



Custodian of Good Governance

IZWI lase OPSC

Aug/Sept 2012

Editorial

August was Women's Month and we witnesses Team PSC Women going all out to celebrate this wonderful time of the year. Team PSC celebrated their own Women's Day on 8 August 2012 and ended this wonderful celebration with a bang, when they took off to close the Women's Month celebrations together with other women within the MPSA. Izwi says "*halala bahumagadi*" and urges Team PSC Women to continue to celebrate their womanhood everyday.

While everybody was still in celebration mode, Team PSC lost one of its valuable team members. Izwi would like to express their heartfelt condolences to the family and the Eastern Cape Regional Office on the passing away of Mr Phumzile Tsawe. "*May his Soul Rest in Peace*".

During the month of June, a competition on the renaming of our internal newsletter, *Izwi lase OPSC* was conducted. Yes, the time for change has come and Izwi would like to thank Team PSC for participating in this competition. We had quite a number of interesting name suggestions. The next step will be for Team PSC to vote for their favourite name out of the suggested names that have been submitted.

South Africa marked the 2012 Heritage Month under the theme "*Celebrating the Heroes and Heroines of the Liberation Struggle in South Africa*". The theme was meant to remind and reconnect the nation with its rich and diverse collective liberation heritage. The aim of this year's celebrations was to create awareness through educational programmes, dialogues, and other public activities on the importance of liberation heritage as a vehicle to foster social cohesion, nation building, economic development and inclusive citizenship. Izwi hopes that Team PSC has enjoyed Heritage Month celebrations by embracing the diverse cultures in our rainbow nation. We also hope that you took a "Shot' Left" during the month of September to celebrate Tourism Month.

Till next time, enjoy the warmth of our spring season!

Contents

Editorial

In Memory of the late Mr Phumzile Tsawe

Reports tabled in Parliament:

- Measuring the Effectiveness of the National Anti-Corruption Hotline: Third Biennial Report
- An Assessment of the State of Professional Ethics in the North West Provincial Government
- Consolidated Report on Inspections of Detective Services: Department of Police

PSC and the MPSA Women's Day Celebration

Drawing the Gender Line in the Public Service Workforce

Answering the Social Responsibility Call

All about SABINET

Bridging the Technological Divide

News in Brief:

- Presentation to Portfolio Committee on Public Administration
- Presentation to Portfolio Committee on Provincial Affairs and Finance
- 6th Public Sector Innovation Conference and briefings to the Provincial Legislature and the Portfolio Committee on Police
- Plenary

Upcoming Events:

- Public Hearings
- Roundtable discussions
- Stakeholder engagement

News in Pics:

- Chairperson's Information Session
- Stakeholder engagement meeting in Potchefstroom
- School Uniform Donations at Mapenane Secondary
- Secretaries Day
- Public Service Launch

All about Heritage Day and its Origin

Celebrating Tourism Month

Team PSC crashes CoGTA

Book Review:

- The Handbook of High-Performance Virtual Teams
- Moral Leadership

Jokes

- An Amazing Connection with God
- Library

In Memory of the Late Mr Phumzile Tsawe



By: Ricardo Mahlakanya

Team PSC was saddened by the passing away of our member from the Eastern Cape Regional Office, Mr Phumzile Tsawe. We bring you this tribute in memory of him.

Mr Phumzile Tsawe was born on 28 February 1965 in Mazizi, Tsolo in the Eastern Cape Province. He was the son of the late Mongezi and MamKhwane and the second born out of 9 children.

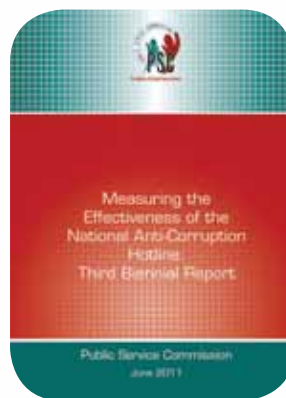
Mr Tsawe commenced his studies at Ntshiqo Junior Secondary School and proceeded to Jcisa Senior Secondary School where he obtained his matric certificate. He then registered for an Electrical Engineering course but could not complete it due to financial constraints. Subsequently, he obtained a Certificate in Human Resource Management.

