

EDITORIAL *Note*

The spring fever is here and people usually see the month of September as a month of renewal. With flowers blossoming and our surroundings looking brighter, this is the time for nature to show off its true beauty. The month of September is also the month when we as South Africans celebrate our heritage. In this edition, we enlighten you with what Heritage Day really means and why we as South Africans should be proud of our heritage. In News in Pics, we reflect on the PSC's Heritage Day celebration.

To kick start this edition, we feature two M&E events which the PSC co-hosted, namely the 3rd Biennial South African M&E Association Conference and the 2nd International Conference on National Evaluation Capacities. In addition to the heritage pictures, we bring you a variety of pictures taken during events and Izwi hopes that you will be able to translate these photos into a story.

Finally, Izwi would like to take this opportunity to congratulate Mr Ben Mthembu on his appointment as Chairperson of the PSC and Ms Phumelele Nzimande and Advocate Richard Sizani on their appointments as Commissioners based at Head Office. We wish them all the best in their new positions.

Happy *spring* time, till the next edition!

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- Submission of PSC Annual Report
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- Head Office & KZN Regional Office showing their support for the Boks
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Heritage Day, paying respect to our Diverse Cultures



By: Mocheta wa Monama

South Africans celebrated Heritage Day on 24 September 2011 and yet the number of people who really know its significance is surprising. Heritage Day, which is declared as a public holiday, is celebrated annually as a day to reflect on who we are, where we come from and where we are heading to as people. What Heritage Day truly represents is an opportunity to pay respect to the many cultures, languages, traditions and diversity of heritages that make up our national identity.

"Today Africa is recognized as the cradle of mankind. In our part of the continent, we have a rich and varied past that is only now being appreciated for its complexity and diversity. Indeed, our heritage is the foundation from which we are working to rebuild our society", said President Jacob Zuma during his Heritage Day speech in 1999. Let us think of our heritage, of how different it is, in many respects from that of our parents.

The country's multilingualism should be seen as a resource with the potential to empower all South Africans to participate fully in the country's social, political and economic life. Let us be proud of being South African and call on the nation to pull together to look after the gift which we will leave behind for the future children of South Africa, i.e. our rich historical legacy. Let us all make an effort to forge a common South African heritage and celebrate the diversities in cultures within our families.

What you never knew about South African Heritage!

Source: <http://www.sahra.org.za>

1. From Chinese to French - Everyone in the World is South African: All the worlds' people are "twice South African" because it was here that man's descendants and modern man both evolved.

2. The first Evidence of Life on Earth — yes — from SA: In eastern South Africa, scientists have found traces of blue-green algae dating back 3 500 million years. This is some of the earliest evidence of life on earth.

3. Meteors hit Pretoria 220 000 years ago: 220 000 years ago a meteorite struck SA forming the Tswaing Crater, northwest of Pretoria. This is one of the most accessible and best-preserved meteorite impact craters in the world.

4. If Aliens landed they would be the Property of the State: According to the National Heritage Resources Act, all meteorites are considered protected property of the nation and there are rules regarding what can be done with them. Interestingly, because a meteorite is defined as "any naturally-occurring object of extra-terrestrial origin", this means that if an alien landed in SA, it would become the property of the State. Should an alien arrive and find that SA did not suit its disposition, it would not need a passport to leave but it would



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have to acquire an export permit from the South African Heritage Resources Agency (SAHRA).

5. SA has the World's Oldest Remains: The oldest remains of modern humans were found in Klasies River Cave in the Eastern Cape. They are well over 100 000 years old.

6. SA has over 2 000 Shipwrecks: There are more than 2 000 shipwrecks dating back at least 500 years off the SA coast and more than one, including the Waratah, simply vanished without a trace.

7. Trance was here over 25 000 years ago: Trance is nothing new to SA. In fact, bushman cave paintings in the Drakensburg are thought to be the work of Shamans operating in a 'trance' state. Some of these are up to 25 000 years old.

8. The saying "Women and Children first" comes from SA: The practice of "women and children first" originated off the coast of Hermanus when the British ship, the Birkenhead, sank in 1852. Of the approximately 600 people on board, all 200 women and children survived. Unfortunately, almost 400 men went down with the ship.

9. Some things never change: Detailed documentation from travellers and researchers in the Cape in the 1600s shows that more than 350 years later the traditional "maatjieshut" residence of Namaqualand is still being built in precisely the same manner and proportions as those of the Khoekhoe people of the past.

