

Editorial

As we head towards the festive season, officials are already counting down the days to when they can go on their long awaited vacation. While the festive spirit is slowly creeping in, the PSC continued to deliver on its mandate as witnessed in our reporting of the organisations “happenings” over the past two months.

In this edition, we report on the first roundtable discussion held on a consolidated M&E report which focuses on the North West province. This event was graced by the number one citizen of the province, namely the Premier. The PSC also held another roundtable discussion on its flagship

report, the State of the Public Service Report. It is encouraging that the Report received a distinction from Professor Kuye of the University of Pretoria.

Izwi also brings you the usual dose of *News in Brief*, which is a snippet of the activities that the organisation was involved in. Also, make sure to read about the “New Employment Rules” in our Jokes section.

Till next time, woza December!

Contents Page

Editorial

PSC in the News – Its Reputation is Growing from Strength to Strength

Reports tabled in Parliament:

- Overview on Financial Misconduct for the 2008/2009 Financial Year
- 2010 State of the Public Service Report
- Report on the Implementation of the Performance Management and Development System for Senior Managers in the Limpopo Province
- An Assessment of the State of Professional Ethics in the Western Cape Provincial Government

PSC Hosts a Workshop on the Application of an Integrity Barometer for the Public Service

Code of Conduct Presented to Free State Interns

PSC Hosts its Inaugural Roundtable Discussion on a Provincial M&E Report

PSC Joins Forces with the ISS to Discuss Ethics
2010 SOPS Report Scores 9/10 during Roundtable Discussion

News in Brief:

- Wage Negotiations Concluded

- PSC Annual Report Tabled in Parliament
- DG Attends the Inaugural Open Governance Leadership Programme
- PSC Presentations during the APAC Conference & the Provincial Public Sector Human Resource Convention
- PSC Participates at the Portfolio Committee on Public Service and Administration’s Workshop on the Budgetary Review and Recommendations Report
- Chairperson Participates at the meeting of the Oversight Committee on the Office of the Premier and the Legislature
- DG Participates in an Expert Panel at the BUSA Anti-Corruption Forum
- PSC Participates at the 14th International Anti-Corruption Conference
- PSC to hold MANCO meeting, Strategic Planning Session and the Year End Information and Teambuilding Session

News in Pics:

- PSC’s Revamped Website

Book Review:

- Youth Unemployment and Society
- Municipal Finance and Accounting

Jokes:

- Gardener’s Nightmare
- New Employment Rules

PSC in the News – Its Reputation is Growing from Strength to Strength

By Ricardo Mahlakanya

It has been proven beyond doubt that most organisations invest their intentions towards corporate reputation as they see it as a great asset and a risk in today's knowledge economy. This is because a favourable reputation benefits an institution, contributes to an institution becoming the first choice of customers, investors, suppliers and employees. It also helps enhance competitive advantage, by differentiating the company in the marketplace. A favourable reputation with customers creates a degree of brand equity, since people are more likely to be loyal to reputable companies. Similarly, a favourable reputation with employees can help attract better staff, spur productivity and enhance profitability.

As part of enhancing its corporate reputation, the PSC has released several reports through media statements, a press conference and tabling in Parliament. The PSC's management has appeared in the both electronic and print media and shared the reports' findings with the viewers and listeners.

On 31 August 2010, the PSC released its Consolidated Public Service Monitoring and Evaluation Report for the North West Province 2009/2010 Evaluation Cycle and Commissioner Mamaroba Malahlela appeared in SABC Morning Live and was interviewed on SA fm (midday live), Jacaranda fm and Lesedi fm.

The Overview on Financial Misconduct for the 2008/2009 Financial Year was released on 22 September 2010. During its release, the Chairperson, Dr Ralph Mgijima appeared on eTV's Sunrise Show and was also interviewed on SA fm. Commissioner Nkosi also spoke about the report on a number of radio stations such as Ikwekwezi, Ligwalagwala fm, Ukhozi fm and Radio 2000. For the same report, Commissioner Helepi was on Lesedi fm, Commissioner

Mawasha on Thobela fm while Commissioner Marais-Martin was on XK fm.

