



Custodian of Good Governance

IZWI lase OPSC

Oct/Nov 2014

Editorial

Welcome to the October/November edition of Izwi lase OPSC. As usual, we hope that you will find this edition interesting and would also appreciate feedback on how we can continuously improve our internal newsletter.

During the month of November, the Commission hosted a Conference on Developmental State which was held from 11 to 13 November 2014 at the St George Hotel. The Conference was a resounding success and has certainly profiled the work of the PSC. Accordingly, in this edition, we report about the conference.

The issue of stakeholder management is something that the PSC takes seriously and it is evident by the number of stakeholder engagement sessions that took place during the month of October. Izwi reflects on the stakeholder engagement sessions that took place in Gauteng and Mpumalanga Provinces respectively. These stakeholder engagement sessions were a resounding success.

As a Constitutional Body that is accountable to Parliament, the Reports published by the PSC are tabled in Parliament. In this edition, we reflect on the Reports which were tabled during the month of October and November 2014. We also touch on the 16 Days of Activism of No Violence Against Women and Children. This campaign aims to create awareness about violence against women and children.

We conclude this edition by paying tribute to our two esteemed colleagues who bid farewell to the PSC, namely Bongani Khonjwayo and Patrick Funani.

Happy reading!

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PSC HOST A SUCCESSFUL CONFERENCE ON DEVELOPMENTAL STATE



By: Mocheta Monama

The Public Service Commission held its first ever Developmental State Conference at St. George's Hotel and Conference Centre from 11 – 13 November 2014 under the theme *"Building a capable career-oriented and professional Public Service to underpin a developmental state in South Africa"*.

The following were the objectives of the conference:

- To develop a shared vision on what a capable, career-oriented and professional Public Service and its leadership attributes would entail in South Africa;
- To present and solicit inputs on the PSC's Strategic Framework discussion document on Public Service and its leadership underpinnings for South Africa's developmental state; and
- To explore mechanisms to enhance the capacity of the Public Service to deliver on its constitutional mandate and the National Development Plan (NDP).

It was a high profile event that was attended by local and international speakers who made inputs on amongst others, their respective experiences on building a capable, career-oriented and professional public service for a capable and

developmental state. The Minister of Environmental Affairs, Ms Edna Molewa, delivered a keynote address on behalf of the Minister in the Presidency, Mr Jeff Radebe. In her address, the Minister mentioned that, the issue of the role of the public service in building a capable and developmental state was central to the priorities of the current Administration. She said: *"It was one of the major focus areas in the National Development Plan and constitutes a major priority of the Medium Term Strategic Framework, which sets out government's key priorities for the next five years and thus forms the first five year building block of the NDP"*. The Minister further mentioned that, *"the NDP identified the steps that need to be taken to build on these Constitutional principles in order to build a capable and developmental state"*.

The Minister for Higher Education and Training, Dr Bongikosi Nzimande was also in attendance and congratulated the PSC for organising such a successful conference. He further mentioned that: *"A developmental state must be a training state! we cannot build, as your conference theme says, a capable, career-oriented and professional public service, unless we embark on training"* said Dr Nzimande.

The minister of Public Service and administration, Mr Collins

Chabane's input focused on the analysis and reflection of South African Public Service Transformation journey since 1994 and the road ahead.

Some of the speakers who graced the conference included amongst others, Professor Olive Shisana, Chief Executive Officer of the Human Science Research Council; Dr Yvonne Muthien, Chairperson of the Presidency Advisory Council on National Orders; Dr Roberto Pires, a Researcher at the Institute for Applied Economic Research (IPEA) of the Department of State, Institutions and Democracy Studies in Brazil; Dr Hamidin Abd Hamid, Chief Executive Officer of the Razak School of Government in Malaysia; Dr Zhang Yike, Lecturer – Department of Academics of the China Executive Leadership Academy in Pudong (CELAP), China; Dr Ibbo Mandaza, Executive Director of the Southern Africa Political Economy Series in Zimbabwe; Members of Parliament; high ranking South African government officials including current and former Commissioners of the Public Service Commission to name just a few. **Izwi** would like to congratulate Team PSC including Commissioners who worked tirelessly in ensuring that the event was a success.



GAUTENG STAKEHOLDER ENGAGEMENT SESSION-A SUCCESS



By: Mocheta Monama

The Gauteng stakeholder engagement session was held on 08 October 2014 at Birchwood Hotel and O.R.Tambo Conference Centre in Boksburg under the theme **“Living Constitutional Values and Principles to achieve excellent Public Service and Administration”**.

