



Custodian of Good Governance

IZWI lase OPSC

Aug/Sep 2013

Editorial

Happy Spring Day Team PSC and welcome to the August/September edition of **Izwi**. We kick start this edition by reflecting on the 4th Biennial SAMEA Conference held under the theme: **Meaningful Evaluation: Improving Use and Results**.

The month of August was Women's Month and Team Women PSC celebrated Women's Day with their MPSA counterparts. In this edition, we reflect on the Women's Day celebration. We also report on the **8 - Principle Action Plan for Promoting Women's Empowerment and Gender Equality workshop** which was hosted by the Director-General in August.

The Public Service Charter was also launched during the month of August by Minister for Public Service and Administration, Ms Lindiwe Sisulu. In this issue, we reflect on the Public Service Charter Launch. We also reflect on our very own brownbag lunch on the code of conduct.

The month of September was Heritage Month and the PSC celebrated Heritage Day in style. The celebrations which were held Baviaanspoort Dam in Pretoria provided colleagues with an opportunity to share and be exposed to different cultures. The team spirit that prevailed on the day was wonderful. In true **Izwi style**, we publish a collage of photos depicting members of Team PSC clad in their respective cultural attire. We hope that members of Team PSC will continue to celebrate and appreciate different cultures on a daily basis.

In our **Information Resource Centre corner**, we reflect on the book exhibition which was hosted by the sub-directorate: Information Services as part of the National Book Week Celebration. We also review a book titled: **How to do your research projects**. We conclude this edition with news in pictures.

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

Contents

Editorial	1
PSC Reflects on the Fourth Biennial SAMEA Conference	2
PSC Supports the Women in Power Initiatives	3
The Public Service Charter	4
Brown Bag Lunch - Team PSC Moving Ahead	5
Team PSC Celebrates Heritage Day in Style	5
Women's Day well Celebrated	7
Information Resource Centre Corner	8
National Book Week - The Power of Knowledge	8
News in Pics	9
Jokes	11

PSC REFLECTS ON THE FOURTH BIENNIAL SAMEA CONFERENCE



By Ricardo Mahlakanya

and social development.

The Public Service Commission (PSC) in partnership with the South African Monitoring and Evaluation Association (SAMEA) and the Department of Performance Monitoring and Evaluation (DPME) co-hosted the fourth (4th) Biennial SAMEA conference from 18 – 20 September 2013 at the Hilton Hotel in Sandton. The theme of the conference was: **Meaningful Evaluation: Improving Use and Results.**

The conference reflected on the use of evaluations in improving the end results of development interventions, as well as the importance of evaluation practices in addressing issues of empowerment, sustainability, knowledge management and accountability, all of which are pertinent to the development question. In addition, the conference reflected on the emerging system, the challenges and lessons learned in monitoring and evaluation, and how to maximise the contribution of evaluations to improving the effectiveness of economic

In his welcome remarks, Mr Ben Mthembu, the Chairperson of the PSC told the delegates that: *“As we engage with the priorities of South Africa as a developmental state, the theme of the conference could not be more relevant. The focus in particular on the use of evaluations in improving the end results of developmental intervention places an emphasis on outcomes. This implies an action orientated edge to Monitoring and Evaluation”.*

The Chairperson expressed his happiness that: *“attention is again firmly placed on the importance of Monitoring and Evaluation as a key instrument in empowerment, sustainability, knowledge management and accountability through SAMEA Conference”.* This sentiment was also echoed by the Chairperson of SAMEA, Dr Babette Rabie.

The conference yielded debate and stimulated thoughts and actions to take monitoring and evaluation in South Africa to an even higher level of excellence.

PSC SUPPORTS THE WOMEN IN POWER INITIATIVES



By: Mmanakedi Seshoka

As part of the women's month celebration, the Director-General hosted the **8 - Principle Action Plan for Promoting Women's Empowerment and Gender Equality workshop** on 26 August 2013. The workshop was attended by Team Female PSC (**MMS and SMS members**) and was a resounding success. The workshop provided Team Female PSC and the DG with a platform to engage robustly on matters pertaining to women in the workplace and also to come up with ideas on how to take gender mainstreaming within the PSC forward.

Did you know that - The 8 - Principle Action Plan for Promoting Women's Empowerment and Gender Equality Initiative was part of the action plan launched by Minister for Public Service & Administration in 2007 to accelerate progress towards the advancement of women managers and achievement of gender transformation in the public service.

The 8-principle action plan is targeted at only female senior managers (SMS members) in all government departments to participate. All government

departments are expected to integrate these principles into their programmes and action plans for implementation.