The PSC has released its ninth State of the Public Service Report through a media briefing held at Commission House on 28 October 2010. Following the briefing, the Chairperson was interviewed on SA fm, while the Deputy Director-General: Monitoring and Evaluation appeared on SABC Morning Live and also spoke on Radio 2000, Islamic Radio and Jacaranda fm. The Director-General was also interviewed on Talk Radio 702 (Chris Gibbons Show).

On 14 November 2010, Commissioner Malahlela together with other panelists appeared on the SABC Interface show where they examined the issues of wasteful expenditure across government departments and provinces.

Overall, the PSC received good media coverage over the past two months.

Reports tabled in Parliament

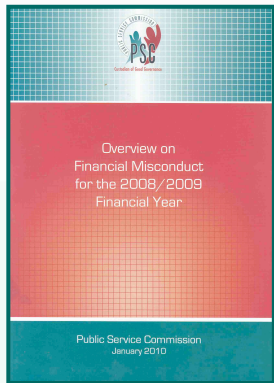
By: Ben de Villiers

The following reports were recently tabled in Parliament. The *Overview of Financial Misconduct for the 2008/2009 Financial Year* was released through a media statement while the *State of the Public Service Report 2010* was released through a media briefing. Both reports received widespread media coverage.

Overview on Financial Misconduct for the 2008/2009 Financial Year

Since the 2001/02 financial year, the PSC has been monitoring financial misconduct reported to it by departments, and on an annual basis produces an oversight report on financial misconduct in the Public Service.

As a custodian of good governance, the PSC is mandated to promote and monitor the efficient, economic and effective



use of resources. The Constitution further mandates the PSC to investigate and evaluate the organisation and administration, and personnel practices of the Public Service. The PSC is thus empowered to monitor and evaluate financial misconduct as determined by the Public Finance Management Act (PFMA), 1999,

read with the Treasury Regulations.

The report reveals that the total cost reported by national and provincial departments emanating from unauthorised, irregular, fruitless and wasteful expenditure, as well as losses resulting from criminal conduct reported in respect of the 2008/2009 financial year was R 100,111,076.82. During the same financial year, an amount of R 9,946,013.83 (9.9% of the total cost) was recovered from the employees found guilty of financial misconduct or the financial misconduct did not result in any loss to the State.

The analysis contained in the report provides comprehensive detail on the level of financial misconduct during the 2008/09 financial year and should provide valuable information for oversight purposes as well as to address emerging trends.

2010 State of the Public Service Report

Since invariably several departments contribute to a particular outcome that government wants to achieve, coordination and integration is vaunted as a critical element for heightened impact of government policies and programmes. The 2010 State of the Public Service (SOPS) Report analysed this issue with its theme: *Integration, Coordination and Effective Public Service Delivery*.

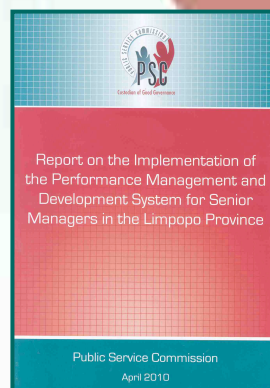
As in its previous editions of the SOPS Report, the PSC has organised its assessment according to the values and

principles of public administration contained in section 195 of the Constitution. The Report, therefore, uses the values and principles as a framework to assess the progress made with coordination and integration in South Africa and what needs to be done to improve the level of coordination and integration.

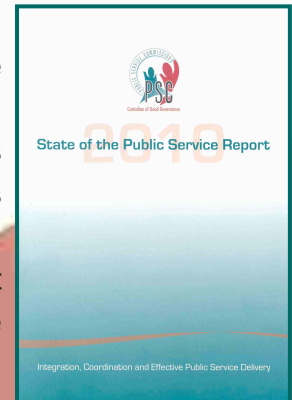
The PSC's analysis relies on, not only its own reports, but on a wealth of other appropriate reports commissioned by various departments and bodies in South Africa. In this regard, South Africa is rich in information and insights and this in itself also facilitates coordination.

