



Custodian of Good Governance

IZWI lase OPSC

Oct/Nov 2013

Editorial

Welcome to the October/November edition of **Izwi**. This issue comes at the time when the country is commemorating the **16 Days of Activism for No Violence against Women and Children**. In support of this campaign, the Commission commemorated this event on Friday, 29 November. **Izwi** brings you an article on the 16 Days of Activism for No Violence against Women and Children.

In an attempt to interact with stakeholders on the work of the organisation, the Public Service Commission (PSC) hosted a roundtable discussion on the implementation of the Policy on Incapacity Leave and Ill-Health Retirement in the Public Service. We report about this event as well as the 3rd Biennial Labour Relations Conference which took place from 22 – 24 October 2013.

In this issue, we also provide an overview of the National School of Government which was launched by the Minister for Public Service and Administration in October 2013. We also report about the **Batho Pele Excellence Awards** which was held on 14 November 2013 at the Gallagher Estate under the theme: **"Leading the Public Service to higher productivity"**.

We round off this edition with some tips on how to save money during the festive season. **Happy reading!**

The editorial team of **Izwi** would like to take this opportunity to wish Team PSC a wonderful festive season and a prosperous 2014. The colleagues who will be on the road during the festive season, please don't drink and drive. Drive safely and arrive alive.

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DON'T LOOK AWAY, ACT AGAINST ABUSE



By Mmanakedi Seshoka

South Africans, like the rest of the world would from 25 November to 10 December mark an international campaign on 16 Days of Activism for No Violence against Women and Children. The period includes Universal Children's Day and World AIDS Day. The office commemorated these events on Friday, 29 November 2013.

Furthermore, the South African Government runs a campaign to make people aware of the negative impact of violence on women and children and to act against abuse. To support the campaign thousands of South Africans have also worked together to broaden the impact of the campaign and helped to increase awareness of abuse and build support for victims and survivors of abuse.

What Can You Do?

Together, let us take action to support the 16 Days of Activism for No Violence against Women and Children campaign.

- Wear the white ribbon during the 16-day period: It symbolises commitment.
- Join the cyber dialogues initiative.
- Donate money to organisations working to end violence against women and children by making a contribution to the Foundation for Human Rights.

- Speak out against woman and child abuse.
 - Encourage victims to talk about abuse and ensure that they get help.
 - Report child abuse to the police.
 - Encourage children to report bully behaviour to school authorities.
 - Men and boys are encouraged to talk about abuse and actively discourage abusive behaviour.
 - Talk to friends, relatives and colleagues to take a stand against abuse.
 - Try and understand how your own attitudes and actions might perpetuate sexism and violence.
- Join Community Policing Forums (CPFs).

Where to Get Help?

- Counselling and support for women
 - National Crisis Helpline (Lifeline) 0861 322 322
 - Stop Gender-Based Violence Helpline 0800 150 150
 - People Opposed to Women Abuse 011 642 4345
 - Family and Marriage Society of South Africa 012 460 0733
 - National Network on Violence Against Women 012 321 4959
- Counselling and support for children
 - Childline 0800 055 555
- Social Security
 - Child support grants 0800 601 011
- Healthcare
 - Marie Stopes clinics 0800 11 77 85
 - Depression and Anxiety Group 011 783 1474
 - AIDS Helpline 0800 012 322
 - AID for AIDS 0860 100 646
- Legal assistance
 - Legal Aid Board 011 845 4311
 - Lawyers for Human Rights 011 339 1960
- Campaigns for men who support no violence
 - Men as Partners Project 011 833 0504
- Information
 - Sexual Harassment Education Project 011 403 0541
 - Centre for the Study of Violence and Reconciliation 011 403 5650
- South African Police Service
 - 10111
 - Suicide Crisis Line 0800 567 567



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Getting to Zero

Between 2011 and 2015, internationally, World AIDS Day has the theme: "Getting to zero: zero new HIV infections. Zero discrimination. Zero AIDS-related deaths"

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Zero new HIV infections: practice safe sex and get tested regularly

ALL ABOUT THE NATIONAL SCHOOL OF GOVERNMENT



By: Mocheta Monama

The Minister for Public Service and Administration Ms Lindiwe Sisulu on Monday, 21 October 2013 unveiled the new National School of Government. The National School of Government (NSG) is preceded by the South African Management Development Institute (SAMDI) formed in 1999 and Public Administration Leadership and Management Academy (PALAMA) formed in 2008. The two were established to provide a focused strategy to build capacity across the Public Service. Despite the substantial contribution these institutions made, they were not sufficiently geared to meet the challenge of building a capable and developmental state as envisaged in the National Development Plan.

