



Custodian of Good Governance

# Izwi lase OPSC

Jul/Aug/Sep 2018



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## Editorial

On 31 August 2018, the Minister for Public Service and Administration, Ms Ayanda Dlodlo launched the 2018 Public Service Month in Pretoria, setting-off a series of activities earmarked to celebrate the annual Public Service Month.

The launch kick-started the month-long programme beginning 01 September 2018 under the theme: **"Thuma Mina: taking public service to the people: we belong, we care, we serve"**. During this month, the Public Service Commission (PSC) launched the Constitutional Values and Principles (CVPs) nationally and provincially, with the Gauteng Province planning to launch on 19 October 2018.

In this issue of Izwi lase OPSC, we take a closer look at the national launch of the CVPs that took place on 20 September 2018 at the University of South Africa's Main Campus in Pretoria. We also report on the Roundtable Discussion on the Professionalisation of the Public Service that also took place at UNISA on 25 September 2018.

The issue relating to the payment of suppliers within 30 days is a course that the PSC has been championing. To this end, we report about an engagement that took place on 18 September 2018 between the PSC and Directors-General whose Departments failed to comply with the 30 days payment rule.

We conclude this edition with a collage of pictures commemorating the following events:

- National Women's Day, held on 24 August 2018 at Monument Park under the theme **"100 Years of Albertina Sisulu: Woman of Fortitude"**,
- Heritage Day commemoration by the National Office held on Friday 21 September at Exxaro Resources in Pretoria; and
- National and Provincial launches of the CVPs.



## PSC National Office launches the Constitutional Values and Principles

The National Office of the Public Service Commission (PSC) launched the Constitutional Values and Principles under the theme: **Building a Value-driven Public Service through Ethical Leadership for Service Delivery**, on Thursday 20 September 2018 at UNISA. The launch formed part of the Public Service Month activities which is celebrated during the month of September.

The Minister for Public Service and Administration, Ms Ayanda Dlodlo delivered a keynote address under the theme: **Inculcating the Constitutional Values and Principles, including the Batho Pele Principles, to build a values-driven Public Service**. In her speech, Minister Dlodlo mentioned that the National Development Plan (NDP) says "A developmental state needs to be capable. It has to be built, brick by brick, institution by institution, and sustained and rejuvenated over time. It requires leadership, sound policies, skilled managers and workers, clear lines of accountability, appropriate systems, and consistent and fair application of rules."

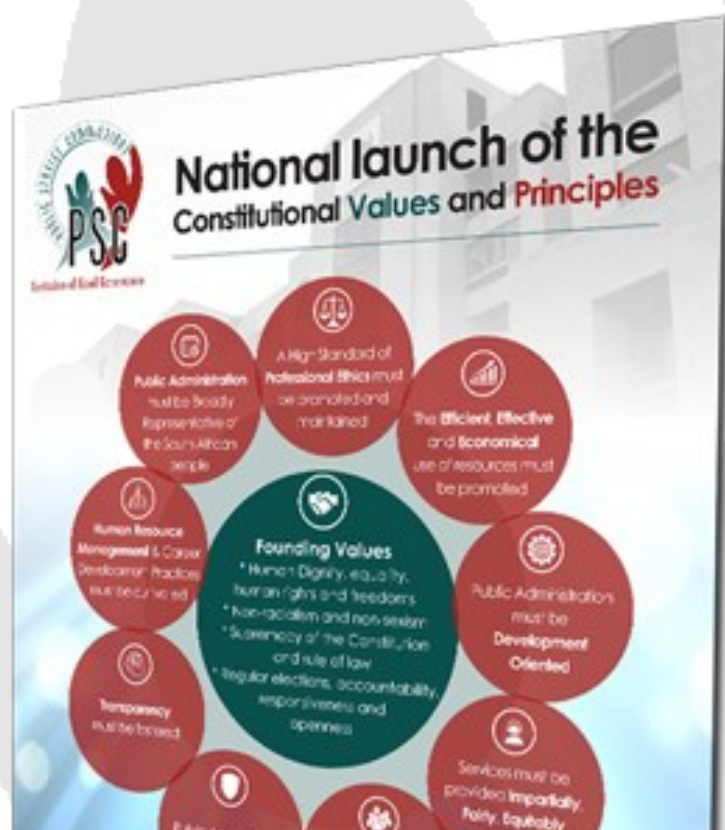
She asked whether South Africa has such public servants that can bring about the capable state envisaged by the National Development Plan. She questioned whether the higher learning institutions and various academics involved in public sector management and training were sufficiently positioned to produce a public servant who has integrity, is professional and has a commitment to serve the public, amid perceptions that public servants are lazy and corrupt. She acknowledged that although many public servants are honest, committed and hard-working, there is an amount of work to be done to "kill the perception of laziness and dishonesty in the Public Service and to rid the Public Service of such rogue elements".

