

## Submission to Sub-Theme Committee 6.1

### PUBLIC ADMINISTRATION

1. There shall be an independent Public Service Commission (PSC) established under a PSC Act.
  - 1.1 The PSC shall cater for all government employees at all levels of government.
  - 1.2 The PSC shall perform a watchdog/ombud role such that legislated nations standards shall be monitored, investigated and reported upon.
2. There shall be no Provincial Service Commissions.
  - 2.1 The PSC shall be structured through the PSC Act in such a way as to ensure provincial representation in national processes while simultaneously ensuring that there is a full and direct accountability at the provincial level for the implementation that takes place at that level.
  - 2.2 The following proposed structure will be considered in this light:  
that the PSC shall consist of 10 Commissioners: a chairperson appointed by the President in consultation with the Executive from nominations by a (joint) Committee of Parliament;  
a person appointed by each of the Provincial Executives from nominations of a Committee of each Legislature;  
each Commissioner shall establish an Office which, together with the relevant Commissioner, shall be accountable to the legislature (at national or provincial level)
3. The Constitution shall allow for national and provincial executive appointments into the public service to be made.
4. There shall be no special job guarantees for any public servants.
5. There shall be uniform minimum conditions of service for all government employees at all levels. The rights and conditions of service of all public sector workers shall be regulated by national labour law.
6. National legislation should ensure merit, equity and representivity in appointment and promotions and create ability for change, development and administrative reform.
7. The Constitution should provide for the following characteristics of the public service:
  - 7.1 be professional and career-development orientated;
  - 7.2 be broadly representative of the South African society;
  - 7.3 be efficient, effective and responsive in terms of the delivery of service to the public;
  - 7.4 be transparent and accountable to the public and legislature;

- 7.5 be loyal to the government of the day;
- 7.6 ensure equitable delivery of service at all levels of government.