



Custodian of Good Governance

IZWI lase OPSC

Feb/March 2013

Editorial

Welcome to the last edition of **Izwi** for the 2012/2013 financial year. We hope that our newsletter has succeeded in keeping Team PSC abreast of developments in the organization. As we start the 2013/14 financial year, **Izwi** promises to raise the bar in terms of reporting on organizational matters.

Izwi would like to congratulate Ms Thembi Nkuna on her appointment as Director: Planning and Reporting. Thembi has served the Directorate: Communication and Information Services with distinction over the years. We wish her well!

Team PSC also bade farewell to Ms Rose Nelwamondo, Deputy Director based in Limpopo Provincial Office. **Izwi** would also like to wish her well on her retirement as she has served the Public Service very well throughout her career.

In this edition of **Izwi**, we reflect on the Financial Misconduct Roundtable that was hosted by the PSC in February 2013. We also focus our attention on the origin of Human Rights as well as Workers Day celebration. Furthermore, we report on amongst others, Minister Lindiwe Sisulu's wide ranging plans to revamp the Public Service.

Lastly, as we approach Easter Holidays, **Izwi** would like to wish Team PSC and their loved ones a blessed Easter. Colleagues, who will be travelling, please drive safely and arrive alive.

Cheers

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HUMAN RIGHTS DAY – WHERE DID IT START

By: Zukiswa Ngqandu

Human Rights Day in South Africa is linked with 21 March 1960, and the events of Sharpeville. On that day 69 people died and 180 were wounded when police fired on a peaceful crowd that had gathered to protest against the Pass Laws. It was more than a protest against the Pass Laws of the apartheid regime. It was an affirmation by common people, rising in unison to proclaim their rights, and it became an iconic date in our country's troubled history.

Human Rights Day (21 March) was officially declared as a public holiday in 1994, following the inauguration of former South African President Dr Nelson Mandela. This national day-off is both a stark reminder of the tragic Sharpeville

massacre and a celebration of South Africa's unique constitution, which gives equal rights to all.

The constitution provided for the establishment of South African Human Rights Commission (SAHRC) on 21 March 1996, and its aim is to promote respect for human rights, promote the protection, development and attainment of human rights, and to monitor and assess the observance of human rights in South Africa. This year, the SAHRC commemorated Human Rights Month by hosting national water and sanitation hearing which took place on 19 March 2013 in Midrand.

On Human Rights Day, South Africans were asked to reflect on their rights and how to protect themselves against violations thereof.



WHAT CONSTITUTES FINANCIAL MISCONDUCT?



By: Mocheta Monama

The PSC held a Roundtable Discussion on Financial Misconduct at Leriba Hotel and Spa on 28 February 2013 under the theme **“What constitutes Financial Misconduct: Raising awareness on the reporting of Financial Misconduct and its implications in the Public Service.”**

Attended by public servants from national and provincial departments, the roundtable was a resounding success and the participants were all in agreement that the discussions were very insightful and informative.

The Public Finance Management Act of 1999 (PFMA) requires accounting officers or authorities to take reasonable steps to ensure that unauthorised, irregular, fruitless and wasteful expenditure is detected and prevented. Unauthorised expenditure results from overspending on a vote or a main division within a vote or refers to expenditure that is not in accordance with the purpose of a vote or main division.

In his address, the Director-General of the Office of the Public Service Commission (OPSC), Prof. Richard Levin reiterated that: *“Government has a responsibility towards its citizens to spend public finances in an effective, efficient and economic manner. In order to do so, sound financial management practices are required in terms of legislation, thus placing a high burden of accountability on all civil servants”.*

The capital lost by government through wasteful expenditure denies the peripheral class of South Africa the right to Public Services including education and good health care facilities to mention just a few. Over the years, the PSC has conducted several studies on financial misconduct in the Public Service. The findings of these studies have continued to show that there is still a high number of acts of financial misconduct in the Public Service. Thus, accounting officers and delegated officials in the Public Service should ensure that they act against those involved in financial misconduct as per the PFMA which states that they should take action in this regard.

MINISTER LINDIWE SISULU'S PLANS TO REVAMP THE PUBLIC SERVICE



By: Ben de Villiers

Speaking at a media briefing, Public Service and Administration Minister Lindiwe Sisulu announced wide-ranging plans to revamp the Public Service by eradicating corruption and harmonising systems between all three spheres of government.

The Public Administration Leadership and Management Academy, which falls under Minister Sisulu, will be transformed into a school of government by October 21 this year. This would ensure that all core training of public servants would be performed internally. All new intake public servants are required to undertake induction training.

