



Custodian of Good Governance

# IZWI lase OPSC

April/May 2015

## Editorial

**A** warm welcome to the April/May edition of **Izwi lase OPSC**, our first in the 2015/16 financial year. Firstly, **Izwi** would like to welcome all the new members of Team PSC who joined the organisation in the beginning of the financial year. We hope that you will find the PSC environment friendly and exciting. During the months of April and May, a number of employees lost their loved ones and we would like to pass our sincere condolences to those colleagues. May you find strength during these trying times.

The Director-General, Professor Richard Levin, at the Information Session held in April 2015, mentioned that the PSC will relocate temporarily at the ABSA Towers in Pretoria Central. In this edition of **Izwi**, we share with you some interesting facts about new temporary home of the PSC, that is ABSA Towers.

The month of May is budget vote time. On 13 June 2015, the Acting Minister for Public Service and Administration, Mr Nathi Mthethwa, together with Ms Ayanda Dlodlo, the Deputy Minister for Public Service and Administration, delivered the MPSA Budget Vote in Parliament. The PSC together with other departments put up an exhibition during the Budget Vote to promote its work.

In this edition of **Izwi**, we reflect on the PSC's **Consolidated Report on Public Hearings on Compliance with Government's 30 Day Payment Period to Service Providers** since the Report had been tabled in Parliament. With the PSC's Governance Rules approved by the Commission with the implementation date of 01 April 2015, in an attempt to popularise the Governance Rules within the Office, in each and every edition of **Izwi**, an extract from the Governance Rules will be highlighted. In this edition, we highlight the powers and duties of Commissioners.

We also reflect on the Well Day Celebrations held in our Provincial Offices.

We conclude this edition with the following regulars:

- Information Resource Corner
- Jokes

At the end of May 2015, our graphic designer, Mr Mocheta Monama will be leaving the PSC Family to join the Department of Correctional Services as Assistant Director: Communications. **Izwi** would like to congratulate him on this achievement and wish him well in his future endeavours.

**Happy reading!**

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## **PSC's MOVE TO ABSA TOWERS -** *Interesting Facts!!!*



The PSC will temporarily relocate to the ABSA Towers in Pretoria Central at a date to be confirmed. Previously the house of ABSA, the ABSA Towers is one of the tallest buildings in South Africa. In fact, the building is ranked number tenth (10th) when it comes to height, with a pinnacle height of 132m (433ft). The ABSA Towers which was built in 1974 and located at the corner of Lilian Ngoyi and Pretorius streets has been extensively renovated and boasts 38 floors.

The tallest building in South African and the Continent ranked number 1 is the Carlton Centre in Johannesburg with a pinnacle height of 223m (732ft). It was built in 1973 and boasts 50 floors.

## MINISTER MTHETHWA DELIVERS 2015 MPSA BUDGET VOTE



By: Ricardo Mahlakanya

On 13 May 2015, the Acting Minister of Public Service and Administration, Honourable Nathi Mthethwa delivered the Ministry for Public Service and Administration (MPSA) Budget Vote speech in the Old Assembly in Cape Town.

During the Budget Vote speech, Minister Mthethwa, reflecting on the untimely passing away of Minister Chabane mentioned that the late Minister Chabane was committed to the people of South Africa and that he had made a commitment to change the public service with an objective to create a public service with a soul. Minister Mthethwa therefore called upon government to prioritize service delivery, through an administration that is responsive to the aspirations and basic needs of the citizens of South Africa.

Minister Mthethwa also mentioned that “in pursuing an appropriate developmental public service machinery, the emancipatory solutions are embedded in the extent to which the public service can set and steer a national public administration plan infused with the vision of the National Development Plan”.

He said that in an attempt to support the social vision of the NDP and manage the administrative political interface, Cabinet had approved a delegation framework as well as a Directive, which clarifies the level of Executive Authorities involvement in human resource management matters, including appointment.

The Minister was concerned that ethics, integrity and maladministration continue to challenge the development of a professionalised public service. He urged public servants to respect and dedicate all their time to their employment contract. He also emphasised that the limitation placed on public servants doing business with the State is government's endeavour to promote and practice good governance.

In conclusion, Minister Mthethwa indicated that going forward, government is going to strengthen both the Head of Department evaluation system, as well as the performance management system for all employees to ensure that quantity outputs and outcomes are met and that government gets value for money.