The NSG will be responsible for among others, education, training and development programmes in a uniform Public Service with the objectives of developing a professional, responsive and capable Public Service driven by the imperative of a developmental state imbued with a culture and ethos of service and meeting expectations of stakeholders and communities, based on policy commitments of government. Training will be compulsory to all public servants with examinations to ensure the professionalisation of the Public Service.

The NSG Learning programmes will ensure that public servants attain knowledge and develop critical, reflective, analytical and problem solving skills that will enable them to be responsive to the needs and demands that confront the public sector. Training will extend to all spheres of government and reflect the democratic ethos and values of the new South African society. National curriculum of the NSG will be of relevance to the needs of the public sector.

Programmes and courses to be rolled out by NSG include:

- Government Leadership Programme - this is a programme for political and administrative leadership from all three spheres of government.
- Compulsory induction programme for all new employees - this will ensure that new employees are thoroughly oriented to the public sector and to their respective job responsibilities.
- In-service learning and development programmes - the NSG will ensure that public servants routinely have access to effective, high quality learning and development, making an impact on public sector performance and service delivery that is monitored and evaluated.

DELEGATES HAIL THIRD (3RD) BIENNIAL LABOUR RELATIONS CONFERENCE AS A SUCCESS



By Ricardo Mahlakanya

The PSC in partnership with the Public Service-Coordinating Bargaining Council (PSCBC) co-hosted the third (3rd) Biennial Labour Relations Conference from 22 – 24 October 2013 at Saint Georges Hotel in Irene. The theme of the conference was: **“The changing world of work: key issues for labour relations and employment relations in the Public Service, enhancing social dialogue and accelerating development”**.

The conference provided labour relations practitioners, including organised labour with a platform to debate latest issues pertaining to labour relations matters in the Public Service.

The conference was planned in anticipation of the International Labour and Employment Relations Association (ILERA) World Congress which will be held in 2015.



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REFLECTING ON THE IMPLEMENTATION OF THE POLICY ON PILIR IN THE PUBLIC SERVICE



By Ricardo Mahlakanya

The PSC hosted a roundtable discussion on the implementation of the Policy on Incapacity Leave and Ill-Health Retirement (PILIR) in the Public Service on 14 October 2013 at Birchwood Hotel in Boksburg. The roundtable was aimed at creating a platform through which the panel of experts and departments could deliberate on the challenges experienced in implementing the PILIR in order to seek viable solutions to ensure proper implementation and compliance. In addition, the roundtable intended to delve deeper into the challenges hampering the implementation of the PILIR as well as to look at how to deal with the challenges and suggest solutions to departments on how to pro-actively manage some of these challenges.

Addressing delegates on the most common grievances lodged as a result of the implementation of the Policy on PILIR, Chairperson of the PSC, Mr Ben Mthembu said that: "Grievances are mostly from employees on the lower salary levels who cannot afford medical aid and specialised health care. Unfortunately, it appears that the public health care system let such employees down by not attending to the PILIR application forms with the necessary professionalism and dedication".

Briefing the media about the major problem affecting employees on incapacity leave, Commissioner Lulu Sizani mentioned that: "The major problem affecting the implementation of the policy was the doctors-patient relationship as often doctors are reluctant to divulge details about the health of their patients to third parties, which is necessary to process the PILIR applications. In many instances, employees have to pay back government substantial amounts of money due to incapacity leave converted into leave without pay following the recommendations of health risk managers. As the PSC, we are appealing to departments and health risk managers to fast-track the implementation of the policy so that affected parties do not suffer".



BATHO PELE EXCELLENCE AWARDS



By Percival Mthombeni

The National Batho Pele Excellence Awards was held on 14 November 2013 at Gallagher Estate in Midrand under the theme **“Leading the Public Service to Higher productivity”**.

The Batho Pele Excellence Awards was the first national awards programme aimed at awarding public servants who performed excellently. The awards programme promoted among other things, sharing of best practices, learning, rewarding good performance and measuring citizen satisfaction in relation to government performance. However, the purpose of the event was to entrench the professionalisation, recognise, reward, acknowledge and encourage excellence in the Public Service.

