



**SOUTH AFRICAN ASSOCIATION OF
PUBLIC ADMINISTRATION
AND MANAGEMENT**

SAAPAM

**THE SOUTH AFRICAN ASSOCIATION FOR
PUBLIC ADMINISTRATION AND
MANAGEMENT**

TRANSFORMATION POLICY

Document Reference: RPL POLICY

Document Type: Policy

Version: 1.0

DOCUMENT CONTROL

Document Name	Transformation Policy
Original Author	Prof J Molepo
Next Review Date	30 June 2027

APPROVAL AND CONTROL SCHEDULE

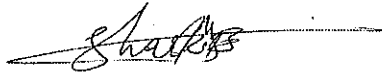
Approved by	Designation	Signature	Date of Approval	Copy Status
Prof K.B Shai	President		25/09/2023	

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1. The vision

To contribute towards the development of good governance and effective service delivery.

2. Mission

The mission of the South African Association of Public Administration and Management (SAAPAM) is to encourage and promote good governance and effective service delivery through the advancement of professionalism, scholarship and practice in public administration and management

3. Objectives

The objectives of SAAPAM are to promote excellence in the theory and practice of Public Administration and Management by:

- a. Promoting the basic values and principles underlying economic, efficient and effective democratic Public Administration and Management as explained in subsection 195(1) of the Constitution of the Republic of South Africa, 1996.
- b. Promoting the discipline and practice of Public Administration and Management through research and the provision of appropriate training and development;
- c. Promoting ethical conduct and accountability within the profession;
- d. Promoting and protecting the profession and career interests of its members;
- e. Co-operating with other associations and institutions in promoting the objectives of SAAPAM.
- f. Providing a variety of services to members, such as serving as an information centre; hosting meetings, conferences and discussions for its members; publishing a journal and other publications to disseminate information and serve an educational purpose; and Co-operating, when necessary, with other national and international professional institutions and organizations to further the interest of SAAPAM.

4. Purpose

The purpose of this policy is to guide the Association to:

- a. Redress becomes central imperative in the SAAPAM policies for registration of members.
- b. Ensure that perceptions of exclusionary practices are addressed upfront and that SAAPAM does not apply unjust policies and practices regarding who gains access to a profession.
- c. To that ensure representation of the demographics of the country and support for transformation is adhered to.
- d. Guide the constitution of the Board, staff and membership.
- e. To make provision for appropriate explanation if targets for transformation are not met.

5. Legislative Framework

- a. The Constitution of the Republic of South Africa, Act 108 of 1996.
- b. The Constitution of the South African Association of Public Administration and Management
- c. Protection of Personal Information Act (POPIA), Act 4 of 2013,
- d. Promotion of Access to Information Act (PAIA), Act 2 of 2000, and
- e. Promotion of Administrative Justice Act (PAJA), Act 3 of 2000 for the processing and accessing of membership information.

6. Background & Context

SAAPAM as a professional association understand the importance of transformation. Majority of our members are black. In terms of the membership, 91% are black, 5 % white, 2% Indians and 2 % coloureds. Women are central towards the transformation agenda. 32% represents women in the association. 2% are foreign nationals. Women in leadership represents 40%.

The Constitution of the Republic of South Africa, Act 108 of 1996 enshrines the right of all South Africans to equality and provides for specific measures to be taken to redress historical imbalances. Since 1994, South Africa has been guided by the

Constitution's call to heal the divisions of the past and establish a society based on democratic values, social justice, and fundamental human rights. The country has made much progress in these areas. But too little has changed in the structure of the economy and patterns of wealth accumulation. Thus, SAAPAM intends to contribute to this area by professionalising the public administration and management professionals as the competent highly skilled professionals can contribute to the economic development and wealth accumulation in a country. SAAPAM views transformation as a dynamic, focused and relatively short-term process, designed to reshape the association to redress the injustices of the past.

Transformation can be distinguished from the broader, longer-term and on-going process of administrative reform which will be required to ensure that the South African public service keeps in step with the changing needs and requirements of the domestic and international environments. Whereas the goals of transformation are to be achieved within an anticipated timescale of two to three years, the process of administrative reform will be ongoing.

Transformation is both a strategy and a process. These elements are embedded in a system of continually challenging, questioning, and testing an organisation's management systems and administration. It is therefore imperative that SAAPAM becomes flexible and a leader in transformation. Thus, SAAPAM represents the public administration and management occupation with diverse members from a range of different backgrounds, cultures, and experiences. The SAAPAM shall fully embrace the philosophy and principles of transformation by redressing past inequalities to secure long-term stability and growth for the profession. The SAAPAM will strive to ensure that the continual professional development activities focus on the transformation agenda of the association and its members.

7. Scope/ Applicability

This policy is applicable to:

- a. Board members;
- b. Prospective members;
- c. All Members;
- d. All SAAPAM professional designations; and
- e. RPL applications.

8. Principles

SAAPAM shall enforce the following principles for transformation:

- a. Commitment to transformation in its institutional development processes.
- b. Ensure that the Board, Committees, and office-bearers include members of various racial groups, women and disabled people, as far as is possible.
- c. The organisation will afford equal opportunities for prospective members, existing members and implement policies that result in a change to the association's demography in order, and to become fully representative in terms of the country's demographic objectives.
- d. Have respect for all individuals and various groups and recognise their different value systems.
- e. Promote sensitivity towards the needs and requirements of various groups.
- f. Continuously strive to improve demographic representation as the association grows and develops.
- g. Be responsible and professional in its work to provide high quality service to its members and clients.
- h. Develop a culture of open and honest communication and transparency with internal and external stakeholders.
- i. Value individual initiative and contributions to the organisation.
- j. Be dynamic in responding to the changing sector needs.
- k. Be cognisant of the transformation requirements and imperative set by government from time to time.
- l. Act against any instances of unfair discrimination of any type and description

9. Implementation and Review

This Policy is adopted by the SAAPAM National Board, and all the Chapters, its members and office bearers. The SAAPAM, its members and office bearers are expected to be guided by this policy in the contexts outlined. The National Board shall ensure that the principles contained in it are disseminated and understood by all structures of SAAPAM. Committee chairpersons shall provide feedback on the implementation of the Policy at Committee level, and the chairperson of the

National Board shall be the custodian of the Policy at Board level. The Policy will be reviewed every three years.