

GENERAL EXPLANATORY NOTE:

[] Words in bold type in square brackets indicate omissions from existing enactments.

 Words underlined with a solid line indicate insertions in existing enactments.

(English text signed by the President)
(Assented to 31 March 2026)

ACT

To amend the Public Administration Management Act, 2014, so as to further provide for the transfer and secondment of employees; to provide clarification regarding the prohibition against employees conducting business with organs of state; to provide for the National School of Government to be constituted as a national department; to provide for the removal of employment disparities across the public administration; to provide for the determination of conditions of service with financial implications; to amend the Schedule so as to effect certain consequential amendments; and to provide for matters connected therewith.

PARLIAMENT of the Republic of South Africa enacts, as follows:—

Amendment of section 1 of Act 11 of 2014

1. Section 1 of the Public Administration Management Act, 2014 (Act No. 11 of 2014) (hereinafter referred to as the “principal Act”), is hereby amended— 5

- (a) by the insertion after the definition of “family member” of the following definition:
- “ **head of institution**’ means—
- (a) in the case of a national or provincial department or government component, the head of department as defined in section 1 of the Public Service Act; or 10
- (b) in the case of a municipality, the municipal manager as defined in section 1 of the Municipal Systems Act;”;
- (b) by the insertion after the definition of “institution” of the following definition: 15
- “ **Labour Relations Act**’ means the Labour Relations Act, 1995 (Act No. 66 of 1995);”;
- (c) by the insertion after the definition of “Municipal Council” of the following definition:
- “ **Municipal Systems Act**’ means the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000);”;
- (d) by the insertion after the definition of “national department” of the following definition: 20
- “ **national government component**’ means a national government component listed in column 1 of Part A of Schedule 3 to the Public Service Act;”;
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- (e) by the insertion after the definition of “Office” of the following definitions:
- “**‘organ of state’** means—
- (a) a national department, a provincial department, a national government component or a provincial government component;
 - (b) a public school as contemplated in Chapter 3 of the South African Schools Act, 1996 (Act No. 84 of 1996);
 - (c) a municipality;
 - (d) a public entity; or
 - (e) any institution performing a function in terms of the Constitution or a provincial constitution or performing a public function in terms of any legislation;
- ‘organised local government’** means an organisation recognised in terms of section 2(1)(a) of the Organised Local Government Act, 1997 (Act No. 52 of 1997), to represent local government;”;
- (f) by the insertion after the definition of “prescribed” of the following definitions:
- “**‘provincial department’** means—
- (a) the Office of the Premier listed in column 1 of Schedule 1 to the Public Service Act; or
 - (b) a provincial department listed in column 1 of Schedule 2 to the Public Service Act;
- ‘provincial government component’** means a provincial government component listed in column 1 of Part B of Schedule 3 to the Public Service Act;”;
- (g) by the substitution for the definition of “public administration” of the following definition:
- “**‘public administration’** means the public service, municipalities **[and their employees,]** and for purposes of section 17A or 17B, includes public entities;”;
- (h) by the insertion after the definition of “public administration” of the following definition:
- “**‘public entity’** means—
- (a) a public entity as defined in section 1 of the Public Finance Management Act, 1999 (Act No. 1 of 1999); and
 - (b) a municipal entity as defined in the Municipal Systems Act;”;
- (i) by the substitution for the definition of “public service” of the following definition:
- “**‘public service’** means all—
- (a) national departments;
 - (b) national government components **[listed in Part A of Schedule 3 to the Public Service Act];**
 - (c) provincial departments **[which means—**
 - (i) **the Office of a Premier listed in Schedule 1 to the Public Service Act; and**
 - (ii) **provincial departments listed in Schedule 2 to the Public Service Act];** and
 - (d) provincial government components **[listed in Part B of Schedule 3 to the Public Service Act, and their employees].”**

Substitution of section 5 of Act 11 of 2014

2. The following section is hereby substituted for section 5 of the principal Act: 50

“Individual transfers

5. (1) **[Any]** An employee **[of the transferring institution]** may, subject to sections 151(3), 153 and 197(4) of the Constitution, be transferred

[within an institution or transferred to another institution] between the public service and a municipality or between municipalities in a manner and on such conditions as prescribed.

