

Editorial

Welcome to the first quarterly edition of **Izwi lase OPSC**. We hope that you will find this edition interesting. We would like to welcome new members who joined the PSC during the first quarter of the 2016/17 financial year. We hope that they will find the PSC environment welcoming and stimulating. At the recent Information Session hosted by the Chairperson of the PSC, Advocate Richard Sizani, he remarked that he would like to see a PSC that is alive; we hope that the new members who recently joined the organization together with the rest of Team PSC will come up with ideas on how to make the PSC alive! The Chairperson also welcomed on board the recently appointed Director-General of the OPSC, Dr Dovhani Mamphiswana as well as the Deputy Chairperson of the PSC, Mr Ben Mthembu. The Editorial Team of Izwi together with Team PSC family would like to congratulate Mr Mthembu and Dr Mamphiswana on their respective appointments.

On 11 May 2016, the Minister for Public Service and Administration, Advocate Ngoako Ramatlhodi delivered the MPSA Budget Vote in Parliament. In an effort to promote its work, the PSC together with other portfolio departments put up an exhibition during the Budget Vote. In this issue of Izwi, we reflect on the Minister's Budget Vote.

As part of accelerating service delivery and enhancing the visibility of the PSC, the Chairperson together with the Inspection Team conducted service delivery inspections at Westville and Kokstad Prisons in KwaZulu Natal Province. Izwi will reflect on the inspections.

Commissioner Henk Boshoff briefed members of the media about the outcome of the Free State's inspection on the Leaner Teacher Support Material and cleanliness at Kopanong Secondary School in Turflaagte near Bloemfontein in the Free State Province. Furthermore, as part of celebrating the Youth Month, Commissioner George Mashamba held an engagement with various youth in Limpopo Province under the theme: "Conversation with the youth towards a common understanding of Youth Day in relation to the Constitutional imperatives that is the values and principle of the new dispensation". We will also reflect on these two events.

Following the unveiling of the new Imvuselelo champions during the Chairperson's Information Session, Izwi features two articles from Culture Change and Sustainable Green Economy champions of Imvuselelo.

We conclude this edition with regulars such as Information Resource Corner and Jokes. On 18 July 2016, members of Team PSC will be celebrating Nelson Mandela Day at Ebahleni Old Age Home in Centurion. Colleagues are urged to donate the following:

- Seed for gardening
- Used kitchen utensils
- Blankets

The items to be donated should be forwarded to Ms Tshidi Dibetle.

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MINISTER RAMATLHODI DELIVERS 2016 MPSA BUDGET VOTE IN PARLIAMENT



On 11 May 2016, the Minister for Public Service and Administration, Advocate Ngoako Ramatlhodi delivered the 2016 MPSA Budget Vote speech in the Old Assembly in Cape Town. In his speech, Minister Ramatlhodi announced that after extensive consultations, the Public Administration Management Act was signed into law by the President in December 2014. Although it was a complex process which ran over a number of years, it was a necessary step in the quest towards ensuring seamless service delivery by all spheres of government within the values of public administration enshrined in our Constitution. During the last financial year, the department (DPSA) focused on the development of the first set of regulations to give effect to certain provisions in the Act. The Minister was pleased to report that his department completed the draft regulations and will later be sent for public comment. Amendments to the Public Service Regulations dealing with performance management in the Public Service were published for comment during the 2015/16 financial year. These Regulations will be promulgated during this financial year and departments will be required to amend their policies and systems for implementation during the 2017/18 financial.

The Minister further mentioned that the Policy and Procedure on Incapacity Leave and Ill-Health Retirement (PILIR)

was developed to address issues related to the abuse and management of incapacity leave and ill-health retirement benefits in the Public Service. The PILIR assists departments in the professional investigation and management of incapacity leave and ill-health retirement applications. It also assist departments in the application of the current sick leave dispensation and the management and investigation of potential ill-health retirements.

He also revealed that the PSC was in the process of addressing some of the key issues raised in the National Development Plan (NDP) such as building a capable, career-oriented and professional Public Service. In this regard, the PSC jointly with the University of South Africa (UNISA) hosted a very successful inaugural public lecture entitled "Building a capable, career-oriented, Public Service for a developmental state as stated in the National Development Plan Vision 2030."

