



STATE OF THE PUBLIC SERVICE IN GAUTENG:
*Extent of Compliance with the Constitutional Values
and Principles including the Values and Principles set
out in Section 196 of the Constitution*

*Prepared for the
Standing Committee on Public Accounts (SCOPA)
Gauteng Provincial Legislature*

*Commissioner: Mr VGM Mavuso
Venue Catalyst Hotel Sandton
October 19, 2023*

INTRODUCTION

- The Public Service Commission is an independent body established in terms of Chapter 10 of the Constitution.
- The Commission is independent and must be impartial, and must exercise its powers and perform its functions without fear, favour or prejudice in the interest of the maintenance of effective and efficient public administration and a high standard of professional ethics in the public service.
- In terms of section 196(4) of the Constitution, the powers and functions of the PSC are to (amongst others):
 - *Promote Constitutional Values and Principles*
 - *Investigate, monitor and evaluate*
 - *Propose measures*
 - *Give advice, recommendation and directions*
 - *Report on its activities*

Founding Values



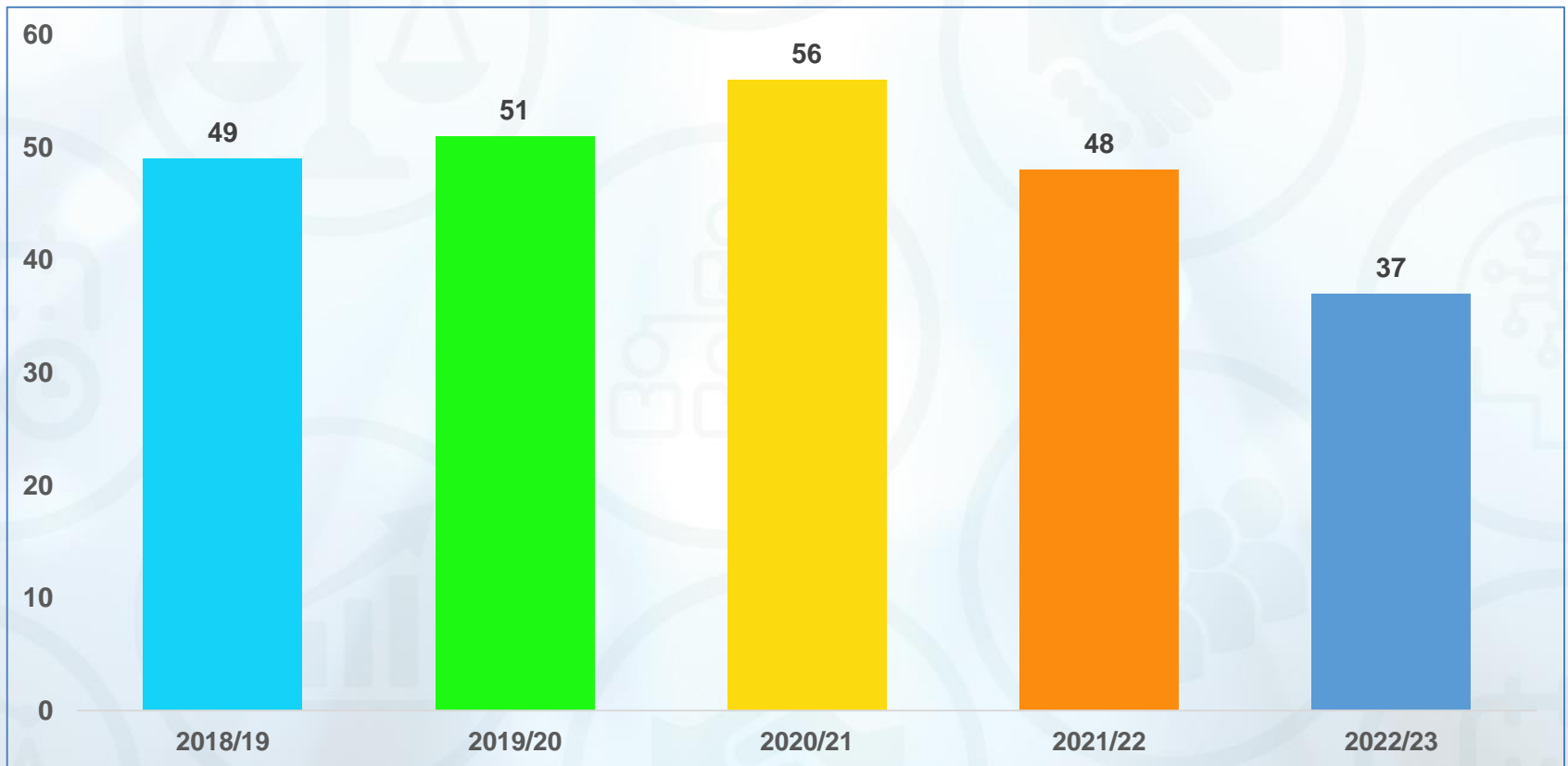
Principles



FINANCIAL MISCONDUCT

FINALISED CASES OF FINANCIAL MISCONDUCT

According to the Public Finance Management Act and Treasury Regulations all the departments are required to report, as soon as the disciplinary proceedings in cases of financial misconduct are finalised, to the PSC on the outcomes of the cases



FINANCIAL MISCONDUCT

CASES OF FINANCIAL MISCONDUCT BY TYPES

PERCENTAGE OF MISCONDUCT PER CATEGORY					
	2018/19	2019/20	2020/21	2021/22	2022/23
Corruption	0%	6%	1%	0%	0%
Irregular Expenditure	4%	16%	16%	13%	19%
Unauthorised Expenditure	0%	0%	0%	0%	19%
Fruitless And Wasteful Expenditure	0%	0%	0%	0%	0%
Fraud	2%	0%	0%	25%	11%
Gross Negligence	4%	4%	4%	6%	3%
Misappropriation & Abuse	12%	4%	4%	0%	5%
Theft	78%	70%	75%	54%	54%
Unethical Behavior	0%	0%	0%	0%	0%
Financial Mismanagement	0%	0%	0%	2%	0%