The PSC concludes in the report that the demands of a coordinated and integrated public administration are significant, and that there are areas that need to be addressed if our Public Service is to rise to the challenge of effective coordination. The Report provides pointers to where efforts to achieve such a Public Service should be directed, and the PSC hopes that it will deepen the debate.

Report on the Implementation of the Performance Management And Development System for Senior Managers in the Limpopo Province



The PSC has been assessing the implementation of the Performance Management and Development System (PMDS) in national and provincial departments as a tool to enhance the delivery of their mandates. In this regard, the PSC studied the implementation of the PMDS in the Eastern Cape, North West and Northern Cape Provincial Administrations. The report is the fourth in the series of these provincial government evaluations and focuses on

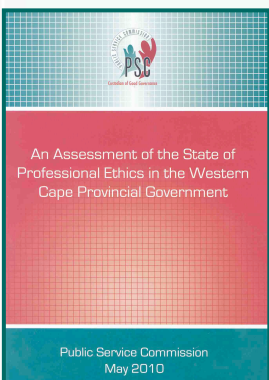


the Limpopo Provincial Government (LPG). All of these assessments are instructive in that they provide insight into how the implementation of the PMDS takes place in provinces, and from this, conclusions are drawn with regards to the broader issues of accountability in individual provinces, particularly in terms of how strengths and weaknesses of adhering to the PMDS affect the quality of service delivery in a given province.

This particular assessment in the LPG established that there were certain key areas of concern in the implementation of the PMDS. For example, some of the Senior Management Service members could not produce any performance agreements, and in a few instances where these were available they were of poor quality because the incumbents are faced with the challenge of understanding the Balanced Score Card adopted in the province and how it relates to the mandatory provisions of the PMDS which was prescribed by the Department of Public Service and Administration. In addition, many performance agreements received were not co-signed by the supervisors. This means that such performance agreements are not binding and the senior manager concerned cannot be fully held accountable for his or her responsibilities.

An Assessment of the State of Professional Ethics in the Western Cape Provincial Government

In 2007, the PSC published reports on the assessment of professional ethics in the Free State and the KwaZulu-Natal provincial governments. This was followed by a report on the assessment of professional ethics in the Limpopo Provincial Government in 2009. The fourth series of the report provides an overview of professional ethics in the Western Cape Provincial Government.



The findings of the study highlighted positive developments in the establishment of minimum anti-corruption capacity in the Western Cape Province. One such development is the fact that a comprehensive Provincial Anti-Corruption Strategy (PACS) has been adopted. A number of challenges were however identified and notable among them was the dormancy of the provincial anti-corruption forum, which if not addressed sufficiently and speedily, may hamper the achievement of the objectives of the PACS and undermine the fight against corruption in the province.

The PSC trusts that the report with findings and recommendations will assist the Western Cape Provincial Government in addressing the challenges identified pertaining to the state of professional ethics in departments.

PSC Hosts a Workshop on the Application of an Integrity Barometer for the Public Service

By: Mmanakedi Seshoka

The PSC held a consultative workshop for a universal buy-in on the application of an Integrity Barometer on 5 October 2010 at the Burgers Park Hotel. At least 57 officials from various government departments were in attendance.

The aim of the workshop, according to Mr John Mentoer, was to ensure consensus amongst departments for a set of draft indicators, which will be used to measure integrity in government departments.



Mr Themba Godi, Chairperson of the Standing Committee on Public Accounts (SCOPA) was among those who participated at the workshop and he highlighted among other things, "that the PSC reports show that the state of



Public Service is not improving and that the challenge is to go beyond a mere diagnosis but act firmly and decisively in order to protect the 48 million South

Africans against a few corrupt individuals”.



During the workshop, Mr John Mento or enlightened participants about the Integrity Barometer and indicated that the

PSC had conducted baseline research to determine whether any model existed that could serve as a basis for the development of a Public Service Integrity Barometer. Mr Roderick Davids discussed the proposed pillars of the Integrity Barometer, which are corruption prevention and combating, professional ethics promotion, accountability, transparency and service delivery.

Following the implementation of the recommendations emanating from the workshop, the PSC will pilot the draft indicators within three national departments and one province, concluded Mr Mento or.

