSI, PSETA, and GEMS has a critical role to play in building state capacity, government performance, ethics and integrity which all contribute to the professionalisation agenda.

As we conclude, we would like to paraphrase uTata Walter Sisulu when he said “*in the course of a liberation war there are many long and dark days... But a people who want freedom, who are prepared to fight for it, are capable of super-human efforts. We face a powerful enemy, but never can it match the strength of the people*”.

Kea leboga!

Inkomu!

Ndiyabulela!