

Editorial

The PSC hit the ground running in 2011 as evidenced by the array of activities that took place since the beginning of the year. As usual, *Izwi* brings you up to speed with these activities as we report on events such as the Roundtable on Ethics and the 2nd Biennial Labour Relations Conference for the Public Service.

The new year also came with sad news as *Izwi* remembers our beloved Commissioner Malahela who passed away in February. May his soul rest in peace. The PSC also bid farewell to its Chairperson, Dr Ralph Mgijima as he went on retirement.

As we prepare to enter a new financial year and implement projects for 2011/12, *Izwi* would like to wish Team PSC all the best.

Happy reading until the next issue!

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In Memory of the late Commissioner Mamaroba Malahlela



Commissioner Malahlela joined the PSC family in March 2009 as a Commissioner based at Head Office. During his short period at the Commission, he served as the convener of the Monitoring and Evaluation Specialist Team until his untimely death on 26 February 2011. Commissioner Malahlela played a critical role in advancing the PSC's mandate in this area.

He will be sorely missed. May his soul rest in peace.

Meeting between the PSC, KACC and UNDP

By: Unathi Mphendu

On 26 January 2011, the PSC hosted a delegation from the Kenyan Anti-Corruption Commission (KACC) and the United Nations Development Programme (UNDP) Regional Centre for Eastern and Southern Africa at Commission House. The delegation from Kenya included representatives from other institutions in Kenya, namely the Ministry of Justice; Law Reform Commission; National Assembly and the State Law Office.

The purpose of the Kenyan visit was to discuss how ethics has been integrated as an integral part of governance and anti-corruption in South Africa and also to learn about the PSC's existing measures to promote professional ethics and anti-corruption in the Public Service. Furthermore, the study tour is part of an ongoing process by the

Kenyan government to amend the legislative framework surrounding the KACC after the enactment of the new Constitution in Kenya. The revised Constitution proposes the establishment of a new Ethics and Anti-Corruption Commission.

The meeting discussed at length areas such as the management of conflicts of interest, the Code of Conduct and professional ethics. The late Commissioner Malahlela advised the delegation to consider affiliating to the Association of African Public Services Commissions (AAPSComs) once the new Kenyan Ethics and Anti-Corruption Commission is operational.



PSC on a Fact Finding Mission

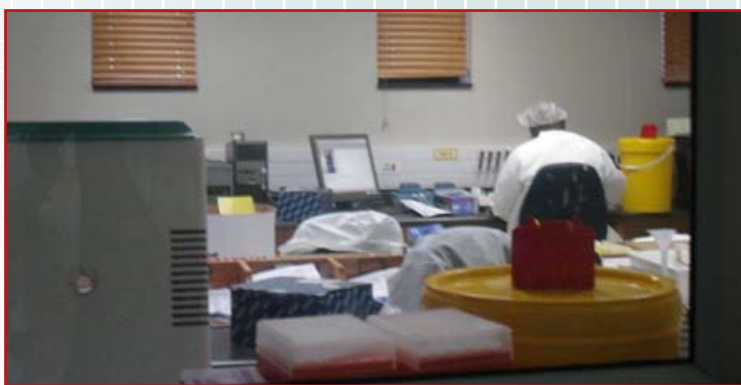
By: Irene Mathenjwa

During 2010, the PSC conducted service delivery inspections in the Department of Police focusing on the detective services at police stations. The findings of the inspections identified a number of challenges experienced by the detective services officials in the preparation of cases to be presented in court. The findings found amongst others, that the results of the DNA and blood toxicology tests take long before they are made available to the detective officers to enable them to finalise their investigation and prepare cases for court.

Plenary took a decision that the Office should arrange visits to the Forensic Science Laboratories (FSLs) to establish the causes of delays experienced by the detective services in relation to forensic reports, which are key to the finalisation of cases. On 17 February 2011, the PSC delegation led by Commissioners Nkosi and Mthembu, accompanied by Ms Irene Mathenjwa and Ms Mmapheu de Jenga visited the FSL of the Department of Police in Pretoria. Provincial visits were also undertaken in the Eastern Cape and KwaZulu-Natal on 28 February and 01 March 2011. These were led by the Deputy Chairperson and Commissioner Mafanya, accompanied by Mr Loyiso Mngengo and Mr Bongani Khonjwayo, respectively.

