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Season's Greetings

The New Year is around the corner. It's time for all staff to enjoy the festive season after all the hard work throughout the year. 2003 was an extraordinary year for the Office of the Public Service Commission. A large number of our senior personnel were re-deployed in the Eastern Cape to assist in tackling service delivery challenges in the Departments of Health; Education; Social Development; and Roads and Public Works in that Province.

We salute members of our staff who are part of the Interim Management Team headed by our Director-General as well as the Joint Management Teams for their efforts to ensure that service delivery backlogs in the targeted departments are addressed. I must also salute all officials in the Office, for ensuring that despite the capacity challenges, we are still delivering on our mandate. Our work this year has not gone unnoticed. We have made several presentations to the Portfolio Committee on Public Service and Administration. These include amongst others:

- State of the Public Service Report
- Citizen Satisfaction Survey
- Report on the Implementation of the Framework for the Evaluation of HoDs
- Report on Public Administration Monitoring and Evaluation System
- Report on the Evaluation of the National Subsidy Scheme.

Our engagement with the Portfolio Committee on Public Service and Administration is certainly getting stronger.

Our relationship with the media has also improved. This year, we received positive media coverage on our work.



Prof Richard Levin
Acting Director - General

Our interaction with communities on the ground through the Citizens Forums Pilot Project has also been very exciting. We have held Citizens Forum feedback sessions in conjunction with members of the Portfolio Committee on Public Service and Administration, in Mananga, Witbank, Piet Retief, Lady Frere and Aliwal North.

With the completion of the Office restructuring and the approval of the Office structure by the Commission, the new structure will come into effect from April 2004.

From Wednesday, 24 December 2003 until Friday, 02 January 2004, the Office will be closed for the festive break. We wish everyone a well-deserved rest. Those Officials who will be traveling, please drive safely and arrive alive.

I wish you and your families a wonderful festive season and a Prosperous New Year.

WORLD AIDS DAY CELEBRATED IN STYLE



By Noleen De Free

The Office pledged their commitment to the eradication of discrimination and stigma against people infected with HIV/AIDS.

This was evident during the World AIDS and Disabled Persons' Day celebrations at Commission House on Friday, November 28.

A person living openly with HIV/AIDS, Mr Martin Vosloo, was the guest speaker at the event and enlightened staff about the discrimination people with HIV/AIDS faced on a daily basis.

He urged staff to support, love and respect people with HIV/AIDS, as "they were no different to people without the virus".

Mr Vosloo said he was diagnosed with the HIV/AIDS virus 13 years ago and a doctor told him that he only had two years to live. However, it's 13 years later and Mr Vosloo is still going strong and advocating against stigma and discrimination today.

He challenged government and corporate companies to employ people living with HIV/AIDS.

The function was well attended by both senior management and staff within the Office. Staff were entertained by a choir from Access College, which rendered lively, upbeat music.



Prof Sangweni and OPSC staff

Mr Martin Vosloo



Access College choir



The humble messenger of friendship

By Manase Makwela



When one walks through the corridors at Commission House, there is one face you are sure to encounter - the face of the man simply known as Ntate Pitsi. The 61-year-old Ntate Pitsi, or Sebatana Johannes Pitsi as recorded in his personnel files, is the Senior Messenger: Group Purchasing & Logistics, who has over the years turned himself into the Office handyman - jack of all trades.

Ntate Pitsi, who as an 18-year-old boy from Kongwe in the Kameelvontein district had to work at the kitchens and later as a cleaner of flats in Pretoria, started working for the OPSC in 1967. Asked to relive his early days as a junior employee based at the Northvaal Arcade and later the Transvaal House, he told yours truly that during those days "my work included everything. I was a messenger, a filing clerk, distributed letters, moved furniture between offices, washed dishes, and even painted furniture and walls that needed a facelift".

Ntate Pitsi, the father of three, Andries (26), Lillian (22), and Fridah (19), and husband to Nkele, is the fourth born child in a family of four sons and four daughters. He was born at a farm in Crocodilespruit and grew up in a rural area where like many other poor rural children then, had to walk long distances to school everyday. It was this daily barefoot walk in trying weather conditions and the lack of financial assistance that denied the young Sebatana a chance to finish Standard 5. Although the odds were heavily stacked against him, Ntate Pitsi regrets that he did not try harder enough to face them in his quest to reach Standard Six.

