

Editorial

Welcome to the June/July edition of *Izwi lase OPSC*. As usual, *Izwi* brings you up to speed with some of the events that took place in the Office. We kick start this edition by reporting on a workshop on the Promotion of Access to Information Act that took place in July 2011. We also report about the Civil Society Indaba as well as the M&E Learning Network workshop that took place in Cape Town and Boksburg respectively.

The PSC continues to care about the wellbeing of its employees as was evidenced by the Men's Wellness Event which the OPSC men simply called "*Men's Wellness Indaba*". Also as a learning organisation, we report about an Information Session on Census 2011, which was initiated by the Office.

In the book review, we look at a book titled "*Managing Training and Development in South Africa*".

Co-authored by Erasmus Barney, Loedolff Piet, Mda Thobeka and Nel Pieter, the book provides a multi-disciplinary approach to the training and development of employees within an organisation.

The PSC held its quarterly social hub on 15 July 2011. Dubbed the **social hub with a swagger**, the Office went an extra mile by making the July social hub live up to the swagger title - credit to Mr Barry Momberg for introducing an element of *karaoke*. Colleagues sang their favourite songs and the event was a blast. This is certainly the kind of innovation that Team PSC requires going forward.

Happy reading and until next time!

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Officials keep abreast with the Promotion of Access to Information Act



On 16 July 2011, the South African Human Rights Commission conducted a workshop on the Promotion of Access to Information Act (PAIA) at Commission House. Attended by the Deputy Information Officers, frontline staff (security officers), as well as other officials that handle PAIA requests, the purpose of the workshop was to amongst others, familiarise officials about the Act and its interpretation.

Ms Chantal Kisoon, Manager of Access to Information at the South African Human Rights Commission emphasised during the workshop that “departments must respond to requests for access to information on time, as prescribed by the Legislation”. She also stressed the importance of having a dedicated person that handle requests for access to information. The OPSC security officers were urged to familiarise themselves with the Act.

Asked to give her opinion in relation to the PSC's compliance to the PAIA, particularly in light of the 2010 Golden Key Awards wherein the PSC came second in terms of compliance, Ms Kisoon said:

“The PSC as a Chapter 10 Institution is doing very well in terms of compliance to PAIA. Submission of the Access to Information Manual, Section 15 Notice as well as Section 32 Notice by the PSC to the relevant bodies is done on time”.

The areas of improvement that she proposed included amongst others, placing of the PSC's Access to Information Manual as well as Access to Information Guide for front line staff at the reception area for easy access. Officials who attended the workshop, including Mr Solly Lefoka and Ms Rashika Botch were all in agreement that the workshop was an eye-opener and will assist the Office to further promote the objectives of the Act.



PSC shares M&E Best Practices

As custodians of good governance, the PSC continues to lead and share best practices in the area of monitoring and evaluation (M&E). This was evidenced by the PSC's invitation to the Presidency's

M&E Learning Network Event of Evaluations in Government, which was held at the Birchwood Conference Centre Hotel on 19 July 2011. Opened by Dr Sean Phillips, Director-General of the Department of Performance Monitoring and Evaluation at the Presidency, the purpose of the learning network was to amongst others:

- share best practices and emerging lessons in the field of evaluations
- develop a set of key issues to consider for the emerging Evaluation Framework

- strengthen evaluations and learning culture in government.

The Director of Programme Evaluations, Mr Jabu Mathe represented the Office and made a presentation on the PSC's Experiences of Programme Evaluation, which was well received by the delegates. As part of advocacy support, the PSC exhibited at the event and a variety of the PSC's M&E reports were also distributed to the delegates.

PSC supports Civil Society Indaba

By: Unathi Mphendu



Has civil society lost its way in the fight against corruption? Or does it have the answers to the cancer that is eating away at South African society? In a two day consultative Civil Society Indaba held from 23 - 24 June 2011 in Cape Town, representatives from Civil Society wrestled some of the key issues facing Civil Society. The Indaba was also used to examine mechanisms that Civil Society could use to engage the National Anti-Corruption Forum (NACF) in a meaningful manner.