Minister Dlodlo mentioned that Public Service is about service ethos and not for the rich and elite, but a vehicle to ensure the development of the citizenry and to be responsive to their needs. She said that Public Service should therefore be underpinned by the fundamental values on the Constitution. "When we conceptualized the transformation of the public service from a discriminatory instrument based on race and class, we envisaged a Public Service that embodied human rights, equality and dignity for every citizen". She emphasized that "the Constitution, which is a guiding light for our democratic future, includes

a chapter on the values and principles of public administration so that the Public Service can be governed by those values".

Minister Dlodlo called for public servants that are values-driven and embodies a high standard of professional ethics. Public servants that are ready to serve communities with honesty and integrity. She concluded by commending the late former Minister for Public Service and Administration, Dr Zola Skweyiya and Professor Stan Sangweni who pioneered the professionalisation and transformation of the Public Service. She reminded the audience that the NDP Vision 2030 demands that "we harness our collective effort and build a Public Service that is responsive to the needs of our citizens in a meaningful way".

The launch was also attended by the Minister for Arts and Culture, Mr Nathi Mthethwa, Gauteng MEC for Roads and Transport, Mr Ismail Vadi, Chairperson of the Portfolio Committee on Public Service Administration, Planning Monitoring and Evaluation, Mr Joseph Maswanganyi, Chairperson of Moral Regeneration Movement, Father Smangalis Mkhathshwa, PSC Commissioners, public servants from various national government departments, academics and professional bodies.



## PSC holds a Roundtable on the Professionalisation of the Public Service in South Africa

In its effort to build a career-oriented, capable and professional Public Service, the Public Service Commission (PSC) held a Roundtable discussion on the Professionalisation of the Public Service, on Tuesday 25 September at the University of South Africa's Main Campus, Pretoria. The purpose of the roundtable was to assess the progress made in relation to the professionalisation of the Public Service since the adoption of the National Development Plan, and to propose concrete initiatives that can be undertaken to deepen and consolidate the professionalisation of the Public Service.



The Roundtable was attended by the Deputy Minister for Public Service and Administration, Dr Chana Pilane-Majake, Chairperson of the PSC, Advocate Richard Sizani, Director-General of the PSC, Dr Dovhani Mamphiswa, PSC Commissioners, Acting Executive Dean: Humanities at the Tshwane University of Technology, Professor M Maserumule, Public Research Institute (PARI) representative, Ms Sarah Goldberg, Director-General of the Department of Public Service and Administration, Professor Richard Levin, Chief Executive Officer of the South African Human Rights Commission, Advocate Tseliso Tshipanyane and delegates from different government departments, academics, civil society and professional bodies. In delivering her keynote address, Deputy Minister Majake reminded the delegates about the two progressive documents which are the cornerstone of our democracy, namely the Constitution of the Republic of South Africa and the National Development Plan (NDP) 2030 which envisage a Public Service

that is professional, accountable and developmental in building a capable state.