The Minister mentioned that he was honoured to have delivered the keynote address at the event and used the opportunity to highlight to a wider audience of participants the values and principles governing public administration, as contained in Section 195 of the Constitution.

MINISTER RAMATLHODI DELIVERS 2016 MPSA BUDGET VOTE TO PRLIAMENT...CONT

He was pleased that through its oversight reports, the PSC has continued to advise the Executive as well as Parliament on areas of progress and areas that undermine the ability of the state to deliver.

In order to address the professionalisation of the Public Service, and in response to some of the PSC's findings, the DPSA issued Ministerial Directives on competency assessment and on compulsory capacity development, mandatory training days and minimum entry requirements for the Senior Management Service.

He further stressed that following input from the PSC and other stakeholders, the Ministry has agreed to amend the entry requirements for Heads of Department or Directors-General to 8 – 10 years of experience at a senior managerial level (5 years of which must be with any Organ of State as defined in the Constitution).

He further mentioned that the Ministry for Public Service and Administration will continue to support the Commission to ensure that it carries out its mandate as an oversight body. In this regard, "we will work with the Commission as it proceeds with the Public Service Commission Amendment Bill". The Bill mainly seeks to streamline the administrative processes for the appointment of an Acting Chairperson and how the term of office of a Commissioner should be renewed.

The Minister also stressed that with the current economic environment, the PSC has to think creatively on how it can do more with less. The Forum of Institutions Supporting Democracy is working with the Speaker in clarifying the location of the budget of Institutions Supporting Democracy. They are also looking at resource sharing, such as the accessibility of office accommodation to other Institutions Supporting Democracy, to save costs.



CHAIRPERSON CONDUCTS SERVICE DELIVERY INSPECTIONS AT KOKSTAD AND WESTVILLE PRISONS

From 1-2 June 2016, the Chairperson of the PSC, Advocate Richard Sizani led a delegation that conducted service delivery inspections at Westville and Kokstad Prisons in the KwaZulu-Natal Province. Other members of the delegation included Commissioners Mpilo Sithole, Phumelele Nzimande as well as the Monitoring and Evaluation Team. The inspections sought to assess challenges affecting services in the two correctional services centres. Below is news in pictures.



April/May/June 2016

COMMISSIONER BOSHOFF BRIEFS THE MEDIA ABOUT LEARNER TEACHER SUPPORT MATERIAL



On 1 June 2016, Commissioner Henk Boshoff together with members of the Department of Education at Motheo District including the Principal of Kopanong Secondary School in Turflaagte near Bloemfontein convened a media briefing on the availability of Learner Teacher Support Material (LTSM) in the province as well as efforts made to improve standard of education in the province.

Commissioner Boshoff briefed journalists on the outcome of service delivery inspections conducted by the Free State Provincial Office at selected schools in the province during January 2016. The inspections sought to determine the availability of LTSM at schools and the readiness of schools to commence with learning. Kopanong Secondary School was one of the schools that the Provincial Office inspected in January wherein challenges as well as areas for improvement were discussed with officials in the school. The school subsequently addressed all the areas of improvement that the PSC had identified in January 2016 and Commissioner Boshoff acknowledged the school achievement and congratulated the principal on a job well done.

He further mentioned that the PSC noted with great concern the decision of the Supreme Court of Appeal (SCA) in the case of Minister of Basic Education and others v Basic Education for All and Others, wherein it was held that the right to basic education is not a progressive one, but one that must be realised immediately. Textbooks, including physical resources such as desks, are key requirements for the facilitation of effective and efficient teaching and learning at schools.



