

(3) If the nominations are not approved at the joint sitting as contemplated in subsection (2), the matter shall be referred back to the joint standing committee for reconsideration.

(4) A vacancy on the Commission shall be filled in accordance with the procedure prescribed in this section.

(5) The Human Rights Commission shall have powers, duties and functions vested in it by an Act of Parliament which shall include the duty to -

- (a) promote the observance of, the respect for and the defence of fundamental rights;
- (b) develop an awareness of fundamental rights amongst all people of the Republic;
- (c) make recommendations to the government and all organs of the state at all levels when it considers such action advisable for the adoption of progressive measures in favour of fundamental rights within the framework of the law and this Constitution as well as appropriate measures for the further observance of those rights;
- (d) prepare such studies for report on or relating to fundamental rights as it considers advisable in the performance of its duties; and
- (e) request any organ of government to supply it with information on any legislative or executive measures adopted by it in or relating to matters of fundamental rights.

(6) If the Commission is of the opinion that any provisions of any proposed legislation might be contrary to the provisions of Chapter 3 of this Constitution or to norms of international human rights law which form part of South African law or to other relevant norms of international law, it shall immediately report that fact to the relevant legislature.

(7) The Commission shall be entitled to investigate on its own initiative or on receipt of a complaint any alleged violation of fundamental rights, and if, after due

investigation, the Commission is of the opinion that there is substance in any complaint made to it, it shall, insofar as it is able to do so, assist the complainant and other persons adversely affected thereby, to secure redress, and where it is necessary for that purpose to do so, it may provide financial assistance to enable proceedings to be taken to a competent court for the necessary relief.

Staff and expenditure

7. (1) The Commission shall appoint a director who shall be the chief executive officer of the Commission, who shall be empowered to appoint staff subject to the approval of the Commission and such conditions of service as may be prescribed by Act of Parliament.

(2) The expenditure incidental to the performance of the functions of the Commission in terms of this Constitution or any other law shall be defrayed from money appropriated by Parliament specifically for that purpose.

Reports

8. The Commission shall be required to report to the President at least once in every year on the performance of its mandate, and the President shall cause such report to be tabled promptly in the National Assembly and the Senate.

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CHAPTER 11
Finance

Vesting of property

143. (1) All property which immediately prior to the coming into operation of this Constitution vested in any administration as defined in subsection (5), and

(a) which was being used by such administration for the purpose of or relating to a function in respect of which a province has legislative competence in terms of section 118 of this Constitution shall, subject to the provision of subsection (2), vest in such provincial government, and

(b) which was being used for any other purpose, shall, subject to the provisions of subsection (2) vest in the national government.

(2) When the rationalisation of administrations is carried out in accordance with section 119, or if a provincial government assumes responsibility for functions which were previously being carried out by the national government, the vesting of property under subsection (1) shall be reviewed by the governments concerned, on the basis that property which was being used for or in connection with a particular function shall vest in the government performing such function.

(3) If there should be any disagreement between the governments concerned in relation to the change in the vesting of property under subsection (2), the advice of the Commission on provincial government shall be obtained.

(4) If notwithstanding the provisions of subsection (3) the governments concerned are unable to reach agreement, the differences between them shall be dealt with in accordance with parameters prescribed by Act of Parliament.

(5) For the purposes of this section -

"any administration" shall mean a provincial administration established in terms of the *Provincial Government Act*, 69 of 1986, administrations of the Self-governing Territories established in terms of the *Self-governing Territories*

Constitution Act, 21 of 1971 and the Transkei, Bophuthatswana, Venda and Ciskei;

"property" shall mean and include movable and immovable property, whether corporeal or incorporeal and wheresoever situate, and shall include any right or interest therein or in respect thereof.

Transfer of property

144. (1) Immovable property transferred in terms of section 143 shall be transferred to the relevant government without payment of transfer duty, stamp duty or any other fee or charge, but subject to any existing right, charge, obligation or trust on or over such property and subject also to the provisions of this Constitution.

