

Public Service and Administration

Adjusted budget summary

R thousand	Appropriation	Special appropriation	2025/26 Adjustments appropriation		Adjusted appropriation
			Decrease	Increase	
Amount to be appropriated	564 720	–	(511)	1 380	565 589
of which:					
Current payments	502 787	–	(511)	–	502 276
Transfers and subsidies	56 928	–	–	1 069	57 997
Payments for capital assets	5 005	–	–	303	5 308
Payments for financial assets	–	–	–	8	8
Executive authority	Minister for Public Service and Administration				
Accounting officer	Director-General of Public Service and Administration				
Website	www.dpsa.gov.za				

Vote purpose

Lead the modernisation of the public service, through a generally applicable framework of norms and standards, to improve service delivery.

Performance

Indicator	Programme	MTDP outcome	Annual performance		
			Projected for 2025/26 as published in the 2025 ENE	Achieved in the first half of 2025/26 (April to September)	Changed target for 2025/26
Annual progress on the development of a job evaluation system for the public service	Negotiations, Labour Relations and Remuneration Management	Priority 18: A capable and professional public service	Report on implementation of job evaluation and grading system compiled	Report compiled and approved	–
Annual progress on the development of guidelines on conducting lifestyle audits to intensify the fight against corruption in the public service and monitoring reports compiled on the implementation of the guidelines	Negotiations, Labour Relations and Remuneration Management		Monitoring report on compliance by all departments with referrals for lifestyle investigations submitted to the minister for approval	Monitoring report on compliance by 19 departments with referrals for lifestyle investigations submitted to the public administration ethics, integrity and disciplinary technical assistance unit	–
Annual progress on the development, implementation and monitoring of the new discipline management strategy in the public service	Negotiations, Labour Relations and Remuneration Management		Progress report on the implementation of the reviewed disciplinary code as envisaged in the new discipline management strategy submitted to the director-general for noting	A progress report for the negotiation of the tabled reviewed disciplinary code, as envisaged in the new discipline management strategy, was to be submitted to the director-general on 31 March 2026. However, the Public Service Coordinating Bargaining Council engaged with labour unions on 8 April 2025 and it was determined that the mandate of the disciplinary code should be reviewed and revised. Consequently, a submission was made to the minister to revise the mandate of the disciplinary code on 9 April 2025 to include amendments on precautionary suspensions	–

Performance (continued)

Indicator	Programme	MTDP outcome	Annual performance		
			Projected for 2025/26 as published in the 2025 ENE	Achieved in the first half of 2025/26 (April to September)	Changed target for 2025/26
Annual progress on the development, implementation and monitoring of the directive on the public service data governance framework to improve business intelligence in the public service	e-Government Services and Information Management	Priority 18: A capable and professional public service	Directive on the data governance framework developed and issued to all provincial and national departments	To develop a directive on the data architecture framework, the department developed a data architecture concept document; conducted desktop research; consulted with Statistics South Africa, the State Information Technology Agency and the government information technology officers council; and referred to the integrated data lake document developed as part of the implementation of South Africa's roadmap for digital transformation of government. Consultation will continue in the third quarter	"Target for the directive on the data governance framework developed and issued to all provincial and national departments" was changed to "Directive on the data architecture framework developed and issued to all provincial and national departments" to align with the department's 2025/26 annual performance plan
Annual progress on the implementation of the second-generation review of the African Peer Review Mechanism national action plan	Government Service Access and Improvement		Biannual status reports on the implementation of the African Peer Review Mechanism national action plan by 4 state institutions submitted to the director-general for approval	The first biannual report on the status of the implementation of the African Peer Review Mechanism national action plan by 4 state institutions was submitted to the minister for noting	—
Annual progress on the implementation of the revised Batho Pele programme	Government Service Access and Improvement		Status report on departments' implementation of the revised Batho Pele programme submitted to the director-general	The monitoring tool used to collect data on the implementation of the revised Batho Pele programme was revised and shared with national and provincial departments. Collected data will be used to generate a status report on the departments' implementation	—
Annual monitoring of the implementation of the business process modernisation programme	Government Service Access and Improvement		Report on the status of implementing the programme submitted to the director-general	For compiling the monitoring report, project plans have been signed with 5 provincial partner departments. Onboarding sessions were conducted with these departments to introduce the business process modernisation programme governance framework, methodology and roles	—