The Deputy Minister mentioned that the NDP highlights a need for well-managed and effectively coordinated state institutions with skilled and capable public servants who are committed to delivering quality services to the citizenry. She further said that the NDP calls for a Public Service that is responsive to people's needs and that allowed for the reconciliation of administrative and political priorities. She further stated that the White Paper on the Transformation of the Public Service emphasises the need to promote professional ethos and ongoing skills training for all employees at all levels as part of their professional life, and that such skills should not only be technical but also relate to problem solving, innovation and leadership. The Deputy Minister commended the PSC for coordinating the roundtable with the view to provide a conceptual framework for the professionalisation of the Public Service of South Africa. She said that the task of professionalising the Public Service is not an easy one. "It requires a strong partnership between government departments, Academia, Professional Associations, Private Sector and Civil Society". Professor M Maserumule made an input on the process that should be followed to professionalise the Public Service and the appropriate institutional arrangements. The Director-General in the Department of Public Service and Administration, Professor Richard Levin briefed the delegates on the government's progress towards the professionalisation of the Public Service in line with the ideals of the Constitution and the National Development Plan whilst the Deputy Chairperson of the PSC, Mr Ben Mthembu concluded with a summation of key issues, identification of guiding principles, good practices and strategies for advancing Public Service professionalisation in South Africa.



## PSC engages departments on non-compliance of the 30 days rule in paying suppliers

In exercising its oversight function to investigate, monitor, and evaluate the administration of the Public Service, on 8 September 2018, the PCS held an engagement with national departments that are not compliant to the 30 days payment of supplies as stipulated in the National Treasury regulations, at the National Office. The purpose of the meeting was to provide departments with an opportunity to present to the PSC the reasons for their non-compliance to the 30 day payment rule, including challenges that they faced; and assess the mechanisms that the departments have put in place to mitigate these challenges.

The meeting was attended by the Director-General of Public Works, Mr Sam Vukela, Acting Director-General of Water and Sanitation, Ms Debra Motshotlhi, including officials from both departments, representatives from the Department of Cooperative Governance and the South African Police Service. The meeting was chaired by Commissioner Phumelele Nzimande. Deputy Chairperson, Mr Ben Mthembu, Commissioners Sellinah Nkosi and Bruno Luthuli

were also in attendance.

In responding to the non-compliance of the 30 days payment rule, departments mentioned that the reasons varies and included, amongst others, verification of banking details where the banking details on an invoice submitted by the supplier differed with the banking details contained in the Departments' Central Supplier Database (CSD) thus creating an opportunity for fraudulent activities; disputes on work done versus the price agreed upon; and suppliers submitting invoices after the 30 days period has lapsed. Some departments cited financial constraints created by liabilities which have been running over a number of years, and lack of internal capacity. There were best practices that departments have come up with to ensure compliance to the 30 day payment rule. These include amongst others, insertion of compliance to 30 day payment rule in the Key Performance Areas of Senior Managers, and development of an invoice tracking system which generate early warning in cases of delays in the processing of invoices.

In closing, Commissioner Nzimande extended the Commission's appreciation to all the departments that attended the meeting and welcomed the best practices that the departments have come up with in order to ensure that service providers are paid within 30 days.



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## National Women's Day Commemoration-24 August 2018



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## National office Heritage Day Commemoration- 21 September 2018



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## CVPs Launches

The **Eastern Cape** launched the CVPs on **04 September 2018** at the Eastern Cape Office of the Premier in Port Elizabeth. We reflect on the launch through photos.



The **Limpopo** launched the CVPs on **07 September 2018** at Bolivia Lodge in Limpopo. We reflect on the launch through photos.



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## CVPs Launches

The **Northern Cape** launched the CVPs on **14 September 2018** at Sol Plaatje University. We reflect on the launch through photos.



The **KwaZulu Natal** launched the CVPs on **17 September 2018** at Ilembe Conference. We reflect on the launch through photos. Hall, Mayville in Durban.



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## CVPs Launches

The **Free State** launched the CVPs on **18 September 2018** at the Free State Provincial Legislature. We reflect on the launch through photos.



The **National Office** launched the CVPs on **20 September 2018** at University of South Africa's Main Campus. We reflect on the launch through photos.



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## CVPs Launches

The **Mpumalanga** launched the CVPs on **21 September 2018** at the Tshwane University of Technology in Mpumalanga. We reflect on the launch through photos.



The **North West** launched the CVPs on **26 September 2018** at North West Tourism Board (Hotel School) in Mmabatho. We reflect on the launch through photos.



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## CVPs Launches

The **Western Cape** launched the CVPs on **27 September 2018** at the Education District Office in Parrow. We reflect on the launch through photos.



**The Gauteng Office will launch the CVPs on 17 October 2018**