

KNOW YOUR CONSTITUTIONAL VALUES AND PRINCIPLES

The Republic of South Africa is one, sovereign, democratic state founded on the following values, with the nine (9) specific principles **governing public administration**. The mandate of the PSC in Section 195 (1) of the Constitution is to promote these values and principles, which every public servant should abide by:

FOSTERING TRANSPARENCY

Ensuring that every citizen has access to the information that he/she needs to exercise or protect their constitutional rights. Transparency further promotes availability of information without such information being requested by the citizens.

PROFESSIONAL ETHICS PROMOTED

Guiding public servants in their conduct during the performance of their duties, their interaction with members of the public and the management of state resources.

ACCOUNTABLE PUBLIC ADMINSTRATION

Public servants or institutions have the obligation to account for their actions and results in a transparent manner. This responsibility goes hand in hand with ensuring appropriate consequences where targets and commitments are not met.

IMPARTIAL, FAIR AND EQUITABLE SERVICES

Services should comply with standards of quality and quantity and should be provided without undue preferential treatment and discrimination of any kind.

FOUNDING VALUES

- * Human dignity, equality, human rights and freedoms
- * Non-racialism and non-sexism
- * Supremacy of the Constitution and rule of law
- * Regular elections, accountability, responsiveness and openness

A REPRESENTATIVE PUBLIC ADMINISTRATION

Establishing a credible and legitimate
Public Service that is free from
employment inequalities and
representative of the people of
the country.

A DEVELOPMENT-ORIENTED PUBLIC ADMINISTRATION

Capacitated public administration institutions committed to rapid socio-economic development and the implementation of developmental priorities which will improve the lives of citizens.

THE CULTIVATION OF GOOD HUMAN RESOURCE MANAGEMENT AND CAREER DEVELOPMENT PRACTICES

The success of Public Service delivery largely depends on the capacity, competency, performance, integrity and motivation of its human resources.

Managing human resources throughout their working life is thus critical to the advancement of government's aspirations and priorities.

PEOPLE'S NEEDS MUST BE RESPONDED TO AND PUBLIC PARTICIPATION ENCOURAGED

Listen to people's needs and encourage the public to actively participate in policy making and implementation thus promoting social cohesion between government and the citizens, and lending legitimacy to decision-making processes.

EFFICIENT, ECONOMIC AND EFFECTIVE USE OF RESOURCES

Public funds should be used for the purpose they are allocated for while complying with appropriate prescripts.

All public resources should be used in a manner that will improve service delivery and thus provide better opportunities to all citizens.

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