Another development is to amend the Public Service Act by June this year to establish an Anti-Corruption Bureau that would have more powers to investigate and intervene in cases that have not been resolved within a certain period. The huge backlog of cases of misconduct and the lengthy time it takes to resolve cases costs taxpayers millions of rands a year as officials continue to be remunerated while on suspension.

The Minister referred to research by the PSC which found an increase in the number of misconduct cases and the low level of financial disclosures (less than 50%) of senior managers. Uniform standards will be applied to all public servants across government. Minister Sisulu said her department will prescribe the time a department or province should take to resolve a disciplinary case failing which the bureau will intervene to finalise the case.

The government has also battled with public officials that are found guilty of an offence and once fired, take up positions in other government departments or agencies. Amendments would deal with this problem with the setting up of a central database to list public officials that are removed from office once found guilty of an offence.

New legislation to create a uniform Public Service – the Public Administration Bill – was on the agenda of Parliament for late June. This year the Bill would aim to align and harmonise institutions within the three spheres of government. 'We will create a strong centre of government that is in a position to hold service-delivery vehicles together and to provide support, guidance and advice where needed' the Minister said.

The Public Service Act will be amended to prohibit public servants from doing business with the State, a practice the Minister regards as "the kind of double-dipping, insider trading that is unethical". It was planned to link the databases of the department with those of the South African Revenue Service so that the lifestyles of public servants could be scrutinised.

The Presidential Review Remuneration Commission announced by the President in the State of the Nation Address would ensure a fair, equitable and efficient remuneration system in the Public Service, according to Minister Sisulu. The Commission will review the remuneration and conditions of service policy in the Public Service and make recommendations concerning issues, including among others, a suitable job classification framework for the Public Service to establish the link between pay and responsibilities.

KNOW THE WORKERS DAY

By: Thembi Nkuna

Source: South African History Online

On 1 May, South Africa and the rest of its workforce will be celebrating the Worker's Day which was previously known as May Day. Worker's Day is celebrated around the world as part of remembering the role played by Trade Unions, the Communist Party and other labour movements in the industrial struggle for an eight-hour day against injustice of apartheid.

Origins of May Day

International working classes have existed since the development of agriculture, about ten thousand years ago. Serfs, slaves, trades people and others were forced to turn over the fruits of their labour to an exploiting class. But the modern working class, whose exploitation is hidden by the wage system, is only several hundred years old. Men, women and children forced to work long hours in miserable conditions just to eke out a living.

May Day was celebrated for the first time in Russia, Brazil and Ireland in 1891. By 1904 the Second International called on all socialists and trade unionists in every country to "demonstrate energetically" annually on 1 May "for the legal establishment of the eight-hour day, for the class demands of the proletariat, and for universal peace." This saw a couple of countries across the world initiating their own celebrations of the day.

Ironically, while May Day gained momentum across the world it lost steam in the United States where the celebration originated. Today May Day is celebrated as a public holiday throughout most countries with the exception of the United States, because of the holiday's association with Communism.

May Day has been celebrated unofficially in South Africa since the 1980s. However, 1 May only became an officially recognised public holiday after the democratic elections of 1994. South Africa's mining industry's history and the development of strong Trade Unions and communist ideologies has largely determined the country's labour history and the workers struggle.

Did you know?

May Day is not only celebrated everywhere as a 'workers day'. The earliest May Day celebrations appeared in pre-Christian Europe, as in the Celtic celebration of Beltane, and the Walpurgis Night of the Germanic countries. Many pre-Christian indigenous celebrations were eventually banned or Christianised during the process of Christianisation in Europe. As a result, a more secular version of the holiday continued to be observed in the schools and churches of Europe well into the 20th century. In this form, May Day may be best known for its tradition of dancing the Maypole and crowning of the Queen of May. Today various Neopagan groups celebrate reconstructed (to varying degrees) versions of these customs on 1 May.



NATIONAL WATER WEEK

By: Zukiswa Ngqandu



The National Water Week is an awareness campaign by the Department of Water Affairs which serves as a powerful campaign mechanism reiterating the value of water, the need for sustainable management of this scarce resource and the role water plays in eradicating poverty and under-development in South Africa.

The campaign seeks to continue building on the ongoing awareness creation within the broader South African community. This awareness creation is coupled with the responsibility that every citizen must take in ensuring the integrity of our water resources and its efficient use. Particularly, the linkages between water services, supply, resource management, poverty eradication, social and economic development are emphasised in a number of innovative ways. The campaign has been influenced by local needs and international sectoral trends.

