



Custodian of Good Governance

IZWI lase OPSC

August/September 2015

Editorial

Welcome to the August/September edition of Izwi lase OPSC. We start by reflecting on the signing of the Memorandum of Understanding (MoU) between the Public Service Commission (PSC) and the University of South Africa (UNISA). The Deputy Chairperson of the PSC, Advocate Richard Sizani as well as the Vice Chancellor and Principal of UNISA, Professor Mandla Makhanya led the signing of the MoU.

The month of August was celebrated as Women's Month and Team PSC women celebrated Women's Day in style. Through pictures, Izwi looks back at the women's day celebration which took place on 21 August 2015. This was followed by a workshop on the 8 Principles Plan of Action for Promoting Women's Empowerment and Gender Equality within the Public Service hosted by the Acting Director-General, Dr Dovhani Mamphiswana on 28 August 2015. The workshop which was attended by members of the Senior Management Service (SMS) and Middle Management Service (MMS) was a resounding success and in this issue, Izwi report about it.

In an endeavour to strengthen the relations between the PSC and stakeholders in provinces, the Limpopo Provincial Office conducted workshops focussing on the Code of conduct, Remunerated Work Outside the Public Service as well as Grievance Management. In this edition, we reflect on the workshops.

The month of September was declared "National Public Service Month". The theme for this year's Public Service Month is: "Moving South Africa Forward: Taking the Public Service to the People". Izwi explores the meaning of Public Service Month in this edition.

The Personal Assistants and Secretaries contribute significantly to the success of any organisation. Team PSC Personal Assistants and Secretaries are no different. In an effort to demonstrate how the PSC values them, all Secretaries and Personal Assistants celebrated Secretaries Day at Mongena Game Lodge near Hammanskraal.

We conclude the August/September edition with the following regulars:

- Information Resource Centre corner
- Jokes
- News in brief

Happy reading!

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PSC ENTERS INTO MOU WITH UNISA



By: Bongiwe Dlamini

Wednesday, 19 August 2015 was a historic day for both the PSC and Unisa as these institutions signed a MoU. The MoU will provide a framework for collaboration on selected areas of research, monitoring, evaluation and development of the public administration. Furthermore, it will be facilitated by the School of Governance. The signing was led by Advocate Richard Sizani, Deputy Chairperson of the PSC and Professor Mandla Makhanya, Vice Chancellor and Principal of UNISA.

The MoU will be implemented through the following focus areas:

- a) Joint public lecture and seminars
- b) Joint research and knowledge generation
- c) Customised and targeted capacity building for PSC researchers
- d) Customised courses for specialised areas
- e) Secondments, sabbaticals for UNISA students and academics to the PSC, internships and vice versa
- f) Collaboration with Association of African Public Service Commissions (AAPSComs). This body is even looking for its Headquarters in South Africa.

In addressing the attendees, Professor Makhanya said “our partnership with the PSC is well-aligned to UNISA’S strategy which is to enter into meaningful collaborations that are action-driven and supported by dedicated resources. Advocate Sizani also shared the same sentiments and said:

“our partnership is based on the principle that UNISA is a comprehensive, open distance learning institution that produces excellent scholarship and research, UNISA fosters active community engagement, guided by the principles of lifelong learning, student centeredness, innovation and creativity”.

Advocate Sizani further mentioned that:

“the PSC has a central role to play in shaping the kind of public administration and public service that will help South Africa achieve its developmental goals. In fulfilling its Constitutional mandate, the PSC will continuously strengthen ties with strategic partners to generate quality information that contribute towards good governance in the Public Service”.

The event was a resounding success.

ACTING DG HOSTS TEAM PSC MANAGERS IN A WORKSHOP

On 28 August 2015, the Acting Director-General (DG) of the Office of the PSC, Dr Dovhani Mamphiswana hosted a workshop on the 8 Principles Plan of Action for Promoting Women's Empowerment and Gender Equality within the Public Service. The workshop which was a resounding success was attended by members of the Senior Management Service (SMS) and Middle Management Service (MMS).