(2) An employee may only be transferred—

- (a) **[where]** if reasonable grounds exist; 5
- (b) if the employee is suitably qualified, as envisaged in section 20(3) to (5) of the Employment Equity Act, 1998 (Act No. 55 of 1998), for the intended position upon transfer;
- (c) if the employee requests or consents in writing to the transfer; and
- (d) **[within that institution by the relevant authority, or to another institution]** with the concurrence of the relevant executive authorities of the transferring and recipient institutions. 10

(3) If an employee is transferred **[within an institution, or from one national or provincial institution to another national or provincial institution]** in terms of subsection (1), the— 15

- (a) transfer does not interrupt the employee's continuity of employment; and
- (b) employee may not upon the transfer suffer any reduction in remuneration and conditions of service, unless the employee consents.

(4)(a) If an employee is transferred **[between a national or provincial institution and a municipal institution or from one provincial or municipal institution to another provincial or municipal institution]** in terms of subsection (1), the remuneration and conditions of service of the employee upon the transfer are as agreed between the executive authorities of the transferring and recipient institutions. 20

(b) If an employee is transferred in terms of **[paragraph (a)]** subsection (1) and unless the employee consents, the remuneration and conditions of service may not be less favourable than those on which the employee was employed immediately before the transfer.”. 25

Amendment of section 6 of Act 11 of 2014 30

3. Section 6 of the principal Act is hereby amended by the substitution in subsection (2) for paragraph (c) of the following paragraph:

“(c) in the absence of consent, after due consideration of any representations by the employee, if the secondment is operationally justified.”.

Repeal of section 7 of Act 11 of 2014 35

4. Section 7 of the principal Act is hereby repealed.

Substitution of section 8 of Act 11 of 2014

5. The following section is hereby substituted for section 8 of the principal Act:

“Conducting business with [State] organ of state

8. (1) In this section **[and in section 9,]**— 40

(a) ‘**employee**’ includes persons contemplated in section 12A of the Public Service Act and a person performing similar functions in a municipality [.]₂ and

(b) ‘**director**’—

- (i) means a director of a company as defined in section 1 of the Companies Act, 2008 (Act No. 71 of 2008); and 45
- (ii) does not apply to an employee appointed *ex officio* as a director of a public entity.

(2) An employee may not—

- (a) subject to subsection (4), conduct business with **[the State] an organ of state**; or 50

- (b) be a director of a **[public or private]** company **[conducting]** incorporated in terms of the Companies Act, 2008 (Act No. 71 of 2008), that conducts business with **[the State]** an organ of state.
- (3) A contravention of subsection (2)—
- (a) is an offence, and any person found guilty of the offence is liable to a fine or imprisonment for a period not exceeding **[5]** five years or both such fine and imprisonment; and 5
- (b) **[constitute]** constitutes serious misconduct which may result in the termination of employment by the employer.
- (4) The Minister may prescribe that certain transactions between an employee and an organ of state, which are remunerative but not for profit and which are necessary for the functioning of an organ of state, do not constitute conducting business with an organ of state for the purposes of this section.”. 10

Insertion of section 8A in Act 11 of 2014

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6. The following section is hereby inserted after section 8 of the principal Act:

“Conduct of employee or former employee participating in award of work to service providers

- 8A.** (1) In this section—
- (a) **‘12-month period’** means a period of 12 calendar months following the conclusion of a contract with a service provider; and 20
- (b) **‘service provider’** means a person who provides services or goods to an institution against remuneration exceeding a prescribed amount.
- (2) An employee who, in respect of the award of a contract to a service provider— 25
- (a) set criteria for the award;
- (b) evaluated or adjudicated the award;
- (c) recommended or approved the award; or
- (d) participated in any activity contemplated in paragraph (a) to (c), may not, within the 12-month period, provide any service to, accept employment with, or accept appointment to a board of, that service provider for payment in money or in kind, or receive any other gratification from that service provider. 30
- (3) A service provider may not—
- (a) within the 12-month period— 35
- (i) engage an employee, contemplated in subsection (2), to provide any service to the service provider; or
- (ii) employ the employee or appoint the employee to a board of the service provider, 40
- for payment in money or in kind; or
- (b) grant any other gratification to the employee.
- (4) Subsections (2) and (3) apply irrespective of whether the employment of the employee contemplated therein continued or did not continue with the relevant institution during the 12-month period, or part thereof.
- (5) The executive authority may, in accordance with the prescribed criteria, approve a period shorter than the 12-month period contemplated in subsection (2) or (3). 45
- (6) Subsections (2) and (3) apply, with the necessary changes, to any extension of a contract with a service provider, if the remuneration for that extension together with the remuneration for the original contract and any other extensions, exceeds the amount prescribed by the Minister in terms of subsection (1). 50
- (7) Any person who contravenes subsection (2) or (3) is guilty of an offence and on conviction liable to a fine not exceeding R1 million. 55

(8) The Minister responsible for the administration of justice may, from time to time by notice in the *Gazette*, increase the amount referred to in subsection (7).”

