

**AFRICAN CHRISTIAN DEMOCRATIC PARTY**  
**THEME COMMITTEE 6.1**  
**PUBLIC SERVICE**

There are currently 1.5 million civil servants on the payroll of the South African government according to the Central Statistical Service (Business Times - April 16. 1995).

As an authority with powers delegated from God, the public service are to be His servants for the good of all citizens.

The ACDP believes that a small, efficient and effective civil service is the one approach that will ensure the realisation of this ideal.

According to the Bible, there are three tiers of government: Individual, Church and Civil. The areas of responsibility for these three are clearly delineated in Scripture: Harold O. J. Brown said it very well in his monumental - *The Reconstruction of the Republic*, p.87: "Unless we control our appetites, we cannot control our government. We certainly cannot expect it to limit itself, because it senses our appetites far more strongly than it is persuaded by our claims that we are tired of bureaucracy, taxes and government interference. If the ultimate goal of government is to 'do everything and change everything', really an infinite challenge, then it will require an infinite effort - in fact, infinite taxes, infinite paperwork, and infinite interference: infinite in the sense that there will be no limit to them, no place at which people will say: 'This is clearly all that we want or need,' until the limits of exhaustion are reached. Infinite goals mean infinite controls. And infinite controls mean zero freedom."

It has been shown in the field of Public Administration that it is almost a principle of law that a civil service complement will grow to enable it to burden additional tasks, which other jurisdictions of authority fail to take up. To counter this, a number of noteworthy recommendations to limit growth in the public sector is always advanced.

Surely enough, implementing these, such as the principle of non-reducing numbers of civil employees in favour of not employing more, will provide short-term solutions. Care must be taken, however, to not let short-term gains become the vision and the goals of restructuring the civil service.

Statements, such as those made in Time Magazine of the 27th February 1995, (concerning misappropriation of funds by the tourism organisation, then headed by Mr Makaba, and a further \$40 million in foreign donations to an organisation set up to help former political prisoners), that any fraud within the ranks of the present government probably fails short of similar occurrences in the previous National Party dispensation, are inappropriate and dangerous.

Surely all forms of dishonesty in the realm of public service is a major cause for concern and needs to be addressed immediately. Even though it might sound politically good to say that levels of corruption is nowhere near where it was previously, and even though it shows promise, there still

needs to be firm measures leading to the complete eradication of corruption - this should be a long term commitment, starting immediately.

The ACDP proposes that civil servants be exactly what the appellation denotes: It is submitted that the so-called "security" of employment in the civil service needs careful scrutiny. Members of a small and efficient service must be openly accountable to the South African citizenry - as these are the very people whose lives are controlled by the faceless individuals implementing public policy.

While it is understandable that certain technical fields, such as atomic energy applications, warrant expert drafting of legislation and policy, every effort must be made to include grassroots members of society in the process of accountability. Suggestions in this regard would be the publication, in easily understandable language, of key aspects of proposed programmes or legislation, to be published in the national media with timeous invitations of public opinion and a schedule as detailed as possible, of what the proposed line of the action is going to cost the taxpayers.

To further the attainability of an efficient stream-lined civil service, it is submitted that this body submits detailed income and expenditure statements, showing, not it's profitability, but the balance between available sources and outcome. The public service must be ensured to run on sound managerial and business ethics and it is proposed that a committee of experienced persons, with proven managerial skills, be constituted to evaluate the current civil service, in terms of acceptable private sector standards and thus, resulting recommendations be introduced and monitored immediately.

The Civil Service must be a specialised, efficient and elite sector, where individuals, who have proven themselves in the private sector, are actively recruited, with their knowledge and skills creatively merged with the proven, but possibly staid methodology, which has pervaded the public service sector for the past several decades.

In short, the civil service must be made competitive with the private sector and, when it comes to the provision of services, the test should be whether it outperforms the other competitors in the market. Where it does not, it should not provide the service and the tax payer should receive the benefit.

It is argued that the oppressive tax system that currently eats up virtually seventy per cent of the hard working wage earner's income, should not serve to provide the enabling source for only those very few aspects of daily life that cannot be effectively encompassed by the competitive private sector market. This will mean a considerable reduction in taxes that should correspond with the flat rate of around sixteen per cent mentioned in the bible. Tax-paying South Africans will stand up - mobilised by the ACDP - to demand an explanation from public servants on how responsibly their tax monies are being spent and from the national government, and why it needs seven tenths of income generated by salary earners, when the Bible prescribes that, if the individual and the Church take up their rightful responsibilities, civil government will only need a fraction thereof to fulfil it's responsibility as a servant of the most High God, and to the benefit of all South Africans.

The ACDP demands that virtuous, moral people, who have a clear idea of their position in God's chain of authority, and for whom obedience to his inviolable principles, will be far more important than building kingdoms or defrauding the South African public, must be employed in the new public service and that it must be recognised that biblical morality and ethics will ensure that at least two billion Rand will not be stolen from South African tax payers annually, through corruption in only one aspect of the civil service, namely, the state pension system, (The Star, 2nd march 1995.)

It needs further be said, that the image of the public service, as an employer of last resort for especially public Administration and social science graduates, be drastically changed. Of key importance will be the role that the public service will play in affirmative action. The aim should not be egalitarianism, because this could easily end up as window dressing black-empowerment, that will benefit and enrich a minority to the detriment of the majority, but equity, where equal opportunity should not mean equal outcome and, where the individual takes final responsibility for outcome. Taking into account the scarcity of resources, the result of affirmative action in the public service should be to have individuals men and women - of proven ability and sound moral character - capably and efficiently serving the South African public with total irrelevance as to their skin colour or sex.

18th April