During his employment life, he held several temporary jobs. From 1996 to 1998, he was employed by Fire Term, where he trained hospital employees on the use of chemicals. He subsequently left formal employment and joined the taxi industry in February 2001. At the time of his passing, Mr Tsawe was employed as a General Aid Worker in the Eastern Cape Regional Office. He leaves behind his three children, his mother, two brothers and two sisters.

Phumla ngoxolo jama-ka-sijadu, Dlamini zizi. So hlala si ku khumbula.

Reports tabled in Parliament

By: Ben de Villiers



Measuring the Effectiveness of the National Anti-Corruption Hotline: Third Biennial Report

In 2004, the Cabinet mandated the PSC to manage the National Anti-Corruption Hotline (NACH). The NACH became operational with effect from 1 September 2004. In measuring

the effectiveness of the Hotline, the PSC produces a report with its findings and recommendations.

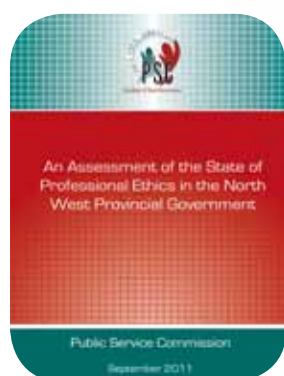
This Report reflects on the management of cases received through the NACH from 1 September 2004 - 31 August 2010 by examining the number and nature of cases received, successes achieved and constraints experienced in the management of the NACH.

The Report received wide spread media coverage, which pointed issues such as:

- “after eight years the Hotline has only recovered R110 million whilst the Special Investigative Unit has indicated last year that 20% of the Government’s procurement budget alone – between R25 and R30 billion - was siphoned off each year;
- cases of alleged corruption reported involved mainly fraud and bribery (1 522), abuse of government resources/ vehicles (995), mismanagement of government funds (889), ID fraud (781), procurement irregularities (720), appointment irregularities (627), criminal conduct (588), unethical behaviour (600), RDP housing fraud (440), social grant fraud (440) and service delivery (310);
- over the eight-year period, 1 273 officials were charged with misconduct for corrupt activities – 600 in provincial departments and 673 in national departments. Sanctions were as follows:

- o 603 officials were sacked;
- o 226 were suspended;
- o 134 were fined (three months' salary docked);
- o 16 were demoted;
- o 330 given written warnings; and
- o 190 were prosecuted".

Officials are encouraged to read this Report to see the great strides the Hotline has achieved in fighting fraud and corruption in the Public Service.



An Assessment of the State of Professional Ethics in the North West Provincial Government

The assessment of the state of professional ethics is determined by a set of indicators which guide the approach for assessing the effectiveness of the provincial government in fighting and combating corruption. The

set of indicators range from workshops on the Code of Conduct, adherence to the Financial Disclosure Framework, the promotion of the NACH, the implementation of a Whistle-Blowing Policy and the promotion of the Public Service Regulations. It is hoped that if properly implemented, such indicators would provide the bed-rock for effective service delivery.

The findings of the study show that the state of professional ethics in the North West Provincial Government (NWPg) varies from one department to another. There are departments that have adequate systems in place to ensure that the state of professional ethics is effective. However, there are also departments that do not have such systems. Furthermore, there is no uniformity in the application of the anti-corruption initiatives and fraud prevention plans in the NWPg.

It is hoped that the provincial administration through the Office of the Premier would note the findings and recommendations contained in the Report and put systems in place to improve the state of professional ethics in the NWPg.



Consolidated Report on Inspections of Detective Services: Department of Police

One of the challenges facing the South African government is to reduce the high levels of crime and thus create a safe and secure environment for its citizens.

Central to addressing this challenge is the Department of Police whose mandate is to render visible policing, crime intelligence and protection, security services and detective services. The role played by the detective services is pivotal in the successful prosecution of offenders. Given the crucial role of the detective services in the fight against crime and the need to ensure that the process of serving justice on those who have been wronged is speedily facilitated, the PSC conducted service delivery inspections in the Department of Police focusing on detective services.