(2) The Registrar of Deeds concerned shall upon production to him or her of the title deed of any immovable property mentioned in section 143 endorse such title deed to the effect that the immovable property therein described is vested in the government concerned and shall make the necessary entries in the deeds register, and thereupon the said title deed shall serve and avail for all purposes as proof of the title of the said government to the said property.

Debts and liabilities

145. (1) All debts and liabilities which are directly linked to the property vesting in a province in terms of section 143 shall be assumed by such province.

(2) All debts and liabilities other than those referred to in subsection (1) shall vest in the national government.

(3) The Financial and Fiscal Commission shall make recommendations to Parliament concerning the re-allocation of debts and liabilities referred to in section 143(1) and (2), taking into account all relevant factors.

(4) The re-allocation of debts and liabilities shall be made by Act of Parliament after taking into account the recommendations of the Financial and Fiscal Commission.

Audit of property, debts and liabilities

145A. The Auditor-General shall audit the re-allocation of property, debts and liabilities made in terms of sections 143, 144 and 145.

National Revenue Fund

146. (1) There shall be established a National Revenue Fund into which shall be paid all revenues, as defined by Act of Parliament, raised or received by the National Government, and from which appropriations shall be made by Parliament in a manner prescribed by this Constitution and any other law, and subject to the charges imposed thereby.

(2) No money shall be withdrawn from the National Revenue Fund, except under appropriation made by law in accordance with the provisions of this Constitution: provided that revenue to which a province is entitled in terms of section 121(2) (a) and (b) shall form a direct charge against the National Revenue Fund to be credited to the relevant Provincial Revenue Fund.

Appropriation bills

147. Any bill which appropriates or authorises the appropriation of revenue or money for the services provided by the National Government shall deal only with such appropriation.

Appropriation to be initiated by a Minister

148. The National Assembly shall not consider any bill for the appropriation of any part of the public revenue, or of any tax or impost, if such bill has not been initiated by a Minister, with the approval of the Minister responsible for national financial matters.

Annual Budget

149. The Minister responsible for national financial matters shall in respect of every financial year cause to be laid before the National Assembly an annual budget reflecting the estimates of receipts and expenditure, which shall *inter alia*, reflect capital and current expenditure, of the Government for that year.

Procurement administration

150. (1) The procurement of goods and services for any level of government shall be regulated by Act of Parliament and provincial laws which shall make provision for the appointment of independent and impartial tender boards to deal with such procurements.

(2) The tendering system prescribed in terms of subsection (1) shall be fair, public and competitive, and tender boards shall be required to give reasons for their decisions to interested parties.

(3) No member of the Cabinet or the legislature or of any organ of the state or any other person shall improperly interfere with the decisions and operations of the tender boards.

(4) All decisions of any tender board shall be recorded.

Guarantees by the national government

151. The national government may not guarantee any provincial or local government loans, unless -

- (a) this guarantee complies with the framework and norms as set out in an Act of Parliament; and
- (b) the Financial and Fiscal Commission has made recommendations concerning compliance with the framework and norms referred to in subparagraph (a).

Special pensions

152. (1) Provision shall be made by Act of Parliament for payment by the national government to -

- (a) persons who have made sacrifices or who have served the public interest in the establishment of a democratic constitutional order; or

(b) dependents of such persons.

(2) The Act of Parliament referred to in subsection (1) shall prescribe the qualifications of a beneficiary of a pension referred to in subsection (1), the conditions for the granting thereof and the manner of the determination of the amount of such pensions, taking into account all relevant factors, including *inter alia* any other pension received by such beneficiary.

Auditor-General

Establishment and appointment

161. (1) There shall be an office of Auditor-General for the Republic to which shall be appointed, in terms of subsection (2), an Auditor-General who shall have the functions, powers and duties prescribed by this Constitution and by any other law.

(2) A joint standing committee of Parliament, composed of one member of every political party represented in the National Assembly and the Senate, shall, at the request of the President nominate a person to be appointed by the President as Auditor-General and such nomination shall be approved by resolution adopted by two-thirds of the members present at a joint sitting of the National Assembly and the Senate: provided that, in connection with such resolution, no debate shall be allowed.

