

Editorial

Jan/Feb/Mar 2018

Welcome to the final edition of our internal newsletter, *Izwi Iase OPSC*, for the 2017/18 financial year. In this edition, we reflect on events that took place between January and March 2018 and we hope that you will find it interesting.

2018 has been declared as the year to celebrate the centenary of Nelson Mandela who would have turned 100 years. The Nelson Mandela Centenary, which is celebrated under the theme “Be the legacy” will focus on Madiba’s legacy and values which contributed to a democratic country that all South Africans enjoy today.

The centenary programme will be used to remind South Africans about the importance of a value-based nation. Madiba dedicated 67 years of his life to public service by promoting peace, defending democracy, fighting for Human Rights and putting the interest of the nation above his own. It is upon us to emulate the spirit of Madiba by taking the baton and continue to fight for what he stood for.

On 21 March 2018, South Africa commemorated Human Rights Day under the theme “*The Year of Nelson Rolihlahla Mandela: Promoting and Deepening a Human Rights Culture across society*”.

Human Rights Day aims to honour those who fought for our liberation. We also celebrate the many rights guaranteed in our Constitution. As Team PSC, we are reminded of our corporate values which should give direction to our actions and how we behave. We should continue to serve the nation with pride and dignity.

In this edition of *Izwi*, we report on the Fifth General Assembly of the Association of African Public Services Commissions (AAPSComs), which was held from 13-15 March 2018 at Emperors Palace. We also reflect on the roundtable discussion on the Constitutional Values and Principles (CVPs), which took place on 15 March 2018 at the University of South Africa (UNISA).

Contents

<i>Editorial</i>	1
<i>AAPSComs in Pictures</i>	2
<i>Roundtable Discussions on Constitutional Values and Principles (CVPs)</i>	9
<i>PSC Bids Farewell to Roderick Davids</i>	10
<i>Tabled Reports</i>	11
<i>Book Review</i>	12
<i>Words of Wisdom</i>	12



We bid farewell to Mr Roderick Davids who is going on retirement after serving the Public Service for a period of 25 years. We will also look at PSC research reports which were tabled in Parliament.

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

AAPSComs In Pictures

On 13-15 March 2018, the Public Service Commission (PSC) in its capacity as the President to the Association of African Public Services Commissions (AAPSComs) held a successful Fifth General Assembly of the Association of African Public Services Commission at Emperors Palace, Kempton Park. In attendance were delegates from The Gambia, Kenya, Lesotho, Mauritius, Namibia, Uganda and Zambia. Some of the topics which were discussed included, amongst others:

- Continental challenges on public administration, management and service delivery
- Promotion of effective leadership and good governance in Africa
- The Role of African Public Services Commissions in attaining the sustainable development goals
- Information and Communication Technology (ICT) as a means and tool for the modernisation of Public Service Management and Administration in Africa
- Sharing of the mandates of different Public Service Commissions.

The new leadership of AAPSComs was elected at the General Assembly.

AAPSComs Day 1



Minister Ayanda Dlodlo with AAPSComs Delegates

Jan/Feb/Mar 2018

AAPSComs Day 1 Cont....



AAPSComs Day 1 Cont....



AAPSComs Day 1 Cont...