Progress

By mid-year, work on the progress report for the target on the implementation of the reviewed disciplinary code, as envisaged in the new discipline management strategy, was slow because of the decision to review and revise the code's mandate. A submission was made to the minister to revise the mandate on the disciplinary code on 9 April 2025 to include amendments on precautionary suspensions. The revised mandate is solely dependent on the outcomes of stakeholder engagements, which can be time consuming. However, the department is expected to meet all targets by the end of the year.

Adjusted estimates

Programme		2025/26							Adjusted appropriation
R thousand	Appropriation	Adjustments appropriation							
		Expenditure announced in the budget	Unforeseeable /Unavoidable	Virements and shifts	Roll- overs	Self- financing	Other adjustments ¹	Total adjustments appropriation	
Administration	295 878	–	–	(1 211)	–	–	–	(1 211)	294 667
Human Resource Management and Development	54 730	–	–	(4 349)	–	–	–	(4 349)	50 381
Negotiations, Labour Relations and Remuneration Management	81 979	–	–	7 850	–	–	–	7 850	89 829
e-Government Services and Information Management	23 914	–	–	(130)	–	–	–	(130)	23 784
Government Service Access and Improvement	108 219	–	–	(2 160)	869	–	–	(1 291)	106 928
Total	564 720	–	–	–	869	–	–	869	565 589
Economic classification									
Current payments	502 787	–	–	(511)	–	–	–	(511)	502 276
Compensation of employees	307 822	–	–	–	–	–	–	–	307 822
Goods and services	194 965	–	–	(511)	–	–	–	(511)	194 454
Transfers and subsidies	56 928	–	–	200	869	–	–	1 069	57 997
Provinces and municipalities	4	–	–	–	–	–	–	–	4
Departmental agencies and accounts	50 334	–	–	–	869	–	–	869	51 203
Foreign governments and international organisations	3 415	–	–	–	–	–	–	–	3 415
Public corporations and private enterprises	15	–	–	200	–	–	–	200	215
Households	3 160	–	–	–	–	–	–	–	3 160
Payments for capital assets	5 005	–	–	303	–	–	–	303	5 308
Machinery and equipment	5 005	–	–	303	–	–	–	303	5 308
Payments for financial assets	–	–	–	8	–	–	–	8	8
Total	564 720	–	–	–	869	–	–	869	565 589

1. Other adjustments include the shifting of funds between votes, the shifting of funds within a vote following a function shift, declared unspent funds, significant and unforeseeable economic and financial events, and expenditure of an exceptional nature in terms of section 6(1)(b) of the Appropriation Act (2025).

Programme 1: Administration

Subprogramme		2025/26							
		Adjustments appropriation						Total adjustments appropriation	Adjusted appropriation
R thousand	Appropriation	Expenditure announced in the budget	Unforeseeable /Unavoidable	Virements and shifts	Roll-overs	Self-financing	Other adjustments		
Ministry	28 825	–	–	2 600	–	–	–	2 600	31 425
Departmental Management	17 764	–	–	(880)	–	–	–	(880)	16 884
Corporate Services	121 222	–	–	3 706	–	–	–	3 706	124 928
Finance Administration	31 194	–	–	(52)	–	–	–	(52)	31 142
Internal Audit	6 470	–	–	(39)	–	–	–	(39)	6 431
Legal Services	12 347	–	–	(365)	–	–	–	(365)	11 982
International Relations and Donor Funding	3 561	–	–	–	–	–	–	–	3 561
Office Accommodation	74 495	–	–	(6 181)	–	–	–	(6 181)	68 314
Total	295 878	–	–	(1 211)	–	–	–	(1 211)	294 667
Economic classification									
Current payments	288 221	–	–	(1 674)	–	–	–	(1 674)	286 547
Compensation of employees	139 171	–	–	–	–	–	–	–	139 171
Goods and services	149 050	–	–	(1 674)	–	–	–	(1 674)	147 376
Transfers and subsidies	3 179	–	–	200	–	–	–	200	3 379
Provinces and municipalities	4	–	–	–	–	–	–	–	4
Public corporations and private enterprises	15	–	–	200	–	–	–	200	215
Households	3 160	–	–	–	–	–	–	–	3 160
Payments for capital assets	4 478	–	–	255	–	–	–	255	4 733
Machinery and equipment	4 478	–	–	255	–	–	–	255	4 733
Payments for financial assets	–	–	–	8	–	–	–	8	8
Total	295 878	–	–	(1 211)	–	–	–	(1 211)	294 667