The awareness campaign took place from 18-24 March 2013 under the theme **“Water is life - Respect it, Conserve it, Enjoy it”**. This year's National Water Week celebrations coincided with the World Water Day on the 22 March 2013. The theme seeks to accentuate and emphasise the fact that water is central to all forms of life and that everyone has a responsibility to conserve and use it carefully. It is therefore incumbent upon every individual and institution to use it conservatively and sustainably since ours is a water scarce country.

NATIONAL LIBRARY WEEK

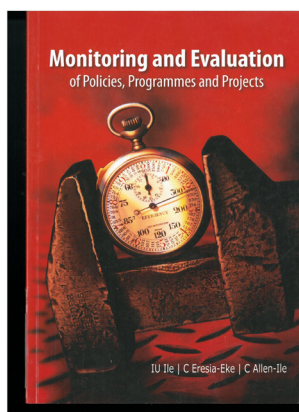
By: Nelly Lukhero

The National Library Week is an annual event aimed at marketing library services to the users. This year the National library week was celebrated from 16 - 21 March 2013 under the theme: **“Educate yourself @ your library”**

Likewise, the World Book Day was celebrated on 07 March 2013. As part of the celebrations, the Sub-Directorate: Information Services (SD: IS) invited Team PSC to a book exhibition to review some of the book collections at the library. The SD: IS hopes that these events will encourage Team PSC use the library effectively.



BOOK REVIEW



Title: *MONITORING & EVALUATION OF POLICIES, PROGRAMMES AND PROJECT*

Author: *Eresia_Eke, C & Allen-Ile*

Date: *2012*

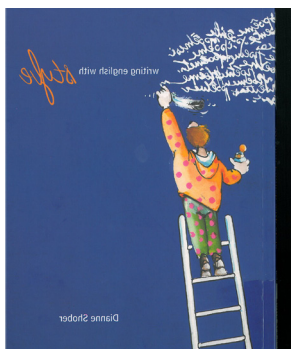
Reviewed by: *Ernie Kekana*

The need for delivery of results in private and public sector organisations has increased, especially with stakeholders putting substantial pressure on organisations to demonstrate good performance in an environment of limited operational resources. Organisations are being expected to deliver more results with fewer resources. By employing the appropriate tools and techniques of monitoring and evaluation, organisations can be better equipped to ensure that what is planned becomes what is achieved. Monitoring

& Evaluation of Policies, Programmes and Projects explains key concepts and practices involved in performance tracking and evaluation.

Key monitoring and evaluation aspects covered include the following:

- Conceptual models of policy process
- The fundamentals and practical steps of policy monitoring and evaluation and more.



Title: *WRITING ENGLISH WITH STYLE*

Author: *Shober Dianne*

Year: *2010*

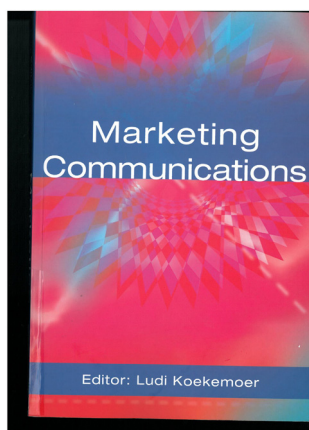
Reviewed by: *Nelly Lukhero*

Abstract:

This book provides clear guidelines for writing with competence. It also contains illuminating examples and practical assignments to assist in the learning process. Writing english with style will help you to develop the skills to craft grammatically correct and captivating writing.

Contents include the following:

- Vocabulary and basic grammar.
- Constructing an essay.
- Finding and organising information.
- Developing an argument.
- Referencing.
- Avoiding plagiarism.



Title: MARKETING COMMUNICATIONS

Author: Ludi Koekemoer

Year: 2004

Reviewed by: Nelly Lukhero

Abstract:

This book provides the latest theory and practice of the six marketing communications tools – advertising, personal selling, sales promotion, direct marketing, public relations and sponsorship. The book presents the new media for twenty-first century – the internet, the World Wide Web, e-mail, instant messaging and mobile media. It highlights amongst others learning outcomes and self-assessment criteria for outcomes-based learning.

JOKE

Sizwe was at a party and the host was getting worried because there were too many people and not enough drinks. She was sure that not all of these people had been invited but didn't know how to tell which ones were the crashers. Then her husband got an idea.

He turned to the crowd of guests and said "Will those who are from the bride's side of the family stand up please?" About 20 people stood up.

Then he asked, Will those who are from the groom's side of the family stand up as well?" About 25 people stood up.

Then he smiled and said well, all those who stood please leave, this is a birthday party."