



MINISTRY  
PUBLIC SERVICE AND ADMINISTRATION  
REPUBLIC OF SOUTH AFRICA

## **Budget Vote Speech**

**Minister for the Public Service and  
Administration**

**Inkosi Mzamo Buthelezi, MP**

**National Assembly, Parliament of the Republic  
of South Africa**

**12 July 2024**

**VOTE 11: DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION**

**VOTE 7: NATIONAL SCHOOL OF GOVERNMENT**

**VOTE 12: PUBLIC SERVICE COMMISSION**

***THEME:***

***“Rebuilding Public Trust in a Purpose-Driven Public Service”***

## Salutations

Honourable House Chairperson;

Deputy Minister for the Public Service and Administration, Hon. Pinky Kekana, MP;

Ministers and Deputy Ministers;

Honourable Members of Parliament, in particular the Chairperson and Members of the Portfolio Committee on Public Service and Administration;

Fellow South Africans;

## National Unity and Renewal

**Honourable House Chairperson,**

I am tabling the budgets for the Department of Public Service and Administration [Vote 11], for the National School of Government,[Vote11] and [for the Public Service Commission, Vote 12] respectively.

During the State of the Nation Address (SONA) earlier this year, President Ramaphosa quoted the words of our late former President Nelson Mandela as he voted in 1994 and said:

*“This is the beginning of a new era. We have moved from an era of pessimism, division, limited opportunities, turmoil and conflict. We are starting a new era of hope, reconciliation and nation building.”*

Honourable Chairperson, I am privileged and deeply honoured that the President and the people of South Africa have entrusted me to lead this department to drive the reforms and improvements that will be pivotal in realising the goal of **“Rebuilding Public Trust in a Purpose-Driven Public Service.”**

## Professionalisation of the Public Sector

A professional, ethical and capable public service must be responsive and meet the expectations of our people in this new era.

Our approach to the professionalisation of the public service does not simply mean the accumulation of qualifications by public servants, but a public service that delivers quality services.

It means to serve the people of this country with a renewed sense of pride and respect for their work. For us as public servants, we understand that our work is not about just pursuing a career but it is a response to the highest calling to serve. And to serve them in a spirit of ubuntu.

**It is for this reason, that we have identified priorities to improve in the following areas:**

1. Improving trust in government and government services, by decisively dealing with corruption and corrupt officials. We will swiftly act against those abusing the state.
2. Improving discipline management to ensure that disciplinary processes are completed timeously; It is unacceptable that senior management within departments are on lengthy suspensions at the cost of the taxpayer, while sitting at home and litigating their way through the system.
3. Lifestyle audits must be conducted across the board when the system is abused for personal and selfish gain.
4. Modernising our service delivery monitoring systems to ensure that complaints are handled efficiently. We need a government wide system that will identify gaps where departments are lagging behind, and reward departments that are efficiently working.
5. Modernisation of public services through the digitisation and use of Information Communication Technology (ICT) innovations, including eRecruitment, HR Management and delivery of government services.
6. Partnering with organised labour to ensure that the collective bargaining system works for improving the needs of public servants and government services.
7. Improving the health and welfare of public servants by ensuring their wellbeing including on matters of mental health.

Honourable Members, we are convinced that by targeting the above-mentioned areas, we can build a professional public service driven by a strong sense of purpose and professional commitment.

Lapho khona izisebenzi ezifana nothisha, zihlonishwa njengesibani sezwe, amaphoyisa njegabakhuseli bethu kanye nabasebenzi bezempilo bedunyiswa njengabahlengi bemiphefumulo yethu.

South Africans deserve a public service that is professional, functional and driven by a deep sense of commitment to the greater good.

Like I've said before, this department is actually to the country what the heart is to the body. It is essential, life sustaining and central to the overall functioning of our government.

## Department of Public Service and Administration

Honourable House Chairperson,

One of the key achievements of the department was the tabling of the **Public Service Amendment Bill** and the **Public Administration Management Amendment Bill** in Parliament in March 2023.

These legislative reforms aim to enhance the professionalisation of the public sector and address longstanding challenges.

We have and will continue to implement measures to drive cost-effective operations, prudently manage the public sector wage bill, and realise greater value for money in the delivery of public services.

The implementation of the Operations Management Framework (**OMF**), the Business Process Modernisation Programme (**BPMP**), and the Organisational Functionality Assessment (**OFA**) directive - have all played a crucial role in enhancing the efficiency and effectiveness of the public service.

Honourable Members, the department has also played a vital role in strengthening international cooperation and stakeholder relations.

We have been the focal point for the African Peer Review Mechanism (**APRM**) and the Open Government Partnership (**OGP**), ensuring that South Africa remains at the

forefront of good governance and public participation **domestically** and **continentally**.

We are therefore pleased to announce that the Department will be hosting an engagement in the second quarter funded by partners to consolidate the transformation of employee health and wellness within the public service.

