



Custodian of Good Governance

IZWI lase OPSC

Feb/Mar 2015

Editorial

Welcome to the January/February edition of **Izwi lase OPSC**. We kick start this edition by welcoming new members of Team PSC who joined the organisation in December 2014/January 2015. We hope that they will find the PSC environment informative, educational and conducive. In this edition, we showcase their pictures. We also introduce new Champions of **Imvuselelo**, which is a change management programme of the PSC which focuses on the following:

- Re-engineering
- Re-organisation
- Culture change
- Performance management and development

We reflect on the State of the Nation Address (SONA) delivered by President Jacob Zuma on 12 February 2015 in Parliament.

The month of January saw the PSC conducting inspections on the availability of learner teacher support material in schools in all the provinces. Likewise inspections which are aimed at assessing the delivery of specific service delivery programmes and Batho Pele principles were held at Rob Ferreira Hospital in Mpumalanga in February 2015. Furthermore, Citizens Forums were successfully held at Lekwa and Thembisile Hani Local Municipalities. In this regard, **Izwi** reflects on the Inspections and Citizen's Forum respectively.

Since the month of February is National Healthy Lifestyle Awareness month, **Izwi** would like to encourage members of Team PSC to adopt a healthy lifestyle. Some tips on healthy lifestyle are featured in this edition.

As we are a month away before the end of the 2014/15 financial year, **Izwi** hopes that members of Team PSC will make use of this time to finalise all the outstanding projects in the 2014/15 workplan.

We conclude this edition with regulars such as Information Resource Centre Corner and a Joke.

Happy reading!

Contents

Editorial	1
Introducing New Members of Team PSC	2
Meeting the New Champions of the Imvuselelo Programme	3
The State of the Nation Address by President Jacob Zuma	4
PSC Conducts Inspections in all the Provinces	5
Mpumalanga Holds Successful Citizens Forum	6
Make a Healthy Living your Daily Lifestyle	7
Information Resource Centre	8
Book Review	8
Information Resource Centre to Celebrate Library Week	9
Joke	10

INTRODUCING NEW MEMBERS OF TEAM PSC

By: Mmanakedi Seshoka

The following are the new members of Team PSC who joined the PSC in **December 2014 / January 2015**



Matlou Mphela
Intern: Limpopo



Zanele Mahlangu
Intern - D:CIS



Nkosazana Zulu
DD: CIRAS



Lillian Legodi
Cleaning Services



Sabelo Mpangeva
DD: LRI KZN



Annie Moroko
Learner



Salome Marome
Learner



Dineo Molekwa
Learner



Nthabiseng Ntsioa
Learner



Tebogo Makgoka
Learner



Sakhile Lubisi
Learner



Phethile Nkosi
Learner



Dipuo Legodi
Learner



Molefe Mathibe
Learner



Jennifer Kennedy
Learner



Moroke Rantho
Contract - D:HRMD



Enock Muchavi
Intern: Gauteng



Nokwanda Sambo
Office Admin Clerk: Mpumalanga

For more information about personnel movements,
please visit the Intranet under HR Activities

MEETING THE NEW CHAMPIONS OF THE IMVUSELELO PROGRAMME

By: Mocheta Monama

The Imvuselelo programme is a change management programme of the PSC which focuses on the following:

- Re-engineering
- Re-organisation
- Culture Change
- Performance management and development

The new champions who will be responsible for driving the Imvuselelo programme for 2015 are all eager to make the programme a success. **Izwi** would like to congratulate the previous Champions for a job well-done.



NEW IMVUSELELO
Champions

	Re-engineering Dr Dovhani Mamphiswana
	PMDS Ms Thembekile Makhubele
	Re-organisation Mr Paul Rockman
	Culture change Ms Nompumelelo Madonda

THE STATE OF THE NATION ADDRESS BY PRESIDENT JACOB ZUMA



By: Bongiwe Dlamini

On **12 February 2015**, President of the Republic of South Africa, Honourable Jacob Zuma delivered the State of the Nation Address (SONA) in the joint sitting in Parliament. The President stated that 2015 was the Year of the Freedom Charter and Unity in Action to Advance Economic Freedom. He further emphasised that 2015 was a year of going an extra mile in building a united, democratic, non-racial, non-sexist and prosperous South Africa. The following are the nine points economic intervention plan mentioned by the President to ignite much needed growth in South Africa:

- Resolving energy challenge.
- Revitalising agriculture and the agri-processing value chain.
- Advancing beneficiation or adding value to our mineral wealth.
- More effective implementation of a higher impact Industrial Policy Action Plan.
- Encouraging private sector investment.

- Moderating workplace conflict.
- Unlocking the potential of SMMEs, cooperatives, township and rural enterprises.
- State reform and boosting the role of the state owned companies, ICT infrastructure or broadband roll out, water, sanitation and transport infrastructure as well as
- Operation Phakisa aimed at growing the ocean economy and other sectors.

