

## Editorial Note

The festive season is upon us and officials are already planning their long awaited vacations. As we will be driving to different destinations during the festive season, Team PSC let us drive safely and arrive alive. Since this is the last edition for 2011, **Izwi** would like to wish you a wonderful festive season and a prosperous 2012.

In this edition of **Izwi**, we report about the two reports which were tabled in Parliament recently. Of interest is the Report on the Management of Precautionary Suspension in the Public Service, which was released through a media statement and received substantial coverage in both print and electronic media. We also report about the Public Service Commission's Strategic Planning Session which was held at Velmor Conference Centre in October 2011.

Since the month of November and December marks the *16th Days of Activism for No Violence against Women and Children Campaign*, **Izwi** reflects on the campaign itself and South Africa's contribution towards its success.

**Izwi** also brings you the usual dose of News in Brief, which is a snippet of the activities that took place in the organisation during the month of November and December. In **Information Resource Centre Corner**, we touch on the tools that are widely used by Information Resource Centres to make the profession more efficient and effective in the workplace. Similarly, we review three interesting books which had been recently acquired by the Information Resource Centre. We conclude this edition with the Jokes section to lighten your day.

Till next time, woza December!

## Contents Page

Page 1: Editorial

Page 2: Reports Tabled

- **Report on the Management of Precautionary Suspension in the Public Service**
- **A Meta-Evaluation of the Land Reform for Agricultural Development Programme**

Page 3: PSC Joint Strategic Planning Session – a resounding success

Page 4: PSC Commemorates International Day of People with Disabilities, 16 Days of Activism for No Violence Against Women and Children as well as World AIDS Day

Page 4 and 5: News in Brief

- **Public Service Trainers Forum Conference**
- **Presentation to the Portfolio Committee on Rural Development and Land Reform**
- **APAC**
- **KZN Provincial Public Sector Human Resource Convention**
- **Public Protector Good Governance Conference**
- **Consultative Workshop hosted by the Department of Women, Children and People with Disabilities**
- **Bellagio Initiative**

Page 5 and 6: News in Pics

- **DG's Farewell Luncheon – 27 & 31 October 2011**
- **Collective Action against Corruption**
- **PSC Hosts Delegation from Bavaria – 14 November**
- **PSC Hosts Delegation from Nepal – 21 November**

Page 6: SABINET

Page 7: Book Review:

- **Young Minds Know How**
- **Knowledge Creation & Management**
- **Workplace Law**

Page 8: Jokes

- **Typical Work Week**
- **Be Careful Next Time you fill up your Tank!**

## Reports tabled in Parliament

By: Ben de Villiers

The following two reports were recently tabled in Parliament:

### Report on the management of precautionary suspension in the Public Service

The precautionary suspension of employees within the Public Service is one of the measures which departments can use in the course of instituting disciplinary procedures. When an employee is put on precautionary suspension, there are certain processes that must be complied with to certify that the suspension is legitimate, and that it can safeguard the interests of both the employer and employee.

The employer must make certain that the precautionary suspension does not have the effect of breaching the contractual rights of an employee. The Disciplinary Code and Procedures (Resolution 2 of 1999), provides amongst others, that precautionary suspensions should be with pay and that a disciplinary hearing should be held within one month from the date when an employee is placed on suspension. However, Resolution 1 of 2003 extended the period of suspension to 60 days within which a hearing should be held. The PSC is gravely concerned about non-compliance with the prescribed 60 days for the conclusion of cases and the cost consequently incurred by the state. Accordingly, the PSC has conducted a study on the management of precautionary suspensions in the Public Service. The Report notes that the combined amount of the remuneration paid to Public Service employees placed on precautionary suspension was more than **R45 million**. Similarly, eight provincial departments which were included in the PSC study indicated that for the 2008/2009 and 2009/2010 financial year, a total amount of R15 513 .84 was paid to employees who were on precautionary suspension.

The PSC trusts that the report will provide an understanding and be a useful contribution in the management of precautionary suspensions in the Public Service.