FINANCIAL MISCONDUCT

COST OF FINANCIAL MISCONDUCT

AMOUNT INVOLVED IN CASES OF FINANCIAL MISCONDUCT REPORTED					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	R 0.00	R 33 000.00	R0.00	Not Disclosed	R0.00
COGTA	R 0.00	R 0.00	R 1 161 523.55	R0.00	R0.00
Community Safety	R 0.00	R 0.00	R0.00	R0.00	R0.00
Infrastructure Dev	R 6 000.00	R 345 000.00	R0.00	R0.00	R 103 621.29
Economic Development	R 0.00	R 0.00	R0.00	R0.00	R 82 123.68
Education	R 1 996 874.04	R 2 065 668.48	R 507 054.94	R 9 753 968.35	R 6 723 659.65
e-Government	R 0.00	R 0.00	R 2 800 000.00	R 57 241 000.00	R 67 057 677.32
Health	R 238 969.12	R 3 258.66	R 98 486.41	R 3 453.71	R 34 264.28
Human Settlements	R 24 187.65	R 0.00	R0.00	R 0.00	R0.00
Premier	R 0.00	R 0.00	R 2 576.00	R0.00	R 28 430.74
Sport	R 0.00	R 12 039 535.00	R 57 799.62	R0.00	R0.00
Roads and Transport	R 0.00	R 0.00	R0.00	R0.00	R0.00
Social Development	R 0.00	R 0.00	R0.00	R 0.00	R0.00
Treasury	R 0.00	R 0.00	R0.00	R0.00	R0.00
TOTAL	R 2 266 030.81	R 14 486 462.14	R 4 627 440.52	R 66 998 422.06	R 74 029 776.96

FINANCIAL MISCONDUCT

NO LOSS TO THE STATE

AMOUNT CONSIDERED AS POTENTIAL LOSS TO THE STATE BY THE DEPARTMENTS					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	R 0.00	R 0.00	R 0.00	Not Disclosed	R 0.00
COGTA	R 0.00	R 0.00	R 1 161 523.55	R 0.00	R 0.00
Community Safety	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Infrastructure Dev	R 0.00	R 345 000.00	R 0.00	R 0.00	R 0.00
Economic Dev.	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Education	R 201,003.42	R 2 052 703.48	R 289 751.50	R 2 068 737.43	R 99 642.75
e-Government	R 0.00	R 0.00	R 0.00	R 0.00	R 67 057 677.32
Health	R 238,969.12	R 3 258.66	R 98 486.41	R 0.00	R 34 263.47
Human Settlements	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Premier	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Sport	R 0.00	R 12 039 535.00	R 57 799.62	R 0.00	R 0.00
Roads and Transport	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Social Development	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Treasury	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
TOTAL	R 445,972.54	R 14 440 497.14	R 1 607 561.08	R 2 068 737.43	R 67 191 583.54

FINANCIAL MISCONDUCT

AMOUNT RECOVERED

AMOUNT RECOVERED BY THE DEPARTMENTS					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	R 0.00	R 0.00	R 0.00	Not Disclosed	R 0.00
COGTA	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Community Safety	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Infrastructure Dev	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Economic Development	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Education	R 0.00	R 0.00	R 0.00	R 5 085 060.28	R 45 702.00
e-Government	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Health	R 0.00	R 0.00	R 6 322.82	R 3 453.71	R 0.00
Human Settlements	R 0.00	R 0.00	R 20 156.50	R 0.00	R 0.00
Premier	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Sport	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Roads and Transport	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Social Development	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Treasury	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
TOTAL	R 0.00	R 0.00	R 26 479.32	R 5 088 513.99	R 45 702.00