Amendment of section 9 of Act 11 of 2014

7. Section 9 of the principal Act is hereby amended by the addition of the following subsection: 5

“(3) For the purposes of this section, ‘employee’ includes a person contemplated in section 12A of the Public Service Act and a person performing similar functions in a municipality.”

Amendment of section 10 of Act 11 of 2014

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8. Section 10 of the principal Act is hereby amended by the substitution in subsection (2) for paragraph (a) of the following paragraph:

- “(a) must make appropriate provision in its budget—
- (i) for the compulsory education and training contemplated in section 13(1)(b); and
 - (ii) within [the] its available resources [in its budget] for the education and training of its employees; and”.

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Substitution of section 11 of Act 11 of 2014

9. The following section is hereby substituted for section 11 of the principal Act:

“National School of Government

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11. (1) The National School of Government, which exists when this section takes effect continues to exist, is regarded as having been established in terms of this Act and must be constituted as a national department to enhance the quality, extent and impact of human resource capacity in institutions through training in order to achieve the progressive realisation of a capable public administration that is development-oriented.

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(2) To give effect to subsection (1) the School—

- (a) must provide education and training programmes or courses or cause education and training programmes or courses to be provided in the public administration;
- (b) must, subject to section 10(2)(a), provide the compulsory education and training contemplated in section 13(1)(b);
- (c) may, at the request of any public entity, provide education and training programmes or courses or cause education and training programmes or courses to be provided to that public entity;
- (d) may collaborate and, if necessary, enter into agreements with other training institutions, higher education institutions as defined in section 1 of the Higher Education Act, 1997 (Act No. 101 of 1997), continuing education and training institutions as contemplated in the Continuing Education and Training Act, 2006 (Act No. 16 of 2006), and private sector training providers to assist in providing education and training;
- (e) may conduct assessments, or cause assessments to be conducted, in respect of education and training programmes or courses;
- (f) may, subject to the National Qualifications Framework Act, 2008 (Act No. 67 of 2008), award qualifications or part-qualifications on the successful completion of education and training programmes or cause such qualifications or part-qualifications to be awarded; and

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- (g) may, issue certificates of attendance, proficiency or other recognition on the successful completion of education and training programmes or courses or cause such certificates to be issued.”.

Repeal of section 12 of Act 11 of 2014

10. Section 12 of the principal Act is hereby repealed. 5

Amendment of section 13 of Act 11 of 2014

11. Section 13 of the principal Act is hereby amended—
- (a) by the substitution in subsection (1) for the words preceding paragraph (a) of the following words:
- “The Minister may [**after approval by the Cabinet,**] direct that the successful completion of specified education, training, examinations or tests is—”; and
- (b) by the substitution for subsection (2) of the following subsection:
- “(2) The Minister must consult organised local government and obtain the concurrence of the Minister responsible for local government [**before seeking the approval of the Cabinet contemplated in subsection (1)**] in respect of a directive to be applicable to municipalities.”.

Amendment of section 16 of Act 11 of 2014

12. Section 16 of the principal Act is hereby amended by the deletion of subsection (2). 20

Amendment of section 17 of Act 11 of 2014

13. Section 17 of the principal Act is hereby amended by the substitution for subsection (7) of the following subsection:
- “(7) The Minister must prescribe the powers of the Office [**and its members**] including those necessary to achieve the objects referred to in subsection (6).”.

Insertion of sections 17A and 17B in Act 11 of 2014

14. The following sections are hereby inserted after section 17 of the principal Act:

“Removal of disparities in public administration

- 17A.** In order to remove unjustifiable disparities in relation to remuneration and conditions of service for employees who do not fall within the scope of a relevant bargaining council, the Minister may, subject to applicable labour legislation and legislation governing the employment of employees in the public administration and after consultation with the relevant Minister, prescribe—
- (a) norms and standards to establish the upper limits of remuneration and conditions of service; and
- (b) steps to remove unjustifiable disparities in remuneration and conditions of service provided that these steps may not reduce any employee’s remuneration.”.