He is however proud of his conquests at the sport field, where he excelled in running, high jump, and soccer. It is no surprise that he is an ardent follower of a Premier Soccer League team, "the mighty Amakhosi", as Kaizer Chiefs is passionately called by its followers. Pressed to pick up his favourite soccer players, Bra Joe as Ntate Pitsi was called in his days as a naughty boy, said, "Although I like Amakhosi as a team, Brian Baloyi and Shoes Moshoeu stand out for me". For a man who likes rhythmic traditional music, wedding songs, and choral music, it comes natural that Ntate Pitsi's darling on the music front is the late Shangaan disco King, Paul Ndlovu.

Ntate Pitsi prides himself in the work he does and as a Messenger, he says it becomes easy for him to spread the spirit of friendship to those he meets on a daily basis. He enjoys relaxing at home with his family and wishes to obtain a drivers license and also qualify as an electrician. Asked for his dislikes in life, this former cook who likes ting, morogo, and chicken, said he hates criminality, gossiping, and dishonesty. To him, these are the kind of traits that make life unbearable at times.

Asked for his views on violence against women and children, Ntate Pitsi said that it is barbaric to use violence to solve problems, as "violence does not build a family or even a society". To him, "the key to all problems is communication".

In concluding our talk, Ntate Pitsi, who believes in the maxim "motho ke motho ka batho", (loosely translated, you are who you are because of others), gave advice to both his young and old colleagues; "We need to follow work procedure and respect each other irrespective of the age difference. You cannot disrespect your supervisor just because "hy is nog 'n laaitie".

Izwi would like to thank Ntate Pitsi for sharing with the readers, part of his life story. Re a leboga Rre Pitsi, wena pitsi ya mebala. Nare!



Ntate Pitsi



Colloquium on the Impact of the Promotion of Administrative Justice Act on Labour Law

By Manase Makwela

The University of Pretoria campus was abuzz with legal experts on Friday, 07 November 2003, when the Public Service Commission (PSC), University of Pretoria, and the German Agency for Technical Cooperation (GTZ), hosted a Colloquium on the Impact of the Promotion of Administrative Justice Act on Labour Law.



Justice Kate O'Regan and Prof Richard Levin

Professor Richard Levin, Acting Director-General of the OPSC, opened the Colloquium while Justice Kate O'Regan from the Constitutional Court of South Africa delivered the keynote address on the constitutional background and the relationship between labour law and administrative law. Judge Johan Froneman of the Eastern Cape Division of the High Court, Ms Jakkie Wessels (Regional Magistrate, Pretoria) and Dr John Grogan also delivered papers on topics related to the theme of the colloquium. Legal practitioners, academics, officials from various government institutions and members of the judiciary involved in labour law and administrative law acted as chairpersons, panelists and participants at the Colloquium.

The Colloquium focused on the interaction between the Administrative Justice Act (AJA) and labour law principles, as well as the possible influence of the AJA on labour law. Issues that were debated include: Which employers will be covered by the AJA? Which actions would have to comply not only with the Labour Relations Act, the Basic Conditions of Employment Act, but also with the AJA? Does the AJA play a role in the bargaining process between

employers and unions?

In addition, the debate focused on the following aspects:

- which labour related decisions will have to comply with the AJA;
- the effect of the provisions relating to procedural fairness and reasons on these decisions;
- the influence of the grounds of review in terms of the AJA on the review of these decisions.

Professor Levin assured the delegates that in their joint hosts, they were in good hands. To hit this point home, he mentioned that

- the PSC is constitutionally mandated to investigate, monitor and evaluate the public service and to ensure that personnel procedures comply with the values and principles of the Constitution;
- the University of Pretoria is one of the leading law faculties stimulating legal debate on the interaction between the AJA and labour law; and
- GTZ, with its Legislative Drafting Project, has supported the development and implementation of the AJA throughout the public service since 1998.