In her keynote address, Ms Theodora Steele from the Congress of South African Trade Unions (COSATU) reminded the delegates about the significant role that Civil Society plays in the fight against corruption. She revealed that COSATU uses reports compiled by the PSC and the Auditor-General to analyse corruption in the Public Service and that the Federation will launch a close corporation titled **Corruption Watch**, with the objective of leading and implementing the Civil Society campaign against corruption.

Ms Alison Tilley of the Open Democracy Advice Centre (ODAC) highlighted the current structure and achievements of the NACF. "Regardless of the NACF achievements, the voice and representation of civil society in the NACF remains weak", said Ms Tilley. Ms Priscilla Chansa of Transparency in Zambia International shared with the delegates the role that her institution plays in the fight against corruption. She encouraged participants to ensure that their respective organisations remain active participants in the prevention and combating of corruption to ensure a successful democracy.

Mr Sipho Pityana, Chairperson of the Council for the Advancement of the South African Constitution (CASAC), delivered a presentation on *"Dealing with Corruption: towards a Comprehensive Societal Response"*. He also provided an overview of the work of CASAC. In conclusion, the delegates were grateful to the Secretariat (PSC) for its contribution towards the success of the Indaba. The delegates were also grateful to GIZ for providing financial assistance towards the Indaba.

Team PSC briefed on Census 2011

By: Ricardo Mahlakanya



Recognising the importance of information sharing, the Office held an Information Session which focused on Census 2011, on 30 June 2011 at Commission House. Representatives from Statistics South Africa (Stats SA) briefed officials about Stats SA's readiness to conduct the biggest ever census, which is scheduled for October 2011. As responsible citizens, Team PSC is encouraged to heed the call by Stats SA and support the Census 2011 project.

In addition, as custodians of governance, and as per request by Stats SA, let us encourage our neighbours, particularly those who stay in enclosed estates to open their doors and be counted. Delivering his address, Census 2011 Project Director, Mr Calvin Molongoana mentioned that posters and identity cards depicting the name and face of an enumerator responsible for counting in an area/ward will be developed by Stats SA. This security measure, added Mr Molongoana, will "hopefully make our people feel safe when opening their doors for counting".

Stats SA has already embarked on a recruitment drive to employ enumerators and the application forms for employment are available on the Stats SA website (www.statssa.gov.za). The forms are also available in Stats SA Offices and Thusong Centres countrywide.

OPSC Celebrates Men's Wellness Day in Style

By: Ricardo Mahlakanya



Body and neck massage was the order of the day at Commission House when OPSC men were pampered during the Men's Wellness Day event held on 2 July 2011. Dubbed the Men Wellness Indaba, the event provided male colleagues with a platform to interact about issues affecting their wellbeing and that of their families, friends and colleagues.

Some of the challenges experienced by men that were highlighted during the event included amongst others, financial planning, debt management, tax, interest and micro-loans, garnishee orders, insolvency, bankruptcy, and mortgages arrears. In relation to health matters, high levels of stress particularly as a result of work, were singled out as one of the most detrimental ailments among males.

The speakers from the Government Employees Pension Fund, Men's Clinic, Voice Clinic and Shzen Company were all in agreement that stress is manageable and that steps to reduce it in the workplace should include:

- taking responsibility for improving one's physical and emotional being.
- avoiding pitfalls by identifying knee jerk habits and negative attitudes.
- learning better communication skills to ease and improve one's relationship with management and co-workers.

The event was well organised and it was such a success that OPSC men resolved that a Men's Wellness Day event should be held on a regular basis.