10. SA thinks ahead of the World: SA is one of the first countries in the world to formally protect places associated with "Living Heritage" that is based on stories passed down from generation to generation by, for example, grandmothers telling children stories about the places in which they live. One of the first projects in SA that looked at how we can protect such sites took place in Dukuza (formerly Stanger) in KwaZulu-Natal. The town was the site of King Shaka's royal residence and interviews with old people in the community revealed an amazing store of information passed down over nearly 180 years.

PSC enhances M&E Capacity



By: Ricardo Mahlakanya

The PSC in partnership with the United Nations Development Programme (UNDP) Evaluation Office successfully co-hosted the 2nd International Conference on National Evaluation Capacities from 12 - 14 September 2011 at Balalaika Protea Hotel in Sandton. This was a follow up conference to the 2009 International Conference on National Evaluation Capacities held in Morocco.

The participants included professionals, practitioners and authorities responsible for the conduct, commissioning and management of evaluation in governments, users of evaluation such as representatives from ministries of finance, general audit bodies, national parliamentarians, civil society, non-governmental organisations as well as the promoters and advocates of evaluation in research institutions and universities.

The conference was aimed at amongst others, sharing experiences from countries with different levels of development of national M&E systems; identifying lessons and constraints in implementing national M&E systems; and identifying supply and demand for technical assistance in strengthening institutional capacity for national M&E systems under the umbrella of South-South co-operation.

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In his address at the conference, the Chairperson of the PSC, Mr Ben Mthembu remarked that, he was humbled by the stature of the delegates from across the globe and representing over 20 countries. This in itself, said Mr Mthembu is an impressive achievement and augurs well for global cooperation. "I wish to congratulate you all for your excellent papers, which represent country practitioner expertise and experience. As we listen and engage, we will naturally enhance our own evaluation capacity, and in feeding this back to our countries, help a better tomorrow and be consistent with the motto of the United Nations, a better world". concluded Mr Mthembu

It is encouraging to note that countries that participated in the previous conference were invited to this follow-up conference to ensure continuity and the development of a critical mass for wider knowledge sharing and network. Therefore, this will go a long way in improving M&E capacity in the continent and internationally.

PSC Co-Hosts the 3rd Biennial South African Monitoring and Evaluation Association Conference



By: Ricardo Mahlakanya

The Public Service Commission (PSC) together with the South African Monitoring and Evaluation Association (SAMEA) successfully co-hosted the 3rd Biennial South African Monitoring and Evaluation (M&E) Association Conference. The conference was held at the Emperors Palace in Kempton Park from 5 - 9 September 2011



under the theme: "M&E 4 Outcomes: Answering the 'So What ?' Question".

The conference was aimed at stimulating debate and research around the M&E practice in South Africa and globally. It also provided a platform for local and international M&E experts to address and engage delegates with the aim of creating a platform for synergies around M&E. The delegates were very impressed by the presence of experts working in the M&E field.

The opening address was delivered by the PSC Chairperson, Mr Ben Mthembu and selected Commissioners chaired some of the sessions during the conference.

Addressing the delegates Ms Candice Morkel, Chairperson of SAMEA said, "the South African government values M&E as vehicle used to provide unique information about the performance of government policies, programmes and projects. It is also a development instrument used to provide information about the performance of a government, empowerment and accountability in all spheres in the country and globally".

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During the conference, Ms Irene Mathenjwa and Mr Jabu Mathe were appointed to the SAMEA board for a three year period and Izwi would like to congratulate them on their appointment.

Many delegates heaped praise at the conference's success especially to the organisers given the magnitude of professionalism displayed during the duration of the conference.

Tata Team PSC Tata!!

PSC promotes Literacy Week



By: Nelly Lukhero

In celebration of Literacy Week that took place from 12 – 16 September 2011, Team PSC was invited to a book exhibition to review recently purchased books at the Information Resource Centre (library).

The book exhibition was also aimed at encouraging staff members to read and familiarise themselves with library services. The following recently purchased books were reviewed during the literacy week:

- Applied Principles of Marketing and Marketing Management
- Basic Research Methods for Librarians
- Best Practices in Planning and Performance Management
- Communicating @ Work: Boosting your spoken, written and visual impact
- Communicating with a Vision