FINANCIAL MISCONDUCT

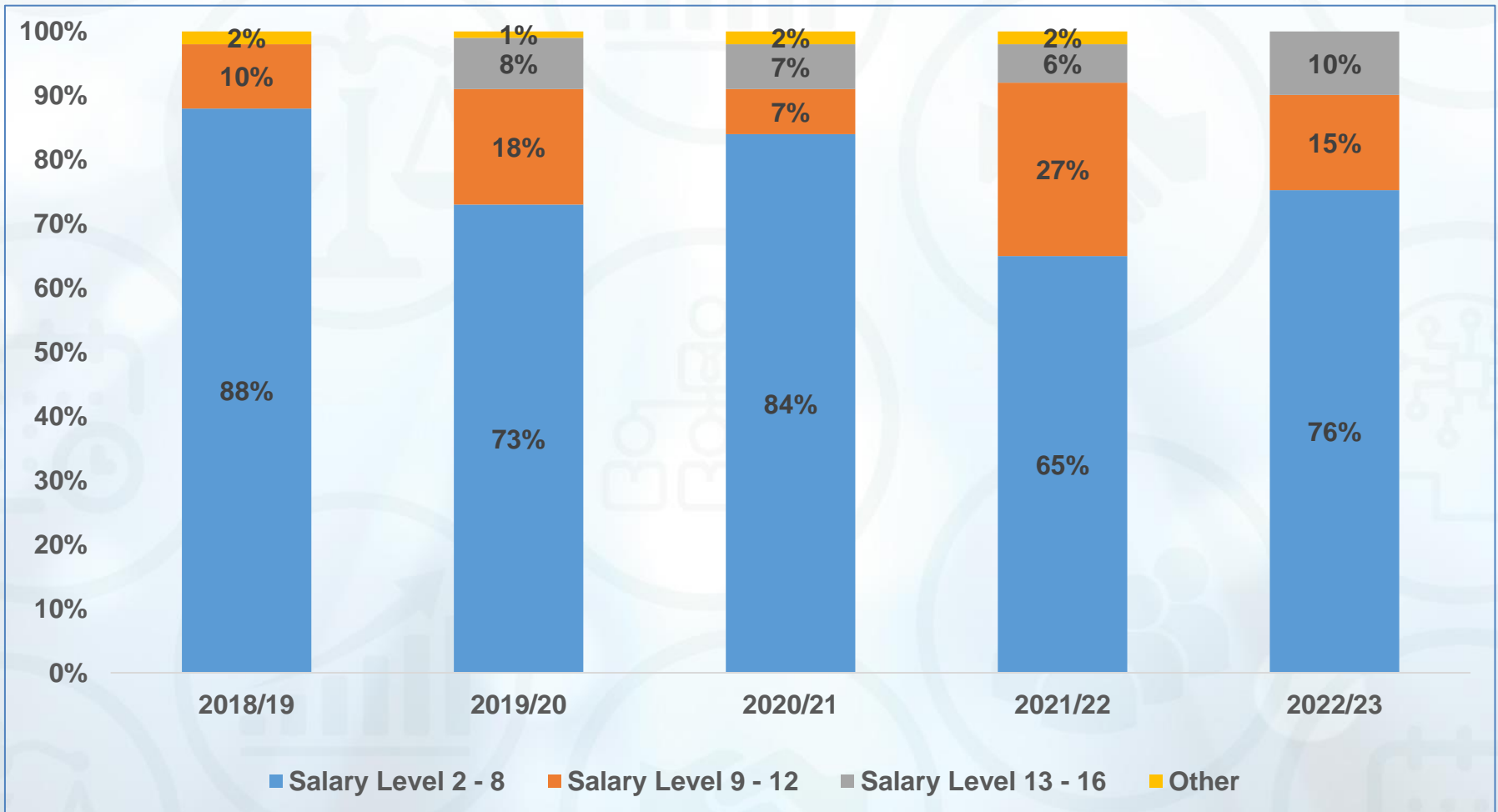
AMOUNT NOT RECOVERED

AMOUNT NOT RECOVERED BY THE DEPARTMENTS					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	R 0.00	R 33 000.00	R 0.00	Not Disclosed	R 0.00
COGTA	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Community Safety	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Infrastructure Dev	R 0.00	R 0.00	R 0.00	R 0.00	R 103 621.29
Economic Dev	R 0.00	R 0.00	R 0.00	R 0.00	R 82 123.68
Education	R 1 795 870.65	R 12 965.00	R 217 303.44	R 2 601 164.64	R 6 578 314.90
e-Government	R 0.00	R 0.00	R 2 800 000.00	R 57 241 000.00	R 0.00
Health	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Human Settlements	R 24 187.65	R 0.00	R 0.00	R 0.00	R 0.00
Premier	R 0.00	R 0.00	R 2 576.00	R 0.00	R 28 430.74
Sport	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Roads & Transport	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Social Development	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Treasury	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
TOTAL	R 1 820 058.27	R 45 965.00	R 3 019 879.44	R 59 842 164.64	R 6 792 490.61

The Accounting Officers should perform their duties as required, to recover the funds owed to the state by the officials who were found guilty of financial misconduct.

FINANCIAL MISCONDUCT

EMPLOYEES CHARGED WITH FINANCIAL MISCONDUCT PER SALARY LEVEL



HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

APPROVED ORGANISATIONAL STRUCTURES

According to Public Service Regulation, an executive authority shall determine the department's organisational structure in terms of its core mandate and support functions.

ORGANISATIONAL STRUCTURE					
Department	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	No	No	No	No	Yes
COGTA	Yes	Yes	Yes	No	Yes
Community Safety	Yes	Yes	Yes	Yes	Not Reported
Economic Development	No	Yes	Yes	In process	Not Reported
Education	Yes	Yes	Yes	Not Reported	Yes
e-Government	Yes	Yes	Yes	In process	Not Reported
Health	No	No	No	Not Reported	In process
Human Settlements	Yes	Yes	No	Yes	Yes
Infrastructure Development	Yes	Yes	Yes	In process	Yes
Premier	Yes	Yes	Yes	Yes	No
Roads and Transport	Yes	No	Yes	Yes	Yes
Social Development	Yes	Yes	Yes	Yes	Yes
Sports	Yes	Yes	Yes	Not Reported	Yes
Treasury	Yes	Yes	Yes	Yes	Yes

HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

APPROVED HUMAN RESOURCE PLAN

According to the Public Service Regulations, the Executive Authority is required to prepare and implement a human resource plan for his or her department

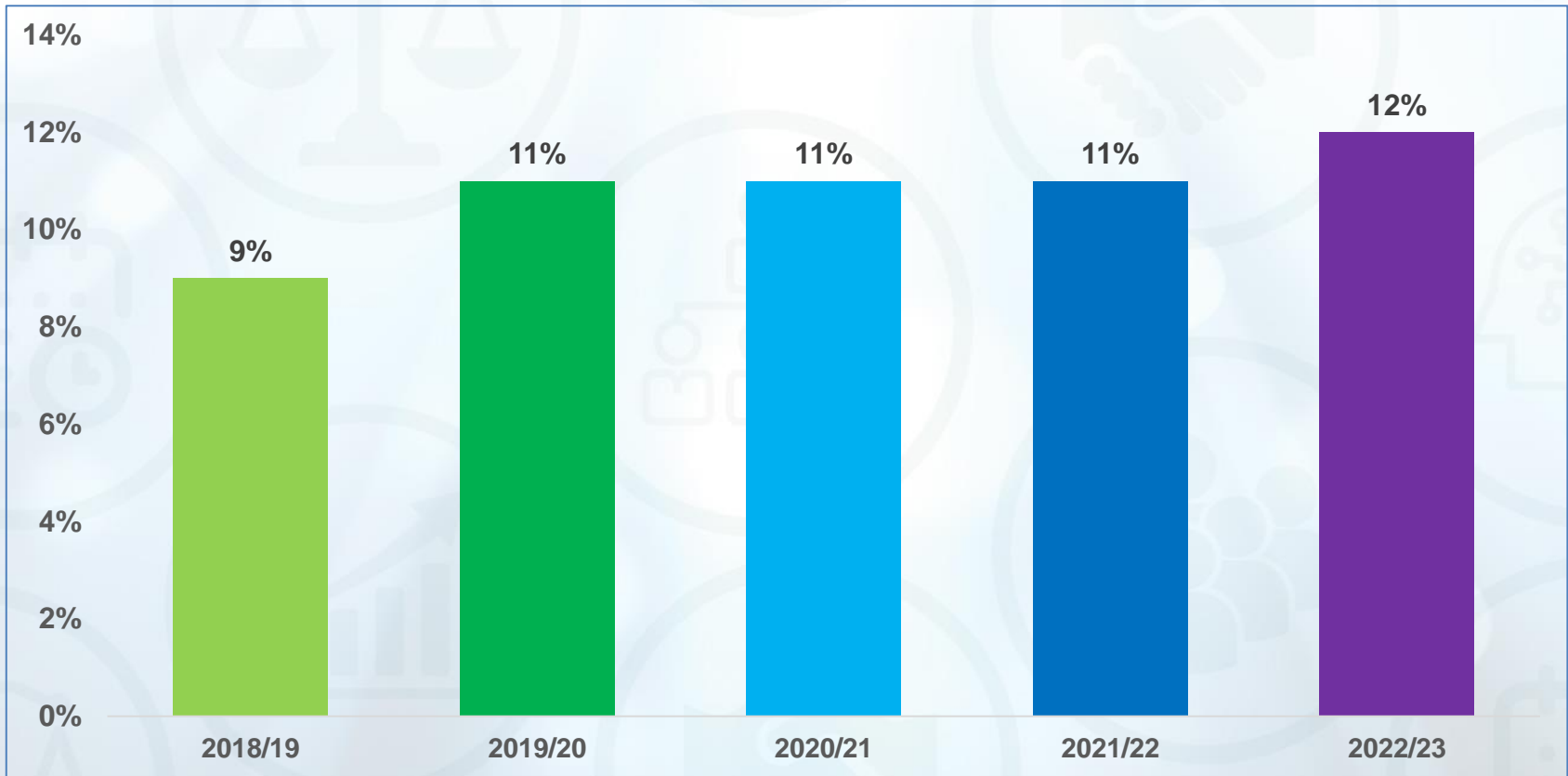
HUMAN RESOURCE MANAGEMENT PLAN					
Department	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	Yes	Yes	Yes	Yes	Yes
COGTA	Yes	Yes	Yes	No	Yes
Community Safety	Yes	Yes	Yes	Yes	Not Reported
Economic Development	Yes	Yes	Yes	No	Yes
Education	Yes	Yes	Yes	Not Reported	Yes
e-Government	Yes	Yes	Yes	Yes	Not Reported
Health	Yes	No	No	Not Reported	Yes
Human Settlements	Yes	Yes	Yes	Yes	Yes
Infrastructure Development	Yes	Yes	Yes	Yes	Yes
Premier	Yes	Yes	Yes	Yes	Yes
Roads and Transport	Yes	Yes	Yes	No	Yes
Social Development	Yes	Yes	Yes	Yes	Yes
Sports	Yes	Yes	No	Not Reported	No
Treasury	Yes	Yes	Yes	Yes	Yes



HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

VACANCY RATE

According to the norms and standards as set by the Department of Public Service and Administration, any vacancy rate beyond 10% is considered high and unacceptable. Thus meaning the only acceptable vacancy rate, is the vacancy rate that is 10% or below.



HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

VACANCY RATE

VACANCY RATE PER DEPARTMENT (PERSAL) FUNDED POSTS					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	7%	8%	17%	7%	13%
COGTA	5%	9%	9%	11%	13%
Community Safety	8%	16%	15%	16%	20%
Economic Development	8%	14%	14%	27%	13%
Education	7%	8%	9%	8%	10%
e-Government	10%	8%	11%	8%	9%
Health	11%	11%	13%	12%	14%
Human Settlements	19%	17%	21%	20%	8%
Infrastructure Development	15%	26%	20%	20%	17%
Premier	13%	43%	8%	10%	13%
Roads and Transport	21%	26%	28%	33%	34%
Social Development	14%	15%	14%	10%	14%
Sports	26%	24%	29%	30%	30%
Treasury	12%	15%	13%	23%	17%



HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

VACANCY RATE

- The PSC is deeply concerned about the level of non-compliance with the norms and standards related to the vacancy rate determined by the Department of Public Service and Administration.
- Only two departments (Education and e-Government) have consistently met the required vacancy rate in the past five financial years.
- Departments of Health, Infrastructure Development, Roads and Transport, Sports; and Treasury have consistently not complied with the DPSA norms and standards regulating vacancy rate, in the past five financial years.
- A high vacancy rate may also provide fertile ground for burnout and grievances, as officials in departments must assume additional responsibilities to ensure continuity in the delivery of services.
- High vacancy rates may impede the departments' ability to carry out their legislative and constitutional mandates.

HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

HOW LONG THE POSTS HAVE BEEN VACANT

According to Public Service Regulations, a funded vacant post shall be advertised within six months after becoming vacant and be filled within twelve months after becoming vacant.

HOW LONG THE POSTS HAVE BEEN VACANT 2022/23					
	<6 MONTHS	6 - 10 MONTHS	11 - 12 MONTHS	MORE THAN 12 MONTHS	UNDISCLOSED
Agriculture	Not Reported				
COGTA	0%	0%	0%	0%	100%
Community Safety	Not Reported				
Economic Development	8%	17%	6%	69%	0%
Education	46%	10%	6%	37%	0%
e-Government	Not Reported				
Health	27%	13%	5%	54%	0%
Human Settlements	22%	5%	7%	67%	0%
Infrastructure Dev	31%	16%	13%	40%	0%
Premier	32%	21%	3%	44%	0%
Roads and Transport	6%	5%	1%	87%	0%
Social Development	47%	13%	4%	36%	0%
Sports	0%	0%	0%	0%	100%
Treasury	38%	22%	2%	37%	0%

The PSC is very concerned that the majority of vacant posts were vacant for longer than the prescribed period, and some were not disclosed.



HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

TIME TAKEN TO FILL THE VACANT POST

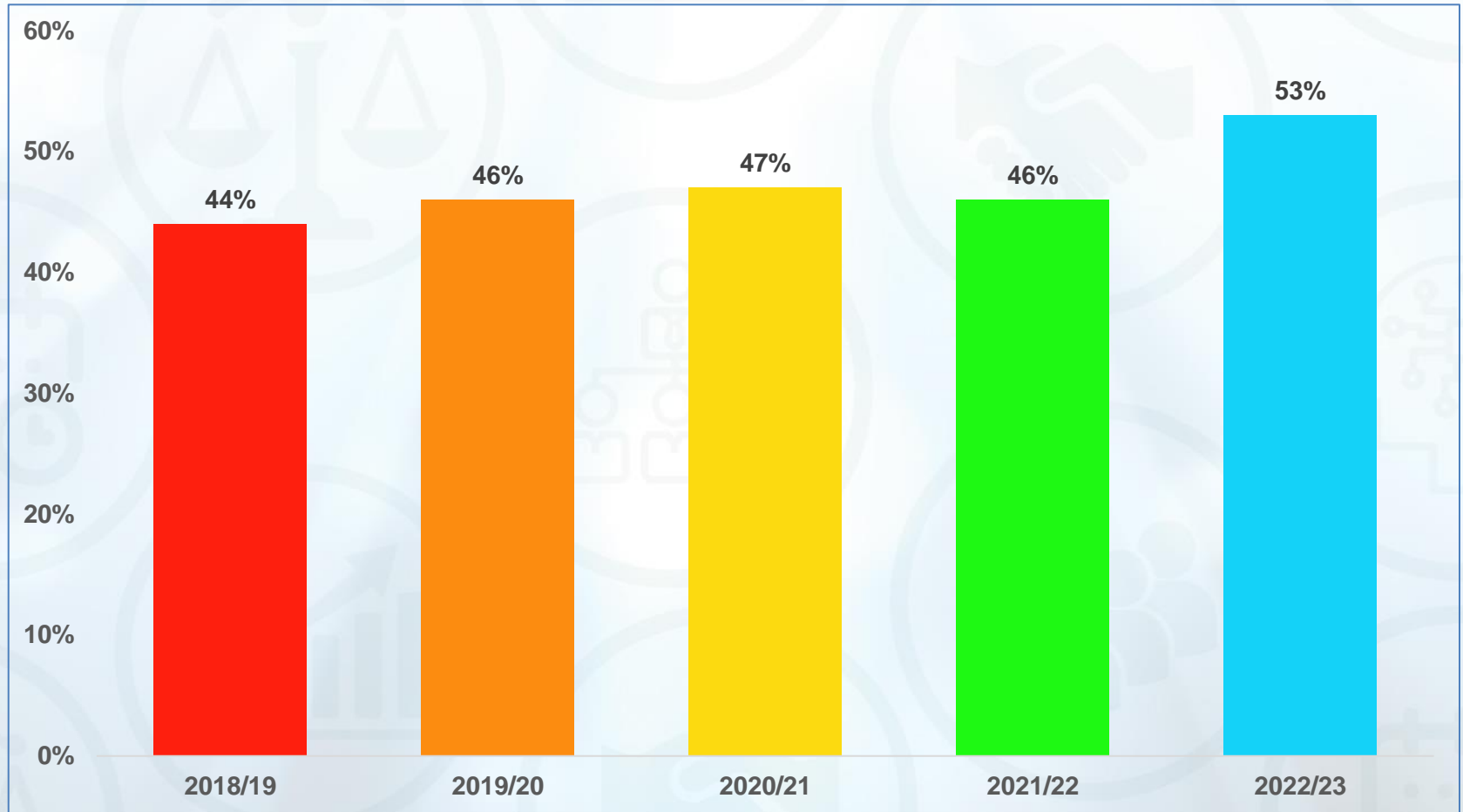
According to Public Service Regulation, a funded vacant post shall be advertised within six months after becoming vacant and be filled within twelve months after becoming vacant.

TIME TAKEN TO FILL VACANT POSTS 2022/23								
	Within 12 Months	More than 12 Months	Moratorium	Filled	On hold	To be abolished	Undisclosed	In process to fill
Agriculture	Not Reported							
COGTA	0%	0%	0%	0%	0%	0%	100%	0%
Community Safety	Not Reported							
Economic Development	0%	0%	0%	92%	0%	0%	0%	0%
Education	100%	0%	0%	0%	0%	0%	0%	0%
e-Government	Not Reported							
Health	0%	0%	0%	0%	0%	0%	100%	0%
Human Settlements	0%	0%	0%	0%	0%	0%	100%	0%
Infrastructure Development	100%	0%	0%	0%	0%	0%	0%	0%
Premier	88%	0%	0%	2%	0%	0%	0%	9%
Roads and Transport	100%	0%	0%	0%	0%	0%	0%	0%
Social Development	81%	0%	0%	0%	0%	0%	0%	19%
Sports	100%	0%	0%	0%	0%	0%	0%	0%
Treasury	100%	0%	0%	0%	0%	0%	0%	0%

HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

FEMALES AT SENIOR MANAGEMENT

In terms of the 2009 Cabinet Resolution, there should be at least 50% of the women at the Senior Management level.



HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

FEMALES AT SENIOR MANAGEMENT

FEMALES AT SENIOR MANAGEMENT LEVEL					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	44%	46%	58%	62%	38%
COGTA	32%	29%	32%	34%	63%
Safety	47%	60%	55%	55%	50%
Economic Dev	46%	52%	43%	37%	64%
Education	44%	45%	42%	42%	53%
e-Government	39%	51%	49%	44%	55%
Health	44%	51%	48%	47%	54%
Human Settls	42%	46%	46%	47%	44%
Infrastructure Dev	38%	33%	36%	38%	63%
Premier	52%	49%	51%	54%	44%
Roads	53%	42%	46%	45%	54%
Social Dev	62%	58%	61%	58%	39%
Sports	69%	71%	61%	53%	50%
Treasury	51%	54%	50%	49%	54%

PERFORMANCE MANAGEMENT & DEVELOPMENT

FILING OF PERFORMANCE AGREEMENTS OF THE HoDS

According to the directives on the performance management and development system, the Heads of Department are required to file their signed performance agreements with the Department of Planning, Monitoring and Evaluation by 30 April annually.

PERFORMANCE AGREEMENTS FILED WITH THE DPME					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	Yes	Yes	Yes	Yes	Acting
COGTA	Yes	Yes	Yes	Acting (Yes)	Yes
Community Safety	Yes	Yes	Acting	No	Yes
Economic Development	Yes	Yes	Yes	No	Yes
Education	Yes	Yes	Yes	No	Yes
e-Government	Yes	Yes	Acting	Yes	Yes
Health	Yes	Yes	Acting	Acting (Yes)	Acting
Human Settlement	Yes	Yes	Yes	Yes	Yes
Infrastructure Dev	Yes	Yes	Acting	No	Yes
Premier	Yes	Yes	Yes	Acting (Yes)	Acting
Roads and Transport	Yes	Yes	Yes	Yes	Yes
Social Development	Yes	Yes	Yes	Yes	Acting
Sport	Yes	Yes	Yes	Acting (Yes)	Acting
Treasury	Yes	Yes	Yes	No	Yes

Over the past five years, all the Heads of Department filed their performance agreements with the Department of Planning, Monitoring, and Evaluation.