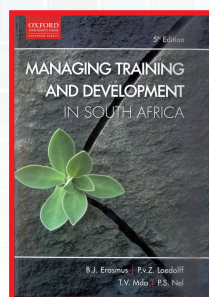
News in Brief:

- The Deputy Director-General: Monitoring and Evaluation (DDG: M&E) along with the Director: Public Administration Investigations (2) and the acting Regional Director: North West made a presentation on various PSC reports to the Portfolio Committee on Provincial Affairs and Finance in the North West Provincial Legislature on 14 June 2011.
- The DDG: Integrity and Anti-Corruption attended the "Mind the Gap: From Evidence to Policy Impact" Conference on Impact Evaluation that was held from 15 - 17 June 2011 at the National Institute of Public Health of Mexico. The conference covered amongst others, topics on effective communication and stakeholder engagement and using mixed methods for impact evaluation.
- Commissioner Nkosi and the Regional Director: Gauteng, Ms Dorothy Nkwanyana made a presentation on the Office of the Premier Budget Vote 1 to the Oversight Committee on the Office of the Premier and Gauteng Legislature on 21 June 2011 at the Gauteng Legislature.
- On 22 June 2011, the PSC made presentations to the Portfolio Committee on Public Service and Administration on the following reports: the Consolidated M&E Report on the Departments of

Human Settlements (Housing) 2009/2010 Evaluation, the Implementation of the Financial Disclosure Framework for the Financial Year 2008/2009 and the Profiling and Analysis of the most Common Manifestations of Corruption and its Related Risks in the Public Service. These were preceded by a presentation to the Portfolio Committee on Home Affairs on the Pilot Report on Key Drivers of Citizen Satisfaction with Public Service Delivery 2009/2010 on 21 June 2011 in Parliament.

- The Director: Programme Evaluations participated in a study tour on evaluation organised by the Programme to Support Pro-Poor Policy Development from 25 June - 8 July 2011 in Mexico and Colombia. The aim of the study tour was to develop practical lessons that South Africa could apply to implement a national system of evaluation.
- On invitation from the International Programme for Development Evaluation Training (IPDET), the DDG: M&E participated as a guest speaker and workshop presenter at the 2011 IPDET held from 27 June - 1 July 2011 in Canada. The IPDET is an executive training programme in development evaluation managed jointly by the Independent Evaluation Group of the World Bank and Carleton University.

Book Review



Title: Managing Training and Development in South Africa

Authors: Erasmus Barney, Loedolff Piet, Mda Thobeka and Nel Pieter

Year: 2009

Reviewed by: Ernie Kekana

"Managing Training and Development in South Africa" is a book written by professionals and academics and

it provides a multi-disciplinary approach to the training and development of employees within organisations. Furthermore, it provides guidance on amongst others, the necessary skills to manage training and development in the South African workplaces, the latest developments in legislation that impact on education and training, and how the theoretical and the practical aspects of training and development can be integrated into the real world context.

Picture

Updates on the latest international advances in human resource management such as additional case studies to demonstrate how the theory can be practically applied in South African context, discussion about skills shortage in South Africa etc, are included in the book. Any person who has an interest in Human Resource Management, Human Resource Development and Industrial and Organisational Psychology will find this book interesting.

Jokes

Divorce

Submitted by: Nelly Lukhero

A judge was trying to convince a woman filing for divorce to change her mind. The judge said “you are 92 years, your husband is 94 and you have been married for 73 years, why give up now?”.

The woman replied: “Our marriage has been on the rocks for quite a while but we decided to wait until the children are dead. Now that they are all dead, I demand the divorce now!

Skin Canoes

Submitted by: Nelly Lukhero

Three men are found in the wilderness by civilized cannibals. The men are led to a gravesite next to the

water. The chief says, 'We will kill you as a coward, or we will let you die honorable deaths for your homelands. You choose the weapon. Either way, your skins will be used to make our canoes.'

The first man, a soldier at heart, asks for a handgun. With this, he recites the Pledge and shoots himself. He is carried off. The next man asks for a sword. A warrior at heart, he uses a Japanese katana to commit seppuku as a Japanese man.

The last man asks for a fork.

'A fork? asks the chief?'

But it's his dying wish, so they hand him the fork. He stabs himself repeatedly in the chest, and yells, 'I HOPE YOUR CANOE SINKS!!'

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

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