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Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

ETHICAL CONDUCT IN THE PUBLIC SERVICE KEY MESSAGES

BRIEF:

The Constitution of South Africa, Chapter 10, demands that the Public Service, amongst others, maintains and promotes a high standard of professional ethics; promotes efficient, economic and effective use of resources; and is accountable for its actions.

Government will not tolerate any act of corruption, more importantly, corruption in the procurement and deployment of personal protective equipment to fight COVID-19 during the lockdown and of the illegal diversion of state resources meant for the vulnerable and destitute.

Public Servants have a responsibility to ensure that in the execution of their duties and responsibilities, they do not implement any decision that is unlawful – irrespective of whether that decision comes from a Minister, Deputy Minister, Director-General or any other senior official of government.

Public Service Regulations of 2016 reminds Public Servants to adhere to the Constitution and other laws of the Republic. Public Servants are therefore required to, amongst others, to put the public interest first in the execution of their official duties (Regulation 11 (b)).

KEY MESSAGES	SUPPORTING STATEMENTS
<i>The Public Service is anchored in the Constitution</i>	<ul style="list-style-type: none">• The Public Service is guided by the provisions of the Constitution, which demands that the Public Service, amongst others, maintains and promotes a high standard of professional ethics; promotes efficient, economic and effective use of resources; and is accountable for its actions.• Public Servants must put the public interest first in the execution of their official duties.• Public Servants have a responsibility to ensure that in the execution of their duties and responsibilities, they do not implement any decision that is unlawful – irrespective of whether that decision comes from a Minister, Deputy Minister, Director-General or any other senior official of government.• If it is an illegal decision, a Public Servant has the right to say no and to report such activity to the relevant authorities.

KEY MESSAGES	SUPPORTING STATEMENTS
<p><i>Public Service Regulations are our conscience for ethical conduct.</i></p>	<ul style="list-style-type: none"> • Public Servants must not engage in any transaction or action that is in conflict with or infringes on the execution of their official duties. • Public Servants must not conduct business with any organ of state or be a director of a public or private company conducting business with an organ of State. • Public Servants must refrain from favouring relatives and friends in work-related activities and not abuse their authority or influence another employee, nor be influenced to abuse their authority. • Public Servants must not use or disclose any official information for personal gain or the gain of others. • Public servants must obtain written permission to perform other remunerative work. They are not allowed to perform such work, if approved, during official work hours and are not allowed to use official equipment or state resources for such work. • Public Servants must report to the relevant authorities, fraud, corruption, nepotism, maladministration and any other act which constitutes a contravention of any law. • Public Servants must deal fairly, professionally and equitably with all other employees or members of the public, irrespective of race, gender, ethnic or social origin, colour, sexual orientation, age, disability, religion, political persuasion, conscience, belief, culture or language. • Public Servants must refrain from party political activities in the workplace.
<p><i>Law enforcement institutions to act decisively to root out corruption.</i></p>	<ul style="list-style-type: none"> • We have rebuilt vital institutions like the National Prosecuting Authority, SA Revenue Service and the Hawks. Through the establishment of bodies like the Investigating Directorate in the NPA, we have strengthened the hand of law enforcement to investigate and prosecute these crimes. And through the establishment of the SIU Special Tribunal, we have increased our capacity to get back funds stolen from the state. • We have taken this approach to detect, investigate and prosecute COVID-related corruption. A special centre has been established that brings together the Financial Intelligence Centre, the Independent Police Investigative Directorate, National Prosecuting Authority, the Hawks, Crime Intelligence and

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	<p>the SAPS Detective Service, South African Revenue Service, Special Investigating Unit and the State Security Agency.</p> <ul style="list-style-type: none"> • We must take steps right now that not only safeguard COVID funds, but that also protect all public funds and all institutions from corruption now and into the future. • We must take steps right now that not only safeguard COVID funds, but that also protect all public funds and all institutions from corruption now and into the future.
<p><i>The Code of Conduct in Public Service inspires us to put Batho Pele – People First.</i></p>	<ul style="list-style-type: none"> • We are working to ensure an ethical and professional service. • The standard of professional ethics in the Public Service should be beyond reproach. • The Public Service should be efficient and effective. • Public Servants must promote the unity and well-being of the South African nation in performing their official duties. • Public Servants must serve the public in an unbiased and impartial manner in order to create confidence in the Public Service. • Public Servants should be polite, helpful and reasonably accessible in their dealings with the public. • Public Servants should not abuse their positions in the Public Service to promote or prejudice the interest of any political party or interest group. • Public Servants should respect and protect the dignity of every person and their rights as contained in the Constitution. • Public Servants shall not consume alcoholic beverages or any other non-medical substance with an intoxicating effect while on duty or shall not report for duty under such influence.
<p><i>The Public Service is committed to Batho Pele Principles.</i></p>	<ul style="list-style-type: none"> • Public trust in government and organs of state is key and we are working tirelessly to ensure public trust is maintained and improved. • The Public Service is guided by the National Development to build a professional, trained, capacitated, effective, efficient and development-oriented public service. • We are working to remove service delivery blockages and tackling red tape, to ensure a better and more streamlined Public Service. • We remain committed to ensuring that public servants serve citizens promptly and courteously, while assisting them to make informed choices when accessing services.

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	<ul style="list-style-type: none"> • The Public Service is committed to the values of good governance, transparency, accountability and meaningful public participation. • The Public Service is committed to being responsive to the needs citizens.
<p><i>Dedicated Public Servants serve diligently.</i></p>	<ul style="list-style-type: none"> • Public Servants are the frontline of service delivery and play a key role in addressing the country's developmental goals. • Many honest Public Servants continue to serve the millions of South Africans with dedication and pride. • The Public Service is home to thousands of committed and dedicated professionals from various disciplines. • Public Servants must lead the way in fighting and stamping out corruption. • In line with the National Development Plan, we are building a Public Service that is instilled with the culture of innovation, volunteerism and service.