COMMISSIONER MASHAMBA ENGAGES YOUTH IN LIMPOPO PROVINCE



As part of celebrating the Youth Month, Commissioner George Mashamba held an engagement with various youth in Limpopo Province under the theme: *“Conversation with the youth towards a common understanding of Youth Day in relation to the Constitutional imperatives that is the values and principle of the new dispensation”*. The event was attended by Law and Public Administration students from the University of Limpopo and the University of Venda; Representatives from the Youth Commission; as well as Grade 12 learners within Capricorn District. The objective of the event was to amongst others:

- better inform the youth about the values and principles of the Constitution
 - provide an opportunity for the PSC to understand how the youth interpret the values and principles of the Constitution
 - consciuntise the youth about their rights including values and principles enshrined in the Constitution
- better have an informed public and a responsive Public Service.

The members of the media were also in attendance at the event. Congratulations to Team Limpopo for ensuring that the engagement with the youth is a resounding success.



The purpose of this article is to conscientise the members of Team PSC on what culture change management is about. The following series will focus on the cultural journey that the PSC will undertake to bring about positive transformation in the organisation's behaviour.

Culture change is a term used in public policy making that emphasises the influence of culture (*how things are being done either because we were taught or as an individual you learned the behaviour*) on individual and community behaviour. Culture change has been referred to as the "*repositioning of culture*" (*changing things and how they are being done*), which means the reconstruction of the cultural concept of a society (*the way we see things*).

Today, many organisations are struggling to create more inclusive *workplace cultures* (*the way the workplace functions and how we do things around the office and in the work environment*) that respect all people and allow all participants to contribute to their highest potential.



Organisational culture created by the shared common values, group norms and behaviors, which unite an organisation's employees. In order for a culture to change, a powerful person must decide that the old ways of behaving are not working and that new behaviours are needed in order to produce different results. For success, the

leader must name the desired behavior (vision), act in new ways that they desire for others to adopt (communicate the vision), and provide the means through which others in the organisation can model the behavior.

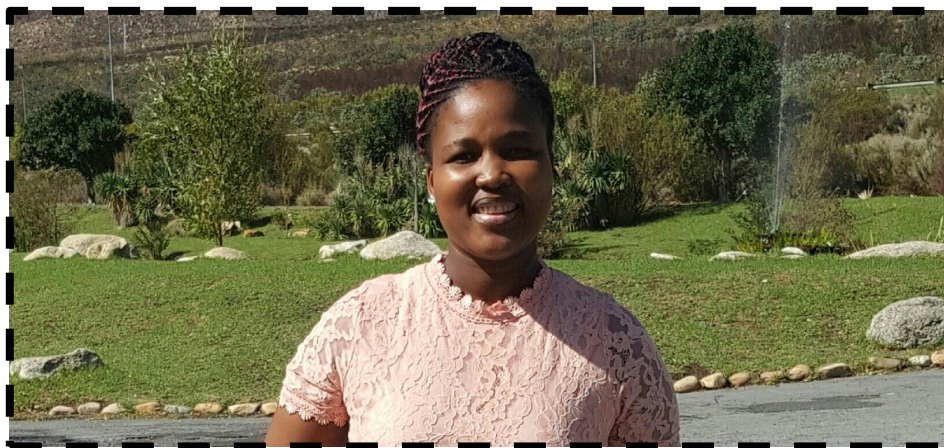
Respect and inclusion are examples of shared foundational values that many leaders need to reinforce throughout their organisations. The Chairperson as well as the Director-General, have clearly endorsed this pillar of the Imvuselelo Task Team. The roles of this change management process comprises the Culture Change Champion who is:

- selected to model and coach respectful and inclusive behaviours – informally leading the co-workers at all levels; and
- equip the organisation with individuals, called cultural change agents, who support leaders in spreading culture change that sustains new behaviours, amongst others.

The Culture Change agents are selected on the basis of leadership qualities and potential. They represent multiple functions, levels, ages, thinking styles, races, genders, sexual orientations, and other characteristics within the organization. The members of Team PSC are welcome to email comments or suggestions pertaining to culture change to ImvuseleloCulture@opsc.gov.za. Below are members of the culture change Committee.

April/May/June 2016

Culture Change Management Team....



Advocate Khanyisa Mgwenyana – Culture Change Champion



Ms Nkosazana Zulu



Advocate Laurance Gronje



Mr Moraka Phatudi



Mr Mthobisi Cilo

April/May/June 2016

Culture Change Management Team.....



