



Custodian of Good Governance

# IZWI lase OPSC

January/December 2016

## Editorial

**W**elcome to the December/January edition of **Izwi lase OPSC**. Our very first issue since the holiday break. We hope that all members of Team PSC had a well-deserved break and energised to continue to work with vigour in order to complete the projects on the 2015/16 workplan. A total of four officials (Adv Khanyisa Mgwenyana; Dr Julia Motaung; Mr Lucky Mahamba; and Mr Prince Mkhonza) joined the Office during December/January and **Izwi** would like to welcome them on board. We hope that they enjoy their new working environment and contribute towards making the PSC a champion of Public Service excellence.

In this edition, we report on the International Anti-Corruption Day that was commemorated on 08 December 2015. The PSC together with the University of South Africa (UNISA) and United Nations Office on Drugs and Crime (UNODC) jointly commemorated the event.

As part of promoting the Public Service Charter, **Izwi** will on a bi-monthly basis feature extracts from the Charter. In this issue, we focus on the definition, scope and objectives of the Public Service Charter.

During the month of January, a delegation from the Public Service Commission of Bangladesh visited the organisation. The purpose of the visit was to amongst others, learn about the work of the South African PSC; and share experiences on recruitment process of the South African Public Service. In this edition, we report about the visit.

Our Information Technology (IT) colleagues have always emphasised the point that Team Workspace is the way to go. In this edition, we feature an article from our IT section on Team Workspace.

We conclude **Izwi** with the following regulars:

Book reviews; and Jokes.

Happy reading!

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## PSC, UNISA AND UNODC COMMEMORATE INTERNATIONAL ANTI-CORRUPTION DAY

By: Ben de Villiers



On **8 December 2015**, the PSC together with University of South Africa (UNISA) and the United Nations Office on Drugs and Crime (UNODC) commemorated the International Anti-Corruption Day under the theme ***“break the chain of corruption”***. The Chairperson of the PSC, Adv R.K. Sizani was afforded an opportunity to address the delegates on the day. He stated that “even as we celebrate our anti-corruption achievements, we know that there are brave South Africans out there risking their lives to break the chain of corruption syndicates. He said that it was the responsibility of all South Africans to ensure that corruption was dealt with and to protect the environment. The rationale for the International Anti-Corruption Day was based on the following:

- To critique consumerism and the irresponsible pursuit of wealth;
- To encourage an honest and open debate so that particular interests or ideologies will not prejudice the common good;
- Concern for our environment and its creatures is not “optional” but it is an integral part of social justice;

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- We should not see “other living beings” as mere objects, subjected to arbitrary human domination, we must see that everything is inter-connected and that all of creation is a kind of “universal family”;
- Rhino and elephant poaching is a system of greater problem : the development of world indifference to the destruction of the planet in pursuit of a short term –economic gain; and
- Hope that humanity at the dawn of the twenty-first century will generously shoulder its responsibility.

Mr Buti Manamela, Deputy Minister in the Presidency responsible for Planning Monitoring and Evaluation, Youth Development as well as the Administration of the Presidency delivered the key note address on behalf of Minister Jeff Radebe.





## WHAT IS THE PUBLIC SERVICE CHARTER?

By: Mmanakedi Seshoka

All Public Servants when are appointed in the public service, they are expected to serve the public with dignity and pride. They commit to uphold the values and principles of public administration enshrined in Section 195 of the Constitution and other laws, policies and frameworks. To this end, Izwi would like to remind members of Team PSC about the Public Service Charter and the importance of instilling the Charter's objectives in our day-to-day work.

### Definition of the Service Charter

The Service Charter is a social contract, commitment and agreement between the State and public servants. It is a written and signed document which sets out the partners' roles and responsibilities to improve performance enhance and fast track the delivery of services to improve the lives of our people. It is a document that enables service beneficiaries to understand what they can expect from the State and will form the basis of engagement between government and citizens or organs of civil society.

### Scope of the Charter

The Charter shall apply to the State as Employer and employees who:

- Are employed by the State; and
- Fall within the registered scope of the PSCBC

### The objective of the Charter

The Charter seeks to:

- Improve service delivery programmes;
- Reinforce the partners' commitment to service delivery improvement for the benefit of all citizens;
- Clarify the rights and obligations of each of the parties;
- Acknowledge and reward excellent performance;
- Professionalise and encourage excellence in the public service;
- Enhance performance;
- Facilitate a process to define service standards in various sectors;
- Strengthen processes and initiatives that prevent and combat corruption;
- Facilitate social dialogue among the partners;

In the next edition of **Izwi** we will share with the members of Team PSC other aspects of the Charter.