(3) If the post of Auditor-General becomes vacant, the highest ranking member of the Auditor-General's office shall act as Auditor-General until the vacancy is filled, and for that purpose, shall have the functions, powers and duties of the Auditor-General.

(4) The Auditor-General shall be a South African citizen who is a fit and proper person to hold such office and who shall be appointed with due regard to his or her specialised knowledge of or experience in auditing, state finances and public administration.

(5) Unless the Constitution adopted in terms of Chapter 5 provides otherwise, the Auditor-General shall be appointed for a specific period of not less than 5 years and not more than 10 years and shall not thereafter be eligible for reappointment.

(6) The remuneration and other conditions of service of the Auditor-General shall be determined in accordance with the provisions of an Act of Parliament, and such remuneration and the other conditions of service shall not be altered to his or her detriment during his or her term of office.

(7) The Auditor-General shall not perform remunerative work outside his or her official duties.

(8) The Auditor-General may be removed from office by the President, but only on the grounds of misconduct, incapacity or incompetence determined by the joint standing committee of Parliament referred to in subsection (2) and upon receipt of a request for such removal by Parliament adopted at a joint sitting of the National Assembly and the Senate.

(9) An Auditor-General who is the subject of investigations by the joint standing committee of Parliament in terms of subsection (8) may be suspended by the President pending such investigation.

(10) The Auditor-General may at any time, subject to his or her conditions of service, resign by lodging his or her resignation in writing with the President.

Independence and Impartiality

162. (1) The Auditor-General shall be independent and impartial and carry out his or her functions, powers and duties subject only to this Constitution and the law.

(2) The Auditor-General and the persons appointed in terms of section 164(1) shall have such immunities and privileges as may be assigned to them by Act of Parliament for the purpose of ensuring the independent and impartial exercise of their powers and functions.

(3) No member of the Cabinet or the Legislature or of any organ of the state or any other person shall improperly interfere with the Auditor-General or a person appointed in terms of section 164(1) in the exercise of his or her powers, duties and functions.

(4) All organs of the state shall accord such assistance as may be reasonably required for the protection of the independence, impartiality, dignity and effectiveness of the Auditor-General in the execution of his or her functions, powers and duties.

Powers, Functions and Duties

163. (1) The Auditor-General shall audit and report on all the accounts and financial statements of all the accounting officers at national and provincial government level, other than that of the office of Auditor-General, and of all other persons in the national and provincial public services entrusted with public assets, trust property and other assets.

(2) The Auditor-General shall audit and report on all the accounts and financial statements of any local government, board, fund, institution, company, corporation or other organization established or constituted by or under any law and of which the accounts and financial statements shall in terms of law be audited by the Auditor-General and the accounts and financial statements of all persons in the employment of such a body, who have been entrusted by it with its assets, or any other assets.

(3) The Auditor-General shall also, at the request of the President or Parliament, conduct performance audits.

(4) The Auditor-General may, whenever he or she considers it to be in the public interest, or upon receipt of a complaint, investigate, audit and report on the accounts and financial statements of any statutory body or any other institution in control of public funds.

(5) No further duty or function may be imposed upon or assigned to the Auditor-General other than by means of an Act of Parliament.

(6) Whenever the Auditor-General or a person appointed in terms of section 164 exercises his or her powers and functions in terms of this Constitution, he or she shall have access to all books, records and other documents and information relating to the accounts and financial statements referred to in this section.

(7) The Auditor-General shall report on the accounts examined by him or her and submit such reports to the authorities designated by Act of Parliament to receive them, and, unless otherwise provided by Act of Parliament, such reports or a report on any other matter shall be tabled in each house of Parliament within 7 days after receipt thereof by such authority; or if Parliament is not in session, within 7 days of the next ensuing session.

(8) The Auditor-General shall make public any report referred to in subsection (7) after the expiry of a period of 14 days from the date on which such report was submitted to the authorities concerned.