Mr Aubrey Masemola



Mr Solly Lefoka



Mr Simon Mguni



Ms Rosinah Mahlangu



Ms Nonthuzelo Zuba



Mr Donald Modimola

April/May/June 2016

Culture Change Management Team.....



Mr Thami Gabuza



Mr Clement Dlamini



Ms Carol King



Ms Nomhle Ntomane



Eustans Mangaba

LET'S GREEN THE PSC WITH ABSTEMIOUS PRIDE



The Environmental Sustainability (green economy) contributes towards the reduction of wastage of paper (carbon footprint) in the workplace. It also encourages energy saving practices within the workplace.

The green economy pillar of Imvuselelo aims to amongst others,

- Encourage members of Team PSC to embrace the concept of green economy; and
- encourage members of Team PSC to adopt environmentally-friendly practices and to be receptive towards environmental issues

In order to achieve environmental sustainability, it is imperative that the work environment is designed to support responsible Office behaviour, including its related environmentally friendly features. To this end, the PSC should integrate and synchronise green economy practices into its operations and planning.

To be successful, commitment and cooperation towards sustainable green economy within the Office is required from both management and staff without compromising our competitiveness as Team PSC. ***Green the PSC with abstemious pride.***

The Strategy on Environmental Sustainability/green economy is accessible on the Intranet.

INFORMATION RESOURCE CENTRE

Book Exhibition

The Information Resource Centre hosted a successful book exhibition from 21-22 June 2016. Colleagues were afforded the opportunity to identify books that the IRC should consider procuring. Team IRC would like to take this opportunity to thank all the colleagues who attended the exhibition. We will endeavor to procure the books which colleagues had identified as key to their respective area of work. Thanks once again!

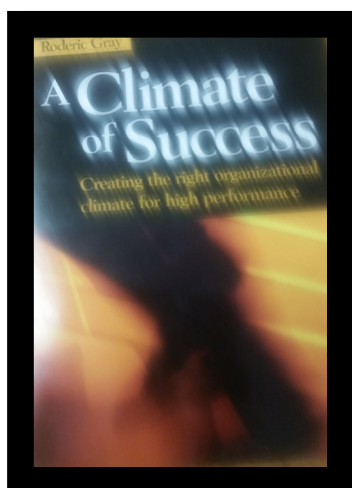
Book Review

Title: A Climate of Success: Creating the right organizational climate for high performance

Edited: Roderic Gray

Reviewed by: Nelly Lukhero

Abstract:



A Climate of Success: Creating the right organisational climate for high performance shows how perceptions of climate arise, the effects they can have on performance, and how managers can influence these perceptions and apply their understanding to improve their own and their people's effectiveness. The book highlights the importance of behaviours as well as actions by leaders and managers that can lead to a supportive climate that respects and reinforces employee commitment that contributes to the sustainability of the organisation.

Its key elements include amongst others:

- An accessible yet rigorous examination of the concept of organisational climate.
- Practical case studies illustrating the causes and consequences of various climate factors.
- Suggestions for improvement, providing the reader with a cost-effective way of conducting their own assessments.

This book makes the distinctions clear and demonstrates through academic study and practical case studies that improving the climate of an organisation will increase its success. This is a must read!

Jokes

My boss called me into his office today. "We both know you're not the brightest spark here, Simon," he said, "but over the last 5 years you've never been sick or late and I think you deserve a reward. So, how does a brand new car sound?" "Vrooom! Vroooooom!" I replied.

Bob Smith was sick of his job and was determined to find work elsewhere. But no matter how hard he tried, his reputation as someone who was not dedicated to the job, seemed to follow him around. One day the phone rang at his office. Although Bob did not usually pick up the phone, he picked it up and said hello.

"Hi" said the man on the line, "I have an unusual question to ask you, I'm looking into a fellow Bob Smith for a position in my company. Do you know this fellow?" "Sure I know him", responded Bob with a smile.

"Tell me," asked the man. "Is he consistent with his work? Does he always show up on time?"

"Well I'll be honest with you" Bob truthfully replied, "I'm not so consistent myself, but whenever I'm here he's here!"