### A Meta-evaluation of the Land Redistribution for Agricultural Development (LRAD) project performance (2001-2006)

The Meta-evaluation of the Land Redistribution for Agricultural Development (LRAD) Programme (2001-2006) is the second meta-evaluation report published by the PSC. The first report was published in March 2009 based on a pilot meta-evaluation of the Mid-Term Review of the Expanded Public Works Programme. Such meta-evaluations of departmental programmes not only help in improving evaluation practice in the public service, but they also increase the Public Service Commission (PSC's) understanding of and input in poverty reduction programmes.

The selection of LRAD as a subject for meta-evaluation was based on the critical role of land distribution in improving rural livelihoods and addressing poverty. In addition, land reform issues remain a cornerstone of the Comprehensive Rural Development Programme (CRDP), which is one of the key priority programmes of government. Although LRAD has been replaced with the Proactive Land Acquisition Strategy (PLAS), the basic precepts of the programme remain intact, namely, that the state acquires land and beneficiaries are settled on it with a view to improving their livelihoods. To this end, notwithstanding the change of government's strategy, the PSC recognised the need to continue with the meta-evaluation of LRAD.

The PSC hopes that the findings and recommendations contained in the report will assist in giving direction to the Department of Rural Development and Land Reform and draw its attention to important issues pertaining to land reform projects and programmes.





## PSC joint strategic planning session – a resounding success



The Public Service Commission (PSC) is repositioning itself. On 25 – 28 October 2011, the PSC held a joint Strategic Planning Session under the theme **“Asserting the independence of the PSC for maximum impact and accountability”** at Velmore Conference Centre in Pretoria. The strategic planning session was attended by Commissioners and Senior Managers with the following objectives:

- To clarify and deepen understanding of the Constitutional mandate of the PSC and the implications for its independence and practical implication;
- To identify challenges in the “new” performance environment of the PSC in order to ensure that it identifies strategies that are relevant and would have impact;
- To critically analyse the institution with a view to ensuring that it is properly positioned to fulfill its mandate and realize its strategic outcomes; and
- To identify strategic outcome oriented goals and strategic objectives.

In his opening address, the Chairperson of the PSC, Mr Ben Mthembu paid tribute to the former Chairperson of the PSC, Dr Ralph Mgijima and reflected on the achievements of the PSC. He emphasised the need for the PSC to “assert its independence in order to optimise its impact given the changed and changing context, in particular, shift towards outcome or result based management and performance accountability”.

In order to ensure that the planning session addresses the above mentioned objectives, constitutional experts, i.e. Professor Shadrack Ghutsoo (from UNISA) and Professor

Hugh Corder (from UCT) were invited to give an input on the understanding of the Constitutional Mandate of the PSC and the implications for its independence and practical implementations. Professor Hendrick Kanyane from the Human Science Research Council also gave an input on the State of the South African Public Service in the light of the country’s macro-social environment: challenges and opportunities for the PSC whilst Mr Gary Pienaar from IDASA made an input on Corruption in South Africa and how big is the problem and what can be done about it. The Chairperson of the Portfolio Committee on Public Service and Administration, Ms Joice Moloi-Moropa made a written input on the depth and scoping of the PSC’s work from an oversight point of view. The Director-General of the Department of Economic Development, Professor Richard



Levin addressed the question: “Has the PSC responded adequately to challenges in its performance”.

The participants were all in agreement at the end of the strategic planning session that the inputs which were made by various experts at the strategic planning session were informative and will contribute immensely towards a PSC that is independent and execute its constitutional mandate without fear or favour. The inputs and suggestions which were presented at the strategic planning session will be permeated in the Office Workplan for the 2012/13 financial year.



## PSC celebrates key events

By: Mocheta Monama



The month of November saw the Office celebrating three significant events that touches society in many ways. These are the International Day of People with Disabilities, 16 Days of Activism for No Violence Against Women and Children as well as World AIDS Day.

Research has revealed that a large number of disabled people remain excluded from social economic activities because of prejudice and false perceptions about what they can and cannot do ([www.wpcd.gov.za](http://www.wpcd.gov.za)). It is on the basis of this that the Minister for Women, Children and People with Disabilities, Ms Lulu Xingwana launched Disability Awareness Month on 3 November 2011.