Programme 2: Human Resource Management and Development

Subprogramme		2025/26							
		Adjustments appropriation						Total adjustments appropriation	Adjusted appropriation
R thousand	Appropriation	Expenditure announced in the budget	Unforeseeable /Unavoidable	Virements and shifts	Roll-overs	Self-financing	Other adjustments		
Management: Human Resource Management and Development	2 004	–	–	(108)	–	–	–	(108)	1 896
Office of Standards and Compliance	12 812	–	–	(3 275)	–	–	–	(3 275)	9 537
Human Resource Planning, Employment and Performance Management	18 964	–	–	(35)	–	–	–	(35)	18 929
Human Resource Development	13 005	–	–	(1 123)	–	–	–	(1 123)	11 882
Transformation and Workplace Environment Management	7 945	–	–	192	–	–	–	192	8 137
Total	54 730	–	–	(4 349)	–	–	–	(4 349)	50 381
Economic classification									
Current payments	54 568	–	–	(4 349)	–	–	–	(4 349)	50 219
Compensation of employees	46 001	–	–	–	–	–	–	–	46 001
Goods and services	8 567	–	–	(4 349)	–	–	–	(4 349)	4 218
Payments for capital assets	162	–	–	–	–	–	–	–	162
Machinery and equipment	162	–	–	–	–	–	–	–	162
Total	54 730	–	–	(4 349)	–	–	–	(4 349)	50 381

Programme 3: Negotiations, Labour Relations and Remuneration Management

Subprogramme		2025/26							Adjusted appropriation
		Adjustments appropriation						Total adjustments appropriation	
R thousand	Appropriation	Expenditure announced in the budget	Unforeseeable /Unavoidable	Virements and shifts	Roll-overs	Self-financing	Other adjustments		
Management:	2 028	–	–	650	–	–	–	650	2 678
Negotiations, Labour Relations and Remuneration Management									
Negotiations, Labour Relations and Dispute Management	8 811	–	–	–	–	–	–	–	8 811
Remuneration, Employment Conditions and Human Resource Systems	16 200	–	–	785	–	–	–	785	16 985
Macro Benefits and Government Employees Housing Scheme	15 783	–	–	(174)	–	–	–	(174)	15 609
Organisational Development, Job Grading and Macro Organisation of the State	12 616	–	–	(361)	–	–	–	(361)	12 255
Public Administration Ethics, Integrity and Disciplinary Technical Assistance Unit	26 541	–	–	6 950	–	–	–	6 950	33 491
Total	81 979	–	–	7 850	–	–	–	7 850	89 829
Economic classification									
Current payments	81 398	–	–	7 850	–	–	–	7 850	89 248
Compensation of employees	59 614	–	–	–	–	–	–	–	59 614
Goods and services	21 784	–	–	7 850	–	–	–	7 850	29 634
Transfers and subsidies	366	–	–	–	–	–	–	–	366
Foreign governments and international organisations	366	–	–	–	–	–	–	–	366
Payments for capital assets	215	–	–	–	–	–	–	–	215
Machinery and equipment	215	–	–	–	–	–	–	–	215
Total	81 979	–	–	7 850	–	–	–	7 850	89 829