Staff and expenditure

164. (1) The Auditor-General may appoint, in a manner prescribed by law, such persons as may be necessary for the discharge of the work of the office of the Auditor-General.

(2) The Auditor-General may delegate any of his or her functions to persons referred to in subsection (1) subject to such conditions as shall be prescribed by law.

(3) Expenditure incurred during the performance of the functions of the Auditor-General in terms of this Constitution or under any other law shall be defrayed from money appropriated by Parliament specifically for that purpose and from fees raised or money obtained in a manner authorised by Act of Parliament.

South African Reserve Bank

Central bank

165. The South African Reserve Bank, established and regulated by Act of Parliament, shall be the central bank of the Republic.

Primary objectives

166. (1) The primary objectives of the South African Reserve Bank shall be to protect the internal and external value of the currency in the interest of balanced and sustainable economic growth in the Republic.

(2) The South African Reserve Bank shall, in the pursuit of its primary objectives referred to in subsection (1), exercise its powers and perform its duties independently, subject only to the powers of Parliament as set out in section 167(1): provided that there shall be regular consultation between the South African Reserve Bank and the Minister responsible for national financial matters.

Powers and duties

167. (1) The powers and duties of the South African Reserve Bank shall be those customarily performed by central banks, which shall be determined by Act of Parliament and shall be subject to such conditions as may be described by such Act.

(2) All decisions of the Board of Governors and the Board of Directors of the South African Reserve Bank shall be recorded.

Financial and Fiscal Commission

Establishment

170. A Financial and Fiscal Commission shall be appointed by the President in terms of this Constitution within 60 days of its coming into operation.

Objects and functions

171. (1) The objects and functions of the Commission shall be to apprise itself of all financial and fiscal information relevant to national, provincial and local government, administration and development and, on the basis of such information, to render advice and make recommendations to the relevant legislative authorities in terms of this Constitution regarding the financial and fiscal requirements of the national, provincial and local governments, including -

- (a) financial and fiscal policies;
- (b) equitable fiscal and financial allocations to the national, provincial and local governments from revenue collected nationally;

- (c) taxes, levies, imposts and surcharges that a provincial government intends to levy;
- (d) the raising of loans by a provincial or local government and the financial norms applying thereto;
- (e) criteria for the allocation of financial and fiscal resources; and
- (f) any other matter allocated to the Commission by law.

(2) In carrying out its functions the Commission shall, *inter alia*, take into consideration the provisions of this Constitution and the matters mentioned in section 121(4)(b).

Constitution, expertise and impartiality

172. (1) The Commission shall consist of -

- (a) a chairperson and deputy chairperson, who shall also be the chief executive officer and deputy chief executive officer of the Commission's staff, appointed by the President on the advice of the Cabinet; and
- (b) nominees of the provincial executives, each nominating one person, who shall be appointed by the President; and
- (c) 7 members appointed by the President on the advice of the Cabinet, at least one of whom shall have experience in local government finance.

(2) No person shall be qualified to be appointed to the Commission unless he or she -

- (a) is a South African citizen; and
- (b) is a person who, by reason of his or her training and experience, has expertise in economics, public finance, public administration, taxation, management or accountancy.

(3) Unless the Constitution adopted in terms of Chapter 5 provides otherwise, a member of the Commission may only be removed from office by the President on account of misconduct, incapacity or incompetence: provided that removal of a member of the Commission from office and the reasons therefor shall be communicated by the President by message to Parliament and to the provincial legislatures within 14 days after such removal or, if Parliament or a provincial legislature is not then in session, within 14 days after the commencement of its next ensuing session.

(4) Vacancies in the Commission shall be filled in accordance with the provisions of this section.

(5) A member of the Commission shall be eligible for re-appointment.

(6) A member of the Commission shall perform his or her duties fairly, impartially and independently.

(7) The chairperson and deputy chairperson shall not perform or commit himself or herself to perform remunerative work outside their official duties.

(8) A member of the Commission shall not hold office in any political party or political organisation.