- Contemporary issues in Human Resource Management
- Corporate Communication: getting the Message across in Business
- Corporate Governance: Best Practices
- Crash Course in Marketing for Librarians
- Crucibles of Leadership: How to Learn from experience to become a Great Leader
- Human Resources Management
- Introduction to Human Resource Management
- Job Hunting & Career Change: All in one for dummies
- Knowledge Assets: securing Competitive advantage in the Information Economy
- Knowledge Creation and Management: New Challenges for Managers
- Labour Relations Law: A Comprehensive Guide
- Labour Relations: The Psychology of Conflict and Negotiation
- Managing People: Fresh Perspectives
- Managing Training and Development in South Africa
- MapStudio Street Guide: Bloemfontein
- MapStudio Street Guide: Cape Town
- MapStudio Street Guide: Durban
- MapStudio Street Guide: Gauteng Central
- MapStudio Street Guide: Gauteng, The Complete Map Book
- MapStudio Street Guide: Port Elizabeth & East London
- and many, many, more

Visit our Library for more information or call Nelly Lukhero on ext: 1129.

KNOWLEDGE IS POWER!!!

BOOK INDEXING



By: Ernie Kekana

Book indexing is the process of creating an index of the content of documents. The main purpose of book indexing is to determine what a document is about and to present it in such a way that users can find specific information as quickly as possible. If you are looking for specific information in a book, paging through each page is inconvenient and cumbersome, especially if the book is hundreds of pages long. You certainly cannot use a search function as this is found only in electronic devices. The solution is an index.

An index refers to an alphabetically arranged list of headings consisting of the personal names, places, and subjects treated in a written work, with page numbers to refer the reader to the point in the text at which information pertaining to the heading is found. A book index is an alphabetised list of words and phrases showing the page numbers on which text on the subjects listed can be found.

Indexes are designed to help the reader find information quickly and easily. A complete and truly useful index is not simply a list of the words and phrases used in a publication, but an organised map of its contents, including cross-references, grouping of concepts and other useful intellectual analysis. In books, an index is typically placed at the end of a book. It is not needed in novels or short books but is required for most textbooks, technical manuals and other books that contain factual information. An index can be as short as a page and as long as 10 or 20 pages or more. As an index is very important, we encourage you to make use of it.

NEWS IN BRIEF

- The Chairperson along with Mr Justice Kgoedi, Ms Dorothy Nkwanyana and Mr Moraka Phatudi made a presentation on the Role of the PSC and Responsibilities of Commissioners Resident in Provinces to the ad hoc Committee on the Nomination of a Commissioner Resident in the Gauteng Province on 15 July 2011 at the Gauteng Provincial Legislature. Following the presentation, the delegation attended the inaugural Annual Nelson Mandela Children's Parliament, wherein school children debated on issues relating to education, health and safety, and security. The debate culminated in a declaration being signed by the Speaker of the Gauteng Provincial Legislature, the Speaker of the Children's Parliament and the Minister for Women, Children and People with Disabilities.

- In line with National Treasury Regulations, the PSC Annual Report for the 2010/11 Financial Year was submitted to the Minister for Public Service and Administration, National Treasury and the Auditor-General on 31 August 2011.

- The Chairperson, Deputy Chairperson and the DG attended a Workshop on the Report of the ad hoc Committee on the Review of Chapter 9 and Associated Institutions, which was hosted by the Office on the Institutions Supporting Democracy on 5 September 2011 in Parliament.

- The Chairperson and Commissioner Nzimande attended the 2011 Human Science Research Council (HSRC) Social Sciences Research Conference from 7 – 8 September 2011 at Birchwood Hotel in Boksburg. The conference focused on "Tackling Inequalities? Framing and Investigating Structural Change, Social Policy and Politics".

Jokes

Submitted by: Thembi Nkuna

The HR E-mail

E-mail one

Attention: Human Resources

Joe Smith, my assistant programmer, can always be found hard at work in his cubicle. Joe works independently, without wasting company time talking to colleagues. Joe never thinks twice about assisting fellow employees, and he always finishes given assignments on time. Often Joe takes extended measures to complete his work, sometimes skipping coffee breaks. Joe is an individual who has absolutely no vanity in spite of his high accomplishments and profound knowledge in his field. I firmly believe that Joe can be classed as a high-calibre employee, the type which cannot be dispensed with. Consequently, I duly recommend that Joe be promoted to executive management, and a proposal will be executed as soon as possible.

Regards,
Project Leader

E-mail two

Attention: Human Resources

Joe Smith was reading over my shoulder while I wrote the report sent to you earlier today. Kindly read only the odd numbered lines [1, 3, 5, etc.] for my true assessment of his ability.

Regards,
Project Leader



Job Search Jargon

Whether you are a student looking for that first time or summer job or a long time veteran looking for a change of pace, this JOB SEARCH JARGON should help you get on your way...