The President acknowledged that South Africa was currently experiencing serious energy constraints which hinders the economic growth and was a major inconvenience to all South Africans. The President further appealed to individuals, households, industries and government departments to save electricity in order to reduce the need for load shedding. During the SONA, the President also made an announcement on land ownership by foreigners and that foreigners will no longer be allowed to own land in South Africa but will be eligible to lease the land for a long period. He further mentioned the importance of fighting crime and creating safer communities as one of the priorities of government. The improvement of lives of the people with disability was a serious challenge for government. To this end, Cabinet released the draft National Disability Rights Policy for public comment. In closing, the President made a call to all South Africans to support the Springboks that will participate in the IRB World Cup in England in **September 2015**. He further encouraged South Africans to commit themselves to healthy lifestyle and support the initiatives made by the World Health Organisation by participating on the **“Move for Health Day”** to be celebrated internationally on **10 May 2015**.

PSC CONDUCTS INSPECTIONS IN ALL THE PROVINCES



By: Humphrey Ramafoko

The Public Service Commission conducted inspections during the month of January 2015 on the availability of learner teacher support material in all the provinces. The need for the inspections was informed by the previous challenges experienced by the Department of Basic Education in relation to the timely delivery of textbooks to schools in all provinces in the country. The inspections were a resounding success and received good media coverage. Credit must go to members of Team PSC in the provinces under the leadership of Commissioners for ensuring that all the inspections were carried out diligently.

Below are the dates in which inspections were carried out in the provinces:

- Eastern Cape – 22-30 January 2015
- Free State – 23 January 2015
- Gauteng – 22 – 23 January 2015
- KZN – 21 January - 02 February 2015
- Limpopo – 21-22 January 2015
- Mpumalanga – 21-23 January 2015
- North West – 21-22 January 2015
- Northern Cape – 20-27 January 2015
- Western Cape – 23-26 January 2015

In the next special edition of the Izwi laseOPSC we will reflect on all the inspections as well as citizens forum through pictures. **Watch the space!!!**

MPUMALANGA HOLDS SUCCESSFUL CITIZENS FORUM



By: Mocheta Monama

Mpumalanga Provincial Office hosted Citizens forum on 7 and 8 February 2015 at Lekwa (Standerton) and Thembisile Hani (KwaMhlanga) Local Municipalities. Led by Commissioner D.S. Mkhwanazi, the purpose of the citizens forum was to give feedback to the communities with regard to service delivery complaints raised by the members of the community during the PSC's first visit which took place in November 2014.

The feedback received relating to the implementation of promises made by the municipalities and government departments in November 2014 were mostly positive.

The communities were very thankful to the PSC and its willingness to ensure that the communities receive services that are due to them. One of the community leaders in KwaMhlanga thanked the PSC and said: If it was not for the PSC, we would not be seeing an improvement in service delivery at the clinic. In Standerton, the community leaders urged members of the community to look after the resources provided by government.

Commissioner Mkhwanazi as well as members of Team PSC in Mpumalanga were accompanied by representative from various government departments, Lekwa and Thembisile Hani Local municipalities and councilors at the report back session.

Izwi would like to congratulate Mpumalanga Provincial Office for a job well done.

MAKE A HEALTHY LIVING YOUR DAILY LIFESTYLE



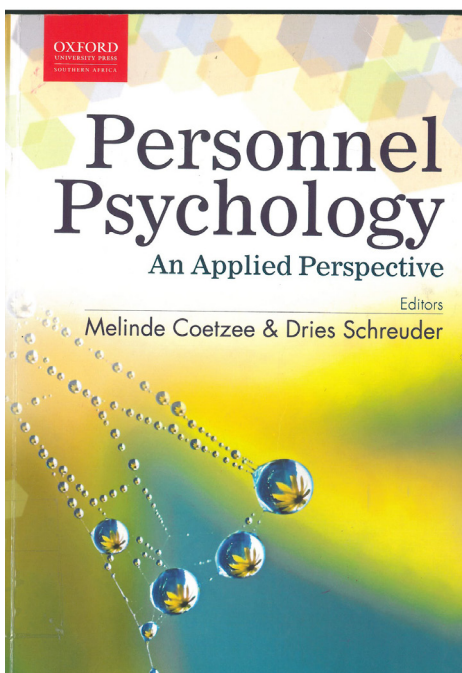
By: Mmanakedi Seshoka

As part of celebrating the **National Healthy Lifestyle Awareness Month**, **Izwi** Team would like to encourage members of Team PSC to adopt a healthy style by doing the following.