Furthermore, a visit was conducted at the FSL of the Department of Health in Pretoria on 23 February 2011. The visit was led by Commissioner Nkosi and the late Commissioner Malahlela, accompanied by Mr Indran Naidoo and Ms Mmapheu de Jenga.

The findings of the visits at the Forensic Science Laboratories will be incorporated into the Consolidated Report on Inspections conducted in the Department of Police focusing on Detective Services.



Workshop on the HoD Performance Management Process

By: Ben de Villiers



The PSC hosted a Workshop on the Heads of Department (HoDs) Performance Management Process on 28 February 2011 at Burgers Park Hotel in Pretoria. The aim of the workshop was to improve awareness within departments on the performance management process of HoDs and to ensure a common understanding of the process across departments.

A total of 29 departments attended the workshop which was facilitated by the Chief Director: Leadership and Human Resource Reviews, Ms Charmaine Julie. Participants at the workshop included Heads of Human Resources in departments, Heads of Ministries and Executive Assistants in the Directors-General Office.

The workshop was necessitated by the high turnover rate of key support personnel in Ministries as well as HoD Offices due to the political and administrative changes that take place in government.

Key issues that were discussed included, amongst others, the history and evolution of the HoD evaluation process, the performance agreement filing process and the HoD evaluation process.

Participants that *Izwi* spoke to were all in agreement that the workshop was an eye opener.



PSC Hosts WIES during their Study Tour

By: Unathi Mphendu



On 7 March 2011, the PSC hosted a delegation from the Wuhan International Exchange Services (WIES) in the Republic of China. The high level delegation which was hosted at Commission House included the Deputy

Chief of Wuhan Supervision, Deputy Secretary-General of Wuhan Municipal Government, Deputy Procurator-General of Wuhan Procuratorate and the Deputy Chief of Huangpi District Government of Wuhan. WIES is an organisation which provides international exchange services for government departments and the business sector in Wuhan.

The main aim of the study tour was for the delegation to learn about the operations of the PSC and the National Anti-Corruption Forum, and more importantly, the lessons learnt from implementing the existing measures in the fight against corruption. This is against the background that China is paying attention to the fight against corruption, particularly in the Public Service.

The PSC was represented by Commissioners Nkosi and Mawasha as well as officials from the Branch: Integrity and Anti-Corruption. During her opening address, Commissioner Nkosi indicated that the visit by the Chinese afforded the two countries with an opportunity to learn and share their experiences in the fight against corruption.

Commissioner Nkosi and Dr Mamphiswana gave a presentation on the *Overview of the Public Service Commission* followed by a presentation by Mr John Mentoor on *The South African National Anti-Corruption Forum: A Case Study on Multi-Sectoral Cooperation*. During the question and answer session, discussions were held on, amongst others, the National Prosecuting Authority, National Anti-Corruption Hotline and measures to increase investigating capacity.

Following the presentations, the delegation from WIES expressed their appreciation on the fruitful discussions held with the PSC. They indicated that the interaction between the two institutions should be continuous. In closing, Commissioner Mawasha expressed the pleasure of hosting the delegation and wished them a safe trip home.

Living Ethics Roundtable Conference

By: Ben de Villiers

The PSC in collaboration with the University of Pretoria held a Roundtable Conference on Professional Ethics from 14 - 16 March 2011 at Burgers Park Hotel in Pretoria. The theme of the conference was “*Living Ethics*”.

With seventy delegates attending the conference, the aim of the roundtable was to address the gap between policy formulation and implementation. The topics included:

- the role of the press in promoting integrity in the Public Service
- the role of leadership
- balancing rights and responsibilities of the Constitution in promoting integrity
- the need for lifestyle audits in the Public Service.

Ms Ferial Haffajee, the editor of the City Press newspaper, expounded on the need for transparency in uncovering

corruption as well as the need for government and the media to work together to promote good governance.

