



Professor Stan Sangweni, Chairperson

FOREWORD BY THE CHAIRPERSON

The Commission is pleased to submit this report in terms of section 210(7) of the Interim Constitution of the Republic of South Africa, 1993.

At the beginning of 1998, the establishment of the new Commission was eagerly anticipated. The necessary legislation did not materialise, however, with the result that the Commission still found itself straddling both old and new roles. This report articulates the practical experiences and successes achieved during this continued period of transition. It bears testimony to the constraints under which the Commission achieved and acknowledges its limitations.

The Commission appreciates the co-operation of departments and provincial administrations in the projects undertaken during the year. Important strides have been made in the field of monitoring and evaluation. The promotion of a professional ethos remains a high priority, especially in this climate of increasing demands for positive action against corruption.

The Minister for the Public Service and Administration continued to provide support and encouragement, while a close partnership was forged with the Portfolio Committee on Public Service and Administration in organising the Public Sector Anti-Corruption Conference.

The Commission continues to contribute to the promotion of labour relations, and in this respect has actively consulted employee organisations in

its various projects. The interim rules for dealing with grievances were negotiated at the Public Service Co-ordinating Bargaining Council. This healthy relationship with the unions is borne out by the spirit in which they accepted the need for interim rules until such time as the new Public Service Commission is in a position to gazette its grievance rules.

The dedication, commitment and perseverance of its staff has been a hallmark of the Office ever since the unbundling of the Commission's functions in 1996 and will continue to be its strength as we embark on the challenging road ahead. Special thanks are extended to all members of staff for their contributions. Sincere appreciation is also extended to my colleague, Mr John Ernstzen, for his unstinting support during this period.

Members of the new Public Service Commission were appointed in December 1998, with effect from January 1999. As we stand on the threshold of this handover, we are both satisfied by the contribution made and exhilarated by the dawning of a new era.

It is with this anticipation that I welcome my new colleagues to the Commission and embrace the future. Together we can do much more!

Professor Stan Sangweni