

<b>MEDIA RELEASE</b>	Artificial intelligence: PSA calls for urgent training of government employees and clear governance framework amidst policy scandal
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The Public Servants Association (PSA) has noted with concern the reported suspension of officials in certain government departments following the circulation and use of an artificial intelligence (AI)-generated draft policy document.

Whilst the PSA recognises the employer's obligation to uphold standards of accountability, governance, and ethical conduct in the public service, the Union cautions against approaches that place sole responsibility on individual employees in the absence of clear, comprehensive, and properly communicated institutional guidelines on the use of AI. Such technologies are increasingly being introduced in workplaces, including the public service, often without adequate training, ethical frameworks, or regulatory clarity. In many instances, employees are expected to innovate and improve efficiency whilst simultaneously navigating new technologies with limited guidance or support. This creates a high risk of unintentional misuse, inconsistencies, and governance failures.

The PSA emphasises that the suspensions must be viewed within the broader context of organisational readiness and leadership responsibility. Where employees are exposed to emerging technologies such as AI, it is incumbent upon departments to provide proper training and capacity-building. Clear policies and protocols governing the use of AI must be developed and these frameworks must be communicated effectively to all staff. Punitive measures, in the absence of such systemic safeguards, risk unfairly penalising employees for institutional shortcomings and may create a climate of fear that undermines innovation and service delivery.

The PSA calls for urgent implementation of structured AI training programmes for public servants across all spheres of government. Development and consultation on a clear, binding AI-governance framework that addresses ethical use, accountability, data integrity, and decision-making authority is necessary. Technological advancement must serve the public interest and enhance service delivery, not expose workers to undue risk owing to inadequate preparation and policy vacuums. The PSA is committed to engaging constructively with government to ensure that the introduction of AI in the public service is ethical, responsible, well-regulated, and supportive of workers and citizens.

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