Prof Pierre de Vos of the University of Cape Town addressed the need to balance rights and obligations under the Constitution towards promoting integrity in public life. Another highpoint at the conference was the captivating presentation by Professor Stella Nkomo of the University of Pretoria who spoke on the “role of leadership in promoting integrity”.

Delegates were also allowed to give their own inputs during the discussions and break-away sessions. One of the topics which dominated the discussions was “how to make whistle blowing work”. Delegates emphasised the need to protect the whistle blowers.

The roundtable proved to be a success and delegates left the conference with new resources for facing ethical dilemmas in the workplace.



PSC Successfully Hosts the 2nd Biennial Labour Relations Conference

By: Ricardo Mahlakanya



The PSC in partnership with the Public Service Coordinating Bargaining Council (PSCBC) as well as the GIZ successfully hosted the 2nd Biennial Labour Relations Conference for the Public Service from 14 - 16 March 2011 at Emperors Palace near Kempton Park. Around 500 local, regional and international delegates attended the conference with more than 30 speakers delivering their papers on various labour related issues. The Minister for Public Service and Administration, Mr Richard Baloyi, also delivered the keynote address during the conference.

The conference was aimed at amongst others, to harmonise labour relations in the Public Service through dialogue on various pertinent issues. It also provided an opportunity for stakeholders to debate on the latest trends pertaining to labour law and labour relations in the Public Service. The conference encouraged interaction between and among labour relations practitioners (both employer and labour representatives) and other stakeholders in the field of labour relations in the Public Service. Furthermore, it also created a platform for the establishment of partnerships locally, regionally and internationally.

The delegates hailed the conference as one of the best. Well done Team PSC!



News in Brief

- President Jacob Zuma delivered the State of the Nation Address (SoNA) during the joint sitting of Parliament on 10 February 2011. In his address and also during the debate on the SoNA, significant issues relating to the work of the PSC were mentioned. Some of these issues have been identified as priority areas of government. During his address, President Zuma expressed government's continued commitment to the fight against corruption. He alluded to the positive results that the National Anti-Corruption Hotline has yielded. The

President also expressed government's commitment to building a performance-oriented state through performance monitoring and evaluation. Likewise, the Northern Cape Premier, Hazel Jenkins and Western Cape Premier, Hellen Zille remarked about the work of the PSC during their State of the Province Address

- During the month of February, the South African Monitoring and Evaluation Association together with the PSC and the Universities of Johannesburg and Stellenbosch co-hosted a series of seminars on Program Theory and Logic Models for Systemic Evaluation which were led by Professor Patricia Rogers. With more than 25 years experience in evaluating government and non-government programmes and policies, Patricia Rogers is a Professor of Public Sector Evaluation at the Royal Melbourne Institute of Technology University in Australia.
- In strengthening our relations with Parliament, the Director: Public Service Commission Support together with the Parliamentary Researcher met with the Research Unit and Committees Sections of Parliament on 15 February 2011. The purpose of the meetings was to explore ways in which the work of the PSC could be further exposed to other Parliamentary Portfolio Committees. Furthermore, our interaction with the Portfolio Committee on Public Service and Administration continues to strengthen as the Deputy Chairperson led a delegation that presented the 2010 State of the Public Service Report to the Portfolio Committee on 16 February 2011 in Parliament.
- The Medium Term Strategic Plan for 2011/12 – 13/14 was tabled in Parliament on 9 March 2011.
- Commissioner Helepi and the Director-General attended the Capacity Building Workshop on "Promoting Professionalism in the Public Service: Strengthening the Role of Human Resource Managers in the Public Sector for the Effective Implementation of the African Charter on the Values and Principles of Public Service and the Administration" from 14 - 18 March 2011 in Addis Ababa, Ethiopia. The overall objective of the workshop was to amongst others, enhance the capacity of human resource managers in the African Public Service.