(9) It shall be an offence to influence or attempt to influence a member to act otherwise than in accordance with the provisions of subsection (6).

(10) The chairperson and deputy chairperson shall be the only full-time members of the Commission.

(11) The chairperson and deputy chairperson shall be appointed for a period of 5 years and the other members of the Commission for a period of 2 years.

Meetings of the Commission

173. (1) The first meeting of the Commission shall be held within 30 days of its appointment at a time and place to be determined by the Chairperson, and subsequent meetings will be held at a time and place determined by the Commission or, if authorised thereto by the Commission, by the Chairperson. If both the Chairperson and Deputy

Chairperson are absent from a meeting, the members present shall elect one from amongst their members to act as Chairperson.

(2) A quorum for a meeting of the Commission shall not be less than one half of all its members.

(3) A decision of two-thirds of the members present shall constitute a decision of the Commission.

(4) All the decisions of the Commission shall be recorded.

Committees

174. (1) The Commission may establish committees from among its number.

(2) Any such committee shall consist of such number of members as the Commission may determine.

(3) The Commission shall designate one of the members of the committee as chairperson thereof, and if any such chairperson is absent from a meeting of the committee the members present shall elect one from among their number to act as chairperson.

(4) (a) The Commission may, subject to such directions as it may issue from time to time -

(i) delegate any function entrusted to it by or under section 171 to such a committee; and

(ii) grant authority that a duty assigned to it by or in terms of section 171 may be performed by such a committee.

(b) The Commission shall not be divested of a function so delegated and the performance of a duty so authorised, and may amend or set aside any decision of a committee.

Co-option of persons to serve on or advise committees

175. (1) A committee may co-opt any person to serve on such committee or to attend a particular meeting thereof in connection with a particular matter dealt with by the committee.

(2) Such a person may take part in the proceedings of the committee in connection with the matter or at the meeting in respect of which he or she has been co-opted, but shall not be entitled to vote.

Remuneration and allowances of members of the Commission and other persons

176. Members of the Commission and persons referred in section 175 who are not in the employment of the State, shall be paid, from moneys appropriated by Parliament for that purpose, such remuneration and allowances as the Minister of Finance may determine.

Appointment of Staff

177. (1) The Commission may appoint and accept secondment of staff as it may deem necessary in consultation with the Public Service Commission.

(2) Expenditure incidental to the performance of the functions of the Commission in terms of this Constitution or under any other law shall be defrayed from money appropriated by Parliament specifically for that purpose.

Regulations

178. The President may make regulations regarding -

- (a) procedures in connection with any function of the Commission; and
- (b) any other matter in connection with the achievement of the objects of the Commission.

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CHAPTER 12
Public Service Commission and Public Service

Public Service Commission

Establishment

180. There shall be a Public Service Commission for the Republic which shall have the powers, functions and duties provided for by this Constitution and by law, and it shall be accountable to Parliament.

Powers and functions

181. (1) The Commission shall be competent to -
- (a) make recommendations, give directions and conduct enquiries regarding -
- (i) the organisation and administration of departments and the public service;
 - (ii) the conditions of service of members of the public service and matters related thereto;
 - (iii) personnel practices in the public service, appointments, promotions, transfers, discharge and other career incidents of members of the public service and matters connected with the employment of personnel;
 - (iv) the promotion of efficiency and effectiveness in departments and the public service; and
 - (v) a code of conduct applicable to members of the public service;
- (b) when so requested, advise the President, a Minister or a member of a provincial executive in regard to any matter relating to the public service or in relation to the employment, remuneration or other conditions of

service of functionaries employed by any institution or body which receives funds wholly or partly appropriated by the national or provincial legislature;

- (c) exercise such other powers, perform such other functions and carry out such other duties entrusted to it by any law; and
- (d) delegate any of its powers, functions and duties to any a member or official in the public service subject to any limitation imposed by law.

(2) Until amended by law, the powers of the Commission set out in subsection (1) shall be exercised in accordance with statutory provisions in force at the time of the coming into operation of this Constitution.