Furthermore, the Department of Public Service and Administration institutionalised the Public Service Women Management Week (PSWMW) as a strategy to enable departments to assess progress made in the implementation of the 8-principle action plan. The DGs/HODs of all national and provincial government departments are expected to host the PSWMW meeting to assess progress made in advancing women empowerment & achieving gender equality in their departments.



THE PUBLIC SERVICE CHARTER



By: Ben de Villiers

The Public Service Charter which was launched on 29 August 2013 at Gallagher Estate stems from a 2012/13-2014/15 wage agreement which includes a resolution that the Employer will “review the Remuneration Policy of the Public Service” while parties (Labour and Employer) will enter into a service charter for the public service. The charter thus introduces service standards in the public service with a call to public servants to meet and exceed them.

The Minister for Public Service and Administration, Minister Lindiwe Sisulu said at the launch that the adoption of a Public Service Charter outlining the commitment of the state, public servants and the citizenry is a necessary historic collaborative effort that will build a foundation that will ensure the rendering of quality services. It will also ensure that the public service is professionalised, trained, capacitated, effective, efficient and development-oriented.

The Minister said the charter will be internalised in government and all officials will know and understand the expectations of the people. *“During the drafting of the charter, we asked our people to comment and give suggestions on how we can improve service delivery and they said public servants must be on time and work*

daily to resolve their problems. That’s all they are asking for – a public service that meets their expectations,” said Minister Sisulu. She said the charter was binding to all public servants, including those in local government.

After being briefed by the Minister on the charter, the Portfolio Committee on Public Service and Administration has called on government and labour to ensure that all elements of the charter are implemented, and members of the public are empowered to know their rights and report bad service.

Members of the Portfolio Committee urged the Minister and Labour to seize the moment and ensure that the charter is the turning point of service delivery. *“We are all aware of the challenges facing our people. We hope this charter will introduce a chapter where government and labour will work together to improve service delivery. This charter must empower our people to report and complain when they are faced with bad service,”* said the acting chairperson of the committee, Eric Nyekembe.

Various unions, including the Democratic Nursing Organisation of SA, SA Democratic Teachers Union, and SA Policing Union, confirmed their commitment to the charter.

BROWN BAG LUNCH – TEAM PSC MOVING AHEAD



By: Mocheta Monama

On 11 September 2013, Team PSC hosted an information session in a form of a Brownbag Lunch. Titled: **Brown Bag Lunch on the Code of Conduct**, the session provided members of Team PSC with an opportunity to discuss and engage robustly on the code of conduct for Public Servants. The session also enlightened colleagues on how they should conduct themselves in the workplace.

Mr Roderick Davids made a very good presentation on the code of conduct whilst the Panellists (Dr Bruno Luthuli, Ms Annette Pool and Mr Vusi Mngomezulu) critiqued the presentation. Mr Roderick Davids mentioned that, as the custodian of the code of conduct, Team PSC should embrace and follow the code of conduct to the latter. To this end, he said officials should make it their business to know the code of conduct.

The officials also responded to the presentation and shared their personal understanding of the code of conduct. It was indeed a very interesting exchange of ideas and opinions on the code of conducts.

It is sessions like these that ensures organisational development and at the end everyone was in agreement that more brownbag lunch sessions should be hosted.

TEAM PSC CELEBRATES HERITAGE DAY IN STYLE

By: Percival Mtombeni

Heritage Day is one of the most celebrated South African public holidays and on 13 September, Team PSC celebrated heritage day in style. The celebration saw members of Team PSC converging at Baviaanspoort Dam in their colourful cultural wear. To encourage cultural transformation and diversity, all South African cultures were incorporated into the fold and divided into five groups namely **Scottish, Nguni, Mix Masala, Botswasopo** and **Vensha**. This approach saw a number of different cultural groups coming together to prepare mouthwatering cultural dishes whilst learning other colleagues' cultures in the process.

During heritage month, all South Africans are encouraged to celebrate their culture in the broader perspective of the great mixture of cultures, beliefs, and traditions that make up the nation of South Africa – the PSC's celebration in Baviaanspoort Dam certainly responded to this call.

After all the cooking, The Vensha group won the Best Cooked Cultural Food Category while Ms Busisiwe Kasana won the Best Culturally Dressed Individual of the day. The day ended with an even more excited Team PSC that danced to different cultural tunes to showcase their different traditional moves. It was indeed a very stylish celebration of our heritage. The team spirit that prevailed on the day was a marvel to watch. Well done Team PSC!