Overall, 33 police stations and the Detective Service unit at the National Head Office were visited by the inspection teams. In addition to the inspections of the detective service, special inspections were conducted at the Forensic Science Laboratories of the Departments of Police and Health. The purpose of the special inspections was to gather information on the functioning of these laboratories, especially their role in supporting the detective officers with forensic reports to enable them to finalise cases in order for such cases to be presented in court.

The inspections led by the Commissioners, found that there was insufficient training amongst detective officers. Resources such as vehicles and computers were also insufficient in most of the police stations visited. Furthermore, the inspections established that the work of detective officers was often compromised by a lack of timely support from the Forensic Science Laboratory of the Department of Health with regard to providing forensic reports, to enable detective officers to finalise and present case dockets in court.

The PSC trusts that the findings and recommendations contained in the Report will help the Department of Police in improving its detective services.

PSC and the MPSA Women's Day Celebration



By: Ernie Kekana

August is marked as the National Women's Month in South Africa. Each year on the 9th of August, South Africans of all backgrounds, races and cultural groups join together in celebrating National Women's Day. This annual public holiday commemorates the march in 1956 when 20 000 women of all races marched to Pretoria to present a petition against gender oppression.

The PSC celebrated this day on 7 August 2012 and the theme for the event was *colour blocking*. It was a harmonious affair that reminded PSC women of their beauty and womanhood. Different speakers were invited to address the women and Commissioner Lulu Sizani was amongst the speakers and she gave a speech on why women remember and others forget. Ms Nicholson from Old Mutual presented on financial wellbeing and Ms Uys from Heathi Choices gave a talk on working women and relationships. There was also Shzen Company Networking who gave hand treatment massages to all the women.

In closing the Women's Month celebrations, the Honourable Minister for Public Service and Administration, Ms Lindiwe Sisulu invited all women under her portfolio to a Women's Month Celebration at Gallagher Convention Centre in Midrand. During her keynote address, Minister Sisulu said that *"everyone is equal before the law and has a right to equal protection and benefit of the law"*. The Minister indicated that the struggle of women is a struggle of a life time, the struggle of all, all classes, all races and possibly a basic human rights struggle. She also indicated that *"we should also encourage*

women to fight against prejudice and deep-rooted sexism in society that is meant to block their voice from echoing in the upper echelons of government and big businesses". The women speakers at the event mostly spoke about the challenges faced by women in general in the workplace and socially.

Drawing the Gender Line in the Public Service Workforce



By: Mmanakedi Seshoka

The year 2012 marks the 5th year of commemorating Public Service Women Management Week. Every year, all government departments are requested to integrate Public Service Women Management Week into their department's action plan to ensure that departments achieve progress towards women empowerment and gender equality in the workplace.

This period is aimed at providing Directors-General and Heads of Department with an opportunity to hold meetings with female senior managers in their departments to assess progress made by the department in implementing the 8-Principle Plan of Action to achieve women empowerment and gender equality. It is envisaged that this will, in the long run, ensure that the 8 Gender Equality Principles are institutionalised in the Public Service.

At the PSC, such a session was held on 13 September 2012 at Commission House. The session was attended by females from Head Office and the Regional Offices, members of the Senior Management Service, Deputy Directors and Imvuselelo Champions.

Answering the Social Responsibility Call



By: Nomhle Ntomane

Social responsibility has received prominence over the years. Being socially responsible means that people and organisations must behave ethically and with sensitivity towards social, cultural, economic and environmental issues. Striving for social responsibility helps individuals, organisations and government have a positive impact on development, business and society with a positive contribution to bottom-line results.

The Free State Regional Office Disposal Committee led by Ms Sophia Santho answered the social responsibility call by donating furniture and information technology equipment to the needy. The Committee decided to invest in the future of our nation by donating to the following schools and a hospital around the Free State Province: Eerstelling Primary School, Kaalspruit Primary School, Eden Hoogte Primary School, Maximillian Primary School, Albertina Sisulu Combined School and Itemoheng Hospital.