(3) A recommendation or direction of the Commission shall be implemented by the appropriate person or institution within 6 months unless:

- (a) such recommendation or direction involves expenditure from public funds and the approval of the treasury therefor is not obtained; or
- (b) the President rejects it and refers it back to the Commission before its implementation.

(4) The Commission may appoint, in a manner prescribed by law, such persons as may be necessary for the discharge of its work.

(5) Expenditure incurred during the performance of the functions of the Commission in terms of this Constitution or under any other law shall be defrayed from money appropriated by Parliament specifically for that purpose and from fees raised or money obtained in a manner authorised by Act of Parliament.

(6) On recommendation of the Commission the President may assign any power, function or duty of the Commission to a provincial service commission.

(7) The Commission shall annually frame and submit a report to Parliament on matters which have been dealt with by the Commission.

182. (1) (a) The Commission shall consist of no fewer than 3 members and no more than 5 members appointed by the President, one of whom shall be designated as chairperson by the President.
- (b) The Commission shall exercise its powers and perform its functions fairly, impartially and independently.
- (c) The remuneration and other conditions of service of a member of the Commission shall be determined in accordance with the provisions of an Act of Parliament, and such remuneration and the other conditions of service shall not be altered to his or her detriment during his or her term of office.
- (d) A member of the Commission shall not hold office in any political party or political organisation and shall be non-partisan in the performance of his or her functions.
- (e) A member of the Commission may be removed from office by the President on account of misconduct or unfitness for his or her duties or incapacity to carry them out efficiently or if, for reasons other than unfitness or incapacity, his or her removal from office will promote efficiency, and the removal and the reasons therefor shall be communicated by the President by message to Parliament within 14 days after such removal or, if Parliament is not then in session, within 14 days after the commencement of its next ensuing session.
- (2) A person shall be qualified to be appointed to the Commission if he or she -
- (a) is a South African citizen; and
- (b) is a person who has sufficient knowledge of or experience in the administration, management or rendering of public services.
- (3) The composition, appointment, tenure, vacation of office, conditions of service and functioning of the Commission shall be as determined by Act of Parliament,

and shall ensure the independence and impartiality of the Commission and the efficient and effective exercise of its powers, performance of its functions and carrying out of its duties.

The Public Service

183. (1) There shall be a public service for the Republic, structured in terms of law to provide effective public administration.

(2) Such public service shall -

- (a) be non-partisan, career-orientated and function according to fair and equitable principles;
- (b) be obliged to promote an efficient public service broadly representative of the South African community;
- (c) serve all members of the public in an unbiased and impartial manner;
- (d) be regulated by laws dealing specifically with such service, and in particular with its structure, functioning, terms and conditions of service;
- (e) loyally execute the policies of the government of the day in the performance of its administrative functions; and
- (f) be organised in departments and other organizational components and the head of such department or organizational component shall be responsible for the efficient management and administration of his department or organizational component.

(3) Employment in the public service shall be accessible to all South African citizens who comply with the requirements determined or prescribed by or under any law for employment in such service.

(4) In the making of any appointment or the filling of any post in the public service, the qualifications, level of training, merit, efficiency and suitability of the persons who qualify for the appointment, promotion or transfer concerned, and such conditions as may be determined or prescribed by or under any law, shall be taken into account.

(5) Subsection (4) shall not preclude measures to promote the objectives set out in subsection (2).

(6) Provision shall be made by law for a pension for a member of the public service by means of a pension fund or funds by law and members of the public service who are required by law to be members of a pension fund shall be entitled to fair representation on the body which manages the applicable fund.

(7) (a) In the event of changes to the law governing pension funds which prejudice persons referred to in subsection (6), the real value of the accrued benefits of a member of a fund, and his or her beneficiaries, as represented by the fund's actuarial liability towards the member or his or her beneficiaries, shall be maintained.

(b) The retirement age applicable to a public servant by law as at 1 October 1993, shall not be changed without his or her consent.