News in Pics

• Chairperson's Farewell – 27 & 28 January 2011





- Code of Conduct Workshop – 8 February 2011**



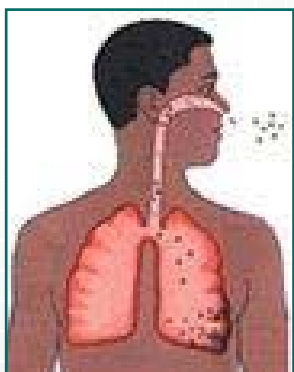
- Visit by the Federal Civil Service Commission of Nigeria – 9 March 2011**

On 9 March 2011, the Secretariat of AAPSComs (the OPSC) met with the Permanent Secretary of the Federal Civil Service Commission of Nigeria, Ambassador Abdulkadir A Musa, and the employees of the Commission to discuss the arrangements for the upcoming General Assembly of the AAPSComs in Abuja, Nigeria.



Tuberculosis - the cough that did not go away

Source: GEMS



As part of the Government Employees Medical Scheme's (GEMS) ongoing effort to educate our members and future members on a range of healthcare topics, we would like to provide you with real life member stories. This article explores tuberculosis (TB) and its treatment this World TB Day, 24 March 2011.

Tumi Makasa* of Johannesburg became worried about his health when he had a cough that would not go away and he began having night sweats and chest pains. He was also feeling tired all the time.

Tumi is a busy father of three who had recently been promoted in the Department of Public Works. He did not go to the doctor at first because he was so busy at work and had not been able to find the time. He also thought it was just an "ordinary cough" that would soon get better on its own.

Dangerous to your health

Tumi, who is a GEMS member, read on the GEMS website that his cough could be a sign of tuberculosis, or TB as it is better known. After finding out about the dangers associated with TB, he became very worried that he could infect his family if he had the disease. He scheduled an urgent appointment to see his doctor and is thankful that he did. He tested positive for TB and is now feeling much better since he started treatment six weeks ago.

"Before I started treatment I was feeling so exhausted all the time and I could hardly do my work or play with my kids anymore," says Tumi. "Now I am feeling fit and healthy again. TB treatment has really given me my life back".

Leading cause of death

The World Health Organisation (WHO) estimates that TB kills more than 1.7 million people around the world every year. It is a common illness in South Africa and the leading natural cause of death.

Signs of TB

TB may be passed on from person to person through coughs, sneezes, and spitting. Some people have the germ but never develop the active form of the illness. TB usually affects the lungs making it difficult to breathe and if it is left untreated it can cause permanent damage to the lungs and even go on to kill the sufferer.

The following could be signs that you have TB:

- Coughing for longer than two weeks
- Coughing up flecks of blood
- Chest pains
- Feeling tired and weak
- Night sweats even when it is cold
- Loss of appetite
- Loss of weight.

Treatment

TB is treated with antibiotics and these need to be taken as directed by a doctor or nurse for six months. Treatment should not be stopped because one is feeling better or does not like the drugs. TB has to be treated for the full six months otherwise it will come back and one may develop a resistant strain that is even more difficult to treat.

After his experience, Tumi recommends that anyone who has any of the above symptoms should have themselves and their families checked for the illness by their doctor. After Tumi was diagnosed with TB, his doctor suggested that he also have his family checked for the illness. This is because he might have caught it from them or given it to them. It was a good thing that he did this because his wife, Tobeka, was also found to have the illness and was able to begin treatment immediately.

Who is at risk?

Anyone can catch TB although some people are at greater risk of developing the disease. They include those individuals who:

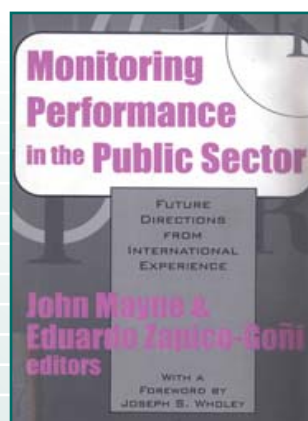
- Suffer from poor nutrition and a lack of food
- Have illnesses such as Aids and diabetes
- Are in close contact with TB patients
- Suffer from a lot of stress in their lives
- Take excessive amounts of drugs and/or alcohol
- Who live in poorly ventilated, overcrowded rooms.