COMPETITIVE SALARY:

We remain competitive by paying less than our competitors.

FLEXIBLE HOURS:

Work 55 hours; get paid for 37.5.

GOOD COMMUNICATION SKILLS:

Management communicates, you listen, figure out what they want you to do.

ABILITY TO HANDLE A HEAVY WORKLOAD:

You whine, you're fired.

CAREER-MINDED:

We expect that you will want to flip hamburgers until you are 70.

SELF-MOTIVATED:

Management won't answer questions

SOME OVERTIME REQUIRED:

Some time each night and some time each weekend



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DUTIES WILL VARY:

Anyone in the office can boss you around.

COMPETITIVE ENVIRONMENT:

We have a lot of turnover.

SALES POSITION REQUIRING MOTIVATED SELF-STARTER:

We're not going to supply you with leads; there's no base salary; you'll wait 30 days for your first commission check.

CASUAL WORK ATMOSPHERE:

We don't pay enough to expect that you'll dress up; well, a couple of the real daring guys wear earrings.

SOME PUBLIC RELATIONS REQUIRED:

If we're in trouble, you'll go on TV and get us out of it.

SEEKING CANDIDATES WITH A WIDE VARIETY OF EXPERIENCE:

You'll need it to replace three people who just left.

PROBLEM-SOLVING SKILLS A MUST:

You're walking into a company in perpetual chaos.

NEWS IN PICS!!!

PSC supports Die Bokke!



M & E Systems



Information session on income tax returns



Celebrating Women's Day



NEWS IN PICS!!!

Women Empowerment



Celebrating Heritage Day



Australian Delegates



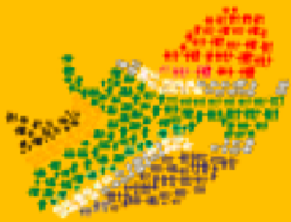
NEWS IN PICS!!!

AAPSCOMS



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INFORMATION SERVICES
(DCIS)**

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CENSUS 2011

You Count!

NEWS

Statistics South Africa Counts South Africa

Statistics South Africa will conduct a population census from 10-31 October this year. Census 2011 will be the third count of the population since the country became a democracy in 1994 and forms part of the 2010 Round of African Censuses, which aim to provide comprehensive data on the continent, for improved planning and to aid development.

Equitable distribution and allocation of government funds at all tiers of government for delivery of basic services, measuring and monitoring the impact of government policies and development programmes are amongst some of the gains to be presented by the results of the census, thereby advancing the ethos of evidence based decision making. The Census will also provide information on income distribution, migration and population composition and distribution, within the country in general, provinces and municipalities in particular.

Fieldworkers will be deployed around the country to collect data from all households, institutions, and from the homeless people who live on the streets and under the bridges. Legal and illegal immigrants as well as tourists will be counted to ensure that everyone present in the country as at the reference night of 9 October is included in the count.

As defined by the United Nations, a population census is “the total process of collecting, compiling, evaluating, analysing and publishing,

disseminating demographic, economic and social data pertaining, at a specified time, to all persons in a country or a well-defined part of the country”.



A population census is the largest undertaking for Stats SA as the sole official statistical agency in the country. The process involves: mapping of an entire country, mobilising and training of enumerators, conducting a comprehensive publicity campaign, canvassing all households to participate, collecting individual information, compiling completed questionnaires, analysing and disseminating the data.

All surveys conducted by Stats SA are benchmarked on census. The sampling frame derived from the census enables the national statistical system to provide reliable official statistics for use by government and the public. Census also provides information on small areas and population groups with minimum sampling errors which is essential for infrastructure planning, e.g. location of a school or clinic. Private sector organisations also use census data for business planning and market analyses as well as for benchmarking for research and analysis.

Visit www.statssa.gov.za for more information

PUBLIC Service

19 - 23 Sept 2011



Week

PUBLIC SERVANT'S PLEDGE

My Public Servant – My Future

We Care

Courtesy: Smile and show that you care

Openness: Let people know how you can help or explain why you can't.

We Serve

Providing information: Tell people what they want to know

Consultation: Ask citizens if they are satisfied with the services they receive.

We Belong

Value for money: Give citizens the best experience your budget allows

Redress: Welcome complaints as an opportunity to improve service.

**“TRANSFORMATIVE LEADERSHIP IN PUBLIC ADMINISTRATION AND
INNOVATION IN GOVERNANCE: CREATING A BETTER LIFE FOR ALL”**



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA



WE CARE



WE BELONG



WE SERVE