



Custodian of Good Governance

Izwi lase OPSC

Apr/May/Jun 2018



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Editorial

Welcome to the first edition of our internal newsletter, **Izwi lase OPSC**, for the 2018/19 financial year. The Public Service Commission (PSC) is saddened by the passing away of Ms Joyce Mashamba, MEC for Agriculture in Limpopo and wife of Commissioner George Mashamba. Our thoughts and prayers are with the Mashamba family during this difficult time. In this edition of Izwi, we reflect on events that took place between April and June 2018. We also introduce a new feature called "Wellness Corner" where we explore different topics on Health and Wellness matters. A healthy team is a winning team!!

We finish the first quarter of the 2018/19 financial year on a high because the National Office has finally relocated to the new Public Service Commission House in Arcadia. Colleagues at the National Office had been hard at work packing their belongings in anticipation of the long awaited move. In this issue of Izwi, we touch on the move. We also report about the PSC's Strategic Planning Session, which successfully took place at the new PSC home.

2018 marked the 42nd Anniversary of the Soweto uprisings under the theme: **"Live the legacy: towards a socio-economically empowered youth"**. This year's youth celebrations coincided with the centenary of the life of our nation's founding father Tata Nelson Mandela. To celebrate the day, PSC Youth visited Luvuyo Orphanage and in this edition, we reflect on the visit which took place on 22 June 2018. We also touch on the 2018 Mandela Day, which will be celebrated throughout the country on 18 July 2018.

Africa Public Service Day is now an entrenched strategic event on the African Union Calendar. To this end, the 23rd of June of every year is celebrated as Africa Public Service Day with the view to recognize the value and virtue of service to the community. In South Africa, the 2018 Africa Public Service Day was celebrated on 22 June 2018 at the Department of International Relations and Cooperation wherein Commissioner Phumelele Nzimande delivered a paper on Ethical Leadership. In this edition of Izwi, we report about the celebration.

As part of its oversight work, the PSC, during the month of May briefed members of the Portfolio Committee on Public Service and Administration, Planning, Monitoring and Evaluation on its work relating to the Promotion of the Constitutional Values and Principles. The PSC also briefed the Standing Committee on Appropriation on the 2018 Appropriation Bill. We report about both briefings which were a resounding success. We also reflect on the Minister for Public Service and Administration, Honourable Ayanda Dlodlo's Budget Vote Speech in Parliament.

We conclude this edition with Jokes and a new feature on Wellness which we will actively promote going forward.



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OPSC's New Location

OUT WITH THE OLD AND IN WITH THE NEW

Finally we are leaving. After months of not having a place called home, the National Office has finally moved to its new building called **"Public Service Commission House"** located at **536 Francis Baard Street, Arcadia**. The new corporate building blends in well with the corporate image of the PSC.

Some of the features in the building include amongst others, conference rooms, children's play room and patios in each floor. The **Public Service Commission House** has already been branded to give it a PSC look and feel. Some of the advantages of the new building are that it is located at the Arcadia precinct next to the Sterland Mall and the traffic congestion that members of Team PSC experienced in the Central Business District of Pretoria will be something of the past.

Furthermore, in light of the fact that the new building boast various conference rooms, PSC activities such as workshops, roundtable discussions amongst others, can be hosted in-house thus saving costs relating to external venue hire.

To this end, the PSC has successfully held its Strategic Planning Session at the new building from 19-21 June 2018 under the theme: Renewal and revitalisation of the Public Service Commission to meet the Challenges of the Public Service Commission's Constitutional Mandate and the new dawn.



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Strategic Planning Session

PSC HOLD ITS STRATEGIC PLANNING SESSION AT ITS "NEW HOME"

The Public Service Commission opened its new home in a form of a Strategic Planning Session from 19 to 21 June 2018. The Strategic Planning Session, which was attended by amongst others Commissioners, Top Management, Provincial Directors and selected Corporate Services Directors, was a resounding success.



The following were the objectives of the Strategic Planning Session:

- To strengthen the institutional performance of the PSC as a Constitutional Body through advice from the GTAC Team
- To discuss the PSC Amendment Bill and the analysis of the legislative mandate of the PSC
- To strengthen the role of the PSC as a Constitutional Body within the new societal priorities, i.e. the "New Dawn"
- To conduct an internal and external environmental scan
- To identify flag-ship projects for the 2019/20 financial year and beyond, aligned to the Public Service Commission's mandate and the internal and external environment

The Strategic Planning Session was facilitated by amongst others, Convenors of the Specialist Teams and members of the Government Technical Advisory Centre (GTAC). The GTAC was appointed late in 2017 with the primary aim to support the PSC in its

endeavour to have an improved understanding and agreement on the casual factors impacting on our budget, planning and performance challenges. Furthermore, to assist based on the diagnostic report, with the design and implantation of PSC's improved budget and planning processes.