TB can be cured and should be treated before it can do lasting damage to your health. Tumi is grateful that he and Tobeka were able to receive treatment in time and can now continue to live healthy and full lives, raising their three wonderful children. Tumi says that from now on, if ever there is anything not quite right with his health he will go straight to the doctor. "My family and my life are too important to me to take any risks".

**The member's name has been changed in order to protect his privacy.*

For any GEMS member queries please phone the GEMS call centre on **0860 00 4367** or visit our website at **www.gems.gov.za**. GEMS will assist you in every way possible to ensure your family's health and wellbeing.

Book Review



Title: Monitoring Performance in the Public Sector

Author: John Mayne & Eduardo Zapico-Goni

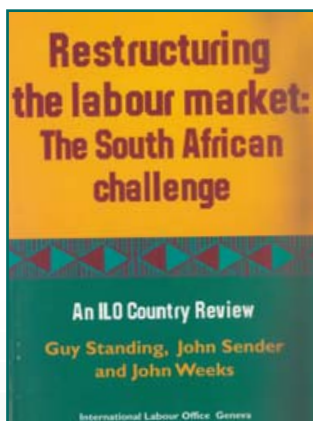
Year: 2007

Abstracts by: Nelly Lukhero

One of the challenges this book offers is the need to consider dimensions of performance beyond the traditional ones of economy, efficiency and effectiveness. With an increasingly diverse, interdependent and uncertain public sector environment, for some stakeholders, meeting objectives which were set some time ago may not be as important as the capacity to adapt to current and future change. In this vein, the contributors address a number of themes, namely:

- the critical importance of organisational support for performance monitoring and making it consistent with the organisational culture
- the need for active and effective leadership in defining criteria and implementing practical performance monitoring
- the value of linking ongoing measurement with more than the traditional, strictly quantitative aspects of public sector performance.

The book will be of deep interest to public managers, government officials, economists and organisation theorists.



Title: Restructuring the Labour Market: The South African Challenge: An ILO Country Review

Authors: Standing, Guy; Sender, John and Weeks, John

Year: 1996

Abstracts by: Ernie Kekana

South Africa emerged from the apartheid era with a legacy of low economic growth, severe poverty especially in rural areas and among the black population, extreme inequality and a fragmented labour market. This book concentrates on ways in which these problems can be tackled, through a combination of initiatives in such areas as labour market and employment policies, flexibility and cooperation in industrial relations, trade liberalisation and industrial strategy.

In this book, the main macro-economic and labour market developments in the country are discussed, and summarises relevant applied research on the subjects (macro-economic and labour market developments). The emphasis is based on the evolving regulatory framework and the setting for labour market and employment policy-making. The book also examines factors influencing labour market development, focusing on rural labour markets, mining and manufacturing, as well as discussing labour security, the industrial relations context, wages, female employment, land reform, child labour, productivity, working time, work organisation, training, and labour market discrimination and flexibility.

It discusses strategies that eliminate the labour inequalities of the past and improve general working conditions for all South Africans. It also looks into the introduction of new labour legislation that has had a profound impact on the South African labour market, notably in terms of the Labour Relations Act (LRA), the Basic Conditions of Employment Act (BCEA), the Employment Equity Act (EEA) and the Skills Development Act (SDA).

People who are interested in making a basic change in their organisations, companies or departments need to read this book.

Jokes

Submitted by: Nelly Lukhero

Recruiting Exam

During an exam, a police recruit was asked what he would do if his job required him to arrest his own mother.

His response was, "Call for backup".

The Driving Test

A professional juggler driving to his next performance is stopped by the police.

"What are you doing with these matches and lighter fluid in your car?" asks the police officer.

"I'm a juggler and I juggle flaming torches in my act".

"Oh yeah? Let's see you do it," says the officer.

So the juggler gets out and starts juggling the blazing torches masterfully.

A couple driving by slows down to watch. "Wow," says the driver to his wife. "I'm glad I quit drinking. Look at the test they're giving now!"

Izwi is produced by the Directorate: Communication and Information Services (DCIS).

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