- **Drink more water.** Most of us actually do not drink enough water every day. Water is essential for our body to function – Do you know that over 60% of our body is made up of water? Water is needed to carry out our body functions, remove waste and carry nutrients and oxygen around our body. Since we lose water every day through urine, bowel movements, perspiration and breathing, we need to replenish our water intake.
- **Get enough sleep.** When you do not rest well, you compensate by eating more. Usually it is junk food. Get enough rest and you do not need to snack to stay awake. Also, lack of sleep causes premature aging.
- **Pick exercises you enjoy.** When you enjoy sports, you will naturally want to do a lot of sporting activities. Exercise is not about suffering and pushing yourself, it is about being healthy and having fun at the same time. Adding variation in your exercises will keep them interesting.
- **Eat more fruits.** Fruits are a plethora of vitamins and minerals. Do you know that **oranges offer more health benefits than Vitamin C pills?** Taking in synthetic supplements is not the same as consuming the foods direct from nature. Fill your palate with these **10 most nutritious fruits:** Watermelon, Apricots, Avocado, Apple, Cantaloupe, Grapefruit, Kiwi, Guava, Papaya, Strawberries.
- **Purge negativity from yourself.** You do not need negativity from yourself either. Listen in on the thoughts that come up in your mind and get rid of the negative thoughts you hear.

INFORMATION RESOURCE CENTRE

BOOK REVIEW



Title: Personnel Psychology: An Applied Perspective

Edited: Melinda Coetzee and Dries Schreuder

Year: 2010

Reviewed by: Nelly Lukhero

Abstract:

The book analyses how Personnel activities may be carried out by managers, human resource specialists, and industrial psychologists in order to help the organisations to make quality, personnel-related decisions that lead to the achievements of their objectives.

Personnel Psychology applies Psychological Theory to help understand the difference between individual and their job performance. What are the decision-making methods for measuring and predicting such differences and performance? What are the connections between Psychological Theory, Human Resources Management (HRM) activities and their application in South African working settings?

The book looks into Classic Theories, Research as well as the latest developments that mirror the dynamics of the field. It also provides a challenging insightful overview of how to apply these aspects in the South African organisational context. The book also covers the following content vastly:

- Introduction to personnel psychology
- Personnel employment
- Personnel retention

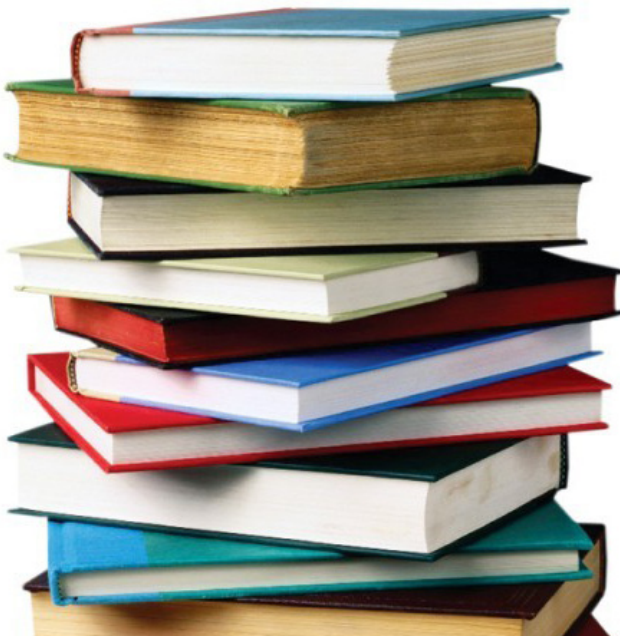


Custodian of Good Governance

IZWI lase OPSC

Feb/Mar 2015

INFORMATION RESOURCE CENTRE TO CELEBRATE LIBRARY WEEK



By: Molebogeng Dikgale

The South African Library Week was initiated in 2001 by the Library and Information Association of South Africa (LIASA) as a celebration of our country's intellectual and literacy heritage. The period **17 - 24 March** is earmarked as Library Week and the office will duly observe the celebration.

To this effect, the Sub-Directorate: Information Services will host a **book exhibition** which will showcase the books relevant to the key performance areas of the PSC.

The members of the Team PSC are encouraged to visit the Information Resource Centre during the exhibition to identify the books that they would like the IRC to procure. For more information contact Molebogeng on **012 351 1124** or email the list to **MolebogengD@opsc.gov.za**



Custodian of Good Governance

IZWI lase OPSC

Feb/Mar 2015

JOKE

A boy was having a lot of difficulty in French class.

To encourage him, his
teacher said, "You'll know you're really beginning to
get it when you start
dreaming in French."

The boy ran into class all excited one day, saying,
"Teacher, teacher! I
had a dream last night and everyone was talking in
French?" "Great!" said
the teacher; "what were they saying?" "I don't know,"
the boy replied;
"I couldn't understand them."