The PSC is taking issues relating to the **employment of people with Disabilities** seriously as evidenced by past research reports produced in this area. As a knowledge-based organisation, the PSC has contributed towards preparing the youth with disabilities for the open labour market through its learnship programme.

In relation to **violence against women and children**, statistics reveals that South Africa is still home to high levels of violence against its women and children, despite a world-renowned Constitution and a legislative overhaul that safeguards women's and children's rights. The government, business, civil society organisations, faith-based organisations and the media are all participating in the drive to increase awareness of the negative impact of violence and abuse on women and children. While the campaign runs only for 16 days each year, its objectives are reinforced by a year-long 365 Days programme and a national plan to combat abuse. Let us join in as individuals and speak up against any form of violence against women and children.

The celebration of **World AIDS Day** in South Africa is another indication that our government takes the fight against HIV/AIDS very seriously. Likewise, the Office's commemoration of this day is an indication that Team PSC is a caring organisation and that is committed in raising awareness about HIV/ AIDS in our society. Let us declare the fight against HIV/AIDS by amongst others, going for an HIV test alone or with your partner, friend or family member and encourage pregnant women to test early for HIV so that they can prevent their babies from getting infected with the disease.

## News in Brief

- Commissioner Helepi and selected officials from the Office participated in the Public Service Trainers Forum Conference hosted by the Public Administration Leadership and Management Academy (PALAMA) in conjunction with the Free State Province from 25 – 28 September 2011 in Bloemfontein. The Conference was aimed at facilitating a robust engagement and providing learning opportunities on key areas which impact on human resource development for effective service delivery.
- The PSC continued to make inroads in presenting its work to other Portfolio Committees as evidenced by its presentation to the Portfolio Committee on Rural Development and Land Reform on the M&E Report which focused on the Department of Rural Development and Land Reform on 30 September 2011 in Parliament. Of significance was that the Minister and Director-General of Rural Development and Land Reform were present during the presentation and they welcomed the findings contained in the PSC report.
- The former DG made a presentation on Strengthening Governance Structures and Enhancing Transparency, Accountability and Oversight in the Public Service during the Association of Public Accounts Committee (APAC) held at the Northern Cape Provincial Legislature from 4 – 5 October 2011.
- The Deputy Chairperson and selected officials from the Office attended the 6th KwaZulu-Natal Provincial Public Sector Human Resource Convention which was hosted by the Office of the Premier in collaboration with all provincial departments from 10 – 12 October 2011 at Umhlanga. The Convention aimed to share best human resource practices with national, provincial and local spheres of government.



- The DDG: IAC attended the Public Protector Good Governance Conference from 17 – 18 October 2011 at the Council for Scientific and Industrial Research (CSIR) in Pretoria. The Conference theme was ***“Strengthening synergies and leadership in ensuring public accountability”***.
- The DDG:M&E participated at the Consultative Workshop hosted by the Department of Women, Children and People with Disabilities from 19 – 24 October 2011. The workshop brought together key government departments and selected M&E specialists to share their experience and deliberate on government’s current M&E mechanisms and how they relate to the mandate of the Department.
- The DDG: M&E participated in the Bellagio Initiative on ***“The Future of Philanthropy and Development in the Pursuit of Human Wellbeing”*** at the Rockefeller Foundation Bellagio Center from 21 – 23 November 2011 in Italy. The Bellagio Initiative is a series of global consultations which aims to deliver a new framework for philanthropy and international development in pursuit of human wellbeing in the 21st century.

## News in *Pics*

### Director-General’s Farewell Luncheon - 31 October



### Collective Action Against Corruption - 21 October





## PSC Hosts Delegation from Bavaria - 14 November



## PSC Hosts Delegation from Nepal - 21 November



## Information Resource Centre corner



### Knowing the Information Resource Centre tools

SABINET is an acronym that stands for South African Bibliographic Information Network. It is a network that is used by South African libraries and other Information Agencies for information resource sharing. The users or libraries are required to subscribe to the network in order to make use of the services offered by SABINET.

SABINET allows users to share information and resources with one another easily online. For example, the network can enable a library or Information Agency in Pretoria to borrow books or library materials from a library in Durban or Cape Town. The books or library materials are sent to the borrower via the mail or courier service with an amount that is payable by the borrower on return of the materials.