Code of Conduct Presented to Free State Interns

By: Sophia Santho

At the request of the Department of Treasury in the Free State, the Free State Regional Director presented the Code of Conduct to the departments' interns on 20 October 2010.

On an annual basis, the Treasury Department ensures that



their intake of interns are trained on the Code of Conduct. The training will go a long way in enculcating a culture of ethical behaviour in our future public

servants.

PSC Hosts its Inaugural Roundtable Discussion on a Provincial M&E Report

By: Pinky Seabelo



The PSC made history when it held its first roundtable discussion on the Provincial Consolidated Monitoring and Evaluation (M&E) Report in the North

West Province. This was also the first Provincial Consolidated M&E Report to be produced by the PSC. The event, which was held on 21 October 2010, was co-hosted by the Office of the Provincial Speaker at the Legislature Chamber in Mafikeng, North West Province. It was attended by 80 participants including the Premier, Provincial Speaker, Chair of Portfolio Committee Chairpersons, Members of the Executive Council and the Legislature, Heads of Department and senior managers from departments. At the roundtable discussion, the PSC was represented by three Commissioners and eight officials.

Following a detailed critique of the report by the respondents, Mr D. Setsetse and Prof. C. Miruka, there were lively discussions by the participants and inputs by the PSC

delegates. The programme was ably directed by Dr D. Mamphiswana from the PSC.



The event was the culmination of a long and arduous M&E process which started with the first assessment cycle between 2001/02 – 2008/09 and the reassessment of all 11 departments in the 2009/10 cycle. Throughout this period, the PSC engaged the political and administrative leadership of individual departments and their comments were incorporated into the final individual M&E reports. Since the Consolidated Report provides a comparative analysis of the findings of all the individual M&E reports, it is also by implication a product of a consultative M&E process.



Whilst the previous Consolidated Public Service M&E Reports were viewed by some provincial stakeholders as somewhat “high level” and “irrelevant” because they provided general trends in terms of adherence of departments to the Constitutional values and principles, the North West Consolidated M&E Report focuses on provincial specific issues and informs both the political and the administrative leadership of the Province on:

- areas of improvement/weaknesses;
- strengths/best practices; and
- what must be done to improve performance.

With this event, the PSC has indeed reached an extraordinary milestone in its collective effort to improve the quality of

governance in our country. These sentiments were echoed by the Provincial Speaker, Mr N. Maloyi, in his closing remarks when he pointed out that the report will assist the Legislature in playing an oversight function over the Executive and other organs of state.

PSC Joins Forces with the ISS to Discuss Ethics

By: Thembi Nkuna



The Institute for Security Studies (ISS) in collaboration with the PSC hosted the National Conference on Ethics in Public Life from 21 – 22 October 2010 in Cape Town. The conference

brought together a broad spectrum of stakeholders including government officials, parliamentarians, civil society, academics and the media.

This conference, entitled “*Revisiting Ethics in Public Life*” was aimed at providing a national platform for engagement among a wide variety of experts on different aspects of public ethics.



As programme director of the conference, the Deputy Chairperson led a delegation from the PSC which made various presentations focusing on professional ethics during the conference.

The following issues were among those that were discussed at the conference:

- Restoring integrity in public life
- How effective are conflicts of interest regulations?

- Exploring unregulated conflicts of interest areas.

The conference facilitated dialogue and initiatives were proposed in contributing towards the promotion and strengthening of ethics in the public life.

2010 SOPS Report Scores 9/10 during Roundtable Discussion

By: Mmanakedi Seshoka



On 4 November 2010, the PSC held a roundtable discussion on the recently released State of the Public Service (SOPS) Report at the CSIR. The SOPS Report has become a flagship product of the PSC and analyses the performance of the Public Service against the nine Constitutional values and principles governing public administration.

The focus on the 2010 edition is on: *“Integration, Coordination and Effective Public Service Delivery”*, which reflects on the progress made in the Public Service regarding the extent to which government institutions are working together seamlessly towards the common goal of effective public administration and service delivery.



