

# 10: PUBLIC SERVICE COMMISSION

## AIM

*The aim of the Public Service Commission is to promote the constitutional values and principles of public administration in the Public Service.*

## EXPENDITURE ESTIMATES

**Table 10.1 Expenditure by programme**

R million	Expenditure outcomes			Preliminary outcome	Medium term expenditure estimates		
	1995/96	1996/97	1997/98	1998/99	1999/00	2000/01	2001/02
Administration	18,6 <sup>1</sup>	12,3	12,2	14,8	26,7	27,5	28,1
Functional assistance to the Public Service Commission	44,4	10,6	11,6	12,9	24,4	25,5	26,4
<b>Total</b> <sup>2,3</sup>	<b>63,0</b>	<b>22,9</b>	<b>23,8</b>	<b>27,7</b>	<b>51,1</b>	<b>53,0</b>	<b>54,5</b>

<sup>1</sup> The 1995/96 financial year included an Auxiliary and associated services programme under which a special bursary scheme was administered. In the above table, this expenditure (R2,5 million) was added to Administration.

<sup>2</sup> In April 1996, some components of the Public Service Commission were shifted to the Department of Public Service and Administration, hence the reduction in expenditure.

<sup>3</sup> The increase in the expenditure estimates for 1999/00 is due to provincial activities added to the Public Service Commission.

The Public Service Commission (PSC) will be a single national body from January 1999 and will be funded as a national departmental vote only, taking over the former provincial offices.

- ◆ *Administration* comprises financial management, personnel and provisioning administration, legal and other office support services and the formulation of policy by the Commissioners.
- ◆ *Functional assistance to the Public Service Commission* includes the services which enable the Commission to exercise its powers, perform its functions and execute its duties in an effective manner.

**Table 10.2 Economic classification of expenditure**

R million	Expenditure outcomes			Preliminary outcome	Medium term expenditure estimates		
	1995/96	1996/97	1997/98	1998/99	1999/00	2000/01	2001/02
Current							
Personnel expenditure <sup>1</sup>	44,0	17,0	18,9	21,9	33,4	33,9	34,4
Other current expenditure	14,5	3,7	3,8	5,3	16,7	19,1	20,1
Transfer payments	2,3	–	–	–	–	–	–
Capital							
Acquisition of capital assets	2,2	2,2	1,1	0,5	1,0	–	–
<b>Total</b>	<b>63,0</b>	<b>22,9</b>	<b>23,8</b>	<b>27,7</b>	<b>51,1</b>	<b>53,0</b>	<b>54,5</b>

<sup>1</sup> Departmental personnel expenditure includes employer's contributions to pension funds at a rate of 17 per cent of basic salary in 1998/99 and 15 per cent of basic salary in subsequent years.

## OUTPUTS AND SERVICE DELIVERY TRENDS

The Public Service Commission promotes the constitutional values and principles of public administration in the Public Service. It monitors, evaluates, investigates and reports on the extent to which the values and principles of public administration are being complied with, and advise organs of state on these issues. The Public Service Commission Act of 1997 provides the body with extensive powers to review national and provincial departments.

### Public Service Law Amendment Act

In accordance with the Constitution, the Public Service Law Amendment Act of 1997 and 1998, and the new Public Service Regulations, executive authority has largely been devolved from the Commission to Executing Authorities and Heads of Department.

### Establishment of a single National Public Service Commission

The Constitution also required the establishment of a single national Public Service Commission, to replace the nine provincial offices. The number of Commissioners was reduced from 49 to 14, five appointed from the National Assembly and nine from the provinces. Staffing levels will be reduced sharply: provincial offices will each provide a maximum of five staff members to the new Commission.

### Appeals and grievances

The Commission is empowered to make recommendations with regard to grievances submitted by former officers and employees where these could not be settled at departmental level. The Commission is also empowered to give directions in respect of an appeal by an officer against the fining of guilt and/or a decision of the head of a department relating to disciplinary action. A study of the nature and extent of grievances in the Public Service has been initiated.

### Ethics

The Commission has published a Code of Conduct for the Public Service and has conducted several workshops and presentations on the Code. As part of the national anti-corruption strategy, the Commission is expected to provide information and research on the issue of corruption in the public service.

### Service delivery, merit and equity

Investigations were launched into the Departments of Welfare and Minerals and Energy on service delivery, merit and equity.

The Commission has initiated the following projects, which are still in progress:

- ◆ Evaluation of the management of leave in the Public Service.
- ◆ Evaluation of the management of remunerated overtime in the Public Service.
- ◆ Evaluation of the management of probation in the Public Service.
- ◆ Investigation into dismissals for misconduct in the Public Service.
- ◆ Investigation into the organisational structure of the Department of Education in the Northern Province.
- ◆ Investigation into the effectiveness of annual reports for accountability.
- ◆ Two case studies on management systems.
- ◆ Evaluation of Information Technology management in two departments.
- ◆ Development of a training manual for the Code of Conduct.

## **POLICY DEVELOPMENTS**

The Public Service Laws Amendment Act of 1997 and the new Public Service Regulations devolve authority for executive decisions from the Commission to Executing Authorities and Heads of Department. The functions of the Commission have been redefined primarily to monitor, evaluate and investigate public administration.

The Commission is responsible for monitoring the following policies and legislation that have been developed:

- ◆ White Paper on the Transformation of the Public Service.
- ◆ White Paper on the Transformation of Service Delivery.
- ◆ White Paper on Human Resources Management.
- ◆ White Paper on Training and Development.
- ◆ White Paper on Affirmative Action.
- ◆ Employment Equity Act.
- ◆ New Public Service Regulations.

## DISCUSSION OF PROGRAMMES

### Programme 1: Administration

R million	Budget estimate	Adjusted appropriation 1998/99	Preliminary outcome	Medium term expenditure estimates		
				1999/00	2000/01	2001/02
1998 Budget	13,4	15,1	14,8	13,9	14,4	–
<b>1999 Budget</b>	–	–	–	<b>26,7</b>	<b>27,5</b>	<b>28,1</b>

### Programme 2: Functional assistance to the Public Service Commission

R million	Budget estimate	Adjusted appropriation 1998/99	Preliminary outcome	Medium term expenditure estimates		
				1999/00	2000/01	2001/02
1998 Budget	15,1	13,1	12,9	15,9	16,8	–
<b>1999 Budget</b>	–	–	–	<b>24,4</b>	<b>25,5</b>	<b>26,4</b>

The *Functional assistance* programme aims to enable the Public Service Commission to exercise its powers, perform its functions and execute its duties in an effective manner. The programme includes:

- ◆ Investigation of grievances in the Public Service and recommendation of appropriate remedies, review cases on appeal and conduct research on issues related to appeals and grievances in the Public Service.
- ◆ Monitoring adherence to regulations governing personnel procedures and transformation policies in the human resources area.
- ◆ Promotion of a high standard of professional ethics in the Public Service.
- ◆ Evaluation of the management of information technology in the Public Service.
- ◆ Monitoring, evaluation and investigation of service delivery and related organisational systems and practices in the Public Service.
- ◆ Monitoring, evaluation and investigation of public administration practices at provincial level.