Leading the teams from the host organisations, were: Dr Stefan van Eck, University of Pretoria, Ms Claudia Lange (GTZ), and Prof. Richard Levin (OPSC). Among those who attended the Colloquium from the O/PSC were Commissioners Squire Mahlangu and Bernard Wentzel, Advocate Theo Sefuba, Mr Indran Naidoo, and Mr Ndabo Khoza.



Members of the organising team

The 2003/4 Strat Plan held



The long awaited Strategic Planning Session finally took place from 12 to 14 November this year. This session that was held in Dikhololo outside Brits, was attended by OPSC managers from the rank of Deputy Director up to the Director-General.

The purpose of this session was to plan for the year that lies ahead. It now rests upon the managers and their staff to implement the work plans and make ours, a winning organisation.

Full information on the Strategic Plan can be accessed on the Office intranet.



staff clad in the PSC golf shirts

GO WELL STAN



1/05/1941 - 21/11/2003



Although death has taken away Mr Joseph Stanley Noome', his memory lives on.

Rest in Peace Colleague!



16 DAYS OF ACTIVISM



By Noleen de Free

If you walked through Commission House for the past two weeks you probably noticed that almost everybody is sporting a white ribbon on his or her chest, right? (see picture above)

Well this is to show their commitment to the 16 Days of No Violence against Women and Children Campaign which kicked off on November 25 - the International Day for the Elimination of Violence against Women. The day was officially recognised by the United Nations in 1999.

For the past ten years the 16 Days of Activism has marked activities around the world to end gender violence. This 16-Day campaign has been used to create a global movement to raise awareness, to address policy and legal issues, to campaign for the protection of survivors of violence and to call for the elimination of all forms of gender violence.



SAFETY TIPS



Safety first and foremost - Arrive Alive

Directorate: Communication and Information Services wishes everyone a wonderful festive season. Here are some useful tips for everyone who will be traveling during the festive season:

Prevent driver Fatigue

It is dangerous to start a long journey if the driver is not properly rested. Tired drivers make mistakes. Their levels of awareness are low, and their reactions slow. They are unable to see possible dangerous situations as quickly as the side-awake driver, and there is always the danger of falling asleep whilst driving.

- Have a good night's sleep and make sure that you are rested and able to concentrate on traffic all the times whilst driving.
- Allow enough stops along the way to stretch and relax.
- Sleepy drivers should rather stop and have a sleep than to carry on driving.

Check your health

- Make sure your vision is good by having your eyes tested once a year.
- Make sure you do not suffer from any illnesses such as diabetes and epilepsy, which would affect your ability to drive skillfully and safely.

Drinking and driving

Alcohol is a depressant, slowing down all the functions you need to drive the vehicle safely. Other substances

such as illegal drugs and prescription medicine can also affect your driving. Always check with your doctor or pharmacist what the effects are. Some medicine makes you drowsy, and slow down your reaction.

Vehicle fitness

Before setting out any trip, whether long or short distance, make sure that your vehicle is roadworthy. If you know that your car is not roadworthy, do not take it to the streets - you could expose a lot of people and yourself to danger.

Tyres

Check your tyres for the following:

- Tyre pressure has an important effect on a car's handling and ride. Under-inflated tyres can lead to overheating and eventual blowouts. At high speed, the consequences can be tragic. Follow the recommended tyre pressures for your type of car.
- A tyre that looks like it is fraying at the edges indicates that the wheel alignment requires attention.



Brakes

- Check brake fluid regularly.
- If brakes take unevenly, check for faulty tyre pressure, faulty adjustment, worn brake linings or oil or grease on brake linings or discs.

Rather be safe than sorry. For more information please contact www.transport.gov.za

PSC INTRANET

- your personal assistant



For the OPSC, of the OPSC, by the OPSC...that is the slogan for PSC Online, our very own intranet.

Staff within the organisation finally have access to their very own intranet - a gateway to the happenings within the Office.

Under ANNOUNCEMENTS you will find latest news in the Office; what is happening and where it is happening. No more going to your filing cabinets looking for your policies and paging through pages; just click on DOCUMENTS and the policies are a few seconds away from you.