The recipients of the donations expressed their appreciation and gratitude as their gestures showed that the donations could not have come at better time.

All About SABINET



By: Nelly Lukhero

SABINET is an acronym for the South African Bibliographic Information Network. It is a South African network that is used by libraries and other information agencies for resource sharing. Users or libraries must subscribe in order to use the services offered by this network.

SABINET allows its users to share resources with each other; for example, a library in Pretoria can borrow a book from a library in Durban. The book is sent to the borrower via mail or courier and there is a fee that is paid by the borrower on return of the book.

SABINET assists libraries to collaborate with other libraries in order to further access to all available information. They provide a variety of services, which assist in almost every phase of information work. Their services include ReQuest used for interlending, SabiCat used for cataloguing support as well as Reference services. Users can also access online references, abstracts and full-text documents supported by electronic document procurement and an alerting service.

Bridging the Technological Divide



By: Mocheta Monama

It is almost every day that we hear people talk about workgroups and workspaces, but many people question what these are and mean. In computer networking, a workgroup is a collection of computers on a local area network (LAN) that share common resources and responsibilities. Workgroups provide a platform to share files easily, including printers and other network resources. Each workgroup computer may share and access resources if configured to do so. This in simple terms means that colleagues can share files from one computer to another without e-mailing it or transferring it manually with a flash drive or other mass storage devices. What happens is that files are stored on a server and not the desktop. Unlike the e-mail system, the workgroup system allows individuals to retrieve and save big files on line without moving them from one point to another.

On the other hand, workspaces refer to the grouping of windows on your desktop. These virtual desktops increase the size of your working area. Workspaces are meant to reduce clutter and make the desktop easier to navigate. You can use workspaces to organise your work. For example, you can have all your communication windows, such as e-mail and your chat applications on one workspace and the work you are doing on a different workspace.

News in Brief

- Commissioner Mawasha led a delegation which presented the Consolidated Monitoring and Evaluation (M&E) Report on the Offices of the Premier focusing on the Limpopo Province and the Report on the Evaluation of the Role of Agencification in Public Service Delivery in Selected Sectors on 7 August 2012 to the Portfolio Committee on Public Administration at the Limpopo Provincial Legislature.
- The Chairperson led a delegation which presented the Consolidated M&E Report on the Offices of the Premier to the Portfolio Committee on Public Service Administration on 22 August 2012 in Parliament. Furthermore, Commissioners RK Sizani and Helepi led a delegation which made a presentation on a number of PSC reports to the Portfolio Committee on Provincial Affairs and Finance in the North West Provincial Legislature.
- The Deputy Chairperson served as programme director and panellist during the Centre for Public Service Innovation's 6th Public Sector Innovation Conference held from 22 - 23 August 2012 in East London. This was followed by a briefing to the KwaZulu-Natal Provincial Legislature on the Consolidated Report on Inspections of Detective Services: Department of Police on 30 August 2012. In addition, Commissioner Nzimande led a delegation that briefed the Portfolio Committee on Police on the same Report on 5 September 2012 in Parliament.
- Plenary took place from 17 – 21 September 2012 at Commission House.

Upcoming Events

- A series of the public hearings on the compliance with government's 30 day payment period to service providers will be held in Limpopo on 2 October 2012.
- The PSC will host a roundtable discussion on the State of Human Resource Management in the Public Service from 2 - 3 October 2012.
- The PSC will host a stakeholder engagement meeting from 17 - 18 October 2012 in Gauteng.

News in Pics

Chairperson's Information Session - 23 August 2012



Stakeholder Engagement Meeting in Potchefstroom - 16 August 2012



School Uniform Donations at Mapenane Secondary - 15 August 2012

Secretaries Day - 05 September 2012



Public Service Launch in Tongaat (KZN) - 07 September 2012



All about Heritage Day and its Origin



By: Mocheta Monama

Sources: www.capetownmagazine.com and
www.witslanguageschool.com

Heritage Day is an important public holiday in South Africa as it recognises different aspects of South African cultures and encourages South Africans across the spectrum to celebrate their cultural heritage, the diversity of their beliefs and different traditions. Heritage does not only refer to our historical inheritance, creative expression and food, but it also embraces the various languages that have become entrenched in our cultural milieu. Language is the key ingredient humans require to build bridges of understanding between cultures and communities. Language is also a key factor in building democracy and thriving businesses and in an increasingly interdependent world, the knowledge of a language becomes indispensable.