PERFORMANCE MANAGEMENT & DEVELOPMENT

HoDS' EVALUATIONS

HOD EVALUATION					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	Yes	Yes	No	Yes	Pending
COGTA	Yes	Yes	No (Passed)	Acting	Pending
Community Safety	Yes	Yes	Acting	No	Pending
Economic Development	Yes	Yes	No	No	Pending
Education	Yes	Yes	Yes	Yes	Pending
e-Government	Yes	Yes	Acting	Yes	Pending
Health	Yes	Yes	No (Left)	Acting	Pending
Human Settlement	Yes	Yes	Yes	Yes	Pending
Infrastructure Dev	Yes	Yes	Acting	Yes	Pending
Premier	Yes	Yes	Acting	Acting	Pending
Roads and Transport	Yes	Yes	No	N/A	Pending
Social Development	Yes	Yes	Yes	No	Pending
Sport	Yes	Yes	No	Acting	Pending
Treasury	Yes	Yes	No	Yes	Pending

Notably, not all HoDs have been assessed and this does not auger well for ensuring overall accountability in the affected departments.

PERFORMANCE MANAGEMENT & DEVELOPMENT

PERFORMANCE AGREEMENTS OF SENIOR MANAGERS

Senior Management Services Handbook on senior managers, prescribes that all the members of the senior management should enter into Performance agreements with their supervisors by the 31 May of each year.

PERFORMANCE AGREEMENTS CONCLUDED SALARY LEVELS 13 - 15					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	100%	90%	97%	100%	97%
COGTA	97%	100%	97%	100%	94%
Community Safety	100%	100%	100%	100%	NR
Economic Development	100%	98%	100%	92%	98%
Education	100%	100%	96%	NR	91%
e-Government	100%	100%	91%	100%	NR
Health	100%	93%	82%	NR	7%
Human Settlements	83%	94%	91%	91%	98%
Infrastructure Dev	91%	100%	100%	100%	95%
Premier	92%	92%	86%	89%	49%
Roads and Transport	98%	96%	64%	61%	81%
Social Development	100%	95%	100%	100%	94%
Sports	96%	65%	95%	NR	82%
Treasury	96%	100%	100%	98%	100%



PERFORMANCE MANAGEMENT & DEVELOPMENT

PERFORMANCE ASSESSMENTS OF SENIOR MANAGERS

Public Service Regulations prescribes that all the employees must be assessed for each performance cycle.

PERFORMANCE ASSESSMENTS CONCLUDED (SENIOR MANAGERS)					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	Not Reported	Not Reported	103%	Pending	Pending
COGTA	100%	100%	100%	100%	100%
Community Safety	58%	0%	100%	53%	Not Reported
Economic Development	Not Reported	Not Reported	72%	103%	68%
Education	Not Reported	52%	Not Reported		88%
e-Government	Not Reported	Not Reported	100%	Pending	Not Reported
Health	Not Reported	0%	Not Reported		100%
Human Settlements	16%	Not Reported	72%	Pending	Pending
Infrastructure Dev	45%	Not Reported	89%	Pending	Pending
Premier	27%	13%	68%	Pending	Pending
Roads and Transport	34%	Not Reported	54%	86%	26%
Social Development	Not Reported	Not Reported	94%	Pending	Pending
Sports	88%	Not Reported	Not Reported		Pending
Treasury	Not Reported	Not Reported	100%	Pending	Pending



PERFORMANCE MANAGEMENT & DEVELOPMENT

ANNUAL SALARIES PAID WITH NO CONTRACT (SENIOR MANAGERS)

ANNUAL SALARIES PAID WITH NO CONTRACT (SL 13 – 15)			
	2020/21	2021/22	2022/23
	Amount Paid	Amount Paid	Amount Paid
Agriculture	R 1 521 591.00	R 0.00	R 1 663 581.00
COGTA	Undisclosed	R 0.00	R 2 424 081.00
Community Safety	R 0.00	R 0.00	Not Reported
Economic Dev	R 0.00	R 1 156 143.00	R 1 190 826.00
Education	Not Reported	Not Reported	R 9 038 241.00
e-Government	Undisclosed	R 0.00	Not Reported
Infrastructure	R 0.00	R 0.00	R 4 935 375.00
Health	Not Reported	Not Reported	R 117 634 500.00
Human Settlements	R 2 278 819.00	R 2 624 028.00	R 0.00
Premier	Undisclosed	Undisclosed	R 47 083 389.00
Roads	R 33 857 745.00	R 27 748 281.00	R 10 055 145.00
Social Development	R 0.00	R 0.00	Undisclosed
Sport	Not Reported	Not Reported	R 5 558 349.00
Treasury	R 0.00	R 1 245 501.00	R 0.00
Total	R 37 658 155.00	R 32 773 953.00	R 199 583 487.00

The PSC is very concerned that the some of the executive, spent **R 294 369 995.00** on senior managers who could not be held accountable in 2020/21, 2021/22, & 2022/23 financial years, because they had no performance agreements.

PERFORMANCE MANAGEMENT & DEVELOPMENT

ANNUAL SALARIES PAID WITH NO ASSESSMENTS (SENIOR MANAGERS)

ANNUAL SALARIES PAID WITH NO ASSESSMENT (SL 13 – 15)			
	2020/21	2021/22	2022/23
	Amount Paid	Amount Paid	Amount Paid
Agriculture	Undisclosed	Undisclosed	Undisclosed
COGTA	Undisclosed	Undisclosed	R 2 544 756.00
Community Safety	Undisclosed	Undisclosed	Not Reported
Economic Dev	Undisclosed	Undisclosed	R 18 275 280.00
Education	Not Reported	Not Reported	R 26 224 770.00
e-Government	Not Reported	Not Reported	Not Reported
Infrastructure	R 7 874 580.00	Undisclosed	Undisclosed
Health	Not Reported	Not Reported	R 117 634 500.00
Human Settlements	R 7 510 543.00	Undisclosed	R 0.00
Premier	R 25 855 197.00	Undisclosed	R 84 836 669.00
Roads	Undisclosed	Undisclosed	R 48 000 540.00
Social Development	Undisclosed	Undisclosed	Undisclosed
Sport	Not Reported	Not Reported	R 14 111 940.00
Treasury	R 0.00	R 0.00	Undisclosed
Total	R 41 240 320.00	R 0.00	R 311 628 455.00

The PSC is very concerned that some of the executive, spent **R 352 869 020.00** on senior managers who were not held accountable for their performance between 2020/21, 2021/22, & 2022/23 financial years.