In his opening address, Dr Mamphiswana, mentioned that the 8 Principle Plan of Action For Promoting Women's Empowerment and Gender Equality within the Public Service Workplace, was launched in 2007 and it is aimed at "encouraging government departments to integrate 8 principles plan of action in their department's action plan to ensure that departments achieve progress towards Women's Empowerment and Gender Equality in the workplace".

The Acting DG mentioned the following as some of the notable achievements of the Task Team on Gender Equality:

- Sexual harassment policy was approved and a workshop conducted
- Women employees continues to serve and chair various committees in the organisation
- Most of the female employees received certificates in various categories during the Long Service and Special Awards held in March 2014.

In spite of these achievements, the Acting DG was concerned that some of the issues raised at the previous workshop which was held on 26 August 2014 had not been addressed. These include amongst others, the establishment of a Gender Focal Point to deal with gender matters. He also concerned that matters relating to gender mainstreaming are limited to the month of August. He subsequently urged everyone at the workshop to ensure that gender mainstreaming matters integrated into all the work conducted by the PSC.

In recommitting the PSC's commitment to the empowerment of women, the Acting DG mentioned that as from April last year to 01 August 2015, a total of 7 female employees were promoted internally whilst 20 female employees were appointed or transferred from other departments. The women who were promoted internally were promoted to the following levels:

- Level 5 – one employee
- Level 6 – one employee
- Level 7 – one employee
- Level 12 – one employee
- Level 13 – two employees
- Level 14 – one employee

Ms Adeline Tsienyane, Bongsi Dlamini and Mmapeu De Jenga presented progress reports on the respective 8 principles of Action for Promoting Women's Empowerment and Gender Equality in the Public Service Workplace. Their progress reports were well received.

PSC WOMEN CELEBRATING WOMEN'S DAY



By: Zanele Mahlangu

They were stylishly dressed and latest fashion trends were the order of the day at the PSC's Women's Day celebration held at ABSA Towers on 21 August 2015. The décor which was arranged internally by Kgomoitso Motlhako complemented the fashion that was on display.



LIMPOPO PROVINCIAL OFFICE ENGAGING WITH THE STAKEHOLDERS



By: Andries Chauke

The Limpopo Provincial Office in partnership with departments in the Province conducted workshops which focused on the Code of conduct, Grievance Management and Remunerated Work outside the Public Service. The workshops, which enhanced the visibility of the PSC in Limpopo, were conducted with officials from the following departments:

- Water and Sanitation
- Government Communication and Information System (GCIS)
- Office of the Premier

The Workshops were a resounding success and also assisted to create a better understanding of the work of the PSC amongst officials in various departments. The Limpopo Provincial Office also received positive feedback from all the participants at the workshops.



CELEBRATING PUBLIC SERVICE MONTH

August/September 2015



By: Zanele Mahlangu

The month of September is declared Public Service Month. The National Public Service Month is generally used to celebrate and recognise public servants who follow the *"Batho Pele"* principles which require them to be polite, open and transparent and to deliver good service to the people. The month of September is also used to popularise the Public Service Charter, which is part of the measures introduced by Government to ensure that public servants deliver appropriate services and fight corruption.

As part of the Public Service Month, public servants are expected to:

- Roll up their sleeves and spring-clean their service delivery points;
- Visit schools, hospitals, police stations and courts, talk to citizens, mediate the delivery of services;
- Unblock the bottlenecks and red-tape in the delivery of services;
- Ensure that the systems and infrastructure are working and use public resources efficiently to the benefit of the citizens;
- and
- Recommit to serve the people of South Africa



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MONGENA TREAT FOR PA'S AND SECRETARIES

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The 11th of September 2015 was a very special day for the Team PSC's Personal Assistants and Secretaries as they were treated to a game drive and picnic at Mongena Game Lodge near Hammarskraal. The special treat was a sign of appreciation of the hard work that all Secretaries and Personal Assistants put up in the Office.

All this was done to celebrate the yearly Secretaries' Day which is celebrated during the first week of September.