The objective of the Gauteng stakeholder engagement was to evaluate the extent to which the Gauteng Government Departments adheres to the values and principles in Section 195 of the Constitution of the Republic of South Africa.

Representatives from the Gauteng Provincial government, members of the Gauteng Provincial Legislature, Mayors and Speakers of the Gauteng Municipalities, Chapter 9 Institutions, Representatives from Civil Society and Business

community attended the event. The Chairperson of the Portfolio Committee of Public Service and Administration, Hon. Peace Mabe was also in attendance

The Chairperson of the Committee at the Gauteng Legislature, Ms Nomantu Nomo-Ralehoko accepted the PSC evaluation of the Gauteng Departments on behalf of the Premier. The Gauteng engagement session also provided stakeholders in Gauteng with an opportunity to voice their concerns and also provide suggestions on how service delivery could be improved in the Province.

The delegates at the end were all in agreement that the stakeholder engagement hosted by the PSC in Gauteng was a step in the right direction.

MPUMALANGA PROVINCIAL OFFICE ENGAGES STAKEHOLDERS ON THE WORK OF THE PSC



During the month of October and November 2014, Commissioner David Mkhwanazi of Mpumalanga interacted with stakeholders on the work of the Commission in the Province.

On **17 October 2014**, the Commissioner and his Team in the Province met stakeholders from the Gert Sibanda District Municipality; Electoral Commission of South Africa (Mpumalanga region) and the Legal Aid Board to brief them on the following:

- Mandate and Functions of the PSC
- Financial Disclosure Framework
- National Anti-Corruption Hotline
- Performance Management
- Management of grievances; and
- Reports produced by the Commission during 2013/14

On **26 November 2014**, the Team, led by Commissioner Mkhwanazi engaged the South African Broadcast Corporation (SABC, Mpumalanga) on the work of the PSC and how the public broadcaster can support the activities of the Commission in the Province.

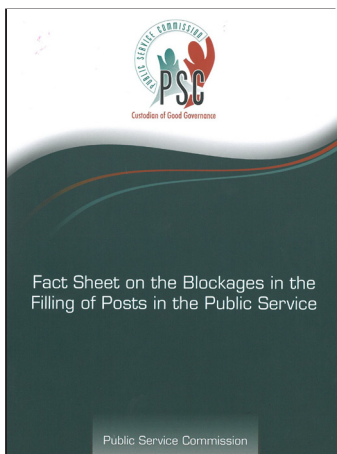
These stakeholder engagements were a success and strengthened relations between the Commission in the Province and these Institutions.

PSC REPORTS TABLED IN PARLIAMENT

By: Ben de Villiers

The Public Service Commission tabled the following reports in Parliament:

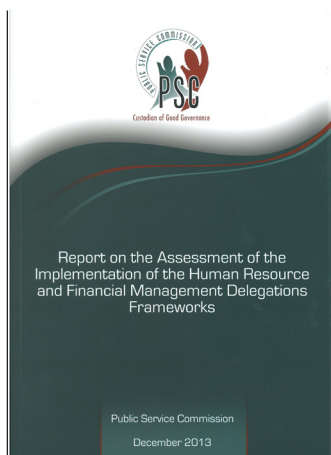
Fact Sheet on the blockages in the filling of posts in the Public Service



The PSC conducted a study into the blockages in the filling of posts in the Public Service with the aim of determining the challenges faced by departments in filling of the posts timeously. The expeditious filling of posts with suitably qualified persons impacts on the objectives of the National Development Plan which aims to ensure that South Africa as a Developmental State has a fully capacitated, skilled and competent Public Service that can provide effective, efficient and sustainable service delivery.

It was evident from the analysis contained in the Fact Sheet that the recruitment and selection processes in the Public Service were fraught with challenges. Rather than making a plethora of recommendations, the PSC has therefore decided to focus on issues that were viewed as critical in removing the obstacles.

Report on the Assessment of the Implementation of the Human Resource and Financial Management Delegations Framework



Given the ongoing concerns regarding poor Human Resource (HR) and Financial management, the PSC conducted a study to assess the extent to which national and provincial departments have complied with the Department of Public Service and Administration (DPSA) as well as National Treasury frameworks on HR management and financial delegations.

The implementation and management of effective financial and HR delegations are prerequisites for the Public Service to function optimally in order to fast track and improve service delivery. A general paradigm shift was required by both the Executive and Administrative leadership to reconfigure the Public Service in terms of its culture, design and procedures to serve the requirements of the Developmental State.