At the Strategic Planning Session, the GTAC diagnostic report was tabled and discussed comprehensively by Commissioners and officials. Furthermore, Advocate Van Der Byl, SC, a Legislation Specialist who had been appointed by the PSC to, amongst others, analyse the mandate of the PSC and the PSC Act; and advice on the process map to achieve the drafting of the new Public Service Commission Act, made a comprehensive presentation on the PSC Amendment Bill, including analysis of the Legislative Mandate of the PSC.

The Strategic Planning Session concluded with the discussions relating to the 2019/20 proposed Annual Performance Plan with particular focus on the following:

- Costed flagship projects aligned to the various government initiatives and national policies, including stakeholder analysis and communication plan for each project
- Identification of Strategic Risks
- Handling of cross cutting provincial projects
- Handling of ad hoc outputs during the financial year not reflected on the APP
- Duplication and overlaps with DPSA, DMPE, Public Protector, etc.
- Communication, stakeholder and branding framework

The former Chairperson of the PSC, Professor Stan Sangweni also addressed members of the Commission at the Strategic Planning Session.



Prof. Stan Sangweni

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Africa Public Service Day Celebrations



2018 AFRICA PUBLIC SERVICE DAY CELEBRATION

Africa Public Service Day is now an entrenched strategic event on the African Union calendar. Emanating from the declaration of the first Pan-African Conference of Ministers of Public/Civil Service held in Tangier, Morocco in 1994, the Ministers agreed that the 23rd of June every year should be celebrated as Africa Public Service. In line with this resolution, South Africa celebrated the 2018 Africa Public Service Day on Friday, 22 June at the Department of International Relations & Cooperation's OR Tambo Building. The celebration was held under the theme: ***“Combating Corruption in the Public Service Institutions through Stakeholder Participation and promotion of Ethical Leadership to realise the objectives of Agenda 2063 and the Sustainable Development Goals”***.

Africa Public Service Day aims to reward excellence in the public sector, motivate public servants to further promote innovation, enhance professionalism and trust in government, raise the image of public service and share best practices within the country as well as across the African Continent.

This year's celebration took a form of roundtable discussions by public servants, members of the diplomatic cooperation, academia, business sector, chapter 9 and 10 institutions, civil society and members of society. The discussions focused on fighting corruption, as a sustainable path for Africa's public service transformation, ethical leadership and its implications on good governance.

The event commenced with a key note address delivered by the Deputy Minister of Public Service and Administration, Dr Chana Pilane-Majake. The PSC was represented by Commissioner Phumelele Nzimande who delivered a paper under the theme ***“Ethical leadership: its implications for good governance”***.



Commissioner Nzimande reminded delegates that the commemoration of Africa Public Service Day provided an opportunity to “honour and rekindle the commitment as public servants to act ethically in our respective jobs”. She encouraged public servants to embed the Constitutional Values and Principles (CVPs) in order to eliminate corruption which has a negative impact on service delivery and the economy of the country. Commissioner Nzimande further praised public servants who continue to conduct themselves ethically in their area of work. She encouraged such employees to soldier on in doing good, amid corrupt activities around them. She concluded by saying that the Public Service Commission will continue to vigorously promote the CVPs throughout the Public Service in order to change behaviors and attitudes so that as a country, we can achieve the type of public administration that South Africans aspire to have, free from corruption and maladministration.

The Africa Public Service Day commemoration was also attended by the PSC Chairperson, Adv Richard Sizani, fellow Commissioners and Senior Management.

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MPSA Budget Vote Speech 2018



Custodian of Good Governance

MINISTER DLODLO DELIVERS THE BUDGET VOTE SPEECH FOR 2018/19 FINANCIAL YEAR

The Minister for Public Service and Administration, Honourable Ayandla Dlodlo delivered her Budget Vote Speech in Parliament on **16 May 2018**. In her speech, Minister Dlodlo mentioned that in the current financial year, the MPSA will focus on amongst others, "capacitating public servants to be the agents of change, enablers and facilitators of integrated good governance and public administration towards the achievement of the country's social Vision 2030". This is a direct response to the call by His Excellency President Cyril Ramaphosa when he introduced the "Thuma Mina" campaign, translated "Send Me".