The roundtable was attended by participants from all provinces, professional associations, the Presidency, trade unions, research councils, non-governmental organisations, academia, PALAMA, and Parliament was represented by the Honourable Faith Bikani, Chief Whip: Public Service

and Administration.



Several presentations were made by the PSC, with the Chairperson welcoming the participants. This was followed by an overview of the SOPS

Report by the DDG: M&E and the respondent, Professor Jo Kuye, Director: School of Public Management and Administration from the University of Pretoria.

Following the presentation by the respondents, the following issues were raised during the discussion:

- Deployment politics: political deployment does not lead to accountability;
- The PSC needs to make a reflection on what makes the National Anti-Corruption Forum to fail;
- There is a need for refining the recruitment and selection process which is currently weak, by setting standards;
- National and provincial departments should work collaboratively instead of cross purposes;
- The PSC should be given more powers;
- There is lack of research and development in the Public Service, hence it is not innovative;
- The SOPS Report should be strengthened by focusing on the good that has been achieved in the Public Service; and
- The SOPS Report confined corruption to corruption in the Public Service yet the private sector also contributes to corruption in the Public Service.

The DG closed the roundtable and welcomed the overall score of 9 out of 10 that the SOPS Report was allocated by Professor Kuye.

News In Brief

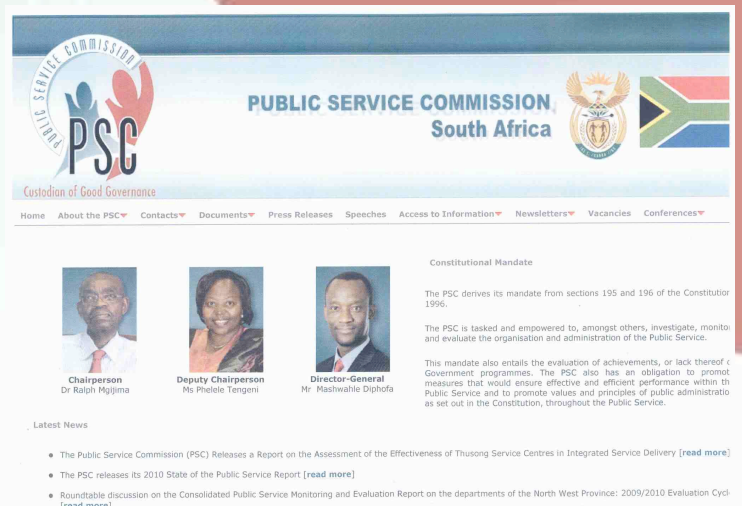
- Following the protracted wage negotiations between government and the Public Service unions, the wage negotiations for the 2010/11 financial year have been concluded. The wage settlement offer provides for a salary increase of 7, 5% and a housing allowance of R800 per month with effect from 1 July 2010.
- The PSC's Annual Report for the 2009/10 financial year was tabled in Parliament on 28 September 2010.
- The DG attended the inaugural Open Governance Leadership Programme of the newly constituted International School for Transparency (IST) from 3 – 4 October 2010 in Cape Town. The inaugural programme targeted Public Service leaders from South Africa, India, Jamaica and Uganda. The IST's mission is to enhance the transparency of public authorities and agencies by offering specialist programmes in the implementation of the right of access to information to public servants and other key social stakeholders.
- On 12 October 2010, John Mentoor delivered a presentation on *Uprooting Fraud and Corruption in the Public Sector* during the 12th Association of Public Accounts Committee (APAC) Conference held from 11 – 14 October 2010 in Durban. This was followed by a presentation by the DG on *the State of Human Resource Management in the Public Sector* on 13 October 2010 during the 5th Provincial Public Sector Human Resource Convention held from 12 – 14 October 2010.
- The Chairperson led a delegation from the PSC which participated at the Portfolio Committee on Public Service and Administration's Workshop on the Budgetary Review and Recommendations Report on 12 October 2010 in Kempton Park. During the workshop, the PSC had the opportunity to present its Annual Report for the 2009/10 financial year. The PSC also presented a number of its research reports to the Portfolio Committee on 27 October 2010 in Parliament.
- The Chairperson participated at the meeting of the Oversight Committee on the Office of the Premier and

the Legislature held to consider and scrutinise the 2009/10 annual reports of the Office of the Premier and the Gauteng Legislature. The meeting was held on 27 October 2010 at the Gauteng Provincial Legislature.