AAPSComs Day 2

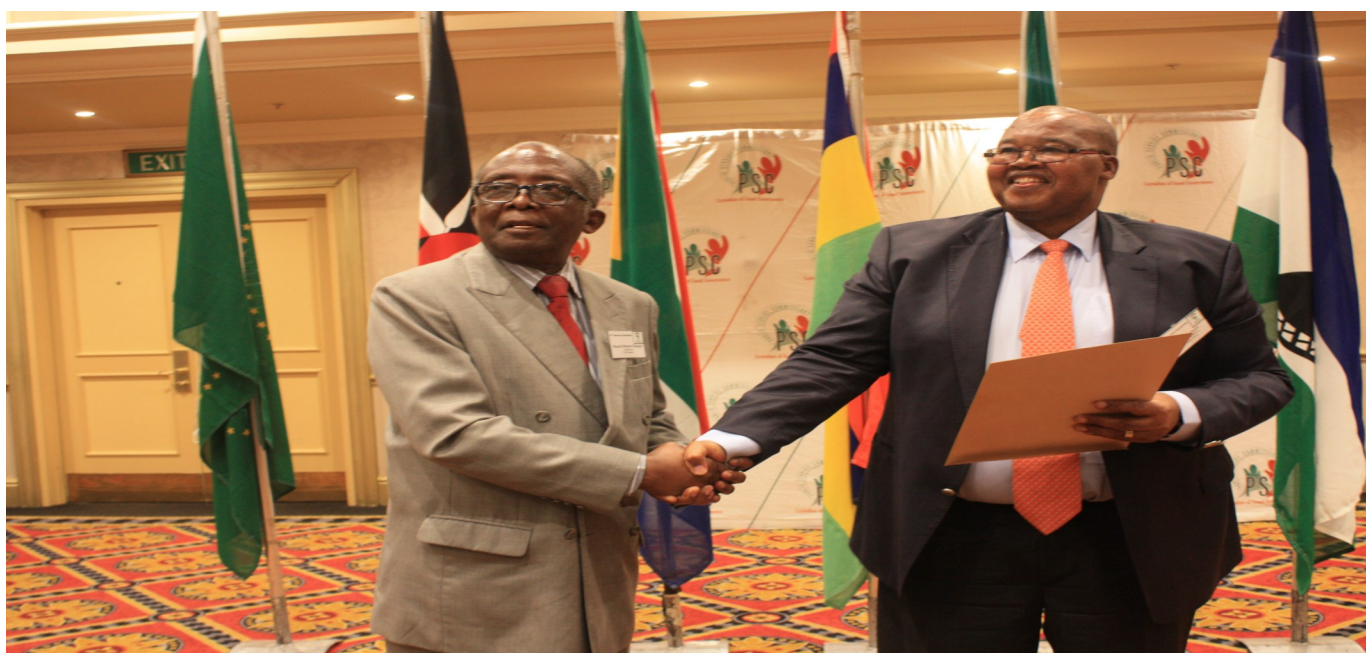
On day 2 (14 March), the general assembly meeting was held and the new leadership of AAPSComs was elected. Below are representatives from elected countries:

President: Public Service Commission: Zambia (third from left)

Vice-President for the East African Region: Public Service Commission: Kenya (second from left)

Vice-President for the West African Region: Public Service Commission: The Gambia (fourth from left)

Vice-President for the South African Region: Public Service Commission: Lesotho (first from left)



AAPSComs Day 3

On the last day of the conference (15 March) delegates visited the Maropeng Cradle of Humankind official visitors centre, where they were taken back 3 million years ago to experience the birthplace of humanity. Part of the centre's tour included a boat ride. The day was concluded with a visit to the Mall of Africa.



Jan/Feb/Mar 2018

Nelson Mandela's Handprints—Maropeng Cradle of Humankind



PSC and HSRC s' Roundtable Discussion

On Thursday 15 March, the PSC together with the Human Sciences Research Council (HSRC) held a successful Roundtable discussion on the Constitutional Values and Principles (CVPs) at the University of South Africa (UNISA). The purpose of the roundtable was to amongst others, promote the constitutional values and principles; and to share with stakeholders the initiatives of both the PSC and the HSRC as they seek to respond to the CVPs.

The PSC team was led by Commissioner Mpilo Sithole who made a presentation on the PSC's framework for evaluating compliance with the Constitutional Values and Principles whilst her counterpart at the HSRC, Advocate Gary Pienaar made a presentation on the HSRC's Transformative Governance Index.

Public servants from various government departments were in attendance including the Statistician-General, Mr Risenga Maluleka, Director-General in the Office of Premier in North-West, Dr Lydia Sebege, Chairperson of the Human Rights Commission, Advocate Bongani Majola and various academics from different institutions. The discussions were also enriched by the inputs from the delegation from Kenyan Public Service Commission.

All the inputs received will help strengthen both the PSC's M&E Framework and HSRC's Transformative Governance Index.



PSC Bids Farewell to Roderick Davids

On Friday, 24 March 2018, Team PSC bid farewell to Mr Roderick Davids during a ceremony held at the national office in Pretoria.

Rod, as he is affectionately known, started his career in the public service in 1993 as a teacher at the Western Cape Department of Education. In 1995 he was promoted to the Head of Department in the same department where he worked for five years until he was transferred to the PSC in October 2000 to the position of Director: Professional Ethics, Research and Promotion.

During the function, speaker after speaker praised Mr Davids for championing ethics and integrity in the public service and for his immense contribution in eradicating corruption. DDG: IAC, Mr Malatsi, thanked Roderick for being an ethical leader who has been true to the cause. He said that Roderick made his work shine by being a source of support in the area of ethics and by always availing himself whenever a need arose. The Director-General, Dr Dovhani Mamphiswana mentioned that Mr Davids embodied ethics and integrity in his conduct and that he was a key link between the PSC and a number of institutions. Commissioner Sellinah Nkosi reflected on the long official trips that she undertook with Roderick and that the humility and professionalism that he demonstrated when carrying out his work was impressive.

Mr Roderick was accompanied by his wife Sellinah, his son Matthew, other family members and former colleagues from the DPSA.

Izwi Team would like to extend its appreciation to Roderick for serving Team PSC and the Public Service with aplomb throughout his career. May he experience much joy and happiness in his retirement.



