



**MINISTER  
PUBLIC SERVICE AND ADMINISTRATION  
REPUBLIC OF SOUTH AFRICA**

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**MINISTER NOXOLO KIVIET  
SPEECH ON THE PUBLIC  
MANAGEMENT AND  
ADMINISTRATION AMENDMENT  
BILL TO BE PRESENTED IN  
PARLIAMENT ON THE 27<sup>TH</sup>  
FEBRUARY 2024 AT 14H00**

**Honourable Speaker of the National Assembly.**

**Members of the Executive.**

**Honourable Members of the National Assembly.**

**Honourable Chairperson and Members of the Portfolio Committee on Public Service and Administration.**

**Directors-General and their teams.**

**Ladies and gentlemen.**

Honourable Speaker, let me start by thanking the National Assembly for this opportunity to present the Public Administration Management Amendment Bill. Let me also appreciate the extensive, robust work undertaken in the Portfolio Committee on Public Service and Administration during the processing of this Bill. These engagements within the Portfolio Committee have assisted in ensuring that the Bill has been thoroughly scrutinised from a content perspective while maintaining the constitutional imperatives.

The ANC state transformation agenda as clearly reflected in its 54<sup>th</sup> National Conference Resolutions entails building a legitimate state that serves the interests of the overwhelming majority which is based on a democratic Constitution and a Culture of Human Resources, and which uses public resources to better the lives of the majority especially the poor. Subsequently the ANC charged the NSG to play a critical role in capacitating the employees in all spheres, which has played that role par excellence.

The National Development Plan addresses the issue of Capability and Capacity of the state as the two mean different things. Capacity deals with the structures, processes, systems and governance institutions at a macro level , and capacity deals with human resources and skills necessary for driving state machinery. As the ANC raised little process has been made in transforming middle management in governance, this Bill seeks to address that.

Honourable Speaker we have delivered on the mandate of the ruling party as the Framework for Professionalisation was approved by the Cabinet in October 2022. We are proud that we have not failed the ANC as it emphasised that single and integrated public service is possible through the enactment of PAMA. As the ANC was a bit concern about the pace of this process, here we are today to deliver on the mandate.

Honourable Speaker this Public Administration Management Amendment Bill, seeks :

- (a) To provide for the transfer and secondment of employees from local government to the public service and vice versa to enable the mobility of skills where they are needed, whether in a municipality, provincial or national department.
- (b) To ensure the highest ethical standards of public servants by prohibiting employees conducting business with organs of state to the extent that it is a criminal offence for employees to do so and prohibiting employees participating in supply chain processes from immediately being employed by successful service providers.
- (c) To reconfigure the National School of Government to provide education, training, and development to all spheres of government, including public entities, to meet the needs specific to public servants.

(d) To provide for the removal of unjustified disparities in conditions of service of senior personnel across the public administration.

(e) To provide for better coordination of the determinations of conditions of service for all employees in the public administration.

Honourable Members, this bill is a critical step in a journey to ensure that the public administration is professionalised, efficient and responsive to the needs of the people of South Africa to deliver a capable, professional developmental State.

I therefore urge the National Assembly to support the progression of this Bill to the next phase through the National Council of Provinces.

I Thank You