“Determination of conditions of service with financial implications 40

- 17B.** (1) In this section—
- (a) ‘**accounting authority**’ in relation to a national or provincial public entity, means the accounting authority contemplated in section 49 of the Public Finance Management Act, 1999 (Act No. 1 of 1999);

- (b) ‘**accounting officer**’ in relation to a municipal entity referred to in paragraph (b) of the definition of ‘public entity’, means the official of the entity referred to in section 93 of the Local Government: Municipal Finance Management Act, 2003 (Act No. 56 of 2003);
- (c) ‘**conditions of service**’ includes annual salary adjustments, salary scales or levels, performance bonuses, pay incentives, pension benefits and any other such benefits; and 5
- (d) ‘**executive authority**’ in relation to a public entity referred to in paragraph (a) of the definition of ‘public entity’, means—
- (i) the Minister who is accountable to Parliament for a national public entity or in whose portfolio it falls; or 10
- (ii) the member of the provincial Executive Council who is accountable to the provincial legislature for a provincial public entity or in whose portfolio it falls.
- (2) There must be a Committee of Ministers consisting of the Minister, the Ministers responsible for finance, education, defence, police, correctional services and such other Ministers as the Cabinet may designate, and must function the same as a committee of the Cabinet. 15
- (3) Subject to the Labour Relations Act, the laws governing the employment of employees and any collective agreement— 20
- (a) no executive authority in the public service may enter into a collective agreement in respect of conditions of service with financial implications or determine them for their employees without a mandate from the Committee of Ministers;
- (b) no executive authority, municipality, accounting authority or accounting officer in respect of a public entity, may enter into any collective agreement in respect of conditions of service with financial implications or determine them for that public entity’s employees without first consulting with the Minister and the Minister of Finance; and 25
- (c) the Minister responsible for local government and organised local government, in respect of a municipality, may not enter into any collective agreement in respect of conditions of service with financial implications or determine them for municipal employees without first consulting with the Minister and the Minister of Finance. 30
- (4) The Committee of Ministers must establish an inter-governmental forum in terms of section 9(1) of the Intergovernmental Relations Framework Act, 2005 (Act No. 13 of 2005), including Premiers, Deputy Ministers and any other member that the Committee may determine to consult for purposes of subsection (3). 35
- (5) The Committee of Ministers, in determining the mandate contemplated in subsection (3), and any other employer in the public administration, prior to concluding a collective agreement or determining conditions of service for their employees, must take into account affordability and any other factor prescribed by the Minister in consultation with the Minister of Finance.”. 40 45

Amendment of section 18 of Act 11 of 2014

15. Section 18 of the principal Act is hereby amended—

- (a) by the substitution for subsection (2) of the following subsection: 50
- “(2) The Minister must make regulations insofar as they apply to municipalities in consultation with the Minister responsible for local government [,] and the Minister responsible for [**Finance and**] finance, after consultation with organised local government.”. and
- (b) by the insertion of the following subsection after subsection (2):

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“(2A) Any regulation made in terms of section 17A may only be made after consultation with the Minister responsible for public entities.”.

Substitution of Schedule to Act 11 of 2014

16. The following Schedule is hereby substituted for the Schedule to the principal Act:

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SCHEDULE

LAWS REPEALED OR AMENDED

(Section 19)

No. and year of Act	Short title	Extent of repeal or amendment
Proclamation No. 103 of 1994	Public Service Act, 1994	<p>1. The repeal of sections 4 and 15.</p> <p>2. The substitution for subsection (2A) of the following subsection:</p> <p>“(2A)(a) Subject to the Labour Relations Act and any collective agreement, the determination of any conditions of service for—</p> <p>(i) employees in general or a particular category in terms of this Act; and</p> <p>(ii) educators or members of the services in general or for a particular category in terms of the laws governing their employment,</p> <p>shall be made with the concurrence of [a committee of] the <u>Committee of Ministers referred to in section 17B(2) of the Public Administration Management Act, 2014 (Act No. 11 of 2014).</u></p> <p>(b) For the purposes of paragraph (a)[—</p> <p>(i) ‘conditions of service’ <u>[means] include annual salary adjustments, salary scales or levels, performance bonuses, pay incentives, [or] pension benefits and any other benefits of a similar nature [; and</u></p> <p>(ii) the committee of Ministers shall consist of the Minister, the Minister of Finance and the Ministers responsible for the educators and the members of the services and such other Ministers as the Cabinet may designate (if any), and shall function the same as a committee of the Cabinet].”.</p>
Act No. 17 of 1998	Transfer of Staff to Municipalities Act, 1998	The repeal of the whole Act.

Short title and commencement

17. This Act is called the Public Administration Management Amendment Act, 2025, and takes effect on a date determined by the President by proclamation in the *Gazette*.