Tabled Reports in Parliament/ Provincial Legislature

The Factsheet on Completed Disciplinary Proceedings on Financial Misconduct for the 2016/2017 Financial Year was tabled in Parliament in March 2018. The report was also presented to the Portfolio Committee on Public Service and Administration by Commissioners Sellinah Nkosi and Henk Boshoff on Wednesday, 7 March 2018.

The Factsheet contains information on completed disciplinary proceedings on financial misconduct, trends analysis of completed disciplinary proceedings on financial misconduct and disciplinary proceedings on financial misconduct that were not completed as at 31 March 2017.

In the 2016/2017 financial year, the number of completed disciplinary proceedings on financial misconduct has increased by **512 (80.3%)** in comparison to the 2015/2016 financial year i.e. from **638** to **1150**.

In comparison to the 2015/2016 financial year, there has been a drastic increase by **R340 047 365.45 (185%)** in the amount of money involved in completed disciplinary proceedings on financial misconduct in the 2016/2017 financial year i.e. from **R184 305 710.31** to **R524 353 075.76**.

There has been a decrease of **41%** in the level of recovery/no loss to the State from **R165 366 906.21 (89.7%)** in the 2015/2016 financial year to **R255 191 568.12 (48.7%)** in the 2016/2017 financial year. The PSC is of the view that the Accounting Officers responsible should be held accountable for the non-compliance.

The PSC trusts that the overview and trends on discipli-

A full report can be accessed on www.psc.gov.za under 2017 Reports.

On Monday 20 March, Commissioner Michael Seloane briefed the Gauteng Legislature on the **Report on the Assessment of Grievances on Work Attendance in the Gauteng Provincial Departments**. The report was compiled following a study conducted by PSC in Gauteng to establish if there is truth in the perception that employees in the workplace who are aggrieved and whose grievances are not speedily and adequately addressed, are more prone to take sick leave.

The Report shows that in all departments, except the Department of Economic Development, employees who lodged grievances took more sick leave than employees who did not lodge grievances. On average, employees took **3.29** days sick leave per annum whilst employees who lodged grievances took **6.28** days sick leave per annum. In the Department of Agriculture and Rural Development, employees who did not lodge grievances took an average of **2** days sick leave per annum whilst aggrieved employees took an average of **10.06** days.

The study has revealed that there is a significant increase of sick leave by aggrieved employees. It is therefore logical that speedy resolution of grievances should have a positive effect to decrease sick leave by aggrieved employees. It is also imperative that the departments implement necessary tools to prevent the abuse of sick leave.

A full report can be accessed on www.psc.gov.za under 2018 Reports .

Book Review

Title: Doing Qualitative Research: *a practical handbook*.

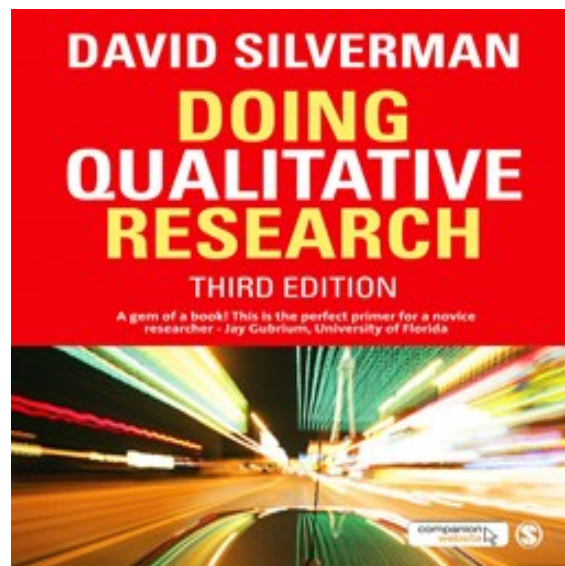
Author: Silverman D **Year:** 2010

Abstract:

Doing Qualitative Research provides step-by-step guide to the process of planning and conducting a qualitative study for the first time. The book covers in a lively and accessible style and how to learn the craft of qualitative research by applying knowledge about different methods to actual data. Provides practical advice on key issues such as defining originality and narrowing down a topic, keeping a research diary and writing a research report and presenting research in different audiences.

Doing Qualitative Research among its new, attractive features are:

- A problem-based format, making extensive use of statements and queries by recent research students.
- Material relevant for both Masters and PhD students.
- Detailed discussion of different analytical models used in research.
- An updated chapter on computer aided qualitative data analysis.
- Boxed tips and links to websites through the text.
- An expanded index and glossary.
- A companion website which include further readings and exercises.



Words of Wisdom

"A winner is a dreamer who never gives up"

PoTutorOnline.Com

**I never lose.
I either win or learn.**

- Nelson Mandela

Goalcast