PERFORMANCE MANAGEMENT & DEVELOPMENT

PERFORMANCE AGREEMENTS OF OFFICIALS AT SL 2 - 12

PERFORMANCE AGREEMENTS CONCLUDED SALARY LEVELS 2 - 12					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	100%	100%	94%	99%	97%
COGTA	59%	80%	80%	76%	99%
Community Safety	79%	98%	96%	99%	NR
Economic Development	100%	100%	96%	99%	98%
Education	100%	100%	79%	90%	89%
e-Government	98%	100%	95%	95%	NR
Health	96%	95%	77%	46%	51%
Human Settlements	93%	91%	90%	89%	95%
Infrastructure Dev	99%	94%	96%	96%	88%
Premier	97%	96%	92%	97%	70%
Roads and Transport	87%	95%	93%	60%	97%
Social Development	96%	96%	97%	94%	94%
Sports	92%	99%	76%	85%	92%
Treasury	100%	97%	97%	99.5%	99%

PERFORMANCE MANAGEMENT & DEVELOPMENT

PERFORMANCE ASSESSMENTS OF OFFICIALS AT SL 2 - 12

PERFORMANCE ASSESSMENTS CONCLUDED SALARY LEVELS 2 - 12					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	Not Reported	Not Reported	99%	Not Reported	Pending
COGTA	100%	100%	Not Reported	Not Reported	98%
Community Safety	93%	Not Reported	82%	Not Reported	Pending
Economic Development	Not Reported	Not Reported	100%	95%	97%
Education	79%	95%	Not Reported		107%
e-Government	96%	Not Reported	100%	Not Reported	Pending
Health	93%	0%	Not Reported		95%
Human Settlements	91%	Not Reported	77%	Not Reported	Pending
Infrastructure Dev	96%	Not Reported	100%	Not Reported	Pending
Premier	79%	7%	81%	Not Reported	Pending
Roads and Transport	93%	Not Reported	52%	80%	91%
Social Development	Not Reported	Not Reported	97%	Not Reported	Pending
Sports	96%	98%	Not Reported		Pending
Treasury	100%	78%	100%	Not Reported	Pending



PERFORMANCE MANAGEMENT & DEVELOPMENT

ANNUAL SALARIES PAID WITH NO CONTRACT (OFFICIALS AT SL 2 - 12)

ANNUAL SALARIES PAID WITH NO CONTRACT (SL 2 – 12)			
	2020/21	2021/22	2022/23
	Amount Paid	Amount Paid	Amount Paid
Agriculture	R 7 886 772.00	R 21 911 076.00	R 16 057 773.00
COGTA	Not Disclosed	Not Disclosed	R 3 639 514.50
Community Safety	R 3 347 667.00	R 4 174 032.00	Not Reported
Economic Dev	R 2 424 681.00	R 2 510 784.00	R 3 278 905.00
Education	Not Reported	Not Reported	R 430 996 629.00
e-Government	Not Disclosed	Not Disclosed	Not Reported
Infrastructure	Not Disclosed	Not Disclosed	R 100 399 107.00
Health	Not Reported	Not Reported	R 11 955 084 222.00
Human Settlements	R 26 725 443.00	R 13 206 715.00	R 8 293 974.00
Premier	Not Disclosed	Not Disclosed	R 56 804 127.00
Roads	R 212 561 251.00	R 127 169 883.00	R 24 640 011.00
Social Development	Not Disclosed	Not Disclosed	Not Disclosed
Sport	Not Reported	Not Reported	R 8 208 006.00
Treasury	R 1 568 814.00	R 3 710 316.00	R 3 469 443.00
Total	R 260 194 243.00	R 178 416 517.00	R 12 610 871 711.00

The PSC is very concerned that the some of the executive, spent **R 13 049 523 652.50** on officials who could not be held accountable in 2020/21, 2021/22, & 2022/23 financial years, because they had no performance agreements.



PERFORMANCE MANAGEMENT & DEVELOPMENT

ANNUAL SALARIES PAID WITH NO ASSESSMENT (OFFICIALS AT SL 2 - 12)

ANNUAL SALARIES PAID WITH NO ASSESSMENT (SL 2 – 12)			
	2020/21	2021/22	2022/23
	Amount Paid	Amount Paid	Amount Paid
Agriculture	Undisclosed	Undisclosed	Undisclosed
COGTA	Undisclosed	Undisclosed	R 14 380 740.00
Community Safety	R 2 057 520.00	R 2 057 520.00	Not Reported
Economic Dev	R 2 424 681.00	R 5 846 661.00	R 7 968 799.00
Education	Not Reported	Not Reported	R 317 043 735.00
e-Government	Undisclosed	Undisclosed	Not Reported
Infrastructure	Undisclosed	Undisclosed	Undisclosed
Health	Not Reported	Not Reported	R 11 955 084 222.00
Human Settlements	R 28 986 438.00	Undisclosed	R 11 550 210.00
Premier	R 32 096 139.00	Undisclosed	R 108 102 669.00
Roads	Undisclosed	Undisclosed	R 46 878 807.00
Social Development	R 40 734 487.00	Undisclosed	Undisclosed
Sport	Not Reported	Not Reported	R 12 160 068.00
Treasury	R 1 872 153.00	R 0.00	Undisclosed
Total	R 108 171 418.00	R 7 904 181.00	R 12 473 169 250.00