The Minister also mentioned that the MPSA will work with the PSC in strengthening the fight against corruption in the Public Service. The starting point would be the "revival of the National Anti-Corruption Forum, which brings together all social partners who are involved in efforts to fight corruption in the public service". Of importance as well will be "the strengthening of the management of the National Anti-Corruption Hotline, which plays a strategic role as an important tool for the public to report corruption". Since the NACH started operating in September 2004 up until March 2018, a total of **20162** cases were reported through the hotline. **18133** Cases were closed following the finalisation of investigations. A total of 3623 officials were found guilty of corrupt activities, and **1707** of those officials were dismissed from the Public Service. The MPSA and the PSC will also conduct "workshops in selected government departments to promote professional ethics".

Other strategic areas in which the MPSA will work with the PSC include amongst others, the development of a framework on Life Style Audits, Mitigation of Impact of rising Public Service Wage Bill, and revival of the Ethics, Integrity and Disciplinary Technical Assistance Unit (TAU).



Minister Ayandla Dlodlo



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MPSA Budget Vote Speech 2018



Minister Ayanda Dlodlo, Deputy Minister Chana Pilane-Majake and the leadership from MPSA Entities during the Budget Vote Speech 2018 in Parliament

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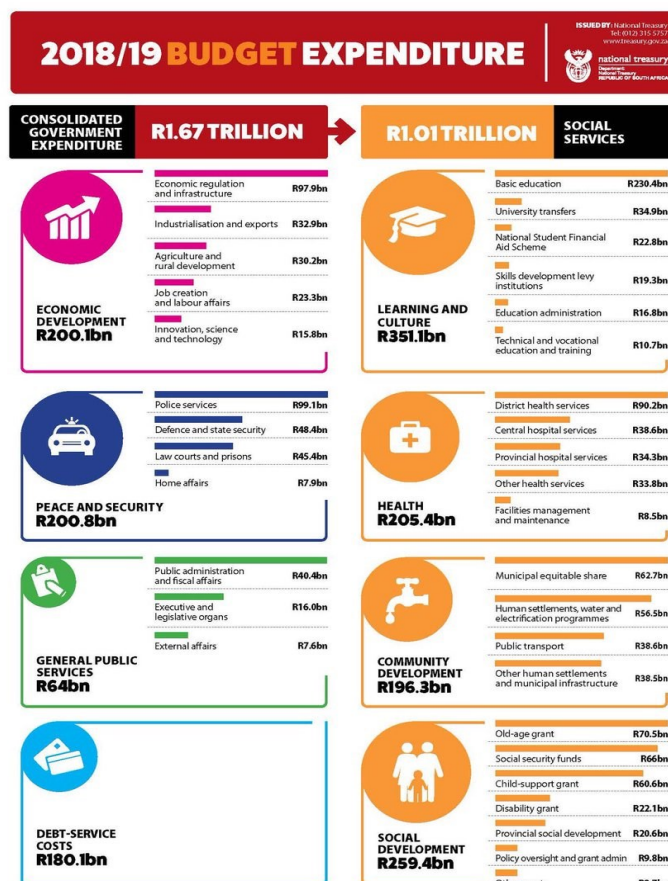
PSC briefs Parliament on the CVPs and the 2018 Appropriation Bill

PSC BRIEFS PARLIAMENT ON CVPs AND PSC COMMENTS ON THE 2018 APPROPRIATION BILL

On 30 May 2018, the PSC briefed members of the Portfolio Committee on Public Service and Administration Planning, Monitoring and Evaluation on its work in relation to the promotion and evaluation of the Constitutional Values and Principles. The Constitutional Values and Principles are an important tool in building social cohesion and a capable state. It is thus important for the PSC to ensure that there is a shared and common understanding of the CVPs in the Public Service, what they hope to achieve and how they will be evaluated.

Through the CVPs, the Public Service can be transformed into a capable state. All public servants ought to adhere to the Constitutional Values and Principles as follows:

- A high standard of professional ethics must be promoted and maintained
- Efficient economic and effective use of resources must be promoted
- Public administration must be development oriented
- Services must be provided impartially, fairly, equitably and without bias
- People's need must be responded to and the public must be encouraged to participate in policy making
- Public administration must be accountable
- Transparency must be fostered by providing the public with timely, accessible and accurate information
- Good human resource management and career development practices to maximize human potential must be cultivated
- Public administration must be broadly representative of the South African people with employment and personnel management practices based on ability, objectivity, fairness and the need to redress the imbalances of the past to achieve broad representation.