One of our iconic heroes, former President Nelson Mandela once said in his Heritage Day speech *"When our first democratically-elected government decided to make Heritage Day one of our national days, we did so because we knew that our rich and varied cultural heritage has a profound power to help build our new nation"*.

"Celebrating the Heroes and Heroines of the Liberation Struggle in South Africa"

Coincidentally, looking at the origin of this important day, the theme for this year's heritage day was *"Celebrating the Heroes and Heroines of the Liberation Struggle in South Africa"*. The theme was meant to remind and reconnect the nation with its rich and diverse collective liberation heritage.



Celebrating Tourism Month



By: Zukiswa Ngqandu

Tourism Month is an annual celebration held in September that focuses on the importance of tourism to the economy of South Africa. The National Department of Tourism celebrated the 2012 Tourism Month under the theme: *"Tourism and Sustainable Energy - Powering Sustainable Development"*, as identified by the United Nations World Tourism Organisation (UNWTO). The theme for the 2012 Tourism Month highlights the need to bring the tourism sector and energy stakeholders closer together to spur tourism's contribution to sustainability.

South Africa's tourism sector is emerging as one of the most important pillars of the country's economy in terms of growth and competition with other emerging economies of the world. This industry contributes significantly towards the creation of employment, growing the economy and developing entrepreneurs. It presents opportunities for self-employment, contributing to rural and urban development and foreign exchange earnings.

Tourism Month 2012 focused on encouraging South Africans to travel within their own country and to get a better understanding of the affordable and exciting attractions available to them on their own doorstep.

Team PSC Crushes COGTA



By: Simon Mnguni

Team PSC kicked-off their soccer campaign with an emphatic 5 - 2 victory over the Department of Co-operative Governance and Traditional Affairs (CoGTA) in a game characterised by a display of deft touches and telling passes. With the teams still searching for combinations and working on pre-season fitness, there was minimal goalmouth action in the opening minutes. CoGTA had early shots at our posts, but their strikes failed to even warm the gloves of our trusted goalkeeper, Thinawanga Mashau. Team PSC strike force led by Japhter "Your Honour" Semanya and Avhatakali "Chief" Makhado kept the CoGTA defence busy for the better part of the first stanza. One of the longest serving members of Team PSC, Matsobane "Tso" Mabuza, made his trademark runs down the right flank and made some spot-on passes that troubled the opposition. Team PSC defence marshalled by Themba "Tower" Vuyeka and Stanley "EPMIS" Mashego, protected the goal posts like a VIP Protection Unit protecting the President. It came as no surprise when Team PSC took a well-deserved lead just before the half hour mark in a goal-mouth scrabble.

During half time, the Technical Team consisting of John "Bra J" Matobela and Mulalo "Muvhango" Nemaguvhuni made it very clear that the match was a training exercise and therefore made a host of changes to the side. In came



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*“he made
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fetching the ball
from the back
of the net”*

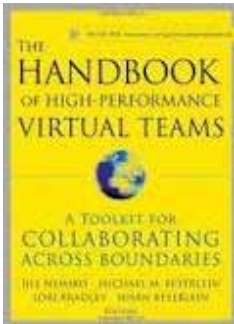
Notice “General” Maila and Simon “Kae kapa kae” Mnguni for “Tso” Mabuza and “EPMIS” Mashego. This proved to be a clearly calculated move as the “General” controlled the midfield like a man possessed. Team PSC threatened on the counter and finally added a second goal when Thapelo “Jersey No 10” Diale made no mistake. The goal almost buried CoGTA as Team PSC looked to be in control and the icing was put onto the cake when “Jersey No 10” added a third. CoGTA restored their pride when they scored 2 quick goals as a result of lapse of concentration from Team PSC defence.