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## REPORT TABLED IN PARLIAMENT



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### Consolidated Report on Public Hearings on Compliance with Government's 30 Day Payment Period to Service Providers

Public Service Commission  
March 2014

#### **Consolidated Report on Public Hearings on Compliance with Government's 30 Day Payment Period to Service Providers**

During the 2012/13 financial year, the Public Service Commission (PSC) identified the need to conduct public hearings with relevant stakeholders on government's compliance with the required 30-day payment period to service providers at national and provincial levels. The hearings were as a result of the number of complaints, including media reports that still reflect trends of non-compliance and of the increasing numbers of businesses facing closure as a result of government departments not paying service providers on time. The hearings were designed to provide a forum for proper consultation and public participation with regard to the payment process.

Based on the public hearings, the PSC makes certain generic recommendations in the Report. These include the following:

- Departments should ensure that purchase orders, specifications and invoices correspond
- Departments need to effectively monitor compliance with 30 day payment period
- Merging the different complaints/dispute systems of Small Enterprise Development Agency (SEDA), the Presidency/Treasury and individual departments should be considered
- Departments should implement an electronic payment system
- National Treasury should include a best practice standard in the service level agreements between government departments and private service providers where subcontracting applies.

The PSC hopes that the findings and recommendations contained in its Consolidated Report on Public Hearings on Compliance with Government's 30 Day Payment Period to Service Providers will go a long way in assisting departments to ensure that service providers are paid within the set 30-day payment period.



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## EXTRACT FROM THE PUBLIC SERVICE COMMISSION'S NEW GOVERNANCE RULES

The new Governance Rules have been approved by the Commission with the implementation date of 01 April 2015. The Governance Rules are aimed at governing the way the Commission operates and therefore, it is important that all members of Team PSC are familiar with the content of the Governance Rules. The Governance Rules were gazetted and have been placed on the PSC Intranet. In this edition of izwi, we extract a section in the Governance Rules that deals with the powers and duties of Commissioner:

### POWERS AND DUTIES OF COMMISSIONERS

1. All powers and functions of the Commission are reflected in section 196(4) of the Constitution, Public Service Commission Act, Public Service Act and Treasury Regulations.
2. Additional powers and duties of the Commissioners are as follows:

#### 2.1 All Commissioners-

- (a) must exercise their mandate as a single commission in accordance with the Constitution or as assigned or delegated by the Commission;
- (b) may interact with all relevant stakeholders reflected within the Stakeholder Management Framework and any other body or person relevant to the work of the Commission;
- (c) must as mandated, represent the Commission at governmental and other meetings or functions;
- (d) must maintain integrity in working closely with Parliament, Provincial Legislatures, the Executive and Departments; and
- (e) must observe and maintain an environment of transparency and accountability internally.

#### 2.2 Nationally based Commissioners-

- (a) must represent the Commission nationally in accordance with the delegations contemplated in section 13 of the Act; and
- (b) must report to the Commission on any developments emerging nationally that has an impact on the work of the Commission.

#### 2.3 Provincially based Commissioners-

- (a) must exercise the powers and functions of the Commission in section 196(4) in their provinces in accordance with the delegations in schedule B;
- (b) must represent the Commission in their respective provinces in terms of section 196 (13) of the Constitution and section 11(b) of the Act; and
- (c) must report to the Commission on any developments emerging provincially that has an impact on the work of the Commission.

#### 2.4 The Chairperson -

- (a) is the Chairperson of the Commission, assigned by the President in terms of Section 5 of the Act;
- (b) is also a Commissioner and must perform the functions in Rule D.2.1 and D.2.2 or D.2.3;
- (c) must provide overall leadership to the Commission, ensuring its effectiveness in all aspects of its role without limiting the principle of joint responsibility for the Commission's decisions;
- (d) must report to the Commission any action taken in terms of subrule (c);
- (e) is responsible for—

- (i) facilitating and coordinating the functioning of the Commission;
- (ii) ensuring that the Commission's decisions are executed;
- (iii) overseeing the planning and execution of the work of both the Commission and the Office of the Commission and ensuring alignment and consistency of approach;
- (iv) protecting the dignity of the Commission;
- (v) ensuring effective stakeholder management; and
- (vi) convening the scheduled meetings of the Commission and any other special meeting determined in consultation with the Commissioners; and

- (f) is the executive authority of the Office, as contemplated in the Public Service Act.