Having considered the responses by Executive Authorities (EAs) and Heads of Department, and the delegations submitted to the PSC, it was evident that there was more that needs to be done if HR and Financial delegations are truly to contribute to enhanced service delivery as intended. For this reason the recommendations made by the PSC in the report should be given due attention by all role players involved.

Report on the Assessment of the Implementation of the Policy Framework on the Appointment of Ministerial Staff in National and Provincial Departments

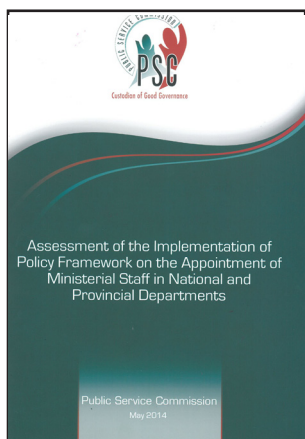
The PSC conducted a study to assess the implementation of the Policy Framework on the Appointment of Ministerial Staff in National and Provincial Departments. Key challenges in this area include the fact that there was limited compliance with



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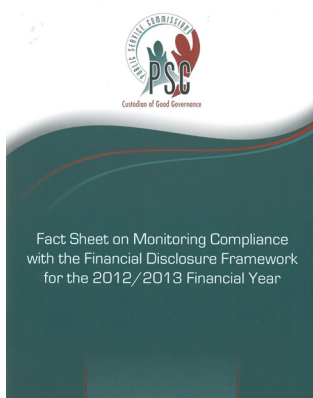
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the Public Service Act, 1994 and the Public Service Regulations, 2001, the Ministerial Handbook, the Senior Management Services (SMS) Handbook and HR Management prescripts when appointing Ministerial Staff. The practice through which those employed in Ministries are redeployed to permanent posts in departments have been a source of concern for a long time. The working relations between Departments and Ministries have created, in many instances, serious challenges when not managed properly. The report therefore seeks to elaborate on the challenges that hinder the effective and efficient management of the career incidents of Ministerial staff and recommends viable solutions.

The legislative framework, policies and processes for recruitment, selection, appointment and development of employees for EAs are critical in ensuring that performance and quality of service was achieved. The report has attempted to outline viable solutions in response to the findings. It was important that the recommendations made in the report were taken forward to assist the Public Service Leadership to perform its functions.

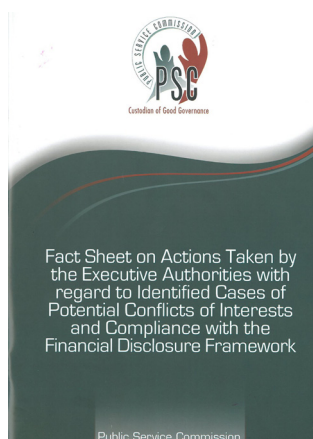
Fact Sheet on Monitoring Compliance with the Financial Disclosure Framework for the 2012/2013 Financial Year



The PSC has produced a Fact Sheet on monitoring compliance with the FDF to provide an overview of the extent of compliance with the Framework in respect of the 2012/2013 financial year. The Fact Sheet provides a statistical analysis of the financial disclosure forms that were received by the PSC by the due date of 31 May 2013. It also reflected on the extent of senior managers' involvement in private interests, such as directorships and partnerships in private companies and close corporations. The PSC relied on the Companies and Intellectual Commission (CIPC) database when assessing the involvement of senior managers in private business interests.

The overall compliance rate by the due date in national and provincial departments has improved by 35% from 49% that was recorded during 2008/2009 financial year to 84% in the 2012/2013 financial year. However, this improvement in compliance rate was still not satisfactory as only 100% compliance rate was acceptable in terms of the Framework.

Fact Sheet on Actions taken by the Executive Authorities with regard to Identified Cases of Potential Conflict of Interests and Compliance with the Financial Disclosure Framework



There was poor compliance rate by the EAs to implement the PSC's recommendations with respect to SMS members who did not disclose their registrable interests. The PSC also noted with concern that certain EAs did not take actions against the SMS members who failed to submit their financial disclosure forms and those who failed to make full disclosures of their registrable interests as required in terms of Chapter 3 H of the Public Service Regulations of 2001 as amended and the Disciplinary Code of Procedures as contained in the SMS Handbook.

