

Editorial

Welcome to the 4th quarterly edition of our internal newsletter, *Izwi lase OPSC*. This edition covers events that took place between January 2017 – March 2017 and we hope that you will find it interesting. The editorial team of *Izwi lase OPSC* would like to welcome on board Ms Zodwa Jiya, our Deputy Director: External Communications who joined Team PSC on Monday, 27 March 2017. We hope that she will find the PSC environment exciting.

The South African Public Service Commission strives to contribute towards good governance in the continent by sharing best practices with various Public Service Commissions. To this end, during the month of March, the PSC hosted the Public Service Commissions of Lesotho and Kenya. In this edition, we report about the two visits.

In our endeavour to assist Parliament in its oversight work, the PSC accompanied members of the Parliamentary Portfolio Committee on Public Service and Administration, Planning, Monitoring and Evaluation on its oversight visit in Mpumalanga and Limpopo. Accordingly, Izwi touches on the visit by the Portfolio Committee.

We also reflect on the farewell function of Ms Rosemary Ramaite who retired after serving the Public Service for a period of 35 years. Mr John Mentoor on the other hand, resigned from the Public Service following 31 years of service. These two colleagues worked at Branch: Integrity and Anti-Corruption and *Izwi* would like to take this opportunity to wish them well in their future endeavours.

We conclude this edition of *Izwi* with regulars such as Information Resource Centre Corner and Jokes.

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PSC HOSTS LESOTHO PUBLIC SERVICE COMMISSION

In our efforts to contribute towards good governance in the continent, on 13-14 March 2017, the Public Service Commission (PSC) under the leadership of Advocate Richard Sizani hosted a delegation from the Public Service Commission of Lesotho. Led by their Chairperson, Advocate Mosito Mapetla, the purpose of the visit by the Lesotho PSC was to amongst others, benchmark with the South African PSC on the following focus areas:

- Mandate of the PSC
- Governance Rules
- Appointment of Commissioners and their terms and condition of service
- Recruitment and selection

The Director-General of the PSC, Dr Dovhani Mamphiswana shared with the delegation the mandate of the PSC including its oversight role as well as the technical tools that the PSC uses to implement its Constitutional Mandate.

The Department of Public Service and Administration (DPSA) was invited to the meeting and representatives from the DPSA interacted with the delegation on 14 March 2017 on matters relating to amongst others, recruitment and selection.

Advocate Mapetla shared with the South African PSC the role and mandate of the Lesotho PSC.

About Lesotho PSC

The PSC of Lesotho was established through the Constitution of Lesotho in 1993. It is an independent agency mandated to conduct its business through a legal framework to safeguard the merit principle in appointments, to promote quality service delivery to the public and maintain transparency in all the processes. The Commission consists of Commissioners and is assisted by a Secretariat.

Resounding success

The meeting was a resounding success.



TEAM PSC BIDS FAREWELL TO ROSEMARY AND JOHN

On 23 March 2017, members of Team PSC bade farewell to two colleagues who served the public service with distinction, namely **Ms Rosemary Ramaite** and **Mr John Mentoer**. Rosemary has served the public service for a period of 35 years whilst John has served 31 years. These are seasoned public servants who have contributed immensely in the organisation especially in the area of professional ethics

Career history of Rosemary

- Rosemary started her Public Service career in January 1982 when she was appointed a teacher by the then Gazankulu Department of Education. In January 1987, she was transferred to the Department of Education, Republic of Venda again as a teacher.
- In May 1995, she was transferred and promoted to the position of Lecturer at the Department of Education and Culture and within five months in that position, she was promoted to the position of Principal at Northern Province Department of Education and Culture (that was October 1996).
- Having experienced the academic life, Rosemary joined the Office of the Public Service Commission as an Assistant Director (Level 9) in February 2005. In August 2008, she was promoted to Assistant Director, Level 10.
- Due to her commitment and the hard work she had demonstrated in the OPSC, Rosemary was subsequently promoted to the position of Deputy Director in November 2008 – A position she held up until her retirement.



TEAM PSC BIDS FAREWELL TO ROSEMARY AND JOHN (Cont..)

Career history of Mr John Mentoor

- John started his Public Service career in January 1986 when he worked at the Department of Budgetary and Auxiliary Services in the Western Cape as Assistant Provisioning Administration Officer.
- In July 1991, he was promoted to the post of Personnel Practitioner in the same Department. Again, in November 1991, he was promoted to the post of Senior Personnel Practitioner in the same department (Department of Budgetary and Auxiliary).
- In November 1994, John was transferred and promoted to the post of Senior Personnel Practitioner, this time, at the Western Cape Department of Education and Cultural Services.
- In June 1995, he joined the Department of Public Service and Administration as Principal Training Advisor. Within a year and one month (July 1996), John was promoted to the post of Deputy Director (Level 11) at the Department of Constitutional Development.
- In December 1998, he joined the Office of the Public Service Commission as Deputy Director and in March 2007, he was promoted to the post of Director within the Office of the Public Service Commission. It was the hard work and passion that he demonstrated in the area of professional ethics that he was later promoted once again to the position of Chief Director: Professional Ethics in May 2009 – a position he held until his resignation.



TEAM PSC BIDS FAREWELL TO ROSEMARY AND JOHN (Cont..)