“General” Maila showed he was not short of pace going into the season as he made a superb run up the right and hit a thunderous shot that led to the CoGTA goalkeeper fetching the ball from the back of the net. “Kae kapa kae” (KKK) Mnguni added the final nail to the coffin when he made a calculated run from the centre of the field and faced the keeper and easily slotted the ball into the net. At this stage, the CoGTA players were pleading with the referee to finish the game early so as to avoid a further onslaught. 5 - 2 it was!!!!

Speaking after the game, “Muvhango” Nemaguvhuni mentioned that he was impressed with the team and that the win will boost the team’s confidence going into the next game. He mentioned that he will definitely identify and encourage players at the Office to be part of this integrated squad and contribute immensely to the IMVUSELELO Programme. “Bra J” Matobela echoed “Muvhango’s” sentiments and further emphasised the need for support from the PSC officials as the team played in front of empty stands. After the win, teams (Environmental Affairs and GEPP) have suddenly lined up to face Team PSC. Cheering from supporters would therefore come handy for Team PSC. “Bra J” also indicated that efforts should be made to build a formidable netball team that should follow in the footsteps of the soccer team.

Viva Team PSC, viva!!!!

Book Review



Title: The Handbook of High-Performance Virtual Teams: A Toolkit for collaborating across boundaries

Author: Nemiro, J. Beyerlein, M. Bradley, L. & Beyerlein, S.

Year: 2008

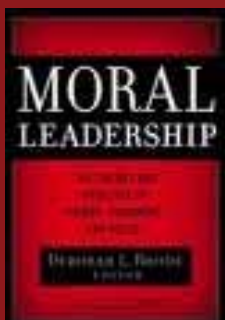
Abstract by: Ernie Kekana

The handbook of high-performance virtual teams is an essential resource for leaders, virtual team members, work group leaders and anyone responsible for starting or making virtual teams more effective. It provides the information needed about structure, leadership, the importance of trust and crossing cultural barriers.

The book offers practical suggestions and tools for virtual teams who need to assess their current level of effectiveness and develop strategies for improvement. It also contains an array of illustrative cases as well as practical tools for designing, implementing and maintaining effective virtual work.

An interesting part about this book is that you can also access and download the supplementary web materials for this book on the website. Related items on the web have been listed at the end of relevant chapters in this handbook.

The supplementary web materials are available FREE on-line at www.wiley.com/go/virtualteamshandbook.



Title: Moral Leadership

Edited: Rhode, Deborah L

Year: 2006

Abstract by: Nelly Lukhero

Moral leadership brings together in one, a comprehensive volume of essays from leading scholars in law, leadership, psychology, political science, and ethics to provide practical, theoretical and policy guidance. The authors explore key questions about moral leadership. How do leaders form, sustain and transmit moral commitments? What is the impact of ethics officers, codes, training programs and similar initiatives? How do standards and practices vary across context and culture?

Through the book, the contributors identify what people know and only think they know about the role of ethics in key decision-making positions. The essays focus on issues such as the definition and importance of moral leadership and the factors that influence its exercise, along with practical strategies for promoting ethical behaviour.

Moral leadership addresses the dynamics of moral leadership with particular emphasis on major obstacles that stand in its way: impaired judgment, self-interest and power. Finally the book explores moral leadership in a variety of contexts-business and professions, non-profit organisations and the international arena.

Jokes

An Amazing Connection With God

A 70-year-old man goes to the doctor's for a physical.

The doctor runs some tests and says to the man, "Well, everything seems to be in top condition physically, but what about mentally? How is your connection with God?"

And the man says, "Oh me and God? We're tight. We have a real bond, he's good to me. Every night when I have to get up to go to the bathroom, he turns on the light for me, and then, when I leave, he turns it back off."

Well, upon hearing this, the doctor was astonished.

He called the man's wife and said, "I'd like to speak to you about your husband's connection with God. He claims that every night when he needs to use the restroom, God turns on the light for him and turns it off for him again when he leaves. Is this true?"

And she says, "That idiot, he's been peeing in the refrigerator!"

Library