Programme 4: e-Government Services and Information Management

Subprogramme		2025/26							Adjusted appropriation
		Adjustments appropriation						Total adjustments appropriation	
R thousand	Appropriation	Expenditure announced in the budget	Unforeseeable /Unavoidable	Virements and shifts	Roll-overs	Self-financing	Other adjustments		
Management: e-Government Services and Information Management	3 557	–	–	(26)	–	–	–	(26)	3 531
e-Enablement and ICT Service Infrastructure Management	5 113	–	–	(40)	–	–	–	(40)	5 073
Information and Stakeholder Management	3 476	–	–	(35)	–	–	–	(35)	3 441
ICT Governance and Management	8 193	–	–	(29)	–	–	–	(29)	8 164
Knowledge Management and Innovation	3 575	–	–	–	–	–	–	–	3 575
Total	23 914	–	–	(130)	–	–	–	(130)	23 784

Programme 4: e-Government Services and Information Management (continued)

Economic classification		2025/26							Adjusted appropriation
		Adjustments appropriation						Total adjustments appropriation	
R thousand	Appropriation	Expenditure announced in the budget	Unforeseeable /Unavoidable	Virements and shifts	Roll-overs	Self-financing	Other adjustments		
Current payments	23 848	–	–	(130)	–	–	–	(130)	23 718
Compensation of employees	21 247	–	–	–	–	–	–	–	21 247
Goods and services	2 601	–	–	(130)	–	–	–	(130)	2 471
Payments for capital assets	66	–	–	–	–	–	–	–	66
Machinery and equipment	66	–	–	–	–	–	–	–	66
Total	23 914	–	–	(130)	–	–	–	(130)	23 784

Programme 5: Government Service Access and Improvement

Subprogramme		2025/26							Adjusted appropriation
		Adjustments appropriation						Total adjustments appropriation	
R thousand	Appropriation	Expenditure announced in the budget	Unforeseeable /Unavoidable	Virements and shifts	Roll-overs	Self-financing	Other adjustments		
Management:	4 076	–	–	57	–	–	–	57	4 133
Government Service Access and Improvement Operations	15 286	–	–	(270)	–	–	–	(270)	15 016
Management Service Delivery Improvement, Citizen Relations and Public Participation	16 988	–	–	(3 513)	–	–	–	(3 513)	13 475
Service Access	10 471	–	–	2 410	–	–	–	2 410	12 881
International Cooperation and Stakeholder Relations	11 064	–	–	(844)	–	–	–	(844)	10 220
Centre for Public Service Innovation	50 334	–	–	–	869	–	–	869	51 203
Total	108 219	–	–	(2 160)	869	–	–	(1 291)	106 928
Economic classification									
Current payments	54 752	–	–	(2 208)	–	–	–	(2 208)	52 544
Compensation of employees	41 789	–	–	–	–	–	–	–	41 789
Goods and services	12 963	–	–	(2 208)	–	–	–	(2 208)	10 755
Transfers and subsidies	53 383	–	–	–	869	–	–	869	54 252
Departmental agencies and accounts	50 334	–	–	–	869	–	–	869	51 203
Foreign governments and international organisations	3 049	–	–	–	–	–	–	–	3 049
Payments for capital assets	84	–	–	48	–	–	–	48	132
Machinery and equipment	84	–	–	48	–	–	–	48	132
Total	108 219	–	–	(2 160)	869	–	–	(1 291)	106 928

Details of adjustments to the 2025 ENE

Virements and shifts within the vote

Programmes

1. Administration
2. Human Resource Management and Development
3. Negotiations, Labour Relations and Remuneration Management
4. e-Government Services and Information Management
5. Government Service Access and Improvement