## VISIT BY THE PSC OF BANGLADESH

*By: Bongyiwe Dlamini*

The Public Service Commission of Bangladesh visited South Africa from 25-29 January 2016. The purpose of the visit was to amongst others:

- visit the South African Public Service Commission and learn more about its work;
- exchange views and share experiences on recruitment process of the of the Public Service, examination management system; and
- learn about best practices in the recruitment processes.

To this end, the delegation visited the Commission at ABSA Towers on 25 January 2015 and they were warmly welcomed and hosted by the Chairperson of the PSC, Advocate Richard Sizani and nationally-based Commissioners. Their visit to the PSC was a success and the delegation learnt a lot about the South African Public Service Commission.

Also, given the fact that the objectives of their study tours related to recruitment and setting of examinations, the delegation visited the Department of Public Service and Administration as well as the National School of Government.

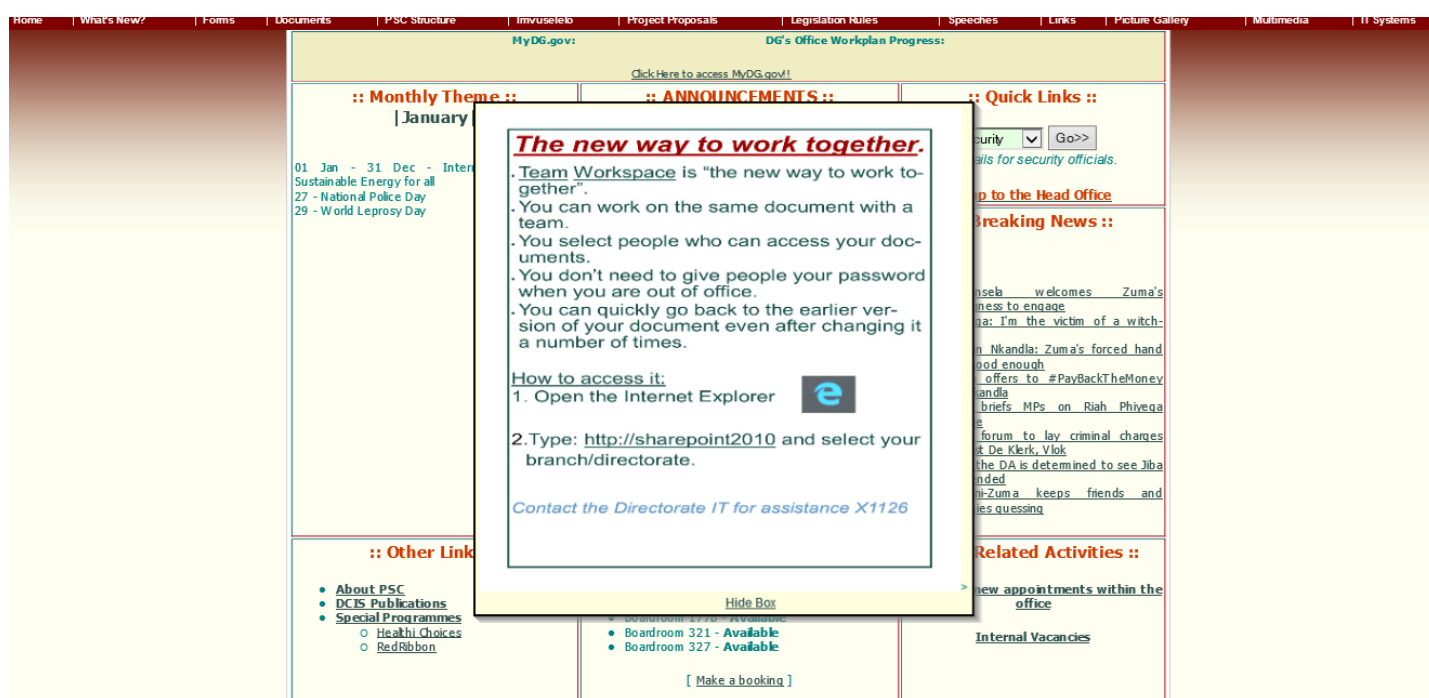
The following were members of the delegation:

- Ujjwal Bikash Dutta, Commissioner
- Dilder Ahmed, Additional Secretary
- Bibekananda Biswas, Director
- Mohammad Azizul Hoque, Deputy Director

## ABOUT TEAM WORKSPACE

By: Ezra Masango

The Team Workspace is a new way to Work Together- One simply needs to go to the intranet and click on **Team Workspace** link or type <http://sharepoint2010> and select your branch/directorate in the address bar. The Team Workspace is about giving members of Team PSC a better way to get things done together, meaning that the content is stored and organised in one place. The Team workspace can be access virtually anywhere and can be shared with anyone.



The screenshot shows the PSC Intranet homepage. A central pop-up box titled "The new way to work together." contains the following text:

**The new way to work together.**

- **Team Workspace** is "the new way to work together".
- You can work on the same document with a team.
- You select people who can access your documents.
- You don't need to give people your password when you are out of office.
- You can quickly go back to the earlier version of your document even after changing it a number of times.

**How to access it:**

1. Open the Internet Explorer
2. Type: <http://sharepoint2010> and select your branch/directorate.

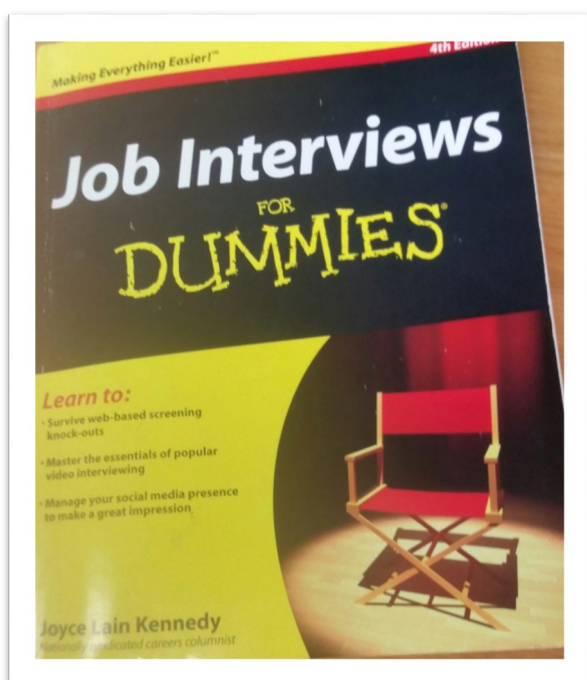
Contact the Directorate IT for assistance X1126

The background of the screenshot shows various navigation links at the top (Home, What's New?, Forms, Documents, etc.) and a sidebar with "Other Links" including About PSC, DCIS Publications, and Special Programmes. The main content area includes sections for "Monthly Theme", "ANNOUNCEMENTS", "Quick Links", "Breaking News", and "Related Activities".

And that's just the beginning. The Team Workspace gives members of Team PSC ways to plan projects, stay in sync with each other, and work on content together. You also get a window into all of the information your Directorate stores in Team Workspace, so it's easy to find the answers and people you're looking for.

With Team Workspace, information can be placed in one place and delivered to anyone within the OPSC, anytime, anywhere. Officials can work together to collect and share information.

## BOOK REVIEW



Title: JOB INTERVIEWS FOR DUMMIES

Authors: Kennedy, J.L

Year: 2012

Reviewed by: Nelly Lukhero

Job interviews for Dummies shows you how to get your foot in the door and deliver a show-stopping interview every time. Whether you are searching for your first job or advancement in your current field. This book is updated with new realities of the current job market and scenarios you can expect to encounter today and it is everything you need to succeed in getting the job offer you want.

- Step into the spotlight – find out how you can use appearance body language, confidence and performance skills to deliver a winning interview.
- Check behind the scenes – discover how to research prospective employers, understand personality tests, dress the part, overcome stage fright and speak up with confidence.
- Preview questions by career fields – anticipate questions that can come up in a particular line of work from administrative and education to information technology and management.

This book is a must read!!!

## JOKES

A policeman pulled a female driver over and asked to see her license.

After scrutinising the license, he said to her, “Lady, it stipulates here on your license that you should be wearing glasses.”

“Well, I have contacts,” the woman replied.

“Look lady, I don’t care who you know,” snapped the officer.

“Contacts or no contacts, You’re getting a ticket”.