SABINET serves multiple institutional users in Southern Africa, which include tertiary institutions/universities, research institutions, government departments, parastatal bodies, major public and provincial libraries, the legal fraternity, financial services institutions, mining houses, engineering firms, chemical and petrochemical companies. Every item that is borrowed via SABINET is not for free (whether is an article, CD or book). The network provides a variety of services, which includes amongst others, request for inter-lending.

SABINET also offers the following services:

**Information Access:** Access to online references, abstracts, and full-text documents, supported by electronic document procurement and an alerting service.

**Library Support:** Library acquisitions and cataloguing support, inter-lending, and retrospective conversion.

**Information Management:** Specialist consultation, support, electronic publishing, and software.



## BOOK Review



**Title: Young Minds Know How**

**Author: Shabangu, D**

**Year: 2009**

**Reviewed by: Thembi Nkuna**

With the matric exams under way, I found this book relevant as it focuses on motivating young people who are still at school and paving their way into the adult world. This life orientation book takes us through the journey of the author's life experience as a young person and gives useful insights on life lessons. As an adult, I found this book applicable to my life as it made me go down memory lane on the wise and sometimes unwise decisions I made as a young person, and made me think that "had I read the book in my youth days, I could have done a few things differently". It also reminded me that although the generation of today faces different challenges, there are many life experiences that have remained the same throughout the generations.

Although targeted at young people, this book is a must read for adults as it reminds us of what our young people are experiencing. What I found interesting about the book is that after every chapter, it allows the reader to engage with other people on the topic therefore creating communication channels.

**Title: Knowledge Creation and Management: New Challenges for Managers**

**Edited: Ichijo, Kazuo and Nonaka Ikujiro**

**Reviewed by: Nelly Lukhero**

### **Abstract:**

This book reflects our contention that the knowledge-based management of corporations is now at the center of what management has to do in today's fast-changing global

environment. It is the fundamental purpose of the book to provide managers with the understanding and tools for successfully employing knowledge management in their organisations. In this phase of globalisation, much manufacturing and back office work is being transferred beyond geographical boundaries, often to countries with newly developing technological capabilities. At the same time, many firms are moving operations to the more developed world to create and offer knowledge and knowledge-based services that at least at the present time can only be done in these countries.

This emphasis on change in the global environment puts knowledge management at the heart of what organisations need to do to cope with today's fast-changing environment. Therefore the success of a company in the 21st century will be determined by the extent to which its leaders can develop intellectual capital through knowledge creation and sharing on a global basis. Knowledge constitutes a competitive advantage in this age. Knowledge creation and imagination have never been more important than in this age of globalisation since, in a flat world, so many of the inputs and tools for collaboration are becoming commodities available to everybody.