From:			To:		
Programme by economic classification	Motivation	R thousand	Programme by economic classification	Motivation	R thousand
Programme 1		(2 407)	Programme 1		463
Goods and services	Computer services	(215)	Machinery and equipment	Computers	215
	Computer services	(8)	Payments for financial assets	Theft and losses	8
	Travel and subsistence	(40)	Machinery and equipment	Assistive devices (walking aids)	40
	Consumables	(200)	Public corporations and private enterprises	Software licence	200
	Computer services	(325)	Programme 3		1 944
	Property payments	(719)	Goods and services	Software licence	325
	Business and advisory services	(900)		G20 presidency	719
				G20 presidency	900
Shifts within the programme as a percentage of the programme budget		0.2%			
Virements to other programmes as a percentage of the programme budget		0.8%			
Programme 2		(4 349)	Programme 1		349
Goods and services	Travel and subsistence	(134)	Goods and services	Travel and subsistence	134
	Communication, training and development	(57)		Travel and subsistence	57
	Consumables	(35)		Travel and subsistence	35
	Communication	(123)		Travel and subsistence	123
	Computer services	(3 000)	Programme 3		4 000
	Business and advisory services	(400)	Goods and services	G20 presidency	3 000
	Business and advisory services	(600)		Software licence	400
				G20 presidency	600
Shifts within the programme as a percentage of the programme budget		0%			
Virements to other programmes as a percentage of the programme budget		7.9%			
Programme 4		(130)	Programme 1		130
Goods and services	Communication, computer services, venues and facilities	(130)	Goods and services	Travel and subsistence	130
Shifts within the programme as a percentage of the programme budget		0%			
Virements to other programmes as a percentage of the programme budget		0.5%			

Virements and shifts within the vote (continued)

From:			To:		
Programme by economic classification	Motivation	R thousand	Programme by economic classification	Motivation	R thousand
Programme 5		(2 208)	Programme 1		167
Goods and services	Operating payments	(103)	Goods and services	Travel and subsistence	103
	Communication, computer services, contractors	(64)		Travel and subsistence	64
	Communication, training and development	(87)		Travel and subsistence	87
	Operating payments	(700)	Programme 3		1 993
	Business and advisory services	(1 000)	Goods and services	G20 presidency	700
	Communication, training and development	(206)		G20 presidency	1 000
	Travel and subsistence	(28)		Government Employees Housing Scheme information booklets	206
	Travel and subsistence	(20)	Programme 5		48
			Machinery and equipment	Photocopiers	28
				Kitchen appliances	20
Shifts within the programme as a percentage of the programme budget		0%			
Virements to other programmes as a percentage of the programme budget		2%			
Total		(9 094)			9 094

Rollovers – R869 000**Programme 5: Government Service Access and Improvement**

R869 000 is rolled over to provide for some of the office relocation costs of the Centre for Public Service Innovation.

Gifts, donations and sponsorships – R74 330**Programme 3: Negotiations, Labour Relations and Remuneration Management – R56 000**

The department received donations in kind from the German Development Cooperation during the first half of 2025/26 amounting to R56 000.

The department received donations from various institutions, mainly for travel and subsistence, during the first half of 2024/25 amounting to R18 330.

Programme 1: Administration – R16 800**Programme 2: Human Resource Management and Development – R1 530**

Expenditure outcome for 2024/25 and actual expenditure for 2025/26

Programme	2024/25					2025/26			
	Adjusted appropriation	Outcome				Adjusted appropriation/ Total (%)		Actual expenditure	
		Apr 24 - Sep 24	Apr 24 - Sep 24 % of adjusted appropriation	Apr 24 - Mar 25	Apr 24 - Mar 25 % of adjusted appropriation			Apr 25 - Sep 25	Apr 25 - Sep 25 % of adjusted appropriation
R thousand									
Administration	280 722	128 898	45.9	271 709	96.8	294 667	52.1	137 323	46.6
Human Resource Management and Development	45 914	20 683	45.0	41 385	90.1	50 381	8.9	20 576	40.8
Negotiations, Labour Relations and Remuneration Management	78 920	38 963	49.4	79 869	101.2	89 829	15.9	41 585	46.3
e-Government Services and Information Management	24 580	9 580	39.0	18 807	76.5	23 784	4.2	9 202	38.7
Government Service Access and Improvement	109 385	45 377	41.5	98 072	89.7	106 928	18.9	48 367	45.2
Total	539 521	243 501	45.1	509 842	94.5	565 589	100.0	257 053	45.4
Economic classification									
Current payments	474 046	213 997	45.1	444 595	93.8	502 276	88.8	228 057	45.4
Compensation of employees	292 413	142 388	48.7	284 135	97.2	307 822	54.4	142 667	46.3
Goods and services	181 633	71 609	39.4	160 460	88.3	194 454	34.4	85 390	43.9
Transfers and subsidies	58 373	27 298	46.8	59 905	102.6	57 997	10.3	27 536	47.5
Provinces and municipalities	4	3	75.0	4	100.0	4	0.0	3	75.0
Departmental agencies and accounts	47 939	19 347	40.4	47 939	100.0	51 203	9.1	23 865	46.6
Foreign governments and international organisations	3 390	3 137	92.5	3 134	92.4	3 415	0.6	2 835	83.0
Public corporations and private enterprises	15	—	—	—	—	215	0.0	176	81.9
Households	7 025	4 811	68.5	8 828	125.7	3 160	0.6	657	20.8
Payments for capital assets	7 102	2 206	31.1	5 119	72.1	5 308	0.9	1 453	27.4
Machinery and equipment	7 102	2 206	31.1	5 119	72.1	5 308	0.9	1 453	27.4
Payments for financial assets	—	—	—	223	—	8	0.0	7	87.5
Total	539 521	243 501	45.1	509 842	94.5	565 589	100.0	257 053	45.4