The Minister for Public Service and Administration, Ms Lindiwe Sisulu presented the awards for the public servants who have best served their communities. The individuals won both prizes and scholarships to study at Harvard University. Dr Kelly Gate was the biggest winner on the night as he scooped the award for South Africa's best civil servant. The Chairperson of the PSC, Mr Ben Mthembu presented the Professional Ethics awards for the best performing Departments and the winners were the National Department of Public Enterprises, Cultural Affairs and Sports (Western Cape) and Safety Security and Liaison (Limpopo). The winners were presented with custom made certificates which were sponsored by the PSC.





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REPORT TABLED IN PARLIAMENT

By Ben de Villiers



The Fact Sheet on Finalised Cases of Financial Misconduct for the 2011/2012 Financial Year was recently tabled in Parliament.

The PSC has, since the 2001/2002 financial year, published reports annually on finalised cases of financial misconduct reported by both national and provincial departments. For the 2011/2012 financial year, the PSC has taken a decision to publish a "Fact Sheet on Financial Misconduct" which provides a statistical overview of finalised financial misconduct cases reported for the financial year, as well as trends analysis of cases reported since the 2008/2009 financial year.

FACT SHEET ON FINALISED CASES OF
FINANCIAL MISCONDUCT FOR THE
2011/2012 FINANCIAL YEAR

Public Service Commission
February 2013

A total number of 1243 financial misconduct cases were reported by both national and provincial departments for the 2011/2012 financial year. Of these 53% (660) were by the national departments and 47% (583) were by provincial departments. During this period there has been a decrease in the number of financial misconduct in comparison with previous financial year (2010/2011), but the number of employees charged with misdemeanours relating to financial misconduct has increased by 25% in the 2011/2012 financial year.

Although public sector departments have put control systems in place to prevent financial misdemeanours, there are still some Public Service employees who find loopholes in the systems to conduct such misdemeanours. The PSC trusts that the overview and trend analysis provided in this Fact Sheet will assist departments to keep a vigilant eye on areas that are susceptible to financial misconduct and tighten internal controls.

DON'T LOOK AWAY

ACT AGAINST ABUSE



25 November - 10 December

16 DAYS OF ACTIVISM

CREATIVE IDEAS TO SAVE YOU MONEY THIS FESTIVE SEASON

By Ernie Kekana

Spending around the festive season can become unmanageable unless you have a strategy in place. Here are some strategies to be a smart shopper and save you money this festive season.

Have a budget

Write down all the extras you will have to buy this festive season and how much it will cost:

- Who do you want to buy gifts for?
- How much is Christmas dinner or other entertainment going to cost?
- If you are going away how much will the holiday cost, have you added in extra for eating out or pocket money for the kids? What about toll roads and petrol if you are driving?

Be prepared

Have a list when you go shopping and carry just enough cash to buy what's on the list. Lock the store cards away. Also, eat a good meal at home so you are not tempted to spend money on take-aways or extra food at the supermarket.

Beware of sales tactics

Beware of promotions or sales that draw you into a store you never planned on entering. Usually there are never sales items in your size but it leads you to make other purchases or buy something you don't need because "it's a bargain". *Don't fall for the "buy now pay later"* in-store promotions for store cards. New debt is not part of your long-term financial plan. You don't want to be paying for the gift months after the memory of giving it has faded.

Save time

You can avoid the shops altogether by shopping online. Online stores like Kalahari.com and takealot.co.za are often cheaper and you will resist the temptation to buy stuff you don't need. If you have a specific gift in mind, phone the store first to see that they have the item before driving there. Also speak to people in the office and friends about gifts they are buying. They may give you some great ideas.

Save money with your rewards

Remember to use your loyalty rewards to buy gifts or even food.

Izwi wishes you a joyous Holiday Season and a most prosperous and healthy new year without debts.



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JOKE

WHO IS THE REAL BOSS?

The Boss of our small company was complaining during a staff meeting that people didn't respect him enough. Trying to change the attitude in the office he came in the next day with a sign for his door it said, "I am the boss".

One of the employees apparently not appreciating the change posted a post-a-note on the sign it said ***"your wife wants her sign back"***