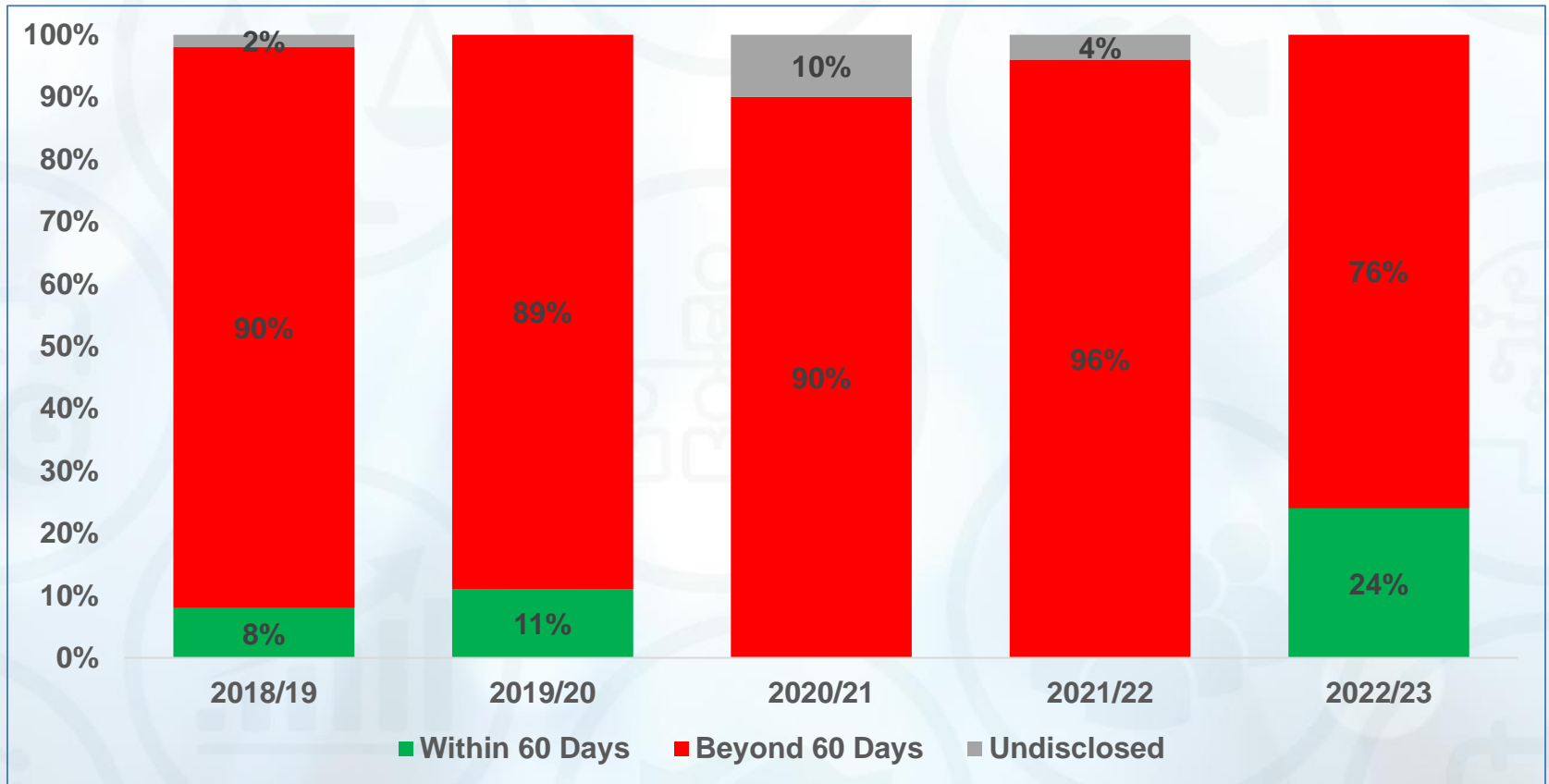
The PSC is very concerned that some of the executive spent **R 12 589 282 968.00** on officials who were not held accountable for their performance in 2020/21, 2021/22, & 2022/23 financial years.



LABOUR RELATIONS

DISCIPLINARY HEARING FINALISED WITHIN 60 DAYS

Resolution 2 of 1999, amongst other things provides that precautionary suspensions should be with pay and the Public Service Coordinating Bargaining Council Resolution 1 of 2003 provides that a disciplinary hearing should be held within 60 days.



LABOUR RELATIONS

DISCIPLINARY HEARING FINALISED WITHIN 60 DAYS

	Within prescribed period		Beyond 60 Days
	Less than 60 days	60 days	
Agriculture	R -	R -	R 926 378.31
COGTA	R -	R -	R -
Community Safety	Not Reported	Not Reported	Not Reported
Economic Development	R -	R -	R 6 507 515.28
Education	R -	R -	R 6 958 055.15
e-Government	Not Reported	Not Reported	Not Reported
Health	R 17 608.24	R 1 032 307.51	R 22 529.49
Human Settlements	Not Reported	Not Reported	Not Reported
Infrastructure Dev	R -	R -	R 7 770 668.10
Premier	R -	R -	R -
Roads and Transport	R -	R -	R 337 392.18
Social Development	R -	R -	R 109 686.76
Sports	R -	R -	R 4 405 843.50
Treasury	R -	R -	R -
Total	R 17 608.24	R 1 032 307.51	R 27 034 068.77

The PSC is deeply concerned that, over the last five financial years, Gauteng Provincial Government departments have spent more than **R 27 034 068.77** paying the salaries of officials who have been on precautionary suspension for a period longer than 60 days as prescribed in Resolution 1 of 2003.



LABOUR RELATIONS

GRIEVANCES LODGED

In terms of the Grievance Rules, Heads of Department (HoDs) are required to report to the Public Service Commission on a six monthly basis on the resolution of grievances. This enables the Public Service Commission to monitor and report on grievances in the Public Service.



LABOUR RELATIONS

GRIEVANCES LODGED

According to the grievance rules, departments (including the executive authorities) have 30 days to deal with the grievances in respect of employees at Salary Levels 2 to 12, and 45 days in respect of members of the senior management service. These timeframes may be extended by mutual agreement in writing. Adherence to the time limits set out in this procedure, is a requirement, unless parties agree to extend it in writing.

GRIEVANCES FINALISED WITHIN TIMEFRAME					
	2018/19	2019/20	2020/21	2021/22	2022/23
Agriculture	10%	47%	92%	50%	38%
COGTA	0%	0%	0%	19%	0%
Community Safety	46%	91%	75%	0%	33%
Economic Dev	55%	57%	0%	0%	14%
Education	60%	88%	24%	57%	59%
e-Government	12%	50%	33%	38%	8%
Infrastructure	56%	68%	27%	46%	50%
Health	21%	92%	4%	37%	81%
Human Settlements	22%	63%	30%	40%	55%
Premier	0%	100%	67%	73%	50%
Roads	56%	67%	33%	55%	41%
Social Development	41%	12%	0%	0%	14%
Sport	0%	82%	88%	0%	57%
Treasury	18%	21%	0%	29%	50%
Total	50%	67%	32%	48%	51%

CONCLUSION

- The Public Service Commission acknowledges and commends the positive progress made by the Gauteng provincial government departments in terms of compliance with the constitutional values and principles.
- However, the PSC has identified shortcomings in respect of human resources management, accountability, and financial management.
- The PSC hopes that the observations made would assist the Committee in holding the executive accountable and the departments to improve governance.

NGIYATHOKOZA

KE A LEBOHA **DANKIE** RE A LEBOGA

NGIYABONGA

NDIYABULELA

ENKOSI

NDOLIVHUWA

NDZAKHENSA

GANGANS

Thank you

NGIYABONGA