- On 28 October 2010, the DG participated in an expert panel at the Business Unity South Africa Anti-Corruption Forum. The Forum was organised under the theme: *"Continuing the Fight Against Corruption: Towards a Corruption Free Business Environment"*.
- In keeping abreast with the latest anti-corruption strategies in the world, Commissioner Nkosi and Roderick Davids participated at the 14th International Anti-Corruption Conference that took place from 10 - 13 November 2010 in Thailand. During the conference, the PSC presented a case study on the National Anti-Corruption Forum titled: *An Anti-Corruption Coalition in Practice – A Sustainable Reality, or Wishful Thinking?*. The conference addressed issues around corruption and provided the latest trends and approaches to anti-corruption strategies.
- The Office will hold its Management Committee meeting and Strategic Planning Session from 1 - 2 December 2010 at Saint George Hotel in Rietveldam. This will be followed by the Year End Information and Teambuilding Session on 3 December 2010 at Willie Kahts Lapa in Pretoria Central.

News In Pics

PSC's Revamped website



PUBLIC SERVICE COMMISSION South Africa

Custodian of Good Governance

Home About the PSC Contacts Documents Press Releases Speeches Access to Information Newsletters Vacancies Conferences

Chairperson
Dr Ralph Ngijima

Deputy Chairperson
Ms Pholele Tengeneni

Director-General
Mr. Mashwale Diphoto

Constitutional Mandate

The PSC derives its mandate from sections 195 and 196 of the Constitution 1996.

The PSC is tasked and empowered to, amongst others, investigate, monitor and evaluate the organisation and administration of the Public Service.

This mandate also entails the evaluation of achievements, or lack thereof, of Government programmes. The PSC also has an obligation to promote measures that would ensure effective and efficient performance within the Public Service and to promote values and principles of public administration as set out in the Constitution, throughout the Public Service.

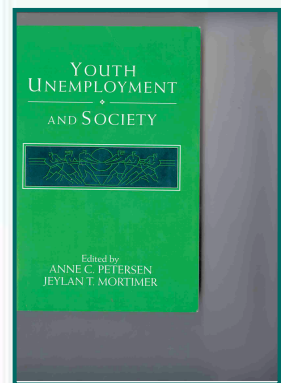
Latest News

- The Public Service Commission (PSC) Releases a Report on the Assessment of the Effectiveness of Thusing Service Centres in Integrated Service Delivery [read more]
- The PSC releases its 2010 State of the Public Service Report [read more]
- Roundtable discussion on the Consolidated Public Service Monitoring and Evaluation Report on the departments of the North West Province: 2009/2010 Evaluation Cycle [read more]

Book Review

Abstracts by: Nelly Lukhero

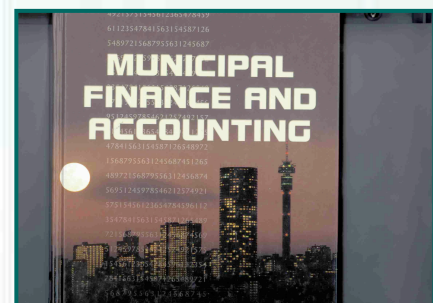
Title: Youth Unemployment and Society
Author: Petersen, A.C & Mortimer J.T (ed.)
Year: 2006



Youth Unemployment and Society is an important volume that examines the phenomenon of prolonged adolescence. Historians, psychologists, economists and sociologists join forces to provide a cross-national examination of trends in youth unemployment and intervention strategies in the United States and Europe. Assessing the

causes of aggregate societal unemployment rates, the authors address factors that make individuals more vulnerable to unemployment and consider the developmental consequences of this experience. The volume also examines how persistently high rates of youth unemployment feed back on society affecting its values, beliefs and institutions.