Expenditure trends

Total expenditure in 2024/25 was R509.8 million, 94.5 per cent of the adjusted appropriation for the year. Mid-year expenditure in 2024/25 was R243.5 million, 45.1 per cent of the adjusted appropriation, whereas expenditure in the first half of 2025/26 was R257.1 million, 45.4 per cent of the adjusted appropriation of R565.6 million. Compared to the first half of 2024/25, expenditure over the same period in 2025/26 increased by R13.6 million, 5.6 per cent. This was mainly due to increases in payments for the department's G20-related activities, deeds data, the implementation of a comprehensive backup and recovery solution for the Microsoft 365 E3 plan (including Exchange Online, SharePoint, OneDrive and Teams) platforms, the extension of Dell Vx Rail server warranties and software, and a business automation project using the Microsoft Power platform.

Departmental receipts

R thousand	2024/25					2025/26				
	Adjusted estimate	Outcome				Budget estimate	Adjusted estimate	Adjusted receipts estimate/ Total (%)	Actual receipts	
		Apr 24 - Sep 24	Apr 24 - Sep 24 % of adjusted estimate	Apr 24 - Mar 25	Apr 24 - Mar 25 % of adjusted estimate				Apr 25 - Sep 25	Apr 25 - Sep 25 % of adjusted estimate
Departmental receipts	1 096	878	80.1	1 111	101.4	842	555	100.0	211	38.0
Sales of goods and services produced by the department	212	88	41.5	174	82.1	320	213	38.4	88	41.3
Interest, dividends and rent on land	31	12	38.7	29	93.5	32	32	5.8	12	37.5
Sales of capital assets	388	388	100.0	388	100.0	–	–	–	–	–
Transactions in financial assets and liabilities	465	390	83.9	520	111.8	490	310	55.9	111	35.8
Total	1 096	878	80.1	1 111	101.4	842	555	100.0	211	38.0

Revenue trends

Mid-year revenue in 2024/25 was R878 000, 80.1 per cent of the adjusted estimate, whereas revenue for the first half of 2025/26 was R211 000, 38 per cent of the adjusted estimate of R555 000. Compared to the first half of 2024/25, revenue over the same period in 2025/26 decreased by R667 000, 76 per cent. Higher revenue in 2024/25 was mainly due to the auction of ministerial vehicles and the reimbursement of funds for travel and subsistence.

Changes to transfers and subsidies, including conditional grants

Summary of changes to transfers and subsidies per programme

2025/26									
		Adjustments appropriation						Total adjustments appropriation	Adjusted appropriation
		Expenditure announced in the budget	Unforeseeable /Unavoidable	Virements and shifts	Roll-overs	Self-financing	Other adjustments		
R thousand	Appropriation								
Administration									
Public corporations and private enterprises									
Public corporations									
Other transfers									
Current	15	–	–	200	–	–	–	200	215
Communication licences	15	–	–	200	–	–	–	200	215
Government Service									
Access and Improvement									
Departmental agencies and accounts									
Departmental agencies (non-business entities)									
Current	50 334	–	–	–	–	–	869	869	51 203
Centre for Public Service Innovation	50 334	–	–	–	–	–	869	869	51 203