**Title: Workplace Law**

**Author: Grogan John**

**Year: 2009**

**Reviewed by: Ernie Kekana**

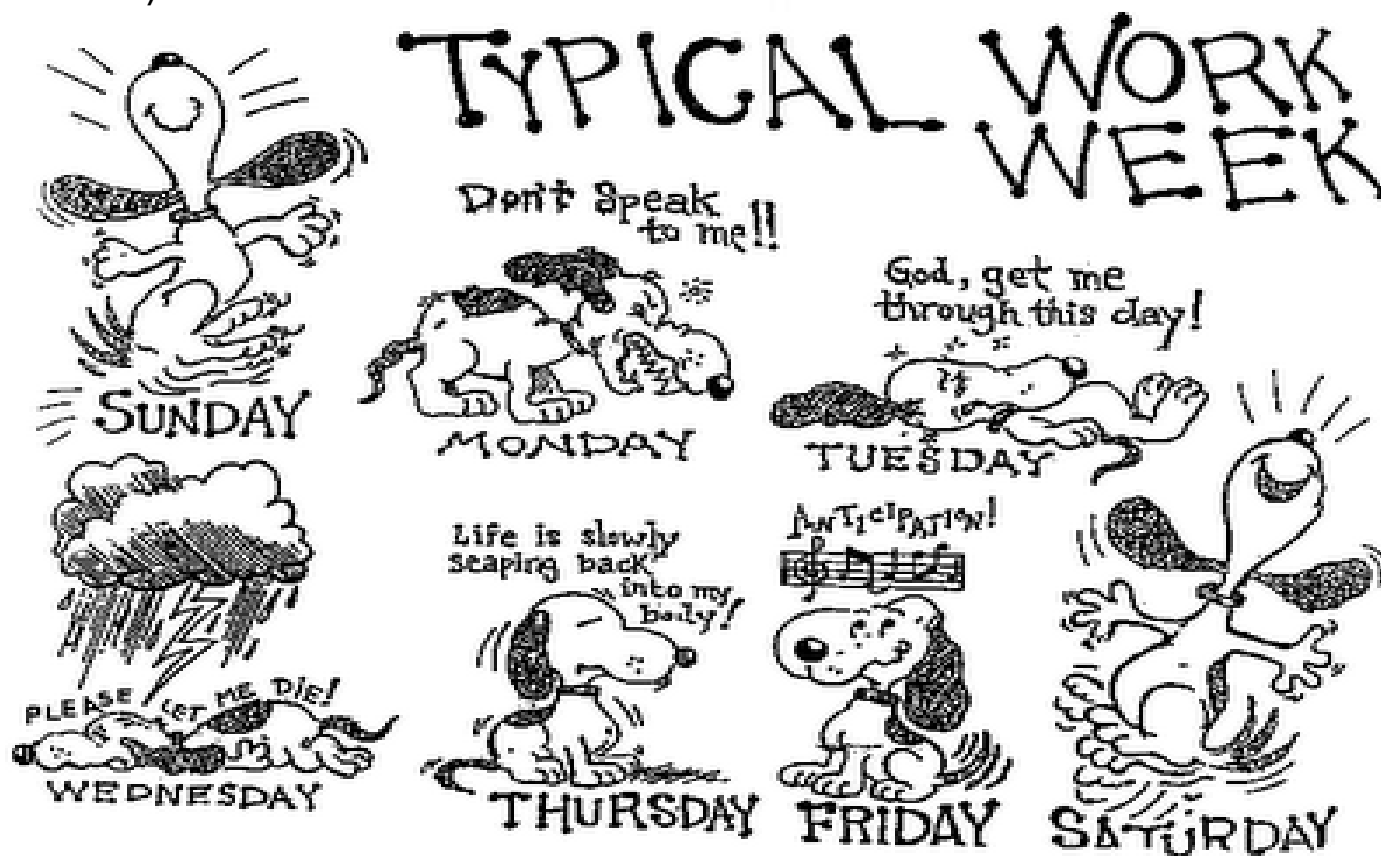
Workplace Law has become one of the most widely and frequently used quoted text books on South African labour law. This 10th edition has been extensively revised and supplemented to incorporate the latest case law, and deals with almost every issue likely to rise on the shop floor, in court, or in arbitration proceedings—from unfair labour practice, through employment equity, dismissal and collective bargaining, to strikes.

Workplace law is suitable for students of law and people who practice labour law such as IR and HR practitioners, lawyers, employers, employees and trade union officials. This book is a guide to a complex area of law and it is also available in electronic form in Juta's Labour Library where it is updated quarterly.

## Jokes

Typical Work Week

Submitted by: Thembi Nkuna



Be Careful Next Time you fill up your Tank!

Submitted by: Ricardo Mahlakanya

One hot summer day, a man is filling up his black pickup truck at the local gas station. He isn't very careful, and he gets gasoline all over his jacket's left sleeve. He ignores it, and leaves the station after paying for the gas. As he is driving down the highway, the heat of the sun on his truck's black paint is enough to ignite his jacket sleeve. He drives faster, waving his arm out the window in an attempt to extinguish the flames, but they burn hotter! As he speeds down the highway, a state trooper sees the situation and pulls him over. He jerks the man out of the truck and rolls him on the ground until the fire is extinguished. As the man dusts himself and thanks his rescuer, he sees the officer is writing him a summons! Confused, he asks, "You're writing me a ticket!? What for?" The officer replies, "Possession of an illegal fire arm."