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HEART AWARENESS MONTH



APPROVED AS PART OF
THE HEART AND STROKE
FOUNDATION EATING PLAN

By: Bongiwé Dlamini

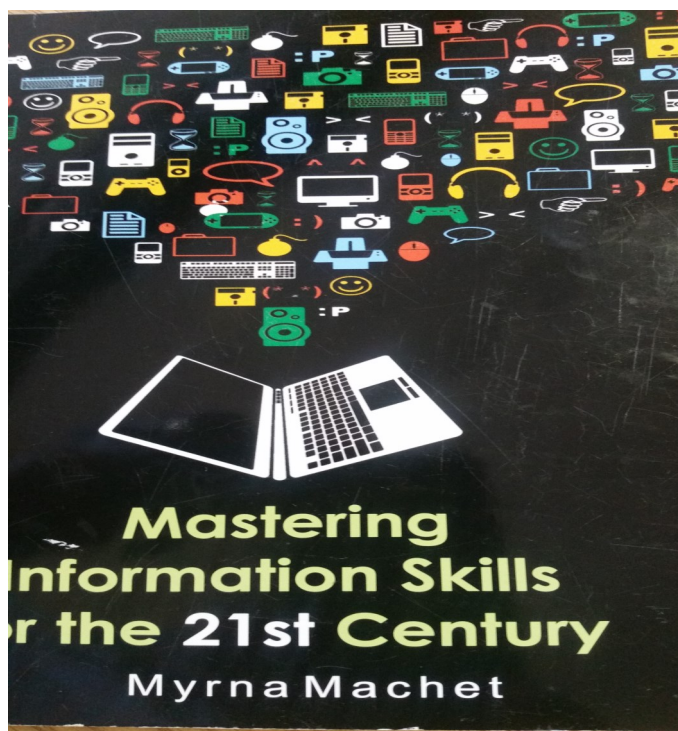
September is Heart Awareness Month -an entire month dedicated to raising awareness about cardiovascular disease in South Africa, culminating with World Heart Day on 29 September. Together with the World Heart Federation, the Heart and Stroke Foundation SA aim to spread the word that at least 80% of these premature deaths (before the age of 60) can be prevented with a healthy balanced diet, being physically active regularly and avoiding smoking.

South Africa has one of the highest rates of high blood pressure worldwide, with 1 in 3 people currently living with high blood pressure. Yet almost half of the people affected don't even know they have high blood pressure! So, for Heart Awareness Month 2015, South Africans are encouraged to "Beat the pressure and get tested". High blood pressure is one of the leading causes for heart attacks and stroke so everyone is encouraged to go for a free blood pressure test this September to find out if they are at risk. Along with getting their blood pressure tested, South Africans are also encouraged to lower their salt intake, as a high salt diet is a key driver for high blood pressure.

Book an appointment at any Clicks Clinic for a FREE blood pressure test during the month of September. Call 0860-254-257 to book an appointment. For more information about heart health, and where you can get screened, contact the Heart and Stroke Health Line on 0860 1 HEART (43278).

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Information Resource Centre Corner



Title: Mastering Information Skills for the 21st Century

Author: M P Machet

Year: 2012

Publisher: Unisa Press, Pretoria

Reviewed by: Molebogeng Mothotoana

Abstract:

This book highlights how Information Communication Technology (ICT) has changed the way we access and use information. The information environment constantly changes and it requires particular skills to make use of the bewildering flood of information literacy skills, including the ability to locate, evaluate, and use information effectively. They are important for everyone, but especially for undergraduate student.

Mastering Information Skills for the 21st Century examines the various aspects of information literacy, including locating relevant information in a range of sources and resources, such as a library and the internet; and differentiating between various types of resources such as journals, grey literature, government publications, data bases and the internet.

It demonstrates how to search electronic information obtained from internet. It also clarifies what is ethical use of information sources effectively, and evaluates information obtained from the internet.

JOKES

Two factory workers talking:

Woman: "I can make the boss to give me the day off."

Man: "And how would you do that?"

Woman: "Just wait and see." She then hangs upside-down from the ceiling.

Boss comes in: "What are you doing?"

Woman: "I'm a light bulb."

Boss: "You have been working so much that you've gone crazy. I think you need to take the day off."

The man starts to follow her and the boss says: "Where are you going?"

The man says: "I'm going home too. I can't work in the dark."