

MEDIA RELEASE	PSA welcomes public service reforms with amendment of <i>Public Service Act</i>
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The Public Servants Association (PSA) welcomes the recent amendment to the *Public Service Act* as an important step towards strengthening governance, accountability, and efficiency in the public service.

The PSA has consistently advocated for legislative reforms that promote a professional, ethical, and responsive public service whilst safeguarding the rights, working conditions, and dignity of public servants. The *Act* amendment addresses long-standing concerns and reflects a willingness to modernise the public administration framework in line with constitutional values and service-delivery imperatives. The PSA particularly noted that the amendment seeks to enhance oversight, clarify administrative processes, and promote stability in the public service environment. The public service has witnessed the abuse of power and interference by political leaders, which compromised governance and efficiency. Taking away the power to appoint employees will assist in addressing the failed cadre deployment system. Public servants will be appointed on merit and competence and not their proximity to political leaders. Baring public servants from serving in the higher structures of political parties creates clear boundaries between political oversight and administration. People must thus choose whether they want to be politicians or public servants.

The removal of the barrier for dismissed employees to be re-employed in the public service requires further engagement. The PSA calls for the tabling of this matter at the Public Service Coordinating Bargaining Council, wherein the modality can be discussed, including the conclusion of a collective agreement, if necessary. The granting of power to the Heads of Department to recover overpayment from employees should not be seen as a licence to abuse the very power, engagement still remains critical. Overpayment occurs not from the employee's conduct but administrative failures by the employer.

The PSA calls on the employer not to be over exuberant and start implementing these changes without further engagement with labour pertaining to clauses that need further unpacking. The PSA emphasises the importance of meaningful consultation with organised labour during the implementation phase of the amended *Act*. Proper engagement will ensure that the practical application of amendments does not negatively affect public servants and that unintended consequences are avoided. The PSA also calls on the employer to provide clear implementation guidelines, adequate training, and ongoing communication to ensure consistency across departments and spheres of government.

The PSA is committed to constructive engagement with government and all stakeholders to ensure that legislative reforms strengthen the public service rather than undermine job security, labour rights, or institutional stability. The PSA will continue to monitor the rollout of the amended Act and advocate for measures that advance a capable, ethical, and people-centred public service. Effective legislation, combined with proper implementation and accountability, is essential to restoring trust in public institutions and improving service delivery for South Africans.

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