For the first time, traditional healers will be invited to share their views on how we manage *indaba yokuthwasa namandlozi* in the public service - as we comprehensively deal with temporary incapacity and improve leave management.

### **On the DPSA Budget:**

The Department has an allocated joint budget of over Five Hundred and Thirty Million. Which we share with the CPSI for the in the 2024/2025 financial year.

With regards to the Centre for Public Service Innovation the Deputy Minister, Honourable Pinky Kekana will provide more detail and she will also share developments on the **Government Employee Medical Scheme** and the **Government Employee Housing Scheme**.

It is rather unfortunate that we experienced some significant budget cuts in the past financial year, which have slowed down some of our programmes, and have resulted in a combined cut of over 120 posts within the DPSA.

### **Office of the Public Service Commission (OPSC)**

Honourable Members, the Public Service Commission (PSC) stands as a critical institution in the vision of rebuilding public trust in a purpose-driven public service.

The PSC has been at the forefront of strengthening the integrity, efficiency and responsiveness of our public administration.

A key milestone in this endeavour was the tabling of the **PSC Bill** in Parliament in September last year.

This Bill seeks to enhance the Commission's oversight role and expand its mandate to state-owned entities and local government, empowering the commission to ensure accountability and ethical conduct across the entire public sector.

Through a collaborative approach that brings together all three spheres of government, the commission has developed a comprehensive **Process Road Map** to guide the rollout of this transformative framework.

In recognising that a values-driven culture is essential for good governance, the PSC has intensified its advocacy work to promote Constitutional Values and Principles.

The PSC has developed a comprehensive Guide to support whistleblowers, as they play a crucial role in exposing corruption and safeguarding the public interest.

Honourable House Chairperson, the work of the Public Service Commission stands as an example of the progress we have made in building a public service that is responsive, accountable and committed to the people.

I therefore wish to table the budget allocation for the 2024/25 financial year of the PSC, which amounts to **R288.5 million**

### **National School of Government**

Honourable Chairperson, the National School of Government (**NSG**) has a critical role to play in supporting the vision of the department.

By expanding its' mandate to encompass all spheres of government, the NSG helps cultivate professional public servants who are not only technically competent but also imbued with the values and principles of Batho Pele and the Constitution.

Through targeted interventions, the NSG will strengthen the capabilities of public sector leaders in the areas of political leadership, economic governance, strategic oversight, and administrative excellence.

This will equip them to address the unique challenges faced by a government of national unity, where diverse political ideologies and manifestos must be reconciled for the common good of the people.

Therefore, Honourable Members, I extend an invitation to you all to join me in signing up for a course at the NSG, so that we too as the members can experience first-hand the work of the school.

Through forging partnerships with the private sector, industry, and civil society, the NSG develops innovative learning pathways that address systemic challenges and unlock new opportunities for service delivery improvement.

As we professionalise the public service, the work anchored in the NSG will see this school become a world-class academy that will shape and mould the future of patriotic technocrats.

I am pleased to announce that the NSG, together with other partners such as the Presidency, Department of Monitoring and Evaluation and the University of Johannesburg, will be hosting a conference at the end of this month themed: ***"Three Decades of Democracy in South Africa: A Critical Reflection and Social Dialogue towards Social, Economic and Global Transformation."***

I am confident that by working hand-in-hand we can make significant strides in rebuilding public trust and delivering the responsive, professional public service that all South Africans rightfully deserve.

### **On the Budget for the NSG**

The budget allocated to the NSG is R218,7 million, of which R107,9 million is transferred to the NSG Training Trading Account.

Chairperson,

In October 2024, we are expecting more than 6900 global and local participants at the International Conference on Theory and Practice of Electronic Governance (ICEGOV), from academia, governments, international organisations, civil society, and industry.

We are co-hosting the ICEGOV with the United Nations' and Wits University to allow participants to share the latest insights and experiences in the theory and practice of **Electronic Governance**.

## Conclusion

Chairperson, the Deputy Minister and I, are deeply committed to providing the necessary leadership and support to the department.

Motivated by the words echoed by one of our statesman, and the longest serving member of our parliament, the Late Prince Mangosuthu Buthelezi who said, "we must work until we feel the pain, if you have not felt the pain, it would mean you had not started." This means we must all go above and beyond the normal call of duty in the service of our people no matter how difficult the situation may be.

Chairperson,

Allow me to thank what I refer to as the engine room driving this department and its programmes.

The Director General, Ms Makhasi and the team.

Principal of NSG, Prof. Ngcaweni and the team.

The chairperson of PSC, Prof. Fikeni and DG Adv. Dube and the team.

Acting Executive Director CPSI, Ms Sebokedi and the team. For your hard work and commitment.

Therefore it is my pleasure in tabling the Budget Votes 7, 11 and 12 of this department.

Siyabonga.