## 2.5 The Deputy Chairperson-

- (a) is the Deputy Chairperson of the Commission assigned by the President in terms of Section 5 of the Act; and
- (b) is also a Commissioner and must perform the functions in Rule D.2.1 and D.2.2 or D.2.3.

## PROVINCIAL OFFICES CELEBRATE THE WELLNESS DAY



By: Zanele Mahlangu

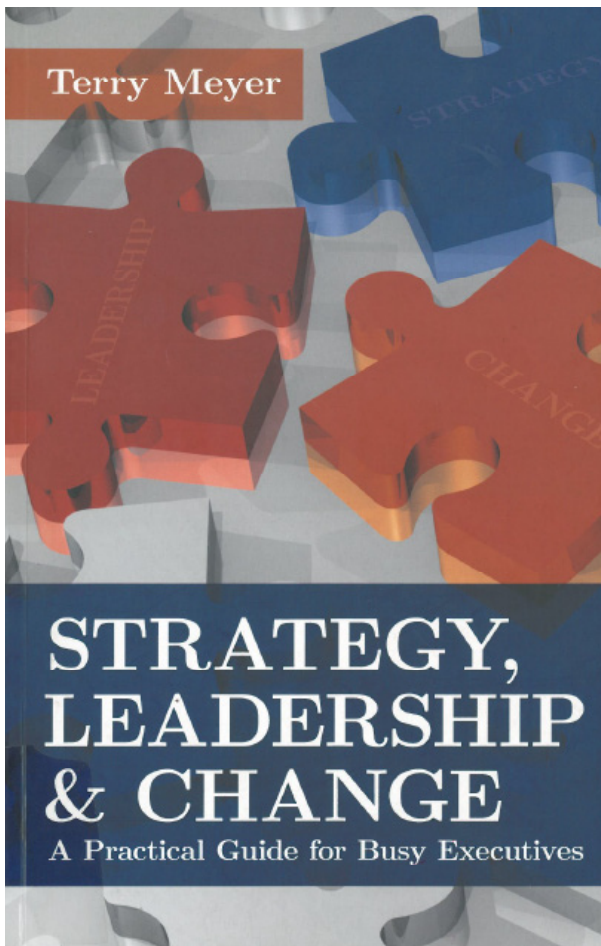
The 8th of May 2015 was earmarked as the International Wellness day in South Africa. Government departments and private sector organisations embarked on a number of activities to promote the wellbeing of their employees – the PSC was not an exception. While many illnesses are sudden and unpredictable, many of the lifestyle diseases can be prevented or managed. These diseases include, but are not limited to, diabetes, obesity, heart disease and high blood pressure and can have a significant impact on quality of life, general health and wellbeing.

The KwaZulu Natal, North West and Western Cape Provincial Offices celebrated Wellness day on the 8th of May 2015. The officials within these provinces were screened voluntarily on the following

- VCT
- Body Mass Index (weight)
- Height
- Diabetic (glucose)
- Cholesterol
- Circumference



## Book Review



**Title:** Strategy Leadership & Change: a practical guide for busy executives

**Edited:** Meyer T

**Year:** 2012

**Reviewed by:** Nelly Lukhero

### **Abstract:**

Strategy leadership and change provides practical guidelines on strategic and organisational design, leadership and change. Executives are fundamentally responsible for formulating and executing strategy. In addition, they lead their organisations to ensure the implementation of a chosen strategy and manage any changes associated with such new strategies.

The book provides a background to systems thinking and strategic problem solving – the philosophy on which the book is based. The book also highlights the issues involved in formulating and executing strategy. It addresses the following three aspects of leadership:

- the importance and nature of transformational leadership;
- the process which leading global companies apply to build future leaders; and
- how to make leadership part of an organisation's DNA.

It highlights the process that go into reconfiguring organisation and addresses how leaders should work to build change-ready in the organisation.



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## JOKE

**Best Things to say if Caught Sleeping at Your Office Desk...**

**“They told me at the blood bank this might happen.”**

**“This is just a 15 minute power-nap as described in that time management course you sent me.”**

**“Whew! Guess I left the top off the White-Out You probably got here just in time!”**

**“I wasn’t sleeping! I was meditating on the mission statement and envisioning a new paradigm.”**

**“I was testing my keyboard for drool resistance.”**

**“I was doing Yoga exercises to relieve work-related stress.”**

**“Damn! Why did you interrupt me? I had almost figured out a solution to our biggest problem.”**

**“The coffee machine is broken...”**

**“Someone must’ve put decaf in the wrong pot...”**