And what about that mindless search for office forms and then you don't find them and have to borrow some from your neighbour's office and make copies? Well, we say NO MORE! Just click under FORMS and the one you are searching for is right at your fingertips.

These are just some of the benefits of having an intranet. There are loads more.

If you have any inputs, comments or suggestions on improving the intranet and its content, please feel free to use the FEEDBACK page on the homepage and let us know. We promise you we will take all suggestions into consideration and all constructive criticism would be more than welcome.

TRANSFERS / PROMOTIONS / APPOINTMENTS / RESIGNATIONS

Period: August 2003 - December 2003

PROMOTIONS

NAME	POSITION	COMPONENT	DATE	NEW POSITION
Mr MJ Madienyane	State Accountant	SD: GFS	01 /09/ 03	Senior State Accountant
Ms CE Jacobs	Senior Personnel Officer	SD: GHR	01 /11/ 03	Senior Personel Officer Gr III
Ms PB Mokgoatjane	Principal Personnel Officer	SD: GHR	01 / 11/ 03	Chief Personnel Officer

TRANSFER FROM OPSC

NAME	COMPONENT	NAME	COMPONENT
Ms N Dince	Regional Office: North West	Ms NLP Sithole	D: EA
Mr MP Chauke	D: IRS	Ms W Martin	Regional Office: Eastern Cape

TRANSFER TO OPSC

NAME	COMPONENT	NAME	COMPONENT
Ms G Seabelo	Regional Office: North West	Mr ID Thubakgale	SD: GHR

RESIGNATIONS

NAME	COMPONENT	NAME	COMPONENT
Mr SI Tjebane	D: SI	Ms OS Modise	Regional Office: North West

Izwi would like to congratulate these guys who are on the move.

*There is no one who took a pension or early retirement during this period. Also there are no newly appointees from outside government.



BIRTHDAYS

The following people celebrate their birthdays between November 2003 and January 2004. Izwi wishes them a healthy and many more fulfilling birthdays to come.

November.

Head Office:

Ms Adams MM(06), Ms Botma DE (15), Mr De Villiers B (22), Ms Gildenhuys S (10), Ms Gunn C (22), Ms Kwenamore G (20), Ms Lukhero N (23), Ms Masilo SS (01), Ms Matloga MJ (27), Mr Mjoka BL (23), Ms Modiri L (26), Mr Olivier RJ (25), Ms Smith JW (15), Ms Viviers LC (04).

Northern Cape Regional Office:

Ms Dlamini NL (11)

Mpumalanga Regional Office:

Mr Dolamo MF (15) and Mr Mashekgo DW (21)

Eastern Cape Regional Office:

Mr Rhawana MV (19)

December.

Head Office:

Dr Baai GS (21), Mr Chale MM (16), Ms Fourie ME (08), Mr Hartzenberg JS (23), Mr Lebotse WP (26), Prof Levin RM (26), Mr Madienyane JM (22), Mr Makena CS (31), Mr Makwela MF (25), Mr Mashiloane S (14), Ms Mngomezulu TA (07), Mr Naidoo L (05), Mr Semanya SM (10), Ms Sing L (27), Dr Tshandu Z (16).

Kwazulu Natal Regional Office:

Ms Dlamini HP (28)

Western Cape Province:

Mr Kannemeyer JMS (27)

Limpopo Regional Office:

Mr Sadiki TL (12)

Free State Regional Office:

Ms Sebolao RR (23)

Parliamentary Office:

Mr Van Schalkwyk ST (02)

BIRTHDAY LIST FOR JANUARY 2004

NAME	TITLE	BIRTH DATE	OFFICE
De Free N	Ms	16/01	Head Office
Erasmus RS	Mr	18/01	Western Cape Regional Office
Mdunge DN	Ms	10/01	Head Office
Mkhize MJ	Mr	20/01	Head Office
Sebotsa PM	Ms	29/01	Free State Regional Office
Sikhosana MJ	Mr	13/01	Head Office

Izwi lase OPSC is a bi-monthly internal newsletter published by
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For comment on this issue of *Izwi*, and suggestions/input for the next issue, please write to the editor at ManaseM@opsc.gov.za
Input for the next issue should reach us by 23 January 2004.