

**MEMORANDUM TO PARLIAMENT**

**ON THE AFRICAN CHARTER ON THE  
VALUES AND PRINCIPLES OF PUBLIC  
SERVICE AND ADMINISTRATION**

**SUBMITTED**

**BY**

**HON. ALHASSAN AZONG, (MP)  
MINISTER OF STATE AT THE PRESIDENCY  
RESPONSIBLE FOR PUBLIC SECTOR  
REFORM SECRETARIAT**

**DATE: 18<sup>th</sup> SEPTEMBER, 2015**

## **1. PARLIAMENT DECISION REQUIRED**

Honourable Members are hereby invited to consider and ratify for adoption the African Charter on the Values and Principles of Public Service and Administration which was adopted by the African Union in Addis Ababa, Ethiopia on 31st January, 2011.

## **2. BACKGROUND INFORMATION**

The African Charter on the Values and Principles of Public Service and Administration which was an initiative of the then Conference of African Ministers of Public Service/Civil Service (CAMPS), provides the needed platform for the transformation of the African Public Service towards efficient service delivery, transparency, openness and accountability.

Determined to promote the values and principles of public service and administration, local governance and local development in Africa as a means of improving the livelihood of all peoples on the continent, The African Union has recommended the immediate ratification of the African Charter on the Values and Principles of Public Service and Administration.

### **a. OBJECTIVES OF THE CHARTER**

The objectives of this Charter are to:

1. Promote the principles and values contained herein.
2. Ensure quality and innovative service delivery that meets the requirements of all users.
3. Encourage the efforts of Member States in modernizing administration and strengthening capacity for the improvement of public service.
4. Encourage citizens and users of Public services to actively and effectively participate in public administration processes.
5. Promote the moral values inherent in the activities of Public Service Agents with a view to ensuring transparent service delivery.
6. Improve the working conditions of Public Service Agents and ensure the protection of their rights.

7. Encourage the harmonization of policies and procedures related to Public Service and Administration among Member States, with the aim of promoting regional and continental integration.
8. Promote equality between men and women as well as equality within Public Service and Administration structures.
9. Strengthen cooperation among Member States, Regional Economic communities and the International Community for the improvement of public service and administration.
10. Encourage the exchange of experiences and best practices, in order to create a data base of information within the Member States.

As a Member of the African Union (AU) and one time the 2nd Vice-Chair, responsible for West Africa, Ghana is obliged by the principles and decisions adopted by the AU as well as the Ministers of Public Service and Administration in Africa to ensure that the Charter is ratified, having signed onto it the same year that it was adopted.

The Member States of AU, unanimously, agree to implement the Charter in accordance with the following principles:

1. Equality of all users of Public Service and Administration.
2. The prohibition of all forms of discrimination on any basis, including place of origin, race, gender, disability, religion, ethnicity, political opinion, membership in a trade union or any other lawful organization.
3. Impartiality, fairness and due process in the delivery of public services.
4. Continuity of public services under all circumstances.
5. Adaptability of public services to the needs of users.
6. Professionalism and Ethics in Public Service and Administration.
7. Promotion and protection of rights of users and Public Service Agents.
8. Institutionalizing a culture of accountability and integrity and transparency in Public Service and Administration.
9. Effective, efficient and responsible use of resources.

### **3. JUSTIFICATION**

It is expected that the ratification of this Charter, by the Government of Ghana, will go a long way to establish a key instrument for guiding and transforming Ghana's Public Service and Administration by establishing major cross-cutting principles, values and rules for reforming the country's (Public) Service delivery while, contributing towards solving challenges associated with (Public) Service delivery. The Charter establishes a new measure and mechanism to strengthen and build capacity in Ghana's Public Administration System (PAS) in accordance with the Values and Principles in the Charter.

### **4. CABINET DECISION**

At Cabinet's Thirty-Fifth meeting held on Friday 14<sup>th</sup> August, 2015, approval was given for the African Charter on the Values and Principles of Public Service and Administration to be submitted to Parliament for ratification.

### **5. RECOMMENDATIONS**

On the basis of the above, the House is hereby invited to consider and ratify the African Charter on the Values and Principles of Public Service and Administration.

Respectfully Submitted



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**HON. ALHASSAN AZONG (MP)**  
**MINISTER OF STATE AT THE PRESIDENCY**  
**RESPONSIBLE FOR PUBLIC SECTOR**  
**REFORM SECRETARIAT (PSRS)**

In case of reply the  
number and date of this  
letter should be quoted

My Ref. No. OP/CA. 4/v.2

Your Ref. No.



FREEDOM AND JUSTICE

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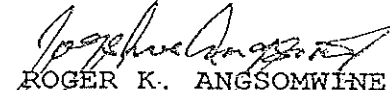
17<sup>th</sup> August, 2015

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THE ADOPTION AND SUBSEQUENT RATIFICATION OF THE AFRICAN  
CHARTER ON THE VALUES AND PRINCIPLES OF PUBLIC SERVICE  
AND ADMINISTRATION

Cabinet at its Thirty-Fifth Meeting held on Friday, 14th August, 2015 considered the above-mentioned Memorandum jointly submitted by the Minister for Foreign Affairs and Regional Integration and the Minister of State at the Presidency Responsible for Public Sector Reform Secretariat.

2. The Memorandum requested Cabinet's approval for the African Charter on the Values and Principles of Public Service and Administration to be laid before Parliament.
3. Cabinet approved the Memorandum for Parliament's ratification.
4. I shall be grateful if you could take requisite action on the decision above.

  
ROGER K. ANGSOMWINE  
SECRETARY TO THE CABINET

THE MINISTER FOR FOREIGN AFFAIRS  
AND REGIONAL INTEGRATION

THE MINISTER OF STATE AT THE  
PRESIDENCY RESPONSIBLE FOR  
PUBLIC SECTOR REFORM

The Chief of Staff  
Secretary to H. E the President  
Secretary to H. E the Vice President  
Senior Policy Adviser/Head of  
Policy Delivery Unit