On 09 May 2018, the PSC, under the leadership of Commissioner Phumelele Nzimande, briefed the members of the Standing Committee on Appropriation on the 2018 Appropriation Bill which was tabled by the former Minister of Finance early this year. The PSC's briefing focused on, amongst others, the 2018 Appropriation Bill with regards to the issues pertaining to the PSC's mandate, budget versus performance for national departments and key indicators monitored by the PSC. The presentation was well received by members of the Standing Committee on Appropriation.

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Youth Commemorates the 42nd Anniversary

PSC YOUTH COMMEMORATES THE 42ND ANNIVERSARY OF YOUTH MONTH BY GIVING TO THE LESS PRIVILEGED

On Friday 22 June 2018, Team PSC Youth from the National Office visited Luvuyo Orphanage as part of the Youth Month activities and centenary celebration of the life of Tata Nelson Mandela. The orphanage, situated in Soshanguve Block H, accommodates homeless children from the ages of 4 months to 22 years.

Through the donations and kindness from colleagues at the National Office, Team PSC Youth managed to donate groceries and toiletries amounting to over R6000, as well as babies' food, disposal nappies, clothes, blankets, shoes and sanitary towels. Thanks to everyone who contribute towards this good course. It is these acts of kindness that Madiba stood for.

The Nelson Mandela centenary celebration, which coincides with the 42nd anniversary of the Soweto uprising is celebrated under the theme **"Live the legacy: towards a socio-economically empowered youth"**.

The commemoration of Youth Month and the centenary of Nelson Mandela should remind us of the endless sacrifices and the blood that was shed by many in realising the freedom we enjoy today. We should continue to fight for justice, equality and a non-racial South Africa.

MANDELA DAY 2018

"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead." – **Nelson Mandela**

The year 2018 marks 100 years since Nelson Mandela's birth on 18 July. This year's Mandela Day celebration will focus on poverty with the following slogan **"#ACTIONAGAINSTPOVERTY"**.

The commemoration calls for all of us to look back at what we have done and what needs to be done in bettering the lives of others.

Below are ideas that talks to the **#ACTIONAGAINSTPOVERTY** slogan for commemorating Mandela Day 2018:

- Prepare sandwiches & coffee and share with the homeless
- Buy groceries for child-headed families
- Buy groceries for a family or 2 that are less privileged
- Buy groceries for an orphanage/old age home or school for special needs people
- Visit an elderly person and share lunch/dinner with them
- Visit a children's ward in a hospital and share goodies e.g. fruits/sweets/snacks

Team PSC at the National Office will commemorate the Day with school children at Boshkop Primary School in Pretoria East. Colleagues in the Provinces are also encouraged to commemorate the day.



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Team PSC at Luvuyo Orphanage



Wellness Corner

WELLNESS CORNER



DIET GUIDELINE - HEALTHY EATING

Having a balanced diet is essential to your wellbeing. Healthy eating does not imply avoiding high calorie/fatty foods altogether.

Rather, a healthy eating plan focuses on more fruit, vegetables, grains and legumes, and less fats, oils and sugars.

Benefits of healthy eating

Following a healthy eating plan has many immediate and long-term benefits, such as:

- You will live longer and have less complications in your old age
- You will maintain a healthy body weight
- You will have more energy, enabling you to enjoy physical activities
- You will feel good and your mood will improve
- Healthy eating reduces and can even eliminate many health risks such as adult-onset diabetes, heart problems, high blood pressure, high cholesterol, osteoporosis, certain cancers and strokes

Being obese, overweight or underweight creates serious health complications and can lead to illness. Obesity is the greatest cause of adult-onset diabetes. People who are obese or overweight are likely to suffer from many health problems. Obesity has been positively associated with heart disease, stroke, breast and colon cancer, and high blood pressure.

Underweight persons are at increased risk of problems such as osteoporosis and menstrual irregularities. Having an unhealthy weight also affects your mood, self-esteem and energy levels.

Controlling your weight

Miracle pills or crash diets are not recommended as a means of controlling weight. You will cause your body far more damage than good by resorting to these methods.

Achieving and maintaining a healthy body weight is possible through healthy eating and regular physical activity.

Ideally, you should perform 30-45 minutes of moderate physical activity per day (activity that leaves you slightly out of breath).

If you are physically inactive, start with five minutes a day, such as using the stairs or going for a brisk walk, and increase your level and duration of physical activity only when you are comfortable to do so.

Regarding your diet, make small, gradual changes, focusing on one food group at a time. In doing so you will find it much easier to become healthy and stay healthy.

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Jokes

Patient: oh Doctor, I am just so nervous. This is my first operation

Doctor: Don't worry, this is my first operation too