Did you know that - The 24th of September was formerly known as Shaka Day in commemoration of the legendary Zulu King, King Shaka Zulu. However, it was decided that a day be named heritage day where all South Africans can observe and celebrate their diverse cultural heritage.

The Department of Arts and Culture, announced that the theme for Heritage month 2013 would be 'Reclaiming, Restoring and Celebrating our Living Heritage'.

continues to page 6 ...

... continues from page 5



WOMEN'S DAY WELL CELEBRATED



By: Mmanakedi Seshoka

On Friday, 30 August 2013 the Minister for Public Service and Administration, Ms Lindiwe Sisulu invited all women within the Ministry of Public Service and Administration (MPSA) to a women's day celebration which was held at the Heartfelt Arena in Pretoria. The celebration saw women from various MPSA entities treated to a red carpet entrance and a pool of photographers taking pictures as they entered.

Women in general are the most important puzzle in every corner of live. In her speech, which was read by Adv M Simelane, the Minister reiterated the importance of women wearing appropriate clothes in work environment. This will ensure dignity and respect around offices and amongst colleagues.

Ms Koko Khumalo, Deputy President of the Black Management Forum talked to the women about Self-Branding. She mentioned that, the way women carry themselves is exactly how other people will portray them. She further pleaded with the women to be conscious of their image, because their image is one

of the attributes they will need when the time comes to climb the corporate ladder.

Entertainment was provided by various comedians and music groups, which included Mafikizolo, different departmental choirs and other groups and this saw the MPSA women dance and sing their lungs out as they sang along to tunes from these groups. It was indeed, a women's day well celebrated.



INFORMATION RESOURCE CENTRE CORNER

NATIONAL BOOK WEEK – THE POWER OF KNOWLEDGE



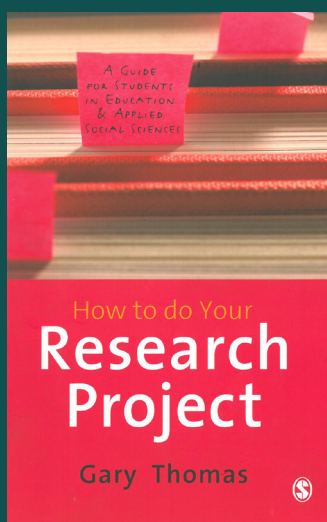
By Ernie Kekana

National Book Week is celebrated annually from 6-13 September. On 18 September 2013, Team PSC celebrated National Book Week under the theme: **promoting literacy and celebrating reading.**

A book exhibition was set up and members of Team PSC were provided with an opportunity to identify the books that they believe should be part of the collection of the Information Resource Centre. We would like to thank officials who took time to visit the book exhibition and identified books to be considered for procurement by the Sub-Directorate: Information Services.

Did you know that - National Book Week celebration is a joined initiative between the South African Book Development Council and the Department of Arts & Culture. During this time, all institutions of knowledge and information management, such as Schools; Libraries; Reading Promotion Projects and Corporate Social Investment Programmes are encouraged to invest more into cultivating the culture of reading, sharing of information and infesting individuals with more knowledge than ever.

BOOK REVIEW



Title : *How to do your research project*
Author : *Gary Thomas*
Date : *2009*
Reviewed by : *Ernie Kekana*

“How to do your research project” is an informative book essential for undergraduate and postgraduate who are undertaking research in the applied social science. It gives advice on how to carry out research, and it uses practical examples to take the researcher through what should happen at each phase in the project’s schedule. It also explains the main design frames and methods of data collection and analysis used in education and social science research, and provides down-to-earth advice on how to weave these elements together into a coherent whole.

Izwi recommends this book for individuals who are constantly conducting researches.



Custodian of Good Governance

IZWI lase OPSC

Aug/Sep 2013

NEWS IN PICS

SECRETARIES DAY - 04 SEPTEMBER 2013



STRATEGIC PLANNING SESSION - 05 TO 06 SEPTEMBER 2013



NEWS IN PICS CONTINUED...

INTERNATIONAL VISITORS (UGANDA) - 16 SEPTEMBER 2013



INFORMATION SESSION (GAUTENG PROVINCIAL GOVERNMENT) - 10 SEPTEMBER 2013





Custodian of Good Governance

IZWI lase OPSC

Aug/Sep 2013

JOKE

This customer comes
into the computer store, “Im looking for
a mystery Adventure Game with lots of graphics.
You know, something really challenging.”

“Well,” replied the clerk,
“Have you tried Windows 98?”