



You're either a public servant or an entrepreneur NOT both...

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By now, the law prescribes that government employees who are directors of companies conducting business with organs of the state should have already disclosed that fact and decided to: Either stop conducting business with the organ of state or resign as an employee.

Alternatively, resign as a director of that company that conducts business with an organ of the state.

The deadline to do so was end of February 2017.

That in short is the message, according to the Public Service Regulation 2016 which came into effect on August 01, 2016 replacing same of 2010.

It directs that within a month -in this case it was by end of September 2016- affected employees in government, which also includes the provincial government of Bokone Bophirima, must have disclosed whether they are directors of companies and if those companies were doing business with the state.

Within six month to -that is end of February 2017- stop doing business or resigns as public servants.

The law further states that if the employee does not resign within the six-month period, the employee must submit proof that he or she has ceased conducting business or has resigned as a director of a company that conducts business with an organ of state.

*Meanwhile government has designed prescribed application form for public servants seeking permission to undertake "other remunerative work" outside government.

The move is informed by initiatives by government to promote ethical behaviour among Public Servants and also to reduce possible, perceived and potential conflicts of interest.

Other remunerative work, mean any business carried out or services rendered for gain or personal benefit by an employee outside his or her employment in the relevant department for which remuneration is received.

This directive, was effective from November 01, 2016 in terms of the Public Service Act and applies to all departments and its employees.

It therefore makes it an offence for any employee of government to perform remunerative work outside his or her employment in the relevant department “except with a written permission” of the executing authority of the department or delegated authority.

The request from would-be applicants, to perform other remunerative work should not exceed 12 calendar months.

Head of Departments have been empowered to ensure compliance with the new directive and provide technical assistance on its implementation.

Furthermore HoDs would be required to report cases of non-compliance, including corrective action taken and deemed approvals pertaining to the financial year not later than April 30 of each year.

ENDS

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