PSC ACCOMPANIES PORTFOLIO COMMITTEE ON ONVERSIGHT VISITS

The PSC accompanied the members of the Portfolio Committee on Public Service and Administration, Planning, Monitoring and Evaluation on its oversight visit in Mpumalanga and Limpopo from 27-30 March 2017.

The theme of the oversight visit was titled: **Back to Basics in instilling culture of Batho Pele Principles and Professionalising the Public Service**. During the three day visit in these provinces, the Portfolio Committee including PSC Commissioners visited the following municipalities:

- Emalahleni Municipality (Witbank, Mpumalanga)
- Mbombela District Municipality (Hazeyview, Mpumalanga)
- Bushbuckridge Municipality (Bushbuckridge, Mpumalanga)
- Polokwane Municipality (Limpopo)

During the oversight visits in Mpumalanga, the PSC presented the Provincial State of the Public Service as well as Reports on service delivery inspections conducted at the Lebombo and Oshoek Boarder posts. In Limpopo, the PSC also presented the Provincial State of the Public Service including a Report on the improvement of Section 100 of the Constitution and current administrative challenges impacting service delivery. Commissioners Sellinah Nkosi and George Mashamba led the PSC delegation in Mpumalanga and Limpopo respectively.

PUBLIC SERVICE COMMISSION OF KENYA VISITS

On 30 March 2017, the PSC hosted a delegation from the Public Service Commission of Kenya. The purpose of the visit was to amongst others, benchmark with their South African counterparts on the following:

- Oversight role of the work of the South African PSC
- Promotion of values and principles in the Public Service
- Use of PMDS in integrating values and principles in the work environment.

The delegation from Kenya was led by its Vice Chairperson, Ambassador PO Nkuraiyia.

About the Kenyan PSC

The Kenyan PSC is a Constitutional Commission established under Article 233 of the Constitution of Kenya, 2010. The mandate of the PSC is spelt out under Article 234 of the Constitution, and includes, inter alia, the promotion of national and

PUBLIC SERVICE COMMISSION OF KENYA VISITS (Cont..)

public service values and principles; compliance evaluation and report to the President and Parliament on the extent to which the values and principles in Article 10 and 232 of the Constitution are complied with throughout the Public Service.



January/February/March 2017

INFORMATION RESOURCE CENTRE

Book Review

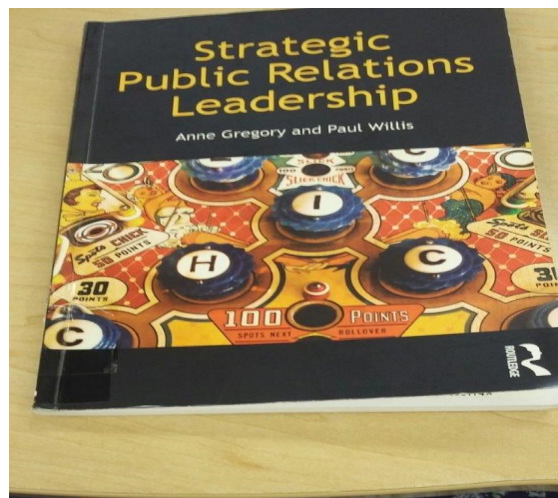
Title: Strategic Public Relations and Leadership

Author: Anne Gregory and Paul Willis

Year: 2013

Publisher: Routledge

Reviewed by: Molebogeng Mothotoana



Abstract:

This book covers three parts that contribute in the strategic public relations leadership. Part one of this book looks at four key elements which make up the strategic contribution of public relations in organizations. To set the context, this book looks at the organisation from a public relations perspective. Part one also explores leadership and public relations. It draws parallels between what is generally recognised as key traits of leadership and what public relations practitioners are expected to do.

The book also highlights that a key strategic contribution of public relations in an organisation is supporting the Chief Executive Officer (CEO), and working with the senior management team. Part one further defines who the CEO is in an organization.

Part two of this book looks at the pre-occupations of public leaders. Because public leaders are massively sensitive to what is going in both outside and inside the organization, contextual intelligence is essential. Appreciating the values of the organisation also forms a critical role in the strategic role of public relations.

The third part of this book covers the responsibilities of public relations leaders. This is definitely a must read. To get a copy of this interesting book, members of Team PSC can contact the Information Resource Centre at the following numbers:

Nelly Lukhero: X 1129

Molebogeng Mothotoana X 1124

Jokes

Joke 1: A guy comes into a bar and asks the barman to place 10 mugs and fill them with beer. The bartender places mugs and starts filling them. The guy follows him and drink beer immediately. The bartender asks:

- Why are you in such a hurry?
- The guy replies: If you have, what I have, you would be also in a hurry.
- The bartender steps back a little bit and asks:
- And what do you have?
- I have only 70 cents in my pocket.

Joke 2:

A family bought an apartment and started interior decorations. Wife tells her husband:

- Honey, go to the neighbours and ask how many rolls of wallpapers they have bought when they were decorating their walls.
- The husband went to the neighbours and he was told:
- Twelve rolls.
- The family bought twelve rolls, started decorating but at the end ,six rolls were left unused.
- Angry husband goes to the neighbours:
- Hey you, couldn't you have told me the truth? We have six rolls left now.
- The neighbour answered , we have six rolls left as well,.