It also appears from the findings of the Fact Sheet that the majority of EAs were satisfied with the explanation provided by the affected SMS members that they did not disclose some of the companies that were registered in their names because of those companies being dormant or one that has been deregistered by the CIPC. This could be the result of ignorance of the fact that a person would still have an interest in a dormant company, and that a deregistered company may still trade if the annual returns could be made and the required fee paid to the CIPC. Another finding that was made was that certain officials were not aware that they should also declare residential properties.

In order to enhance the effective management of the FDF, the PSC makes certain recommendations in the Fact Sheet

Fact Sheet on Grievance Resolution 2012/2013



The PSC produced its fifth Fact Sheet on grievance resolution and it includes a statistical overview of grievance resolution in sampled municipalities

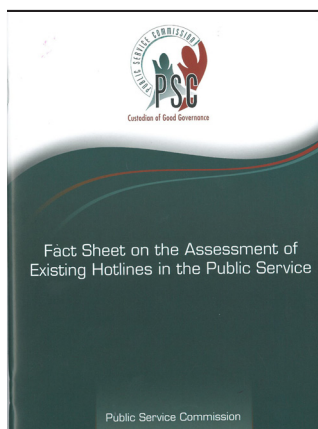
There was a 3.6% increase in the number of grievances lodged for the 2012/2013 financial year as compared to the 2011/2012 financial year. National and Provincial Departments reported a total of 8683 grievances for the 2012/2013 financial year; whereas 8323 grievances were reported for the 2011/2012 financial year.

Of the total of 8683 grievances received, 3924 grievances emanated from National Departments and 4759 grievances from Provincial Departments. This constitutes 45% for National Departments and 55% for Provincial Departments.

From the report it was evident that Departments have a propensity not to resolve grievances within the prescribed time frames. The same cannot be said in relation to the municipalities as more research and data would be required to derive such a conclusion. Municipalities have their own grievance procedures and not all 18 sampled municipalities provided the status of their grievances.

A comparison of findings from the current report and the previous financial years' report confirms that the majority of grievances at the national and provincial levels still relate to performance management issues and salary problems. The PSC was however in the process of addressing performance management through engagements with national and provincial government departments.

Fact Sheet on the Assessment of Existing Hotlines in the Public Service



In August 2003, Cabinet approved the establishment of the National Anti-Corruption Hotline (NACH) for all national and provincial administrations. The aim of establishing the NACH was to create a central database for the reporting and monitoring of alleged corruption in the Public Service.

However, it appears that since 2009, there has been a proliferation of new hotlines, both anti-corruption and service-delivery related. Such a proliferation has resulted in a situation whereby cases of alleged corruption in the Public Service have not been exclusively reported to the NACH. Many of the existing service-delivery related hotlines in the respective departments seem to also receive corruption-related allegations. The PSC, therefore, decided to assess the effectiveness of the existing hotlines in the Public Service.



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The PSC noted that the Department of Labour is not complying with the Cabinet decision on the establishment of a single National Anti-Corruption Hotline. In addition, three provincial departments in KwaZulu-Natal, Free State and the Eastern Cape do not refer cases of alleged corruption to the NACH for the recording of disclosures on its data management system.

Overall, this does not pose a threat to the integrity of the NACH. Of greater concern is the fact that generally most departments do not have the necessary capacity to deal with allegations of corruption emanating from the NACH. It is this area of concern that poses a far greater threat to the credibility of the NACH, and needs to be urgently addressed.

16 DAYS OF NO VIOLENCE AGAINST WOMEN AND CHILDREN

By: Bongiwe Dlamini

During the period 25 November – 10 December, the world including South Africans commemorate the 16 Days of No Violence Against Women and Children. This year's theme is **“Count me in, together moving a non-violent South Africa forward”**. South Africans are urged to support the campaign by wearing a white ribbon during the 16-day period to symbolise their commitment to this initiative.

In her address to the National Assembly in Parliament on 21 November 2014, Minister for Women, Children and Persons with Disabilities in the Presidency, Ms Susan Shabangu said:

“Domestic violence continues to be a deadly crime, a social menace, and a costly public health and economic problem. Most of the victims are women and children. The brutal killing of women and children despite the laws having been instituted to criminalise brutal behavior and to improve the safety of women and children shows that there is a need to move from policy to action and provide stronger focus than ever on prevention and early intervention to support women and children against this scourge”

The government, business, civil society organisations, faith-based organisations and the media are all participating in the drive to increase awareness of the negative impact of violence and abuse on women and children.