Provincial Service Commissions

184. (1) A provincial legislature may provide by law for a provincial service commission and, subject to the national norms and standards, such commission shall, in respect of public servants employed by the province, have -

(a) the power to make recommendations, give directions and conduct inquiries -

(i) pertaining to the establishment and organisation of departments of the province;

(ii) relating to appointments, promotions, transfers, discharge and other career incidents of such public servants; and

- (iii) regarding the promotion of efficiency and effectiveness in departments of the province;
- (b) the power to -
 - (i) when so requested, advise the Premier or a member of the provincial executive in regard to any matter relating to the public service or in relation to the employment, remuneration or other conditions of service of functionaries employed by any institution or body which receives funds wholly or partly appropriated by the provincial legislature; and
 - (ii) delegate any of its powers, functions and duties to any a member or official in the public service subject to any limitation in law; and
- (c) such other powers, functions and duties of the public service commission assigned to it by the President with the approval of the Premier of the province.

(2) The measures contained in sections 181(2),(3) and (4), and 182(1), (2), and (3) pertaining to the public service commission, shall *mutatis mutandis* apply to the provincial service commissions established by provincial legislation, save that any reference to an act of Parliament, Parliament or to the President shall be deemed to be a reference to a provincial law, provincial legislature or the Premier of the province respectively.

Transitional arrangement

185. (1) The public service as regulated by legislation at the time of the commencement of this Constitution, shall continue to exist subject to changes made thereto by or in accordance with law.

- (2) (a) Any person employed in a public service immediately before the commencement of this Constitution shall remain in employment subject to the provisions of this Constitution and the laws governing employment in the public service.

(b) Subject to the provisions of subsection (6), the terms and conditions of service of any person employed in a public service immediately before the commencement of this Constitution, shall continue to apply until amended by or under any law.

(3) The persons who immediately before the coming into operation of this Constitution occupied the positions of chairperson, member or members of the Commission for Administration shall, subject to the provisions of any law regulating their discharge or vacation of office or redetermination of their terms of office, continue to hold their respective positions under their current terms of employment.

(4) Notwithstanding the provisions of this section, the conclusion or amendment of contracts, the appointment, promotion, the award of terms and conditions of service and other benefits occurring between 27 April 1993 and 30 September 1994 in respect of any person or class of persons employed by a public service including a person employed as an educator or by a public service, may, at the instance of a Minister or a member of a provincial executive, within one year of the coming into operation of this Constitution, be reviewed by a commission presided over by a judge and if not proper or justifiable in the circumstances, the commission may reverse or alter the contract, appointment, promotion, terms and conditions of service and award of benefits.

(5) The persons who immediately before the coming into operation of this Constitution occupied the positions of chairperson, member or members of a public service commission of Transkei, Bophuthatswana, Venda, Ciskei or a Self-governing Territory, shall, subject to the provisions of any law regulating their discharge or vacation of office or redetermination of their terms of office, continue to be employed under their current terms of employment.

(6) Subject to subsection (4) and any law relating to unfitness or incapacity to carry out duties efficiently, the pensionable salary or pensionable salary scale of a member of any public service shall not be reduced below that applicable to such member as at the time of the coming into operation of this Constitution.

(7) (a) Provision shall be made by Act of Parliament for a special tribunal consisting of a judge and two assessors to determine all claims and disputes of right in terms of laws regulating employment in the

relevant public service as at 1 November 1993 and arising out of the implementation of section 119.

- (b) The Act of Parliament referred to in subparagraph (a) shall prescribe expeditious procedures for the adjudication of claims and disputes including the granting of interim and final relief.
- (c) Notwithstanding the provisions of any law the procedures prescribed in terms of subparagraph (b) shall be the only procedures to be followed by the tribunal referred to in subparagraph (a).
- (d) The decisions of the tribunal on any such claim or dispute shall be final and binding.
- (e) The provisions of this subsection shall lapse one year after the date on which this Constitution comes into operation.

(8) For the purposes of this section "public service" shall include the administrations of the Republic, the Provinces, Transkei, Bophuthatswana, Venda, Ciskei and the Self-governing Territories.