Title: Municipal Finance and Accounting
Author: Fourie, Mare-Lise & Opperman Luca
Year: 2007



Local government is where service delivery begins. Local government is about what happens in our homes, in our streets and in our communities. If we cannot achieve good government at this level,

we will never be able to claim that South Africa has really transformed. The damage that the apartheid system did to the daily lives of the majority of the people in South Africa is incalculable. Its effects were spatial and economic, fundamentally altering and eroding the quality of life of

millions of people, in the home, the family and the workplace.

The transformation process impacted on every aspect of the business of local government, including the establishment of newly demarcated municipalities amended powers and functions, corporate governance and new municipal structures and financial and operations systems. Each phase of the transformation process was supported by new local government legislation that replaced the previous fragmented approach based on provincial circumstance.

Jokes

Submitted by: Sammy Morwe

Gardener's Nightmare

A happily married couple having their first baby were invited to make use of a new machine that would transfer a portion of the mother's labour pains to the baby's biological father wherever he may be. Both were happy to try it. The pain transfer was set to 10% but the husband felt nothing. So the doctor increased it to 20%. The father said he still felt fine and his blood pressure was normal. He invited the doctor to kick it up to 50%. Still there was no reaction.

The doctor was amazed and slowly transferred all the pain until the wife delivered a healthy baby with virtually no pain. She and her husband and the doctor were ecstatic.

Then they got home, the gardener was lying almost dead at the gate.

New Employment Rules

SICKDAYS:

We will no longer accept a doctor's certificate as proof of sickness. If you are able to get to the doctor, you are able to come into work.

MARTENITY LEAVE:

"Kort Kort" pregnancy is banned. You must first apply to

your superiors and with their approval you'll then be allowed to get pregnant. It will only be allowed once in 10 yrs and you only get 1 month maternity leave. No male shall get leave related to her wife's pregnancy, sickness or even death (he is not a midwife, a doctor nor an undertaker).

SURGERY:

Operations are now banned. As long as you are an employee here, you need all your organs. You should not consider having anything removed. We hired you intact. To have something removed constitutes a breach of employment.

HOLIDAYS:

Each employee will receive 104 holidays per year. They are called Saturday and Sunday.

BEREAVEMENT LEAVE:

This is no excuse for missing work. There is nothing you can do for dead friends or relatives. Every effort should be made to have non-employees to attend to the arrangements. In rare cases where employee involvement is necessary, the funeral should be scheduled for the late afternoon. We will be glad to allow you to work through your lunch-hour and subsequently leave one hour early, provided your share of the work is done.

ABSENT FOR YOUR OWN DEATH:

This will be accepted as an excuse. However, we require at least two weeks' notice to allow time for you to train your own replacement.

TOILET USE:

Entirely too much time is being spent in the toilets. In the future, we will follow the practice of going in alphabetical order. For instance: All employees whose names begin with 'A' will go from 8:00 to 8:20, employees whose names begin with 'B' will go from 8:20 to 8:40 and so on. If you are unable to go at your allotted time, it will be necessary to wait until the next day when your turn comes again. In extreme emergencies employees may swap their time with a co-

worker. Both workers' supervisors must approve this exchange in writing.

In addition, there is now a strict 3 minute time limit in the toilets. At the end of 3 minutes, an alarm will sound, the toilet paper will retract, and the door will open.

LUNCH BREAK:

Skinny people get an hour for lunch as they need to eat more so they can look healthy, normal size people get 30 minutes for lunch to maintain their average figure. Fat people get 5 minutes for lunch because that's all the time needed to drink a Slimfast and take a diet pill.

DRESS CODE:

It is advised that you must come to work dressed according to your salary. If we see you wearing designer clothing we will assume that you are doing well financially and therefore do not need a pay rise.

Thank you for your loyalty to our company. We are here to provide a positive employment experience. Therefore, all questions, comments, concerns, complaints, frustrations, irritations, aggravations, insinuations, allegations, accusations, contemplations, consternations or input should be directed elsewhere. Have a nice day.

Note to HR:

PS – charge the time spent reading this communiqué to ANNUAL LEAVE

*Izwi is produced by Directorate: Communication and Information Services(D:ClS)
E-mail: sammym@opsc.gov.za or
thembin@opsc.gov.za for comments and inputs.*