The campaign also aims to:

- Challenge the perpetrators of violence to change their behaviour.
- Involve men in helping to eradicate violence.
- Provide survivors with information on services and organisations that can help lessen the impact of violence on their lives.

NATIONAL OFFICE COMMEMORATES NATIONAL BOOK WEEK

By: Molebogeng Dikgale

Every year South Africans commemorate National Book Week in the first week of September. This initiative was established by the South African Book Development Council as well as the Department of Arts and Culture. The theme for the National Book Week 2014 was **"Going Places"**. This theme shows how books can figuratively and literally take readers to the next level.

As part of celebrating National Book Week, the Sub-Directorate Information Service organised a book exhibition at the national office from 1-3 September 2014. At the exhibition, Sky Information and Red Pepper showcased books dealing with subject matters of the work of the Commission's line function. The library users were afforded an opportunity to select books which will assist them in their respective line of work.

Although some PSC officials participated during the exhibition by selecting the books that they would like the Office to procure, Izwi would like to encourage more officials to participate in such events in the near future. This will assist the Information Resource Centre to procure and stock relevant books.



LIMPOPO PROVINCIAL OFFICE SHARE PSC REEPORTS WITH THE LIBRARIES

By: Andries Chauke

The Limpopo Provincial Office (LPO) has embarked on a project to distribute the Public Service Commission's Reports to the Libraries in the Province. The aim of this initiative is to create awareness about the work of the PSC work to a larger audience. This initiative will allow students and Institutions to make optimum use of the reports when conducting their research studies and other projects.

Different reports were delivered to the University of Limpopo Library, Mankweng Nursing College Library, Technology University of Tshwane Library and Lebogakgomo Public Library. This is going to be an ongoing process of trying to make the services of PSC known to various Institutions, including libraries. The management of libraries were pleased with the initiative undertaken by PSC and looks forwards to future engagement with LPO.

PAYING TRIBUTE TO “BK” AND “FUNANI”



Bongani Khonjwayo

His career in the public service can be traced back when he was appointed as a Director at KwaZulu-Natal Department of Public Works in 1996 and was later transferred to the KwaZulu-Natal Office of the Public Service Commission as the Provincial Director in 2000, a position he held until his retirement on 30 June 2014.

Through his hard work and contribution he made in the Commission, in July 2014, he was appointed as a Contract Worker still at the KwaZulu-Natal Office of the Public Service Commission until October 2014.

Patrick Funani

- Patrick started his Public Service career in April 1986 when he worked at the then Boputhatswana Department of Health and Social Welfare as a Professional Nurse.
- In March 1993, he was transferred to the post of a Work Study Officer (Provincial Service Commission in the North West Province) and subsequently promoted to the position of a Senior Work Study Officer in May 1994 still at the Provincial Service Commission in the North West Province.
- He was later promoted to the post of a Chief Work Study Officer in May 1996 still at the Provincial Service Commission in the North West Province.
- In September 1997, he was promoted to the position of Deputy Director Level 11 still at the Provincial Service Commission in the North West Province.
- In July 1999, Patrick was transferred to the Office of the Public Service Commission as Deputy Director Level 11.
- He was later elevated to the position of Deputy Director Level 12 at the North West Office of the Public Service Commission in 2000.

On 26 November 2014, the PSC bid farewell to two colleagues from the Provincial Offices of KwaZulu-Natal and North West who have retired from the Public Service, namely Bongani Khonjwayo and Patrick Funani. These colleagues have served the Public Service for a period of 28 and 18 years respectively, said Professor Richard Levin at their Farewell Function held at Commission House. This record is very significant and it takes dedication and hard work to reach this milestone, added Professor Levin.

“BK” and “Ntate Funani” as they are affectionately known within the office are seasoned Public Servants who did not only witness the transformation of the Public Service, but have made a meaningful contribution towards the evolution of the Public Service Commission. They will be missed dearly by Team PSC members, a sentiment that was echoed by everyone who was present at the Farewell Function. Below is a brief career history of both colleagues.

JOKE

A student comes to a young Professor's office after hours. She glances down the hall, closes his door, and kneels pleadingly. "I would do anything to pass this exam," she says. She leans closer to him, flips back her hair, and gazes meaningfully into his eyes. "I mean," She whispers, "I would do anything..." He returns her gaze, "Anything...?", "Anything...?" His voice softens, "Anything?... ", "Anything...?" She repeats again. His voice turns to a whisper. "Would you do yourself a favour just ... study?" ...